MASTER OF ORGANIZATION DEVELOPMENT

Why a master's degree in Organization Development?

Today's competitive economy is forcing organizations to become significantly more adept at change. Faced with these demands, organizations are looking for educated and experienced leaders.

A Master of Organization Development degree provides graduates with a solid foundation in a variety of areas equipping students with the tools to improve the performance of individuals and organizations.

Why the Master of Organization Development at BGSU?

The MOD program at BGSU was founded over 45 years ago as one of the first master's degree programs of its kind. It maintains recognition as one of the most prestigious organization development graduate programs in the world.

BGSU's graduate business programs have been included on The Princeton Review's list of Best Business Schools for the last ten consecutive years. The College of Business Administration is accredited by the Association to Advance Collegiate Schools of Business International (AACSB), the pinnacle of accreditation in business education.

Learning Goals

We are committed to the holistic development of our students as evidenced by our goals focused on 'Heart' (Self-Effectiveness and Professional Competence), 'Head' (Behavioral Science Knowledge), and 'Hands' (OD Process and Practice).

1. **HEART:** MOD Students will demonstrate competence in self-effectiveness

    Outcomes: Students will -
    - Develop intra- and inter-personal awareness through proactive behaviors and critical reflection
    - Design and facilitate effective communication and collaboration with all stakeholders

2. **HEAD:** MOD Students will demonstrate foundational understanding of the behavioral sciences

    Outcomes: Students will -
    - Demonstrate knowledge of the history and core values of OD
    - Apply knowledge of individual and group-level theories, models and perspectives of human behavior to evaluate and intervene in organizations and communities
    - Apply conceptual frameworks to demonstrate knowledge of organizations as systems

3. **HANDS:** MOD Students will demonstrate competence in the process and practice of organization development (OD PROCESS AND PRACTICE)
    Outcomes: Students will -
    - Engage in inquiry and analysis to facilitate positive organizational change (Data)
    - Design, apply, and evaluate OD interventions in service of organization and community success (Process)

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 master's degree in as little as 20 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 (2 weekends/semester)
- 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

Professional opportunities

MOD graduates are prepared for work in a variety of fields including business, education, health and human services, and technology. Recent graduates are in positions such as executive directors, human resource directors, training managers, risk management directors, organizational leadership specialists, service coordinators, national sales directors, and business operations coordinators, just to name a few.

Many of our graduates have also pursued a research path and have gained entrance into doctoral programs at schools including Bowling Green State University, Benedictine University, Colorado State University and Antioch University.

Admission requirements

Applicants must hold a four-year undergraduate degree from a regionally accredited institution. The program strongly recommends that applicants have a minimum 2.7 undergraduate GPA. Applicants are required to submit scanned copies of official or unofficial transcripts from all institutions attended. Upon admission, final official or notarized copies of transcripts from all institutions where degrees were earned and diplomas from international institutions must be submitted. Applicants are also required to submit official scores from the Graduate Management Admission Test (GMAT) or the Graduate Record Examination (GRE).*

All applicants must submit one nomination form, a current resume, and a statement of purpose. A minimum of 3 years of full-time management or professional experience is required. Diversity of educational backgrounds and career patterns is also a consideration for admission to this program.

International applicants are also required to submit scores from the Test of English as a Foreign Language (TOEFL) or the International English Language Testing System (IELTS).

Applicants with ten or more years of professional work experience, at least five years of significant management capacity, and an undergraduate grade point average of at least 2.8 on a 4.0 scale may be eligible from an exemption from the GMAT/GRE. Applicants with a master's degree from a regionally accredited US university may also be eligible for an exemption from the GMAT/GRE. Please contact the department for more information.

Cost of tuition

Please refer to www.bgsu.edu/offices/bursar for current information on tuition and fees.

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.

MOD 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

A total of 30 credit hours of coursework at the graduate level are required. Students in the Executive Master of Organization Development program take two courses (6 credit hours) per semester over five consecutive semesters.

Fall 1:
• ORGD 6010 Introducing Organizational Change 3 hours
• ORGD 6020 Enhancing Individual & Group Effectiveness 3 hours

Spring 1:
• ORGD 6015 Collaborative Technologies for Change 3 hours
• ORGD 6040 Organizational Inquiry 3 hours

Summer:
• ORGD 6030 Building a Strategic Organization 3 hours
• ORGD 6080 Organizational Behavior 3 hours

Fall 2:
• ORGD 6050 Data Collection and Analysis 3 hours
• ORGD 6060 Engaging Whole Systems for Change 3 hours

Spring 2:
• ORGD 6065 Exploring International Organization Development 3 hours
• ORGD 6070 Mastering Change (Capstone) 3 hours

FOR MORE INFORMATION

Contact Tom Daniels, MOD
Director, Graduate and Executive Programs in Business
at tdanie@bgsu.edu or call (419) 372-8823.

"The EMOD program at Bowling Green State University was the most impactful learning experience of my career. Not only did I increase my technical knowledge and capability, but perhaps more importantly, I grew as a leader and a person overall. Ultimately, this experience was instrumental in my ability to achieve my dream job! I will forever be grateful for this life-changing experience, and the life-long relationships I gained!"

*— Lori Gabel, '15
    HR Talent Leader, Westfield Insurance*

BGSU. | **GRADUATE COLLEGE**
BOWLING GREEN STATE UNIVERSITY

BELONG. STAND OUT. GO FAR.®
A PUBLIC UNIVERSITY FOR THE PUBLIC GOOD.