

ORGANIZATION DEVELOPMENT AND CHANGE

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
Required Courses ¹		
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
Electives		
Select one elective course ²		3
Culminating Experience		
WFED 595A	Field Based Project for Workforce Development Professionals ³	3
Total Credits		33

¹ 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.

² 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.

³ Students will take WFED 595A and complete an organization development and change related capstone project as a culminating experience.