ORGANIZATIONAL STRATEGY AND LEADERSHIP (ORGS)

Program Guidelines and Mission Statement

The Organizational Strategy and Leadership (ORGS) Minor examines how organizations develop, evolve, are led, and make decisions, including the ways that individuals contribute to and shape these dynamics. Drawing substantially from theories and scholarship in the social sciences, the program empowers students with the skills to analyze organizational structures, leadership dynamics, and strategic decision-making; it provides a foundation for them to consider the ethical implications of various organizational structures and decisions.

Through inquiry-driven learning and key experiential opportunities, students will develop critical thinking, intellectual flexibility, problem-solving abilities, and effective communication skills essential for contributing to and navigating a range of organizational environments (e.g., for-profit, nonprofit, political, social, and educational institutions). Grounded in the liberal arts tradition, the program fosters students' intellectual curiosity and prepares them for informed engagement with a broad range of organizations in our complex and changing world, equipping them to be thoughtful and impactful future leaders and engaged contributors to their organizations.

Faculty

Associate Professor Sarah L. Hutson-Comeaux, Director

Requirements

To fulfill the requirements for the Organizational Strategy & Leadership minor, a student must complete the following seven courses and two applied experiences:

1.) Five Core Courses

Code	Title
PSYC 100	Introduction to Psychology
PSYC 230	Organizational Psychology
GC 260	Organizational Leadership
PSYC 230 or GC 260 must be taken in advance of participating in the Immersive Experience ORGS 030	
ORGS 330	Organizational Decision Making
ORGS 400	Senior Capstone: Navigating Complexity in Organizations and Leadership

2.) Two Additional Electives from an approved list: One course focusing on each of the following areas must be taken. Both elective courses cannot be taken from the same department.

Note: Students may petition for other courses (i.e., a special topics course or an off-campus study course) or an academic project (a 4-credit Senior Research/Independent Study project) to fulfill one of their two elective courses. Courses or academic projects that meet this option must be designed to focus on an aspect of organizational behavior or leadership studies that is particularly appropriate to the integrity of the ORGS Minor as well as the student's major and/or professional aspirations.

Area A: The Individual Within Organizations
Courses in this area examine the role and development of individuals as essential contributors within organizations and teams. They emphasize the intra- and interpersonal knowledge and skills that support both individual success and organizational effectiveness, including understanding sociocultural behavior, applying organizational knowledge, communicating effectively in diverse social contexts, and using analytical tools to support problem-solving and decision-making. **A representative list** of approved courses appears below:

Code	Title
COMM 101	Public Address
COMM 221	Theories of Group Communication
COMM 224	Theories of Interpersonal Communication
COMM 244	Theories of Intercultural Communication
PHIL 121	Ethics: Philosophical Considerations of Morality
PSYC 206	200-level Special Topics courses (Psychology of Consumer Behavior or Psychology of Leadership)
PSYC 240	Theories of Personality
PSYC 290	Psychology of Thinking
PSYC 380	Nonverbal Behavior in Human Interactions

Area B: Organizational Processes and Systems in Society
Courses in this area focus on the systems, processes, and external forces that shape how organizations and institutions operate within broader social, cultural, and economic contexts. They might examine organizational models, inter-organizational relationships, or specific functions such as communication networks, policy development, or strategic adaptation. These courses equip students with frameworks for analyzing both internal operations and external dynamics across diverse organizational settings, including businesses, nonprofits, educational institutions, government agencies, and arts and cultural organizations. **A representative list** of approved courses appears below, though offerings will be reviewed and updated regularly.

Code	Title
ANTH 101	Being Human: Introduction to Anthropology
BLST/WGST 265	Black Women and Organizational Leadership
COMM 306	Organizational Culture
COMM 320	Language, Culture, and Communication
COMM 403	Culture and Communication
DPR 191	War, Wealth, & World Politics
DPR 311	Political Organizations in the U.S
ECON 201	Economic Justice
ECON 422	Industrial Organization and Antitrust Economics
ECON 423	International Trade

ECON 426	Behavioral Economics
ECON 464	Labor Economics
EDUC 213	The U.S. Education System
GC 101	Commerce and Society
GH 100	Introduction to Global Health
HESS 100	History and Organization of Sport in the U.S.
HESS 406	Leadership Theory and Development Through Sport
HIST/HESS/BLST 393	Race, Identity, & Power in U.S. Sports
PHIL 126	Social and Political Philosophy
PPA 307	The Politics of Congress
PPA 314	Foreign Policy Formulation
PPA 344	The United Nations and World Problems
PPA 346	The European Union
REL 102	Ethics, Society and the Moral Self
SES 217	Sustainable Development Goals
SES 220	Sustainable Global Finance
SPAN 330	Cultures of Spain
SPAN 335	Cultures of Latin America
THTR 100	Introduction to Theatre-making

ORGS students are also required to complete:

Code	Title
ORGS 030	Immersion Experience
ORGS 050	Internship

Courses

ORGS 030 - Immersion Experience (0 Credit Hours)
This course is a multi-week, off-campus ORGS Immersion Experience, designed to bridge liberal arts education with practical organizational understanding. Through a hands-on US design consulting project with a local company, students apply classroom knowledge before traveling to major U.S. cities.

ORGS 050 - Internship (0 Credit Hours)
All students completing the concentration in Organizations and Leadership Studies must complete an appropriate internship or experience (160 hours minimum). This experience must be approved by the ORGS Program Committee and is normally undertaken during the summer before the senior year.

ORGS 330 - Organizational Decision Making (4 Credit Hours)
This course provides an in-depth examination of how individuals and organizations structure and leverage information to inform decision-making processes, ultimately enhancing problem-solving capabilities across diverse and complex scenarios. The curriculum integrates evidence-based frameworks from behavioral economics, psychology, statistics, and accounting, offering a multidisciplinary understanding of decision science. This aims to familiarize students with diverse decision-making frameworks and their applicability to the complex and evolving decision landscape they will face.
Prerequisite(s): ORGS 230 or ORGS 250.

ORGS 400 - Senior Capstone: Navigating Complexity in Organizations and Leadership (4 Credit Hours)
This culminating capstone course empowers students who complete the concentration to synthesize their interdisciplinary understanding of organizations, leadership, and decision-making, with a specific focus on their intersection with their primary academic major. Through critical analysis of complex organizational challenges using diverse theoretical lenses from organizational psychology, leadership theory, and decision science, students will intentionally bridge academic knowledge with real-world application. A key component of this course is a team-based, collaborative capstone consulting project, offering a valuable opportunity to partner with a client organization to address a pressing issue.
Prerequisite(s): PSYC 230, ORGS 260, and ORGS 330.