Twin Cities Campus

Organizational Leadership, Policy, and Development M.A.

Organizational Leadership, Policy and Development

College of Education and Human Development

Link to a list of faculty for this program.

Contact Information:
Department of Organizational Leadership, Policy, and Development, 206 Burton Hall, 178 Pillsbury Dr. SE, Minneapolis, MN 55455
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- Program Type: Master's
- Requirements for this program are current for Fall 2019
- Length of program in credits: 30 to 36
- This program does not require summer semesters for timely completion.
- Degree: Master of Arts

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

The Department of Organizational Leadership, Policy, and Development is a leader in advancing knowledge about educational and organizational change in local, national, and international contexts. Our research, teaching, and outreach reflect a commitment to interdisciplinary and intercultural engagement with educators, scholars, and policy makers seeking to enhance leadership, policy, and development around the globe. Students in the MA and PhD programs choose from one of five complementary but distinct program tracks: education policy and leadership (EPL), evaluation studies (ES), higher education (HE), comparative and international development education (CIDE), and human resource development (HRD). Our undergraduate programs focus on human resource development and business and marketing education. In addition, the department offers a variety of programs for practicing professionals and various licensure programs.

Program Delivery

This program is available:

- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission

The preferred undergraduate GPA for admittance to the program is 3.00.

Special Application Requirements:
Applicants must submit scores from the General Test of the GRE, two letters of recommendation from persons familiar with their scholarship and research potential, transcripts, a current résumé, and answer to two essay questions found within the University's online application. The GRE is not required for EPL and MCTL M.A. applicants but is required for application to other M.A. program tracks (CIDE, ES, HE, and HRD). International students must also submit a TOEFL or IELTS score, but international applicants to the M.A. program are exempt from the GRE. All applications for admission are reviewed once a year. All new students begin in fall semester unless permission to start earlier is granted by the track coordinator. The annual deadline is February 1 for the two-year MA program. The annual deadline is February 1 for one-year MA program options (not available for the HRD or MCTL tracks).

Letters of recommendation, résumé, essays, and other department application materials are submitted via the University online application system. Unofficial GRE scores, transcripts, and TOEFL/IELTS score may also be submitted via the online application for admission review purposes only. Admitted students must submit official GRE scores (as applicable), transcripts (sent directly from institution[s]), and TOEFL/IELTS scores (as applicable) to the University as a condition of any admission offer.

Applicants must have completed appropriate undergraduate and graduate study. In some cases, where previous coursework or degrees are marginally related, otherwise qualified applicants will be asked to complete additional background courses after admission. Applications are encouraged from individuals who may have completed undergraduate and/or master's programs in social science, liberal arts, public affairs, and business fields. The department offers study opportunities for professionals who are employed full time as well as for those who wish to pursue graduate studies full time.

International applicants must submit score(s) from one of the following tests:

- TOEFL
  - Internet Based - Total Score: 79

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- Internet Based - Writing Score: 21
- Internet Based - Reading Score: 19
- Paper Based - Total Score: 550

• IELTS
- Total Score: 6.5

• MELAB
- Final score: 80

Key to test abbreviations(TOEFL, IELTS, MELAB).

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.

Program Requirements

Plan A: Plan A requires 15 to 26 major credits, 6 credits outside the major, and 10 thesis credits.The final exam is oral.

Plan B: Plan B requires 24 to 28 major credits and 6 credits outside the major.The final exam is written.

This program may be completed with a minor.

Use of 4xxx courses toward program requirements is permitted under certain conditions with adviser approval.

A minimum GPA of 3.00 is required for students to remain in good standing.

Program Sub-plans

Students are required to complete one of the following sub-plans.
Students may not complete the program with more than one sub-plan.

