

# ENTREPRENEURSHIP, ORGANIZATIONS, AND SOCIETY

## Overview and Contact Information

Every one of us must ask what can I do and what we can we 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.

See Also:

- Nexus in Global Business (<http://catalog.mtholyoke.edu/areas-study/global-business/>)
- Nexus in Nonprofit Organizations (<http://catalog.mtholyoke.edu/areas-study/nonprofit-organizations/>)

## Contact Information

**Rick Feldman, Entrepreneurship Coordinator**

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<https://www.mtholyoke.edu/academics/find-your-program/entrepreneurship-organizations-and-society> (<https://www.mtholyoke.edu/academics/find-your-program/entrepreneurship-organizations-and-society/>)

## Faculty

**This area of study is administered by an interdisciplinary committee:**

Katherine Aidala, Kennedy-Schelkunoff Professor of Physics; Director of the Fimbel Maker & Innovation Lab

Patricia Banks, Professor of Sociology, On Leave 2023-2024

Catherine Corson, Miller Worley Professor of Environmental Studies

Becky Packard, Professor of Psychology and Education

Eva Paus, Professor of Economics on the Ford Foundation, Teaching Spring Only

Michael Robinson, Professor of Economics

Preston Smith II, Class of 1926 Professor of Politics

Eleanor Townsley, Andrew W. Mellon Professor of Sociology; Director of Nexus

Lucas Wilson, Professor of Africana Studies and Economics

Tian Hui Ng, Orchestra Director; Associate Professor of Music, On Leave 2023-2024

Rick Feldman, Senior Lecturer in Entrepreneurship, Organizations and Society; Entrepreneurship Coordinator

## Requirements for the Minor

A minimum of 16 credits:

Code	Title	Credits
One course in Area One: Entrepreneurship <sup>1</sup>		4
One course in Area Two: Organizations and Power <sup>1</sup>		4
One course in Area Three: Structures of Inequality <sup>1</sup>		4
One course in Area Four: Financial Analysis <sup>1</sup>		4
Of the four courses, one must be at the 300 level <sup>1</sup>		
<b>Total Credits</b>		<b>16</b>

<sup>1</sup> A full list of the approved courses (p. 2) for each required area within the minor appears at the end of the Entrepreneurship, Organizations, and Society Courses section.

## EOS Course Offerings

### EOS-210 Opportunities, Impact and Social Entrepreneurship

*Spring. 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*

### EOS-229 Enterprise Startups and Social Entrepreneurship

*Fall. 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-231 Global Entrepreneurship

*Not Scheduled for This Year. Credits: 4*

We will explore and discuss the policies, procedures, demands, related data (costs, investment levels, success rates, etc.) and impacts of entrepreneurship and entrepreneurial activity in a variety of countries and at the global level, making use of reports, case studies, data centers and organizations. Expect to explore comparisons such as: who are entrepreneurs? who tends to be successful? which governments, societies and economic systems are most supportive? which are least supportive? what are the varieties of entrepreneurial activity? has entrepreneurial activity had economic and social impacts?

*Applies to requirement(s): Social Sciences*

*R. Feldman*

*Prereq: ECON-110.*

### EOS-239 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-249 Ethics in Entrepreneurship and Business

*Not Scheduled for This Year. Credits: 4*

This course uses the traditional approaches of moral philosophy to explore ethical challenges and obligations faced by individuals, businesses, and organizations in an increasingly complex global environment. Through consideration of philosophical theories and particular cases we explore issues such as the social roles and ethical obligations of businesses or organizations; rights and responsibilities of workers, managers, and owners; ethics in sales and marketing; and ethics in a global business environment.

*Crosslisted as: PHIL-260EB*

*Applies to requirement(s): Humanities*

*Other Attribute(s): Writing-Intensive*

*L. Sizer*

*Notes: This course is strongly recommended for students interested in participating in the International Business Ethics Case Competition.*

### EOS-295 Independent Study

*Fall and Spring. Credits: 1 - 4*

*The department*

*Instructor permission required.*

### EOS-295P Independent Study with Practicum

*Fall and Spring. Credits: 1 - 4*

*The department*

*Instructor permission required.*

### EOS-299AR Topic: 'Ethics and Artificial Intelligence'

*Spring. Credits: 4*

Artificially intelligent technologies are prominent features of modern life – as are ethical concerns about their programming and use. In this class we will use the tools of philosophy to explore and critically evaluate ethical issues raised by current and future AI technologies. Topics may include issues of privacy and transparency in online data collection, concerns about social justice in the use of algorithms in areas like hiring and criminal justice, and the goals of developing general versus special purpose AI. We will also look at ethics for AI: the nature of AI 'minds', the possibility of creating more ethical AI systems, and when and if AIs themselves might deserve moral rights.

