



**The Mission of the University of Charleston is to educate each student for a life of productive work, enlightened living, and community involvement.**

## **Organizational Leadership (ORGL)**

### **BUSI 151: Introduction to Business**

**3 credits**

A survey of business principles, practices and procedures. A background for subsequent specialized courses in economics, management, marketing and finance.

### **ORGL 301: The Adult Learner: Principles, Applications, Concepts, & Theories**

**3 credits**

Introduces participants to lifelong learning, emphasizing learning and cognition theories, models, and principles applied to the workplace and other adult learning venues. Explores adult learning in different contexts to acquaint participants with the main debates in the field and with the philosophies and methodologies used by a variety of adult education projects. This course will additionally focus upon ethical responsibility of leadership through dimensions of promoting adult learning and practice. This includes reflecting on practicing ethics, self-examination to increase awareness and the understanding of personal values systems. Contributes to competencies of leading self with character, leading in a climate of change, and leading across boundaries.

### **ORGL 302: Principles and Issues of Management**

**3 credits**

This course introduces a broad range of concepts, theories, and practices important for a basic understanding of management. Includes management and the management functions of planning, organizing, directing, and controlling. Topics focus on diversity within an organization and the environment in which managers must effectively operate. Also focuses on the application of management principles and realistic situations managers encounter as they attempt to achieve organizational objectives. Explore behavioral science concepts and research findings directed toward understanding human behavior within organizations; examine and study this behavior as a function of the individual, the interactive groups within the organization, and the organization itself.

### **ORGL 305: Principles and Issues of Human Resources**

**3 credits**

Study of organizational structure with emphasis on staffing management involved in recruitment, selection, training, wage and salary administration, and personnel assessment. Introduces employment, selection, and placement of personnel; usage levels and methods; job descriptions; training methods and programs; and employee evaluation systems. Includes leadership procedures for management of human resources, and uses case studies and problems to demonstrate implementation of these techniques.

### **ORGL 307: Leadership**

**3 credits**

Introduces a broad range of concepts, theories, and practices important for basic understanding of leadership. Topics focus on the various styles and environments in which effective leaders lead their lives and manage their relationships. Includes application of leadership principles to real situations and problems, resulting in quality, productivity, and success as organizations strive to achieve their objectives.

### **ORGL 309: Collaborative Leadership**

**3 credits**

Addresses the need for collaborative and team-engagement skills in twenty-first century leadership. Research and the experience of leaders and scholars show that leading teams and groups to successful realization of goals and projects cannot be accomplished alone. Collaborative leadership emphasizes engagement, capacity building, diversity, social sense-making, and communication as aspects of collaborative work with groups.

<b>ORGL 316: Ethics</b>	<b>3 credits</b>
An inquiry into diversity, the fundamental norms of conduct in any organization, and the justifications of conduct in relation to ethical theories. Gives special attention to ethical problems encountered by leaders in organizations and their relationships with members, employees, customers, administrators, and society.	
<b>ORGL 401: The Learning Organization</b>	<b>3 credits</b>
Addresses a broad range of concepts, theories, and practices from the disciplines of adult learning, organizational development, and human resource development. Emphasizes transformational leadership, how it develops, and the competencies and principles needed to reinvent or transform oneself into a leader. Students examine the change process from the perspective of the individual within an organization. They further examine a career model for improving professional development and explore basic assumptions about the contributions of individuals to organizations, with a goal of producing competent professionals who can think in action and apply their knowledge under changing conditions.	
<b>ORGL 402: Organizational Behavior</b>	<b>3 credits</b>
Addresses issues of how people live their lives at work and in organizations. An overarching theme of gaining a competitive edge through people involves understanding individuals as they function in organizations, as well as how organizations design and structure work to achieve goals. Behaviorally oriented; conceptually, combines the function of management with the psychology of leading and managing people. Emphasizes effective use of human resources through understanding diversity; human motivation and behavior patterns; conflict management and resolution; group functioning and process; the psychology of decision making; and the importance of recognizing, analyzing, and managing change.	
<b>ORGL 408: Action Research</b>	<b>3 credits</b>
Offers an immediate, localized, and actionable framework for investigating and analyzing organizations. Students learn how to conduct action research as scholar practitioners in many diverse fields, as well as how to critically analyze an organization's operational, financial, and statistical reports for decision making. Provides students with knowledge and practice for leading for results with resource acumen.	
<b>ORGL 406: Organizational Development and Change</b>	<b>3 credits</b>
Vertically and horizontally integrates all courses in the organizational leadership curriculum. Creates synergies by presenting organizational development as a management discipline aimed at improving organizational effectiveness by increasing the use of human resources within the enterprise.	
<b>ORGL 413: Human Resource Development</b>	<b>3 credits</b>
Addresses current human resource development practice from the perspective of the role of change agent and organizational transformation. Incorporates a broad range of concepts, theories, and practices in human resource and organizational development. Texts present real-world change agents and their attempts to deal with problems and situations.	
<b>ORGL 415: Leadership Communication</b>	<b>3 credits</b>
Expands and hones students' communication skills as they apply to leadership roles. Students develop skills for building relationships across disciplines, departments, cultures, and politics and for leading engagement and collaboration in local, global, and virtual realms. Contributes to using language and communication skills as a resource for leadership, supports leadership in climates of change, and prepares students to lead across boundaries toward coalition building; conveys core communication concepts by preparing students to connect and communicate effectively. Meets practical needs of written communication fluency for leaders, line managers, and consultants.	