Comparative and International Development Education

Plan A

Total Plan A CIDE Credits: 34 credits

Plan A or Plan B

Plan A

Total Plan A CIDE Credits: 34 credits

Program Core

Offered only in the fall term and normally taken during the year in which the student is writing the masters thesis. Student must take 3 credits of OLPD 5087

OLPD 5087 - MA Research Seminar (3.0 cr)

Program Specialization

Select one of the specializations below and choose two of its three core courses.

Comparative and international development education

OLPD 5103 - Comparative Education (3.0 cr)
OLPD 5104 - Education and the Sustainable Development Goals (3.0 cr)
OLPD 5121 - Educational Reform in International Context (3.0 cr)

or **Intercultural/international education**

OLPD 5048 - Cross-Cultural Perspectives on Leadership (3.0 cr)
OLPD 5124 - Critical Issues in International Education and Educational Exchange (3.0 cr)
OLPD 5132 - Intercultural Education and Training: Theory and Application (3.0 cr)

Research Design and Methods

3 credits to be selected in consultation with advisor.

Related Fields (6 cr outside CIDE)

The master's degree requires 6 semester credits taken outside the CIDE program track that directly relate to the student's area of study. These credits should be selected in consultation with the advisor and should constitute a solid coursework foundation for the student's thesis. These courses may include additional methods courses taught outside the department.

Electives

Take 6 or more credit(s) from the following list with advisor approval as needed to reach 34 credits total in the program:

Note: 8xxx courses should be taken only with the consent of the instructor.

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OLPD 5044 - Introduction to the Economics of Education (3.0 cr)
or OLPD 5056 - Case Studies for Policy Research (3.0 cr)
or OLPD 5061 - Ethnographic Research Methods (3.0 cr)
or OLPD 5080 - Special Topics: Organizational Leadership, Policy, & Development (1.0 - 3.0 cr)
or OLPD 5095 - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)
or OLPD 5107 - Gender, Education, and International Development (3.0 cr)
or OLPD 5128 - Anthropology of Education (3.0 cr)
or OLPD 8022 - Education and Globalization: Anthropological Perspectives (3.0 cr)
or OLPD 8087 - Seminar: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)
or OLPD 8101 - International Education and Development (3.0 cr)
or OLPD 8103 - Comparative Education (3.0 cr)
or OLPD 8104 - Innovative Systems Thinking in Education and Culture (3.0 cr)
or OLPD 8302 - Educational Policy Perspectives (3.0 cr)

Thesis Credits

Take 10 or more credit(s) from the following:
OLPD 8777 - Thesis Credits: Master's (1.0 - 18.0 cr)

-OR-

Plan B

Total Plan B CIDE Credits: 30 credits

Program Core

This is a course (OLPD 5087) or an independent study under the adviser (OLPD 5095) to prepare Plan B paper. Students pursuing the degree as a one-year program must take a total of 6 cr of OLPD 5087 over 3 semesters (three of those credits will count towards the electives requirement). Students pursing the degree as a two-year program must take a minimum of 3 credits of OLPD 5087 or OLPD 5095.

OLPD 5087 - MA Research Seminar (3.0 cr)
or OLPD 5095 - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)

Program Specializations

Select one of the specializations below and choose two of its three core courses.

Comparative and international development education

OLPD 5103 - Comparative Education (3.0 cr)
OLPD 5104 - Education and the Sustainable Development Goals (3.0 cr)
OLPD 5121 - Educational Reform in International Context (3.0 cr)

or **Intercultural/international education**

OLPD 5048 - Cross-Cultural Perspectives on Leadership (3.0 cr)
OLPD 5124 - Critical Issues in International Education and Educational Exchange (3.0 cr)
OLPD 5132 - Intercultural Education and Training: Theory and Application (3.0 cr)

Research Design and Methods

3 credits to be selected in consultation with advisor.

Electives

Take 12 or more credit(s) from the following list with advisor approval as needed to reach 30 credits total in the program:

Note: 8xxx courses should be taken only with the consent of the instructor.

