

# UNIVERSITY FACULTY SENATE FORMS

## Academic Program Approval

This form is a routing document for the approval of new and revised academic programs. Proposing department should complete this form. For more information, call the Faculty Senate Office at 831-2921.

Submitted by: John E. Sawyer phone number 831-1787

Department: Business Administration email address sawyerj@udel.edu

Date: September 21, 2012

Action: Revise the requirements, rename the program and update the Program Policy Statement  
(Example: add major/minor/concentration, delete major/minor/concentration, revise major/minor/concentration, academic unit name change, request for permanent status, policy change, etc.)

Effective term 13F  
(use format 04F, 05W)

Current degree: MBA/MS Organizational Effectiveness Development & Change (MBA/MS OEDC)  
(Example: BA, BACH, BACJ, HBA, EDD, MA, MBA, etc.)

Proposed change leads to the degree of: MBA and MS  
(Example: BA, BACH, BACJ, HBA, EDD, MA, MBA, etc.)

Proposed name: Organizational Development and Change  
Proposed new name for revised or new major / minor / concentration / academic unit  
(if applicable)

### Revising or Deleting:

Undergraduate major / Concentration: \_\_\_\_\_  
(Example: Applied Music – Instrumental degree BMAS)

Undergraduate minor: \_\_\_\_\_  
(Example: African Studies, Business Administration, English, Leadership, etc.)

Graduate Program Policy statement change: See attached  
(Must attach your Graduate Program Policy Statement)

Graduate Program of Study: MBA/MS Organizational Development & Change  
(Example: Animal Science: MS Animal Science: PHD Economics: MA Economics: PHD)

Graduate minor / concentration: \_\_\_\_\_

Note: all graduate studies proposals must include an electronic copy of the Graduate Program Policy Document, highlighting the changes made to the original policy document.

**List new courses required for the new or revised curriculum. How do they support the overall program objectives of the major/minor/concentrations)?**

(Be aware that approval of the curriculum is dependent upon these courses successfully passing through the Course Challenge list. If there are no new courses enter "None")

None except for those proposed in the revisions to the MS in ODC program

**Explain, when appropriate, how this new/revised curriculum supports the 10 goals of undergraduate education: <http://www.ugs.udel.edu/gened/>**

NA

**Identify other units affected by the proposed changes:**

(Attach permission from the affected units. If no other unit is affected, enter "None")

None beyond those affected by the MS changes.

**Describe the rationale for the proposed program change(s):**

(Explain your reasons for creating, revising, or deleting the curriculum or program.)

The OEDC program has been continuously assessed over the duration of its existence. An assessment conducted in the summer 2012, with input from faculty and alumni, as well as the recent development of a set of Essential Elements of Organizational Development and Change programs by the Organizational Development Educational Association have provided guidance and direction to the proposed changes.

**Summary of changes:**

- Substitute Business Fundamentals course for BUAD800
- Split 6 credit Professional Project Seminar into two 3 credit appropriately titled courses
- Specify prerequisites and corequisites so that a more specified (lock-step) curriculum can be enforced.
- Remove electives
- Drop thesis option
- Replace comprehensive exam with an e-portfolio for assessment.

The changes to the MS in ODC program necessitate changes in the Dual degree MBA/MS program.

**Program Requirements:**

(Show the new or revised curriculum as it should appear in the Course Catalog. If this is a revision, be sure to indicate the changes being made to the current curriculum and **include a side-by-side comparison** of the credit distribution before and after the proposed change.)

**Please see the attached Graduate Catalog copy. The dual degree program is governed by the separate ODC and MBA program policy statements.**

Side by side comparison below.

