

Training and Organizational Development MEd

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

About the Program

The interdisciplinary MEd program in Training and Organizational Development is led by faculty trained in education, psychology, human resource development, law and other fields. Coursework is based in social science, industrial and organizational psychology, human resource development, and quantitative and qualitative research that develops students' skills in:

- diagnosing issues in organizations;
- developing and evaluating interventions;
- promoting individual, group, team, and organizational development;
- managing intra- and inter-individual and group communications, group decision making, and conflict management;
- building diverse and inclusive relationships at the individual, group, team, and organizational level; and
- conducting research and studies for and within work organizations and institutions of higher learning.

The goal of the program is to develop civic-minded individuals who understand organizational dynamics, theory, and workforce skills, and can support a wide array of organizations, including community-based organizations, nonprofit organizations and work organizations through informed research. Classroom instruction and assignments draw on students' experience along with training in conceptual, theoretical, and methodological applications.

Time Limit for Degree Completion: 5 years

Campus Location: Main

Full-Time/Part-Time Status: The degree program can be completed on a full- or part-time basis.

Interdisciplinary Study: The program has a strong interdisciplinary focus. In addition, the coursework concentrates on empowering and engaging all individuals in and out of formalized organizations, whether for-profit or nonprofit.

Job Prospects: The MEd degree in Training and Organizational Development prepares students for applied positions focused on learning, training and development within community-based organizations, educational institutions and work organizations.

Financing Opportunities: Financial support opportunities may include scholarships, tuition remission, and other financial aid such as grants, loans and federal work study.

Admission Requirements and Deadlines

Application Deadline:

Fall: March 1

Spring: November 1

Applicants should submit all required admissions documents by the application deadline to receive priority consideration for admission and financial support.

APPLY ONLINE to this graduate program.

Letters of Recommendation:

Number Required: 2

From Whom: Letters of recommendation should be obtained to provide insight regarding the applicant's academic competence. References from college/university faculty are recommended.

Bachelor's Degree in Discipline/Related Discipline: A bachelor's degree is required. A minimum GPA of 3.0 on a 4.0 scale is expected.

International applicants should also submit an official document that validates completion and conferral of a degree, diploma and/or certificate. While not required, international applicants are encouraged to submit transcript(s) to the World Education Services (WES) for evaluation.

Statement of Goals: In 500 to 1,000 words, outline your interest in seeking a master's degree with a specific focus on the career to which you aspire, your interests, and your academic and job-related experiences that are relevant to the program.

Standardized Test Scores:

Applicants who earned their baccalaureate degree from an institution where the language of instruction was other than English, with the exception of those who subsequently earned a master's degree at a U.S. institution, must report scores for a standardized test of English that meet these minimums:

- TOEFL iBT: 4.5
- IELTS Academic: 6.5
- PTE Academic: 53

Resume: Current resume required.

Program Requirements

General Program Requirements:

Number of Credits Required Beyond the Baccalaureate: 30

Required Courses:

Code	Title	Credit Hours
Core Courses		
AOD 5302 or AOD 5527	Introduction to Mission-Driven Organizations: Theory and Practice Training Design and Delivery	3
AOD 5402	Negotiating Conflict	3
AOD 5404	Organizational Development	3
AOD 5524	Sociocultural Dynamics	3
AOD 5403	Facilitating Adult Learning	3
AOD 5535 or EDUC 5325	Organizational Assessment, Design and Strategy Introduction to Statistics and Research	3
EPSY 5551	Introduction to Program Evaluation	3
Electives ¹		9
Total Credit Hours		30

¹ In consultation with their academic advisor, students select three approved graduate courses at the 5000 level or above as electives from any graduate programs with relevant content to the Adult Learning, Training and Organizational Development program and student goals.

Accelerated Programs

Undergraduate students may opt to pursue an accelerated +1 program, enabling them to complete both a bachelor's degree and master's degree in less time than the traditional route.

The accelerated pathway for the Training and Organizational Development MEd is available to any qualified students pursuing an undergraduate degree. Students pursuing the Adult Learning, Training and Organizational Development BA or the Human Development and Community Engagement BS may satisfy some undergraduate requirements when completing this program.

Cohort Code: XMEDAOD

Minimum Cumulative GPA: 3.00

Graduate Courses Approved to Count for Both Undergraduate and Graduate Degrees

Code	Title	Credit Hours
EPSY 5551	Introduction to Program Evaluation ¹	3
AOD 5404	Organizational Development	3
Select one of the following: ^{2,3}		3
AOD 5301	People-Centered Community Development	
AOD 5302	Introduction to Mission-Driven Organizations: Theory and Practice	
Select one of the following: ⁴		3
AOD 5535	Organizational Assessment, Design and Strategy	
EDUC 5325	Introduction to Statistics and Research	

- ¹ EPSY 5551 will satisfy the requirement of HDCE 4333 for Adult Learning, Training and Organizational Development (ALTOD) and for Human Development and Community Engagement (HDCE) majors.
- ² AOD 5302 will satisfy the requirement of AOD 4376 for the undergraduate ALTOD students. AOD 5301 will not fulfill the bachelor's degree requirement.
- ³ AOD 5302 will satisfy the requirement of AOD 4376 for the undergraduate HDCE students in the Non-Profit Management and Social Entrepreneurship concentration. For all other concentrations, AOD 5301 or AOD 5302 may fulfill a free elective requirement.
- ⁴ EDUC 5325 will satisfy the requirement of EPSY 2325 for the undergraduate ALTOD students and for the undergraduate HDCE students. AOD 5535 will not fulfill the bachelor's degree requirement.

Suggested Academic Plan

Course	Title	Credit Hours
Year 3		
Fall		
Select one of the following:		3
EDUC 5325	Introduction to Statistics and Research ¹	
AOD 5535	Organizational Assessment, Design and Strategy	
Credit Hours		3
Spring		
Select one of the following:		3
AOD 5301	People-Centered Community Development	
AOD 5302	Introduction to Mission-Driven Organizations: Theory and Practice ²	
Credit Hours		3
Year 4		
Fall		
EPSY 5551	Introduction to Program Evaluation	3
Credit Hours		3
Spring		
AOD 5404	Organizational Development	3
Credit Hours		3
Total Credit Hours		12

¹ Students in the ALTOD BA or in the HDCE BS with Non-Profit Management and Social Entrepreneurship concentration should take EDUC 5325 (see footnotes in course list).

² Students in the ALTOD BA or in the HDCE BS with Non-Profit Management and Social Entrepreneurship concentration should take AOD 5302 (see footnotes in course list).

Application: <https://education.temple.edu/academics/accelerated-dual-degree-program-application>

Contact Information

Armando Estrada, Program Coordinator for Adult Learning, Training and Organizational Development MEd
armando.x.estrada@temple.edu

CEHD +1 Programs
plus1@temple.edu

Contacts

Department Information:

Department of Policy, Organizational and Leadership Studies
College of Education and Human Development
1301 Cecil B. Moore Avenue
Philadelphia, PA 19122-6091
educate@temple.edu
215-204-0999

Submission Address for Application Materials:

https://connect.temple.edu/portal/gr_applytoday

Department Contacts:

Admissions:

Office of Enrollment Management
educate@temple.edu
215-204-0999

Graduate Advising:

College of Education and Human Development
gradcehd@temple.edu

Program Coordinator:

Dr. Armando Estrada
armando.x.estrada@temple.edu

Policy, Organizational and Leadership Studies Department Chair:

Dr. Maia Cucchiara
maia.cucchiara@temple.edu