

# INTERDISCIPLINARY STUDIES

Molinaro 119 A&B • 262-595-2609 • Keyword: *Interdisciplinary Studies*

## Degree Offered:

Bachelor of Arts.

## Professor:

Kavenik, Ph.D. (Director)

## Lecturer/Adviser:

Handrow, M.A., M.L.I.S., J.D.

## Career Possibilities:

The interdisciplinary studies major and leadership certificate provide organizational expertise for use in public and private sector employment settings. Recent program graduates work as managers, directors, and supervisors at multi-national and regional manufacturing, nonprofit, service and media organizations.

## Department Overview

The interdisciplinary studies major is a flexible program whose breadth ensures coverage of several behavioral and social-science disciplines. The major is designed to meet the needs of students whose interests and career goals go beyond the boundaries of a single discipline. Interdisciplinary studies is a major where critical thinking and the ability to identify and interrelate meaning among a variety of broad areas and disciplines are connected to practical workplace settings and issues. Students are independent and self-directed adults with clear educational and career goals. For those interested in developing or refining their leadership skills, a separate 12-credit (four-course) certificate in leadership is available with three tracks: project management leadership; grassroots leadership; and organization leadership.

## Interdisciplinary Studies Major

There are three tracks within the interdisciplinary studies major: organizational studies concentration, the independently designed theme; and women's and gender studies concentration.

## Organizational Studies Concentration (39 credits)

The first track of the interdisciplinary studies major, the major offered in UW-Parkside's weekend-evening modular program, is a degree-completion program in which students with majors in interdisciplinary studies complete the organizational studies concentration in classes held during 10-week modules throughout the year. Students should have completed approximately 45-60 credits before enrolling in this program.

There are four 10-week modules each academic year. Classes meet in spring and fall, two modules each semester:

Fall: I Mid July – Early October  
II Early-October – Late December

Spring: III Early January – Mid March  
IV Mid March – Early June

Organizational studies is an interdisciplinary program designed to help students understand the structures, operations and functions of complex organizations in both public and private sectors. Faculty members from a number of disciplines including sociology/anthropology, economics, psychology, geography, history, political science, communication, philosophy, and business provide students with a multidimensional, multi-perspective, comprehensive understanding of complex organizations in our society.

### I. Foundational Courses (9 credits)

ISTD 345 Organization Theories . . . . . 3 cr

Plus 6 credits of 100- or 200-level work in the behavioral and/or social sciences, one of which may be:

ISTD 200 Introduction to Leadership . . . . . 3 cr

### II. Methods/Statistics Courses (6 credits)

ISTD 250 Consumer Statistics . . . . . 3 cr

Plus one course from the following: SOCA 295\*, POLS 200, PSYC 300.

\* This is a 2-credit course. Students who opt to complete it must consult with the interdisciplinary studies adviser with regard to the additional required credit.

III. Concentration Courses (21 credits, with no more than 9 credits from any one area). Other courses in the UW-Parkside catalog, as well as ISTD 490, may also count for concentration credit.

### History/Political Science/Geography

GEOG 340 Political Geography . . . . . 3 cr

GEOG 360 Urban Geography . . . . . 3 cr

HIST301/

ETHN 302 Race and Ethnicity in the U.S. . . . . 3 cr

HIST/ETHN

333 Contemporary American Immigration . . . 3 cr

POLS 202 Public Policy . . . . . 3 cr

POLS 250 Introduction to Public Administration . . . 3 cr

### Economics/Business

ECON 380 The Labor Market . . . . . 3 cr

HRM 343 Human Resource Management . . . . . 3 cr

MGT 349 Organizational Behavior . . . . . 3 cr

MGT 447 Management Techniques . . . . . 3 cr

MIS 320	Management Information Systems . . . . .	3 cr
MKT 350	Marketing Principles . . . . .	3 cr

**Psychology/Sociology**

ISTD 300	Human Resources Issues . . . . .	3 cr
ISTD 346	Interorganizational Relationships . . . . .	3 cr
PSYC 307	Cross-Cultural Psychology . . . . .	3 cr
PSYC 330	Interviewing . . . . .	3 cr
SOCA 304	Skill Development in Leadership . . . . .	3 cr
SOCA 306	Research in Community Needs . . . . .	3 cr
SOCA 326	Social Gerontology . . . . .	3 cr
SOCA 372	Technology and Society . . . . .	3 cr
SOCA 373	Bureaucracy in Modern Society . . . . .	3 cr

