

ORGANIZATION DEVELOPMENT (PHDOD)

PHDOD 7731 Environmental Trends - Global. (Formerly 731) This course reviews major global environmental trends including economic, demographic, political, legislative as well as other global trends influencing organizational effectiveness. The course focuses on the identification of major global problems and the role of organization development. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 7732 Environmental Trends - Evolution. (Formerly 732) This course reviews the history and evolution of the field of O.D. with particular emphasis on major historical and contemporary approaches as well as a review of potential contributions to the knowledge base of the field. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 7734 Organization Strategy. (Formerly 734) This course integrates O.D. into the concept of organizational strategy. The focus on the role of O.D. in the development and implementation of organization strategy. The course reviews traditional management strategy concepts and approaches along with O.D. approaches including Integrated Strategic Management (ISM), Open Systems, Planning and Transorganizational Development. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 7735 Philosophy of Science. (Formerly 735) This course is devoted to understanding the construction, development, and refinement of knowledge in the social organizational sciences. It seeks to help students strengthen conceptual skills in advancing knowledge in the social sciences, to navigate through the process of structured inquiry, to understand the different goals of scientific inquiry (understanding, explanation, generativity, and prediction). 6 quarter credit hour/s.

Campus: LISLE

PHDOD 7736 Organization Research and Theory. (Formerly 736) This Organization Theory (OT) seminar is a doctoral level introduction to some key perspectives (both traditional and contemporary) in organization theory and research. Organization Theory is closely intertwined with Organization Development in the sense that it provides the theoretical fodder for the practice of change. The aim of the course is to examine a number of perspectives in OT, consider the strengths and weaknesses of each, and to look at the comparative ability of these models to explain a variety of organizational phenomena and examine their implications for practice. 6 quarter credit hour/s.

Campus: LISLE

PHDOD 7791 Lecture Series (Contemporary Trends in Change Management). (Formerly 791) This series brings to campus top national academicians and consultants to address state-of-the-art issues in Organizational Behavior, Organization Development and Human Resources Management. 2 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 99.

Campus: LISLE

PHDOD 8812 Qualitative Methods. (Formerly 812) This course explores the philosophical roots of qualitative research such as phenomenology, hermeneutics, deconstructionism and postmodernism. Emphasizes grounded theory, participant observation and case study. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 8813 Quantitative Methods. (Formerly 813) This course emphasizes the understanding of the connection between research design, measurement, data reduction and analysis. Focuses on the evolution of a quantitative study from research questions, hypotheses and conceptual understanding to variable operationalization, data collection, data reduction and the resulting data files used in statistical analysis. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 8880 Group Process. (Formerly 880) This course uses group experience to help students become more aware of how their actions affect and are affected by others. Studies major concepts in group and interpersonal relations, including perceptions, leadership, trust, and power dynamics. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 8881 Organizational Change and Design. (Formerly 881) This course focuses on organization change, with a particular emphasis on social constructionism and the emerging area of positive approaches to change. Revisits the social constructionist paradigm and compares/contrasts it with the social cognitivist view. Reviews practical implications for organization change of both the constructionist and cognitive perspectives. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 8884 Organization Consultation. (Formerly 884) This course is an overview of organizational consultation tools and methods. Emphasizes assessment, diagnosis, style, techniques, strategies, approaches, knowledge base and power. 4 quarter credit hour/s.

Campus: LISLE

PHDOD 8890 Dissertation Progress. (Formerly 890) Progress toward dissertation completion beyond 3 years of coursework. 4-48 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 48.

Campus: LISLE (Typically Offered: Fall, Winter, Spring, and Summer)

PHDOD 8891 Advanced Topics. (Formerly 891) Advanced Topics Seminar. These seminars are advanced courses which faculty offer independently or in collaboration with a visiting scholar depending on contemporary research/theory interests. Content topics and convening faculty may change from cohort to cohort. These advanced seminar topics may involve new theoretical frameworks, methodological innovations, and/or intervention activities. Previous seminars have included topics such as International Organization Development and Advanced Socio-Technical Systems Theory. 4-12 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 99.

Campus: LISLE

PHDOD 8899 Dissertation. (Formerly 899) Completion of Research, Chapter Writing, and Dissertation Completion. 10 quarter credit hour/s. Course Repeatable. Maximum number of units allowed: 99.

Campus: LISLE