ORGS • ORGANIZATIONAL STUDIES

ORGS 300 · Dynamics of Group Behavior   **3 Credits**
Examination of the effect of group behavior and functioning on organizational effectiveness. This course emphasizes the principles of group dynamics and team performance for problem diagnosis, problem-solving, decision-making, and conflict resolution in an organizational setting.

ORGS 335 · Leadership Theory and Practice   **3 Credits**
Evaluation of leadership theories and practices within various sectors. Emphasis is on applying a Christian worldview to leadership practice and the development of a personal philosophy of leadership. Students cannot earn credit for both ORGS 335 and ORGS 450.
Students cannot earn credit for both ORGS 335 and BUSN 460. Students cannot earn credit for both ORGS 335 and ORGS 450.

ORGS 340 · Organizational Communication   **3 Credits**
Exploration of organizational communication in a 21st-century societal and technological context. This course includes the practice of persuasive, informational, and educational communication skills, using both oral and written content for organizational communication needs.

ORGS 350 · Leadership Ethics   **3 Credits**
Examination of the role of ethics in the workplace. Students develop a leadership approach to building an ethical organization by considering worldviews, codes of ethics, codes of conduct, and current professional dilemmas. Students apply a Christian worldview to codes of ethics, codes of conduct, and a strategic ethical plan.

ORGS 375 · Organizational Development   **3 Credits**
Evaluation of organizational systems, processes, policies, cultures, and structures. Students will conduct an organizational analysis, apply organizational development concepts, and make recommendations that support changes necessary to the growth and sustainability of the organization.

ORGS 400 · Leading Disruptive Innovation   **3 Credits**
Survey of the shifting trends and emerging issues in organizations in which leaders are challenged to innovate. Students consider the implications of sustainability of an organization's societal, environmental, and financial footprint. Students examine contemporary relevant case studies to develop innovative solutions to lead actual or imagined organizations, focusing on proactive strategies.

ORGS 440 · Diversity, Equity, and Inclusion in the Workplace   **3 Credits**
Analysis of organizational structures, systems, and processes for creating a culture of inclusion and belonging. Students examine the role of leadership in shaping an equitable and inclusive culture for improving employee engagement and retention.

ORGS 460 · Leadership and Change   **3 Credits**
Evaluation of transformational and servant leadership approaches in a rapidly changing environment. Students examine leadership and change models for increasing organizational effectiveness and strategies for developing others.

ORGS 475 · Global Issues in Leadership   **3 Credits**
Exploration of global leadership challenges including how to lead in cross-cultural settings. Students evaluate the complexity of leading in global settings and methods for improving organizational culture and the human condition from a Christian worldview.

ORGS 480 · Financial Management and Resource Allocation in Orgs   **3 Credits**
Application of financial management and resource allocation principles for strategic decision making. Students apply financial analysis and corporate budgeting skills to maintain organizational stability, prioritize the deployment of resources, and align with organization mission and strategic goals.

ORGS 485 · Systems Thinking and Management   **3 Credits**
Foundations of human learning are examined, with an emphasis on experimental research and the underlying assumptions related to research. Both historical and contemporary concepts are discussed with particular focus on application to individuals, organizations, and institutions.

ORGS 490 · Organizational Leadership Capstone   **3 Credits**
Application of organizational leadership theories and practices for transforming organizational systems and cultures. Taking on the role of a consultant, students will use a case-study approach to identify an opportunity for improving an organization's culture or performance and present a comprehensive recommendation for enhancing organizational effectiveness.