Overview and Contact Information
Every one of us must ask what can I do and what we can do as a community to frame the vexing problems of our time, find collaborators and together explore and discover solutions.

The interdisciplinary minor in Entrepreneurship, Organizations, and Society (EOS) offers students a knowledge framework and practical competencies to make a positive contribution to communities, locally and globally.

Envisioning socially impactful action requires an understanding of problems from multiple perspectives, of difference along multiple axes, of the dynamics of organizations, and of individual and collective agency in social context. And advancing solutions demands creative thinking, resilience and risk-taking, collaboration with multiple stakeholders, and command of basic business practices.

In EOS, students learn to develop such understandings and competencies through engagement in four subject areas, applied learning experiences, and connections with practitioners in the field.

The curriculum consists of four subject areas:
1. Entrepreneurship
2. Organizations and Power
3. Structures of Inequality
4. Financial Analysis

Students minoring in EOS choose one approved course from each of the four areas, with one course at the 300 level. We strongly encourage students to integrate their course work with applied learning experiences and to interact with practitioners in their field. Student should select a coherent set of courses and applied learning experiences that fit their specific interests and aspirations. We urge students to seek advice from the member of the EOS committee who best matches their interest.

Requirements for the Minor
A minimum of 16 credits:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>One course in Area One:</td>
<td>Entrepreneurship</td>
<td>4</td>
</tr>
<tr>
<td>One course in Area Two:</td>
<td>Organizations and Power</td>
<td>4</td>
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<tr>
<td>One course in Area Three:</td>
<td>Structures of Inequality</td>
<td>4</td>
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<tr>
<td>One course in Area Four:</td>
<td>Financial Analysis</td>
<td>4</td>
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<tr>
<td>Of the four courses, one must</td>
<td>must be at the 300 level</td>
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<tr>
<td>Total Credits</td>
<td></td>
<td>16</td>
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EOS Course Offerings

EOS-210 Opportunities, Impact and Social Entrepreneurship
Fall. Credits: 4
Problem identification and analysis, opportunity recognition, and engaging with the local manifestation of global challenges is at the foundation of addressing social and environmental challenges, developing beneficial social impacts, and being engaged in all aspects of entrepreneurship. Students will learn about global-local intersection and about addressing significant problems through team projects to create an action, business, social enterprise or organization that involves local stakeholders and creates solutions. Project-based learning with readings, lectures, and classroom discussions.

Applies to requirement(s): Meets No Distribution Requirement
Other Attribute(s): Community-Based Learning, Speaking-Intensive, Writing-Intensive

R. Feldman
Restrictions: Course limited to sophomores, juniors and seniors

Contact Information
Eva Paus, Chair
https://www.mtholyoke.edu/acad/eos

Faculty
This area of study is administered by an interdisciplinary committee:
Becky Packard, Professor of Psychology and Education
Eva Paus, Professor of Economics, On Leave 2019-2020

Michael Robinson, Professor of Economics
Preston Smith II, Professor of Politics
Eleanor Townsley, Andrew W. Mellon Professor of Sociology; Director of Nexus
Patricia Banks, Associate Professor of Sociology
Catherine Corson, Miller Worley Associate Professor of Environmental Studies, On Leave 2019-2020
Tian Hui Ng, Orchestra Director; Associate Professor of Music
Ali Aslam, Assistant Professor of Politics
Rick Feldman, Lecturer in Entrepreneurship, Organizations and Society; Entrepreneurship Coordinator
Instructor permission required.

Fall and Spring.

EOS-295 Independent Study
Applies to requirement(s): Humanities
Crosslisted as: PHIL-260EB
Restrictions: Course limited to sophomores, juniors and seniors

EOS-310 Social Entrepreneurship Capstone
Spring. Credits: 4
This course is for students and teams ready to prepare for and enter the round of entrepreneurship competitions in the spring (Draper Competition, Valley Venture Mentors, MHC Pitch, Grinspoon, and the MHC Innovation Impact Grants). It will provide a more focused and intense opportunity to learn more about entrepreneurship from research, case studies, and project-based experience, taking students’ ideas closer to full realization and implementation. This course covers greater detail of every component: market analysis, customer and stakeholder development, financial planning and monitoring, pricing, and organization, all focused on creating social enterprises.
Applies to requirement(s): Meets No Distribution Requirement
Other Attribute(s): Community-Based Learning, Speaking-Intensive, Writing-Intensive

EOS-229 Enterprise Startups and Social Entrepreneurship
Not Scheduled for This Year. Credits: 4
This is a project-based experiential learning course teaching entrepreneurial teams to rapidly build, test, and cycle through models on the way to discovering and implementing an organization, designing and providing a product or service, and offering a solution to a global-to-local problem. Students will learn about and engage in the creation and building process, while exploring and discovering key issues in social impact, organizations and groups, creative solutions, economics, and finance. The course will adapt the Lean LaunchPad methodology, involve case-studies, and provide research and analytical articles.
Applies to requirement(s): Meets No Distribution Requirement
Other Attribute(s): Speaking-Intensive, Writing-Intensive
R. Feldman
Restrictions: Course limited to sophomores, juniors and seniors

EOS-299ND Topic: ‘Individuals and Organizations’
Fall. Credits: 4
This course focuses on individual and small-group behavior in the organizational setting. The class will focus on: (1) understanding human behavior in an organizational context; (2) understanding of oneself as an individual contributor and/or leader within an organization, and ways to contribute to organizational change; (3) intergroup communication and conflict management; and (4) diversity and organizational climate.
Crosslisted as: PSYCH-212
Applies to requirement(s): Social Sciences
B. Packard
Restrictions: Course limited to sophomores, juniors and seniors

EOS-349NQ Topic: ‘Organizations and Inequality’
Not Scheduled for This Year. Credits: 4
In Organizations and Inequality, we analyze how organizations create, reproduce, and also potentially challenge social inequalities. Drawing on different organizational perspectives, students will engage the challenges of ethical action in a complex world marked by competing rationalities and deep inequalities. Students will also research an organization of which they are a member and develop their own case study.
Crosslisted as: SOCI-316NQ
Applies to requirement(s): Social Sciences
E. Townsley
Prereq: EOS-210 or EOS-229.

EOS-249 Fundamentals of Business Organizations and Finance
Not Scheduled for This Year. Credits: 4
Students will create and manage organizations, learn from topical lectures, readings and case studies, and hear from guest speakers. The course will cover core organizations: not-for-profits, “C” corporations, “S” corporations, partnerships, and the LLC (limited liability company) plus special variations like workers cooperatives and social venture variations known as benefit corporations and L3C companies. Students will also learn how to analyze and present financial information and gain competency with basic spreadsheets and analytical tools. Finally, students will consider organizations in their social contexts, discussing the relationship of organization types to social issues at global and local scales.
Applies to requirement(s): Meets No Distribution Requirement
Other Attribute(s): Community-Based Learning, Speaking-Intensive, Writing-Intensive
R. Feldman
Restrictions: Course limited to sophomores, juniors and seniors

EOS-299 Independent Study
Fall and Spring. Credits: 1 - 4
The department
Instructor permission required.

Courses Counting toward the Minor in Entrepreneurship, Organizations, and Society
A student minoring in EOS must take one course from each subject area, with at least one course at the 300 level.

Area One: Entrepreneurship
Being an entrepreneur in today’s rapidly changing world requires the ability to apply critical, analytical and creative thinking to the global and local problems at hand, process large amounts of information from a range of knowledge areas, work in teams, assess financial resource
entrepreneurship, organizations, and society

requirements and feasibility, and communicate effectively. In these courses, students start to develop these capabilities.

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<tr>
<td>ECON-249EN</td>
<td>Topics in Economics: 'Global Entrepreneurship'</td>
<td>4</td>
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<tr>
<td>ENVST-233CS</td>
<td>Topics in Environmental Studies: 'Introduction to Environmental Entrepreneurship: Campus Sustainability'</td>
<td>4</td>
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<tr>
<td>EOS-210</td>
<td>Opportunities, Impact and Social Entrepreneurship</td>
<td>4</td>
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<tr>
<td>EOS-310</td>
<td>Social Entrepreneurship Capstone</td>
<td>4</td>
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area two: organizations and power

organizations are central structures of society. nonprofits, public institutions, and private businesses are all shaped by the particular histories, legal traditions, and relationships of power in different societies. to function well in organizations and leverage them to affect social needs, students need to understand the roles of different types of organizations, hierarchies of power, regulatory frameworks, social impacts, and ethical decision-making in organizational structures. these courses provide students with such understandings.

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<tr>
<td>ECON-280</td>
<td>Non-Profit Business Practice</td>
<td>4</td>
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<tr>
<td>ECON-345</td>
<td>Corporate Governance</td>
<td>4</td>
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<tr>
<td>EOS-249</td>
<td>Ethics in Entrepreneurship and Business</td>
<td>4</td>
</tr>
<tr>
<td>EOS-299ND</td>
<td>Topic: 'Individuals and Organizations'</td>
<td>4</td>
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<tr>
<td>EOS-349NQ</td>
<td>Topic: 'Organizations and Inequality'</td>
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<tr>
<td>POLIT-248GR</td>
<td>Topics in Politics: 'Grassroots Democracy'</td>
<td>4</td>
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<tr>
<td>POLIT-387BW</td>
<td>Advanced Topics in Politics: 'Black Women Activists'</td>
<td>4</td>
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<tr>
<td>SOCI-316NQ</td>
<td>Special Topics in Sociology: 'Organizations and Inequality'</td>
<td>4</td>
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<tr>
<td>SOCI-316SY</td>
<td>Special Topics in Sociology: 'The Business of Culture: Marketing &amp; Selling Symbolic Goods'</td>
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area three: structures of inequality

to effect positive change, students need to understand the structures of inequality underlying many of the problems they aim to address. in these courses, students learn how systemic forces shape inequality along different axes (e.g., race, class, gender, sexuality, religion, and nationality), and how individual, collective and government actions interact with these dynamics in pursuit of greater social justice.

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<tr>
<td>ECON-314</td>
<td>Economic Development in the Age of Contested Globalization</td>
<td>4</td>
</tr>
<tr>
<td>ENVST-210</td>
<td>Political Ecology</td>
<td>4</td>
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area four: financial analysis

assessing, accessing and effectively employing resources to address social needs are important elements of entrepreneurship. in these courses students learn and gain practice in understanding, analyzing and using financial resource information and processes.

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<tr>
<td>ECON-249ME</td>
<td>Topics in Economics: 'Managerial Economics'</td>
<td>4</td>
</tr>
<tr>
<td>ECON-270</td>
<td>Accounting</td>
<td>4</td>
</tr>
<tr>
<td>EOS-239</td>
<td>Fundamentals of Business Organizations and Finance</td>
<td>4</td>
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