Organizational Leadership Courses

ORGL 3311 - Foundations of Organizational Leadership
Hours: 3
This course offers an overview of issues related to organizational leadership, including the definition of organizations, theories of leadership, and the characteristics and behaviors of leaders as well as varying contexts under which leaders must perform.

ORGL 3321 - Organizational Communication
Hours: 3
This course focuses on both formal and informal communication within organizations. It also examines how organizations exhibit their organizational climate and culture. This course provides opportunities and tools for students to further develop their communication skills and apply that learning in organizational settings.

ORGL 3322 - Organizational Ethics
Hours: 3
This course provides an examination of ethics in the workplace and the role of organizational leaders in fostering ethical behavior. Case studies, discussion, self-assessment exercises and reading assignments explore the basic frameworks of ethical dealings and moral leadership. Students will demonstrate a competency in critical thinking skills to both identify and remedy ethical issues typically encountered in organizational settings and interactions. Prerequisites: ORGL 3311 or ORGL 3311 concurrent enrollment.

ORGL 3331 - Data Driven Decision Making
Hours: 3
This course examines the role of quantitative data in managerial and entrepreneurial decision-making. The course draws upon quantitative tools and analyses from several disciplines, especially, statistics, economics, accounting, and finance. The course study demonstrates the usefulness of these tools and analyses in providing optimal technical options in decision-making situations. The emphasis of the courses is on the interpretation and translation of data into information for the benefit of internal and external consumers.

ORGL 3332 - Organizational Behavior
Hours: 3
This course examines individual and organizational behaviors, with a focus on understanding intrinsic and extrinsic motivation, leadership styles and their appropriate applications, sources of power and influence tactics used by leaders, and personal attributes that build leadership credibility and trust. Students will apply their knowledge of effective leadership practices to real-world scenarios involving group interactions and performance.

ORGL 4341 - Leadership Theory
Hours: 3
This course focuses on the principles and practice of management in an organizational setting. The course is designed to provide students with the knowledge and skills that can be used to analyze organizational processes and address challenges inherent in managing organizations, operations, and projects.

ORGL 4342 - Leading Teams
Hours: 3
This course examines teamwork dynamics at the individual, group, and organizational levels. Students will apply concepts, tools, and strategies to help them navigate varied beliefs and expectations among teams. Topics will incorporate cross-cultural competence for leaders. Students will develop and improve the knowledge and skills needed to lead varied and collaborative teams in modern organizations.

ORGL 4343 - Leading Change
Hours: 3
This course offers in-depth analysis of prevalent issues related to organizational change. Upon completion of this course, the student will be able to: recognize and describe organizational change in varied organizations, explain and demonstrate behaviors/characteristics to establish credibility and legitimacy as a change agent and recognize the current dynamic social, political, and cultural environment for change and its potential impact on contemporary organizations. Prerequisites: ORGL 3331, ORGL 3332 and ORGL 4341 concurrent enrollment.

ORGL 4344 - The Organization of Public Education
Hours: 3
This course focuses on the organization, structure, and management of the American public school system. The course is designed to provide students with an understanding of the role and function the American public school system and how it has been transformed over time to meet the needs of students. Topics include leadership efforts to ensure diversity and inclusion efforts across gender, ethnicity, socioeconomic class, culture, and identity. Students will create a timeline and analysis of critical issues in public K-12 education. Course will replace ORGL 4342 on ORGL Degree Plan. Prerequisites: ORGL 3331 or Concurrent enrollment in ORGL 3331.

ORGL 4352 - Capstone I
Hours: 3
This course requires an analysis, synthesis, and evaluation of the student's knowledge and skills including academic performance, teamwork experience, and workplace experience. Using current information, technology and resources the student will construct a professional profile. Students use problem-solving skills to analyze, evaluate and recommend an implementation plan addressing an organizational leadership issue or problem. A main factor in evaluating student performance is the input from multiple stakeholders including employers and faculty. Prerequisites: Departmental approval required. ORG 4343 prerequisite or concurrent enrollment.

ORGL 4361 - Capstone II
Hours: 3
This course requires an analysis, synthesis, and evaluation of the student's knowledge and skills including academic performance, teamwork experience, and workplace experience. Using current information, technology and resources the student will construct a professional profile. Students use problem-solving skills to analyze, evaluate and recommend an implementation plan addressing an organizational leadership issue or problem. A main factor in evaluating student performance is the input from multiple stakeholders including employers and faculty. Prerequisites: ORGL 4352 or ORGL 4352 concurrent enrollment.

ORGL 100 - CBE - Orientation
Hours: 0
This course will serve as an orientation for those entering the ORGL program, highlighting the expectations and requirements of the program.

ORGL 197 - Special Topic
Hours: 1-4
Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

ORGL 297 - Special Topic
Hours: 1-4
Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

ORGL 305 - Organizational Behavior
Hours: 3
This course first examines organizational theory and application. Students then explore the business environment through organizational structures and their behavioral characteristics. These include management issues, ethical issues, challenges and effective communication, leadership, power, and management, the design of the organization, the impact of that design, and the impact of an organization's culture. From the knowledge gained from this course, students can confidently address the management issues presented and lead organizations towards success.

ORGL 338 - Talent Leadership in Human Resources
Hours: 3
This course looks at the different roles that the human resource department plays in a company and the skills needed to accomplish the day-to-day activities of HR personnel. Emphasis is placed on the role of HR management in the strategic management process of a company. Processes used by HR departments to recruit talent, train, and conduct performance appraisals are covered. Workplace discrimination, labor laws, and global trends are also examined.

ORGL 389 - Independent Study
Hours: 1-4
Special Topics. One to four semester hours.

ORGL 397 - Special Topic
Hours: 1-4
Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

ORGL 422 - Project Management for Leaders
Hours: 3
Students will explore a leader's responsibility for conceiving, designing, implementing and managing the organization's overall objectives, culture, and environment as part of the project management process. Within this context, the course primarily focuses on understanding project management, aligning project management with the organization, project management oversight, projects as capital investments, globalization and resources optimization.

ORGL 432 - Environmental Regulation & Compliance
Hours: 3
In this competency course, students will gain an overview of the environmental laws enacted by Congress and of the subsequent environmental regulations established by the EPA (Environmental Protection Agency). Students will also gain an understanding of how to keep abreast of regulatory changes and how to navigate through and locate among the vast maze-like array of regulations those that are specific to an organization.

ORGL 433 - Power & Politics in Organizations
Hours: 3
This competency course explores the sources of power in organizations and the circumstances that lead to its attainment and effective use.

ORGL 434 - Resource Development for Non-Profits
Hours: 3
This competency course will explore important resource development issues facing non-profit organizations including grant writing and fundraising.

ORGL 440 - Organizational Strategies
Hours: 3
This competency course focuses on the specifics of organizational strategies and provides a framework for formulating successful and adaptive strategies in an increasingly complex world economy.

ORGL 489 - Independent Study
Hours: 1-4
Special Topics. One to four semester hours.

ORGL 497 - Special Topic
Hours: 1-4
Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.