

# LEARNING AND ORGANIZATIONAL CHANGE

[sesp.northwestern.edu/ugrad/learning-and-organizational-change](https://sesp.northwestern.edu/ugrad/learning-and-organizational-change)

Students who are interested in such fields as management, consulting, change management, training, design of knowledge systems, and human resources in for-profit and not-for-profit organizations normally enter the learning and organizational change concentration. They combine core coursework in learning sciences, organization behavior, psychology, and human development with the necessary work in economics, quantitative methods, communications, and computer science to prepare for careers as organizational leaders and change agents and for graduate study in education, the social sciences, and management.

## Program of Study

- Learning and Organizational Change Major (<https://catalogs.northwestern.edu/undergraduate/education-social-policy/learning-organizational-change/learning-organizational-change-major>)

**LOC 211-0 Intro to Organization Theory & Practice (1 Unit)** Examines major organizational behavior theories and practices through organizational analysis.

**LOC 214-0 Culture and Cognition (1 Unit)** Research and theory on the interrelatedness of culture and thought. Combined with LRN\_SCI 214-0; may not receive credit for both courses.

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**LOC 216-0 Introduction to Organizational Learning (1 Unit)** Looks at perspectives on learning across levels from individuals to groups to organizations. The goal of the course is to set the foundation for comparing and contrasting different views of learning and making assessments of how each permit us to understand individual and collective processes and outcomes. The course emphasizes explanation, design, and critique through a combination of case analyses, primary empirical research, and project-based learning.

**LOC 306-0 Studies in Organizational Change (1 Unit)** Examines theories and methods of organizational change through analysis of organizational adaptations; applies theories from learning sciences and organizational behavior.

**LOC 308-0 Redesigning Everyday Organizations (1 Unit)** Concepts and methods for understanding and studying cognition and learning and putting these concepts and methods to use in a design/change project. Taught with LRN\_SCI 308-0; may not receive credit for both courses.

**LOC 310-0 Learning Organizations for Complex Environments (1 Unit)** Major change factors, including technology, globalization, and demographics, and their impact on organizations; how organizations are creating and responding to these changes through organizational design, learning systems, and human resource changes.

**LOC 311-0 Tools for Organizational Analysis (1 Unit)** Understanding cause-and-effect relationships pertaining to organizational behavior and performance.

**LOC 313-0 Learning and Thinking in Organizations (1 Unit)** Examines how human learning and thinking can facilitate organizational growth and change through methods such as instructional design, modeling, and evaluation of learning outcomes.

**LOC 346-0 Psychology of Technology & Instructional Design (1 Unit)** Introduction to theory and practice in the development of technologies for formal and informal learning in the classroom, workplace, and everyday world.

**LOC 351-0 Topics in Learning and Organizational Change (1 Unit)** Advanced work on special topics.

**LOC 391-0 Organizational Planning & Analysis (1 Unit)** Culminating experience involving application of knowledge and skills to analyze real-world problems and solutions in learning and organizational change.

**SESP 114-0 Summer Internship (0 Unit)**

**SESP 115-0 Internship (0 Unit)**

**SESP 195-1 Community Engagement (0.5 Unit)** Critical reflection on community engagement experiences in relation to broader societal issues. Conceptual frameworks for understanding the meaning and nature of community. For Certificate in Civic Engagement students only.

**SESP 195-2 Community Engagement (0.5 Unit)** Critical reflection on community engagement experiences in relation to broader societal issues. Conceptual frameworks for understanding the meaning and nature of community. For Certificate in Civic Engagement students only.

**SESP 201-0 Human Development: Childhood and Adolescence (1 Unit)** Personal, social, and cognitive development from birth through adolescence. Interplay of biological and experiential factors on linguistic and conceptual development, ego, and personality.

**SESP 202-0 Introduction to Community Development (1 Unit)** Historical and contemporary community-building efforts, focusing on Chicago's neighborhoods. Community development strategies: the settlement house, community organizing, and community economic development.

**SESP 203-0 Human Development: Adulthood and Aging (1 Unit)** Psychological, sociological, and biological factors influencing socialization and development from young and middle adulthood through old age. Influences of family, school, and work on the individual.

**SESP 210-0 Introduction to Statistics and Research Methodology (1 Unit)** Definitions and classifications of terms used in quantitative methods; measures of typical and maximum performance, reliability, and validity checks; reporting and displaying data; interpreting results.

