

HRD. 5352: Organization Development (OD)
Soules College of Business
Department of Human Resource Development
The University of Texas at Tyler

Summer 2025

Course Dates: May 5 – June 21, 2025

This course will be administered entirely via Canvas

Student access: <https://www.uttyler.edu/canvas>

Course Syllabus

Course Title: **AP HRD. 5352: Organization Development (OD)**

Instructor: Dr. Judy Yi Sun

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Office: COB 315.018

Office hours: Zoom meetings or phone calls can be scheduled by request.

Course Description: This course is designed to provide students with different perspectives on Organization Development at the individual, group, and organizational levels of analysis. Theoretical models will be studied, along with practitioner examples of organizations utilizing organization development interventions.

Required Text: Cummings, T. G., & Worley, C. G. (2019). Organization development and change (11th ed.). Stamford, CT: Cengage Learning.
ISBN: 978-1337618830

- The digital version of the course text works as well

Supplemental Resources: Additional readings will be uploaded to Canvas.

- APA publication manual (7th ed). Washington, D.C.: American Psychological Association. ISBN: 978-1433832178
- Purdue Owl Website: <https://owl.purdue.edu/owl>
- The Robert R. Muntz Library HRD Research Guide: <https://libguides.uttyler.edu/hrd>

Course Objectives:

- Examine the roles of internal and external OD practitioners in organizational change processes.
- Apply OD theories, models, and methods in organizational settings
- Analyze the process of organization development.
- Evaluate organization development interventions.
- Explain strategic change interventions and considerations in transformational change
- Propose OD intervention strategies to facilitate organizational change

A few things for us to orient our journey:

- 1. Don't Panic!** – Organizational Development is a marathon, not a sprint!
- 2. The job of a graduate student is to move forward with human knowledge!** - This course is designed to challenge you. The goal is constant improvement—there wouldn't be much point in taking this course if you didn't. Taking this course is not only about learning organizational development — you could do that by reading a book. This course is about becoming a critical thinker, learning to evaluate what you read, collecting data, evaluating the source of the data, and developing your own conclusions, and supporting them with research. It's about advancing data and information into knowledge and wisdom. If that sounds ambitious, it is. But I am here to help you throughout!
- 3. Be on time and early and often with communication!** – Attentiveness to deadlines, good communication and good organizational development go hand-in-hand. So, let's practice it in all we do. PLEASE actively monitor Canvas, be attentive and proactive with your course assignments. Collectively, I would like to see no silent suffering EVER. If you have a question, or maybe feel you're stumbling on something and everything in-between... reach out! The instructor is only one click away.
- 4. Let's be the real professionals we are!** – Practicing good professional ethics and applying ourselves to high standards is good for business and good for our participation as graduate students. Starting on page 7 of this syllabus, you will see additional notes regarding honor and academic dishonesty. I hold these standards in high regard. Please let's practice them in all we do.

Important Days:

Class begins: May 5, 2025 (Monday)
Census date: May 9, 2025 (Tuesday)
Drop for non-payment: May 15, 2025 (Thursday)
Last day to drop the class with penalty: June 5, 2025 (Thursday)

Grading Policy and Criteria to Determine Final Course Grade:

Work submitted past the due date is penalized 20% per calendar day including weekend.

Bonus Points: Any bonus point opportunities made available within the course will be applied as noted in the announcement made at the time they are offered/awarded.

A	90 to 100%	Excellent work and evidence of achieving each of the learning objectives at an expert level.
B	80 to 89%	Good work and evidence of achieving each of the learning objectives at a mastery level.
C	70 to 79%	Average work and evidence of achieving each of the learning objectives at a modest level.
D	60 to 69%	Poor work and little or no evidence of achieving each of the learning objectives.
F	59% and below	Unacceptable work and no evidence of achieving each of the learning objectives.

Grading Breakdown:

Final grades will be determined through the following weighted categories:

Category	Weight
Quizzes	25%
Discussions	30%
Final Report Phase 1	15%
Semester Final Report	30%

Assignment Details

All assignments are due by 11:59 pm (Central U.S.) on the indicated date unless otherwise noted

Quizzes (25%)

Questions in each quiz will cover content in the course book to reinforce key insights and information. Each quiz will be timed and be open book. However, the time is limited so it is highly recommended each student thoroughly read the applicable chapter before beginning each quiz.