NEW PROGRAM REQUIREMENTS			OLD PROGRAM REQUIREMENTS		
<b>MBA Core and Required Courses**</b>			<b>MBA Core and Required Courses**</b>		
<u>ECON 503</u>	Economic Analysis for Business Policy	3	<u>ECON 503</u>	Economic Analysis for Business Policy	3
<u>ACCT 800</u>	Financial Reporting and Analysis	3	<u>ACCT 800</u>	Financial Reporting and Analysis	3
<u>FINC 850</u>	Financial Management	3	<u>FINC 850</u>	Financial Management	3
<u>ACCT 801</u>	Management Control Systems	3	<u>ACCT 801</u>	Management Control Systems	3
<u>BUAD 820</u>	Statistical Data Analysis for Business*	3	<u>BUAD 820</u>	Data Analysis and Quality Management*	3
<u>BUAD 831</u>	Operations Mgmt and Management Science	3	<u>BUAD 831</u>	Operations Mgmt and Management Science	3
<u>BUAD 840</u>	Ethical Issues in Domestic & Global Business*	3	<u>BUAD 840</u>	Ethical Issues in Domestic & Global Business*	3
<u>BUAD 870</u>	Leadership and Organizational Behavior*	3	<u>BUAD 870</u>	Understanding People in Organizations*	3
<u>BUAD 880</u>	Marketing Management	3	<u>BUAD 880</u>	Marketing Management	3
<u>BUAD 890</u>	Corporate Strategy	3	<u>BUAD 890</u>	Corporate Strategy	3
<b>MS Required Courses**</b>			<b>MS Required Courses**</b>		
<u>BUAD 872</u>	Organizational Development & Change	3	<u>BUAD 872</u>	Organizational Development & Change	3
<u>BUAD 875</u>	Strategic Human Resources	3	<u>BUAD 875</u>	Strategic Human Resources	3
<u>BUAD 877</u>	Skills for Change Agents	3	<u>BUAD 877</u>	Skills for Change Agents	3
<u>BUAD 878</u>	Leadership in International Business Cultures	3	<u>BUAD 878</u>	Leadership in International Business Cultures	3
<u>BUAD 894</u>	Evidence-Based Professional Practice	3	<u>BUAD 869</u> or	Thesis or Professional Project	6
<u>BUAD 895</u>	Professional Field Project	3	<u>BUAD 868</u>		
<u>BUAD 896</u>	e-Portfolio Assessment	1			
<b>Total Required Course Credits</b>		<b>49</b>	<b>Total Required Course Credits</b>		<b>48</b>
Electives (as required and directed by the MBA program)		11	Electives		12
<b>TOTAL DUAL DEGREE CREDITS</b>		<b>60</b>	Electives may be taken from either the MBA program or from recommended electives in the MS in OEDC program. Students choosing the Thesis option should take additional statistics or research methods courses to support the Thesis research.		
			<b>TOTAL DUAL DEGREE CREDITS</b>		<b>60</b>

**ROUTING AND AUTHORIZATION:** (Please do not remove supporting documentation.)

Department Chairperson James E. Brennan Date 11/8/12  
 Dean of College Rick Anderson Date 11-8-12  
 Chairperson, College Curriculum Committee H 1 N Date 11-8-12  
 Chairperson, Senate Com. on UG or GR Studies \_\_\_\_\_ Date \_\_\_\_\_  
 Chairperson, Senate Coordinating Com. \_\_\_\_\_ Date \_\_\_\_\_  
 Secretary, Faculty Senate \_\_\_\_\_ Date \_\_\_\_\_  
 Date of Senate Resolution \_\_\_\_\_ Date to be Effective \_\_\_\_\_  
 Registrar \_\_\_\_\_ Program Code \_\_\_\_\_ Date \_\_\_\_\_  
 Vice Provost for Academic Affairs & International Programs \_\_\_\_\_ Date \_\_\_\_\_  
 Provost \_\_\_\_\_ Date \_\_\_\_\_  
 Board of Trustee Notification \_\_\_\_\_ Date \_\_\_\_\_

## **MBA/MS in Organizational Development and Change Dual Degree Program**

### **Program Overview**

The MBA/MS in ODC dual degree combines a subset of the required courses in the MS with the MBA program allowing students to combine the broader MBA degree with the focused training of the MS in ODC. This program is jointly administered by the Alfred Lerner College of Business and Economics Graduate and Executive Programs office and the Department of Business Administration.

We believe that the best practitioners of organizational development and change are those with a thorough understanding of the science of management and human behavior. We are strongly committed to the scientist-practitioner model. This means that effective practitioners must have a deep understanding of the theory and empirical evidence that provides the basis for their practice. They must also be scientists, in that they must be able to test their models and applications through the practice of evidence based management. Thus we expect our students to develop critical thinking and analytical skills to understand, apply and test models of management, organizational development and change practices.

