

MASTER OF SCIENCE IN ORGANIZATIONAL CHANGE LEADERSHIP

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STATEMENT OF PURPOSE

The Master of Science in Organizational Change Leadership prepares graduates to fill leadership positions which require strategic change management. A graduate degree in organizational change leadership will specifically allow students to move from front-line positions in the field, which often require an undergraduate degree, to more advanced administrative positions. This program fills a need within the ranks of middle and upper management as worldwide change and, in particular, change within the business environment increase at an exponential speed.

The Master of Science in Organizational Change Leadership is an integrated degree addressing such issues as the nature of change, the change process, establishing the change vision, the origins of resistance, assessing readiness for change, communication strategies, assessing stakeholders, and sustaining change.

STUDENT LEARNING OUTCOMES

Graduates of the program will:

1. Describe the scope, breadth, and function of organizational change.
2. Apply different perspectives of organizational change.
3. Examine the challenges of communicating and executing a plan through an integrated organizational change.
4. Acquire and analyze pertinent data to act upon opportunities for improvement.
5. Demonstrate the collaborative style, innovative spirit, effective communication, and leadership skills of an organizational change professional.
6. Evaluate the role of ethics, culture, and societal implications as part of the change process.

INTRODUCTION

The Master of Science in Organizational Change Leadership is an online program designed to accommodate the needs of working adults who want to pursue a degree while remaining employed. The program is open to persons who hold a bachelor's degree from an accredited institution and have the desire to learn about organizational change leadership. It provides professionals with a convenient, practical, and high-quality course of study that allows them to develop the new skills required for managing today's workplace while earning graduate credits toward an advanced degree.

SPECIAL STUDENTS

Students who have earned a bachelor's degree from a nationally or regionally accredited institution recognized by the Council for Higher Education Accreditation (CHEA) or U.S. Department of Education (USDE) may register as a Special Student. Students will receive academic credit for courses taken while on this status. Students can be considered for admission into a degree program if they maintain a 3.00 grade point average in all graduate-level work and all other admission requirements are met. With the program area advisor's approval, students may transfer up to 12 credits earned at UW-Platteville into a degree program. All graduate-level work will be included in computing a student's GPA.

CURRICULUM

The Master of Science in Organizational Change Leadership is earned upon the successful completion of 30-33 credit hours. All courses are three credits unless otherwise noted. Completing an emphasis area is required. For each emphasis area chosen, the final seminar paper, thesis, or capstone must relate to both the area of emphasis as well as organizational change. Graduate credits in which a grade lower than a "C-" has been earned will not be counted toward the degree; however, these lower grades will be reflected in the student's grade point average.

Course	Title	Credits
Core Courses		21
OCL 7330	Organizational Change Leadership: Theory and Practice	3
BUSADMIN 5530	Organizational Behavior	3
OCL 7410	Intercultural Change Leadership	3
OCL 7220	Communicating Organizational Change	3

BUSADMIN 7010	Business Analytics	3
OCL 7200	Strategic Thinking and Change	3

Comprehensive Final Requirement **3**

All students are required to complete a comprehensive final deliverable, which will contain both written and oral components. There are three options available, allowing for students to choose which best suits their personal and professional goals. Students choosing the thesis option will be required to take the pre-requisite, AETM 7000 Research Methods. For each emphasis area chosen, the final product must encompass both the OCL core as well as the emphasis area subject matter. Select one of the following:

OCL 7840	Capstone	
OCL 7920	Seminar Paper Research	
OCL 7990	Thesis Research	

Required Emphasis Area (choose one) **9-12**

Emphases consist of three-four courses plus successful completion of a final deliverable that encompasses the emphasis as well as OCL core coursework.

¹ Papers for the Master of Science in Organizational Change Leadership program must follow APA Style. Students should consult with the program coordinator for additional guidelines for the writing requirement.

AREAS OF EMPHASIS

HEALTHCARE EMPHASIS

Course	Title	Credits
Required courses:		
OCL 7600	Change Leadership in Healthcare	3
OCL 7610	Current Topics in Healthcare	3
Choose one of the following:		3
OCL 7380	Conflict Resolution and Negotiation	
OCL 7400	Creative Problem Solving	
Total Credits		9

HUMAN RESOURCES EMPHASIS

Course	Title	Credits
Required courses:		
OCL 7700	Strategic Human Resources	3
OCL 7710	Current Issues in Human Resources	3
Choose one of the following:		3
OCL 7380	Conflict Resolution and Negotiation	
OCL 7400	Creative Problem Solving	
BUSADMIN 5500	Talent Development	
Total Credits		9

PROJECT MANAGEMENT EMPHASIS

Course	Title	Credits
Required courses:		
PROJMGT 7010	Project Management Foundations	3
PROJMGT 7020	Leading & Managing Projects, Programs, and Portfolios	3
ACCTING 7000	Managerial Accounting ¹	3
Choose one of the following:		3
PROJMGT 7040	Interpersonal Skills for Virtual and Co-Located Project Teams	
BUSADMIN 5540	Quality Management	
Total Credits		12

¹ May be waived with prior coursework in accounting.

CONSULTING EMPHASIS

Course	Title	Credits
Required courses:		
OCL 7510	Consulting for Organizational Change	3
OCL 7500	Organizational Development	3
Choose one of the following:		3
OCL 7400	Creative Problem Solving	
BUSADMIN 5500	Talent Development	
Total Credits		9

Any new elective courses will apply for all catalog years unless otherwise stated.

CERTIFICATE IN ORGANIZATIONAL CHANGE LEADERSHIP

The Organizational Change Leadership certificate is designed for students who want a strong foundation in basic organizational change leadership skills, but are not currently pursuing the MS in Organizational Change Leadership. The credits earned for the certificate can be applied toward the master's degree in Organizational Change Leadership for those who apply and are accepted into the degree program. The certificate is comprised of three courses. Each course is worth three credits.

UW-Platteville offers several graduate certificates. These certificates are distinct from the Master's degree, but credit earned for them might be applied toward the completion of the degree. To earn a certificate, students must complete all the required courses through the University of Wisconsin-Platteville, under the direction of the University of Wisconsin-Platteville faculty. Transferred courses or course substitutions are not allowed.

To obtain a graduate certificate, students must:

- Complete the certificate with a minimum GPA of 3.00
- Achieve a minimum grade of "C" in each course from the certificate program
- Request a certificate through their advisor within one year from completion of the final course of the certificate

To earn the certificate, students must complete the following requirements:

Course	Title	Credits
BUSADMIN 5530	Organizational Behavior	3
OCL 7200	Strategic Thinking and Change	3
OCL 7330	Organizational Change Leadership: Theory and Practice	3
Total Credits		9

Students must complete all of the required courses for this certificate from the University of Wisconsin-Platteville to be eligible to earn the certificate. Transfer courses may not be applied to the certificate program.