

# LEARNING AND ORGANIZATIONAL CHANGE (LOC) CURRICULUM

The Learning and Organizational Change concentration helps you explore how organizations and the individuals within them respond to and implement change through learning and organizational design. The assessment, design and implementation of knowledge-based systems, involving people, technology and organizational structures and culture are a particular strength of the concentration. Addressing forces of change that include technology, globalization, and changing demographics, the concentration draws upon innovations in learning sciences and theories of organizational behavior to teach you ways to increase individual, group, and organizational effectiveness, particularly within workplaces and schools.

Concentrating in LOC enables you to build the foundation for work in consulting, change management, strategy, leadership in for-profit and not-for-profit organizations, process improvement, training, health care management, instructional design, organization development and design, instructional technology and education and curricular reform. Moreover, LOC prepares you for graduate work in education, business, psychology, and law.

## Curriculum

You must complete the following LOC concentration courses:

- LOC 211 Introduction to Organization Theory and Practice
- LOC 213 Cognition in Contexts  
*or* LOC 214 Culture and Cognition
- LOC 306 Studies in Organizational Change
- LOC 310 Learning Organizations for Complex Environments
- COG SCI 211 Learning, Representation, and Reasoning)  
*or* PSYCH 228 Cognitive Psychology
- One (1) of the following four (4) learning sciences approved courses:
  - LOC 313 Learning in Organizations
  - LOC 346 The Psychology of Learning Design and Technology
  - LOC 351 Topics, related to learning sciences
  - PSYCH 335 Decision Making
- One (1) of the following five (5) courses:
  - LOC 311 Tools for Studying Organizations

- LOC 391                      Org Planning and Analysis
- SESP 303                    Program Development and Implementation
- SESP 318                    Adult Development and Work Careers
- HDPS 311                   Group Dynamics

Your remaining 11 concentration courses are selected from the eligible course list, in consultation with your academic adviser. One 'skills development' course may be counted toward your concentration (see eligible course list). A total of nine (9) concentration courses must be at the 300 level (LOC 306, 310, 311, 313, 346, 351, 391, PSYCH 335, SESP 303, 318, and HDPS 311 are counted toward this requirement).