### **Requirements for Admission**

Students desiring to pursue the dual MBA/MS in ODC must apply directly to the degree program and must meet the admissions requirements of both the MBA and MS in ODC programs. The admissions directors for each program will evaluate the application separately and will apply the same criteria as specified in their respective programs. The prospective student is encouraged to see the admissions policies for both programs in the graduate catalog. Whereas the MS in ODC program accepts both the GMAT and GRE exams, scores for the GMAT are required by the MBA program. Applications and letters of recommendation are to be submitted to:

Office of Graduate and Professional Education (<http://www.udel.edu/gradoffice/applicants/>) or via mail at:  
234 HULLIHEN HALL  
UNIVERSITY OF DELAWARE.  
NEWARK, DELAWARE 19716 U.S.A.

The MBA/MS in ODC is a dual degree program. As such, both programs must be completed and the dual degree is conferred simultaneously. Students admitted to the MBA/MS dual degree program who later decide they only want to complete one of the degrees must apply separately to the desired program for admission as a candidate in that program. Students who complete the single degree (MBA or MS in ODC) may not at a later date be admitted to the dual degree program. In such case the student would be required to complete all requirements for the second degree. A student who is initially admitted to either degree and who decides to pursue the dual degree must apply for change of degree to the MBA/MS dual degree prior to receiving the first degree and must complete the requirements for the dual degree prior to any degree being granted.

## Requirements for the Dual Degree

The MBA/MS in ODC program combines the required courses for the MBA program with the additional required courses of the MS in OEDC program. The MBA core and required courses make up 30 credits of the program. An additional 18 credits of courses from the MS in ODC, including 6 credits of thesis or professional project are required. The total 60 credit program is completed with the addition of 12 elective credits (see table below).

### Program Requirements:

#### MBA Core and Required Courses\*\*

<u>ECON 503</u>	Economic Analysis for Business Policy	3
<u>ACCT 800</u>	Financial Reporting and Analysis	3
<u>FINC 850</u>	Financial Management	3
<u>ACCT 801</u>	Management Control Systems	3
<u>BUAD 820</u>	Data Analysis and Quality Management*	3
<u>BUAD 831</u>	Operations Mgmt and Management Science	3
<u>BUAD 840</u>	Ethical Issues in Domestic & Global Business*	3
<u>BUAD 870</u>	Understanding People in Organizations*	3
<u>BUAD 880</u>	Marketing Management	3
<u>BUAD 890</u>	Corporate Strategy	3

#### MS Required Courses\*\*

<u>BUAD 872</u>	Organizational Development & Change	3
<u>BUAD 875</u>	Strategic Human Resources	3
<u>BUAD 877</u>	Skills for Change Agents	3
<u>BUAD 878</u>	Leadership in International Business Cultures	3
<u>BUAD 894</u>	Evidence-Based Professional Practice	3
<u>BUAD 895</u>	Professional Field Project	3
<u>BUAD 896</u>	e-Portfolio Assessment	1

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**Total Required Course Credits** 49

Electives (minimum as directed by the MBA program) 11

**TOTAL DUAL DEGREE CREDITS** 60

\* Serves both MBA and MS program required courses.

\*\* Required courses cannot count toward a concentration or specialization in the MBA program.

MBA/MS in ODC students must meet the same requirements for the professional project and e-portfolio as apply to the MS in ODC students. Dual degree students must also take the same sequence and timing of the MS required courses as the MS Students. Thus Dual degree students must configure the MBA portion of the program around the MS program (i.e. either before or after) the MS required curriculum. Students are encouraged to review the MS in ODC Program Policy Statement for rules and guidelines. Please consult the MS ODC Program Director for advising on coordinating the program requirements.

Students may apply for the MBA/MS in ODC on either a part-time or full-time basis. Full-time students are expected to complete the program in two years. Part-time students are expected to complete the program in approximately four years.

Transfers of coursework earned elsewhere, and waivers of courses are allowable under the same provisions as the MBA and MS in ODC programs separately except that none of the coursework specific to the MS program may be waived on the basis of undergraduate coursework. Dual degree students must complete a minimum of 60 credits of coursework at the graduate level.

Students must maintain continuous enrolment in every regular semester (fall and spring) throughout their program unless by approved leave of absence

See the catalogue for the university policy regarding Leave of absence at <http://www.udel.edu/gradoffice/polproc>.

Students in the MBA/MS in ODC program may compete for the same sources of financial assistance as available to MBA or MS students. See the MBA program or MS in ODC policy statements for specifics.