OLPD 5044 - Introduction to the Economics of Education (3.0 cr)
or OLPD 5056 - Case Studies for Policy Research (3.0 cr)
or OLPD 5061 - Ethnographic Research Methods (3.0 cr)
or OLPD 5080 - Special Topics: Organizational Leadership, Policy, & Development (1.0 - 3.0 cr)
or OLPD 5095 - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)
or OLPD 5107 - Gender, Education, and International Development (3.0 cr)
or OLPD 5128 - Anthropology of Education (3.0 cr)
or OLPD 8022 - Education and Globalization: Anthropological Perspectives (3.0 cr)
or OLPD 8087 - Seminar: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)
or OLPD 8101 - International Education and Development (3.0 cr)
or OLPD 8103 - Comparative Education (3.0 cr)
or OLPD 8104 - Innovative Systems Thinking in Education and Culture (3.0 cr)
or OLPD 8302 - Educational Policy Perspectives (3.0 cr)

Related Fields (6 cr outside CIDE)

The master's degree requires 6 semester credits taken outside the CIDE program track that directly relate to the student's area of study. These courses should be selected in consultation with the advisor and should constitute a solid coursework foundation for the student's thesis. These courses may include additional methods courses taught outside the department.

Education Policy and Leadership

Plan A or Plan B

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Information current as of March 28, 2024

Plan A

Program Core (Minimum 6 cr)

Take from the following including subgroup 1:

OLPD 5041 - Sociology of Education (3.0 cr)
or OLPD 5044 - Introduction to the Economics of Education (3.0 cr)
or OLPD 5048 - Cross-Cultural Perspectives on Leadership (3.0 cr)
or OLPD 5344 - School Law (3.0 cr)
or OLPD 5364 - Context and Practice of Educational Leadership (3.0 cr)
or OLPD 8302 - Educational Policy Perspectives (3.0 cr)
or **Subgroup 1**

Take OLPD 5001 if it is being offered or one of the two alternatives if OLPD 5001 is not being offered. Note: OLPD 5011 should be taken only with advisor approval.

OLPD 5001 - Formal Organizations in Education (3.0 cr)
or OLPD 5011 - Leading Organizational Change: Theory and Practice (3.0 cr)
or OLPD 5607 - Organization Development (3.0 cr)

Research Design and Methods (6 cr)

Selected in consultation with advisor.

Related Fields (6 cr outside EPL)

The master's degree requires 6 credits taken outside of the EPL program track that directly relate to the student's area of study. These courses should be selected in consultation with the advisor.

Electives (2-8 cr)

Selected in consultation with advisor.

Thesis Credits (10 cr)

OLPD 8777 - Thesis Credits: Master's (1.0 - 18.0 cr)

Research Project

Plan A students will develop and carry out an empirical research project under the supervision of their advisor.

Total = 30 - 36 credits

-OR-

Plan B

Required Coursework (Minimum 6 cr)

Take a minimum of 6 credits from the following including subgroup 1:

OLPD 5607 - Organization Development (3.0 cr)
or OLPD 8302 - Educational Policy Perspectives (3.0 cr)
or **Subgroup 1**

Take OLPD 5001 if it is being offered or the alternative if OLPD 5001 is not being offered. Note OLPD 5011 should only be taken with advisor approval.

OLPD 5001 - Formal Organizations in Education (3.0 cr)
or OLPD 5011 - Leading Organizational Change: Theory and Practice (3.0 cr)

Program Core (6 cr)

Choose one course from each of the following two areas:

Leadership courses

Choose one of the following:

OLPD 5048 - Cross-Cultural Perspectives on Leadership (3.0 cr)
or OLPD 5364 - Context and Practice of Educational Leadership (3.0 cr)

Other Coursework

Choose one of the following:

OLPD 5041 - Sociology of Education (3.0 cr)
or OLPD 5044 - Introduction to the Economics of Education (3.0 cr)
or OLPD 5128 - Anthropology of Education (3.0 cr)
or OLPD 5324 - Strategic Financial Planning and Policy for Educational Leaders (3.0 cr)
or OLPD 5344 - School Law (3.0 cr)
or OLPD 5346 - Politics of Education (3.0 cr)

Research Design and Methods (3 cr)

OLPD 5501 - Principles and Methods of Evaluation (3.0 cr)

Related Fields (6 cr outside EPL)

6 additional credits outside of the EPL program track, selected in consultation with advisor. These usually include additional courses from the program core or other OLPD courses.

