

ORGANIZATION DEVELOPMENT, MAOD

With changes in globalization, information technology, and managerial innovation, organizations need professionals to build systems to support and improve workplace performance. Professionals in organization development help build adaptable organizations while advancing employee capabilities to achieve higher levels of success. The Master of Arts (MA) in Organization Development helps students develop expertise in the theories and practices of organization development, a systematic approach to improving productivity and competence in organizational settings. Students will complete 12 required courses (36 credit hours) to form a foundation of knowledge that will prepare them to assess organizational and individual needs, identify and implement solutions, and generate support for organizational changes.

Classes are taught by full-time and adjunct faculty and industry leaders, who use analytical and creative approaches in a highly energizing, constructivist format that assures that students gain relevant knowledge and skills that transfer immediately to the workplace.

Requirements

A total of 12 courses (36 credit hours) are required to complete the degree, including a master's portfolio. A minimum grade of B- is required along with a minimum 3.0 gpa.

The master's portfolio allows students to demonstrate their competency through reflection and assessment of previously completed projects as well as enhance their materials for professional presentations. A student who has not completed the portfolio must maintain continued registration during subsequent semesters until completion of the portfolio by registering for the appropriate zero-credit course. Students who have not maintained continuous registration for the portfolio will be required to register for all intervening fall and spring semesters prior to graduation.

Code	Title	Credit Hours
Core Courses		
ORGD 400	ORGANIZATION CULTURE & BEHAVIOR	3
ORGD 420	GROUP FACILITATION	3
ORGD 425	LEADERSHIP THEORIES AND APPLICATION	3
ORGD 430	OD INSTRUMENTS, ANALYSIS & FEEDBACK OF DATA I	3
ORGD 435	ORGANIZATION DEVELOPMENT	3
ORGD 440	OD INSTRUMENTS, ANALYSIS, AND FEEDBACK OF DATA II	3
ORGD 445	EXECUTIVE COACHING	3
ORGD 460	INTERVENTIONS & APPLICATIONS	3
ORGD 485	LEVERAGING DIVERSITY	3
ORGD 499	ORGANIZATIONAL DEVELOPMENT PORTFOLIO	3
ELECTIVES		6

Suggested courses may include courses in Project Management, Training and Development, Human Resource Management, Conflict and Mediation and/or an internship as well as others in Organization Development or other disciplines, depending on the student's interests and goals.

Total Credit Hours	36
--------------------	----

Your degree map is a general guide suggesting courses to complete each term on the academic pathway to your degree. It is based on the most current scheduling information from your academic program. Your program's degree map is reviewed annually and updated as schedules change (although you retain the same course requirements as long as you are continuously enrolled in your degree program).

Always work closely with your academic advisor to understand curriculum requirements and scheduling, as each student's academic plan can look slightly different. No more than two grades of C (not C-) may be applied toward the 36 hours used for the degree. A graduate course can only be repeated once; no more than two courses can be repeated.

Year 1

Fall	Credit Hours	Spring	Credit Hours
ORGD 430		3 ORGD 400	3-4
ORGD 435		3 ORGD 420	3
ORGD 485		3 ORGD 425	3
		9	9-10

Year 2

Fall	Credit Hours	Spring	Credit Hours
ORGD 440		3 ORGD 460	3
ORGD 445		3 ORGD 499	3
Elective		3 Elective	3
		9	9

Total Credit Hours 36-37

Your degree map is a general guide suggesting courses to complete each term on the academic pathway to your degree. It is based on the most current scheduling information from your academic program. Your program's degree map is reviewed annually and updated as schedules change (although you retain the same course requirements as long as you are continuously enrolled in your degree program).

Always work closely with your academic advisor to understand curriculum requirements and scheduling, as each student's academic plan can look slightly different. No more than two grades of C (not C-) may be applied toward the 36 hours used for the degree. A graduate course can only be repeated once; no more than two courses can be repeated.

Year 1

Fall	Credit Hours	Spring	Credit Hours
ORGD 435		3 ORGD 400	3-4
ORGD 445		3 ORGD 425	3
		6	6-7

Year 2

Fall	Credit Hours	Spring	Credit Hours
ORGD 430		3 ORGD 420	3

ORGD 485	3 Elective	3
	6	6
Year 3		
Fall	Credit Hours	Spring
ORGD 440		3 ORGD 460
Elective		3 ORGD 499
	6	6
Total Credit Hours 36-37		