

---

## APPLIED ORGANIZATIONAL STUDIES

---

### Applied Organizational Studies

College of Social and Behavioral Sciences

113 Armstrong Hall

Phone: 507-389-5215

Website: [www.mnsu.edu/programs/aos.html](http://www.mnsu.edu/programs/aos.html)

Director: Keith Luebke

---

The B.S. in Applied Organizational (AOS) Studies is a degree completion program designed primarily for working adults that will provide them the qualifications needed to advance in their careers or to change professions. It provides students with education in communication, in critical analysis, and in organizational leadership. These are skills that have been repeatedly identified as highly important in contemporary society and a shifting economy. This degree is designed for individuals who want to develop knowledge and skills that will allow them to serve and contribute to transforming the organizations of which they are a part, be it their community, church, work, nonprofit or voluntary organization, city, or state. The program's design assumes that students have completed Minnesota's general education Transfer Curriculum and at least 60 credits of coursework. It also assumes that students will meet Minnesota State Mankato's undergraduate graduation requirements.

---

#### POLICIES/INFORMATION

Completion of Minnesota Transfer Curriculum and completion of AOS 301.

---

### **APPLIED ORGANIZATIONAL STUDIES BS**

Degree completion = 120 credits

#### Major Common Core

AOS 301 Introduction to Applied Organizational Studies

AOS 488 Portfolio in Professional Leadership

#### Major Unrestricted Electives

Communications in Organizations (choose 12 credits)

Any discipline 300-499 Specific courses arranged with student's advisory committee.

Critical Thinking and Decision-Making in Organizations (choose 12 credits)

Any discipline 300-499 Specific courses arranged with student's advisory committee.

Leadership in Organizations (choose 12 credits)

Any discipline 300-499 Specific courses arranged with student's advisory committee.

#### Major Emphasis

Area of Concentration (choose 7-8 credits)

Any discipline 300-499 Specific courses are in a single discipline arranged with the student's advisory committee.

**Required Minor: None.**

---

#### COURSE DESCRIPTIONS

##### **AOS 301 (3) Introduction to Applied Organizational Studies**

Topics include world economics and their implications for the labor force, critical and creative thinking, leadership, and portfolio assessment. Required for admission to the Applied Organizational Studies program.

Variable

##### **AOS 320 (3) Workshop 1 - Applied Organizational Studies**

The focus in this course is on communication within organizations (including virtual environments), workplace engagement in virtual teamwork and the application of critical and creative thinking resulting in organizational innovation. The course also engages students in an exploration of the role of social organizing and the impact of networking on organizational growth and sustainability.

Fall, Spring

##### **AOS 380 (3) Workshop 2 - Applied Organizational Studies**

The focus in this course is on critical thinking, decision-making, and leadership in contemporary organizational environments. The course also explores the concept of followership and power distribution, and organizational adaptation due to technological and global economic change. Students will also participate in an applied quantitative research project in an approved organization of choice.

Fall, Spring, Summer (On-Demand)

##### **AOS 420 (1-3) Advanced Workshop - Applied Organizational Studies**

The course focuses on contemporary organizational issues and the concept of change in organizational design and development. Subject matter includes the use of causal thinking and econometric measurement, effectuation and entrepreneurial thinking, and the role of mission and vision. Students will complete a project-based exploration of the financial and resource aspects of return on investment comparing the effectual and causal perspectives on an organizational change.

Fall

##### **AOS 488 (1-2) Professional Studies Portfolio**

Capstone project in which the student creates a portfolio that demonstrates the student's achievement in the core competencies of the program. Portfolio to be presented to a committee.

Pre: AOS 301

Variable