



TEXAS A&M UNIVERSITY  
**SAN ANTONIO**

MGMT 5322.600 Seminar in Management, Spring 2026  
Department of Management and Marketing, College of Business  
**Syllabus and Due Dates Are Subject to Change**

### **Course Syllabus**

|                             |   |
|-----------------------------|---|
| <b>Class Meeting Time:</b>  | Tuesday from 7:03pm – 8:45pm  |
| <b>Class Meeting Place:</b> | Online (Zoom)   |
| <b>Class Duration:</b>      | January 20, 2026 – May 13, 2026   |
| <b>Instructor:</b>          | Dr. Douglas H. Carter<br>Office: BLH 441 N<br>Tel: 210-784-2712 – please don't leave messages. You will get much faster reply by using email.<br>E-Mail: <a href="mailto:dhcarter@tamusa.edu">dhcarter@tamusa.edu</a><br>Students will receive a reply within two business days.<br><a href="https://tamusa.blackboard.com/">https://tamusa.blackboard.com/</a> |
| <b>Course Website:</b>      | <a href="https://tamusa.blackboard.com/">https://tamusa.blackboard.com/</a>   |
| <b>Office Hours:</b>        | Office Hours: Tuesday 2-5:45pm, Thursday 5-5:45pm<br>Wednesdays 2-5pm via Zoom by appointment.  |

### **Syllabus last update 12 January 2026**

**Catalog Course Description:** A study of the philosophy and concepts underlying modern management.

**Prerequisites:** Enrollment is limited to Graduate level students. Enrollment is limited to students in a Master of Business Admin degree.

**Course Objective:** Improve organizational performance and minimize organizational risk.

**Student Learner Outcomes: Upon successful completion of this course, students will:**

- Identify seminal and classic theory supporting the foundation of management practices in today's business world.
- Explain current management practices in today's complex business environment including but not limited to the topics of globalization, social responsibility and ethical awareness.
- Apply critical thinking skills to assess management practices based on an objective application of relevant management theory.
- Demonstrate professional oral and written communication skills.

## Required Materials:

- ✓ **Text: Management, Release: 2025, Author: Thomas Bateman**
- **Blackboard:** Connect to <http://tamusa.blackboard.com>.
- All course materials, including discussion materials, quizzes, and written assignments will be delivered through Blackboard.
- **TIME:** In a typical class, you would be expected to spend 3-6 hours per week on the course outside of the classroom. Because this is a hybrid class, you should probably expect to spend 6-8 hours or more on the class.

**RECOMMENDED MATERIALS:** I strongly encourage you to read the Wall Street Journal, The Economist, The Financial Times and other business publications.

**Grading Policy:** The final course grade will be based on your performance on the quizzes, exams, assignments and class participation using the following weights:

|  |       |               |
|--|-------|---------------|
| Smart Book* (12 @ 50pts)                           | 17%   | (600 points)  |
| Chapter Quizzes**Close Sunday at EOD (12 @ 100pts) | 34%   | (1200 points) |
| ABA Exercises (12 @ 25pts)                         | 8.0%  | (300 points)  |
| Chapter Assignments (12 @ 25pts)                   | 8.0%  | (300 points)  |
| Attendance and Participation                       | 8.0%  | (300 points)  |
| Reflection Papers (3 @100pts)                      | 8.0 % | (300 points)  |
| Reflection Paper/Final                             | 14%   | (500 points)  |
| <br>   |       |               |
| Total  | 100%  | 3500 points   |

The final letter grades will be assigned as follows: Above 90%  $\Rightarrow$  A; 80 – 89%  $\Rightarrow$  B; 70 – 79%  $\Rightarrow$  C; 60 – 69%  $\Rightarrow$  D; Below 60%  $\Rightarrow$  F.

**Online Homework:** Each week you will have a variety of homework assignments that highlight various topics and learning styles in each chapter. You will be given seven days to complete the assignments. At the end of the week, these assignments will be closed, and another set of homework assignments will be opened.