Electives (3-8 cr)

Selected in consultation with advisor to meet required 30-32 total credit requirement for this track.

Colloquium Paper (3-6)

Students prepare a paper on an issue of relevance in school administration or revise and expand three course papers. Total of 120 hours of work required. Students in the two-year program must take 3 or more credits of OLPD 5095. Students in the one-year program must take a total of 6 cr of OLPD 5087 or OLPD 5095 over 3 semesters with advisor approval (three of those credits will count towards the electives requirement).

OLPD 5087 - MA Research Seminar (3.0 cr)

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or OLPD 5095 - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)

Evaluation Studies

Plan A or Plan B

Plan A
Total Plan A ES Credits: 31-32 credits
Program Core (6 cr)
OLPD 5501 - Principles and Methods of Evaluation (3.0 cr)
OLPD 5502 - Comparative evaluation theory for practice (3.0 cr)
or OLPD 8502 - Advanced Evaluation Theory and Theory crafting (3.0 cr)
Research Design and Methods (Minimum 6 cr)
Two qualitative methods courses selected in consultation with advisor for a minimum of 6 credits.
Related Fields (6 cr outside ES)
The master's degree requires 6 semester credits taken outside the ES program track that directly relate to the student's area of study. These courses should be selected in consultation with the advisor. These courses may include additional methods courses taught outside the department such as:
EPSY 5261-Introductory Statistical Methods (3 cr) or comparable stats course required
One additional EPSY measurement or methods course
Electives (Minimum 3 cr)
At least 3 cr selected in consultation with advisor to meet required 31-32 total credit requirement.
Thesis Credits (10 cr)
OLPD 8777 - Thesis Credits: Master's (1.0 - 18.0 cr)

-OR-

Plan B
Total Plan B ES Credits: 30-32 credits
Program Core (9 credits)
OLPD 5501 - Principles and Methods of Evaluation (3.0 cr)
OLPD 5521 - Cost and Economic Analysis in Educational Evaluation (3.0 cr)
OLPD 5502 - Comparative evaluation theory for practice (3.0 cr)
or OLPD 8502 - Advanced Evaluation Theory and Theory crafting (3.0 cr)
Research Design and Methods (Minimum 6 cr)
Two qualitative methods courses selected in consultation with advisor.
Related Fields (6 cr outside ES)
The master's degree requires 6 semester credits taken outside the ES program track that directly relate to the student's area of study. These courses should be selected in consultation with the advisor and should constitute a solid coursework foundation for the student's thesis.
Electives (6-7 cr)
Coursework related to the student's specialization, selected in consultation with the advisor. This will total 6-7 credits for students in the one-year or two-year program. These may be OLPD or outside courses.
Colloquium Paper (3-6 cr)
Total of 120 hours of work required. Students in the two-year program must take 3 or more credits of OLPD 5095. Students in the one-year program must take a total of 6 cr of OLPD 5087 or OLPD 5095 over 3 semesters with advisor approval (three of those credits will count towards the electives requirement).
OLPD 5087 - MA Research Seminar (3.0 cr)
or OLPD 5095 - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)

Higher Education

Plan A or Plan B

Plan A
Total Plan A HE Credits: 34 credits
Required Coursework (6 cr)
OLPD 5701 - U.S. Higher Education (3.0 cr)
OLPD 5709 - Critical Issues in Higher Education (3.0 cr)
Program Area (9 cr minimum)
From the following with advisor consultation and approval. Other courses as offered by HE program track faculty may also meet this requirement.
OLPD 5001 - Formal Organizations in Education (3.0 cr)
or OLPD 5080 - Special Topics: Organizational Leadership, Policy, & Development (1.0 - 3.0 cr)
or OLPD 5704 - College Students Today (3.0 cr)
or OLPD 5721 - Race and Ethnicity in Higher Education (3.0 cr)
or OLPD 5724 - Leadership and Administration of Student Affairs (2.0 - 3.0 cr)

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or OLPD 5732 - The Law and Postsecondary Institutions (3.0 cr)
or OLPD 5734 *{Inactive}*(2.0 - 3.0 cr)
or OLPD 5736 - Public Engagement and Higher Education (3.0 cr)

Related Fields (6 cr outside HE)

The master's degree requires 6 semester credits taken outside the HE program track that directly relate to the student's area of study. These courses should be selected in consultation with the advisor and should constitute a solid coursework foundation for the student's thesis. These courses may include additional methods courses taught outside the department.

Research Design and Methods (3 cr minimum)

Select courses in consultation with their advisor.
CI 8148 - Conducting Qualitative Studies in Educational Contexts (3.0 cr)
or EPSY 5244 - Survey Design, Sampling, and Implementation (3.0 cr)
or EPSY 5247 - Qualitative Methods in Educational Psychology (3.0 cr)
or EPSY 5261 - Introductory Statistical Methods (3.0 cr)
or EPSY 5262 - Intermediate Statistical Methods (3.0 cr)
or OLPD 5056 - Case Studies for Policy Research (3.0 cr)
or OLPD 5061 - Ethnographic Research Methods (3.0 cr)
or OLPD 5501 - Principles and Methods of Evaluation (3.0 cr)
or OLPD 8812 - Quantitative Research in Education (3.0 cr)
or CI 5116 - Action Research in Educational Settings (3.0 cr)

Thesis Credits (10 cr)

Take 10 or more credit(s) from the following:
OLPD 8777 - Thesis Credits: Master's (1.0 - 18.0 cr)

-OR-

Plan B

Total Plan B HE Credits: 30 credits

Required Coursework (6 cr)

OLPD 5701 - U.S. Higher Education (3.0 cr)
OLPD 5709 - Critical Issues in Higher Education (3.0 cr)

Program Area (12 cr minimum)

Selected from the following with advisor consultation and approval. Other courses as offered by HE program track faculty may also meet this requirement.
OLPD 5001 - Formal Organizations in Education (3.0 cr)
or OLPD 5080 - Special Topics: Organizational Leadership, Policy, & Development (1.0 - 3.0 cr)
or OLPD 5704 - College Students Today (3.0 cr)
or OLPD 5721 - Race and Ethnicity in Higher Education (3.0 cr)
or OLPD 5724 - Leadership and Administration of Student Affairs (2.0 - 3.0 cr)
or OLPD 5732 - The Law and Postsecondary Institutions (3.0 cr)
or OLPD 5734 *{Inactive}*(2.0 - 3.0 cr)
or OLPD 5736 - Public Engagement and Higher Education (3.0 cr)

Related Fields (6 cr)

The master's degree requires 6 semester credits taken outside the HE track that directly relate to the student's area of study. These courses should be selected in consultation with the advisor and should constitute a solid coursework foundation for the student's thesis. These courses may include additional methods courses taught outside the department.

