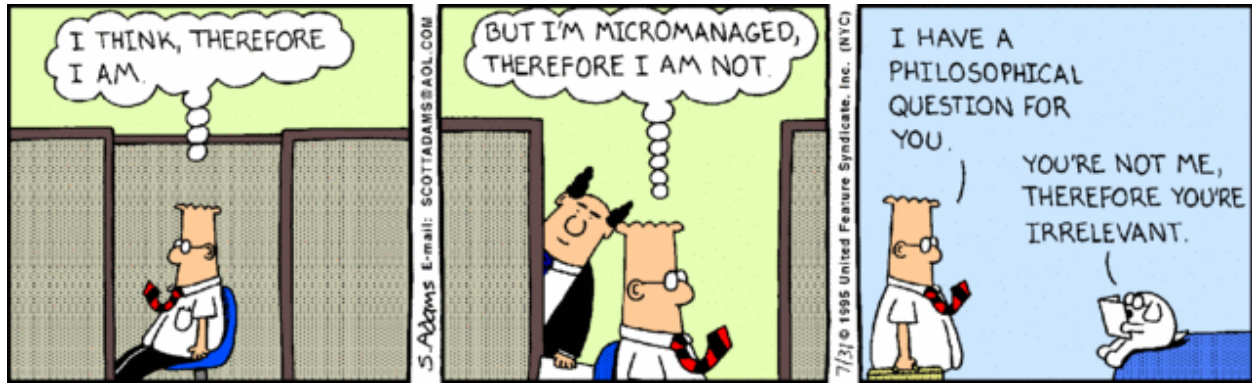


Comm 6740 – Theory & Philosophy of Organizing

Tuesdays

3:30 – 6:00 pm

Hellems 77



Professor
Matt Koschmann, PhD

Email
koschmann@colorado.edu

Office Hours
Wednesdays 2:00-3:00
and by appointment

Office
Hellems 87B

Phone
303-492-2824

Skype
matt_koschmann

COURSE OBJECTIVES

Organizations are the dominant social systems in our society. Virtually everything we do—from our work and recreation to our political involvement and religious expression happens through organized collections of people designed to coordinate our activities...whether these are business, governments, nonprofits, or community association. Therefore to be both good citizens and competent social scholars we must understand organizations. This involves learning the theoretical and philosophical perspectives—i.e., the explanations and ways of thinking—that shape our understanding of organizations. Accordingly, the three main objectives of this course are:

- (1) To learn the primary issues, questions, and problems that make up the interdisciplinary field of organizational studies

- (2) To understand the main theoretical and philosophical perspectives that shape how people think about these issues, questions, and problems

- (3) To learn a distinct communication perspective towards organizational studies and understand how this relates to other theoretical and philosophical perspectives

To achieve these objectives this course covers the following primary topics:

- Meta-theoretical issues
(e.g., agency-structure, micro-macro, research methodology)
- Economic theories
- Sociological theories
- Complexity theory
- Communication theories
- Feminist theory
- Critical theory & postmodernism
- Misc. philosophical perspectives
(e.g., phenomenology, pragmatism, ontology & epistemology)

Within these topics we will explore several issues that are central to organizational studies:

- Institutions, systems, & structures
- Organizational culture
- Power & control
- Discourse & language
- Practices & processes
- Networks
- Leadership
- Decision making
- Organizational change
- Identity

COURSE MATERIALS

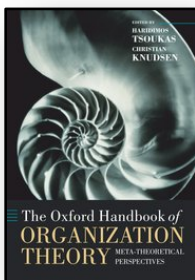


SAGE Handbook of Organizational Studies

2006, Second edition

Clegg, Hardy, Lawrence, & Nord (editors)

***Available on CU Bookstore or online retailer*



Oxford Handbook of Organization Theory

2005

Knudsen & Tsoukas (editors)

***Available on CU Bookstore or online retailer*



Philosophy and Organization Theory

2011

Tsoukas & Chia (editors)

***Optional to purchase...selected chapters will be available online*

Additional Course Readings & Materials posted on Desire@Learn (D2L)



<https://learn.colorado.edu>

ASSIGNMENTS & GRADING

All assignments are graded on a 100-point scale and weighted by the percentages listed below

Discussion Facilitator

30%

For this assignment you will facilitate class discussion for one session. You are responsible for covering the assigned readings for that day and providing a creative presentation that summarizes and develops the material, as well as questions for class discussion. Your facilitation should also include an empirical research article(s) that illustrates the theoretical or philosophical perspective that is the subject of our discussion, plus a practical example(s) that further clarifies these ideas. You are welcome to work with a partner, but then you and your partner are responsible for two sessions. You will be graded based on the creativity and thoroughness of your presentation, the quality of questions and comments you facilitate, and the insight and relevance of the research article(s) and practical example(s) you include.

Annotated Bibliography

10%

Due: Friday, March 20th @ 11:59 pm (D2L dropbox)

For this assignment you will develop an annotated bibliography for one of the theoretical or philosophical perspectives we cover in our course material (no duplicate bibliographies—each student must choose a different theoretical or philosophical perspective). Your annotative bibliography should have 20-30 citations, with a 100-200-word summary for each citation. You will be graded based on the relevance and thoroughness of your citations, as well as the insight and clarity of your citation summaries.

