

MASTER OF EDUCATION IN EDUCATION AND HUMAN RESOURCE STUDIES, ORGANIZATIONAL LEARNING, PERFORMANCE AND CHANGE SPECIALIZATION



The Organizational Learning, Performance and Change Specialization helps develop the hands-on skills, knowledge, and process understanding needed to improve the current (or desired) workplace. Designed for working professionals, this program equips students to impact organization's people and processes.

With coursework focused on strategies to help manage organizational and workplace issues, the applied nature of the program prepares students to meet the demands of today's workplace. Students learn to blend and integrate organization development, change management, performance theory, research, and practice.

Students interested in graduate work should refer to the Graduate and Professional Bulletin (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/>).

Learning Objectives

Upon successful completion, students will be able to:

1. Understand and articulate the foundational thinking and scholarship of Organizational Learning, Performance and Change.
2. Understand and articulate the foundations of workforce training and development.
3. Apply the fundamental principles of workforce training and development to a relevant practical workforce and training related issue.
4. Articulate and critically analyze the major societal issues related to workforce training and development.
5. Apply and reflect on the application of change interventions at the individual, group, process and organizational levels.

Requirements Effective Fall 2026

Code	Title	Credits
Course Requirements		
EDOD 506	Human Resource Development	3
EDOD 671	Establish Relations, Diagnose Organizations	3
EDOD 673	Plan and Implement Change Interventions	3
EDOD 674	Analyze Workplace Learning	3
EDOD 675	Design, Develop, Implement Workplace Learning	3
EDOD 676	Evaluate Workplace Learning	3
EDOD 677	Action Learning and Inquiry	3
EDOD 678	Assess Change Interventions	3
EDOD 692A	Seminar: HRD Concepts--Workplace Learning	3
EDOD 692B	Seminar: HRD Concepts--Organizational Learning	3
Research		
EDRM 698	Research ¹	3
Program Total Credits:		33

¹ A capstone portfolio demonstrating skills, writing, research, and application is required for completion of this program. The portfolio is presented and reviewed by the learner's graduate committee.

A minimum of 33 credits are required to complete this program.

Requirements for All Graduate Degrees

For more information, please visit Requirements for All Graduate Degrees (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/graduate-study/procedures-requirements-all-degrees/>) in the Graduate and Professional Bulletin (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/>).

Summary of Procedures for the Master's and Doctoral Degrees

NOTE: Each semester the Graduate School publishes a schedule of deadlines. Deadlines are available on the Graduate School website (<https://graduateschool.colostate.edu/deadline-dates/>). Students should consult this schedule whenever they approach important steps in their careers.

Forms (<https://graduateschool.colostate.edu/forms/>) are available online.

Step	Due Date
1. Application for admission (online)	Six months before first registration
2. Diagnostic examination when required	Before first registration
3. Appointment of advisor	Before first registration
4. Selection of graduate committee	Before the time of fourth regular semester registration
5. Filing of program of study (GS Form 6)	Before the time of fourth regular semester registration

6. Preliminary examination (Ph.D. and PD)	Two terms prior to final examination
7. Report of preliminary examination (GS Form 16) - (Ph.D. and PD)	Within two working days after results are known
8. Changes in committee (GS Form 9A)	When change is made
9. Application for Graduation (GS Form 25)	Refer to published deadlines from the Graduate School Website
9a. Reapplication for Graduation (online)	Failure to graduate requires Reapplication for Graduation (online) for the next time term for which you are applying
10. Submit thesis or dissertation to committee	At least two weeks prior to the examination or at the discretion of the graduate committee
11. Final examination	Refer to published deadlines from the Graduate School Website
12. Report of final examination (GS Form 24)	Within two working days after results are known; refer to published deadlines from the Graduate School website
13. Submit a signed Thesis/ Dissertation Submission Form (GS Form 30) to the Graduate School and Submit the Survey of Earned Doctorates (Ph.D. only) prior to submitting the electronic thesis/ dissertation	Refer to published deadlines from the Graduate School website.
14. Submit the thesis/dissertation electronically	Refer to published deadlines from the Graduate School website
15. Graduation	Ceremony information is available from the Graduate School website