1. It is the students' responsibility to obtain and be able to use the required materials and software for this class.
2. Students must retain copies of all assignments and graded work for verification purposes. Keep copies of all computer files and e-mails.
3. Talking while the instructor is lecturing is disruptive and discourteous.
4. For any questions about the exams and assignments, a student should contact the instructor before the day they are due, so the instructor may have enough time to provide feedback.
5. All communications will be via e-mail communications to the Texas A&M University e-mail account, and students are expected to use their school provided email account and reference the course name and number. The instructor will reply to a student e-mail message within 24 hours during weekdays (Monday-Friday).

6. All assignment submissions must be uploaded by the due date.

**Make up and Late Assignment/exam/quiz policy:** As a general rule, make-ups or late submissions will NOT be offered or accepted for any missed assignments/exams/quizzes. Late submissions or make-ups may be accepted/administered only in extraordinary circumstances such as an excused official university activity, a severe illness, or a dire emergency. However, you must provide comprehensive documentation either before or within a few days of the missed assignment/quiz/exam.

**Class conduct and civility code:** Everyone in class is expected to follow all rules in the student handbook, as well as common courtesy during classroom lectures and discussions in class and online, including the following:

7. Attendance may be taken at the beginning or the end of the class.
8. It is the students' responsibility to obtain and be able to use the required materials and software for this class.
9. Students must retain copies of all assignments and graded work for verification purposes and provide it to the instructor, if necessary. Keep own copies of all computer files and e-mails till final grade is received.
10. Talking while the instructor is lecturing is extremely disruptive and discourteous to the instructor and other students.
11. Using computers or phones (except for a valid urgent need) during class for a purpose not related to class is disruptive. All cell phones and gadgets should be turned OFF and headphones removed. (This is an online course, so this guideline is suspended).
12. For any questions about the exams and assignments, a student should contact the instructor well in advance of the day they are due, so the instructor may have enough time to provide feedback.
13. All communications will be via e-mail communications to the Texas A&M University e-mail account, and students are expected to use their school provided email account. The instructor will reply to student e-mail messages and voice messages within 24 hours during weekdays (Monday-Friday).
14. All assignment submissions must be uploaded to Blackboard by the due date and time. Submission window may close or mark late, even if it is late by one second.

Anyone violating these policies may be subject to disciplinary actions.

The course is intensive and challenging and you are expected to master the materials presented in class. The structure of the class makes your individual study and preparation outside of class extremely important and may vary considerably based on student background. However, a minimum of two to four hours of work outside the class is expected for every one hour of class per week. Reading the assigned chapter(s) and having some familiarity with them before class will be very useful for understanding lectures.

#### ***Spring 2026 MGMT 4370 Class Schedule***

The provisions and information set forth in the schedule below are intended to be informational and not contractual in nature. The instructor reserves the right to amend, alter, change, delete or modify the provisions of the schedule.

| <b>Week</b> | <b>Dates</b>  | <b>Chapter and Topic</b>  | <b>DUE EOD</b>   |
|-------------|---------------|---|--|
| 1           | 01/19 –01/25  | Introduction<br>Review Syllabus<br>Prepare an Elevator Speech Introduction (30 seconds) |  |
| 2           | 01/26 – 02/01 | Chapter 1: Managing and Performing  | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 01 February |
| 3           | 02/02 – 02/08 | Chapter 2: External and Internal Environments   | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 08 February |
| 4           | 02/09 – 02/15 | Chapter 3: Managerial Decision Making   | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 15 February |
| 5           | 02/16 – 02/22 | Chapter 4: Planning and Strategic Management  | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 22 February |
| 6           | 02/23 – 03/01 | Chapter 5: Ethics, Corporate Responsibility and Sustainability                          | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 01 March    |
| 7           | 03/02 – 03/08 | Chapter 6: International Management (*Reflection Paper)                                 | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 08 March    |
| 8           | 03/09 – 03/15 | <b>Spring Break – No Class</b>  |  |
| 9           | 03/16 – 03/22 | Chapter 7: Entrepreneurship   | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 22 March    |

