



Office of Academic Affairs

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TO: Faculty Council Members
FROM: Sonya Hardin, Faculty President
DATE: February 16, 2009
RE: Consent Calendar

Attached is the Consent Calendar (See Article V, Section 3.A (3 & 4), J. (3 & 5) and K.3 of the Standing Rules of the Faculty Council.) consisting of these proposals:

- ENGL 11-30-07a Division of Current Writing/Rhetoric Emphasis into two separate emphases: The Composition/Rhetoric Emphasis and The Creative Writing Emphasis
- ENGL 11-30-07b Replace the M.A. Comprehensive Examination with either a three-hour project or portfolio or a six-hour thesis for the following emphases/concentration of the M.A. in English: Composition/Rhetoric, Creative Writing, Applied Linguistics, English for Specific Purposes, and Technical/Professional Writing
- ENGL 11-30-07c Replace Comprehensive Exam in Children's Literature emphasis of the M.A. in English degree with a choice between comprehensive examination and M.A. thesis
- ENGL 11-30-07d Changes in required courses for the Applied Linguistics Emphasis in the M.A. in English
- ENGL 11-30-07e Changes in required courses for the Professional/Technical Writing Concentration in the M.A. in English
- OSCI 9-23-08 Curriculum Modifications: Implementing Recommendations from the Organizational Science (OS) Curriculum Retreat

Below are the catalog copy descriptions. If you wish to read the full proposals, they are posted on the Academic Affairs website.

If there is an objection regarding this proposal, it must be registered with the Faculty Governance Secretary (Julie Putnam, ext. 5719) by **5 PM on March 2, 2009**. If no objections are registered, they will stand approved.

Catalog Copy:

ENGL 11-30-07a : Division of Current Writing/Rhetoric Emphasis into two separate emphases: The Composition/Rhetoric Emphasis and The Creative Writing Emphasis

The Composition/Rhetoric Emphasis

The field of rhetoric and composition prepares students comprehensively in the theory, practice, and teaching of public discourse. Our program introduces research in the language arts, from the ancient rhetoric of Greece and Rome to modern theories of the composing process, while also emphasizing practical preparation in the teaching of writing and the administration of composition programs, writing centers and writing across the curriculum programs.

The composition/rhetoric emphasis includes five composition/rhetoric courses, one of which is composition/rhetoric theory-intensive; two literature courses; and two elective courses. The composition/rhetoric emphasis may focus on rhetorical theory, composition theory, or writing and pedagogy.

Project/Thesis

All students in the Composition/Rhetoric emphasis must submit either a project or a thesis to satisfy requirements for the degree.

Project

Students electing to submit a project to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a project. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this project.]

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one elective course.

Creative Writing Emphasis

The aim of this emphasis is to enable students to develop their abilities as creative writers through writing practice in more than one genre and through the creatively-engaged study of literature.

The Creative Writing emphasis includes one theory-intensive course (in writing or literature), two literature courses, and:

One course selected from the following:

- ENGL 5203 Writing Fiction
- ENGL 5209 Fiction Writing Workshop

One course selected from the following:

- ENGL 5202 Writing Poetry
- ENGL 5208 Poetry Writing Workshop

Two 6070 Topics in English courses (must be creative writing topics)

Two electives (with the approval of the Coordinator of Graduate Studies in English)

[Note: It is possible for elective hours to be applied to additional creative writing courses, if the student wishes to repeat any of the fiction or poetry courses listed above in order to receive additional instruction in his or her chosen genre.]

Project/Thesis

All students in the Creative Writing emphasis must submit either a project or a thesis to satisfy requirements for the degree.

Project

Students electing to submit a project to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a project. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this project.]

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one elective course.

ENGL 11-30-07b: Selected emphases/concentrations of the M.A. in English replacement of the M.A. Comprehensive Examination with either a three-hour project or portfolio or a six-hour thesis. Composition/Rhetoric¹, Creative Writing, Applied Linguistics, English for Specific Purposes, and Technical/Professional Writing.

The following sections will be inserted at the end of the description of each of these emphases/concentrations:

Composition/Rhetoric

Project/Thesis

All students in the Composition/Rhetoric emphasis must submit either a project or a thesis to satisfy requirements for the degree.

