Course Change Request

Date Submitted: 02/01/18 3:59 pm

Viewing: EDAD 654: Organizational Learning

Last edit: 02/02/18 9:54 am
Changes proposed by: ksmith

Catalog Pages referencing this course

Department of Educational Administration and Human Resource Development
EDAD - Educational Administration

Faculty Senate Number

Contact(s)

<table>
<thead>
<tr>
<th>Name</th>
<th>E-mail</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kerri Smith</td>
<td><a href="mailto:krsmith@tamu.edu">krsmith@tamu.edu</a></td>
<td>979-847-9098</td>
</tr>
</tbody>
</table>

Rationale for Course

Edit

Other

Explain other rationale

Requesting approval to teach this course in a non-traditional format.

Course prefix: EDAD
Course number: 654

Department: Educ Admin & Human Resource Dev
College/School: Education & Human Development
Academic Level: Graduate
Academic Level (alternate): Undergraduate
Effective term: 2018-2019

Complete Course Title: Organizational Learning
Abbreviated Course Title: ORGANIZATIONAL LEARNING

Catalog course description

Focuses on developing the abilities of professionals in educational institutions and other organizations to analyze learning as an organizational function and to develop strategies to enhance organizational learning in those organizations.

Prerequisites and Restrictions

Concurrent Enrollment: No
Should catalog prerequisites/concurrent enrollment be enforced? No
Crosslistings: No
Crosslisted With

In Workflow

1. EAHR Department Head
2. Curricular Services Review
3. ED Committee Preparer GR
4. ED Committee Chair GR
5. ED College Dean GR
6. GC Preparer
7. GC Chair
8. Faculty Senate Preparer
9. Faculty Senate
10. Provost II
11. President
12. Curricular Services
13. Banner

Approval Path

1. 02/02/18 9:00 am
   Mario Torres (mstorres): Approved for EAHR Department Head
2. 02/02/18 9:55 am
   Sandra Williams (sandra-williams): Approved for Curricular Services Review
3. 02/02/18 10:01 am
   Melanie Robideau (mrobideau): Approved for ED Committee Preparer GR
4. 02/13/18 3:41 pm
   Beverly Irby (rhiby): Approved for ED Committee Chair GR
5. 02/13/18 3:45 pm
   Beverly Irby (rhiby): Approved for ED College Dean GR
6. 02/16/18 12:50 pm
   Meagan Kelly (meagankelly): Approved for GC Preparer
7. 03/01/18 3:13 pm
   LaRhesa Johnson (ljohnson): Approved for GC Chair

https://nextcatalog.tamu.edu/courseleaf/approve/
<table>
<thead>
<tr>
<th>Stack</th>
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<tbody>
<tr>
<td>Semester</td>
<td>3</td>
<td>Contact Hour(s)</td>
</tr>
<tr>
<td>Credit Hour(s)</td>
<td>(per week):</td>
<td>Lecture: 3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lab: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total: 3</td>
</tr>
<tr>
<td>Repeatable for credit?</td>
<td>No</td>
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<td>Three-peat?</td>
<td>No</td>
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<td>CIP/Fund Code</td>
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<tr>
<td>Default Grade Mode</td>
<td>Letter Grade(G)</td>
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<td>Alternate Grade Modes</td>
<td>Satisfactory/Unsatisfactory</td>
<td></td>
</tr>
<tr>
<td>Method of instruction</td>
<td>Lecture</td>
<td></td>
</tr>
<tr>
<td>Will sections of this course be taught as non-traditional? (i.e., parts of term, distance education)</td>
<td>Yes</td>
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</table>

**Learning Outcomes**

*Meets traditional face-to-face learning outcomes.*

Describe how learning outcomes are met or provide justification why they are not met.

*EDAD 654- Learning Organizations in Human Resource Development (HRD) is a May-mester course with a 15-day international action research component. This course is based on the premise that organizational culture, knowledge sharing, and leadership, are significantly misunderstood and under-leveraged.*

**Hours**

*Meets traditional face-to-face hours.*

Describe how hours are met or provide justification why they are not met.

*Students are expected to read and complete learning activities during the months of April and May, and before departure to Dubai. Following the 15-day in-country experience, course instruction will focus on data analysis, discussions, and critical reflections on the theory and practice of learning organization concept. Students’ research reports and learning portfolios will be disseminated in the form of conference presentations and journal publications and will be accessible to the hosting companies in Dubai, UAE. This will also help our students with career development and giving them competitive advantage when applying for academic and professional jobs. Course meetings with students and interaction is facilitated through a variety of media and learning activities. The course meets contact hour requirements through each of these avenues of facilitating learner interactions throughout the semester.*

Will this course be taught as a distance education course?

*Yes No*

I verify that I have reviewed the FAQ for Export Control Basics for Distance Education.

*Yes No*

Is 100% of this course going to be taught in Texas?

*Yes*

Will classroom space be needed for this course?

