COURSE DESCRIPTIONS

ORGANIZATIONAL LEADERSHIP

OL 5043: Ethical Leadership

Ethics and social responsibility often coincide. In this course, students will examine the real-life ethical and social issues that organizational leaders constantly face. Using theoretical frameworks, students will assess current issues and provide logical recommendations for issues that may arise within their field.

Participation in course requires access to a computer, the internet, and webcam or other view capture technology.

OL 5143: Nonprofit Governance

This course examines the theoretical, philosophical, practical and ethical perspectives related to the effective management and leadership of nonprofit organizations in the twenty-first century. Upon completion of the course, the student will possess and understanding of 1) the historical development of the nonprofit sector, 2) the multiple rationales for the existence of the nonprofit sector, 3) the distinctive characteristics of nonprofit organizations, 4) the professional staff, 5) the dynamic environment of the contemporary nonprofit organization, and 6) the current issues of importance to nonprofit decision makers.

OL 5343: Community Development

This course covers the basic principles and issues in community development in the United States. Topics include: community development; community assessment; methods of planning, implementing, and evaluating community based organizations. Students will work individually or in groups to design a non-profit organization based on a community needs assessment. The focus will be on assessment, planning, leadership, financing, and evaluating a community based organization.

Participation in course requires access to a computer, the internet, and a webcam or other video capture technology.

OL 5643: Organizational Globalization and Diversity

This course will explore and examine the dynamics of diversity and inclusion practices in an organizational environment. Students will become familiar the theoretical and practical implications of diversity and inclusion and how to include it in their leadership skills.

Participation in course requires access to a computer, the internet, and a webcam or other view capture technology.

OL 6043: Leadership in Organizational Change

This course is designed to provide students with both conceptual framework and the practical skills needed to lead effective organizational change. Over time everything changes, even organizations. Good leaders do not wait for change; they encourage and facilitate it. In this course, students will concentrate on becoming effective change agents. Students will explore how to assess organizations for change, become familiar with behavioral theories for individual and organizational change, and implement the process for organizational change.

Participation in the course requires access to a computer, the internet, and a webcam or other video capture technology.

OL 6053: Advanced Research Methods in ODL

Advanced Research Methods in ODL covers advanced skills in quantitative, qualitative, and mixed-methods research. Students will become familiar with research design, methodology, data collection, data management, data analysis, and reporting results.

Participation in course requires access to a computer, the internet, and a webcam or other video capture technology.

OL 6063: Evaluation and Assessment in Organization Development and Learning

This course presents students with evidence-based frameworks used in leadership practices to make sound decisions. Topics including defining objectives, collecting relevant, reliable information, generating feasible options, making the decision, implementation, and evaluating results, as well as forward-based decision making and intuition.

Participation in course requires access to a computer, the internet, and a webcam or other video capture technology.

OL 6093: Organizational Development and Learning Capstone

Prerequisite: Successful completion of 24 credit hours of graduate level ODL coursework or permission of program chair.

Students will demonstrate mastery in leadership, adult learning, and organizational development theory and practice through completion of either a master's thesis or comprehensive exams. Students will select a thesis or comprehensive exam track. Students selecting to complete a master's thesis will develop a research project. Comprehensive exam students will submit extensive, data-supported responses to four questions regarding theory and practice in organizational leadership, adult learning, and organizational development. All students will complete an electronic portfolio highlighting academic and professional competencies.

Participation in course requires access to a computer, the internet, and a webcam or other video capture technology.

OL 6143: Consultation, Coaching, and Leadership Development

This course is designed to introduce students to training and development in organizations, with a focus on consultancy, coaching, and strategies for leadership development at the individual and organizational level. Students will learn about practical approaches and models to employee training, coaching, mentoring, and performance improvement in a workplace setting. Topics include strategic training, training design, training methods, evaluation, diversity training, and ethics.

Participation in course requires access to a webcam or other video capture technology.

OL 6883: Special Problems in Organizational Development and Learning

Prerequisite: Permission of program chair

Special problems in Organizational Development and Learning is designed to address current issues and topics relevant to Organizational Development and Learning. Content is determined by contemporary trends and timely issues.

Note: Since the topic for the course will vary each time offered, a student can repeat this course, earning a maximum of six (6) graduate credit hours.

OL 6891: Independent Study in Organizational Development and Learning

Open to graduate students who wish to pursue individual study or investigation of some facet of knowledge, which complements the purpose of the University's graduate program. Students will be required to plan their studies and prepare formal written reports of the findings.

Note: The selected topic may not constitute any duplication of study leading to the accomplishment of a thesis.

Note: May be repeated for credit up to six (6) hours.

OL 6892: Independent Study in Organizational Development and Learning

Open to graduate students who wish to pursue individual study or investigation of some facet of knowledge, which complements the purpose of the University's graduate program. Students will be required to plan their studies and prepare formal written reports of the findings.

Note: The selected topic may not constitute any duplication of study leading to the accomplishment of a thesis.

Note: May be repeated for credit up to six (6) hours.

OL 6893: Independent Study in Organizational Development and Learning

Open to graduate students who wish to pursue individual study or investigation of some facet of knowledge, which complements the purpose of the University's graduate program. Students will be required to plan their studies and prepare formal written reports of the findings.

Note: The selected topic may not constitute any duplication of study leading to the accomplishment of a thesis.

Note: May be repeated for credit up to six (6) hours.

OL 6894: Independent Study in Organizational Development and Learning

Open to graduate students who wish to pursue individual study or investigation of some facet of knowledge, which complements the purpose of the University's graduate program. Students will be required to plan their studies and prepare formal written reports of the findings.

Note: The selected topic may not constitute any duplication of study leading to the accomplishment of a thesis.

Note: May be repeated for credit up to six (6) hours.