Introduction to Organization Theory and Practice
LOC 211

Northwestern University
School of Education and Social Policy
Winter Quarter 2019

Tuesdays, 12:30 - 3:20pm
Room: Annenberg Hall 345

INSTRUCTOR & TA

Instructor: Mindy Douthit (http://www.sesp.northwestern.edu/profile/?p=812/&MindyDouthit/)

Phone: 847-467-3812

Email: m-douthit@northwestern.edu (mailto:m-douthit@northwestern.edu)

Office: Annenberg 114

Office Hours: Mondays 12pm-3pm or by appointment

TA: Karla Alvidrez

Email: karlaalvidrez2021@u.northwestern.edu

Office Hours: Thursdays 2pm-3pm or by appointment

North Tower, Main Library

COURSE OVERVIEW
Introduction to Organization Theory and Practice is an introductory course taught within the context of the School of Education and Social Policy as part of its Learning and Organizational Change (LOC) concentration. Organizations are necessary but complex "beasts." They exist for the simple reason that groups of people can accomplish more than individuals working alone. At the same time, there is complexity in such collective and social action, and organizational life is often marked by a number of recurring and difficult problems. The purpose of this course is to help students understand the complexities of organizations. It is designed to provide an exposure to theories of organization, important organizational issues and processes, and a variety of strategies and tactics useful to successful organizational leaders and followers alike.

COURSE OBJECTIVES

1. You will understand more about the nature of complex organizations by using different theoretical frameworks for analyzing organizational issues and scenarios.
2. You will increase your ability to think about and use theories as tools for analysis.
3. You will deepen your understanding of the role of knowledge and learning in organizations.

COURSE READINGS

2. Additional cases/articles made available in Canvas or Course Reserves.

COURSE SCHEDULE

[Click here to view Course Schedule on Home Page.](#)

CLASS REQUIREMENTS & ASSIGNMENTS

Your grade in the course will be determined through a combination of your class participation, independent assignments & assessments, and a team project. General guidelines for each of these components are outlined below. Click on each assignment to view more details and how to submit.

I. Individual Course Contribution (25% of final grade)

- **Individual Participation**
- **Highlights from the Readings & Key Takeaways from the Class Session** (Weeks 2, 3, 5, 6 & 7)
- **Case Discussion Questions**
- **Individual Preparation for Team Charter**
- **Team Project - Peer Evaluations**
II. Individual Papers (2) (25% of final grade)

1. Congruence Model Paper

2. Framework Analysis

You must turn in **ONE** paper, based on one of four of the Bolman & Deal frameworks: Structural, Human Resources, Symbolic or Political. You should choose the framework that resonates the most with you. *The due date for the assignment depends on the framework that you choose to analyze.*

- **Structural Frame**
- **Human Resource Frame**
- **Symbolic Frame**
- **Political Frame**

III. Exam (20% of final grade)

The exam will be an in-class, closed book assessment that will consist of a series of short answer and essay questions.

IV. Team Project Assignments (30% of final grade)

You will work with one team throughout the quarter on an organizational analysis project. Teams will be assigned and announced during class session #2. Each team member will be required to evaluate and provide feedback on your teammates’ performance.

- **Shared Activity**
- **Team Charter**
- **Team Project - Organizational Analysis Project Plan**
- **Team Project - Organizational Analysis Paper**
- **Team Project - Organizational Analysis Presentation**

General expectations for written assignments:

- All assignments should be double-spaced, Times New Roman, 12-point font.
- You are expected to submit your assignments on Canvas.
- You should use [APA formatting](http://www.apastyle.org/learn/faqs/index.aspx) for citations and references.
- You should not exceed the page length limits outlined in the syllabus and/or assignment description handouts.

**GRADING**

Assignments are not accepted after their due date.
Grading Breakdown:

25%  Course Contribution
25%  Individual Papers
20%  Exam
30%  Team Project Paper & Presentation

Policies

- **Academic Integrity**: Students in this course are expected to comply with the policies found in the booklet, "Academic Integrity at Northwestern University: A Basic Guide (http://www.northwestern.edu/provost/policies/academic-integrity/index.html)." All papers submitted for credit in this course must be submitted electronically unless otherwise instructed by the professor. Your written work may be electronically tested for plagiarized content. For details regarding academic integrity at Northwestern, visit: [http://www.northwestern.edu/uacc/](http://www.northwestern.edu/uacc/).

- **Accommodations for Students with Disabilities**: Any student requesting accommodations related to a disability or other condition is required to register with AccessibleNU (accessiblenu@northwestern.edu; 847-467-5530) and provide professors with an accommodation notification from AccessibleNU, preferably within the first two weeks of class. All information will remain confidential.

Course Summary:

<table>
<thead>
<tr>
<th>Date</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tue Jan 15, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529752">Week 2: Highlights from the Readings &amp; Key Takeaways</a> due by 12:30pm</td>
</tr>
<tr>
<td>Tue Jan 22, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529741">Framework Analysis: Structural Frame (Optional - Choose 1 of 4 frames)</a> due by 12:30pm</td>
</tr>
<tr>
<td></td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529753">Week 3 - Highlights from the Readings &amp; Key Take-aways</a> due by 12:30pm</td>
</tr>
<tr>
<td>Sun Jan 27, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529746">Shared Activity</a> due by 9pm</td>
</tr>
<tr>
<td>Tue Jan 29, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529737">Congruence Model Paper</a> due by 12:30pm</td>
</tr>
<tr>
<td></td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529744">Individual Preparation for Team Charter</a> due by 12:30pm</td>
</tr>
<tr>
<td>Date</td>
<td>Details</td>
</tr>
<tr>
<td>------------------</td>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Sun Feb 3, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529747">Team Charter</a></td>
</tr>
<tr>
<td></td>
<td>Framework Analysis: Human Resource Frame (Optional - Choose 1 of 4 frames)</td>
</tr>
<tr>
<td>Tue Feb 5, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529745">MOD Pizza Case Discussion Questions</a></td>
</tr>
<tr>
<td></td>
<td>Week 5 - Highlights from the readings &amp; key take-aways</td>
</tr>
<tr>
<td>Sun Feb 10, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529750">Team Project - Organizational Analysis Project Plan</a></td>
</tr>
<tr>
<td></td>
<td>Framework Analysis: Symbolic Frame (Optional - Choose 1 of 4 frames)</td>
</tr>
<tr>
<td>Tue Feb 12, 2019</td>
<td>Week 6 - Highlights from the readings &amp; key take-aways</td>
</tr>
<tr>
<td></td>
<td>Framework Analysis: Political Frame (Optional - Choose 1 of 4 frames)</td>
</tr>
<tr>
<td>Tue Feb 19, 2019</td>
<td>Week 7 - Highlights from the Readings &amp; Key Take-aways</td>
</tr>
<tr>
<td>Tue Mar 5, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529738">Exam</a></td>
</tr>
<tr>
<td>Tue Mar 12, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529749">Team Project - Organizational Analysis Presentation</a></td>
</tr>
<tr>
<td></td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529748">Team Project - Organizational Analysis Paper</a></td>
</tr>
<tr>
<td>Sun Mar 17, 2019</td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529751">Team Project - Peer Evaluations</a></td>
</tr>
<tr>
<td></td>
<td><a href="https://canvas.northwestern.edu/courses/89913/assignments/529743">Individual Participation</a></td>
</tr>
</tbody>
</table>