

MGTR 5320: Management Capstone

Rio Grande College of Business

Summer 2026

Faculty Information

Dr. Luke Bailey

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Office Hours: Will be posted in classroom

Course Description

This course is a culmination of the Master of Science in Management program. Students will team up to solve an issue for a real-world company using the skills they have acquired throughout the program. The solution will be presented to the class and other business professionals as available.

Course Materials

All course materials will be provided in the course or the Sul Ross Library.

Program and Course Student Learning Outcomes

Upon completion of this program, students will be able to:

- PO1: Apply contemporary management theories and practices to create strategies to solve complex business problems. (MGTA/R 5315)
- PO2: Analyze market trends and leadership approaches to identify opportunities for innovation and growth within an organization.
- PO3: Evaluate talent management and development practices to assess their alignment with organizational objectives and growth strategies.
- PO4: Employ advanced communication strategies and influence techniques to drive organizations goals and change management.
- PO5: Create comprehensive business strategies that incorporate global considerations and digital systems.

Marketable Skills

Students completing the program will be able to:

- Formulate and implement effective strategies to achieve organizational objectives.
- Analyze market trends to identify opportunities for innovation, growth, and competitive positioning.
- Evaluate workforce capabilities to align talent strategies with business goals.
- Lead change management efforts by communicating vision, urgency, and benefits effectively.
- Evaluate emerging technologies for strategic fit and competitive advantage in a global environment.

Course Assignments and Grading

<i>Overview of Required Assignments</i>	<i>% of Final Grade</i>
Discussions	10%
Project Proposal & Team Charter (Project Milestone 1)	10%
Organizational Assessment (Project Milestone 2)	10%
Strategic Recommendations (Project Milestone 3)	10%

Generative AI Reflection Assignment	20%
Final Report	20%
Final Presentation	10%
Portfolio Submission	10%
TOTAL	100%

Late Assignment Statement: NO Late assignments will be accepted in this course. You are a part of a team and must contribute to your team and submit assignments on time.

Discussions (10% Final Grade)

Students will complete a discussion in the first module and a discussion in the last module. Initial posts are due on Thursday by 11:59 pm CT and at least two responses to peers are due on Sunday by 11:59 pm CT for the first discussion. For the second discussion, initial posts are due Monday by 11:59 pm and at least two responses to peers are due Wednesday by 11:59 pm. The initial posts should respond to the discussion prompt in detail, including specific and relevant information from course materials, personal experience, and/or current events to support ideas. In responses to peers, students should build upon the initial post, facilitating additional discussion, and asking meaningful questions. Posts should be grammatically correct and written in a professional tone. Both in-text and reference citations should be provided in APA format. Please review the rubric for additional details.

Project Proposal & Team Charter (Project Milestone 1) (10% of Final Grade)

Working as a consulting team, review the instructor-provided organizational case, develop a team charter, identify the organization's primary business challenge, define the scope of the consulting engagement, establish project objectives, identify key stakeholders, and create a project timeline for completing the project.

Organizational Assessment (Project Milestone 2) (10% of Final Grade)

Conduct a comprehensive assessment of the instructor-provided organization, including an analysis of its internal and external environment, leadership practices, organizational culture, market conditions, talent management practices, digital systems, and other factors relevant to the identified business challenge. Support your analysis with current scholarly and professional research.

Strategic Recommendations (Project Milestone 3) (10% of Final Grade)

Develop evidence-based recommendations to address the organization's business challenge. Evaluate alternative solutions, justify the recommended strategy, discuss implementation considerations, identify potential risks, and establish measures for evaluating organizational success.

Generative AI Reflection Assignment (20% of Final Grade)

As a team, submit one section of your consulting report to a generative AI platform for editing, feedback, research suggestions, or content enhancement. Critically evaluate the AI-generated recommendations by fact-checking all information, verifying suggested sources, and documenting your prompts. Each student will submit an individual reflection discussing the effectiveness of AI, lessons learned, ethical considerations, and appropriate workplace applications. An appendix containing all prompts used and representative AI responses must be included.

Final Report (20% of Final Grade)

Prepare a professional consulting report that presents a comprehensive analysis of the instructor-provided organization, the identified business challenge, supporting research, strategic recommendations, implementation plan, expected outcomes, and measures of success. The report should demonstrate the integration of concepts learned throughout the Master of Science in Management program and reflect the quality of a professional consulting engagement.

