

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

EDUC 745

ORGANIZATIONAL ANALYSIS & PROBLEM SOLVING FOR EDUCATORS

COURSE DESCRIPTION

An introduction to the nature and management of educational organizations. Integrates major theoretical perspectives with special focus on applying such theories to both better understand and more effectively resolve organizational problems.

RATIONALE

The Educational Leadership Program is designed to provide individuals with the concepts, skills, and knowledge necessary to think critically and to positively contribute to the field of education. Recognizing organizational behavior is a complex phenomenon requiring multiple perspectives to understand the nature of organizational life, properly situate problems, and develop viable solutions. The participants in the class will use metaphoric lenses to explore relevant research, theories, and literature related to the philosophies and theories of organizational behavior.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. RECOMMENDED RESOURCE

American Psychological Association. Publication manual of the American Psychological Association (Current ed.). Washington, DC: Author.

IV. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Blackboard [recommended browsers](#)
- D. Microsoft Office

V. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Demonstrate an understanding of four different theoretical conceptions of organizational life.
- B. Describe an existing unit of an educational organization in terms of its organizational behavior.
- C. Evaluate an existing unit of an educational organization's behavior using multiple organizational metaphors.
- D. Diagnose the roots of an organizational problem and develop a workable action plan.
- E. Assess all theories, methods, and assumptions through the lens of Scripture.

VI. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations
- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (2)

Discussion boards are collaborative learning experiences. Therefore, the candidate is required to provide a thread in response to the provided prompt for each forum. Each thread must be a minimum of 250 words and a maximum of 300 words and demonstrate course-related knowledge. In addition to the thread, the candidate is required to reply to 3 other classmates' threads. Each reply must be 125–150 words in length. (MLO: A, B, E)

- D. Group Discussion Board Forums (6)

For this collaborative discussion board, the instructor will place the candidate into a group at the beginning of the course. The candidate is required to provide a thread in response to the provided prompt for each forum. Each thread must be 250 words and a maximum of 300 words and demonstrate course-related knowledge. In addition to the thread, the candidate is required to reply to 3 other classmates' threads. Each reply must be 125–150 words in length. (MLO: A, B, E)

E. Case Study

The candidate will write 8 papers between 2 and 7 pages addressing various issues within the Case Study. (MLO: A, B, C, D, E)

VII. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (2 at 30 pts ea)	60
Group Discussion Board Forums (6 at 30 pts ea)	180
Case Study:	
Part 1: Problem Proposal	80
Part 2: Structural Analysis	100
Part 3: Systems Analysis	100
Part 4: Cultural Analysis	100
Part 5: Political Analysis	100
Part 6: Diagnosing Problem Causes	100
Part 7: Developing an Action Plan	100
Part 8: Final Reflective Analysis	80
Total	1010

A. Scale

A = 960–1010 A- = 940–959 B+ = 920–939 B = 900–919 B- = 880–899
 C+ = 860–879 C = 840–859 C- = 820–839 D+ = 800–819 D = 780–799
 D- = 760–779 F = 0–759

B. LiveText Submission Policy

All LiveText assignments must be submitted to Blackboard and LiveText in order for the candidate to receive credit. **LiveText Submission Exception:** Candidates pursuing the following programs: M.Ed. in Higher Education, Ed.S. in Higher Education Administration, the Ph.D. in Education, and the Ph.D. in Higher Education Administration, are not required to submit this assignment in LiveText, but must submit this assignment in Blackboard.

C. Assignment Submissions

All assignments must be completed using Microsoft Word only and must be submitted through Blackboard. Points will be deducted for incorrect grammar, spelling, and current APA formatting. Also, points will be deducted for failure to follow instructions.

D. Disability Assistance

Candidates with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

EDUC 745

Textbook: Morgan, *Images of Organizations* (2006).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Morgan: Preface, ch. 1 1 presentation	Course Requirements Checklist Advising Guide Acknowledgement Class Introductions DB Forum 1 Case Study Part 1: Problem Proposal	10 0 0 30 80
2	Morgan: ch. 2 1 presentation	Group DB Forum 1 Case Study Part 2: Structural Analysis	30 100
3	Morgan: ch. 3 1 presentation	Group DB Forum 2 Case Study Part 3: Systems Analysis	30 100
4	Morgan: chs. 5, 7 1 presentation	Group DB Forum 3 Case Study Part 4: Cultural Analysis	30 100
5	Morgan: chs. 6, 9 1 presentation	Group DB Forum 4 Case Study Part 5: Political Analysis	30 100
6	Morgan: ch. 11 1 presentation 2 websites	Group DB Forum 5 Case Study Part 6: Diagnosing Problem Causes	30 100
7	Morgan: chs. 4, 8 1 presentation 3 websites	Group DB Forum 6 Case Study Part 7: Developing an Action Plan	30 100
8	Morgan: ch. 12 1 presentation 1 website	DB Forum 2 Case Study Part 8: Final Reflective Analysis	30 80
TOTAL			1010

DB = Discussion Board

NOTE: Each course week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.