

Online

# MASTER OF SCIENCE IN ORGANIZATIONAL DEVELOPMENT

36 Credit Hours

## Admission Requirements:

- Application and Processing Fee
- Official transcripts in English of all previous colleges attended. The transcripts must indicate an earned Bachelor's degree from a regionally accredited college or university.
- Minimum GPA of 3.0, probationary status may be granted for lower GPA's.
- Current resume

## Cost:

- Per Credit - \$732
- Per Course - \$2,196
- Total Tuition - \$26,352

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## Curriculum:

### **COMM 631: Leading Organizational Change**

This course introduces students to the concept of the learning organization, equipping them with skills to create educational strategies for organizational change and preparing them to reflect ethically on the implications of organizational change.

### **COMM 645: Global Leadership: Leading in a Diverse Context**

The Global Leadership course merges leadership with intercultural competence in the workforce, equipping leaders with the necessary intercultural awareness and mindset that promotes a thriving multicultural environment. Students will identify and overcome the challenges of leading in a cross-cultural context. Students will adopt behavioral and emotional skills to adapt their leadership styles to a complex cultural context.

### **COMM 586: Training and Development**

Designed to prepare students to implement human resource training in organizations by providing knowledge, theories, skills and experience in developing, presenting and evaluating training programs.

### **COMM 697 – Capstone**

The Capstone is the culminating academic event for all Master of Science in Organizational Development students. To meet the program's comprehensive requirements, students participate in the Capstone during the last semester of their degree. The Capstone is designed to give students the opportunity to demonstrate their scholarship developed throughout their academic program and mastery of the program learning outcomes through an exhibition. The Capstone is assessed on a Pass, Pass with Revisions or Fail basis.

### **MGMT 532: Human Resources Management**

Development, organization and functions of human resource management.

### **MGMT 636: Organizational Behavior**

Identifies individual, group and organizational variables that inhibit or facilitate effective organizational functioning. Topics may include rewards, motivation, culture, decision-making, and ethics.

### **CONR 602: The Dynamics of Interpersonal Conflict\***

Addresses the fundamental aspects of understanding, analyzing, and managing interpersonal conflict. Students will examine contributing factors to conflict such as communications, emotions, and identity. Course material is theoretical as well as practical and provides foundational material students will apply throughout the program.

\*A \$55 resource fee applies to this course.

### **CONR 603: Negotiation - Principles & Practice**

Negotiation is a comprehensive study of the conceptual and interpersonal skills required to engage in effective negotiation. Topics include analyzing the negotiation context, preparing a negotiation plan, conducting negotiation sessions, resolving impasses, and documenting agreements. The course entails an emphasis on development, analytical, and interpersonal negotiation skills.

### **CONR 604: Mediation - Principles & Practice**

A graduate-level course focusing on the art and science of facilitating conversations and negotiations between parties in conflict. Designed for individuals in leadership roles in a wide variety of organizational and personal environments, as well as individuals seeking professional work in conflict resolution, the course presents opportunities for personal assessment and development of party and group facilitation, problem-solving skills, and approaches for conflict management through the role of mediator.

### **CONR 606: Theory 1**

This course introduces students to various communication and social/political theories as means to explain, predict, and ultimately resolve



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conflict between individuals and groups. The course makes extensive use of television and film to illustrate theoretical analyses of interpersonal and group communication and conflict.

### **CONR 610: Managing Conflict in the Workplace**

Provides students with opportunities to develop skills to identify the signs and root causes of friction, anger, violence and conflict in the work environment.

### **CONR 638: Ethics and Conflict Resolution**

Investigates contemporary policies, historical perspectives, and significant theoretical systems of ethics in the study of conflict resolution and reconciliation. Examines the relationship of ethics to decision-making and problem solving in conflict resolution contexts

