LEARNING AND ORGANIZATIONAL CHANGE

The Learning and Organizational Change program examines formal and informal change among individuals, groups, organizations, and systems. Students study organizational change, learning, and design thinking to analyze systems, structures, and team dynamics through multiple perspectives and approaches. The program draws from theoretical and empirical research and practice from disciplines as diverse as organization and management sciences, learning sciences, sociology, psychology, economics, and design.

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.

LOC 214-BR Culture and Cognition: SESP Leadership Institute (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.

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 309-0 Team Dynamics (1 Unit) In this course, we will explore team dynamics, those forces that influence a team’s behavior and performance, and what can enhance or hinder potential for impact. We will analyze the contributors to team functioning and their interrelationships at multiple levels: intrapersonal, interpersonal, group and organizational. Key topics include team development, team makeup and roles, leadership and followership, decision-making, navigating conflict, collaboration and competition, effective communication, content vs. process, diversity and in-group/out-group tensions. Throughout the class, students will be analyzing and applying concepts through case studies and simulations. Assignments to demonstrate mastery include regular written individual papers and a team project. This course is suitable for undergraduate students in LOC, Human Development in Context, and related majors throughout Northwestern that are interested in leadership, teams/groups or organizational change. Taught with HDC 309-0; 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 312-0 Modern Organization and Innovations (1 Unit) Advances in technologies, from computation to analytics to new models of management and organizations, has radically transformed both every day work and classic models of management and organization. This course takes a novel approach to understanding these transformations by partnering a SESP faculty member with industry leaders and change agents to identify and analyze changing organizational forms and the implications for work in the contemporary economy. In doing so, this course will expose students to variants in organizational models, for example, from the highly institutionalized, yet ever changing, digital firm to firm-market hybrids that supply branded service yet do not employ the providers or own the assets that provide services. Students will have weekly analytic assignments that prepare for and reflect on industry co-instructor sessions as well as a final team project. This course is suitable for undergraduate students in LOC, social policy, and related majors throughout northwestern that are interested in leadership or organizational change. This advanced, highly interactive course fulfills new Learning and Organizational Change (LOC) requirements and is open to LOC students and beyond.

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 195-0 Community Engagement (1 Unit) Critical reflection on community service experiences in relation to broader societal issues. Conceptual frameworks for understanding the meaning and nature of community. For Civic Engagement Certificate students only.

SESP 200-0 Understanding Knowledge (1 Unit) N/A.

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
**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 204-0 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 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 218-0 Leaders Lab (1 Unit)**

N/A.

**SESP 251-0 Community Based Research Methods (1 Unit)**

N/A.

**SESP 272-0 Field Research Methods (1 Unit)**

Guided practice in systematic and participant observation. Observer bias, field notes, unobtrusive measures.

**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 310-0 Methods for Causal Inference (1 Unit)**

N/A.

**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 322-0 Crafting Child Policy (1 Unit)**

N/A.

**SESP 323-0 Trauma and Atrocity: Holocaust Memory, Memorials and Museums: (1 Unit)**

N/A.

**SESP 324-0 Pedagogies for History and Injustice: Holocaust Education Design (1 Unit)**

N/A.

**SESP 325-0 Race, Adolescence, and School Discipline (1 Unit)**

In recent years, racial disparities in school discipline have attracted the attention of educators, policymakers, parents, and the general public. Why is it so hard for legal, political, and educational institutions to improve school discipline? How do intersections of race, gender, and social class matter for students’ experiences of school discipline? Are there schools that are getting discipline right? What does that look like, and to what extent can other schools learn from their successes? In this course, we will learn about evidence-based policy improvements and imagine how to create schools where race does not predict discipline.

**SESP 351-0 Special Topics (1 Unit)**

Advanced work on special topics.

**SESP 351-SA Special Topics (1 Unit)**

Advanced work on special topics. This course is limited to students approved to study abroad through the Global Learning Office (GLO).

**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. Prerequisites: SESP 272-0; consent of SESP practicum director 2 quarters before registration (3 quarters if a Summer Session practicum). For LRN SCI students only.

**SESP 384-0 Practicum in Human Development - Washington, D.C. (4 Units)**

See description for SESP 382-0. Offered during Summer Session only. Prerequisites: SESP 272-0; consent of SESP practicum director 3 quarters before registration. For participants in the Washington, DC, field studies program only.

**SESP 386-0 Practicum: Human Development & Psychological Svcvs. (4 Units)**

See description and prerequisites for SESP 382-0. For HDC 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 Design (1 Unit)**

Overview of research methods that may be used to design and implement the honors thesis. Prerequisites: SESP 210-0 and SESP 272-0 recommended.

**SESP 392-0 Experiential Learning: Practicum (4 Units)**

**SESP 398-0 Senior Thesis Seminar (1-3 Units)**

Students develop, design, implement, and evaluate a research project under a faculty advisor’s guidance. Prerequisites: senior status, cumulative GPA by the end winter quarter of the junior year, recommendation for the honors program form 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.