Project

Students electing to submit a project to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a project. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this project.]

¹ This assumes that ENGL 11-30-07a is approved

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one elective course.

Creative Writing

Project/Thesis

All students in the Creative Writing emphasis must submit either a project or a thesis to satisfy requirements for the degree.

Project

Students electing to submit a project to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a project. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this project.]

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one elective course.

Applied Linguistics

Project/Thesis

All students in the Applied Linguistics emphasis must submit either a project or a thesis to satisfy requirements for the degree.

Project

Students electing to submit a project to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a project. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this project.]

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one course from the optional courses listed above. Note: students will consult with the Coordinator of Graduate Studies in English, who must approve their choice of which course to take from this list.

English for Specific Purposes

Portfolio/Thesis

All students in the English for Specific Purposes emphasis must submit either a portfolio or a thesis to satisfy requirements for the degree.

Portfolio

Students electing to submit a portfolio to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a portfolio. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this portfolio.]

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one three-hour elective course.

Professional/Technical Writing

Project/Thesis

All students in the Technical/Professional Writing concentration must submit either a project or a thesis to satisfy requirements for the degree.

Project

Students electing to submit a project to satisfy this requirement will enroll in a three-hour directed readings (ENGL 6890) leading to the production of a project. [Note: see the Coordinator of Graduate Studies in English for details on the requirements for this project.]

Thesis

Students electing to submit a thesis to satisfy this requirement should consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Since the thesis carries six hours of credit, students electing the thesis option will take only one three-hour elective course.

ENGL 11-30-07c: Replacement of comprehensive examination in Children's Literature emphasis of the M.A. in English degree with a choice between comprehensive examination and M.A. thesis.

The following will be added to the current description of the Children's Literature Emphasis.

Comprehensive Examination/Thesis

All students in the children's literature concentration must satisfactorily complete either a written examination or a Masters thesis.

Comprehensive Examination

Students electing this option will satisfactorily complete a written examination based on a reading list proposed by the student and approved by graduate committee. Information about this list is available in the Department office. The written examination may not be attempted sooner than the last semester of coursework, exclusive of thesis credits. This examination procedure will be implemented for students entering the program in Spring of 2009 and thereafter.

Masters Thesis

Students who choose this option will consult with the Coordinator of Graduate Studies in English, who will appoint a thesis committee comprising a director and two faculty readers. Students electing the thesis option will use the six hours of thesis credit to replace the elective course and another course as approved by the Coordinator of Graduate Studies in English

ENGL 11-30-07d: Changes in required courses for the Applied Linguistics Emphasis in the M.A. in English

SUMMARY.

The English Department proposes to make the following changes in the Applied Linguistics Emphasis of the M.A. in English degree:

1) The following courses would be moved from the status of choices from Category 1 of offered electives to required courses:

ENGL 6127 Seminar in Language, Culture, and Society

ENGL 6161 Introduction to Linguistics

ENGL 6163 Language Acquisition

2) Two categories of choices (one requiring 4 courses to be selected from 12 options and a second requiring 1 course to be selected from 5 options) have been reduced to a single category of options in which two courses are selected from seven options.

3) the following course has been added as an option:

ENGL 6165 Introduction to English for Specific Purposes

4) the following courses have been deleted as options:

ENGL 5161 Modern English Grammar

ENGL 5165 Language and Culture

ENGL 5166 Comparative Language Studies for Teachers

ENGL 5260 History of the English Language

ENGL 5263 Linguistics and Language Learning

ENGL 5264 Literacy in Family and Community

ENGL 5400 English Composition Practicum

ENGL 6195 Teaching College English

II.A.2. PROPOSED CATALOG COPY

The revised course description for the Applied Linguistics Emphasis would read as follows:

Linguistics is a broad field, and the applied linguistics emphasis offers students the opportunity to apply linguistics concepts to a broad range of endeavors, including the teaching of writing, adult English language instruction, and various types of textual analyses.