*Crosslisted as: PHIL-260AR, DATA-225AR*

*Applies to requirement(s): Humanities*

*L. Sizer*

**EOS-299LA Topic: 'Leadership in the Liberal Arts'***Not Scheduled for This Year. Credits: 4*

What makes a great leader? Can we identify who should be a leader? Are leaders born or made? How does an education in the liberal arts prepare someone to become a leader? Through reading a mix of the Great Books of Western Civilization (e.g., Homer, Plato, Shakespeare) and contemporary classics in leadership studies, we will explore these and other related questions.

*Applies to requirement(s): Social Sciences**Other Attribute(s): Speaking-Intensive**J. Hartley***EOS-299ND Topic: 'Individuals and Organizations'***Spring. 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-299RJ Topic: 'Research, Ethics, Justice, and Campus Sustainability'***Fall. Credits: 4*

The course is designed for students interested in learning about and doing qualitative research on campus sustainability. We will discuss the logic of qualitative social research and examine a range of methods, considering the specific advantages and limitations of different techniques. Students will also discuss ethical issues, including the challenges of conducting research in cross-cultural settings, reflect on our own underlying assumptions, motivations and values in research, and consider what it means to decolonize methodologies. The course is a term-based learning course in which students work in teams to conduct research on a topic of their choice related to sustainability literacy on the Mount Holyoke College campus. Students share and discuss weekly assignments in class, and then analyze and present their results.

*Crosslisted as: ENVST-251**Applies to requirement(s): Social Sciences**Other Attribute(s): Speaking-Intensive, Writing-Intensive**C. Corson**Restrictions: Course limited to sophomores, juniors and seniors**Prereq: 8 credits of social science or humanities courses.**Advisory: Students from a variety of disciplines are welcome.***EOS-310 Social Entrepreneurship Capstone***Spring. Credits: 4*

Project-based learning course: students bring ideas, projects, and plans to develop toward implementation. Learn about organization startup in social and environmental context. Students engage in class discussions and attend short lectures and, working individually or in teams, develop projects to an implementation stage. Results include having a well-designed solution that delivers real benefit to identified stakeholder(s).

*Applies to requirement(s): Meets No Distribution Requirement**Other Attribute(s): Community-Based Learning, Speaking-Intensive, Writing-Intensive**R. Feldman, V. Pastala**Instructor permission required.**Prereq: EOS-210 or EOS-229.**Advisory: During advising week, students should email Professor Feldman with a request and brief explanation as to why they are interested.***EOS-341 Advanced Managerial Economics***Not Scheduled for This Year. Credits: 4*

This course will use an intensive case-study approach mixed with lectures, readings, and discussions. The focus is investigating the economics of management and enterprise (firms, organizations) decision-making in local/regional, national, and global settings, the intersections of economic considerations with social and political considerations, and the frameworks and tools for analyzing the behaviors and decisions of various enterprises. Class participation in the discussions is essential. Students will also develop and provide presentations of case analyses.

*Applies to requirement(s): Social Sciences**Other Attribute(s): Speaking-Intensive, Writing-Intensive**The department**Prereq: ECON-110 plus at least one other upper-level Economics or EOS/Entrepreneurship course.***EOS-349BC Topic: 'History of British Capitalism'***Spring. Credits: 4*

This is a research seminar, designed to introduce students to classic and recent debates on the "history of capitalism" and to support original research on a broad array of topics related to the social and cultural history of economic life. Rather than take British capitalism as exemplary of modernization we will situate that which was particular about the British case against the pluralities of capitalism that have evolved over the past three centuries. Topics include revolutions in agriculture, finance, commerce and manufacturing; the political economy of empire; the relationship between economic ideas, institutions and practice; and, the shaping of economic life by gender, class and race.

*Crosslisted as: HIST-357**Applies to requirement(s): Humanities**Other Attribute(s): Speaking-Intensive, Writing-Intensive**D. Fitz-Gibbon**Restrictions: This course is open to juniors and seniors**Prereq: 4 credits in History.***EOS-349MV Topic: 'Motivation'***Fall. Credits: 4*

In this course we will examine multiple theories of motivation and their relevance across a range of organizational settings (including corporations, special programs, and schools or colleges). How do we spark interest in a new subject or inspire people to undertake a challenging project? How do we sustain persistence in ourselves and others? This course is relevant for students interested in motivation, whether for attainment (such as within in human resources, talent development, or management) or for learning (whether for students, teachers, or leaders). Because motivation is closely linked to learning and achievement, in addition to well-being and purpose, we will also consider these topics and more.

*Crosslisted as: PSYCH-337MV**Applies to requirement(s): Social Sciences**B. Packard**Restrictions: This course is open to juniors and seniors**Prereq: 8 credits in psychology or entrepreneurship, organizations, and society (EOS).***EOS-395 Independent Study***Fall and Spring. Credits: 1 - 8**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 requirements and feasibility, and communicate effectively. In these courses, students start to develop these capabilities.

Code	Title	Credits
<b>Entrepreneurship, Orgs &amp; Soc</b>		
EOS-210	Opportunities, Impact and Social Entrepreneurship	4
EOS-229	Enterprise Startups and Social Entrepreneurship	4
EOS-231	Global Entrepreneurship	4
EOS-299RJ	Topic: 'Research, Ethics, Justice, and Campus Sustainability'	4
EOS-310	Social Entrepreneurship Capstone	4
EOS-349MV	Topic: 'Motivation'	4

### 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.

Code	Title	Credits
<b>Economics</b>		
ECON-249ED	Topics in Economics: 'Economics of Education'	4
ECON-249HP	Topics in Economics: 'Economics of Shopping: An Introduction to Industrial Organization'	4
ECON-307	Seminar in Industrial Organization	4
ECON-326	Economics of the Digital Economy	4
ECON-349DV	Advanced Topics in Economics: 'Development Economics: A Closer Look in Africa'	4
<b>Educational Studies</b>		
EDUST-339EP	Seminar in Educational Studies: 'Educational Policy'	4
<b>Entrepreneurship, Orgs &amp; Soc</b>		
EOS-249	Ethics in Entrepreneurship and Business	4
EOS-299AR	Topic: 'Ethics and Artificial Intelligence'	4
EOS-299LA	Topic: 'Leadership in the Liberal Arts'	4
EOS-299ND	Topic: 'Individuals and Organizations'	4
EOS-349BC	Topic: 'History of British Capitalism'	4
<b>Gender Studies</b>		
GNDST-206MA	Women and Gender in History: 'Mary Lyon's World and the History of Mount Holyoke'	4

### History

HIST-259	Mary Lyon's World and the History of Mount Holyoke	4
HIST-357	History of British Capitalism	4

### Philosophy

PHIL-260AR	Topics in Applied Philosophy: 'Ethics and Artificial Intelligence'	4
PHIL-260EB	Topics in Applied Philosophy: 'Ethics in Entrepreneurship and Business'	4

### Politics

POLIT-232	Introduction to International Political Economy	4
POLIT-248GR	Topics in Politics: 'Grassroots Democracy'	4

### Psychology

PSYCH-212	Individuals and Organizations	4
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### Sociology

SOCI-216MK	Special Topics in Sociology: 'Marketing and Society'	4
SOCI-216QD	Special Topics in Sociology: 'Qualitative Research and Data Analysis'	4
SOCI-316NQ	Special Topics in Sociology: 'Organizations and Inequality'	4
SOCI-316RM	Special Topics in Sociology: 'Consumer Culture: Race in the Marketplace'	4
SOCI-316SY	Special Topics in Sociology: 'The Business of Culture: Marketing & Selling Symbolic Goods'	4

### 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.

Code	Title	Credits
<b>Economics</b>		
ECON-213	Economic Development	4
ECON-215	Economics of Corporate Finance	4
ECON-228	Political Economy	4
ECON-241	Critical Development Studies	4
ECON-306	Political Economy of Inequality	4
ECON-314	Globalization and Development	4
ECON-349EC	Advanced Topics in Economics: 'Analysis of Empire of Cotton'	4
<b>Environmental Studies</b>		
ENVST-210	Political Ecology	4
<b>Entrepreneurship, Orgs &amp; Soc</b>		
EOS-349BC	Topic: 'History of British Capitalism'	4
<b>Geography</b>		
GEOG-208	Global Movements: Migrations, Refugees and Diasporas	4
GEOG-223	Development Geography	4
GEOG-313	Third World Development	4
<b>History</b>		
HIST-208	The Consumer Revolution: A History of Shopping	4

HIST-276	U.S. Women's History Since 1890	4
HIST-357	History of British Capitalism	4
<b>Politics</b>		
POLIT-252	Urban Politics	4
POLIT-267	The Politics of Finance and Financial Crises	4
POLIT-277	Dislocation: Class and Politics in the U.S.	4
POLIT-355	Race and Housing	4
POLIT-387PE	Advanced Topics in Politics: 'The 1%'	4
<b>Sociology</b>		
SOCI-239	How Capitalism Works: Social Class, Power, and Ideology	4
SOCI-316DG	Special Topics in Sociology: 'Sociology of Development and Globalization'	4
SOCI-316FN	Special Topics in Sociology: 'Finance, Globalization, and Inequality'	4
<b>Spanish</b>		
SPAN-350MG	Advanced Studies in Concepts and Practices of Power: 'Spanish Migrations'	4

## 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.

Code	Title	Credits
<b>Economics</b>		
ECON-218	International Economics	4
ECON-249ME	Topics in Economics: 'Introduction to Managerial Economics'	4
ECON-270	Accounting	4
<b>Entrepreneurship, Orgs &amp; Soc</b>		
EOS-239	Fundamentals of Business Organizations and Finance	4
EOS-341	Advanced Managerial Economics	4