**SESP 291-1 Peer-Led Learning: Theory and Practice (0.25 Unit)** SESP 291 is the training program for students working as first-time mentors in the Peer Leaders program. It is taken over two academic quarters, with each quarter offering .25 credit (a total of .5 credit). You will receive a "K" grade for fall quarter, which means you are continuing in the course. After winter quarter, you will receive a letter grade which will be retroactively applied to fall quarter.

**SESP 291-2 Peer-Led Learning: Theory and Practice (0.25 Unit)**

**SESP 295-0 Theory and Practice of Community Consulting (1 Unit)** Course on the importance of community capacity building and the community-consulting process; start of preliminary work for the Certificate in Civic Engagement capstone project.

**SESP 298-0 Student Organized Seminar (1 Unit)** Courses proposed by students and supervised by faculty sponsors on special topics approved by the SESP undergraduate education director. May be taken only once per quarter; pass/ no credit only. Consultation with the SESP student affairs assistant dean advised.

**SESP 299-1 Civic Engagement Capstone Research (1 Unit)** Independent study courses leading to completion of the Certificate in Civic Engagement capstone project.

**SESP 299-2 Certificate in Civic Engagement- Capstone Project (1 Unit)** Independent study courses leading to completion of the Certificate in Civic Engagement capstone project.

**SESP 303-0 Designing for Social Change (1 Unit)** Processes, challenges, and ethics of designing programs, at home and abroad, for realizing human rights and meaningful social change.

**SESP 317-0 Gender and the Life Course (1 Unit)** How gender influences major life stages. Focus on the psychosocial effects of gender on children; young, midlife, and old adults; societal institutions; and selected social policy issues.

**SESP 320-0 Race and Education (1 Unit)** Conceptual underpinnings of the construct of race and how conceptions of race have influenced the course of education in the United States.

**SESP 351-0 Special Topics (1 Unit)** Advanced work on special topics.

**SESP 372-0 Methods of Observing Human Behavior (1 Unit)** Guided practice in systematic and participant observation. Observer bias, field notes, unobtrusive measures.

**SESP 382-0 Practicum in Human Development; Learning Sciences (4 Units)** Real-world participant observation in professional activities and projects; development of analytical field studies of the practicum experience based on field notes, recorded observations, and class discussions; culminates in a final research paper. For LRN SCI students only. Prerequisites: SESP 372-0; consent of SESP practicum director 2 quarters before registration (3 quarters if a Summer Session practicum).

**SESP 384-0 Practicum in Human Development - Washington, D.C. (4 Units)** See description for SESP 382-0. Offered during Summer Session only. For participants in the Washington, DC, field studies program only. Prerequisites: SESP 372-0; consent of SESP practicum director 3 quarters before registration.

**SESP 386-0 Practicum: Human Development & Psychological Svcs. (4 Units)** See description and prerequisites for SESP 382-0. For HDPS students only.

**SESP 387-0 Practicum: Learning & Organizational Change (4 Units)** See description and prerequisites for SESP 382-0. For LOC students only.

**SESP 388-0 Practicum: Social Policy (4 Units)** See description and prerequisites for SESP 382-0. For SOC POL students only.

**SESP 389-0 Practicum in Human Development - San Francisco (4 Units)** See description and prerequisites for SESP 382-0. Offered during Summer Session only. For participants in the San Francisco field studies program only.

**SESP 390-0 Research Apprenticeship (1 Unit)** Opportunity to participate in faculty research projects. Prerequisites: consent of the faculty member and the SESP assistant dean for student affairs; submission

of completed Request for Independent Study/Special Courses Form at registration.

**SESP 391-0 Advanced Research Methods (1 Unit)** Overview of research methods that may be used to design and implement the honors thesis. Prerequisites: SESP 210-0 and SESP 372-0 recommended.

**SESP 398-0 Honors Thesis (1 Unit)** Students develop, design, implement, and evaluate a research project under a faculty adviser's guidance. Prerequisites: senior status; cumulative GPA by the end of winter quarter of the junior year; recommendation for the honors program from SESP 391-0 instructor(s); consent of program director.

**SESP 399-0 Independent Study (1 Unit)** Faculty-supervised study of special topics of the student's own choosing and not covered in regular courses. Prerequisites: consent of the supervising faculty member(s) and the SESP assistant dean for student affairs; submission of completed Request for Independent Study/Special Courses Form at registration.