ORGANIZATIONAL LEADERSHIP (ORGL)

ORGL 611 Personal Leadership
Formerly ORGL 675. This course focuses on developing knowledge and skills related to personal leadership effectiveness. Specific areas studied include authentic leadership, in depth self-awareness, emotional intelligence, and leadership and balance. The emphasis is on developing a personal leadership style that is authentic, character-driven, and effective in the student's professional context.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 612 Personal/Interpersonal Communication and Conflict
Formerly ORGL 677. In this course, students increase their personal and interpersonal communication skills through activities designed to help influence and build rapport with others. Students learn techniques and communication strategies for handling important and difficult conversations in a safe and constructive way. Students become aware of their personal reactions in conflict situations and learn to apply appropriate strategies that deal effectively with conflict.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 613 Classic and Contemporary Leadership Theories and Approaches
Formerly ORGL 678. This course explores various classic and contemporary models of leadership that have been developed from both a theoretical and practical perspective. For each model studied, students are expected to understand the theoretical basis of the model, its strengths and weaknesses, and how to apply the model to practical situations. By investigating the different leadership models, students will develop their own personal leadership theory and professional leadership style.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 614 Leader as Coach
Formerly ORGL 694. Coaching is a vehicle through which leaders can inspire others to grow and change. Building on personal and interpersonal communication, students learn how to conduct powerful coaching conversations to help others solve complex problems, enhance job effectiveness, build trust, and create fulfilling relationships. This course includes knowledge about theories of leader as coach and skills such as third-party intervention, feedback, listening, and managing self and others through communication.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 615 Social Theory, Equity, and Justice
This course explores social issues related to equity and justice that frame the work of organizational leaders. Drawing from multiple social theory frameworks, students will engage with critical perspectives of equity, justice, and social change. Not challengeable.

Grade Mode: Credit/No Credit, Letter
Semester Hours: 3

ORGL 617 Ethical Leadership
This course examines the multiple ethical frameworks, principles, and theories as they apply to the study and practice of leadership. The curriculum will consider a variety of moral dilemmas that exist in societies and organizations. Attention will be given to how the leader's values and beliefs affect decision making along with the key factors involved in ethical decision-making. Students will develop an understanding of the consequences of ethical and unethical practices. Their impact on individuals and organizations will be examined. Not challengeable.

Grade Mode: Credit/No Credit, Letter
Semester Hours: 3

ORGL 622 Team Dynamics
This course introduces students to the theories, attitudes, and skills needed to become effective leaders through the examination of group dynamics and leadership practices. Students review characteristics of effective organizations and learn about team processes including conflict resolution, facilitating group meetings, and creating cohesive teams. Students learn techniques and strategies associated with group facilitation and concentrate on strategies that maximize group interaction and effectiveness. Not challengeable.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 623 Leadership and Decision Making
This course analyzes the relationship between leadership and decision-making combining research, theory, and practice. Rational and non-rational decision-making models are explored with an emphasis on the role that group leadership plays in decision-making processes. The course focuses on the students' ability to think critically about the complexity of factors that influence group decision making and the range of approaches to decision making that may be effective across various types of decisions and situational contexts. Not challengeable.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 624 Team Leadership
This course will emphasize the characteristics of effective teams and will provide strategies for team building. This course will look at the politics of teams and how to influence people in teams. It is intended as a more advanced follow-up on the course, Facilitation.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 625 Culturally Proficient and Equitable Leadership
This course is designed for students who have been introduced to leadership theories, social theories, and issues of equity in leadership and management. A focus of this course is practical application. This course explores concepts of cultural proficiency and equity, and examines historical and contemporary issues of equity in leadership and evidence-based approaches to promote and sustain diversity and inclusivity in organizations. Not challengeable.

Grade Mode: Credit/No Credit, Letter
Semester Hours: 3

ORGL 631 Organization Futures
This course identifies primary topics in organizational futures orientation. Scholarly-practice is emphasized through planning and developing organizational policies supportive of future organizational growth and sustainability.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 632 Organization Theory and Design
This course offers a comprehensive grounding in the principle theoretical and empirical traditions of organization studies literature. Organization theories are the locus of research and action for organization design.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 633 Leader as Change Agent
This course examines the salient literature specific to theories, models, and practices of leading change. Organizational readiness, resistance to change, and approaches that advance change including engagement, inclusion, and sustainability will be discussed. Applications will be explored including strategies and processes required to successfully lead as a change agent in organizations. Not challengeable.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 634 Organizational Development and Change
This course studies techniques for diagnosis, intervention, and assessment to improve organization process and function. Included are the various methods for organizational development and change, and varied roles of the organizational development and change professional that involve work with individuals and groups to increase performance effectiveness in organizations. Not challengeable.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 635 Leading Program Development for Creativity and Innovation
This course will help students cultivate a creative and innovative mindset within the process of program development. The learning experience will include developing ideas to address an issue or need, testing the feasibility of an idea, understanding the creative process, and applying innovative applications. Students will develop a skillset for leadership in the areas of program development and training programs that encourage innovation. The course includes techniques for improving flexibility, creativity, and originality of their thinking to generate and sustain high levels of innovation within the process of program development. Not challengeable.

