

How To Apply

Contact a program representative at a location near you or apply online at: www.friends.edu/application-0

E-MAIL learn@friends.edu
WEB SITE www.friends.edu
WICHITA 316-295-5901
LENEXA 913-233-8700
TOPEKA 785-272-9595
TOLL FREE 800-794-6945

Credit Transfer Policies

- Official transcripts must be mailed directly from the educational institution to Friends University.
- Transcripts stamped “issued to student” cannot be accepted as Admissions and Records.
- Please have transcripts sent to:
 Admissions Processing
 Friends University
 2100 W. University Ave.
 Wichita, KS 67213

Technical Requirements

- PC Minimum Recommendations
- Current version of Microsoft Windows operating system
 - Current version of Microsoft Office
 - Antivirus Protection (McAfee Antivirus available free to students)
 - High-speed Internet access
 - Active e-mail account (available free to students)
- MAC Minimum Recommendations
- Current version of MAC operating system
 - Current version of Microsoft Office for MAC
 - High-speed Internet access
 - Active e-mail address (available free to students)

* Academic programs may have specific technology requirements that exceed these listed above.

Program Overview

The Master of Science in Organization Development (MSOD) degree is designed to prepare students in the art and science of managing strategic change. The field of OD focuses on the behavioral science aspect of organizational systems, helping facilitate, anticipate, and manage change by a participative and systems-based approach. This program provides an understanding of the foundations, theories, methods, and tools of the OD profession as well as helping build critical and strategic thinking skills. The MSOD program focuses on collaborative, experiential learning. While in the program students have the opportunity to apply the skills and knowledge they are gaining. Near the end of the program students participate in an international study abroad experience where they serve as OD consultants working with and learning from an international organization. The program’s capstone experience is the Applied OD Practicum Project where students work independently and conduct action research through an OD intervention in an organizational setting.

Admissions Requirements

In addition to the requirements stated under the Graduate Admissions Policy of the University catalog, the requirements for admission to Master of Science in Organization Development are as follows:

- Completed application for admission and a non-refundable fee of \$45 (\$65 international fee)
- A baccalaureate degree from an accredited institution with a 3.0 or higher GPA.
- An official transcript from the institution granting bachelor’s degree or graduate degree.
- Two letters of recommendation.
- Completion of program interview process.
- Written approval of admission by the program director after review of the admission requirements.
- Completed International Travel Acknowledgement Form. Students must be able to legally travel abroad.

Modes of Delivery

- One night a week
- Cohort model

Hours/Length

- 36 credit hours
- 24 months

About the Program Director



Dr. Jim Maddox

Professor and Program Director
 B.A. Benedictine College
 M.S. University of Nebraska at Omaha
 Ph.D. University of Nebraska-Lincoln
 (316) 295-5639 or (800) 794-6945 ext. 5639
jmaddox@friends.edu

Short-term Study Abroad Experience

Students are required to travel abroad for 7-10 days as a group and participate in:

- Field-based action research projects in partnership with international organizations.
- Designing and conducting an international field project including data collection, analysis and reporting of results in a international setting.

Professional Designation

Upon completion, graduates can apply for designation as a Registered Organization Development Consultant (RODC) without taking the written test. Other requirements including evidence of OD experience must be met.

COURSE LISTINGS

ORGD 510 Foundations of Organization Development

Survey of organization development history, theory, and scholarship. This course provides an overview of OD topics including interpersonal skills, organization communication, interventions, organization systems, and ethics. Understanding of personal competencies and relational skills, the practitioner as integral to the OD process is included. *3 credit hours*

ORGD 524 The OD Practitioner

This course examines developing the self as an instrument of change. Survey of theories of group and interpersonal dynamics include emotional intelligence and social intelligence. Experience and practice methods for building relationships, facilitating difficult conversations, creating and leading groups and teams, and process facilitation. *3 credit hours*

ORGD 530 Intervention Design and Methods

This course addresses developing a toolbox of organization development methods. Understanding the internal and external consulting process. This will include the role/process of needs assessment. Survey of diagnostic methods; of intervention methods including appreciative inquiry, performance and executive coaching, experiential education, training workshops; of evaluation methods. Designing and conducting workshops on current topics. Instructional design and learning theory are also integrated into this course. *3 credit hours*

ORGD 545 Action Research and Evaluation Methodology for the OD Practitioner

An introduction to action research as it relates to the organizational development professional. Emphasis will be placed on analytical tools necessary for the measurement and evaluation (ROI) of organizational improvement/intervention efforts. Tools will include survey methodology, use of focus groups, conduction a literature review, and other qualitative and quantitative techniques. Students will develop a proposal consisting of chapter 1 and 2 of their final practicum research projects. This proposal is the beginning of the student's applied project. *3 credit hours*

ORGD 557 Organizational Systems and Cultural Design

This course focuses on understanding and applying systems thinking. Overview of group and team dynamics, organization structure, roles, culture, and norms. The survey strategies for team building, management development, conflict resolution, and creating and managing change within an organization system. *3 credit hours*

ORGD 565 Planned Change in Organizations

Examines understanding the dynamics of developing and sustaining change. Assessing the environment of the change is addressed. Designing interventions and processes for cultural, structural, managerial, technological, and strategic change is covered. Includes implementing plans and processes. Understanding the practitioner role in change interventions is addresses *3 credit hours*

ORGD 610 Leadership Development and Coaching in Organizations

Understanding leadership at all levels within the organization is addressed. The course presents strength-based approaches to developing leadership capacity within the organization and using performance and executive coaching in leadership development. The role of succession planning and survey of leadership topics in generations, gender, and cross-culture are explored. *3 credit hours*

ORGD 625 Current Issues in Organization Development

Survey of current issues in the field of organization development such as: ethics, technology, innovation, knowledge management, globalization, and virtual teams. Understanding the impact of changing society and management philosophies on organization forms and roles within organizations. *3 credit hours*

ORGD 635 Business Competencies for the Organization Development Practitioner

Understanding the impact of international and external stakeholders on organizations is addressed. Overview of business processes and functions within the organization and their influence on the organization including finance, human resources, technology, and extra-organizational alliances. Management as design is explored as well as designing structures, roles, and processes to support business requirements. Determining return on investment (ROI) for organization development and change management processes is addressed. *3 credit hours*

ORGD 645 Strategic Thinking, Planning, and Organizational Design

Understanding the organizational dynamics in relation to financial performance, stakeholder satisfaction, industry factors, government environment, and competition is explored. Survey models of strategic thinking and planning for future success are addressed. Understanding the link between organization strategy and culture and understanding organizational structure and design and the interaction of human and technical systems are covered. Understanding the practitioner role in developing strategy, plans, and implementing change is explored. *3 credit hours*

ORGD 655 International Organization Development

Introduction to knowledge, skills, and abilities required of a global practitioner including principles of political science, economics, cross-cultural norms, and psychology. Designing and delivering interventions in international settings is addressed. Applications of organization development tools and methods in the international setting. Understanding the role and impact of the practitioner in cross-cultural settings and the impact of cross-cultural settings on the practitioner.

Students are required to travel abroad for 7-10 days as a group and participate in field-based action research projects in partnership with international organizations. Designing and conducting an international field project including data collection, analysis, and reporting of results in an international setting. *3 credit hours*

ORGD 660 Applied Organization Development Practicum Project

Each student will independently design and implement an organization development project in an applied organizational setting. Evaluation of the planned change project is included. Production of a written project report and detailed practicum log detailing the OD work conducted is required. The project is supervised by faculty. *3 credit hours*