Overview and Contact Information

Every one of us must ask what can I do and what 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/)

Faculty

This area of study is administered by an interdisciplinary committee:

Patricia Banks, Professor of Sociology
Becky Packard, Professor of Psychology and Education, Teaching Spring Only
Eva Paus, Professor of Economics on the Ford Foundation
Michael Robinson, Professor of Economics, Teaching Spring Only

Preston Smith II, Class of 1926 Professor of Politics
Eleanor Townsley, Andrew W. Mellon Professor of Sociology; Director of Nexus, Teaching Fall Only
Lucas Wilson, Professor of Africana Studies and Economics
Catherine Corson, Miller Worley Associate Professor of Environmental Studies, On Leave 2021-2022
Tian Hui Ng, Orchestra Director; Associate Professor of Music
Ali Aslam, Assistant Professor of Politics, On Leave 2021-2022
Rick Feldman, Lecturer in Entrepreneurship, Organizations and Society; Entrepreneurship Coordinator

Requirements for the Minor

A minimum of 16 credits:

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

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-239 Fundamentals of Business Organizations and Finance  
*Fall* 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 worker 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):** Social Sciences  
**Crosslisted as:** PSYCH-212  
**B. Packard**  
**Restrictions:** Course limited to sophomores, juniors and seniors

EOS-249 Ethics in Entrepreneurship and Business  
*Fall* 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 (including cases developed by other EOS courses) we explore issues such as the social roles and ethical obligations of businesses or organizations; rights and responsibilities of workers, managers, and owners; ethics of sales and marketing; and ethics in a global business environment.  
**Crosslisted as:** PHIL-260EB  
**Applies to requirement(s):** Humanities  
**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  
Instructor permission required.

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-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.

EOS-349BC Topic: ‘History of British Capitalism’  
Not Scheduled for This Year 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, CST-349BC  
**Applies to requirement(s):** Humanities  
**Other Attribute(s):** Speaking-Intensive, Writing-Intensive  
**D. Fitz-Gibbon**  
**Restrictions:** This course is open to juniors and seniors

EOS-349MV Topic: ‘Motivation’  
Not Scheduled for This Year 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).
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: SOCI-123.

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.

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<td>Topics in Economics: 'Economics of Education'</td>
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<tr>
<td>ECON-345</td>
<td>Corporate Governance</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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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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Environmental Studies
Entrepreneurship, Organizations, and Society

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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<td>Topics in Economics: 'Managerial Economics'</td>
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<tr>
<td>ECON-270</td>
<td>Accounting</td>
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Entrepreneurship, Orgs & Soc

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