Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.
COURSE SYLLABUS

EDUC 745
ORGANIZATIONAL ANALYSIS & PROBLEM SOLVING FOR EDUCATORS

COURSE DESCRIPTION
An introduction to the nature and management of educational organizations. Integrates major theoretical perspectives with special focus on applying such theories to both better understand and more effectively resolve organizational problems.

RATIONALE
The Educational Leadership Program is designed to provide individuals with the concepts, skills, and knowledge necessary to think critically and to positively contribute to the field of education. Recognizing organizational behavior is a complex phenomenon requiring multiple perspectives to understand the nature of organizational life, properly situate problems, and develop viable solutions. The participants in the class will use metaphoric lenses to explore relevant research, theories, and literature related to the philosophies and theories of organizational behavior.

I. PREREQUISITE
For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASE
Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III. ADDITIONAL MATERIALS FOR LEARNING
A. Computer with basic audio/video output equipment
B. Internet access (broadband recommended)
C. Microsoft Office
IV. **Measurable Learning Outcomes**

Upon successful completion of this course, the student will be able to:

A. Demonstrate an understanding of four different theoretical conceptions of organizational life.

B. Describe an existing unit of an educational organization in terms of its organizational behavior.

C. Evaluate an existing unit of an educational organization’s behavior using multiple organizational metaphors.

D. Diagnose the roots of an organizational problem and develop a workable action plan.

E. Assess all theories, methods, and assumptions through the lens of Scripture.

V. **Course Requirements and Assignments**

A. Textbook readings and lecture presentations

B. Course Requirements Checklist

   After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

C. Discussion Board Forums (2)

   Discussion boards are collaborative learning experiences. Therefore, the candidate is required to provide a thread in response to the provided prompt for each forum. Each thread must be a minimum of 250 words and a maximum of 300 words and demonstrate course-related knowledge. In addition to the thread, the candidate is required to reply to 3 other classmates’ threads. Each reply must be 125–150 words in length.

D. Group Discussion Board Forums (6)

   For this collaborative discussion board, the instructor will place the candidate into a group at the beginning of the course. The candidate is required to provide a thread in response to the provided prompt for each forum. Each thread must be 250 words and a maximum of 300 words and demonstrate course-related knowledge. In addition to the thread, the candidate is required to reply to 3 other classmates’ threads. Each reply must be 125–150 words in length.

E. Case Study

   The candidate will write 8 papers between 2 and 7 pages addressing various issues within the Case Study.
VI. **Course Grading and Policies**

A. **Points**

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Requirements Checklist</td>
<td>10</td>
</tr>
<tr>
<td>Discussion Board Forums (2 at 30 pts ea)</td>
<td>60</td>
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<tr>
<td>Group Discussion Board Forums (6 at 30 pts ea)</td>
<td>180</td>
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<tr>
<td><strong>Case Study:</strong></td>
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<tr>
<td>Part 1: Problem Proposal</td>
<td>80</td>
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<tr>
<td>Part 2: Structural Analysis</td>
<td>100</td>
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<tr>
<td>Part 3: Systems Analysis</td>
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<tr>
<td>Part 4: Cultural Analysis</td>
<td>100</td>
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<tr>
<td>Part 5: Political Analysis</td>
<td>100</td>
</tr>
<tr>
<td>Part 6: Diagnosing Problem Causes</td>
<td>100</td>
</tr>
<tr>
<td>Part 7: Developing an Action Plan</td>
<td>100</td>
</tr>
<tr>
<td>Part 8: Final Reflective Analysis</td>
<td>80</td>
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<tr>
<td><strong>Total</strong></td>
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B. **Scale**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Range</th>
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<tbody>
<tr>
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<tr>
<td>A-</td>
<td>940–959</td>
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<tr>
<td>B+</td>
<td>920–939</td>
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<tr>
<td>B</td>
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<tr>
<td>B-</td>
<td>870–889</td>
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<tr>
<td>C+</td>
<td>850–869</td>
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<tr>
<td>C</td>
<td>820–849</td>
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<tr>
<td>C-</td>
<td>800–819</td>
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<tr>
<td>D+</td>
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<td>D</td>
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<tr>
<td>D-</td>
<td>730–749</td>
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<tr>
<td>F</td>
<td>0–729</td>
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C. **LiveText Submission Policy**

Assignments that are to be submitted to LiveText must be submitted there in order to receive credit for them. This includes assignments that are also submitted in Blackboard, including those submitted to SafeAssign.

D. **Disability Assistance**

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.
# Course Schedule

**EDUC 745**


<table>
<thead>
<tr>
<th>MODULE/WEEK</th>
<th>READING &amp; STUDY</th>
<th>ASSIGNMENTS</th>
<th>POINTS</th>
</tr>
</thead>
</table>
| 1           | Morgan: Preface, ch. 1 1 presentation | Course Requirements Checklist  
Ed.S Advising Guide Quiz  
Ed.D Advising Guide Quiz  
Class Introductions  
DB Forum 1  
Case Study Part 1: Problem Proposal | 10  
0  
0  
0  
30  
80 |
| 2           | Morgan: ch. 2 1 presentation | Group DB Forum 1  
Case Study Part 2: Structural Analysis | 30  
100 |
| 3           | Morgan: ch. 3 1 presentation | Group DB Forum 2  
Case Study Part 3: Systems Analysis | 30  
100 |
| 4           | Morgan: chs. 5, 7 1 presentation | Group DB Forum 3  
Case Study Part 4: Cultural Analysis | 30  
100 |
| 5           | Morgan: chs. 6, 9 1 presentation | Group DB Forum 4  
Case Study Part 5: Political Analysis | 30  
100 |
| 6           | Morgan: ch. 11 1 presentation 2 websites | Group DB Forum 5  
Case Study Part 6: Diagnosing Problem Causes | 30  
100 |
| 7           | Morgan: chs. 4, 8 1 presentation 3 websites | Group DB Forum 6  
Case Study Part 7: Developing an Action Plan | 30  
100 |
| 8           | Morgan: ch. 12 1 presentation 1 website | DB Forum 2  
Case Study Part 8: Final Reflective Analysis | 30  
80 |

**TOTAL** 1010

DB = Discussion Board

**NOTE:** Each course week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.