|    |               |  |   |
|----|---------------|--|---|
| 10 | 03/23 – 03/29 | Chapter 8: Organizational Structure                            | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 29 March |
| 11 | 03/31 -04/05  | Chapter 9: The Adaptive Organization<br>(*Reflection Paper)    | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 05 April |
| 12 | 04/06 – 04/12 | Chapter 12: Leadership   | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 12 April |
| 13 | 04/13 – 04/19 | Chapter 13: Motivating for Performance                         | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 19 April |
| 14 | 04/20 – 04/26 | Chapter 14: Teamwork ( <b>Recorded Lecture</b> )               | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 26 April |
| 15 | 04/27 – 05/03 | Chapter 18: Creating and Leading Change<br>(*Reflection Paper) | Smart Book Assignment<br>ABA<br>Chapter Quiz<br>Due: 03 May   |
| 16 | 05/12         | <b>Final Exam/Paper Due</b>                                    | Reflection Paper<br>Due: 12 May 2026<br><b>7:50pm</b>         |

## IMPORTANT POLICIES AND RESOURCES

**University Email Policy and Course Communications:** All correspondence between professors and students must occur via University email accounts. You must have your Jaguar email account ready and working. If it is not working, contact the help desk at [helpdesk@tamusa.edu](mailto:helpdesk@tamusa.edu) or at 210-784-HELP (4357). If you don't hear back within 48 hours, contact them again. They have many requests during the first part of the semester, so you may need to follow up with them.

**Academic Accommodations for Individuals with Disabilities:** Texas A&M University-San Antonio is committed to providing all students with reasonable access to learning opportunities and accommodations in accordance with The Americans with Disabilities Act, as amended, and Section 504 of the Rehabilitation Act. If you experience barriers to

your education due to a disability or think you may have a disability, Disability Support Services is located in the Central Academic Building, Suite 210. You can also contact us via phone at (210) 784-1335, visit us at the [website](#) or email us at [dss@tamusa.edu](mailto:dss@tamusa.edu). Disabilities may include, but are not limited to, attentional, learning, mental health, sensory, physical, or chronic health conditions. All students are encouraged to discuss their academic accommodations with Disability Support Services and their instructors as soon as possible.

**Academic Learning Center:** All currently enrolled students at Texas A&M University-San Antonio can utilize the Academic Learning Center for subject-area tutoring. The Academic Learning Center provides free course-based tutoring to all currently enrolled students at Texas A&M University-San Antonio. Students wishing to work with a tutor can make appointments through the Brainfuse online tutoring platform. Brainfuse can be accessed in the *Tools* section of Blackboard. You can contact the Academic Learning Center by emailing [tutoring@tamusa.edu](mailto:tutoring@tamusa.edu), calling (210) 784-1307, or visiting the Central Academic Building, room 202. Online tutoring is also available for after hours and weekend assistance.

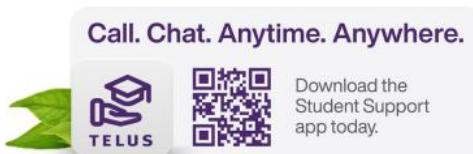
While tutoring hours may change based on tutor schedules and availability, the current tutoring hours for MATH in the ALC are as follows:

|           | <b>Appointments available</b> | <b>Walk in Tutoring – No appointment needed</b> |
|-----------|-------------------------------|---|
| MONDAY    | 8 am – 6 pm                   | 9 am – 5 pm                                     |
| TUESDAY   | 8 am – 6 pm                   | 9 am – 5 pm                                     |
| WEDNESDAY | 8 am – 6 pm                   | 9 am – 5 pm                                     |
| THURSDAY  | 8 am – 6 pm                   | 9 am – 5 pm                                     |
| FRIDAY    | 8 am – 5 pm                   | 11 am – 4 pm                                    |

**Counseling/Mental Health Resources:** As a college student, there may be times when personal stressors interfere with your academic performance and negatively impact your daily functioning. If you are experiencing emotional difficulties or mental health concerns, support is available to you through the Student Counseling Center (SCC). To schedule an appointment, visit our website, call 210-784-1331 or visit Madla 120 between the hours of 8:00 AM and 5:00 PM.

