

AMBERTON UNIVERSITY
LECTURE SYLLABUS

COM6303.21 Communicating for Results in Organizations
Spring 2025

PROFESSOR INFORMATION:

Name: Dr. Varaidzo Nyamandi Phone
Number: 972-279-6511 ext. 264
Office Location: Frisco
Office Hours: Fridays between 2:00 – 3:30
PM via Zoom. Available by
Appointment. Please email
me 24 hours in advance.
Email Address: VNyamandi@Amberton.edu

COURSE INFORMATION:

COM6303.21 Communication for Results in organizations
Level: Graduate
Beginning Date of Session: Saturday, March 15, 2025
Ending Date of Session: Thursday, May 22, 2054
Student access available to the Student Portal: Saturday, March 15, 2025.
The first class meeting is Thursday, March 20, 2025, in **Room # 1 (Frisco Center)**

All Monday-Thursday lecture classes begin promptly at 6:30 p.m.
All Saturday lecture classes begin promptly at 8:30 a.m.

COURSE PREREQUISITES:

None

TEXTBOOK(S) AND REQUIRED MATERIALS:

Title: Organizational Communication: Balancing Creativity and Constraint
Author: Eric Eisenberg, H.L.Goodall Jr, Angela Trethewey, and Marianne LeGreco
Publisher: Bedford/St. Martin's
Year Published: 2016 Edition: 8th
ISBN: 10: 1319052347 or 13: 978-1319052348
Price: Available at <http://amberton.ecampus.com>

Amberton University has an agreement with eCampus.com to provide a full-service online bookstore to students. The Amberton University Virtual Bookstore is accessible through the University's website, www.Amberton.edu. There is also a bookstore link in the Student Portal.

The AU Virtual Bookstore provides an easy to use interface, online buyback of books, and same day shipment of most titles with an average delivery time of 2-3 days depending on the student's location. Textbook options include new, used, rental, and electronic media as available.

Since no books are sold on campus, students should plan accordingly and purchase their books in advance of the first day of class, allowing time for shipping. Be certain you are enrolled in the course before purchasing your book(s). All textbook information (Title, Author, ISBN, etc.) is available in the course syllabi so students can shop competitively. Most textbooks can be purchased from many different textbook vendors. Some textbooks may only be available on the University's Virtual Bookstore. Students should be careful to obtain the exact resource(s) required for the course.

APA Requirement

APA (American Psychological Association) style is most commonly used to cite sources within the social sciences. This resource, revised according to the 7th edition, offers examples for the general format of APA research papers, in-text citations, endnotes/footnotes, and the reference page. For more information, please consult the *Publication Manual of the American Psychological Association*, (7th ed.). All coursework at Amberton University will comply with the standards contained in the APA Publication Manual.

COURSE COMPETENCIES:

The following represents the course competencies for this class. Competencies are equivalent for all lecture and distance learning courses. Following each competency is the assignment used to gain mastery of this area of study.

The course empowers students to explore communication within organizations. The course helps the student investigate relationships, organizational cultures, work groups, online environments, training, and problems in organizations. Students learn how to analyze communication, diagnose problems, and suggest solutions.

UPON COMPLETION OF THE COURSE, THE STUDENT WILL BE COMPETENT IN:

1. Identifying interpersonal communication problems within an organization.
2. Discussing methods of improving relationships within organizations and the ability to support the organization.
3. Exploring how technology affects communication within organizations.
4. Analyzing the culture of a specific corporation.
5. Evaluating how the nonverbal environment and behavior affect interaction within an organization.
6. Demonstrating how “corporate stories” about the history of an organization affect the communication climate.
7. Discussing how the communication styles of corporate heroes and villains give insights into the corporate culture.
8. Diagnosing how the corporate culture affects the public communication of an organization.
9. Describing team communication within organizations.
10. Differentiating between effective and ineffective communication strategies within organizational teams.
11. Analyzing how conflict affects the productivity of organizational teams.
12. Determining the needed skills and qualifications for a communication consultant.
13. Deciding whether to use an in-house consultant or an external consultant to solve communication problems.
14. Describing the different types of training and evaluating their outcome.
15. Ascertaining the major communication problems that confront organizations today.
16. Researching current issues that affect communication within organizations.
17. Analyzing the effectiveness and ineffectiveness of corporate communication.
18. Suggesting methods of improving corporate communication.
19. Evaluating best practices in contemporary scholarly publications in connection with course concepts.

