Program Requirements
The MSOD curriculum is comprised of 32 credits—24 credits of core coursework and 8 credits of electives. Electives are completed via other OD elective courses or other approved graduate courses in the University. OD elective courses may include the following: Negotiation & Bargaining Strategy, Project Management Foundations, Human Resource Management, Global Leadership, Leadership Across Sectors, Decision-Making for Managers, Global OD, Evidence-Based Management, Power and Influence.

Year One
Fall Semester (6 credits)
OD 660 Understanding Behavior in Organizations (4 credits)
Explores the relationships among individuals, groups, organizations, and society within the context of a globalized and ever-changing world. A dynamic, holistic, systems approach frames the examination of individual behavior, interpersonal relationships, and organizational processes, structures, and cultures with emphasis on the interdependencies that impact organizational functioning. Students reflect on their competence as leaders in the Jesuit tradition of service to others and respect for diverse ideas and backgrounds.

OD 661 Leading Organization Change and Development (2 credits)
Investigates the nature of change, forces for change, and the impact of change on its recipients. Introduces students to the practice of organization development with respect to change efforts in organizations as they examine their own roles and skill sets as change agents. Restricted to Organization Development majors.

Intersession (2 credits)
• Choose one course from either OD 683 Statistics Fundamentals or OD 684 Finance and Accounting Fundamentals.

OD 683 Statistics Fundamentals
Familiarizes students with core statistical methods including descriptive and inferential statistics, correlation, regression, and ANOVA used in behavioral research and data analysis.

OD 684 Finance and Accounting Fundamentals
Introduces fundamental accounting and financial terms and concepts leaders and managers rely on as they consider the viability of change initiatives. Focuses on the budgeting process so that managers can make decisions to ensure the organization's long-term viability.

Spring Semester (6 credits)
Please Note:
• Enroll in two courses in the spring semester.
• OD 674 is required for all MSOD students.
• For your second course, you may enroll in a 2-unit elective.

OD 674 Individual and Team Interventions (4 credits)
Focuses on how people's behavior is influenced by their actions and the actions of others in organizational settings. Examines theories of group processes and team dynamics, as well as practical techniques for facilitating productivity as a team member or outside facilitator. Integrates previous coursework on motivation, attitudes, power and politics, conflict, and decision-making.

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Summer (4 credits)

Please Note:
• Enroll in two courses in the summer semester.
• OD 673 is required for all MSOD students.
• In addition to OD 673, you may enroll in a 2-credit elective of your choice.

OD 673 Large-Scale Systems Transformation (2 credits)
Stresses the design and implementation of various organizational interventions by applying the diagnosis-intervention-evaluation process. Students learn to choose between, and then design, appropriate interventions to transform an organization from a current state to a desired future state. Restricted to Organization Development majors.

YEAR TWO

Fall Semester (6 credits)

Please Note:
• Enroll in two courses in the Fall semester.
• OD 668 is required for all MSOD students.
• For your second course, you may enroll in a 2-unit elective.

OD 668 Research and Analysis for Organization Diagnosis and Evaluation (4 credits)
Covers research methods - qualitative and quantitative - relevant to the practice of OD. Emphasis is on applied research methods, including action research, used in developing research studies and performing data analyses.

Intersession (2 credits)

Please Note:
• Enroll in one course in Intersession. You may select a 2-unit elective or the MSOD AGI.

OD 691 Academic Global Immersion (2 credits)
This course is premised on the idea that exposure, interaction, and immersion in the culture, work and life of another country broadens perspectives, enlivens curiosity, and inspires learning. This academic global immersion (AGI) will allow students of organizational development to gain real-world experience and exposure to the political, economic, and cultural dimensions that impact the way organizations change and grow. This course will entail pre- and post-trip assignments as well as organization visits and service experiences. The learning outcomes for the AGI, are rooted in the history and application of OD as well as the Ignatian Jesuit values of social justice as well as *cura personalis* (care of the whole person), *magis* (finding the “more”), and discernment. Upon completion of the AGI, students will have an expanded perspective of organization development and its application to global contexts and will have a new “global mindset” preparing them for leadership and citizenship in the global economy.

Spring Semester (6 credits)

OD 671 Consulting Practices (2 credits)
Reviews the consulting process, especially with respect to organization development. Focuses on the values and ethics underlying the consulting practice, and the essential skills for a consultant, including entering, contracting, developing client capability, and managing unplanned events in the change process.

OD 690 Culminating Project (4 credits)
In this course you will be analyzing an organization’s current state and recommending strategies for change. Working in small teams, you will incorporate a diagnostic and data-based approach for an applied research project within your chosen organization. In other words, you will be conducting an organizational change diagnostic case-study. Your team will also be responsible for managing your roles, the scope and the timeline of your project using professional project management methods.

USF Spring Commencement

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