

Certificate in Organizational Development - Certificate in Organizational Leadership Course Descriptions

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CMUN 219 Interpersonal Communication 3 credits

Prerequisite: CMUN 150 or 160. Introduction to theory, research, and practice of communication within social and personal relationships, with an application to daily interpersonal interactions.

CMUN 237 Small Group Communication 3 credits

Prerequisite: CMUN 150 or 160. Introduction to theory, research, and practice of communication that contribute to effective task-group discussion and decision-making. Development of personal leadership skills and observational/analytic skills through guided, structured group activities.

ODL 250 Foundations of Organizations 3 credits

Prerequisites: UCWR 110; PSYC 101. An introduction to the study of organizations. This course will cover theory and practice within organizational management and organizational behavior at the individual, interpersonal, team and organizational levels. A general understanding will also be gained in the areas of accounting, human resources, marketing, law and leadership. Students will become more familiar with library resources needed for successful completion of the courses in the ODL major. The course will be taught using lecture, discussions, and experiential exercises and will promote the synthesis of knowledge across the ODL curriculum.

ODL 310 Accounting Principles and Applications 3 credits

Prerequisites: UCWR 110; Quantitative Reasoning Requirement; PSYC 101; ODL 250. An introduction to major concepts in the areas of financial and managerial accounting. Students will gain a deeper understanding of financial statements, accounting mechanics, accrual accounting, financial planning, variance analysis, internal controls and financial analysis. The final course project will require students to utilize knowledge and skills in the area of financial and managerial accounting to manage the financial data of a fictional organization.

ODL 340 Marketing Concepts and Strategies 3 credits

Prerequisites: UCWR 110; Quantitative Reasoning Requirement; CMUN 101, and 150 or 160; PSYC 101; ODL 250. An analysis of the fundamental principles and strategies of marketing. Students will gain an understanding of the functional role of marketing within an organization and within the expanding global economy. Students will gain a deeper understanding of the external and internal variables that affect marketing; e-commerce marketing, the roles of advertising, public relations, and sales; integrated marketing's role and strategic marketing planning. Students will integrate knowledge and skills acquired throughout the course with outside sources and information in order to develop an integrated marketing plan for an organization.

ODL 350 Human Resources Principles and Practices 3 credits

Prerequisites: UCWR 110; CMUN 101, 150 or 160, and 237; PSYC 101; ODL 250. An examination of human resource management functions. Students will gain a deeper understanding of the legal environment and equal employment opportunities requirements; job design and analysis; recruiting, orientation and training; performance appraisal; compensation systems; labor relations; collective bargaining and grievance processes; and health and safety in the work place. The final course project will require students to conduct in-depth research in the area of human resource management (HRM) and apply HRM theory and research to a not-for-profit organization.

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ODL 360 Development and Change in Organizations 3 credits

Prerequisites: UCWR 110; CMUN 101, 219, 237, and 150 or 160; PSYC 101; ODL 250; Ethics Requirement. The student will gain an understanding of the theory and practice of organizational development and examine assumptions, strategies, models, intervention techniques and other aspects of organizational development. The student will gain an understanding of the key elements in conceptualizing, planning, implementing, and monitoring the change process in organizations. Forming collaborative relationships, overcoming resistance, gaining commitment, and realigning culture. Students will learn from case studies how different techniques are used by actual organizations. An organizational change project will be required.

ODL 370 Leadership Theories and Applications 3 credits

Prerequisites: UCWR 110; CMUN 101, 219, 237, and 150 or 160; PSYC 101; ODL 250; Ethics Requirement. Promotes leadership development through the study of leadership theory and concepts and encourages the practical application of leadership at all levels. It includes analysis of historical approaches to leadership and focuses on influential contemporary leadership perspectives such as servant leadership, situational leadership, transformational leadership, and principle-centered leadership. Through an examination of leadership theory and research, self-assessments and reflection, and application to the work environment, students will create a personal leadership development plan.

ODL 380 Leadership, Culture and Ethics 3 credits

Prerequisites: ODL 370; Quantitative Reasoning Requirement. Students will gain an understanding of effective leadership in organizations. The student will have the opportunity for self-assessment of leadership strengths and management style through classroom exercises, experienced in a supportive group environment. Students will gain an understanding of leadership covering topics such as values and vision, strategy, organizational culture, management style, leading groups and teams, and coaching. Students refine their own concept of leadership and decision making in the context of the various attitudes, environments, cultures, issues, and activities faced by leaders in simple or complex organizations.

ODL 390 Organizational Theory and Practice 3 credits

Prerequisites: ODL 370 and 380. An overview of how organizations work. Students will gain an in-depth understanding through completing case studies and experiential exercises to facilitate critical thinking and the application of course content to organizational settings. The final course project will integrate knowledge and skills in the area of organizational theory with systematic problem solving skills to assess and diagnose an organizational problem.

PSYC 338 Psychology of Personality 3 credits

Prerequisite: PSYC 101. Facts and principles of personality study. Nature of personality, its structure, development, expression, and measurement. Exposition and evaluation of personality study methods with critical review of traditional and modern theories of personality.

PSYC 353 Applied Social Psychology 3 credits

Prerequisites: PSYC 101 and 275. Applications of principles and methods of social psychology to social issues and problems in such areas as: law and justice, health and health care, education, natural and built environments, population, work life and inter-group relations.