The Applied Linguistics emphasis includes two writing/rhetoric courses, two literature courses, and

- ENGL 6127 Seminar in Language, Culture, and Society
- ENGL 6161 Introduction to Linguistics

- ENGL 6163 Language Acquisition

And

Two courses selected from:

- ENGL 5050 Topics in English (Linguistics topic; must be approved by the English Graduate Coordinator)
- ENGL 5254 Teaching English/Communications Skills to Middle and Secondary School Learners
- ENGL 6070 Topics in English (Linguistics topic; must be approved by the English Graduate Coordinator)
- ENGL 6162 History of the English Language
- ENGL 6164 Comparative Language Analysis for Teachers
- ENGL 6165 Introduction to English for Specific Purposes
- ENGL 6167 Research Methods in Applied Linguistics

ENGL 11-30-07e: Changes in required courses for the Professional/Technical Writing Concentration in the M.A. in English

SUMMARY.

The English Department proposes to make the following changes in the Professional/Technical Writing Concentration of the M.A. in English degree:

1) ENGL 6116 Technical/Professional Writing would be added as a requirement; ENGL 6008 Topics in Advanced Technical Communication would be moved from the required category to an elective category.

2) The following courses would be deleted as choices in the list of courses from which students must choose three courses:

- ENGL 5204 Expository Writing
- ENGL 5205 Advanced Expository Writing
- ENGL 5852 Independent Study
- ENGL 6062 Topics in Rhetoric
- ENGL 6890 Directed Reading
- ENGL 6996 Thesis

Up to 6 hours of Creative Writing, Literature, or Linguistics

3) 6 hours of open electives (with the permission of the Graduate Coordinator) would be added.

PROPOSED CATALOG COPY

The revised course description for the Applied Linguistics Emphasis will read as follows:

The Technical/Professional Writing Concentration

Students accepted into the M.A. in English program may elect a concentration in Technical/Professional Writing. This concentration will be designated on the student's transcript. The curriculum includes courses that 1) provide students with an understanding of the theoretical

and rhetorical foundation of the field, 2) introduce students to the methods and results of research in the field, 3) offer students an opportunity to practice theory and research through project work for clients, 4) address technology and science as socially-constructed disciplines, and 5) help students build skills in written and oral communication, project management, and teamwork.

Required courses include:

- ENGL 5180 Theories of Technical Communication
- ENGL 5410 Professional Internship
- ENGL 6116 Technical/Professional Writing
(this class should be taken in the first year)
- ENGL 6166 Rhetorical Theory

three courses selected from:

- ENGL 5008: Topics in Advanced Technical Communication
- ENGL 5181: Writing User Documents
- ENGL 5182: Writing and Designing Computer Based Documents
- ENGL 5183: Editing Technical Documents
- ENGL 6008: Topics in Advanced Technical Communication (may be repeated for credit)

and

two elective courses (permission of the Coordinator of Graduate Studies in English needed for courses outside the English department)

OSCI 9-23-08: Curriculum Modifications: Implementing Recommendations from the Organizational Science (OS) Curriculum Retreat

Summary.

- Moving from 78 credits to 77 credits
- OS practicum is optional rather than required
- Our comprehensive examination requirement is the same, but is now called qualifying examination
- Changed required dissertation credits from 6 to 12 hours.
- Dropped catalog text that did not really add anything: “There is no language requirement in the Organizational Science Ph.D. degree. Each student will take 27 research credits.”
- Made very minor modifications to some course descriptions (8610, 8611, 8620, 8621). These basically entailed adding more illustrative examples of potential content into the course descriptions. The courses are fundamentally the same.
- OSCI 8206 Qualitative Research Methods was amended in a more substantive way. We will attach a syllabus to illustrate.

- Did some minor restructuring, some required classes have moved to elective status (osci 8002, 8003, 8102, 8130, 8207), we added 2 new courses (8100, 8208), and increased elective options and amount required.