All mental health services provided by the SCC are free and confidential (as the law allows). The Student Counseling Center provides brief individual and group therapy, crisis intervention, consultation, case management, and prevention services. *Crisis support is available 24/7/365 by calling the SCC at 210-784-1331 or through the TELUS student support App.*

The TELUS Student Support App provides a variety of mental health resources to including 24/7/365 support for in the moment distress, crisis support, an anonymous peer-to-peer support network, mental health screenings, podcasts, and articles to improve your mental wellbeing.



**Emergency Preparedness:** JagE Alert is Texas A&M University-San Antonio's mass notification system. In the event of an emergency, such as inclement weather, students, staff and faculty, who are registered, will have the option to receive a text message, email with instructions and updates. To register or update your information visit: <https://tamusa.bbcportal.com/>. More information about Emergency Operations Plan and the Emergency Action Plan can be found [here](#). Download the SafeZone App (<https://safezoneapp.com/>) for emergencies or call (210) 784-1911. Non-Emergency (210) 784-1900.

**Financial Aid and Verification of Attendance:** According to the following federal regulation, 34 CFR 668.21: U.S. Department of Education (DoE) Title IV regulation, a student can only receive Title IV funds based on Title IV eligibility criteria which include class attendance. If Title IV funds are disbursed to ineligible students (including students who fail to begin attendance), the institution must return these funds to the U.S. DoE within 30 days of becoming aware that the student will not or has not begun attendance. Faculty will provide the Office of Financial Aid with an electronic notification if a student has not attended by the published Census Date (the first week of class). Any student receiving federal financial aid who does not attend prior to the published Census Date (the first week of class) will have their aid terminated and returned to the DoE. Please note that any student who stops attending at any time during the semester may also need to return a portion of their federal aid.

**Jaguar Writing, Language, and Digital Composing Center (WLDCC):** The Jaguar Writing Center provides writing support to graduate and undergraduate students in all three colleges as well as faculty and staff. Writing tutors work with students to develop reading skills, prepare oral presentations, and plan, draft, and revise their written assignments. Our language tutors support students enrolled in Spanish courses and students composing in Spanish for any assignment. Our digital studio tutors support students working on digital projects such as eportfolios, class presentations, or other digital multimedia projects. The Writing Center offers face-to-face, synchronous online, and asynchronous digital appointments. Students can schedule appointments with the Writing Center in JagWire under the Student Services tab. Click on “Writing, Language, and Digital Composing Center” to make your appointment. Students wanting to work in realtime with a tutor can schedule an “Online Appointment.” Students wishing to receive asynchronous, written feedback from a tutor can schedule an “eTutoring” appointment. More information about what services we offer, how to make an appointment, and how to access your appointment can be found on our [website](#). The Writing Center can also be reached by emailing [writingcenter@tamus.edu](mailto:writingcenter@tamus.edu).

**Meeting Basic Needs:** Any student who has difficulty affording groceries or accessing sufficient food to eat every day or who lacks a safe and stable place to live, and believes this may affect their performance in the course, is urged to submit a [CARE report](#) for support. Furthermore, please notify the professor if you are comfortable in doing so. This will enable them to direct you to available resources. A food pantry is available on campus; click [here](#) for hours and contact information.

**Military Affairs:** Veterans and active-duty military personnel are welcomed and encouraged to visit the Office of Military Affairs for any question involving federal or state VA Education Benefits. Visit the Patriots’ Casa building, room 202, or to contact the Office of Military Affairs with any questions at [military.va@tamus.edu](mailto:military.va@tamus.edu) or (210)784-1397.