COURSE POLICIES:

- (1) You must log onto Moodle within the first two weeks to stay enrolled in the class.
- (2) All papers are to be loaded in the Moodle portal by the deadline in Microsoft Word. Papers not submitted in Word will not be accepted and must be submitted again. All penalties will apply.
- (3) Late papers will be penalized 5%. After six days, they will lose 10 points. After 13 days, they will lose 20 points. No paper will be accepted that is more than 14 days late.
- (4) No paper will be accepted if it is submitted any way other than the Moodle platform. In other words, no paper will be accepted if it is submitted via email. It will be considered late until it is submitted on Moodle.

- 5) No assignment will be accepted after Monday of the final week of class.
- 6) It is highly unlikely that you can pass the course without submitting all the assignments
- 7) Because this is a Communication-based course, correct spellings, grammar, and punctuation are expected in all assignments.
- 8) When sending me emails, please use your Gmail email address. Please do not use Moodle to send emails
- 9) Please communicate with me via my Amberton email address: VNyamandi@amberton.edu only.
- 10) To be considered present, you must answer the first discussion question within the first two weeks of class.
- 11) If your paper scores more than 20% plagiarism on Turnitin, this is unacceptable, and you will receive a zero. (This section adapted from various sources)

Students' Responsibilities

This syllabus contains information, policies, and procedures for a specific course. By enrolling, the student agrees to read, understand, and abide by the policies, rules, regulations, and ethical standards of Amberton University as contained in the current university catalog and schedule of classes.

Attendance Policy:

Regular and punctual class attendance and engagement is expected at Amberton University. In case of an absence, it is the student's responsibility to contact the professor as soon as possible. If a student intends on withdrawing from a course, it is the student's responsibility to follow the university's policy on formally withdrawing from a course. **Ceasing to attend classes does not constitute an official withdrawal.**

Attendance in a lecture course is defined as punctual arrival to, and engagement in, a full lecture session. Attendance in a distance learning course is defined as active participation in the weekly online class sessions. "Active participation" can be defined as: submitting an academic assignment, taking an exam, engaging in an interactive tutorial, participating in an online discussion forum (or chat session), or initiating (or responding to) a communication with a faculty member about an academic assignment or the subject matter of the course. A student not meeting these requirements may be dropped at the discretion of Amberton University.

Plagiarism Policy

Plagiarism is the presentation of someone else's work as though it were your own. If you use another person's words, ideas, or information; or if you use material from an outside source – whether a book, magazine, newspaper, business publication, broadcast, speech, or electronic media – you must acknowledge that source. Plagiarism is a violation of the University's code of student ethical conduct and is one that is taken seriously. Amberton University operates on an honor system; therefore, honesty and integrity are essential characteristics of all who are associated with the institution. All Amberton students are expected to abide by the honor system and maintain academic integrity in all their work. Amberton University and its instructors monitor student work for plagiarism and reserve the right to submit such work to technology-based plagiarism detection services and applications at any time.

Self-plagiarism means reusing work that you have already published or submitted for a class. It can involve:

- Resubmitting an entire paper
- Copying or paraphrasing passages from your previous work

Self-plagiarism misleads your readers by presenting previous work as completely new and original. Students may not submit the same paper in substance in two or more classes without prior written permission of the instructors involved.

Amberton University students who use Artificial Intelligence (AI) generated content must adhere to the following policies:

Originality: Students must avoid presenting AI generated content as their own original work. It is essential to acknowledge the involvement of AI in the content creation process in order to maintain academic and ethical standards.

Paraphrasing: When using AI generated content, students must rephrase and/or modify the generated text. Paraphrased AI generated content should also be properly cited.

Acknowledgement: When using AI generated content in any assignment, proper credit must be given to the AI system that generated the content. <https://apastyle.apa.org/blog/how-to-cite-chatgpt>

Students agree that by taking this course, all required assignments may be subject to submission for a textual similarity review to Turnitin.com for the detection of plagiarism and self-plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism in future papers. Use of Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com website.

Turnitin is a writing improvement and plagiarism prevention tool which uses special algorithms, to compare text-based student submissions to the Turnitin database and other online sources. Turnitin produces a detailed **similarity report** that can be customized and viewed by instructors and students.

Turnitin “Draft Coach” is a Google based add-on to Turnitin which supports students in developing high-quality academic writing; and serves as an integrity coach. Draft Coach helps address errors and improve the quality of student’s writing by highlighting grammar mistakes, identifying incorrectly cited sources, and scanning for similarity across several databases. By providing formative feedback on how to address citation issues, incorrect grammar, and matches with the Turnitin database, Draft Coach provides explanations to help students become more confident writers, capable of producing higher quality work both in academics and in the workplace.

COURSE DELIVERY METHODOLOGY:

This course is offered as a Lecture/Classroom course. This course requires that students meet at a designated time in the classroom.