Methods Course (3 cr minimum)

Select courses in consultation with advisor for a minimum of 3 credits. It is strongly recommended that students in the one year program take a methods course with a course designator other than OLPD.
CI 8148 - Conducting Qualitative Studies in Educational Contexts (3.0 cr)
or EPSY 5244 - Survey Design, Sampling, and Implementation (3.0 cr)
or EPSY 5247 - Qualitative Methods in Educational Psychology (3.0 cr)
or EPSY 5261 - Introductory Statistical Methods (3.0 cr)
or EPSY 5262 - Intermediate Statistical Methods (3.0 cr)
or OLPD 5056 - Case Studies for Policy Research (3.0 cr)
or OLPD 5061 - Ethnographic Research Methods (3.0 cr)
or OLPD 5501 - Principles and Methods of Evaluation (3.0 cr)
or OLPD 8812 - Quantitative Research in Education (3.0 cr)
or CI 5116 - Action Research in Educational Settings (3.0 cr)

Colloquium Paper (3 - 6 cr)

Plan B paper is prepared under the guidance of advisor and committee. The final paper must represent no fewer than 120 hours of work. Students in the two-year program must take 3 or more credits of OLPD 5087 or 5795. Students in the one-year program must take a total of 6 cr of OLPD 5087 or OLPD 5795 over 3 semesters with advisor approval (three of those credits will count toward the related fields requirement).
OLPD 5087 - MA Research Seminar (3.0 cr)
or OLPD 5795 *{Inactive}*(3.0 cr)

Human Resource Development

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Plan A or Plan B

Plan A

The masters degree requires 6 credits taken outside the program track that directly relate to the students area of study. Courses totaling 6+ credits should be selected in consultation with the advisor. These courses may include additional methods courses taught outside the department.

General Aspects (3 cr)

OLPD 5801 - Survey: Human Resource Development and Adult Education (3.0 cr)

Research (7 cr)

OLPD 5819 - Evaluating and Using Research in Organizations and Education (3.0 cr)
OLPD 8815 - Ethics and Responsible Research (1.0 cr)
an 8xxx qualitative or quantitative research course (3 cr)

Program Core (16 cr minimum)

Student must take 4 credits of OLPD 5696. Advisor can substitute courses as appropriate.
OLPD 5605 - Strategic Human Resource Development (3.0 cr)
OLPD 5696 - Internship: Human Resource Development (1.0 - 10.0 cr)
OLPD 5615 - Training and Development of Human Resources (3.0 cr)
OLPD 5607 - Organization Development (3.0 cr)
OLPD 5201 - Strategies for Teaching Adults (3.0 cr)

Thesis Credits (10 cr)

OLPD 8777 - Thesis Credits: Master's (1.0 - 18.0 cr)

Electives

Credits to total a minimum of 36 graduate-level coursework credits

Total = 36 cr

-OR-

Plan B

The masters degree requires 6 credits taken outside the program track that directly relate to the students area of study. Courses totaling 6+ credits should be selected in consultation with the advisor. These courses may include additional methods courses taught outside the department.

General Aspects (3 cr)

OLPD 5801 - Survey: Human Resource Development and Adult Education (3.0 cr)

Research (7 cr)

OLPD 5819 - Evaluating and Using Research in Organizations and Education (3.0 cr)
OLPD 8815 - Ethics and Responsible Research (1.0 cr)
an 8xxx qualitative or quantitative research course (3 cr)

Program Core (16 cr minimum)

Student must take 4 credits of OLPD 5696. Advisor can substitute courses as appropriate.
OLPD 5605 - Strategic Human Resource Development (3.0 cr)
OLPD 5696 - Internship: Human Resource Development (1.0 - 10.0 cr)
OLPD 5615 - Training and Development of Human Resources (3.0 cr)
OLPD 5607 - Organization Development (3.0 cr)
OLPD 5201 - Strategies for Teaching Adults (3.0 cr)

Plan B Project Paper (3 - 6 cr)

Plan B project/paper is prepared under the guidance of advisor & committee - must represent no fewer than 120 hours of work. Students should register for between 3-6 credits
OLPD 5095 - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)

Electives

With approval of advisor as needed to total a minimum of 34 graduate-level coursework credits overall for this plan.

Total = 34 cr

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