**Communication**

COMM 285	Introduction to Conflict Analysis and Resolution . . . . .	3 cr
COMM 303	Organizational Communication . . . . .	3 cr
COMM 365	Intercultural Communication . . . . .	3 cr
COMM 385	Strategies for Constructive Dialogue . . . . .	3 cr
ENGL 204	Writing for Business and Industry . . . . .	3 cr
ISTD 492	Practicum in Leadership . . . . .	3 cr

## IV. Capstone (3 credits)

ISTD 498	Organizational Studies Senior Seminar . . . . .	3 cr
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## Independently Designed Theme (33-45 credits, depending on how degree is structured)

The distinguishing feature of the second track is the independently designed theme. Working with the interdisciplinary studies adviser, students design a course of study built around a particular theme or problem in the social and behavioral sciences. Students will be accepted as interdisciplinary studies majors and allowed to proceed with an independently designed theme after that program of study has been drawn up in consultation with the program adviser.

Program requirements for the independently designed track of the interdisciplinary studies major are as follows. Introductory and methodology courses should be chosen as consistent with the independently designed theme.

## I. Introductory Courses (6 credits)

Two introductory courses from the following list, chosen from two different disciplines:

COMM 107	Communication and the Human Condition . . . . .	3 cr
COMM 108	Media and Society . . . . .	3 cr
ECON 101	The American Economy . . . . .	3 cr
GEOG 100	Physical Geography and the Environment . . . . .	3 cr
GEOG 105	Contemporary Human Geography . . . . .	3 cr
GEOG 110	Introduction to Geography- World Regions . . . . .	3 cr

HIST 102	The United States, Reconstruction to Recent Times . . . . .	3 cr
HIST 120	Modern Europe 1815 to the Present . . . . .	3 cr
POLS 100	American Politics . . . . .	3 cr
POLS 104	Introduction to International Relations . . . . .	3 cr
POLS 105	Political Beliefs . . . . .	3 cr
PSYC 101	General Psychology . . . . .	3 cr
SOCA 100	Introduction to Anthropology . . . . .	3 cr
SOCA 208	Introduction to Archaeology . . . . .	3 cr
WOMS 110	Introduction to Women's and Gender Studies . . . . .	3 cr

## II. Methodology Courses (6 credits, minimum)

At least two methodology courses from the following list are required. Either statistics course may be counted, but not both.

COMM 209	Communication Research Methods . . . . .	3 cr
GEOG 300	Geographic Methods . . . . .	3 cr
HIST 250	Sources and Methods in History . . . . .	3 cr
POLS 200	Research Methods and Sources . . . . .	4 cr
PSYC 300	Research Methods . . . . .	3 cr
SOCA 250	Statistics for the Social Sciences . . . . .	4 cr

or

QM 210	Business Statistics I . . . . .	3 cr
SOCA 295	Social Science Research Methods* . . . . .	2 cr

\* This is a 2-credit course. Students who opt to complete it must consult with the interdisciplinary studies adviser with regard to the additional required credit.

## III. Scope of Coverage (12 credits)

At least one 3-credit course from four of the following disciplines is required: communication, economics, geography, history, political science, psychology, sociology/anthropology, women's studies. The purpose of the scope of coverage requirements is to ensure the interdisciplinary nature of the student's program. Courses identified as meeting the requirements of the scope of coverage section of the major may also be counted under sections I, II, and IV.

## IV. Theme (18 credits)

The 18 credits must revolve around or be related to some central theme or issue which the student has identified with in the social and behavioral sciences. Some examples of themes chosen by current students and approved by the review committee are as follows:

- The American Worker in Adaptation to Change
- Poverty and Social Welfare
- Crime and Psychological Problems Among Children
- Illiteracy in America
- Ethnicity and Political/Social Patterns in the U.S.
- Politics and Mass Communication

The 18 credits of the theme must meet the following requirements:

- A. 15 credits must be at the 300/400 level.
  - B. No more than 12 credits can be from one single department.
  - C. No more than 6 credits can be earned by directed or independent study.
  - D. Introductory and methods courses cannot count toward the 18 required credits in the theme.
- V. ISTD 497 Senior Project/Independent Track (3 credits)
- This course enables students to apply the knowledge and concepts of the interdisciplinary plan of study previously outlined in the thematic portfolio. Students will design a rigorous senior research project, culminating in an essay of substantial length and oral presentation.

## Women's and Gender Studies Concentration (30 credits)

The third track of the interdisciplinary studies major is offered through a combination of on-campus course, and students may also receive credit for appropriate transfer courses, distance education courses, and credit for experiential learning.

