

Organizational Performance and Change

Doctor of Philosophy (Ph.D) in Education and Human Resource Studies

Develop your practical skills and knowledge to promote effective change within your organization



Overview

The Organizational Performance and Change (OPC) Ph.D. specialization develops skills and competencies in senior organizational leaders who seek to improve organizational effectiveness, enhance decision making skills, and develop analysis and research expertise. The program is ideal for executives who are seeking an advanced degree but unable to participate in traditional doctoral programs requiring full-time attendance.

While this program is strongly grounded in organizational, strategic, and change management theory, the curriculum is focused on practical, growth-oriented activities to ensure educational relevance and applicability in today's challenging business and institutional environments. Strong theory-to-practice models ensure that students acquire advanced research competencies, the ability to manage change effectively, and the knowledge required to improve the performance and effectiveness of their organizations immediately.

Specific Admission Requirements

- This program requires the student to complete 60 credit hours and a dissertation.
- The program is designed in a cohort-based format to ensure this requirement is met.

Program Completion Requirements

- 60 graduate credit hours
- A comprehensive Capstone case study project

Time Frame

- Course work is completed in eight semesters followed by a dissertation which typically takes six months to one year to complete. Classes meet five Saturdays per semester.
- Applications are being accepted summer of 2012 for spring 2013.

Contact Us

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For more information

www.online.colostate.edu/degrees/opc-phd/



Degree Requirements and Curriculum

The Organizational Performance and Change Ph.D. program course work consists of three components: research, specialization, and concentration. Once course work is completed, each student completes a dissertation enabling them to develop an expertise in research design, analysis, and execution in a relevant area that will add significantly to academic and professional literature.

Students meet five Saturdays per semester in Brighton and complete two classes per session. One class is offered in the morning and a different class in the afternoon. The program begins in January 2010 with course work concluding in June 2012. Students begin dissertation work in August 2012.

This is a tentative course schedule. Please note courses and schedule are subject to change.

Spring 2013

- EDOD 768 – Workforce Development (3 cr.)
- EDUC 709 – Leadership Development (3 cr.)

Summer 2013

- EDOD 792 – Seminar – Human Resource Development (Leadership Innovation) (3 cr.)
- EDRM 702 – Foundations of Educational Research (3 cr.)

Fall 2013

- EDOD 765 – Strategic Planning (Scenario) (3 cr.)
- EDRM 700 – Quantitative Research (3 cr.)

Spring 2014

- EDOD 769 – Theory and Practice of Change (3 cr.)
- EDOD 792 – Seminar – Human Resource Development (Conflict Management & Resolution) (3 cr.)

Summer 2014

- EDOD 707 – Quantitative Data Collection Methods/Analysis (3 cr.)
- EDRM 704 – Qualitative Research (3 cr.)

Fall 2014

- EDOD 770 – Organizational Culture (3 cr.)
- EDRM 705 – Qualitative Data Analysis (3 cr.)

Spring 2014

- EDOD 792 – Seminar – Human Resource Development (Current & Emerging Theory & Practice in Organizational Performance & Change) (3 cr.)
- EDUC 675 – Literature Review (3 cr.)

Summer 2014

- EDOD 792 – Seminar – Human Resource Development (Decision-Making in Organizations) (3 cr.)
- EDRM 792B – Proposal Development (3 cr.)

Fall 2014

- Research & Content Comprehensive Exams
- Dissertation Proposal – dissertation typically takes six months to one year to complete



What you will earn

You will earn the same regionally accredited Colorado State University degree that a student on the Fort Collins campus is awarded. Your diploma and transcript are identical to those given to on-campus students.

Who should earn this degree?

Senior organizational leaders, executives, and leaders with at least 10-15 years of advanced experience within their chosen profession who seek to develop their consulting acumen, improve organizational effectiveness, enhance decision making skills, and improve analysis and research expertise.

Faculty

Students learn in a challenging academic program guided by distinguished faculty and leading practitioners who come from a variety of academic and industry backgrounds and understand the unique needs of adult learners.

READY TO GET STARTED?

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