COURSE OUTLINE AND CALENDAR:

Week	Topic	Assignment	Competencies Covered	Due Date
One: March 15 – 21 One: March 15 - 21	Using the library Communication and Work; Defining Communication	Watch the Amberton Library Video Library Quiz. Read Chapters One and Two	4, 15	Class Meeting: Thurs. 6:30 PM Library quiz Due March 21 Class Discussion ...One-Minute Poll!
Two: March 22- 28	Perspectives on Organizational Communication.	Read Chapters 3, 4 5, & 6 Class discussion. Major paper	4,6,8	Class Meeting: Thurs. 6:30 PM Class Discussion ...One Minute Poll! Major Paper due March 28
Three: March 29 – April 4	Identity and difference	Read Chapter 7. Complete the HBR case study PowerPoint (Instructor will provide HBR article)	8	Class Meeting: Thurs. 6:30 PM HBR case study PowerPoint slides, presented in class. Due April 3

Four: April 5 - 11	Organizational alignment: Organizational learning, training, and consultancy	Read Chapter 10	14	<p>Class Meeting: Thurs. 6:30 PM</p> <p>Class Discussion: Research and critique consultancies of your choice</p> <p>...One-minute poll</p> <p>Free week, no assignment, yay!</p>
Five: April 12 - 18	More on identity and difference	Create a speaking outline for the training consultancy presentation (the instructor will provide the template)	8	<p>Class Meeting: Thurs. 6:30 PM</p> <p>Wk. Five Class Discussion: Training consultancy presentation Topic and Speaking Outlines: Topics and Outlines Due in class on April 17. Also to be submitted on Moodle on April 18. Also in class, comment on a classmate's training consultancy presentation topic and outline.</p>
Six: April 19 - 25	Organizational learning (cont.)	Training consultancy workshop class presentations	5	<p>Class Meeting: Thurs. 6:30 PM</p> <p>Training consultancy presentation, presented in class as a PowerPoint: Due April 24.</p>

Seven: April 26 – May 2	Teams and Networks: Communication and Communication and collaborative problem – solving work	Read Chapter Eight. (Instructor assigns students into groups) Students meet in their groups to: a)Select a leader; b)Discuss Team Wiki Topic. c)Work on Outline, d)Allocate each other sections e) Create Wiki page using Google Docs.	1,2,3,4 & 9	Class Meeting: Thurs. 6:30 PM Team Wiki Topic: Due May 2 (Only the team leader submits).
Eight: May 3 - 9	Communicating leadership	Read Chapter Nine	9	Class Meeting: Thurs. 6:30 PM No assignments, free weekend, yay!!
Nine: May 10 - 16	More on Communication and collaborative work	Continue working on the team project	16, 17	Class Meeting: Thurs. 6:30 PM Wiki Outline: Due May 16 Wiki page: Due May 16 Only one member creates the Team Wiki page
Ten: May 17 - 22	Wrap-up and Reflection	Make final edits to Team Wiki.	16	Group Wiki: Due May 20 via Google Docs Class Meeting is cancelled given the Spring 2025 Graduation Ceremony.
		Extra credit opportunity: Reflection paper on an excerpt of <i>Desiring the Kingdom</i> (Smith, 2009), handout to be provided by the instructor. This reflection paper is optional		

GRADING CRITERIA:

Library Quiz	20
Major paper	300
HBR case study PowerPoint Slides	200
Training Consultancy Presentation	250
Group wiki	230
Extra credit (optional) A reflection paper on Desiring the Kingdom (Smith, 2009)	(10 points)*
Possible total	1000 points

*The 10 points are additional to the 1000 points

Graduate

92 – 100	A
82 – 91	B
72 – 81	C
62 – 71	D
Below 62	F

GRADE NOTIFICATION AND INSTRUCTOR FEEDBACK:

Each assignment/exam submitted will be reviewed, graded, and returned to the student in a timely manner, along with appropriate commentary.

Final grades are processed approximately one week after the last day of the session and may be located in the My Grades section of the online registration portal as well as being emailed to the student's Amberton University email. Amberton University staff will not release grades over the phone. University instructors will not leave a message with comments or grades in any type of media that is not secure.

For questions regarding grades after the semester has ended, students should use their email account and contact the instructor at the faculty email address as provided above in *Professor Information* area.

Incomplete Grades

An "I" (incomplete grade) is given at the discretion of the professor and may be given only when an emergency or illness prevents the student from completing course requirements. Should an "I" be granted, the student has 30 days from the end of the session to complete the conditions of the incomplete. An "I" which is not properly removed within 30 days following the session enrolled will become an "F" grade.