**Religious Observances:** Texas A&M University-San Antonio recognizes the wide variety of faiths represented among the campus community and protects the rights of students, faculty, and staff to observe religious holidays according to their tradition. Under the policy, students are provided an opportunity to make up any examination, study, or course work requirements that may be missed due to a religious observance provided they notify their instructors before the end of the second week of classes for regular session classes.

**The Six-Drop Rule:** Students are subject to the requirements of Senate Bill (SB) 1231 passed by the Texas Legislature in 2007. SB 1231 limits students to a maximum of six (6) non-punitive course drops (i.e., courses a student chooses to drop) during their undergraduate careers. A non-punitive drop does not affect the student’s GPA. However, course drops that exceed the maximum allowed by SB 1231 will be treated as “F” grades and will impact the student’s GPA.

**Statement of Harassment and Discrimination:** Texas A&M University-San Antonio is committed to the fundamental principles of academic freedom, equal opportunity, and human dignity. To fulfill its multiple missions as an institution of higher learning, A&M-San Antonio encourages a climate that values and nurtures collegiality and the uniqueness of the individual on our campus and within our state, nation, and world. All decisions and actions involving students and employees are to be based on applicable law and individual merit. Texas A&M University-San Antonio, in accordance with applicable federal and state law, prohibits discrimination, including harassment, on the basis of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or pregnancy/parenting status. Individuals who believe they have experienced harassment or discrimination prohibited by this statement are encouraged to contact the University’s Civil Rights Officer at 210-784-2061 or [titleix@tamus.edu](mailto:titleix@tamus.edu).

Texas A&M University-San Antonio faculty are committed to providing a safe learning environment for all students and for the university as a whole. If you have experienced any form of sex discrimination or harassment, including sexual assault, sexual harassment, domestic or dating violence, or stalking based on sex, know that help and support are available. A&M-San Antonio’s Title IX Coordinator can support those impacted by such conduct in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, and more. The university strongly encourages all students to report any such incidents to the Title IX Coordinator. Please be aware that all A&M-San Antonio employees (other than those designated as confidential resources such as counselors and trained victim advocates) are required to report information about such discrimination and harassment to the university. This means that if you tell a faculty member about a

situation of sexual harassment, sexual violence, or other related sex-based misconduct, the faculty member must share that information with the university's Title IX Coordinator ([titleix@tamusa.edu](mailto:titleix@tamusa.edu), 210-784-2061, CAB 439K). If you wish to speak to a confidential employee who does not have this reporting requirement, you can contact the Student Counseling Center at (210) 784-1331 or visit them in Madla 120.

**Pregnant/Parenting Students:** Texas A&M-San Antonio does not require a pregnant or parenting student, solely because of that status or issues related to that status, to (1) take a leave of absence or withdraw from their degree or certificate program; (2) limit the student's studies; (3) participate in an alternative program; (4) change the student's major, degree, or certificate program; or (5) refrain from joining or cease participating in any course, activity, or program at the University. The university will provide such reasonable accommodations to pregnant students as would be provided to a student with a temporary medical condition that are related to the health and safety of the student and the student's unborn child. These could include maintaining a safe distance from substances, areas, and activities known to be hazardous to pregnant individuals and their unborn child; excused absences because of illness or medical appointments; modified due dates for assignments; rescheduled tests/exams; taking a leave of absence; and being provided access to instructional materials and video recordings of lectures for excused absences, if these would be provided to any other student with an excused absence. Pregnant/parenting students are encouraged to contact the Title IX Coordinator with any questions or concerns related to their status ([titleix@tamusa.edu](mailto:titleix@tamusa.edu); 210-784-2061; CAB 439K).

