

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 major will fill a growing 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. Develop an understanding of the scope, breadth, and function of organizational change.
2. Acquire an appreciation and understanding of different perspectives from different disciplines of organizational change.
3. Appreciate the challenges of scheduling and executing a plan through an integrated organizational change.
4. Assess and understand the hidden costs of organizational change.
5. Acquire and analyze pertinent data from computer information systems.
6. Demonstrate the collaborative style, innovative spirit, effective communication, and leadership skills of an organizational change professional.
7. Discern and act upon opportunities for improvement across the organization.
8. Identify the need to understand 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 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 30-36 credit hours. All courses are three credits unless otherwise noted. Completing an emphasis area is optional. 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
Foundational Courses		
ACCTING 7210 or ACCTING 7000	Applied Accounting Managerial Accounting	3

INDUSTDY 7000	Research Methodology (ONLY for those students completing OCL 7990)	3
Core Courses		
OCL 7330	Organizational Change Leadership: Theory and Practice	3
BUSADMIN 5530	Organizational Behavior	3
OCL 7410	Intercultural Change Leadership	3
MEDIA 7330	Organizational Communication	3
OCL 7310	Business Analytics	3
OCL 7200	Strategic Thinking and Change	3
Comprehensive Final Requirement		
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. 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	
Organizational Change Leadership Elective Courses		
Select 9 credits of the following (if you have NOT declared an emphasis):		9
BUSADMIN 5540 or BUSADMIN 7540	Quality Management Advanced Quality Management	
BUSADMIN 5500	Employee Training and Development	
OCL 7380	Conflict Resolution and Negotiation	
OCL 7400	Creative Problem Solving	
OCL 7500	Organizational Development	
OCL 7510	Consulting for Organizational Change	
OCL 7530	Organizational Theory	
OCL 7940	Special Topics	
OCL 7980	Independent Study	
PHLSPHY 7530	Business Ethics	
PROJMGT 7040	Interpersonal Skills for Virtual and Co-Located Project Teams	
Optional Emphasis Areas (choose one)		0-6
Emphases consist of two courses plus successful completion of a final deliverable that encompasses the emphasis as well as OCL core coursework		
Healthcare		
Visit website for updated emphasis description information		
OCL 7600	Change Leadership in Healthcare	3
OCL 7610	Current Topics in Healthcare	3
*Successful completion of either OCL 7840, OCL 7920, or OCL 7990		
Human Resources		
Visit website for updated emphasis description information		
OCL 7700	Strategic Human Resources	3
OCL 7710	Current Issues in Human Resources	3
*Successful completion of either OCL 7840, OCL 7920, or OCL 7990		
Project Management		
Visit website for updated emphasis description information		
PROJMGT 7010	Project Management Techniques I	3
PROJMGT 7020	Project Management Techniques II	3
*Successful completion of either OCL 7840, OCL 7920, or OCL 7990		
Safety Risk Control		
(Permission Required; see advisor for requirements.)		
Visit website for updated emphasis description information		
OCL 7650	Change Leadership in Safety	3

OCL 7660	The Study of Current Issues, Events, and Safety Solutions	3
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*Successful completion of either OCL 7840, OCL 7920, or OCL 7990

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.

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.

To obtain a graduate certificate, students must:

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