*No*

This will be a required course or an elective course for the following programs:

Required (select program)

Elective (select program)

*Program(s)*
### Course Syllabus

<table>
<thead>
<tr>
<th>Syllabus:</th>
<th>Upload syllabus</th>
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</thead>
<tbody>
<tr>
<td>Upload syllabus</td>
<td>EDAD 654 Organizational Learning Syllabus 5.2.16.pdf</td>
</tr>
<tr>
<td>Letters of support or other documentation</td>
<td>No</td>
</tr>
<tr>
<td>Additional information</td>
<td></td>
</tr>
<tr>
<td>Reviewer Comments</td>
<td></td>
</tr>
<tr>
<td>Reported to state?</td>
<td>No</td>
</tr>
</tbody>
</table>
I. Course Overview

A. Course Instructors:
   Khalil M. Dirani
   Associate Professor
   Department of Educational Administration &
   Human Resource Development
   545 Harrington Tower
   4226 TAMU
   College Station, TX 77843
   979-845-2716 (voice)
   979-862-4347 (fax)
   dirani@tamu.edu
   Office Hours: By appointment

B. Course Purpose
   This course is based on the premise that organizational culture, and the
   leadership of it, is significantly misunderstood and under-leveraged. Students will
   have the opportunity to broaden their perspectives on organizational learning by
   participating in real-world problem-solving situations.

C. Course Goals. In general, this course strives to help you:
   1) Articulate learning organization theories in international context
   2) Apply problem-solving skills in a real-world business setting
   3) Learn a range of intercultural and cultural communication skills to function effectively
      in the context of UAE in particular, and in the Arabic world, in general
   4) Apply critical thinking skills while conducting social science research.
C. Persons with Disabilities
I am committed to doing whatever is necessary to make this learning experience as fulfilling as possible for people who may have special needs due to a disability, whether visible or invisible. If there is anything I can do—such as providing materials in alternative formats or being sensitive to interaction difficulties that may be posed by communication and/or learning disabilities—please take time to discuss your concerns with me early in the semester so we can work together to make the necessary accommodations for you. Please know that anything you discuss with me in this regard will be held in strictest confidence.

Americans with Disabilities Act (ADA) Policy Statement
The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact Disability Services, in Cain Hall, Room B118, or call 845-1637. For additional information visit http://disability.tamu.edu.

D. TAMU Academic Integrity Statement and Policy
“An Aggie does not lie, cheat or steal, or tolerate those who do.” For additional information, please visit: http://aggiehonor.tamu.edu.

E. Course Schedule
The class schedule is as follows:

<table>
<thead>
<tr>
<th>Dates—Week of</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 1 – 31</td>
<td>• Introductions</td>
</tr>
<tr>
<td></td>
<td>• Role/theories</td>
</tr>
<tr>
<td></td>
<td>• Organizational Learning vs. Learning Organization</td>
</tr>
<tr>
<td>April 1- April 30</td>
<td>• Action Research</td>
</tr>
<tr>
<td>May 1- 15</td>
<td>• Trip Preparation</td>
</tr>
<tr>
<td>May 16-30</td>
<td>• Real World Experience</td>
</tr>
<tr>
<td>June 5</td>
<td>• Final Reflections and presentations</td>
</tr>
</tbody>
</table>

EHRD 654: Organizational Learning
Dirani
Revised: 05/2/16
*The course syllabus is a general plan for the course; deviations announced to the class by the instructors may be necessary.
Grading standards

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93.0 to 100</td>
</tr>
<tr>
<td>A-</td>
<td>90.0 to 92.9</td>
</tr>
<tr>
<td>B+</td>
<td>87.0 to 89.9</td>
</tr>
<tr>
<td>B</td>
<td>84.0 to 86.9</td>
</tr>
<tr>
<td>B-</td>
<td>80.0 to 83.9</td>
</tr>
<tr>
<td>C+</td>
<td>77.0 to 79.9</td>
</tr>
<tr>
<td>C</td>
<td>74.0 to 76.9</td>
</tr>
<tr>
<td>C-</td>
<td>70.0 to 73.9</td>
</tr>
<tr>
<td>D+</td>
<td>67.0 to 69.9</td>
</tr>
<tr>
<td>D</td>
<td>64.0 to 66.9</td>
</tr>
<tr>
<td>D-</td>
<td>60.0 to 63.9</td>
</tr>
<tr>
<td>F</td>
<td>59 ↓</td>
</tr>
</tbody>
</table>

A note Regarding Incomplete (I) Grades:

Our policy is not to give a grade of 'I' (incomplete), except in the rare case of a medical emergency. In the event that you are granted an Incomplete, you are wholly responsible for meeting all deadlines for completion.

In the event you cannot fulfill the requirements of the course in cases other than emergencies, you should turn in whatever you have written by and your grade will be based on completed work to date.

III. Course Assignments

A. Required Books and Readings

- Readings provided online.

B. Summary of Course Learning Opportunities, Due Dates, and Points

This course will involve a variety of individual and group projects, papers, group discussions, and individual readings. Overall course requirements are as follows:

- Active participation in class discussions and activities
- Completion of the assigned readings by the due date
- Completion of the learning activities related to the course objectives by posted due dates

*The course syllabus is a general plan for the course; deviations announced to the class by the instructors may be necessary.
<table>
<thead>
<tr>
<th>Learning Opportunities</th>
<th>Due Date</th>
<th>Possible Points</th>
<th>Actual Points</th>
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</thead>
<tbody>
<tr>
<td>1. Ongoing Participation</td>
<td>Ongoing</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>2. Group project</td>
<td>By Part</td>
<td>15</td>
<td>35</td>
</tr>
<tr>
<td>proposal</td>
<td>4-30-17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Final</td>
<td>6-5-17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Self-Reflection Portfolio</td>
<td>By Part</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>a. Personal International experience</td>
<td>6-5-17</td>
<td></td>
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</tr>
<tr>
<td>b. Learning organization Theory and Research Paper</td>
<td>4-30-17</td>
<td></td>
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</tr>
<tr>
<td>Total Points</td>
<td></td>
<td>100</td>
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</table>

**Note:** This syllabus will be updated as needed.

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