

Complex Organizations Program

The minor in complex organizations is administered by the Complex Organizations Committee: Professors Amy (politics), Christiansen (economics), Ellis (history), Gabriel (economics), McGinness (history), Pyle (politics), Margaret Robinson (mathematics), Michael Robinson (economics, *chair*), Schwartz (history); Assistant Professor Guldi (economics); Visiting Professor Butterfield; Visiting Associate Professor Fox (politics); Visiting Assistant Professor Steven Schmeiser.

Contact Persons

Dawn Larder, *senior administrative assistant*
Michael Robinson, *chair*

The Complex Organizations Program is an interdisciplinary liberal arts offering that focuses on the behavior of individuals and groups in a variety of organizational settings. The program studies the theory and nature of organizations and challenges students to examine critically and imaginatively a range of current issues affecting organizational life (ethics, decision making, privacy, patterns and practices of discrimination, finance, career paths). The program is meant to complement a major in any field by providing a number of methodologies for dealing flexibly with the issues graduates will face in the workplace.

Requirements for the Minor

Credits

- A minimum of 16 credits selected from the complex organizations courses listed in this section. (With the chair's permission, comparable Five College courses may be elected.)

Courses

- Complex Organizations 299, Leadership and the Liberal Arts

- Any combination of the other complex organizations courses at the 200 and 300 levels
- Courses included in the minor may not be the same courses used for the completion of a major.

Other

- An internship in an organization is strongly encouraged but not required for the minor.

Course Offerings

Related Courses in Other Departments

*Available for credit in complex organizations.
See department listings for course descriptions.*

	<i>Economics</i>
201	Game Theory
307	Seminar in Industrial Organization
338	Money and Banking
	<i>International Relations</i>
270	American Foreign Policy
	<i>Politics</i>
266	Environmental Politics in America
346	Seminar in Public Policy

Course Offerings

*204f Poverty in the United States

(Community-Based Learning course; Same as Politics 204) Why are so many people poor in the most affluent of all nations? Are there self-perpetuating "cultures of poverty?" Is poverty the result of economic conditions; failed government programs; discrimination; out-of-wedlock births; inadequate parenting; divorce; poor schools; poor health; poor housing; defects of intelligence or moral character? We will examine conflicting expla-

nations of poverty and potential remedies from a variety of political perspectives, and analyze public assistance laws, Medicaid, and tax policies. Students will participate, in small groups, in an off-campus community-based learning project collaboratively designed with community partners, the instructor and the CBL program. Spanish language skills preferred.

Meets Social Sciences III-A requirement

J. Fox, C. Pyle

4 credits

205s Financial Accounting

The course, while using traditional accounting techniques and methodology, will focus on the needs of external users of financial information. The emphasis is on learning how to read, interpret, and analyze financial information as a tool to guide investment decisions. Concepts rather than procedures are stressed and class time will be largely devoted to problem solutions and case discussions. A basic knowledge of arithmetic (+, -, *, /) and a familiarity with a spreadsheet program is suggested. See

<http://www.mtholyoke.edu/courses/cljohnso>.

Does not meet a distribution requirement

C. Johnson

Prereq. so, jr, sr; 4 credits

212f Individuals and Organizations

(Same as Psychology 212) This course focuses on individual and small-group behavior in the organizational setting. The basic objective is to increase knowledge and understanding of human behavior in organizations - especially each individual's own behavior. Three types of knowledge are stressed: (1) intellectual information regarding human behavior in an organizational context; (2) understanding of oneself as a person and as a manager; and (3) behavioral skills in dealing with people.

Meets Social Sciences III-A requirement

D. Butterfield

Prereq. soph, jr, sr; 4 credits

220f Winners and Losers: Taxation, Social Justice, and Economic Choices

(Speaking-intensive course; Same as Politics 225) The maze of laws that make up the U.S. tax system shape and define what our nation is and will be; they also create winners and

losers. Who benefits from special relief provisions such as for housing, health care, education, retirement savings, charitable giving, and child care? What are the economic consequences? How are families taxed? Women? The poor? Capital gains? Should we have an estate tax, reform the income tax, or adopt a consumption tax? How can we save Social Security? All these issues and more are addressed, including a review of federal tax history from the Constitution to the present.

Meets Social Sciences III-A requirement

J. Fox

Prereq. History 171, or Politics 104, or Economics 103 or 104, or permission of instructor; 4 credits

***232s Ethical Issues in Complex Organizations**

(Same as Philosophy 232) There is much talk recently of the need for increased attention to "ethics" in organizational life. This course examines the basis for this concern and the underlying beliefs and structures that give rise to ethical issues, with the goal of helping students to clarify their own positions. Topics addressed will include profit, governance, consumption, distribution, and the social contract. Readings will draw on philosophy, religion, economics, history, literature, management theory, and current events.

Meets Humanities I-B requirement

F. McGinness

Prereq. soph, jr, sr; 4 credits

295fs Independent Study

Does not meet a distribution requirement

The department

Prereq. soph, jr, sr, and permission of program; 1-4 credits

299s Leadership and the Liberal Arts

(Speaking-intensive course) An interdisciplinary approach to the nature, operations, and directions of complex organizations. Investigates the position of women and men in organizations, with a consideration of the nature and styles of leadership and of the value of a liberal arts degree in organizational interaction, and with an exploration of issues affecting organizations (ethics, competition, legal rights, authority, socialization). Required for the minor in complex organizations.

Meets Social Sciences III-A requirement

J. Lytle

4 credits

395fs Independent Study

Does not meet a distribution requirement

The department

Prereq. sr, permission of program; 1-8 credits