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

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  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.
- 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 in-person on the San Marcos or Round Rock Campus.
- The professional development modules in the degree is individualized based on students' career goals.
- Certificates, such as Certified Public Manager (CPM), may be included in the degree audit.
- Approved technical associate 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.
- Students must include at least three discipline areas in their upper-leve coursework.
- Credits earned in this Professional Development module must be for upper-level (3000/4000) courses that are chosen based on students' career goals.

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

- Major in Applied Arts and Sciences
- Major in Applied Arts and Science (Aviation Science Concentration) - via Distance Education

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 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 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 3313M. Creative Thinking.
This course introduces students to creative thinking skills-building techniques. Students in this course will engage in weekly activities to practice creative thinking skill acquisition and will learn the importance of fostering creative thinking in the workplace. By the end of the course, students will have knowledge of past creative thinkers who have helped change the world and will have tools to become the next generation of change-making creative thinkers.
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 3313N. Problem Solving and Decision Making.
This course surveys the great mental models, explores data types, and overviews basic analytical tools and models to make informed decisions. When problems arise, how do you confront them? How do you approach problems and make decisions? We form mental models all the time without knowing. But power comes when you consciously build a latticework of mental models and deliberately apply tools to make better decisions, solve problems and improve your outcomes.
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 3313O. Health and Safety in the Workplace.
Workplace health and safety refers to the right of every employee to carry out daily work in a safe environment—regardless of industry, size, location, and type of organization. This course provides the tools, guiding practices, and resources for maintaining a healthy and safe workplace, and for safeguarding one's person on the job, especially in workplaces where there are high risks of injury. Students' products from the course provides employers with evidence of worker competency in health and safety in the workplace.
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 3313P. Project Management.
This course offers tools, questions, reviews, guiding practices, and exercises that will help students build a roadmap to project management and leadership success. This course will help project managers at any level overcome some of the most common challenges they face by: effectively managing a demanding workload; leading and motivating a team; building effective relationships with senior stakeholders; managing risks, issues, and changes to scope; and delegating effectively.
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 3313Q. Teamwork.
In this course, students will learn the differences between a group and a team, how to lead a team, how to become an effective team player, and how to resolve conflicts in teams. This course describes the lifecycle of teams and team roles. Ultimately, students will be equipped with strategies for setting up teams and managing teams effectively.
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 3313R. ACCEYSS Learning Community: Action-Research in Communities of Color to Equip Youth for STEM Success.
This course is a Service-Learning Section designated course that introduces undergraduate students to culturally responsive, community-engaged, participatory, action, and P-20 STEM workforce research. During this course, students will work with the ACCEYSS (Association of Collaborative Communities Equipping Youth for STEM Success) Network, a local community partner, and its network of faith-based and community partners across the Greater San Marcos region. Students will learn data collection, data analysis, and other methodological approaches to conducting participatory action research at assigned ACCEYSS partner sites. Students will receive mentorship from the instructor and a postdoctoral scholar while learning in a real-world environment.
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 3313Y. Excellence in Customer Service.
This course prepares students to apply hard and soft skills to navigate various aspects of customer service. Topics include identifying customer needs, providing personalized service, building rapport, acting professionally, and handling challenging customers. Throughout the course, students will learn how to shift their mindset to one that is customer centered and service oriented.
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

CTE 3330. STEM Literacy for the Workplace.
This course focuses on the STEM literacy skills important for success in a diverse workplace.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 3340. Occupational Skills for the 21st Century.
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 3360. Private Aircraft Operations.
This course explores the dynamics of flight through the investigation into and proper operations of private aircraft. Topics include theory and operation of flying, supplemented by learning acquired from flight simulator experiences and actual flight time combined with practical flight instruction. Students can attempt certification as a private pilot upon successful course completion.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