Final Project – Dialogue Paper

40%

Due: Wednesday, May 6th @ 11:59 pm (D2L dropbox)

For this assignment you will write a ~5000-word paper that brings together 2-4 theoretical or philosophical perspectives in dialogue. Your dialogue should focus on a handful of key issues in organizational studies and explain how various perspectives would approach these issues differently. More details for this assignment—including the grading criteria—will be provided in a separate file posted on D2L.

Class Participation

20%

This is a discussion-based class where much of the learning comes from your interaction with other students, the professor, and the material. Therefore your participation plays an important role in the development of the course. Here are the main things that influence your participation grade:

- Consistent, substantive involvement in class discussions
Insight, analysis, and critical reflection...not just summary and description
- No more than 1 absence
- Not consistently arriving late or leaving early
- Not a distraction in class

Grading

This course follows the standard CU grading system:

A	93% and above	C	73 – 76.5%
A -	90 – 92.5%	C -	70 – 72.5%
B +	87 – 89.5%	D +	67 – 69.5%
B	83 – 86.5%	D	63 – 66.5%
B -	80 – 82.5%	D -	60 – 62.5%
C +	77 – 79.5%	F	59% or below

We use the following criteria to guide our grading decisions:

A	Excellent...exceeds the minimum requirements with distinction
B	Good...goes beyond the minimum requirements to a fair degree
C	Average...meets the minimum requirements of the assignment
D	Poor...only meets some of the minimum requirements of the assignment
F	Failing...does not meet most of the minimum requirements of the assignment

Additional grade considerations

The only thing I grade is your product...not your effort or intentions. I don't grade based on what you need to keep a certain GPA or what you think you're entitled to.

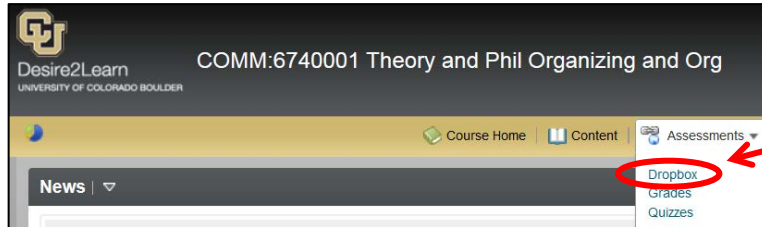
I'm happy to discuss any graded assignment with you, but please wait 24 hours after receiving your grade for any discussions...and it's best to have grade discussions in person instead of email.

I love to talk with students about their assignments BEFORE they are due. After assignments are due there is very little I can do, other than to explain my decisions.

COURSE POLICIES

Assignment Submissions

Please submit assignments electronically through the dropbox feature in Desire2Learn unless otherwise noted:



Technology Use in Class

We welcome your responsible technology use in our class. Laptops and devices are allowed for class-related applications, but cell phones are not permitted.

Disabilities

If you qualify for accommodations because of a disability, please submit to me a letter from Disability Services (DS) by the end of the second week of the semester so that your needs may be addressed. DS determines accommodations based on documented disabilities (303-492-8671, Willard 322, www.colorado.edu/sacs/disabilityservices)

Religious Observance

I will make reasonable accommodations for students who have conflicts between religious observance dates and course requirements. Please approach me with these requests before the end of the second week of the semester.

Academic Misconduct

Cheating, plagiarism, or unacknowledged assistance is unacceptable. Web-based plagiarism-detection services will be utilized. All incidents of academic misconduct shall be reported to the Honor Code Council (honor@colorado.edu; 303-725-2273). Please see the Honor Code at <http://www.colorado.edu/academics/honorcode/>

Deadlines

Unless otherwise noted, all assignments are due on the date/time indicated in the daily schedule. Late work is not accepted unless you contact us BEFORE the due date with a legitimate reason.

TENTATIVE WEEKLY SCHEDULE

Date	Topic	Assignments/Readings
January 13	Introduction	Oxford 5 & 6 SAGE 1.1
January 20	Meta-Theoretical Issues (micro-macro)	Oxford 12 SAGE 1.4
January 27	Meta-Theoretical Issues (agency-structure, methods)	Oxford 10 & 11
February 3	Economic Theories	SAGE 1.3 Oxford 13 (part 1)
February 10	Sociological Theories	Oxford 13 (part 2) SAGE 1.6
February 17	Complexity Theory & Organizations	SAGE 1.5
February 24	No class – Western States Conference	
March 3	Communication Theories	Org comm handbook chapter Ashcraft et al. (2009)
March 10	Communication Theories	SAGE 2.5
March 17	Feminist Theory & Organizational Studies	SAGE 1.8 Oxford 7 Annotated bibliography due: 3/20 @ 11:59 pm
March 24	No Class: Spring Break	
March 31	Critical Theory & Postmodernism	SAGE 1.7 Oxford 3 & 4
April 7	Philosophical Perspectives	SAGE 1.12 Philo & OT intro
April 14	Philosophical Perspectives	Philo & OT chapters Additional readings posted on D2L
April 21	Misc. Topics	SAGE 2.1 – 2.16 (choose one)
April 28	No class – Final project meetings	
May 5	Final Project Presentations 5:30-8:00pm (location TBD) Final project due: 5/6 @ 11:59 pm	