

Organizational Performance and Change

Master of Education (M.Ed.) in Education and Human Resource Studies

*Learn to promote effective change
within your organization*



Specific Admission Requirements

- A bachelor's degree from a regionally accredited institution
- At least five years of professional experience
- GRE scores are not required

Program Completion Requirements

- 33 graduate credit hours

Time Frame

- This is a two-year program with courses meeting one evening per week. Each student takes two courses per semester for three semesters each year.
- Now accepting applications for Spring 2012

Contact Us

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For more information

www.online.colostate.edu/degrees/opc

Overview

The Organizational Performance and Change (OPC) master's degree is a highly regarded program for working professionals that will enhance your ability to assess the dynamics of an organization and implement strategic change. This degree prepares you to meet the demands of today's workplace with a unique combination of organizational development, change management, and performance management study.

With face-to-face classes in downtown Denver that meet one evening a week, you complete the degree in two years. As a cohort program, the same group of students starts and finishes the program together to ensure maximum networking, strong relationships, and an enhanced learning community.

- Learn in a challenging academic program guided by distinguished faculty and leading practitioners.
- Network with fellow students who are experienced professionals from diverse backgrounds.
- Earn your degree from a highly-respected, fully-accredited university.
- Immediately apply relevant knowledge, concepts, and analytical tools to on-the-job decisions.



Degree Requirements and Curriculum

This master's program is organized into six, 10-week semesters, consisting of two courses for the first five semesters and a capstone project in the sixth. Classes meet one evening per week from 5:00 p.m. - 9:30 p.m. at the Denver Learning Center. Registration and purchasing of textbooks is completed in Denver and does not require travel to the Fort Collins campus. During the final semester capstone project, students apply their new skills in a real organization to which they have access. The project is designed to provide a unique opportunity for students to synthesize their learning.

The course schedule is designed for working professionals and includes breaks between fall and spring semesters, as well as a substantial summer break to ensure that students can work and maintain outside responsibilities while pursuing their degree.

Fall 2011, August - November

- EDCO 500 - Career and Employment Concepts (3 cr.)
- EDOD 506 - Human Resource Development (3 cr.)

Spring 2012, January - March

- EDOD 674 - Analysis in Organizations (3 cr.)
- EDOD 673 - Organizational Intervention Strategies (3 cr.)

Summer 2012, April - June

- EDRM 666 - Program Evaluation (3 cr.)
- EDOD 670 - Strategic Human Resource Development (3 cr.)

Fall 2012, September - November

- EDOD 692 - Seminar in Human Resource Development (Overview of Organizational Performance and Change) (3 cr.)
- EDOD 672 - Change Facilitation (3 cr.)

Spring 2013, January - March

- EDOD 671 - Performance Consulting and Causal Analysis (3 cr.)
- EDRM 602 - Action Research (3 cr.)

Summer 2013, April - June

- EDRM 698 - Research (3 cr.)



Career Opportunities

- Students are prepared to grow and develop a workforce and to impact change at mid-management and operational levels of business in industry, government, military, medical, social service, and nonprofit organizations.
- This degree is applicable whether a student is in public or private industry, a business owner or entrepreneur, or someone who seeks advancement within their current field.

Who should earn this degree?

- Mid-level managers and human resource professionals aspiring to become strategic partners by increasing their competency and credibility
- Change agents and organizational development professionals with traditional knowledge who want to broaden their knowledge base
- Professionals ready to enhance their expertise in performance improvement and organizational development strategies
- Individuals interested in learning how to become a change agent to expand their marketability

"The OPC program has given me the tools to be successful in any leadership role. In fact, I will begin a new role just weeks after graduation. It is a departure from HR, and I wouldn't have been qualified without the knowledge I gained in this outstanding program."

- Jim Kingen -