CTE 3361. Instrument Flight Rules for Aviation.
This course provides students with a comprehensive review of the standard aircraft instrumentation array. Topics include how these devices operate as well as the nature of the information conveyed by them to a flight crew to ensure safe aircraft navigation, assessment of aircraft system function, and emergency response. To facilitate learning, the course provides opportunities for students to implement the concepts in real-world scenarios. Prerequisite: CTE 3360 with a grade of "C" or better.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

CTE 3362. Theory of Commercial Flight.
This course explores advanced aircraft systems, aerodynamics, federal aviation regulations, airports and airspace, navigation, and performance from the perspective of commercial aviation. Topics include theory of commercial aircraft operations and practical application to real-world aviation scenarios. Prerequisite: CTE 3360 and CTE 3361 both with grades of "C" or better.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

CTE 3363. Principles and Methods of Flight Instruction.
This course focuses on techniques for teaching prospective pilots under visual and instrument rules. Topics include theory of adult learning, creation of lesson plans, learning modules, and appropriate assessments for aircraft operation instruction. Prerequisite: CTE 3360 and CTE 3361 and CTE 3362 all with a grade of "C" or better.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

CTE 3364. Theory of Multi-Engine Aircraft Operations.
This course explores multi-engine aircraft theory and aerodynamics, pre-flight requirements for safe operation of multi-engine aircraft, and flight and landing maneuvers for aircraft of this type. Topics include system operation of constant speed propellers, multi-tank and pump fuel systems, dual electrical systems, turbocharger and ice control systems. Students also learn to use performance charts based on multi-engine weight and balance. Prerequisite: CTE 3360 and CTE 3361 and CTE 3362 and CTE 3363 all with grades of a "C" or better.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

CTE 3370. Introduction to Leadership.
This course provides an overview of current leadership theory and research with emphasis on practical application. Topics include leadership styles, models of effective leadership, and strategies for leadership success.
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 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

CTE 4315. Creating a Purposeful Life Plan: A Journey of Self-Exploration and Discovery.
This course introduces analytical tools and work-life balance principles students use as they develop their personal and professional goals in creating a purposeful life plan. The impact of social media platforms and mobile app technologies on the management of personal and professional goals is also covered.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 4320. Aviation Safety.
This course provides an in-depth exploration of safety in aviation operations and the role of leadership in threat and error management. Topics include issues of individual agency, crew factors, weather, and mechanical safety, as well as potential causes of error and accident.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 4321. Operations Risk Management.
This course explores operations risk management as it relates to professional aviation. Topics include theories of risk planning, identification, and mitigation and the practical applications of these theories within the context of flight systems, environment, and human factors.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 4322. Crew Resource Management.
This course explores the theory and practical application of Crew Resource Management (CRM) for aviation professionals. Topics include situation awareness, communication skills, teamwork, task allocation, and decision making within a comprehensive framework of standard operating procedures (SOP) for aviation operations.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CTE 4323. Aviation Weather.
This course explores weather and its effects on aviation operations. Topics include weather theory, meteorological forecasting and reporting tools and the impacts of weather systems on safe aircraft operations.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

Courses in Occupational Education (OCED)

OCED 1000. Testing the change functionality in Banner.
This is a test course only used to test the function of changing the subject prefix from OCED to OWLS with out creating a course deletion for OCED and a course addition or OWLS.
0 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

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 4302. Trends and Issues in OWLS.
This course examines emerging trends and issues impacting today's workplace. Topics may include aging workforce, financial and mental wellness, and diversity.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

OCED 4325. Development and Change in Organizations.
This course focuses on organization development and change in government, private business, not-for-profit, and educational organizations. Topics covered include evaluation models, interventions at the organization, individual, and team levels, as well as change management strategies.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
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. (WI). 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. (WI) Prerequisites: OCED 3350 and OCED 4350 both with grades of "D" or better and instructor approval. Corequisites: OCED 4361 with a grade of "D" or better.
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. (WI) Corequisite: OCED 4360 with a grade of "D" or better.
3 Credit Hours. 3 Lecture Contact Hours. 13 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter