

Organizational Studies Course Descriptions (ORGSTUDY)

ORGSTUDY 200-level courses are intended to give freshmen and sophomore students an introduction to the field of organizational studies from various disciplinary perspectives. Please note that they are **not** prerequisites for the OS major, and **do not** fulfill requirements for the OS major.

ORGSTUDY 300-level and 400-level courses are intended for OS majors. Limited space in some courses may be available for non-majors.

ORGSTUDY 201 Leadership and Collaboration

(3 credits; typically offered in Fall term only)

This is a project-based class that uses organizational sociology, psychology, economics, and political science to ask what good leadership is and how people can be effective leaders when they lack formal authority.

This course is part of the LSA Sophomore Initiative and **satisfies the LSA Social Science Distribution requirement.**

Students who take ORGSTUDY 201 may also take ORGSTUDY 202 in the following winter semester.

ORGSTUDY 202 Practicum Leadership and Collaboration

(3 credits; typically offered in the Winter term only)

Student teams will implement and evaluate projects developed in ORGSTUDY 201 (students may register for OS 202 even if they have not taken OS 201). This experiential learning class will use reading and discussion, practical exercises and team-level coaching to help students to identify, understand, and develop key leadership skills.

This course is part of the LSA Sophomore Initiative.

ORGSTUDY 203 Activism

(3 credits; offering terms vary)

Students will learn about the history of social movements in the US and other nations, as well as transnational social movements. They will study theories of social movement participation, strategies, tactics, and dynamics and apply these theories to historical, current, and hypothetical examples of activism. Students will also learn techniques for planning, implementing, and evaluating activist events. **This course satisfies the LSA Social Science distribution requirement.**

ORGSTUDY 204 Nonprofits

(3 credits; offering terms vary)

This course is an introduction to the nonprofit sector. It focuses primarily on the history and structure of the nonprofit sector in the United States; contemporary debates concerning the function and impact of the nonprofit sector; and key differences between the U.S. nonprofit sector and those in other countries.

ORGSTUDY 208 Business and the Natural Environment

(3 credits; offering terms vary)

This course offers a broad introduction to the study of business and the natural environment, integrating insights from sociology, psychology, and economics. It begins with an overview of the triple bottom line framework, in which corporations take into account social and environmental performance in addition to financial performance. Then it focuses on contemporary business activities that address the natural environment.

ORGSTUDY 215 Organization and Society

(3 credits; offering terms vary)

This course is a survey course designed for freshman and sophomore students who wish to have a broad introduction to the field of organizational sociology. This class is designed to introduce students to a distinctively organizational approach to understanding human action and outcomes. In addition to developing facility with basic ideas and conceptual tools drawn from sociology and organizational theory, you will learn to apply an organizational mindset to the analysis of particular fields of endeavor.

ORGSTUDY 299 Undergraduate Internship

(1 credit; Credit/No Credit)

For OS majors only; does NOT count as credit toward OS Major requirements

OS students who are required or wish to receive credit for an internship experience can register for this course. Students must complete at least 320 hours during their internship experience. Upon completion of the internship, the internship supervisor must submit a letter or email verifying completion of the internship and hours worked to the Student Services Coordinator or Advisor. Students typically register for ORGSTUDY 299 during the fall term after their summer internship. Students interested in registering for this course should notify the OS Advisor prior to starting their summer internship.

ORGSTUDY 305 Inside Organizations

(3 credits; typically offered in the winter term only)

Required Core course for all OS juniors on campus and for all OS seniors who have not previously enrolled

This course offers an overview of the psychology of people in organizations, broadly defined. Topics will focus on social dynamics in organizations, including employee motivation, influencing others, decision-making, cooperation, culture, leadership, and teams, to name a few. The format of the course will comprise lectures, general discussions, and smaller seminar discussions. To complement the standard reading material, case studies will also be read as a common touchstone for analyzing and discussing psychological phenomena in a real world organizational context.