Discussion (30%)

Please refer to the discussion requirements listed under each discussion assignment in Canvas. The following describes participation criteria. Participation with peers will account for 50% of the eligible discussion score.

Score	Description
	Note: The length of the initial contribution should be a minimum of 350 words and not exceed 500 words. Actively responding to another student's initial submission means providing the rationale as to why you agree or disagree with other students with supported arguments from literature or credible sources; responses such as "I agree," will not be counted.
50%	Exceptional Participation – Met both of these conditions: <ul style="list-style-type: none">Submitted own contribution and actively responded to three or more other students.Exceptional quality - Student explored others' comments and built on others' insights. The contributions are especially insightful and represent new high-value added input with new insights, material, and/or references.
40%	Commendable Participation – Met both these conditions: <ul style="list-style-type: none">Submitted own contribution and actively responded to two or more other students.High quality - Student explored others' comments and built on others' insights. The contributions are insightful and represent high-value added input with insights, material, and/or references.
30%	Moderate Participation – Met both of these conditions: <ul style="list-style-type: none">Submitted own initial contribution for a selected discussion topic and responded to one more other student.Moderate quality – Student was active in discussions made some valuable contributions, but the contributions were not noteworthy or did not include sufficient insights, material, and/or references.
20%	Acceptable Participation – Met both of these conditions: <ul style="list-style-type: none">Submitted own initial contribution for a selected discussion topicLow Level quality – Student participated in discussions made contributions, but the contributions did not add value to the discussion or did not include sufficient insights, material, and/or references.
10%	Minimal Participation – Met both of these conditions: <ul style="list-style-type: none">Submitted own initial contribution for a selected discussion topicMinimal quality – Student participated in some discussions made irrelevant or incorrect contributions, contributions did not include sufficient insights, material, and/or references.
0%	Inadequate Participation: <ul style="list-style-type: none">Did not participate in the discussion topic.

Semester Final Project Phase 1 (15%)

Semester Final Project Phase 2 (0%) – For communication and feedback

Semester Final Project (30%)

Please refer to the assignment requirements listed in Canvas.

Course Schedule:

Work submitted past the due date is penalized 20% per calendar day including weekends.

Week Start (Monday)	Module	Readings / Assignments
Week 1 May 5	Module 1: Introduction to OD	<ul style="list-style-type: none">• Review Canvas setup, course syllabus Model• Course Book: Read Chapters 1, 2 & 3• Discussion Board: 1) Introduce Yourself 2) Discussion on Ethics• Quizzes OD terms, Chapter 1 and 2. <p>Due May 11</p>
Week 2 May 12	Module 2: OD Contracting, Diagnosing, Analysis, & Interventions	<ul style="list-style-type: none">• Course Book: Read Chapters 4,5,6 & 7• Quizzes chapters 6 & 7• What do you think #1• Final project phase 1: Model and analysis (MO2) <p>Due May 18</p>
Week 3 May 19	Module 3: OD Change Management and Human Process Interventions	<ul style="list-style-type: none">• Course Book: Read Chapters 8. 9 10 &11• Quizzes Chapters 8 & 9• What do you think #2 <p>Due May 25</p>
Week 4 May 26	Module 4: Technostructural and Human Resource Interventions	<ul style="list-style-type: none">• Course Book: Read Chapters 12, 13, 14 & 15• Quizzes 13 & 14• What do you think #3• Final Project phase 2: intervention proposal <p>Due June 1</p>
Week 5 June 2	Module 5: Workforce Diversity & Transformational Change in OD	<ul style="list-style-type: none">• Course Book: Read Chapters 16 & 17• Quizzes 16 & 17• What do you think #4 <p>Due June 8</p>
Week 6 June 9	Module 6: Continuous Change & Transorganizational Change	<ul style="list-style-type: none">• Course Book: Read Chapters 18 & 19• Quiz chapter 19 <p>Due June 15</p>
Week 7 June 16	Module 7: Showcase Your Learning	<ul style="list-style-type: none">• Final group Project <p>Due June 20 (Friday)</p> <ul style="list-style-type: none">• Peer Evaluations <p>Due June 21</p>

Additional Information/Expectations and University Policies

Students are encouraged to contact the instructor regarding any special / extenuating circumstances that will temporarily prevent them from completing one or more assignments at all / in a timely manner. *I understand that life happens*, so please let me know if something comes up so that reasonable accommodations may be discussed and arranged, as appropriate. Early and often communication is key!