How to Withdraw From a Course

To be official, the class withdrawal must be in writing and signed by the student requesting the withdrawal; no withdrawal is accepted verbally. Please review the "Schedule of Classes" for procedures for class changes or withdrawals and the refund policy and schedule.

COURSE COMMUNICATIONS:

This course is offered as a lecture course; however, several technological options are available to faculty and students that can enhance communication both during the session and after the session has ended. The **Student Portal** is the gateway to email, Remote Research and General Tools. The Student Portal may be accessed through a link on the University's website, <http://www.Amberton.edu>, or at <http://apps.Amberton.edu>.

After selecting the "Student Portal" link, you will be prompted for a Username and Password. Use your assigned **username and password** (AUID) as described below:

Username = your capitalized firstname **initial**+lastname+last 3 digits of your SSN.

* Use your name exactly as it is listed on the University's records, including any suffixes or hyphenations, such as Jr, Sr, or II, as a part of your username.

For example: James Jones, Jr. SSN: 123-45-6789
Username: JJonesJr789

Password = your Amberton University ID# (AUID) including the dashes

For example: 04-999-999

Once your login has been validated, you may select from a variety of menu options, including online course materials, email access, Remote Research, General Tools, all Syllabi, and Research Tutorials.

Email Communication

Each student enrolled is assigned an Amberton email account, which gives the student access to the Amberton email system (my.Amberton.edu). This email account is provided by Google Apps for Education. Students are encouraged to check their email regularly for University news, notices, and to communicate with instructors.

The student's assigned email address would be Username@my.Amberton.edu

Example: LJones-Smith789@my.Amberton.edu

The student Username is determined by:

firstname initial+lastname+last 3 digits of student ssn.

For example: Linda Jones-Smith SSN: 123-45-6789
Email Address = LJones-Smith789@my.Amberton.edu

Students will be prompted for a Username and Password when accessing their email account. Use the Username portion of the email address as the username (Example: LJones-Smith789) and your Amberton ID# (including the dashes) as the password.

If you already have a Google Gmail account, you might be prompted to add this account to your current settings. Click 'Yes' and you will be logged into your my.Amberton.edu email account. It will be a separate email account from your personal Gmail account.

If you need assistance with your email account, please visit <https://support.google.com/mail>

The Amberton University Moodle Website

Students enrolled in this course will also be using the Moodle Learning Platform, with access available through the Student Portal or by going to: <http://moodle.Amberton.edu>

For those utilizing Moodle for the first time, the **username and password** for the Moodle Learning Platform will be emailed to the student's email account prior to the start of the course. For those returning to Moodle who do not remember their username and password, click on the link "*Forgotten your username or password*" available on the Moodle log in page (<http://moodle.Amberton.edu>). Otherwise use the same username and password as the previous session.

Moodle Tutorial:

Upon successful log in and access to the Moodle learning platform, there is a *Student Moodle Tutorials* course available, to learn about the basics of Moodle. Simply click on the link for the *Student Moodle Tutorials* and read through the various learning topics: Navigating; Communicating; Assignments & Exams; Grades; and Student Resources.

INSTRUCTOR/COURSE EVALUATION:

Each session, all Amberton students are requested to evaluate their courses. The evaluation process is an important one and provides students with an anonymous and confidential way to give meaningful feedback to the University. Summary information and comments are provided to faculty after the close of the session. Students' identities are not disclosed.

Students will be notified through the Amberton email system of the Course Evaluation procedures. Usually, the evaluations take place in class during week 9 of the session. Please take advantage of this opportunity and participate in the evaluation process.

RESEARCH RESOURCES:

The Library provides access to full-text, and peer reviewed articles, and digital research tools. Students can search Library holdings through the online catalog and databases search engines available on the Library website or browse the physical library space and holdings located at the Garland campus.

Research items not contained in the Amberton Library collection can be located through interlibrary Loan (ILL) or through the TexShare program with the help of the Library staff. Students with questions about available services, resources, or research, may contact the Library via email at Library@amberton.edu.

RESEARCH ACCESS:

Databases can only be accessed by authorized users, and students at Amberton must enter their Amberton ID credentials-same as Moodle login-to gain access when off-campus. Use an Amberton website, such as the University site (Amberton.edu) or the library site (Library.amberton.edu) to find links to databased and digital books. Online resources are available all day, every day.

Library Live Chat Feature

Library staff are available to assist students with research problems or questions during Library hours through a live online chat feature, telephone, email, "How-to" videos, or in person. The library telephone is (972-279-6511 ext. 185). You can email questions to library@amberton.edu or visit the library in person on the Garland campus for assistance.