

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 (<https://gradschool.psu.edu/graduate-education-policies/>).

The MPS in OD&C is conferred upon students who earn a minimum of 30 credits of course work at the 400, 500, or 800 level while maintaining a grade-point average of 3.0 or better in all course work, including at least 18 credits at the 500 or 800 level (with at least 6 credits at the 500 level), and who complete a quality culminating field-based capstone project in consultation with a graduate adviser. The program curriculum includes:

- Required courses (15 credits; five core courses)
- Electives (12 credits; select courses aligned with student's career interests)
- Required culminating capstone project (3-credits)

In the 30-credit program, students obtain a critical knowledge base in organization development, appreciative inquiry, collaborative engagement, and change leadership. The curriculum includes five core courses, four elective courses, and one required field-based capstone in which students identify an organization development related project related to their career interests in business, industry, or government and carry out a practical problem analysis and resolutions effort.

As students progress through the courses, they can gain new skills to apply immediately in their current work environment to help improve their organization's effectiveness. Their course projects will regularly draw from work-related environments to ensure that the concepts they are building on are grounded in the reality of organization development.

Code	Title	Credits
Required Courses ¹		
WFED 572	Foundations in Organization Development and Change	3
WFED 578	Process Consultation in Organization Development	3
WFED 582	Assessing Data: Organizational Diagnosis	3
WFED 884	Appreciative Inquiry	3
WFED 880	Facilitating Groups and Teams	3
Electives		
Select four elective courses ²		12
Culminating Experience		
WFED 595A	Field Based Project for Workforce Development Professionals (Capstone Project)	3
Total Credits		30

¹ Substitutions for the prescribed core 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 coordinator, 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-, 500-, or 800-level courses outside of the pre-approved electives. 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. An extensive variety of pre-approved elective courses are available; the most current list is maintained by the program office. Electives will include 6-12 credits that comprise a concentration. Students may bundle electives into one or more 6-12 credit concentration areas. However, students may complete this degree program without a concentration.