In order to graduate with an interdisciplinary studies major/concentration in women's and gender studies, students must complete 30 credits in approved women's and gender studies courses distributed as follows:

- I. Introductory Courses (6 credits)
    - WOMS 110 Introduction to Women's and Gender Studies . . . . . 3 cr

and

Feminist Theories (Appropriate classes offered in English, history, philosophy, communication, psychology, etc., with approval of program director.)
- II. Concentration Courses (9 credits)
 

Select 9 credits from at least two of the following three areas.

    - A. Humanities and Art**

Approved women's and gender studies courses from English, art, communication, theatre arts, humanities, music, philosophy, and modern languages. Examples include:

      - COMM 315 Communication and Gender . . . . . 3 cr
      - THEA 215 Gender and Sexuality on the Stage and Screen . . . . . 3 cr
      - ENGL 367 Studies in American Ethnic Lit: African-American Women Writers . . . . 3 cr
      - ENGL 417 Studies in British Literature: British Women Novelists . . . . . 3 cr
      - ENGL 464 Studies in Cultural Patterns: Gay and Lesbian Literature . . . . . 3 cr
      - ENGL 469 Studies in Women Writers . . . . . 3 cr
      - PHIL 290 Special Topics in Philosophy: Feminism in Philosophy . . . . . 3 cr
      - WOMS 112 Women in Literature . . . . . 3 cr

### B. Social Sciences

Approved women's and gender studies courses from sociology, history, international studies, political science, psychology, economics, and business. Examples include:

- CRMJ 366 Women, Crime, and Criminal Justice . . 3 cr
- ETHN 363 Communication and Ethnicity . . . . . 3 cr
- HIST 236 Women in Modern Society . . . . . 3 cr
- MGT 446 Global Issues in Management . . . . . 3 cr
- POLS 203 Women, Power, and Politics . . . . . 3 cr
- POLS 301 Sexuality and Politics . . . . . 3 cr
- PSYC 230 Psychology of Human Sexuality . . . . . 3 cr
- PSYC 280/380 Psychology of Gender . . . . . 3 cr
- SOCA 213 Gender and Society . . . . . 3 cr
- SOCA 290 Special Topics: LGBTQ Studies . . . . . 3 cr
- SOCA 374 Women and Work . . . . . 3 cr

### C. Natural Sciences

Approved women's and gender studies courses from biology, chemistry, physics, environmental studies, and health exercise science and sport management. Examples include:

- BIOS 103 Human Biology . . . . . 3 cr
- HESM 321 Women's Health Issues . . . . . 1-4 cr
- HESM 330 Sport in Society . . . . . 3 cr
- SOCA 379 Society and Environment . . . . . 3 cr
- WOMS 250 Women in Science . . . . . 3 cr

- III. Electives (12 credits of approved courses selected with adviser)
- IV. One of the following:
  - WOMS 494 Internship in Women's and Gender Studies . . . . . 1-3 cr
  - or**
  - WOMS 495 Women's and Gender Studies Seminar . . . 3 cr
  - or**
  - WOMS 497 Women's and Gender Studies Senior Thesis . . . . . 3 cr
  - or**
  - WOMS 499 Independent Study . . . . . 1-3 cr

## Leadership Certificate

The leadership certificate provides a curriculum that combines conceptual and theoretical frameworks with opportunities to apply those concepts and theories in real-world situations. Students who complete the certificate program will have an enhanced understanding of the personal qualities, interpersonal dynamics and social patterns that influence leadership efforts. They will also have the opportunity to hone specific leadership skills such as self-assessment and public speaking; be exposed to other modes of communication; identify and assess resources; work in diverse settings; and evaluate and reflect on their own situation. They will develop their own leadership style and learn how to work through civic engagement.

UNDEGREEGRADUATE

In order to be flexible enough to meet a variety of leadership needs, the leadership certificate program offers two separate disciplinary tracks. In each track, an introductory course is followed by two courses, with a practicum as the capstone experience. Students are required to follow at least one track to completion, although they may also take additional courses in the other tracks. All courses will be offered in weekend format, and scheduled so that students are able to complete the certificate within a calendar year.

**Track I: Organization Leadership**

This track is intended for those interested in management in the private or public sector.

ISTD 200	Introduction to Leadership . . . . .	3 cr
ISTD 300	Human Resource Issues . . . . .	3 cr
COMM 285	Introduction to Conflict Analysis and Resolution . . . . .	3 cr
ISTD 492	Practicum in Leadership . . . . .	3 cr

**Track II: Grassroots Leadership**

This track is intended for those who wish to work in building civic engagement and community capacity.

