

DOCTORATE IN ORGANIZATION DEVELOPMENT AND CHANGE



Why a Doctorate in Organization Development and Change?

The Doctorate in Organization Development and Change (DODC) is a three-year professional degree that prepares scholar-practitioners for transformational leadership roles in a variety of organizations and communities. The degree is a game-changer for those aiming to gain a competitive career advantage and positively influence our world.

Why a DODC at Bowling Green State University?

BGSU's graduate business programs are nationally recognized for their excellence in teaching and innovation. Organization development and change has been a central focus within the BGSU College of Business for over 40 years. As an executive program, we serve three broad populations: leaders, consultants, and educators. The program is taught in a convenient and accelerated executive format, which means the courses will be blended – some online work along with weekend residencies. There is an international study tour, customized executive student support from the university, interaction with thought leaders from around the world, and executive career accelerator services.

BGSU's College of Business Administration is one of only 178 programs in the world whose business and accounting programs are accredited by AACSB International, the "gold standard" of accreditation.

Learning outcomes

The curriculum is grounded in evidence-based perspectives that are emphasized across a variety of colleges and degree programs. We serve three broad populations: leaders, consultants, and educators. An executive student may fit into one or more of these categories. We serve leaders and change agents who aspire to be valued members of the "executive suite"; we serve those who are working in consulting and coaching (internal or external) providing change, collaboration, and innovation services; and in the education arena, we serve experienced professionals looking for opportunities in the academy as a second career or as complementary work.

Program strength and uniqueness

- Reputation as one of the top organization development programs of its kind in the world.
- Designed to allow students to earn a doctorate degree in as little as 36 months while maintaining work and personal obligations.
- Hybrid online and in-person course delivery reduces the number of times a student has to come to campus.
- Study within a cohort-based program promotes the building of long lasting relationships and extensive networking among students.
- Fosters an overall business orientation that applies to both profit and nonprofit organizations within a variety of industries.
- International study abroad trip included in the curriculum.
- Accredited by AACSB International.



"The program will prepare you to serve in transformational roles for a variety of organizations and communities dealing with complex challenges. It will be a game changer, giving you a competitive career advantage and pathways to positively impact our world -- with a degree offered in an accelerated, convenient, world-class executive format."

— *Dr. Steve Cady,
BGSU Associate Professor
Director, OD&C Program*

FOR MORE INFORMATION

Contact Assistant Director of Graduate & Executive Programs in Business, Tom Daniels, College of Business, at tdanie@bgsu.edu or call 419-372-8823.

Admission requirements

Prior to applying to the Doctorate in Organization Development and Change program a candidate will have 10 or more years of professional experience and have received a master's degree from an accredited institution.

A complete application for the program includes:

- Scanned copies of official transcripts from all institutions attended. Upon admission, final official transcripts from each degree granting institution must be submitted.
- Official scores from the Graduate Management Admissions Test (GMAT) or Graduate Record Exam (GRE). Test scores will be waived for applicants meeting the professional experience requirement.
- Current professional career resume and two letters of reference; a) one professional from a current or former supervisor and b) one academic letter from an instructor in higher education.
- Career objective essay of no less than 1000 words.
- An interview with the Assistant Director, Program Director, or faculty member teaching in the program.
- International applicants are also required to submit scores from the International English Language Testing System (IELTS), the Pearson Test of English Academic (PTEA), or the Test of English as a Foreign Language (TOEFL). Successful completion of ELS 112 will also be accepted for this requirement.

Cost of tuition

Please refer to www.bgsu.edu/offices/bursar for the most recent information on tuition and fees. Please note, due to the executive format of this program, additional fees are required. Please contact the program directly for more information.

Financial assistance

Domestic students enrolled in four (4) or more credit hours are eligible to apply for financial aid using the Free Application for Federal Student Aid (FAFSA) to calculate student contribution and financial need. You may apply online at www.fafsa.ed.gov.

How to apply

Visit the BGSU Graduate College website at www.bgsu.edu/graduate/admissions.

The application deadline DODC cohorts start in the Fall semester of each year and the priority application deadline is June 1. Applications will be accepted until four weeks prior to the start of the term. Applications are reviewed on a rolling basis as soon as all supporting materials have been received.

Curriculum

The degree is a three-year, 61-hour (minimum) program that occurs post-master's degree. The requirements include eight core courses with an international study tour (24 hours), four research courses (12 hours), three elective courses (9 hours), a preliminary exam with a specialized portfolio, and a dissertation (16 hours). The program design makes it accessible to a working-student population, both in terms of delivery and time-to-completion.

Type of Course	Year 1	Year 2	Year 3
• Core	12 hours	9 hours	
• Research	6 hours	6 hours	
• Electives	3 hours	3 hours	3 hours
• Preliminary Exam		X	
• Int'l Study Tour			3 hours
• Dissertation			16 hours
• Total Hours	21 hours	18 hours	22 hours

The culminating experience is an applied evidence-based dissertation, which both advances theory and demonstrates impact on the organizations and communities we serve. Students bring an important problem or opportunity into the program as the focus of their dissertation topic. Throughout their learning experience students examine their topic through the lens of each course. The results of the work are evaluated and prepared for widespread dissemination through publication and other more current means.