



Form A

Academic Affairs - Course Proposal

CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Academic Unit: EDLP		Department Chair: Dr. Edmund Lee	
Type of Course Proposal: New <input checked="" type="checkbox"/> Change <input type="checkbox"/> Deletion <input type="checkbox"/>		Date: September 18, 2006	
Does this course fulfill a requirement for single-subject or multiple subject credential students? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		For Catalog Copy: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	CCE: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
		Semester Effective: Fall <input checked="" type="checkbox"/> Spring <input type="checkbox"/> 2007	
Prefix & No. EDD 601	Title: Organizational Leadership	Units: 3	

Change to:

Prefix & No.	Title:	Units:
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JUSTIFICATION:

A major part of school leadership involves meeting the changing needs of K-16 constituents. Educational leaders must understand leadership approaches to the change process by developing skills to facilitate organizational change, including: understanding political dynamics, strategic processes, coalition building, and conflict mediation.

NEW COURSE DESCRIPTION: (Not to exceed 80 words, and language should conform to catalog copy.)

See <http://www.csus.edu/acaf/univmanual/crspsl.htm> - Guidelines for Catalog Course Description

This course builds and expands on candidates' knowledge of systems thinking, personal and organizational behaviors, and leadership approaches to the change process. Candidates will demonstrate ethical thinking and action in organizational settings by re-conceptualizing leadership roles and organizational structures. In coursework and related fieldwork components students will apply concepts and theories to improving their respective educational institutions. Among the interactive pedagogies used in this course are: case studies, experiential exercises, dialogue and group activities.

Note:	
Prerequisite: Admission into the CSUS Ed. D. in Educational Leadership Program	
Corequisite:	
CAN (California Articulation Number):	
Graded: Letter <input checked="" type="checkbox"/> Credit/No Credit <input type="checkbox"/>	Instructor Approval? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Course Classification: C-05	Title for SIS+ (not more than 25 characters) Organizational Leadership
Cross Listed? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	If yes, with what course:
How Many Times Can This Course be Taken for Credit? Once	

FOR NEW COURSE PROPOSALS OR SUBSTANTIVE CHANGES ONLY:

Description of the Expected Learning Outcomes: Describe outcomes using the following format: "Students will be able to: 1), 2), etc." See the example at <http://www.csus.edu/acaf/example.htm>

Students will be able to:

- analyze and reflect on personal leadership style(s) by assessing their own strengths and areas in need of improvement, and their impact on group dynamics;
- re-conceptualize leadership roles and organizational structures to understand and apply various innovative models of organizational change to use innovative methods to improve outcomes in educational and community settings;
- further develop skills to facilitate organizational change, including: understanding political dynamics, strategic processes, coalition building, and conflict mediation;
- build leadership capacity and sustainability by articulating vision, aligning strategies and assessments, and developing human resources;
- recognize and develop positive attributes in organizational climate that build trust, support engagement, and demonstrate ethical behavior;
- design, implement and manage successful organizational growth by developing resilience in the face of multiple challenges, including: budget constraints, diminished resources, resistance, and stakeholder pressures.

****Attach a list of the required/recommended course readings and activities [Note: it is understood that these are updated and modified as needed by the instructor(s).] This attachment should be forwarded only to your Dean's office, not Academic Affairs.**

Assessment Strategies: A description of the assessment strategies (e.g., portfolios, examinations, performances, pre- and post-tests, conferences with students, student papers) which will be used by the instructor to determine the extent to which students have achieved the learning outcomes noted above:

Case Study	10%
Journal Critique	20%
Site Assessment	25%
Research Paper	25%
Presentation	10%
Participation	10%

For whom is this course being developed?

Students in the CSUS Ed. D. in Educational Leadership Program

Majors in the Dept ___ Majors of other Depts ___ Minors in the Dept ___ General Education ___ Other X ___

Is this course required in a degree program (major, minor, graduate degree, certificate)? Yes X No ___

If yes, identify program(s): **CSUS Ed. D. in Educational Leadership Program**

Does the proposed change or addition cause a significant increase in the use of College or University resources (lab room, computer facilities, faculty, etc.)? Yes ___ No X ___

If yes, attach a description of resources needed and verify that resources are available.

Indicate which department or programs will be affected by the proposed course (if any). _____

The Department Chair's signature below indicates that affected programs have been sent a copy of this proposal form.

Approvals: If proposed change, new course or deletion is approved, sign and date below. If not approved, forward without signing to the next reviewing authority, and attach an explanatory memorandum to the original copy.

Signatures:	Date
Department Chair: <i>Admud W. Lee</i>	9-18-2006
College Dean or Associate Dean: <i>Vanessa Sneed</i>	9/18/2006
CPSP (for school personnel courses ONLY)	
Associate Vice President and Dean for Academic Programs	

Distribution: Academic Affairs (original), Department Chair and College Dean. Dean's office to send original after approval to Jerri McAtee, at zip 6016. An electronic copy must also be sent to mcateeji@csus.edu.

Reading List:

Bridges, W. (2003). *Managing transitions: Making the most of change* (2nd ed.). Don Mills, ON: Addison-Wesley.

Senge, P, Kleiner, A., Roberts, C., Ross, R., Roth, G., & Smith, B. (1999). *The dance of change: The challenges to sustaining momentum in learning organizations*. Toronto, ON: Doubleday.

Barbara Senior & Jocelyn Fleming (2006). *Organizational Change*.

Weick, K. E. & Quinn R. E. (1999) *Organizational change and development*.

Huy, Q. N & Mintzberg, H (2003) *The Rythm of Change*.

Bridges, W. (1991). *Managing transitions: Making the most of change*. Don Mills: ON. Addison-Wesley.

Fullan, M. (2001). *Change Forces: The Sequel*. Falmer Press.

Bolman, L. & Deal, T. (1997). *Reframing organizations: Aristry, choice, and leadership*. 2nd edition. Jossey-Bass.

Baker, G. (1998). *Managing change: A model for community college leaders*. Washington , D.C: American Association of Community Colleges.

Oshry, B. (DATE). *Seeing Systems*.

Drucker P. F. & Senge, P.M. (2001). *Leading in a time of change. What it will take to lead tomorrow*. Josey-Bass. San Francisco, CA.