

Course	HRDV 5630 Organization Development and Change TERM Summer 2008 LAAFB Campus
Instructor	Name: Marilyn Hawthorne (Douglass) Phone: (949) 632-6871 or (714) 540-5330, x 510 Email: marilyn.douglass@tiffany.com
Catalog Description	Organization development (OD) is the process of planning and implementing interventions to create interpersonal, group, intergroup, or organization-wide change. This course presents the theoretical foundations of organization development as an applied behavioral science. Students will also be introduced to many types of interpersonal, intra-group, intergroup, and organizational interventions that are used to effect comprehensive and lasting changes.
Prerequisites	Students must have a basic knowledge of concepts of management. Students are expected to have study habits, writing skills and research skills necessary to ensure academic success in a graduate level course.
Learning Outcomes	Course Outcome Competencies: At the completion of this course, the student will be able to: 1. Students will be able to identify organizational situations that would benefit from organization development interventions. 2. Students will be able to diagnose the organizational systems issues at the level of the individual, small group, inter-group, organization, and organization/environment levels of analysis. 3. Students will explain the limitations of conventional analytical frameworks in hyper-turbulent organizational environments. 4. At a foundational level, students will be able to diagnose and plan an intervention that will increase organizational effectiveness. 5. Students will be able to easily locate professional resources/tools available to the practitioner. 6. Students will be able to identify ways to utilize the personal self as an instrument in the change process. 7. Students will be able integrate OD frameworks with broader HR frames and competency models. 8. Students will be able to synthesize intellectual explanations from the field with methodological competencies.
Textbooks	Required Text: Organization Development, Behavioral Science Interventions for Organization Improvement- by Wendell French and Cecil H. Bell, 6th ed., ISBN: 013242231X and ISBN-13: 9780132422314, Prentice Hall.

	<p>Supplemental Readings: Hand outs, cases, and exercises- provided by instructor.</p>
<p>Grading</p>	<p>COURSE EVALUATIONS: Participation and assignments- 10% Mid Term exam- 20% Project Assignment- 30% Final Exam- 40%</p> <hr/> <p>Grading Scale: A = 93-100, A- = 92-90, B+ = 87-89, B = 84-86, B- = 80-83, C = 70-79, F = 69 and below</p>
<p>Activities</p>	<p>Week 1: Read Chapters 1 and 2 of text. Discuss syllabus and requirements for Term Project.</p> <p>Week 2: Read Chapter 3 and 4 of text.</p> <p>Week 3: Read Chapters 5 and 6.</p> <p>Week 4: Read Chapters 7, 8 and 9 of text. Mid-term on Chapters. 1-9 and assignments.</p> <p>Week 5: Read Chapters 10 and 11 of text.</p> <p>Week 6: Read Chapters 12 and 13 of text.</p> <p>Week 7: Read Chapters 14 and 15.</p> <p>Week 8: Read Chapters 16, 17 and 18. Present projects. Review Final. Final exam includes Chapters. 10-17.</p> <p>Week 9: Discussion- Final Exam.</p>
<p>Policy Statements: University Policies</p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards.</p>

	<p>Please refer to the university’s academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p><u>Attendance Policy:</u></p> <p>The University reserves the right to drop students who do not attend class the first week of the term/semester. Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the student must contact the instructor directly. The instructor may give ample warning to the student and then recommend that the student withdraw from the course. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission from the instructor should withdraw from the class.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services</p> <p>If you need accommodations for a disability, please let the instructor know at the beginning of the course so that they can be provided.</p> <p>Disturbances</p> <p>Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course</p>
<p>Course Policies</p>	<p>ATTENDANCE POLICY</p> <p>Because of the extent of material to be covered in this nine-week class, it is important that you come well prepared. Students are responsible for all information given during the class instruction. <u>Absences will adversely affect your grade. Students absent for two or more classes will not receive a passing grade nor receive credit for the course.</u></p>

Team Term Project	None.
Term Research Paper/Project	<p>Topics: Planning an intervention for a Fortune 500 Company to improve performance and organizational effectiveness.</p> <p>Note: The written assignment should be in APA style, include references (a minimum 5 non-internet references (e.g. academic journals, book, professional publications) in addition to any internet resources they may use), and a bibliography. The assignment should show that the student clearly has the ability to conduct research, cite sources to support arguments and write in a coherent, organized fashion expected at the graduate level.</p> <p>Students may submit their term paper to the On-Line Writing Center in St. Louis by email and have a coach make suggestions/corrections. It is up to the student to allow sufficient time (generally 7-10 days) for this process to be utilized and still turn in the term paper on the assigned date.</p> <p>Each student must submit their term paper electronically to the Turn-It-In process, which requires a class ID, password and course description). This program is a learning tool for the student and will protect YOUR original work. The term paper will be checked for originality against 1.5 billion Internet pages in addition to a database of previously submitted student work. It is up to the student to allow sufficient time for this process to be utilized, making revisions if necessary/repeat submission and still turn in the term paper on the assigned date. Paper submissions are generally returned within 24 hours.</p> <p><u>Your turn-it-in account is: Class ID #: _____</u> <u>Password is: _____</u> <u>URL is: www.turnitin.com Go to: "Create a User Profile" To register</u></p>

Class web site:

<http://ereserves.webster.edu/coursepage.asp?cid=71>

Password:

The instructor without the notification or consent of the students may revise this syllabus.

Reviewed/Approved

Date