ISTD 200	Introduction to Leadership . . . . .	3 cr
SOCA 304	Skill Development in Leadership . . . . .	3 cr
SOCA 306	Research in Community Needs . . . . .	3 cr
ISTD 492	Practicum in Leadership . . . . .	3 cr

## Courses in Interdisciplinary Studies (ISTD)

**200 Introduction to Leadership . . . . . 3 cr**

*Prereq: None. Freq: Yearly.*

This course is designed to introduce students to the principles of leadership from an interdisciplinary theoretical perspective and then give them the opportunity to practice some of those principles. It will also introduce skills, such as self-assessment, communication strategies, understanding group dynamics and working in coalitions, setting goals while remaining flexible, and managing conflict, which will be developed more fully in subsequent courses and in the practicum.

**250 Consumer Statistics . . . . . 3 cr**

*Prereq: Math through high school algebra. Freq: Fall.*

Consumer statistics is an overview course. It covers a variety of numerical analysis applications while avoiding using words like numerical analysis. This course is intended to help students become knowledgeable consumers of statistical reports, not producers.

**290 Special Topics . . . . . 1-3 cr**

*Prereq: Consent of instructor. Freq: Occasionally.*

Special topics in interdisciplinary studies will be examined. May be repeated for credit with different topic.

**300 Human Resource Issues . . . . . 3 cr**

*Prereq: SOCA 100 or 101 or consent of instructor. Freq: Yearly.*

This course identifies a theoretical model of human resource management; the diversity issues of the workplace; issues such as external staffing, training and development of employees; compensation; labor relations; and employee security, health and safety.

**307 Project Planning . . . . . 3 cr**

*Prereq: ISTD 200. Freq: Yearly.*

This course examines the processes involved in initiating, planning, executing, controlling and closing projects. Students obtain skills in leadership, team building, coaching, planning, performance appraisal and staff management with the focus on achieving project goals. Students learn how to design organizational and communication structures that best use the resources available.

**308 Project Time and Cost Management . . . . . 3 cr**

*Prereq: ISTD 200, 307. Freq: Yearly.*

Students learn the concepts of project scope, time, cost, quality and risk management along with the concepts of earned value, variance analysis and resource constraints. Students develop the skills necessary to bring projects in on time and within budget.

**345 Organization Theories . . . . . 3 cr**

*Prereq: None. Freq: Alternate years.*

An introductory survey of theories of large-scale, complex organizations that have their origins in a variety of fields and disciplines including sociology, public administration, educational administration and business administration. A major goal of the course is to develop the ability of students to apply these theories to the analysis of particular kinds of organizations including private businesses, government agencies, not-for-profit service organizations, hospitals, religious organizations, prisons, the military and schools.

**346 Interorganizational Relationships . . . . . 3 cr**

*Prereq: None. Freq: Alternate years.*

This course has two major emphases: (1) The social and cultural context in which organizations exist and function. (2) The ways in which that context (i.e. the environment) leads to changes in the structure of organizations. The course deals with the conditions under which organizations are created, grow, establish relations with their environments, develop strategies for survival and (sometimes) fail.

**490 Special Topics . . . . . 1-3 cr**

*Prereq: Junior/Senior standing or consent of instructor. Freq: Yearly.*

Special topics in interdisciplinary studies will be examined. May be repeated for credit with different topic.

UNDREGRADUATE

**492 Practicum in Leadership .....3 cr**

*Prereq: ISTD 200 and two other leadership courses or consent of instructor. Freq: Yearly.*

This course is designed to support students as they complete a major leadership project as a capstone experience to the leadership certificate. They will have the opportunity to discuss ideas, problems and successes with others doing similar projects. At the completion of their own project, they will reflect on their own experiences and fine-tune and improve their leadership style and specific leadership skills.

**497 Senior Project/Independent Track.....3 cr**

*Prereq: Senior standing and consent of instructor. Freq: Fall, Spring.*

This course enables students to apply the knowledge and concepts of the interdisciplinary plan of study previously outlined in the thematic portfolio. Students will design rigorous senior research projects, culminating in an essay of substantial length and oral presentation.

**498 Organizational Studies Senior Seminar .....3 cr**

*Prereq: Senior standing and consent of instructor. Freq: Yearly.*

This capstone course will apply knowledge and concepts of organizational studies gained from the core requirements (methods, statistics and theory) and the four divisions of the concentration. Students will engage in research and communication projects which will act as a culmination of their course of study, with each student producing an independent project and thesis showing his/her understanding of organizational studies in the public and/or private sector.

**499 Independent Study .....1-3 cr**

*Prereq: Consent of instructor and program director.*

*Freq: Fall, Spring, Summer.*

Topics individually arranged.