

FA 348 Understanding Organizations and Ourselves

Spring 2008

O'Hare Campus

Mondays 6:30-9:30pm

March 31—June 2

Instructor

Pamela Meyer

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Required Texts (in bookstore or search online for best price):

Hatch, Mary Jo & Cunliffe, Ann, *Organization Theory: Modern, Symbolic and Postmodern Perspectives*, Oxford: Oxford University Press, 2006

Note: You must get the 2006 edition

Additional Readings and case studies provided by instructor.

Description:

Organizations play an enormous role in our personal and community development. At the same time organizations are shaping us, our participation in these organizations shapes their structure, values and behavior. In this course you will begin to understand the dynamic relationship between the individual and the organization, using your own experience as a starting point.

Each student will play the role of organizational theorist, as he or she begins to understand how to use concepts and theories to impact organizations.

While this course will be relevant to many, it will be particularly useful to those interested in working with, or influencing organizations, including business people, managers, human resource and organizational development practitioners, and those working in the non-profit sectors.

Images of Organization Syllabus

Competences:

A3F: Can compare two or more philosophical perspectives on the relationship of the individual and community.

H-1-E: Can explain the concept, function and expression of culture and illustrate the explanation with one or more cultures.

H-2X: Can critically reflect on the role of an organizational practitioner in supporting organizational change.

FX: Understands organizational theories and can articulate how to two or more theories to understand organizational phenomena.

The Learning Experience:

This highly participatory seminar format course will give you many opportunities to learn from your own experience of organizations, and those of your colleagues. You will learn to frame your experience in terms of existing and emerging organization theory from the modernist and post-modernist perspective.

As you integrate your experience with current theory and research via assigned readings, you will learn how theory develops and how to play the role of theorist to make sense of organizational phenomena.

You will have the opportunity to develop your own concepts and development strategy for an organization of your choosing. Class participants will present their ideas to their colleagues for further development and discussion throughout the quarter, as well as in a final group presentation.

Students will be evaluated on the following:

- Class Participation 30%
- Three Case Study Papers 45% (15% each)
- Group Presentation 25%

Instructor Biography:

PAMELA MEYER, Ph.D. is a scholar-practitioner who collaborates with leaders who care about creating dynamic workspaces that inspire learning, creative collaboration, communication and commitment. She is the author of *Quantum Creativity: Nine Principles to Transform the Way You Work* (Contemporary Books, 2000). As President of Meyer Creativity Associates, Inc. she develops organizational change strategies and presents custom designed programs around the country. Meyer draws on more than ten years experience in the professional theater where she used improvisation to create original plays and build creative teams. Meyer is a member of the Academy of Management, National Speakers Association and Actor's Equity Association. She holds a B.F.A. from Boston University's School for Theatre Arts, a Master's degree from Antioch University and an M.A. and Ph.D. in Human and Organizational Systems from Fielding Graduate University.

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Course Calendar:

SESSION ONE	Introduction to Organization Theory <ul style="list-style-type: none">• What is theory?• Course overview and Instructor expectations READ for next class: Org Theory, Ch. 1 & 2
SESSION TWO	A Brief History of Organization Theory <ul style="list-style-type: none">• Bureaucracy• Classical Management READ: Ch. 3 DUE: 1-2 Page Case Study
SESSION THREE	Organization and Environment <ul style="list-style-type: none">• Open Systems• Contingency Theory• Organizational Ecology READ for next class <i>Org Theory</i> : Ch. 4
SESSION FOUR	Organizational Social Structure <ul style="list-style-type: none">• <i>Form Consulting Project Teams</i> DUE tonight: Case Study paper #2 READ for next class <i>Org Theory</i> : Ch. 5 (scan) & 6
SESSION FIVE	Organizations as Cultures <ul style="list-style-type: none">• Social Constructionism READ for next class <i>Org Theory</i> : Ch. 6 (scan) & 7
SESSION SIX	Organizational Power, Control & Conflict READ for next class: Handouts, Org Theory, Ch. 9 DUE tonight: Case Study paper #3
SESSION SEVEN	Organizations as Change, and New Directions in Theory <ul style="list-style-type: none">• Change Theories READ for next class: Org Theory, Ch. 10
SESSION EIGHT	Implications for Practice, Role of the Organizational Practitioner Read: Handouts
SESSION NINE	Organizational Improvisation Team Conferences with Instructor
SESSION TEN	Team Presentations

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CLASS POLICIES:

- STUDENTS MISSING more than two classes during the quarter *will not be passed*. This is a university policy—*No exceptions*. If you think you will miss more than two classes, make arrangements to take the course another quarter. ALSO, for every two times you are late more than 15 minutes, you will be counted for one absence.
- ALL PAPERS must be submitted on the assigned due date unless permission from the instructor for an extension has been requested *in advance and received*. A half-grade deduction will be taken from all late papers for each week they are late. All papers should be submitted via e-mail attachment to the instructor, unless otherwise negotiated.
- INCOMPLETE GRADES will not be granted unless advance permission has been requested (NOTE: You must complete and submit a contract for the incomplete. These are available at the SNL office). The instructor will only accept incomplete work within two quarters of the conclusion of your course. It is the student's responsibility to ensure that mailed assignments reach the instructor by the deadlines which have been agreed upon.
- Students wishing to take the course for a Pass/Fail rather than a letter grade must inform the instructor by the 7th week of class at the latest.
- YOU ARE RESPONSIBLE for notifying the instructor prior to any planned absence in order to get your assignments, and as soon as possible after any unplanned absence. *Instructor will not fax assignments; students are responsible for getting them via blackboard or from fellow students.*
- PAPERS must be typed, double-spaced with one inch margins. ALL outside sources must be properly cited.
- Students who have not taken College Writing and/or needing additional writing support will be encouraged to take advantage of the tutorial resources at DePaul's Writing Center: <http://condor.depaul.edu/~writing/>. While students will not be graded explicitly on their writing skills, your grade will be impacted by your ability to express your ideas in a clear and organized, well-developed fashion.