Grade Mode: Credit/No Credit, Letter
Semester Hours: 3

ORGL 641 Writing for Research
This course provides doctoral students with fundamental writing strategies, techniques, and structures related to conducting and completing research projects, including their proposal and dissertation. Not challengeable.

Grade Mode: Credit/No Credit, Letter
Semester Hours: 3

ORGL 642 Advancing Research to Publication
This course will provide doctoral students with guide instruction related to the process of transforming projects into publications for research, practitioner and/or policymaker audiences. Not challengeable.

Grade Mode: Credit/No Credit, Letter
Semester Hours: 3

ORGL 674 Change
Analyzes strategies for creating change in organizations. Examines resistance to change, institutionalization, and effective previous changes. ULV3

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 679 Planning & Futures
Focuses on futures forecasting techniques and applications. Uses strategic planning methods to develop policies and procedures leading to desired goals. ULV3.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 680 Organizational Theory
Covers elements of organizational theory, including systems theory, roles, satisfaction, and structure. ULV3.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 683 Organizational Development
This course studies techniques for diagnosis, interventions, and assessment to improve organization process and function. Included are the varied roles of the organizational development professional that involve work with individuals and groups to increase performance effectiveness in organizations.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 684A Research Literacy
The first semester research course is designed to provide doctoral students with an introduction of the process of conducting academic research. The focus of this course is on the instruction in the nature and types of research, research processes and procedures, an overview of quantitative and qualitative methods, academic reading and writing, the research problem, purpose statement, research questions, process and purpose of the literature search, preliminary literature review, and an orientation to the online library resources. Credit/no credit only. Not challengeable.

Semester Hours: 3

ORGL 684B Introduction to Dissertation Research
The second semester research course further develops skills in evaluating and critiquing research, formulating key sections in the introduction of a research study including background, problem statement, purpose statement, research questions, significance, definition of key terms, and limitation and delimitation, writing the academic literature review, understanding research ethics and biases. Also, the quantitative and qualitative research designs and philosophical foundations will be discussed in the course. Not challengeable.

Semester Hours: 3

ORGL 686 Quantitative and Qualitative Research
Provides knowledge, skills, and processes in using descriptive and inferential statistical tools and techniques in analyzing data and resolving research problems. May be taken for credit/no credit only. ULV3.

Semester Hours: 3

ORGL 686A Approach to Research Design and Analysis
Second year research students continue to deepen their understanding of research methods focusing on theoretical and practical preparation in quantitative research design, including: instrumentation; data collection; statistical analysis; ethics and politics of the conduct of research; and analytical skills for critiquing quantitative research. Using real data bases, students will conduct both univariate and multivariate analyses, including correlations, ANOVAs, and multiple regressions. Students will prepare the methodology section of a research project and write up quantitative results of their analyses. Upon completing the course, students will be able to locate, understand, evaluate, and interpret quantitative research and use these skills to identify possible thesis topics. Credit/No Credit only. Not challengeable.

Semester Hours: 3

ORGL 686B Developing a Research Proposal
This course is designed to provide doctoral students with an understanding of qualitative research methods and design. The focus of the course is on the identification and formulation of research problems, the development of designs, data collection, and analysis procedures to address those problems. Students are urged to develop solid conceptual frameworks from the social sciences and to formulate reasonable research questions based on those frameworks. Upon completing the course, students will be able to locate, understand, evaluate, and interpret qualitative research and use these skills to identify possible thesis topics. Credit/No Credit only. Not challengeable.

Semester Hours: 3

ORGL 695 Innovation
Explores the role of information as a critical resource. Introduces theories, strategies, and techniques to determine information requirements and to design effective information systems. ULV3.

Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 696 Evaluation
Grade Mode: Credit/No Credit, Letter, Audit
Semester Hours: 3

ORGL 698A Dissertation Research I
Creates a dissertation under the guidance of a dissertation committee, demonstrating scholarship skills in writing, reasoning, and interrelating theory and practice. The dissertation is defended in a public oral exam. Can be taken for credit/no credit only. Not challengeable.

Semester Hours: 3

ORGL 698B Dissertation Research II
Creates a dissertation under the guidance of a dissertation committee, demonstrating scholarship skills in writing, reasoning, and interrelating theory and practice. The dissertation is defended in a public oral exam. Can be taken for credit/no credit only. Not challengeable.

Semester Hours: 3