

Organization Development (OD)

OD 497 SELECTED TOPICS (1-5)

Intensive study of topics in the field of Organization Development that are not currently included in the regular curriculum. Topics will vary from semester to semester. Does not fulfill requirements for M.A. degree, but is intended to provide supplemental learning opportunities for graduates as well as potential applicants. May be repeated for credit. Prerequisite: consent of instructor

OD 513 FACILITATION AND TRAINING (3-4)

Theories of adult development, learning styles, and experience-based training. In-class practice in assessing needs, defining objectives, designing and planning training experiences, presentation methods and skills, and evaluating outcomes. Students apply emerging methods for managing meetings and facilitating groups for effective planning, problem-solving, and communication. Limited to students in the Organization Development Program.

OD 514 ORGANIZATION AND TEAM DEVELOPMENT (3-4)

Contributions of systems theory and organization development practice for guiding constructive change and self-renewal in groups, organizations, and communities. Students integrate theory and practice of process-oriented leadership and consultation, in the context of a supervised field experience with an actual organization. Prerequisite: PSY 513.

OD 518A ADVANCED INTERVENTION METHODS IN ORGANIZATION DEVELOPMENT (2)

Intensive workshops and short seminars on advanced topics and methods for guiding change such as: open systems planning, future search conference, dialogue, open space, participative redesign, conflict resolution, and strategic planning. Two semesters. Limited to students in the Organization Development program.

OD 518B ADVANCED INTERVENTION METHODS IN ORGANIZATION DEVELOPMENT (2)

Intensive workshops and short seminars on advanced topics and methods for guiding change such as: open systems planning, future search conference, dialogue, open space, participative redesign, conflict resolution, and strategic planning. Two semesters. Limited to students in the Organization Development program.

OD 533A GROUP DYNAMICS IN ORGANIZATION DEVELOPMENT (2-3)

Experiential and conceptual study of group and interpersonal interaction processes, with an emphasis on the unfolding dynamics within the class group itself. Interpersonal feedback in the service of personal and professional development. Developmental models of group behavior. Intervention and facilitation methods and skills. Limited to students in the Organization Development program. (Two semesters.)

OD 533B GROUP DYNAMICS IN ORGANIZATION DEVELOPMENT (2-3)

Experiential and conceptual study of group and interpersonal interaction processes, with an emphasis on the unfolding dynamics within the class group itself. Interpersonal feedback in the service of personal and professional development. Developmental models of group behavior. Intervention and facilitation methods and skills. Limited to students in the Organization Development program. (Two semesters.)

OD 533C GROUP DYNAMICS IN ORGANIZATION DEVELOPMENT (1-3)

Experiential and conceptual study of group and interpersonal interaction processes, with an emphasis on the unfolding dynamics within the class group itself. Interpersonal feedback in the service of personal and professional development. Developmental models of group behavior. Intervention and facilitation methods and skills. Limited to students in the Organization Development program. (Two semesters.)

OD 544A QUALITATIVE RESEARCH IN ORGANIZATIONS (1-3)

This course introduces the principles and techniques of qualitative research that are relevant for designing and carrying out research in organizations. Topics may include phenomenology, action research, social construction, grounded theory, and discourse analysis. The course goal is to facilitate the design, analysis, and reporting of research projects relevant to the practice of organization development. Open to students in the Organization Development Program only.

OD 544B QUALITATIVE RESEARCH IN ORGANIZATION (1-3)

This course introduces the principles and techniques of qualitative research that are relevant for designing and carrying out research in organizations. Topics may include phenomenology, action research, social construction, grounded theory, and discourse analysis. The course goal is to facilitate the design, analysis, and reporting of research projects relevant to the practice of organization development. Open to students in the Organization Development Program only.

OD 554 ORGANIZATIONAL SYSTEMS INQUIRY (3-4)

Study of human systems and organizations based on core and emerging theories and research. Emphasis on application of systemic perspectives for understanding the functioning and dynamics of organizations, including structure, culture, technology, leadership, environment, and change. Limited to students in the Organization Development Program.

OD 556 SOCIO-TECHNIC SYSTEMS REDESIGN (2-4)

A seminar in the design or redesign of work organizations to increase productive effectiveness while enhancing the quality of the human work experience. Emphasis on the application of systems concepts and methods for understanding and jointly optimizing the social and technical aspects of work environments. Both classical and emerging models for addressing whole system change are considered. Prerequisite: PSY 554. Limited to students in the Organization Development Program.

OD 557 HUMAN SYSTEMS REDESIGN (1-4)

The social construction of meaning in the context of interrelated human systems, including individuals, relationships, teams, families, organizations, communities, and the global society. This course considers analytical perspectives as well as their application to the practice of change facilitation and leadership. Open only to students in the Organization Development Program.

OD 572A INTERNSHIP AND PROFESSIONAL PRACTICE IN ORGANIZATION DEVELOPMENT (4)

Seminar in current and emerging topics related to professional practice as an internal consultant, external consultant, or change leader. Students carry out 180 hours of approved supervised field projects applying Organization Development concepts and methods with groups, organizations, or communities. Two semesters. Limited to students in the Organization Development program.

OD 572B INTERNSHIP IN ORGANIZATION DEVELOPMENT (4)

Supervised practical experience applying organization development concepts and methods in profit or nonprofit settings. Limited to students in the Organization Development Program only.

OD 578 PROJECT CONTINUATION (1-3)

Designed for students working on their thesis or master's project but who have otherwise completed all graduate coursework toward their degree. This course cannot be applied toward the minimum number of units needed for completion of the master's degree.

OD 596 GRADUATE TUTORIAL (1-4)

Seminar in selected topics. Consult semester class schedule for current offerings.

OD 598 CULMINATING PAPER TUTORIAL (1-4)

This tutorial provides specific guidance and consultation at each phase of the students' work on the culminating paper for the Psychology M.A. in Organization Development.