

# ORGANIZATION DEVELOPMENT AND CHANGE

<b>Graduate Program Head</b>	Susan Land
<b>Program Code</b>	ODC
<b>Campus(es)</b>	World Campus (M.P.S.)
<b>Degrees Conferred</b>	Master of Professional Studies (M.P.S.)
<b>The Graduate Faculty</b>	View ( <a href="https://secure.gradsch.psu.edu/gpms/?searchType=fac&amp;prog=ODC">https://secure.gradsch.psu.edu/gpms/?searchType=fac&amp;prog=ODC</a> )

The MPS in Organization Development and Change (MPS-OD&C) is an online program of study designed for professionals working primarily in organization change and workforce development related careers.

The program will highlight the changing nature of the field of Organization Development, including the impact of the globalization of private and public organizations and the growing importance of organization change and development in the workforce. It will culminate in a field-based project course in which students will demonstrate their understanding of the curriculum and apply it to their professional areas of interest. Students will be expected to complete an organization development-related project and are encouraged to solicit project ideas from a work-related environment to ensure that the problems or opportunities they identify are grounded in the reality of organization development. Upon completion of the MPS-OD&C degree, students will be equipped to work as professionals in corporate development, talent management, workforce development, performance improvement, training and development, and with private employers, government agencies, and non-profit organizations.

## Admission Requirements

Applicants apply for admission to the program via the Graduate School application for admission (<http://gradschool.psu.edu/prospective-students/how-to-apply/>). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (<http://gradschool.psu.edu/graduate-education-policies/>).

Applicants to the MPS-OD&C must submit the following materials:

- Penn State Graduate School application form (<http://gradschool.psu.edu/prospective-students/how-to-apply/>) and nonrefundable application fee
- World Campus program application
- A statement of career and educational goals including documentation of a minimum of two years of related full-time work. The statement should be an essay (2-3 pages in length) that demonstrates the applicant's written communication skills. A resume should be attached as a supplement.
- Three letters of recommendation that attest to the applicant's readiness for graduate study and that he or she has the requisite minimum of two years of work experience
- Official transcripts from all post-secondary institutions attended (<http://www.gradschool.psu.edu/prospective-students/how-to-apply/new-applicants/requirements-for-graduate-admission/>)
- TOEFL score, if applicable

The language of instruction at Penn State is English. English proficiency test scores (TOEFL/IELTS) may be required for international applicants. See GCAC-305 Admission Requirements for International Students (<http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/gcac-305-admission-requirements-international-students/>) for more information.

Admissions decisions for the program are based on the quality of the applicant's credentials. The decisions are based on a review of the complete application portfolio. During the admission process, students who appear to be better suited for another graduate level program will be encouraged to apply to the appropriate program. Graduate Record Examination (GRE) scores are not required.

## Degree Requirements

### Master of Professional Studies (M.P.S.)

Requirements listed here are in addition to Graduate Council policies listed under GCAC-700 Professional Degree Policies (<http://gradschool.psu.edu/graduate-education-policies/>).

The MPS in OD&C is conferred upon students who earn a minimum of 33 credits of course work while maintaining a grade-point average of 3.0 or better in all course work, including at least 18 credits at the 500-level or above (with at least 6 credits at the 500-level), and who complete a quality culminating field-based project course in consultation with a graduate adviser. The program curriculum includes:

- nine prescribed courses (27 credits), which provide a strategic body of knowledge in assessment, diagnosis, feedback, and marketing of organization development, process consultation, appreciative inquiry, and facilitation of groups and teams;
- one elective course (3 credit hours) designed to allow students to develop additional expertise in related areas of professional interest and in consultation with their graduate advisers; and
- one required field-based project course (3 credit hours), which provides a culminating experience for students to demonstrate their knowledge, understanding, theoretical framework, and practical application of Organization Development and Change, building upon their knowledge acquired from the curriculum.

Code	Title	Credits
<b>Required Courses</b> <sup>1</sup>		
WFED 572	Foundations in Organization Development and Change	3
TRDEV 565	Implementing Training and Development Programs	3
WFED 582	Assessing Data: Organizational Diagnosis	3
WFED 578	Process Consultation in Organization Development	3
WFED 884	Appreciative Inquiry	3
WFED 585	Appraising Organization Change and Development and Consulting	3
WFED 881	Marketing Organization Development	3
WFED 880	Facilitating Groups and Teams	3
WFED 405	Project Management for Professionals	3
<b>Electives</b>		
Select one elective course <sup>2</sup>		3
<b>Culminating Experience</b>		

WFED 595A	Field Based Project for Workforce Development Professionals <sup>3</sup>	3
<b>Total Credits</b>		<b>33</b>

- <sup>1</sup> Substitutions for the prescribed courses, either with resident-instruction courses, alternate online courses, or courses from other institutions, will be considered on a case-by-case basis, and must be petitioned and approved by the Program Chair, with input from the student's graduate adviser.
- <sup>2</sup> Elective courses can be taken at any time during degree progression. Students will need to obtain prior approval from their academic adviser before taking any 400- or 500-level graduate courses to fulfill the elective requirements. Students may also be able to transfer credits into the program, in consultation with their academic adviser and subject to restrictions outlined in GCAC-309 Transfer Credit (<http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/transfer-credit/>). An extensive variety of elective courses are available; the most current list is maintained by the program office.
- <sup>3</sup> Students will take WFED 595A and complete an organization development and change related capstone project as a culminating experience.

## Student Aid

World Campus students in graduate degree programs may be eligible for financial aid. Refer to the Tuition and Financial Aid section (<http://www.worldcampus.psu.edu/tuition-and-financial-aid/>) of the World Campus website for more information.

## Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

Workforce Education and Development (WFED) Course List (<https://bulletins.psu.edu/university-course-descriptions/graduate/wfed/>)

## Learning Outcomes

1. **KNOW.** Graduates will be able to obtain a critical knowledge base in organization development, appreciate inquiry, and change.
2. **APPLY.** Graduates will be able to use various resources for developing, implementing, evaluating, and marketing organization development programs.
3. **COMMUNICATE.** Graduates will be able to observe group dynamics, facilitate change efforts, and communicate professional organization development knowledge in written and oral presentation formats in a manner appropriate to the audience.
4. **CRITICAL THINKING.** Graduates will be able to become an effective organization development practitioner through critical thinking and hands-on experience.
5. **PROFESSIONAL PRACTICE.** Graduates will be able to address ethical issues in practicing organization development activities, including engagement in professional service to the profession.

6. **TEAMWORK.** Graduates will be able to observe group dynamics and strategically lead and facilitate both small group and large group change initiatives.

## Contact

<b>Campus</b>	World Campus
<b>Graduate Program Head</b>	Susan Mary Land
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Heather A Zimmerman
<b>Program Contact</b>	Whitney A DeShong 303 Keller Building University Park PA 16802 wad5021@psu.edu (814) 865-0473
<b>Program Website</b>	View ( <a href="http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-change-masters/overview/">http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-change-masters/overview/</a> )