

# 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 40 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 of its kind 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 outcomes

Graduates of the MOD program will be able to:

- Lead for organizational success
- Enhance individual and group effectiveness
- Build strategic organizations
- Diagnose organizational issues
- Measure and analyze for results
- Engage whole systems for large scale change
- Build teams and develop leaders
- Set goals and plan strategically
- Restructure organizations

## FOR MORE INFORMATION

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

## 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 18 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 (3 weekends per 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 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 Benedictine University, Colorado State University, Antioch University and Bowling Green State University.



*"One of the defining moments of my life was completing the EMOD program at BGSU. For eighteen months I was supported and challenged by excellent faculty, while my classmates, a diverse and caring group of people, enriched my learning experience."*

— Elaine Tombaugh '08,  
Senior Leaders Advisor,  
Shell Oil Company

## 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 an official transcript from all colleges and universities attended. They 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). Following include minimum qualifications for admission:

*\*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.*

## What is the cost of tuition?

Please refer to [www.bgsu.edu/offices/bursar](http://www.bgsu.edu/offices/bursar) for current information on tuition and fees.

## Funding options

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](http://www.fafsa.ed.gov).

## How to apply

Visit the BGSU Graduate College website at [www.bgsu.edu/graduate/admissions](http://www.bgsu.edu/graduate/admissions).

MOD cohorts start in the spring semester of each year and the **priority application deadline** is October 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. The courses are focused on four basic tenets:

### Understanding Organizational Change

- ORGD 6010 Introducing Organizational Change 3 hours
- ORGD 6015 Technologies for Collaboration & Change 3 hours
- ORGD 6030 Building a Strategic Organization 3 hours
- ORGD 6080 Leading for Organizational Success 3 hours

### Diagnosing Organizational Change

- ORGD 6040 Diagnosing Organizational Issues 3 hours
- ORGD 6050 Data Collection & Feedback 3 hours

### Targeting Organizational Change

- ORGD 6020 Enhancing Individual & Group Effectiveness 3 hours
- ORGD 6060 Engaging Whole Systems for Change 3 hours

### Mastering Organizational Change

- ORGD 6065 Exploring International Organization Development 3 hours
- ORGD 6070 Mastering Change (Capstone) 3 hours