Final Presentation (10% of Final Grade)

Deliver a professional recorded presentation of your consulting recommendations as though presenting to the organization's executive leadership team. The presentation should include supporting presentation slides, demonstrate executive-level communication skills, and clearly explain the analysis, recommendations, implementation strategy, and anticipated organizational impact. All team members must actively participate in the presentation and be visible on camera throughout their assigned portions.

Portfolio Submission (10% of Final Grade)

Submit a professional portfolio that showcases the major work completed throughout the Master of Science in Management program. The portfolio should include selected assignments from each course, the final consulting report, presentation materials, the Generative AI reflection, and a professional reflective statement describing how the portfolio demonstrates achievement of the program learning outcomes and readiness for leadership roles.

Course Schedule

Module	Key Topics & Assignments	Activities
1	Launching the Consulting Engagement	Due: • Discussion 1 • Project Proposal & Team Charter
2	Diagnosing the Organization	Due: • Organizational Assessment
3	Developing Strategic Solutions	Due: • Strategic Recommendations
4	Leveraging AI and Refining the Solution	Due: • Generative AI Reflection Assignment
5	Delivering Executive Recommendations	Due: • Final Report • Final Presentation
6	Reflecting on the Management Journey	• Due: • Final Discussion • Manager's Portfolio

ADA Statement

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. It is the student's responsibility to initiate a request each semester for each class. Students seeking accessibility/accommodations services must contact Mrs. Mary Schwartz Grisham, LPC, SRSU's Accessibility Services Director or Ronnie Harris, LPC, Counselor, at 432-837-8203 or email mschwartz@sulross.edu or ronnie.harris@sulross.edu. RGC students can also contact Alejandra Valdez, at 830-758-5006 or email alejandra.valdez@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.

Student Responsibilities Statement

All full-time and part-time students are responsible for familiarizing themselves with the [Student Handbook](#) and the [Undergraduate & Graduate Catalog](#) and for abiding by the [University rules and regulations](#). Additionally, students are responsible for checking their Sul Ross email as an official form of communication from the university. Every student is expected to obey all federal, state and local laws and is expected to familiarize themselves with the requirements of such laws.

SRSU Distance Education Statement

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 using Sul Ross email accounts and submit online assignments through Blackboard, which requires a secure login. Students enrolled in distance 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 on the SRSU website. Directions for filing a student complaint are located in the student handbook.

Counseling

Sul Ross has partnered with TimelyCare where all SR students will have access to nine free counseling sessions. You can learn more about this 24/7/365 support by visiting [Timelycare/SRSU](#). The SR Counseling and Accessibility Services office will continue to offer in-person counseling in Ferguson Hall room 112 (Alpine campus), and telehealth Zoom sessions for remote students and RGC students.

Libraries

The Bryan Wildenthal Memorial Library and Archives of the Big Bend in Alpine offer FREE resources and services to the entire SRSU community. Access and borrow books, articles, and more by visiting the library's website, library.sulross.edu/. Off-campus access requires logging in with your LoboID and password. Librarians are a tremendous resource for your coursework and can be reached in person, by email (srsulibrary@sulross.edu), or by phone (432-837-8123).

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

Mike Fernandez, SRSU Librarian, is based in Eagle Pass (Building D-129) to offer specialized library services to students, faculty, and staff. Utilize free services such as InterLibrary Loan (ILL), ScanIt, and Direct Mail to get materials delivered to you at home or via email.

Academic Integrity

Students in this class are expected to demonstrate scholarly behavior and academic honesty in the use of intellectual property. Students should submit work that is their own and avoid the temptation to engage in behaviors that violate academic integrity, such as 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. Students should also avoid using open AI sources ***unless permission is expressly given*** for an assignment or course. Violations of academic integrity can result in failing assignments, failing a class, and/or more serious university consequences. These behaviors also erode the value of college degrees and higher education overall.

Classroom Climate of Respect

Importantly, this class will foster free expression, critical investigation, and the open discussion of ideas. This means that all of us must help create and sustain an atmosphere of tolerance, civility, and respect for the viewpoints of others. Similarly, we must all learn how to probe, 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. Still, we will not be silenced by the difficulty of fruitfully discussing politically sensitive issues.

Supportive Statement

I aim to create a learning environment for my students that supports various perspectives and experiences. I understand that the recent pandemic, economic disparity, and health concerns, or even unexpected life events may impact the conditions necessary for you to succeed. My commitment is to be there for you and help you meet the learning objectives of this course. I do this to demonstrate my commitment to you and to the mission of Sul Ross State University to create a supportive environment and care for the whole student as part of the Sul Ross Familia. If you feel like your performance in the class is being impacted by your experiences outside of class, please don't hesitate to come and talk with me. I want to be a resource for you.