ORGSTUDY 310 Formal Organizations and Environments

(3 credits; typically offered in the fall term only)

Required Core course for all OS juniors on campus and for all OS seniors who have not previously enrolled

This course provides OS students with a survey of theory and research on formal organizations from sociological and economic perspectives. The course emphasizes multiple levels of analysis in organizational theory from internal structure and practice to organization-environment relationships. Students apply theories to existing case studies and develop original case research over the course of the term.

ORGSTUDY 395 Current Issues in Organizational Studies

(1-2 credits; offering terms vary)

This class will vary, depending on topic and credit hours, on whether it can be counted toward the OS major

This course provides the opportunity for upper-level course offerings on special topics by Organizational Studies and affiliated faculty in a mini-course format. The mini-course format will allow for courses covering topics that are more limited in scope, often engaging faculty or guest lecturers who have limited availability. While topics will vary, seminars will be thematic in nature and will involve more intensive interaction between faculty and students.

ORGSTUDY 405 Negotiation and Dispute Resolution

(3 credits; offering terms vary)

This class can be used to fulfill Cluster A

Based on psychological research on negotiation, conflict resolution, and social influence, this course aims to provide students with the theory-driven skills they need to become effective negotiators. Students will participate in in-class negotiation exercises, mini-lectures, and discussions on a weekly basis. By the end of the term, students will have learned the fundamentals of distributive and integrative bargaining as well as an array of social influence strategies – all through the lens of theory – in order to succeed as a negotiator. They will also become adept at analyzing every negotiation experience from the perspective of various psychological concepts and theories.

ORGSTUDY 410 Advanced Research Methods in Organizational Studies

(4 credits; typically offered in the fall term only)

OS Seniors only - Senior Research Capstone Credit

This course is an advanced exploration of the methods used in conducting organizational studies research. Students expand their abilities to conceptualize, design, implement, report, present, and critique research. Students learn through review and discussion of research methods, as well as their direct application in short assignments and a semester-long, team-based research project. Methods examined in the course include, but are not limited to, surveys, interviews, participant observation/ethnography, archival research, social network analysis, and experiments. Students build skills in presenting research and discuss research ethics.

ORGSTUDY 415 Networking

(3 credits; offering terms vary)

This class can be used to fulfill Cluster A

This course explores the relationship between formal and informal social networks and the dynamics of organizational processes. Networks may be based on friendship, technical expertise, family, authority, sexual relations, common interest, political alliances, electronic communication, or many other factors. We consider a variety of theories of networks (e.g., small worlds, the strength of weak ties, structural holes) and apply them to topics such as Facebook friendships, social movement activism, the choice of sexual partners, and advancement within a corporation. We will give special attention to the question of how to "use" networks to attain organizational objectives. Computer applications will be emphasized, though no specialized computing knowledge is prerequisite.

ORGSTUDY 418 Leadership and Environmental Stewardship in Organizations

(3 credits; offering terms vary)

This class can be used to fulfill Cluster A

This course focuses on the skills and strategies that can help you become a more effective leader for the environment. Students will learn about the importance of decision-making, influence, and teamwork for implementing organizational change and innovation towards greater environmental stewardship. We will focus on the different roles that leaders take in addressing environmental strategies within and across for-profit, not-for-profit, and governmental organizations. Students will also analyze and reflect upon their own personal goals and challenges as environmental leaders.

ORGSTUDY 420 Nonprofit Organizations

(3 credits; offering terms vary)

This class can be used to fulfill Cluster B

In the first half of the course, we will pose and answer questions about the nonprofit sector's emergence in the United States; its changing relations with government and with the for-profit sector; the current state of the nonprofit sector; and its likely future. Attention to the nature of civil society abroad will shed light on the unique role of nonprofits in the U.S., while comparative analyses of different domains of U.S. nonprofit activity (the arts, education, healthcare, etc.) will provide an in-depth understanding of the processes and issues that divide and structure the nonprofit sector internally. In the second half of the course, drawing on readings in law, public policy, and business, we will develop practical knowledge of the special challenges that come with managing and working for a nonprofit organization. Among the topics we will take up in this half of the class is the formulation of nonprofit mission and strategy; the management of relations with boards, committees, volunteers, and employees; and marketing and fundraising for nonprofits.