Original	Revised
<p>Curriculum The curriculum has 3 major curricular components: (1) Core Organizational Science; (2) Research; (3) Electives/Advanced Seminars.</p> <p><u>Core Organizational Science (33 Credits)</u> OSCI 8000 Organizational Science Overview (3) OSCI 8002 Ethics and Professional Issues in Org Science (2) OSCI 8003 Writing & Publishing in Organizational Science (1 or 2) OSCI 8610 Micro Organizational Science I (3) OSCI 8611 Macro Organizational Science I (3) OSCI 8620 Micro Organizational Science II (3) OSCI 8621 Macro Organizational Science II (3) OSCI 8130 Social Psychology (3) OSCI 8477 Organizational Science Practicum (1-6, 6 required) OSCI 8001 Current Topics & Events in Org Science (1, 6 Required)</p> <p><u>Research (27 Credits)</u> OSCI 8102 Research Design and Quantitative Methods I (3) OSCI 8103 Research Design and Quantitative Methods II (3) OSCI 8205 Field and Lab Based Quantitative Research Methods (3) OSCI 8206 Qualitative Research Methods (3) OSCI 8207 Psychometrics (3) OSCI 8948 Independent Pre-Doct Org Science Research Project I (3) OSCI 8949 Independent Pre-Doct Org Science Research Project II (3) OSCI 8998 Organizational Science Dissertation I (3) OSCI 8999 Organizational Science Dissertation II (3)</p> <p><u>Electives (18 Credits)</u> Each student will choose 18 credit hours from the courses</p>	<p>Courses The curriculum has 2 major curricular components: (1) Core Organizational Science and Research; (2) Electives/Advanced Seminars.</p> <p><u>Core Organizational Science and Research (53 Credits)</u> OSCI 8000 Organizational Science Overview (3 cr.) OSCI 8100 Organizational Science Lab (1-2 cr) OSCI 8610 Micro Organizational Science I (3 cr.) OSCI 8611 Macro Organizational Science I (3 cr.) OSCI 8620 Micro Organizational Science II (3 cr.) OSCI 8621 Macro Organizational Science II (3 cr.) OSCI 8001 Current Topics and Events in Organizational Science (1 cr, 7 cr. Required) Note, if OS overview does not include a lab, 8 credits will be required. OSCI 8103 Research Design and Quantitative Methods II (3 cr.) OSCI 8205 Field and Lab Based Quantitative Research Methods (3 cr.) OSCI 8206 Qualitative Research Methods (3 cr.) OSCI 8208 Advanced Qualitative Data Analysis (3 cr.) OSCI 8948 Independent Pre-Doct Organizational Science Research Project I (3 cr) OSCI 8949 Independent Pre-Doct Organizational Science Research Project II (3 cr) OSCI 8998 Organizational Science Dissertation I (6 cr) OSCI 8999 Organizational Science Dissertation II (6 cr) -</p> <p><u>Electives (24 Credits)</u> Take 24 credits from the following core set of electives OSCI 8630 Micro Seminar in Organizational Science (3 cr, repeated up to 3 times) OSCI 8640 Macro Seminar in Organizational Science (3 cr, repeated up to 3 times) OSCI 8650 Research Methods Seminar in Organizational Science (3 cr, repeated up to 3 times) OSCI 8207 Psychometrics (3 cr.)</p>

<p>listed below. Choices are dictated by interests, dissertation topics and methodology, and goals for professional employment.</p> <p>OSCI 8630 Micro Seminar in Organizational Science (3, repeated up to 3 times)</p> <p>OSCI 8640 Macro Seminar in Organizational Science (3, repeated up to 3 times)</p> <p>OSCI 8650 Research Methods Seminar in Organizational Science (3, repeated up to 3 times)</p> <p>OSCI 8899 Organizational Science Readings and Research (1-3, maximum of 9)</p> <p>A student can take up to 9 credits in disciplines outside of Organizational Science. To count toward the elective credit, each class must be approved by the program director. The must be at the 6000 or 8000 level. These “outside” courses will typically originate from Psychology, Sociology, Communication Studies, and the College of Business.</p>	<p>OSCI 8130 Social Psychology (3 cr.)</p> <p>OSCI 8002 Ethics and Professional Issues in Org Science (2)</p> <p>OSCI 8003 Writing & Publishing in Organizational Science (1 or 2)</p> <p>OSCI 8899 Organizational Science Readings and Research (1-3cr, maximum of 6 cr. can count for this elective unless approved by the Director. However, there is no limit on the amount of readings and research credits a student can take)</p> <p>Content electives outside of OS (e.g., strategy, decision making) or methods courses (multivariate, social networking, categorical methods, SEM, longitudinal) outside of OS that have approval of the program director can also serve as electives. These “outside” courses will typically originate from Psychology, Sociology, Communication Studies and the College of Business. They must be at the 6000 or 8000 level.</p>
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Proposed Catalog Copy.

