MGTA5308
Problems in Management
Fall 2025 – Online Asynchronous

Instructor:	Dr. Mike Dotson
Office Hours:	Asynchronous
OfficeLocation:	Online
Telephone:	(832) 656-7888
EmailAddress:	Mike.Dotson@sulross.edu
ClassSchedule:	Online Asynchronous
ClassroomLocation:	Blackboard Ultra
RequiredTexts:	Course Content provided by Dr. Mike Dotson. Peer-reviewed articles and video content will be provided.

OfficialCommunication:

All official communication by the University or me will be sent to your Sul Ross email account.As a result, you are required to activate your email account and check it from time to time for personal communication.I encourage you to email me if you have questions or comments, BUT PLEASE include your full name and the course for which you have questions.Even if you submit your email through the Blackboard site, I cannot tell which course you arein nor whatyour real name is (i.e., egar123)unless you put it in the body of your email.

CourseRequirementsandGrading

Requirement	PointsPossible	GradingScale	
WeeklyDiscussionPosts (5 Total for 40 points each)	200Points	A =900 to 1000 points	
Assignment1 (Week 2)	200Points	B =800 to 899 points	
Assignment2 (Week 4)	200Points	C =700 to 799 points	
FinalEssayExam	400Points		
PossiblePoints	**1000points**		

TechnologyHelp:

Obtain your RGC email account name and password directly from the **Central Help Desk at 1-888-837-2882**. For most technology problems, first go to the Lobo Technology Assistance Center (LTAC).The quick link to this site is available from our home page under the "My SRSU" tab.For specific help with any aspectofBlackboard,includingproblemswithonlineexams,contactourBlackboardadministratorsinAlpine.**BLACKBOARDHELP:432-837-6055.**

SRSUDistanceEducationStatement:

Students enrolled in distance education courses have equal access to the university's academic support services, such as library resources, online databases, and instructional technology support. For more information about accessing these resources,visit the SRSU website. Students should correspond usingSulRossemailaccountsand submitonlineassignmentsthrough Blackboard, whichrequiressecurelogin.Studentsenrolled indistance education courses at Sul Ross are expected to adhere to all policies pertaining to academic honesty and appropriate student conduct, as described in the student handbook. Students in web-based courses must maintain appropriate equipment and software, according to the needs and requirements of the course, as outlined onthe SRSU website. Directions for filing a student complaint are located in the student handbook

ADAStatement:SRSU Accessibility Services.

Sul Ross State University (SRSU) is committed to equal access in compliance with the Americans with Disabilities Act of 1973. It is SRSU policy to provide reasonable accommodations to students with documented disabilities. Itis the student's responsibility to initiate a request each semester for each class. Students seeking accessibility/accommodationsservices must contact Mrs. Mary Schwartze Grisham, LPC, SRSU's Accessibility Services Director at 432-837-8203 or email mschwartze@sulross.edu. Our office is located on the first floor of Ferguson Hall, room 112,and our mailing address is P.O. Box C122, Sul Ross State University, Alpine. Texas, 79832.

Counseling: Sul Ross has partnered with TimelyCare where all SR students will have access to nine free counseling sessions. Youcan learn more about this 24/7/356 support by visiting Timelycare/SRSU. The SR Counseling and Accessibility Services office will continue to offerin-person counseling in FergusonHall room 112(Alpinecampus),and telehealthZoom sessionsforremote students and RGCstudents.

Libraries: The Bryan Wildenthal Memorial Library in Alpine offers FREE resources and services to the entire SRSU community. Access and borrow books, articles,andmorebyvisitingthelibrary'swebsite,library.sulross.edu/.Off-campusaccessrequireslogginginwithyourLoboIDandpassword.Librariansareatremendousresourceforyourcourseworkandcanbereachedinperson,byemail(srsulibrary@sulross.edu),orbyphone(432-837-8123).

No matter where you are based, public libraries and many academic and special libraries welcome the general public into theirspaces for study. SRSUTexShare Cardholders can access additional services and resources at various libraries across Texas. Learn more about the TexShare program by visitinglibrary.sulross.edu/find-and-borrow/texshare/ or ask a librarian by emailingsrsulibrary@sulross.edu.

