The Department of Organization, Workforce, and Leadership Studies

Pedernales Building
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The Department of Organization, Workforce, and Leadership Studies offers the Bachelor of Applied Arts and Sciences (BAAS) degree designed to allow students to obtain a degree that is both interdisciplinary and individualized. The following are unique characteristics of the BAAS.

- The degree allows students to assist in the choice of courses that would complement their career goals.
- The degree includes an option to obtain college credit for work experience, non-collegiate training, industry certifications, and non-sponsored learning through a portfolio development process called the Prior Learning Assessment.
- The degree includes multiple options for obtaining college credit including testing by CLEP or DSST, correspondence studies, and extension courses.
- Courses are delivered online, hybrid, or 'live' on the San Marcos or Round Rock Campus.
- The professional development modules in the degree is individualized based on the students' career goals.
- Certificates, such as Certified Public Manager (CPM), may be included in the degree audit.
- Approved technical associates' degrees and coursework may be included in the BAAS degree.
- Relevant military coursework may be included in the degree.
- The degree does not include an option for a minor or any industry certifications, such as teaching certification, real estate license, CPA, or any other certifications.
- The degree includes a capstone experiences that students complete during their final semester in the program. No more than 12 total semester credit hours may be completed during the capstone semester.
- Credits earned through the Prior Learning Assessment portfolio process are only applicable to the Occupational Emphasis module of the degree.
- The Professional Development module of the degree must include at least three discipline areas. Credits in this module are upper-level, 3000/4000, and are chosen by the student based on future career goals.
- The BAAS degree remains the most flexible degree on campus allowing multiple methods for completion and utilization of various coursework from different disciplines to complete the degree.

Bachelor of Applied Arts and Sciences (B.A.A.S.)

- Major in Applied Arts and Sciences

Subjects in this department include: CTE (p. 1), OCED (p. 3)

Courses in Career and Technical Education (CTE)

CTE 3304. Human Relations for Career and Technical Education Teachers.
This course emphasizes the combination of psychological and sociological factors that influence relationships of CTE teachers in the pursuit of professional duties. Strategies for teaching students and mentoring employees on the dynamics of human relations are highlighted.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3307. Selection, Placement, and Follow-up in Career and Technical Education.
This course provides an overview of the practices of occupational selection, placement of students in suitable employment and cooperative sites, and coordinating the relationship between school and workplace site.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3308. Problems in Cooperative Training.
The course highlights the organization, presentation, and selection of content material necessary in part-time work-based learning programs. The need for community, workplace/industry, family, school, and student partnerships in curricular assessment is emphasized.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3313A. Special Needs Students in CTE.
This course involves in-depth studies of characteristics, principles of inclusion, development and implementation of individualized programs of instruction and collaboration with school personnel for effective education of special needs students, including special education, limited-language proficiency, and gifted and talented students. (MULT).
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing|Multicultural Content|Topics
Grade Mode: Standard Letter

CTE 3313F. Development and Change in Organizations.
Today's organizations face constant pressures to change—whether a government entity, a private business, a not-for-profit, or an educational institution. This course introduces how to effectively facilitate change by examining the issues and practices of organization development (OD), including what kinds of interventions to apply in various contexts and situations.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
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Grade Mode: Standard Letter
CTE 3313G. Introduction to Leadership.
This course provides an overview of current leadership theory and research with emphasis on practical application. Students will examine the complexities of practicing leadership, analyze models of effective leadership, and explore concrete strategies for becoming better leaders.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter

Students in this course will apply analytical tools, psychology and sociology theory, and planning skills in developing a plan consisting of personal and professional goals in seven areas that define a purposeful life. They will also master techniques, including the selection and use of mobile apps to implement their goals.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing|Topics
Grade Mode: Standard Letter

CTE 3313J. Trends and Issues in Occupational, Workforce, Leadership Studies.
Students will examine emerging trends and issues impacting today’s workplace. The students will search the literature for research-based articles and synthesize the information and create abstracts and key points. Specific course content will vary significantly offering to offering based on unique needs and interest of course participants.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing|Topics
Grade Mode: Standard Letter

CTE 3313K. STEM Literacy for the Workplace.
This course will introduce students to critical STEM literacy skills needed to thrive in the STEM workforce. Students will explore STEM literacy skills to relate them to high demand occupations, evaluate their personal STEM literacy experiences, and create a learning plan to enhance their STEM knowledge and skills.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing|Topics
Grade Mode: Standard Letter

CTE 3313L. Civic Engagement as Global Citizenship.
To live, compete, and innovate in a global society, students need learning experiences that are rooted in the messy intricacies of the real world. To provide such experiences, "Civic Engagement as Global Citizenship" is a field-based, experiential course that provides students with much needed boundary-spanning approaches to learning about community-based issues within the context of global citizenship.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing|Topics
Grade Mode: Standard Letter

CTE 3315. Leadership and Professional Development.
This course prepares students to examine and apply principles of leadership to create their own applicable model of influencing others. Topics covered include leadership behavior, strategic thinking, managing energy, and getting results within an organization.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter

CTE 3320. Effective Methods of Teaching and Training.
This is an introductory/fundamental course for instructors in trade and industrial education seeking certification and technical trainers who are not seeking certification. It is designed to prepare these individuals to apply effective teaching principles and techniques, to prepare lesson plans, and manage classrooms. Practice teaching will be included.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3321. Work-based Learning in Career and Technical Education.
This course is intended for teacher coordinators of work-based program in trade and industrial cooperative education. There is an emphasis on selection of occupations and appropriate training stations, student recruitment, instruction coordination in on-the-job educational experiences, state and local report preparation and required record keeping systems.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3322. Teaching and Training as Professions.
This course emphasizes the professional requirements of teaching and training in a variety of settings. Professional topics include licensure and preparation for the profession, organizations, philosophical foundations of teaching and training, and the socio-political landscape of teaching and training.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3323. Technology Applications.
This course covers the use and integration of computers in the classroom or office. Topics include history of computers, use of word processor, spreadsheet, and presentation software; overview of common computer programs; history and use of the Internet, and computer security.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3324. Entrepreneurship in Schools, Communities, and the Workplace.
Students will gain an in-depth understanding of entrepreneurship and its application in the contexts of schools, communities, and the workplace. This course intersects entrepreneurial concepts in career and technical education with educational entrepreneurship, social entrepreneurship, and intrapreneurship.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

This course allows students to explore past and present occupational trends, new and emerging occupations and the 21st century occupational skills necessary for success. Students will explore transferability of occupational skills and how these skills are applied and packaged for career transitions.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
CTE 3380. Education and Training Programs in Workforce Settings. This course helps students investigate the range of programs related to education and training in Workforce settings. Students will investigate government policies, program coordination techniques, and organizations related to learning in the workplace. Students will explore local programs.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3381. Strategies for Education and Training in Workforce Settings. This course provides an overview of identifying curriculum, individual learning styles, needs of learners in the workforce, instructional strategies, providing support for diverse learners, inclusive instructional strategies, and the use of technology and assessment in workforce settings. (MULT).

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

CTE 4302. Coordination Techniques. This course presents an overview of the cooperative program in marketing and distributive education (MDE), the establishment of MDE programs, the guidance, selection and placement of students, adjustment of work for individual needs, setting student objectives, evaluation, labor laws, and public relations relevant for MDE programs.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 4304. Organization and Management of Marketing Education Programs. This course provides instruction on the organization and administrative structure of marketing organization in the United States. Additionally, the use of objectives, program improvement techniques, appropriate selection techniques, and evaluative criteria are emphasized in relation to marketing and distributive education programs.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 4310. Independent Study in Career and Technical Education. This course is an independent study of various subjects in CTE. Work is done on an independent basis under the direction of the faculty member. Repeatable for credit with different emphases.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing
Grade Mode: Standard Letter

Courses in Occupational Education (OCED)

OCED 3310. Human Problems in the Workplace. Overview of problems that supervisors, teachers, and co-workers encounter in business/industry, social service, military, or education. This range of problems interferes with communication, performance, and development of proficiency in school/work. Perspectives and reports on the incidence of these problems will be presented, as well as actions for these human problems.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

OCED 3350. Introduction to Interdisciplinary Studies for the Bachelor of Applied Arts and Sciences Degree. Students in this course will apply critical and reflective thinking to develop an individualized plan consisting of interdisciplinary studies courses that meet their career goals. Students will also assess their needs for earning credits through prior learning assessment (PLA), and identify potential capstone projects aligned with their professional goals. Prerequisite: 2.25 Overall GPA; Texas State GPA of 2.25. Corequisite: OCED 4350.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

OCED 4111. Independent Study in Occupational Education. This is an independent study course that allows research on topics in occupational education related to a student’s interests. Work may include individual research, critical reviews or integration of existing bodies of knowledge. Course may be repeated for credit.

1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing
Grade Mode: Standard Letter

OCED 4350. Adult Development and Career Planning. This course introduces students to human development, learning theory, transition theory, interdisciplinary studies, career planning and assessment, and goal setting relevant to developing a professional growth plan. (W). Prerequisite: 2.25 Overall GPA; Current Texas State students must also have a Texas State GPA of 2.25. Corequisite: OCED 3350.

3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter

OCED 4360. Bachelor of Applied Arts and Sciences Capstone Part 1. This is the first part of a two-part capstone devoted to the development of the student’s supervised capstone project. Proposal development, review of literature, creation of timelines, and task analysis are stressed. Following instructor approval, work on the capstone project begins in this course. (W) Prerequisites: OCED 3350 and OCED 4350 both with grades of ‘D’ or better and instructor approval.

3 Credit Hours. 3 Lecture Contact Hours. 13 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter

OCED 4361. Bachelor of Applied Arts and Sciences Capstone Part 2. This is the second part of a two-part capstone devoted to the development of the student’s supervised capstone project. Application of knowledge, abilities, and skills acquired in the degree program is stressed. It requires extensive reports and documentation. Prerequisite: OCED 4360 with a grade of ‘D’ or better. (W).

3 Credit Hours. 3 Lecture Contact Hours. 13 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter