Complex Organizations

The minor in complex organizations is administered by the Economics department. Advisors in Complex Organizations: Michael Robinson (economics, chair); Assistant Professor Steven Schmeiser. Faculty: Michael Robinson (economics, chair); Assistant Professor Steven Schmeiser, Visiting Professor Butterfield. Visiting Lecturer Stenn.

Overview

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.

Contact Info

Dawn Larder, senior administrative assistant
Michael Robinson, chair

Requirements for the Minor

Credits

- 16 credits

Courses

- 16 credits at the 200 or 300 level selected from the complex organizations courses listed in this section. (With the chair’s permission, comparable Five College courses may be elected.)
- 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

COMOR-205 Financial Accounting

Spring

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.

Applies to requirement(s): Meets No Distribution Requirement
Other Attribute(s): Non-Liberal Arts
S. Schmeiser
Restrictions: Course limited to sophomores, juniors and seniors
Credits: 4

COMOR-212 Individuals and Organizations

Fall

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 leader; and (3) behavioral skills in dealing with people.

Croslisted as: Psychology 212

Applies to requirement(s): Social Sciences
D. Butterfield
Restrictions: Course limited to sophomores, juniors and seniors
Credits: 4

COMOR-218 Perspectives in Global Business

Fall

We will study the behavior of consumers, producers, and their interactions in markets. How do consumer, producer, and social welfare depend on market organization and regulatory institutions? How do competition and international trade affect consumers and firms? How do the decisions that businesses make affect employees, customers, suppliers, the community, and the environment? How do businesses make decisions about advertising and pricing? We will use case studies and microeconomic theory to explore these and other questions.

Applies to requirement(s): Meets No Distribution Requirement
S. Schmeiser
Credits: 4

COMOR-249 Non-Profit Business Practice

Spring

This course introduces students to the issues and challenges of leading a non-profit organization. Covered topics include dealing with boards, workers and volunteers and external agencies. We will consider funding and revenue sources as well as cost management. Finally, the course will explore strategic planning and program evaluation. The course will feature an embedded practitioner with substantial leadership experience in higher education.

Applies to requirement(s): Social Sciences
M. Robinson
Notes: The course will be a case study based course and students will be required to do a substantial project on a non-profit of their choosing.
Credits: 4

COMOR-295 Independent Study

Fall and Spring

The department
Instructor permission required.
Credits: 1-4
Course can be repeated for credit.

COMOR-299 Leadership in the Liberal Arts

COMOR-299LA Topic: Leadership in the Liberal Arts

Spring

What makes a great leader? Can we identify who should be a leader? Are leaders born or made? How does an education in the liberal arts prepare someone to become a leader? Through reading a mix of the Great Books of Western Civilization (e.g., Homer, Plato, Shakespeare) and contemporary classics in leadership studies, we will explore these and many other related questions.

Applies to requirement(s): Social Sciences
J. Hartley
Credits: 4
COMOR-349 Advanced Topics:

COMOR-349EN Advanced Topics: 'Entrepreneurship'
Fall
This course is for students interested in starting their own businesses, creative ventures, or social enterprises to solve local or global problems. We will explore what it means to have an entrepreneurial attitude, lifestyle and mindset, and the relational brokerage work involved in advancing entrepreneurial ideas. Throughout the course, students will gain hands-on experience with putting theories into action as they utilize the lean business model canvas to advance their ventures. The course will contribute to students' ability to identify important personal and societal needs (along with the values that drive them), and to understand how different business models can be harnessed to address those needs.
Applies to requirement(s): Meets No Distribution Requirement
T. Stenn
Restrictions: This course is open to Juniors and Seniors.
Credits: 4

COMOR-395 Independent Study
Fall and Spring
The department
Instructor permission required.
Credits: 1-8
Course can be repeated for credit.

Related Courses in Other Departments
Available for credit in complex organizations. See department listings for course descriptions.

**Economics**
215  Economics of Corporate Finance
301  Advanced Game Theory
307  Seminar in Industrial Organization
338  Money and Banking
345  Corporate Governance

**International Relations**
270  American Foreign Policy

**Politics**
313  Politics of Poverty
353  Politics of Work

See Also
- Economics
- Global Business