

# ORGANIZATION DEVELOPMENT AND KNOWLEDGE MANAGEMENT, MS

**Banner Code:** PP-MS-ODKM

## Academic Advising

560 Van Metre Hall  
Mason Square Campus

336 Aquia Building  
Fairfax Campus

Website: [schar.gmu.edu](http://schar.gmu.edu)

The Master of Science in Organization Development and Knowledge Management is an integrated program taught in executive format and designed for professionals who have several years of work experience. Providing conceptual tools and practical guidance to foster organizational change, the program focuses on three related areas: creating and leveraging knowledge through networks of people who communicate and collaborate; understanding and managing change by integrating the diverse roles of people, processes, and technology; and enhancing and facilitating collaboration by building effective relationships in technology-rich environments. A feature of this program is the group-oriented approach to learning supported by the use of web-based collaborative computer technologies. Students develop the competencies to apply these technologies to make organizations more effective.

The cohort usually completes the program on a part-time basis. Full-time study is also possible by arrangement with the program director.

Students work in teams and complete most of the courses in sequence. The second academic year includes an action learning component, in which participants undertake projects in organizations and apply research methods. Overall, the process and methods of evaluation stress the cumulative development of competencies and the capacity to apply the insights gained. Students are expected to have easy access to a computer and the Internet. Minimum computer specifications can be obtained from the program office.

## Admissions & Policies

### Admissions

Students are considered for admission for the fall term only.

Please see Graduate Admission Policies (<http://catalog.gmu.edu/admissions/graduate-policies/>) for general information on graduate admission to George Mason University. Specific information on application requirements and deadlines may be found on the Schar admissions website (<http://schar.gmu.edu/admissions/>).

### Policies

Students admitted to a Schar program will be terminated from Schar upon receiving one grade of F and are no longer eligible to take courses in Schar. Per university regulation, students are terminated from the university after accumulating grades of F in two courses or 9 credits of unsatisfactory grades in graduate courses.

See AP.6 Graduate Policies (<http://catalog.gmu.edu/policies/academic/graduate-policies/>) for more information.

## Requirements

### Degree Requirements

Total credits: 35-38

#### Core Courses

Code	Title	Credits
ODKM 600	Foundations of Organization Development and Knowledge Management	3
ODKM 605	Group Dynamics and Team Learning	3
ODKM 610	Social and Organizational Inquiry	4
ODKM 621	Foundations of Coaching	3
ODKM 715	Creating Learning Organizations	3
ODKM 722	Coaching and Organization Development	3
ODKM 725	Knowledge Management and Collaborative Work	3
ODKM 732	Leadership and Social Justice	4
ODKM 735	Organizational Development Practices	3
ODKM 740	Learning Community	3
Total Credits		32

#### Electives

Code	Title	Credits
Select 3 credits of electives <sup>1</sup>		3
Total Credits		3

<sup>1</sup>

Must be approved by the program director or advisor

#### Experiential Requirement

A 3-credit internship is required. For students with appropriate work experience, this requirement can be waived with the approval of the program director or dean.

Code	Title	Credits
3 credits of		3
POGO 794	Internship	
Total Credits		3

## Accelerated Master's

# Bachelor's Degree (any)/Organization Development and Knowledge Management, Accelerated MS

## Overview

Highly-qualified undergraduates in any major may apply to the accelerated MS degree program in Organization Development and Knowledge Management. If accepted, students will be able to earn a bachelor's degree in their current undergraduate major and a Schar School master's degree within a reduced timeframe. More information on bachelor's/accelerated master's programs may be found in AP.6.7 Bachelor's/Accelerated Master's Degrees (<http://catalog.gmu.edu/policies/academic/graduate-policies/#ap-6-7>).

Students in an accelerated degree program must fulfill all university requirements for the master's degree. See AP.6.9 Requirements for Master's Degrees. (<http://catalog.gmu.edu/policies/academic/graduate-policies/#ap-6-9>)

## Admission

Please see the Graduate Admissions Policies for general information on graduate admissions to George Mason University. Information specific to the accelerated master's program may be found on the Schar School BAM website.

To be considered for this accelerated master's program, applicants must have completed a minimum of 60 credits and have a minimum GPA of 3.50 in all coursework applied to the degree.

## Accelerated Option Requirements

While undergraduate students, accelerated master's students may complete up to thirteen graduate credits, twelve of which may be counted toward both the bachelor's and master's degrees. Any remaining credits may be held as reserve graduate credit and count only toward the master's degree. The courses are:

Code	Title	Credits
ODKM 600	Foundations of Organization Development and Knowledge Management	3
ODKM 605	Group Dynamics and Team Learning	3
ODKM 610	Social and Organizational Inquiry	4
ODKM 621	Foundations of Coaching	3

Students must maintain a minimum GPA of 3.00 in these courses and in coursework applied to their major.

Upon completion and conferral of the undergraduate degree in the semester indicated in the application, students must submit the Bachelor's/Accelerated Master's Transition Form (<https://registrar.gmu.edu/forms/>) to apply credits to the master's degree. Students must begin their master's program the semester immediately following conferral of the undergraduate degree (excluding summer).