1. **Course Title**
   HRD 852*60
   Organizational Development & Change

   Online course

2. **Placement in Curriculum**
   N/A

3. **Prerequisites**
   Not Applicable.

4. **Course Professors**
   Lead Professor
        Name: Judy B. Smetana
        Title: Associate Professor, HRD Graduate Program Coordinator
        Phone: 620 235 4704
        Email: jsmetana@pittstate.edu

5. **Course Description**
   Planned strategic HRD interventions intended to improve the resources and effectiveness of the entire organization. Current theories of organizational development, change, systems, and strategies. Focuses on understanding the role of organizational culture and narrative in terms of organizational change.

6. **Course Rationale**
   This course is designed and taught for individuals interested in developing and/or expanding their knowledge of organizational development and change.

7. **Course Objectives**
    1. Examine the importance of organizational development.
    2. Investigate the role of the OD practitioner and the use of SELF in OD.
    3. Compare the use of specific OD models.
    4. Describe Organizational Diagnosis.
    5. Analyze Organizational Culture.
    6. Apply Appreciative Inquiry to the OD process.
    7. Assess the role of Leadership in OD.

8. **Materials**
    Textbook
    **Practicing Organization Development, Leading Transformation and Change, 4th
    ed. William J. Rothwell, Jacqueline M. Stavros, & Roland L. Sullivan, editors.
    ISBN: 978-1-118-94770-8**
    Other Resources
    See individual modules.

9. **Course Outline and Expectations**
    Relevant university policies will apply in this course. The Student Handbook provides
    information, which will help you in your effort while at PSU. Items such as the drop/add
    policy, important dates, student services, campus organizations and many other topics can
    all be found at the following website http://www.pittstate.edu/dotAsset/bb75904b-3796-
    4ec1-8c80-23ea1f2e678c.pdf (Links to an external site.)Links to an external site.

    Participation/Attendance

    This is an online course. Students will be required complete all assigned readings, written
    assignments, examinations and/or quizzes on or before the scheduled due date. Students
    who are not submitting assignments each week will be dropped from the course. Written
    assignments must be formatted according to the instructions listed in the syllabus and for
    each assignment. Additionally, students are expected to check the course site on Canvas
    for announcements.

    AcademicHonesty
    Academic misconduct by a student including, but not limited to, using, giving, or
    receiving of unauthorized aid on examinations or in the preparation of reports or other
    assignments; copying work from the internet; or knowingly misrepresenting the source of
    any academic work shall be enforced to the full extent allowable by Article 30 of the
    Code of Student Rights and Responsibilities. Academic honesty and integrity policy --
    - http://catalog.pittstate.edu/contentm/blueprints/blueprint_display.php?bp_listing_id=16
    2&blueprint_id=124&sid=1&menu_id=7980 (Links to an external site.)Links to an
    external site.

## Special Accommodations

According to the Americans with Disabilities Act, it is the responsibility of each student with a disability to notify the University of his/her disability and to request accommodations. If any member of this class feels that he/she has a qualified disability and needs special accommodations he/she should contact or visit the EO Office at 218 Russ Hall or go to www.pittstate.edu/eoaa and fill out a Request for Accommodation form.

## Course Communication Guidelines (Netiquette)

Netiquette is a set of rules for behaving properly online. Much of our communication in this course will take place in the forums and through email. Here are the requirements for online communication in this course, behavior and communication that do not meet these guidelines will not be tolerated.

- Be sensitive to different cultural and linguistic backgrounds, as well as different political and religious beliefs.

- Use good taste when composing your responses. Swearing and profanity should be avoided. Also consider that slang terms can be misunderstood or misinterpreted.

- Don't use all capital letters when composing your responses. This considered "shouting" on the Internet and is regarded as impolite or aggressive. It can also be stressful on the eye when trying to read your message.

- Be respectful of others' views and opinions. Avoid "flaming" (publicly attacking or insulting) others.

- Be careful when using acronyms. If you use an acronym it is best to spell out its meaning first, then put the acronym in parentheses afterward, for example: Frequently Asked Questions (FAQs). After that you can use the acronym freely throughout your message.

- Use good grammar and spelling, and avoid using text messaging shortcuts.

- In emails, always identify yourself and what class and section you are in. It is a good practice to put your course and section in the subject line. This helps your instructor identify course related emails.

## 10. Technology Requirements

### Computer/Technology Requirements

Online students will need regular access to a personal computer that runs on a broadband

Internet connection.

Online Students need to have a webcam if a camera is not included in their computer or smart device.

### Web Conferences/Synchronous sessions
Applicable to the particular course. Language usually comes from the instructor. Should include links to support information for whatever technology is being used for these sessions.

## 11. Grading and Evaluation
### Final Grade Calculation

| Assessments | Points |
|---|---|
| Assignments 3x20 | 60 |
| Projects 3x40 | 120 |
| Discussion Boards4x25 | 100 |
| Journal Entries 5x15 | 75 |
|  |  |
|  |  |
| Total Points For Course | 355 |

***Blanket Statement on when assignments/assessments are due should go here.***

### Grading
In determining the final course grade, the following scale is used:
90-100% = A
89-80% = B
79-70% = C
Below 65% = F

Faculty can augment this area as necessary to accommodate their grading criteria. Faculty should also use this area to convey when students can expect feedback on their assignments and assessments.

### Rubrics
Rubrics are included in the course and will provide an understanding of how you will be assessed on the course's assignments.

### Late Work Policy
The only late work that will be considered are those instances where the student has communicated with their instructor regarding unavoidable circumstances, *such as reporting an illness and submitting a doctor's note to their instructor.*

## 12. Course Evaluation

At the end of this course, students are encouraged to complete a course evaluation that will be distributed to them via email and through a course link.

## 13. Course Topics

| Week 0 | Welcome. |
| --- | --- |
| Week 1 | History of Organizational Development. |
| Week 2 | OD and Self Reflection. |
| Week 3 | OD Change Processes and Models. |
| Week 4 | Engaging the Client System and Action Planning. |
| Week 5 | Taking Culture Seriously. |
| Week 6 | Dreaming and Designing with AI. |
| Week 7 | OD & Transformational Leadership. |

## 14. Additional Course Information

Syllabus Subject to Change
The instructor reserves the right to amend and to reorganize this syllabus at any time.

While information and assurances are provided in this course syllabus, it should be understood that content may change in keeping with new research and literature and that events beyond the control of the instructor could occur. Students will be informed of any substantive occurrences that will produce syllabus changes.