**ORGL 430: Practicum: Developing Teams****3 credits**

This course emphasizes the practical application of leadership concepts, theories, and practices from coursework in real organizational environments and situations. Provides flexible opportunities to employ various and evolving technologies. Students design and implement team and collaborative initiatives that address an organizational problem or situation for their employer or a comparable organization. Practicum work culminates in an academic paper and a video production.

**ORGL 435: Organizational Leadership Senior Capstone****3 credits**

Emphasizes the practical application of concepts, theories, and practices from program coursework and liberal learning outcomes in real organizational environments and situations. Provides flexible opportunities to employ various and evolving technologies. Students design and implement initiatives for their employer or a comparable organization. Initiatives incorporate the use of technologies as part of their evolving leadership practice. Practicum work culminates in an academic paper and digital portfolio.

**Foundation Courses****COMM 101: Freshman Writing I****3 credits**

Designed to allow students to demonstrate analytical thinking and writing.

**COMM 102: Freshman Writing II****3 credits**

Continuation of COMM 101, culminating in a research paper.

**SPCH 103: Oral Communication Fundamentals****3 credits**

Students demonstrate proficiency in everyday communication including interpersonal communication, group problem solving, and impromptu, informative and persuasive speaking. Organization of ideas and control of mind and body are stressed in varied speaking projects.

**SSCI 105: Issues in Social Science****3 credits**

This is a general course offered as part of the Initial College Experience (FYE) program. This course provides students with skills and knowledge needed to successfully meet Citizenship outcomes at the foundational level. In particular, the community will focus on the social, political and economic structures of American society. Significant social problems and political issues will be addressed. The community will help students develop communication, critical thinking, and research skills necessary for college success and participatory citizenship.

**HIST 212: World Cultures II****3 credits**

An interdisciplinary survey of major world cultures from the Renaissance to modern times. Emphasis will be given to social, economic, political, religious, intellectual and artistic achievement in selected areas and historical periods to help students develop a world perspective of civilizations.

**HUMN 101: Introduction to Humanities****3 credits**

Designed to investigate human creativity in a variety of areas, including the visual, performing, and literary arts. The course provides an opportunity for each student to recognize his or her personal taste while learning to understand and enjoy works outside their own personal preferences. Through learning activities and experiences in the class, the student is encouraged to develop individual creativity.

**ENGL 2XL or 3XL: Literature Course****3 credits (Can choose 1 of 3 courses)****ENGL 224: American Literature Survey II****3 credits**

A survey of American literature from the Civil War to the 21st Century, focusing on major trends and genres, including Realist and Naturalist novels, modern fiction, and experimental poetry. The course includes female authors, African-American authors, and Native American authors. Addresses English outcomes #1, 3, and 4.

**ENGL 307: Appalachian Literature****3 credits**

A concentrated study of Appalachian literature from the 17th Century to 20th Century, including frontier literature, mountain poetry, and nature writing. The course includes Native American stories from Appalachia and female authors. Addresses English outcomes #1, 2, and 3.

**ENGL 309: Poetry of War****3 credits**

The course consists of a focused study of the way that war has been put into poetry throughout time and in multiple wars. The course includes a focused study of long books of poetry by Walt Whitman and Herman Melville, as well as shorter, individual poems by Chinese, American, and British writers.

**NSCI 112 or NSCI 117: Science Course****4 credits****Why Science Matters**

This is a general science course offered to non-science majors as part of the FYE (First Year Experience) program. The objectives of this course are to familiarize students with the ideas, history, and philosophy of science, providing a greater appreciation the scientific issues of our times. Students will gain basic understanding of the universe, the planet we inhabit, and details about our species' history and effect on this planet. This course also provides the opportunity for the student to develop his or her critical thinking skills and written communication skills. The in-seat offering provides students an opportunity to satisfy either COMM 101 or COMM 102 portfolio writing requirements. The online version does not include the COMM portfolio building opportunity.

**MATH 116: Survey of Mathematics****3 credits**

A survey course in mathematics designed for liberal arts students and prospective elementary school teachers. Emphasis is on the nature of mathematical knowledge, its language, methodology, and its applications. Topics are selected from critical thinking skills, set theory, logic, systems of numeration, geometry, consumer mathematics, probability, and statistics.