Degree Requirements and Notes

1. 77 hours (post baccalaureate) will be required.
2. Graduate students must have a 3.0 GPA in the courses on their degree plan of study in order to graduate. More than two grades of C or one U will result in termination from the program.
3. Students who have taken graduate coursework but have not earned graduate degrees may transfer in up to six semester hours of coursework. Students who have earned master’s degrees may transfer up to thirty semester hours.
4. Beyond the 30 hours that students with a Masters degree can transfer into the program, all coursework that will count toward the Ph.D. will be 6000-level or above. The majority of the coursework will be at the 8000 level.
5. Master’s thesis or Independent Pre-Doctoral Research Project required.
6. A qualifying exam is required. Failure to pass the qualifying examination after two attempts will result in termination from the Graduate Program.
7. A Dissertation is required.
8. An organizational science practicum is optional.
9. Each year a student will have a performance appraisal assessment.
10. A student may choose a disciplinary “emphasis” (e.g., an emphasis in Business, Sociology, Psychology or Communication Studies). An emphasis includes three discipline-specific courses. A disciplinary emphasis would provide an opportunity for

a student to combine interdisciplinary training with a core disciplinary specialization. Students preparing for careers in academia may benefit most from having such an emphasis. Students may choose to not have an “emphasis” and instead take electives that span across all disciplines. Program director approval is needed in order to count a course toward an emphasis.

11. A student can consider co-enrolling in other MA programs at UNC Charlotte.
12. Students must complete their degree, including dissertation, within eight years

Courses

The curriculum has 2 major curricular components: (1) Core Organizational Science and research; (2) Electives/Advanced Seminars.

Core Organizational Science and Research (53 Credits)

- OSCI 8000 Organizational Science Overview (3 cr.)
- OSCI 8100 Organizational Science Lab (1-2 cr)
- OSCI 8610 Micro Organizational Science I (3 cr.)
- OSCI 8611 Macro Organizational Science I (3 cr.)
- OSCI 8620 Micro Organizational Science II (3 cr.)
- OSCI 8621 Macro Organizational Science II (3 cr.)
- OSCI 8001 Current Topics and Events in Organizational Science (1 cr, 7 cr. Required) Note, if OS overview does not include a lab, 8 credits will be required.
- OSCI 8103 Research Design and Quantitative Methods II (3 cr.)
- OSCI 8205 Field and Lab Based Quantitative Research Methods (3 cr.)
- OSCI 8206 Qualitative Research Methods (3 cr.)
- OSCI 8208 Advanced Qualitative Data Analysis (3 cr.)
- OSCI 8948 Independent Pre-Doct Organizational Science Research Project I (3 cr)
- OSCI 8949 Independent Pre-Doct Organizational Science Research Project II (3 cr)
- OSCI 8998 Organizational Science Dissertation I (6 cr)
- OSCI 8999 Organizational Science Dissertation II (6 cr)

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Electives (24 Credits)

Take 24 credits from the following core set of electives

- OSCI 8630 Micro Seminar in Organizational Science (3 cr, repeated up to 3 times)
- OSCI 8640 Macro Seminar in Organizational Science (3 cr, repeated up to 3 times)
- OSCI 8650 Research Methods Seminar in Organizational Science (3 cr, repeated up to 3 times)
- OSCI 8207 Psychometrics (3 cr.)
- OSCI 8130 Social Psychology (3 cr.)
- OSCI 8002 Ethics and Professional Issues in Org Science (2)
- OSCI 8003 Writing & Publishing in Organizational Science (1 or 2)

Other options

- OSCI 8899 Organizational Science Readings and Research (1-3cr, maximum of 6 cr. can count for this elective unless approved by the Director. However, there is no limit on the amount of readings and research credits a student can take)
- Content (e.g., strategy, decision making) or methods courses (multivariate, social networking, categorical methods, SEM, longitudinal) outside of OS that have approval of the program director can also serve as electives. These “outside” courses will typically originate

from Psychology, Sociology, Communication Studies and the College of Business. They must be at the 6000 or 8000 level.