ORGSTUDY 425 Interest Group Politics

(3 credits; offering terms vary)

This class can be used to fulfill Cluster B

This course examines the ways that citizens, firms, and institutions struggle to gain representation through organized interest groups in the United States. We attempt to negotiate an understanding of groups that neither quixotically champions their representative functions nor cynically decries their supposed omnipotence. Instead, we situate groups within a larger context of multiple actors and institutions vying for political influence. We use an organizational perspective to evaluate this behavior. The course begins by establishing several frameworks for evaluating interest group politics. We then explore how groups face dilemmas of collective action and (sometimes) overcome them through the formation of social movements and lobbying organizations. We consider how groups form relationships with political parties and other political elites in Washington, DC. We evaluate group strategies for lobbying Congress and achieving influence over elections, bureaucratic decision making, and judicial processes. The course concludes by evaluating the place of interest groups in the broader American political system.

ORGSTUDY 430 Corporate Social Responsibility: Emergence, Practices, and Critiques

(3 credits; offering terms vary)

This class can be used to fulfill Cluster B

Corporations today have a greater impact on their social and natural environments than ever before in human history. This course investigates calls for corporations to behave in "socially responsible" ways as well as critiques of the concept and practices of "corporate social responsibility."

ORGSTUDY 435 Transformation of Higher Education

(3 credits; offering terms vary)

This class can be used to fulfill Cluster A or B (student choice)

American higher education is in crisis. Lawmakers have withdrawn public funding, increasing costs to families are making college less accessible to the disadvantaged. Yet digital technologies introduce potential for change. This course considers these challenges through an organizational lens. Students will develop possible solutions to a problem facing higher education.

ORGSTUDY 490 Advanced Research Team

(3-4 credits; offering terms vary)

This course may vary clusters, depending on the topic offered.

Students participate in small research teams with OS faculty on their current research. Students in the research teams will conduct experiments and surveys, analyze data, and discuss findings with OS faculty. Research areas have included: Psychology of Competitive Advantage; Social Movements and Political Parties; US Knowledge Economy; Leadership and Organizational Identity; and various other areas.

ORGSTUDY 495 Special Topics in Organizational Studies

(3 credits; offering terms vary)

This course may vary clusters, depending on the topic offered

This course provides the opportunity for upper-level course offerings on special topics by Organizational Studies faculty in a seminar format. While topics will vary, seminars will typically be thematic in nature and will involve more intensive interaction between faculty and students. Recent topic offerings have included: Law, Organizations, Movements, and the Media: Investigating University Responses to Sexual Assault on Campus; and The Psychology of Prejudice and Inequality: Theoretical Foundations and Implications for Organizations.

ORGSTUDY 497 OS Honors Research I

(3-4 credits; typically offered in the fall term, but can vary based on individual student circumstances)

This class, in combination with OS 498, fulfills the Senior Research Capstone Experience

Students admitted to the OS Honors option will enroll in the OS Honors Research sequence in the senior year (OS 497+OS 498). These are independent study courses in which the student will work on research and thesis with a faculty mentor. Students will also meet twice per term with the OS Honors Coordinator for ongoing assistance and support throughout the project. Students typically enroll in OS 497 during the fall term of the senior year, during which the student will conduct research. The student will be graded by their faculty mentor on data analysis and an outline of the thesis (full paper to be completed the following term in OS 498).

ORGSTUDY 498 OS Honors Research II

(3-4 credits; typically offered in the winter term, but can vary based on individual student circumstances)

This class, in combination with OS 497, fulfills the Senior Research Capstone Experience

OS 498 is typically taken during the winter term of the senior year, during which the honors student will complete the research and thesis begun in OS 497. The thesis will be evaluated by a panel of 3 readers, who will indicate the Honors designation to appear on the student's transcript and diploma. OS 498 will be graded by the faculty mentor.

ORGSTUDY 499 Independent Study

(1-4 credits; can be completed in any term with faculty approval)

Does NOT count as credit toward OS Major Requirements

The course is used for individual independent study projects with a faculty supervisor. Due to credit variations, it does not count toward OS major requirements.