

MS ORGANIZATIONAL DEVELOPMENT AND LEADERSHIP

Organizational Development and Leadership – Master of Science (MS) Designed for the working professional, the Master of Science in Organizational Development and Leadership program uses a unique combination of organization development theory and individual self-discovery to provide an essential leadership perspective. This dynamic 36-credit action learning program is designed to integrate applied behavioral sciences theory and action research to enhance the skills, competencies and techniques of organizational leaders as practitioner scholars.

The program prepares adult learners to better understand organizations as dynamic systems. The integration of “theory-in-practice” supports intentional inquiry, discovery and intervention design processes necessary to support the development and health of the organization at individual, group and organization levels. The philosophy and practice of the program is to teach adult learners to take a “whole systems” approach to inquiry and intervention design, realizing that when there is an intervention in any one part of an organization’s system, there is impact on the whole system.

Coordinated by the School of Psychology, the full coursework is delivered virtually. The courses are scheduled on weekends and in some cases a blend of week nights and weekends. A 12 graduate certificate of advanced graduate studies in organizational development and leadership is available for all current PCOM students pursuing masters or doctorate degrees from PCOM programs.

Code	Title	Hours
8 Core Course (24 Credits)		
ODL 501	Foundations and Systems of Organizational Development	3
ODL 505	Team Dynamics	3
ODL 510	Capstone: Action Research Project	3
ODL 516	Developing Systems Literacy: Organizational Workshop	3
ODL 517	Communication Skills for Leaders	3
ODL 520	Appreciative Inquiry	3
ODL 528	Diversity Equity Inclusion Leadership Lab	3
ODL 533	Adaptive Leadership Toolkit Lab for Collaboration	3

Code	Title	Hours
Select four of the following electives:		
ODL 508	Leadership for Practitioners	3
ODL 522	Leader as Meeting Designer and Facilitator	3
ODL 524	Coaching Skills for Leaders	3
ODL 535	Leading with Emotional Intelligence	3
ODL 526	Managing Self and Emotional Systems in the Workplace	3
ODL 527	Managing Strategic Change: Dialog and Intervention	3

Code	Title	Hours
PPHL 501	Foundations of Public and Population Health Systems	3
PPHL 502	Emergency and Crisis Leadership in Public and Population Health	3
PPHL 503	Integrative Health Policy, Advocacy and Innovation	3
PPHL 504	Manager’s Use of Data: Evidenced-Based Practice to Inform Decision Making	3
PPHL 507	Epidemiology	3

Master of Science in Organizational Development & Leadership (MS)

Master of Science in Non-Profit Leadership & Population Health Management (MS)

Master of Science in Public Health Management & Administration (MS)

For matriculation into the master’s programs in Organizational Development and Leadership, Public Health Management and Administration and Non-Profit Leadership and Population Health Management, an applicant must have completed a bachelor’s degree program from a regionally-accredited institution.

Certificate of Advanced Graduate Studies (CAGS)

- Organizational Development & Leadership
- Public & Population Health Management

For matriculation into the certificate of advanced graduate studies programs in Organizational Development and Leadership, and Public and Population Health Management, an applicant must have completed a master’s degree program from a regionally-accredited institution.

Admissions Process for all Leadership Programs

The online application will be available beginning in the Fall 2023 fall 2021 term at <https://explore.pcom.edu/apply/>.

This program utilizes a rolling admissions policy, so applications will be considered throughout the year as they are received. Students will be accepted into the program until the desired class size is reached. Classes begin in the fall term.

The Faculty Committee on Admissions screens the applications, invites some applicants for an interview, evaluates the applicants, and selects the new students. Following completion of the admissions process, applicants will be notified of the Admissions Committee’s decision in writing, including any conditions that must be satisfied prior to or following enrollment.

Your application will be processed and assessed by the Faculty Committee on Admissions only after the receipt of:

- Autobiographical statement explaining your interest in this academic program as it relates to your career goals (in 500 words or less)
- Official transcripts of all undergraduate and graduate coursework
- One letter of recommendation
- Curriculum vitae or resume

All materials must be forwarded to PCOM’s Office of Admissions.

Note that official college transcripts from all colleges/universities schools attended must be sent directly to:

Philadelphia College of Osteopathic Medicine
Office of Admissions
4170 City Avenue
Philadelphia, PA 19131

We will accept electronic transcripts via email, from Parchment Services and National Student Clearinghouse to admissions@pcom.edu.

Letters of Recommendation can be sent through the evaluator portal on the application or directly to PCOM Admissions in .pdf format to recommend@pcom.edu. Recommenders can be directed to our "For Recommenders" (<https://www.pcom.edu/admissions/recommenders/>) page for guidance.

PCOM fully online courses are not open to applicants who are not U.S. citizens or permanent residents.

In accordance with the March 2020 guidance, new or Initial F and M students who were not previously enrolled in a program of study on March 9, 2020, will not be able to enter the United States as a nonimmigrant student for the 2022-23 academic year if their course of study is 100 percent online. Consistent with this guidance, PCOM cannot issue a Form I-20, "Certificate of Eligibility for Nonimmigrant Student Status," for a student in new or Initial status who is outside of the United States for courses operating fully online.