Course Descriptions

OSCI 8000. Organizational Science Overview. (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Provides broad overview of the field of Organizational Science including its historical foundations. Each week is a mini-seminar on a particular topic within the field. (*Fall*)

OSCI 8001. Current Topics and Events in Organizational Science (1)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. New and innovative research and practice topics related to Organizational Science will be discussed/delivered/facilitated by student researchers, faculty and invited speakers. These “cutting edge” topics will span all of micro and macro organizational science and will change each semester. Pass/no credit grading. May be repeated for credit. (*Fall, Spring*).

OSCI 8002. Ethics and Professional Issues in Organizational Science (2)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Discusses ethical standards in professional practice, testing, research; business ethics; expectations and problems confronting organizational science practitioners in industrial and professional organizations. (*Fall*)

OSCI 8003. Writing & Publishing in Organizational Science (1-2)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Seminar to enhance effective technical/scientific writing (e.g., learning APA style, presentation of statistical analyses) and understanding the publication process (e.g., selecting an appropriate outlet, preparing a manuscript, the review process). Students will actively engage in writing as well as the review process (as both a reviewer and author). (*Fall*)

OSCI 8100 Organizational Science Lab (1-2 cr)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor and co-enrollment in OSCI 8000. Special topics seminar connected with the Organizational Science Overview course (typically taught by the same instructor). Topics cover the field of Organizational Science. Science/practice/research issues emphasized. The instructor determines whether the class is taken for a letter grade or Pass/No credit (*Fall*)

OSCI 8102. Research Design and Quantitative Methods I (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. An overview of basic experimental and covariation research designs and the application of descriptive and inferential statistics to the designs. The focus will be on univariate designs, including simple and complex group comparisons, and basic correlational and linear regression strategies. (*Fall*)

OSCI 8103 Research Design and Quantitative Methods II (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. An introduction to advanced experimental and covariation research strategies. The focus will be on a thorough exploration of applied multiple regression analysis. A brief introduction to selected multivariate models such as discriminant analysis, multivariate analysis

OSCI 8130. Social Psychology. (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Human social behavior; topics include affiliation, person perception, conformity and attitudes. (*yearly*)

OSCI 8205. Field and Lab Based Quantitative Research Methods (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examines quantitative approaches to Organizational Science research such as experimental designs, quasi-experimental designs, organizational surveys, longitudinal models and field research. (*Yearly*)

OSCI 8206. Qualitative Research Methods (3)

Prerequisites: Full graduate standing in the Ph.D. program in Organizational Science or consent of the instructor. OSCI 8206 examines foundational approaches, paradigmatic debates and arguments, processes and practices germane to qualitative research in Organizational Science. Topics include, but not limited to, grounded-theory, ethnography, case study research, phenomenology, and participatory-action research. (*Yearly*)

OSCI 8207. Psychometrics (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Presents an introduction to classical and modern test theory and methods. Theoretical and statistical bases for the measurement of psychological constructs are covered including Classical True Score Theory, reliability and validity inferences, item response theory, scaling, and an introduction to factor analysis. (*Yearly*)

OSCI 8208 Advanced Qualitative Data Analysis (3 cr.)

Prerequisites: OSCI 8206 or consent of the instructor. This course extends the foundational approaches presented in OSCI 8206 to provide advanced instruction on the assumptions, contingencies, techniques, and practices of computer-supported qualitative data analysis systems (CAQDAS). Students will work with several advanced software packages that facilitate the management, analysis, and display of qualitative data. (*Yearly*).