New for Fall 2023: Mike Fernandez, SRSU Librarian, is based in EaglePass (Building D-129) to offer specialized library services to students, faculty, andstaff.UtilizefreeservicessuchasInterLibraryLoan(ILL)and ScanIttogetmaterialsdelivered toyou athome orviaemail.

Academic Integrity: Students in this class are expected to demonstrate scholarly behavior and academic honesty in the use of intellectual property. A scholarisexpectedtobepunctual,prepared,andfocused;meaningfulandpertinentparticipationisappreciated.Examplesofacademicdishonestyincludebut are not limited to: Turning in work as original that was used in whole or part for another course and/or professor; turning in another person's work as one's own; copying from professional works or internet sites without citation; collaborating on a course assignment, examination, or quiz when collaboration is forbidden.

ClassroomClimateofRespect: Importantly,thisclasswillfosterfreeexpression,criticalinvestigation,andtheopendiscussionofideas.Thismeansthatall ofusmusthelpcreateandsustainanatmosphereoftolerance,civility,andrespectfortheviewpointsofothers.Similarly,wemustalllearnhow toprobe, oppose and disagree without resorting to tactics of intimidation, harassment, or personal attack. No one is entitled to harass, belittle, or discriminate against another on the basis of race, religion, ethnicity, age, gender, national origin, or sexual preference. We will not be silenced by the difficulty of fruitfully discussing politically sensitive issues.

Diversity Statement: "I aim to create a learning environment for my students that supports a diversity of thoughts, perspectives and experiences, and honorsyour identities (including race, gender, class, sexuality, religion, ability, socioeconomic class, age, nationality, etc.). I also understand that the crisis of COVID, economic disparity, and health concerns, or even unexpected life events could impact the conditions necessary for you to succeed.My commitment is tobethereforyouandhelpyoumeetthelearningobjectivesofthiscourse.IdothistodemonstratemycommitmenttoyouandtothemissionofSulRossState University to create an inclusive environment and care for the whole student as part of the Sul Ross Familia. If you feel like your performance in theclass is beingimpactedby your experiences outsideofclass, please don't hesitatetocome and talkwithme.Iwanttobearesourceforyou."

CourseLearningObjectives:

1. **Evaluate** post-pandemic workforce trends and their impact on employee retention within various organizational contexts.
2. **Formulate** comprehensive retention strategies that integrate organizational goals, employee expectations, and market realities.
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3. **Design** evidence-based interventions to improve engagement, well-being, and performance in hybrid and remote work environments. .

4. **Critique** existing retention policies and recommend improvements supported by current research and best practices.

5. **Synthesize** retention strategies into a cohesive change management plan that addresses organizational culture, leadership, and communication challenges

StudentLearningOutcomesfortheMBADegree:

1. Studentswillanalyzeandsolvecomplexbusinessproblemsacrossmajorbusinessfunctions,usingadvancedbusinesspracticesandstrategies
2. Studentswillcommunicatein-depthbusinessinformationthroughwrittendeliveryprocesses.
3. Students will identify and demonstrate advanced understanding ofthe impact of ethical and/or social responsibility issues as they affect domesticand/or global business environments

MarketableSkillsfortheMBADegree:
MarketableSkill1: Studentswillunderstand how shifting workplace expectations have shifted employee retention strategies by organizations..

MarketableSkill2: Studentswill understand how remote and hybrid work models are impacting and shaping organizational employee retention strategies.

MarketableSkill3: Studentswillbeableto develop actionable solutions to improve employee engagement and reduce turnover.

MarketableSkill4: Studentswillbeableto align employee retention efforts to a comprehensive organizational strategy.

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Schedule for MGTA 5308 Problems in Management – Fall 2025

Date	Topic	Readings
Aug..31	Introduction Among Course Members and Course Context	Course Introduction Content
Sept.1	Post-Pandemic Workforce Challenges	Post-Pandemic Wellbeing
Sept. 8	Workforce Trends & Employee Expectations	Module Notes for Module 2
Sept. 15	Organizational Culture & Engagement	Module Notes for Module 3
Sept. 22	Organizational Culture, Trust & Engagement in Dispersed Teams	Discussion 2 Notes (Readings)
Sept. 29	Data-Driven Retention Strategies	Module 4 Notes (Readings)
Oct. 6	**Final Presentations & Reflection**	Implementation & Change
Oct. 13	**Reflective Discussions Due (DQ Responses due 10/8 & Responses due 10/10)**	Putting It All Together