Texas A&M-San Antonio has also designated the Title IX Coordinator as the liaison officer for current or incoming students who are the parent or guardian of a child younger than 18 years of age. The Title IX Coordinator can provide students with information regarding support services and other resources. Young Jaguars can support parenting students with daycare if students meet this criteria: (1) must be enrolled in classes at Texas A&M-San Antonio in the current semester, (2) must be Pell eligible or a single parent, (3) child(ren) must be aged 3 to 12-years-old, and (4) child(ren) must be enrolled in Pre-K-3 through 6th grade. For more information, please contact Young Jaguars at [youngjaguars@tamusa.edu](mailto:youngjaguars@tamusa.edu) or call (210) 784-2636.

**Students' Rights and Responsibilities:** The following statement of students' rights and responsibilities is intended to reflect the philosophical base upon which University Student Rules are built. This philosophy acknowledges the existence of both rights and responsibilities, which is inherent to an individual not only as a student at Texas A&M University-San Antonio but also as a citizen of this country.

### **Students' Rights**

1. A student shall have the right to participate in a free exchange of ideas, and there shall be no University rule or administrative rule that in any way abridges the rights of freedom of speech, expression, petition and peaceful assembly as set forth in the U.S. Constitution.
2. Each student shall have the right to participate in all areas and activities of the University, free from any form of discrimination, including harassment, on the basis of race, color, national or ethnic origin, religion, sex, disability, age, and pregnancy/parenting or veteran status in accordance with applicable federal and state laws.
3. A student has the right to personal privacy except as otherwise provided by law, and this will be observed by students and University authorities alike.
4. Each student subject to disciplinary action arising from violations of university student rules shall be assured a fundamentally fair process.

### **Students' Responsibilities**

1. A student has the responsibility to respect the rights and property of others, including other students, the faculty, and administration.

2. A student has the responsibility to be fully acquainted with the published University Student Rules found in the Student Handbook, [Student Code of Conduct](#), on our website, and University Catalog, and to comply with them, as well as with federal, state, and local laws.
3. A student has the responsibility to recognize that student actions reflect upon the individuals involved and upon the entire University community.
4. A student has the responsibility to recognize the University's obligation to provide a safe environment for learning.
5. A student has the responsibility to check their university email for any updates or official university notifications.

We expect that students will behave in a manner that is dignified, respectful, and courteous to all people, regardless of sex, ethnic/racial origin, religious background, or disability. Conduct that infringes on the rights of another individual will not be tolerated.

Students are expected to exhibit a high level of honesty and integrity in their pursuit of higher education. Students engaging in an act that violates the standards of academic integrity will find themselves facing academic and/or disciplinary sanctions. Academic misconduct is any act, or attempt, which gives an unfair advantage to the student. Additionally, any behavior specifically prohibited by a faculty member in the course syllabus or class discussion may be considered as academic misconduct. For more information on academic misconduct policies and procedures please review the [Student Code of Conduct](#) or visit the resources available in the [OSRR website](#)

### **Important Spring 2026 Dates:**

| <b>Dates</b>        | <b>Event</b>  |
|---------------------|---|
| January 13          | Tuition & Fee Payments deadline                           |
| January 19          | Martin Luther King, Jr. – No Classes                      |
| January 20          | First day of class  |
| February 4          | Census date   |
| February 23-March 6 | Midterm grading period                                    |
| March 9-March 14    | Spring Break  |
| April 3             | Study Day – No classes                                    |
| April 17            | Last day to drop with an automatic "W"                    |
| May 1               | Last day to drop a course or withdraw from the University |
| May 4               | Last day of classes                                       |
| May 5               | Study Day – No classes                                    |
| May 6-May 12        | Final exams   |
| May 19              | Commencement  |

*The complete [academic calendar](#) is available online*

\*\* Use of artificial intelligence (AI) tools, including ChatGPT, is permitted in this course for students who wish to use them. To adhere to our scholarly values, students must cite any AI-generated material that informed them of their work (this includes in-text citations and/or use of quotations, and in your reference list). Using an AI tool to generate content without proper attribution qualifies as academic dishonesty and violates Texas A&M-San Antonio's standards of academic integrity.