OSCI 8477. Organizational Science Practicum (1-6)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Practical experience/Internship in an organizational setting. With permission from the program director, a research assistantship on a grant can fulfill this requirement. Pass/no credit grading. May be repeated for credit. (*Fall, Spring, Summer*).

OSCI 8610. Micro Organizational Science I (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examines research, theory and application regarding individual differences (e.g., abilities, personality, communication styles); assessment (e.g., tests, inventories, interviews, assessment centers); criterion development (e.g, job analysis, competency modeling, performance models); organizational staffing processes (i.e., recruitment, selection, succession planning, careers and retirement) and key employment law (*Yearly*)

OSCI 8611. Macro Organizational Science I (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examines research, theory and application on the following topics: motivation (e.g., goal setting, empowerment, citizenship behavior); communication systems and processes (e.g., social networks, information transmission); leadership (e.g., transformation leadership, superior-subordinate interaction); employee attitudes (e.g., justice, commitment, support) stress and emotions/work-life' teamwork (e.g., group processes, groupthink); decision making (e.g., cognitive biases, sensemaking, cognitive heuristics); and organizational climate(*Yearly*)

OSCI 8620. Micro Organizational Science II (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examines research, theory and application regarding post-entry personnel issues such as job design; training and development; performance management and appraisal; employee socialization/mentoring; and diversity/inclusion (*Yearly*)

OSCI 8621. Macro Organizational Science II (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examines research, theory and application on the following topics: organizational structure; organizational change/development/downsizing; organizational learning and knowledge management; organizational culture; organizational theory (e.g., human relations, bureaucracy, systems theory); relations between organizations and their environment (e.g., stakeholder management, institutional theory); and strategy (*Yearly*)

OSCI 8630. Micro Seminar in Organizational Science (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examination of special topic(s) germane to Micro Organizational Science. The seminar may focus on one or a small number of topics salient to this area. Extensive reading and discussion of topics from multiple perspectives. May be repeated for credit for different topics. May be repeated for credit. (*on demand*)

OSCI 8640. Macro Seminar in Organizational Science (3 credits)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examination of special topic(s) germane to Macro Organizational Science. The seminar may focus on one or a small number of topics salient to this area. Extensive reading and discussion of topics from multiple perspectives. May be repeated for credit for different topics. May be repeated for credit. (*on demand*)

OSCI 8650. Research Methods Seminar in Organizational Science (3 credits)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Examination of special topic(s) germane to research methods in Organizational Science. The seminar may focus on one or a small number of topics that define this area (e.g., a data analytic technique, a methodological approach). Extensive reading and discussion of topics from multiple perspectives. May be repeated for credit. (*on demand*)

OSCI 8899. Organizational Science Readings and Research (1-3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Research and/or reading on a topic agreed on by a student and a faculty member. Pass/no credit grading. May be repeated for credit. (*Fall, Spring, Summer*).

OSCI 8948. Independent Pre-Doctoral Organizational Science Research Project I (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Identification of a focused research question and development of a research proposal comparable in scope to a Master's thesis. Conducted under the direction of a research chair and committee. Pass/no credit grading. May be repeated for credit. (*Fall, Spring, Summer*).

OSCI 8949. Independent Pre-Doctoral Organizational Science Research Project II (3)

Prerequisites: OSCI 8948 and Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Research and defense of on an Independent Pre-Doctoral Research Project conducted under the direction of a research chair and committee. Pass/no credit grading. May be repeated for credit. (*Fall, Spring, Summer*).

OSCI 8998. Organizational Science Dissertation I (3)

Prerequisites: Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Identification of a research question and development of the proposal for a research study appropriate a dissertation project. Conducted under the direction of a research chair and committee. Pass/no credit grading. May be repeated for credit. (*Fall, Spring, Summer*).

OSCI 8999. Organizational Science Dissertation II (3)

Prerequisites: OSCI 8998 and Full graduate standing in the Organizational Science Ph.D. program or consent of the instructor. Research and defense of on an Independent Dissertation Project conducted under the direction of a research chair and committee. Pass/no credit grading. May be repeated for credit. (*Fall, Spring, Summer*).

OSCI 9999. Doctoral Degree Graduate Residence

(*Fall, Spring, Summer*)