ORGANIZATIONAL STUDIES, BAAS

The Organizational Studies concentration offered by Penn LPS Online provides you with the critical and interpersonal skills required to work effectively in any professional context. Through integrated and applied courses in writing, speaking, and group dynamics, you learn to identify your communication goals, understand your audience, and adapt your messaging and strategy to achieve a successful outcome. To meet the challenges of today’s complex work environments, you also develop the skills to build and work effectively in diverse teams, both in physical and virtual professional environments.

For more information: https://lpsonline.sas.upenn.edu/academics/bachelors-degree/organizational-studies

Curriculum

The Bachelor of Applied Arts and Sciences (BAAS) recognizes the power of an applied liberal arts education to provide students with strong communication skills, understanding of different cultures and perspectives, and the ability to apply their knowledge to nuanced, complex scenarios with insight, perspective, and empathy.

Overview of degree requirements

30 course units are required for the Bachelor of Applied Arts and Sciences degree.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Course Units</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Requirements</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Foundational Requirements</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Concentrations</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Electives</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Total Course Units</td>
<td>30</td>
</tr>
</tbody>
</table>

BAAS students are only required to visit campus for two on-campus learning experiences, which may be as short as an extended weekend. In addition to course requirements, BAAS students complete a capstone project in their degree concentration as well as an e-portfolio.

Foundational requirements

The foundational requirements of the BAAS degree reflect the core competencies and values of Penn LPS Online: the skills and knowledge needed to understand and solve complex problems, the ability to communicate effectively with a wide variety of audiences and an appreciation for diverse cultures and traditions. Students can transfer a maximum of 4 course units of foundational courses from a regionally accredited institution. Our program team can also give a preliminary evaluation of transfer credits before students officially apply. Visit the Transfer Preparation & Policies page for more details.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Course Units</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Foundational Requirements</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ethical Reasoning</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Select 1 Ethical Reasoning course</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Scientific Process</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Select 1 Scientific Process course</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Writing</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Select 1 Writing course</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cross-Cultural Interactions &amp; Diversity</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Select 1 Cross-cultural Interactions &amp; Diversity course</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total Course Units</td>
<td>8</td>
</tr>
</tbody>
</table>

* Must be taken at Penn

Concentrations

Just as a college major serves to focus your studies during a four-year degree, the BAAS concentrations enable students to tailor their undergraduate education to specific personal and professional goals. Concentrations progress from introductory-level courses to higher-level courses so that students develop skills and knowledge with greater complexity as they move through the curriculum. Many concentrations are interdisciplinary, to provide students with opportunities to explore their areas of interest from multiple perspectives and develop a flexible approach to solving complex problems in professional as well as academic contexts.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Course Units</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Organizational Studies Concentration</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Select 4 courses from the Applied Positive Psychology course block</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Select 4 courses from the Organizational Anthropology course block</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>PROW 200 Writing with Data</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>PROW 201 Writing for Presentations and Public Speaking</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Select 2 additional courses</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Total Course Units</td>
<td>12</td>
</tr>
</tbody>
</table>

* Applied Positive Psychology courses: https://lpsonline.sas.upenn.edu/academics/bachelors-degree/applied-positive-psychology

** Organizational Anthropology courses: https://lpsonline.sas.upenn.edu/academics/bachelors-degree/organizational-anthropology

** With input from an academic advisor, which could be transferred in with advisor’s approval.

Electives

Electives are courses that do not apply toward your foundational or degree concentration requirements. You may choose to deepen your field of study by taking additional classes within your concentration, develop a new skill by completing all of the courses within a course block outside of your degree concentration, or discover new interests and abilities by taking individual courses that appeal to your interests. Students choose 10 electives from any of Penn LPS Online’s areas of study. Transfer students can apply a maximum of 8 course units from a regionally accredited institution toward this requirement.

For more information: https://lpsonline.sas.upenn.edu/academics/bachelors-degree/organizational-studies/concentrations/organizational-studies
E-portfolio and capstone requirements

Throughout the BAAS degree, students draw on their coursework to build a digital collection of materials, or e-portfolio. The e-portfolio is a powerful tool to ensure that academic studies are aligned with professional, personal and academic goals. Developing the e-portfolio provides students with the opportunity to reflect on selected assignments and how they can be applied to the broader context of their current and future careers. Students can share their e-portfolios with prospective and current employers to provide evidence of the skills and knowledge they have developed through coursework.

One advanced course in each concentration will require students to complete a final project, or capstone, in which they integrate learning and skills from across the full concentration. Capstone projects will be graded as a requirement of the course and also will serve as the final culminating artifact for students’ e-portfolios. Students will have the option to come to campus to present their final projects and receive face-to-face feedback from fellow students as well as the course instructor. Students who choose this option can use it to fulfill their elective on-campus learning experience requirement.

On-campus learning experience requirements

BAAS students are only required to visit campus for two on-campus learning experiences, which may be as short as an extended weekend. These face-to-face instructional experiences have been developed to provide students with opportunities for engagement with the Penn campus, while also providing students with choices for the experiences that best fit into their own schedules.

The degree and major requirements displayed are intended as a guide for students entering in the Fall of 2019 and later. Students should consult with their academic program regarding final certifications and requirements for graduation.