Technology – Each student must have access to the following, at a minimum: a reliable computer, stable internet access, a microphone (potentially via a cell phone), MS Word, PDFreader software.

Class Participation – Participation in all class activities is required for the accomplishment of course objectives. Staying up to date by regularly checking Canvas announcements, Patriot email, and group discussion forums (or other agreed upon channels for group communications) are all considered part of your class participation.

Due Dates – Unless otherwise specified, all assignments are due by 11:59 pm (U.S. Central Time.) on the date listed in the syllabus.

Late Assignments – Assignments submitted late will be graded with penalties included. If there is a fractional grade due to a late submission penalty, it will be rounded *down*.

Exceptions will be made as appropriate for accommodations related to religious holy days, active military services, illness, or other special circumstances that have been approved by the instructor.

Quizzes – Each quiz will have a time limit that is not long enough to actively look up all answers to the questions as you go; reading the assigned chapters before beginning the quiz will be essential to your success.

All quizzes will be accessible beginning the first official day of the session, so working ahead is permitted.

Discussions/Postings – Students are expected to participate actively in all assigned discussions and/or postings. Each discussion is graded on the quality standards of the contribution and in peer responses.

Reading Expectations

The reading load for this course is intensive, and students are expected to remain up to date on the assigned readings. Articles and other readings will be assigned in addition to the main course text.

Writing Expectations

All written assignments in the course are expected to be completed at a level of quality appropriate for graduate-level coursework. Correct/appropriate spelling, word usage, and grammar are the *minimum* standard. Any errors that are automatically flagged by MS Word during grading will absolutely cost you points.

Use of the Oxford comma is expected.

Dedicate enough time to the writing of all papers and posts to craft your narratives carefully, then edit them thoroughly at least once before submitting.

All referenced materials, including tables adapted from the text, must be properly cited using APA 7th edition; refer to the APA manual or Owl website for examples. If you are unable to determine how to cite a source using those references, please ask the instructor for guidance

Sending an Email to Professor:

In order to ensure I get your email, it is important to send your email **from the Patriot email account**, and **Put “AP HRD 5352.701” in your email’s subject line.**

Soules College of Business Statement of Ethics:

The ethical problems facing local, national and global business communities are an ever- increasing challenge. It is essential the College of Business and Technology help students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the Soules College of Business at The University of Texas at Tyler will:

- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage and misuse.
- Conduct yourself in a professional manner both on and off campus.

Soules College of Business Core Values:

- Professional Proficiency
- Technological Competence
- Global Awareness
- Social Responsibility
- Ethical Courage

UT Tyler Honor Code:

Every member of the UT Tyler community joins together to embrace: Honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.

Academic Dishonesty:

Cheating, plagiarism, or other forms of academic dishonesty in this course will not be tolerated. The first incident of suspected academic dishonesty will result in an immediate referral to the Director of Judicial Affairs; there will be no warnings issued. If cheating or academic dishonesty is confirmed by Judicial Affairs, a punitive grade of “F” will be assigned for the course.

- Judicial Affairs website: <http://www.uttyler.edu/judicialaffairs/scholasticdishonesty.php>

Students should be aware that all major papers will be checked for plagiarism using software designed for that purpose.

Using AI Tools

UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools’ ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler’s Honor Code. Faculty and students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course (see below) is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler’s Academic Integrity Policy.

For this course, AI is not permitted for any assignment

This course has specific assignments where artificial intelligence (AI) tools (such as ChatGPT or Copilot) are permitted and encouraged. When AI use is permissible, it will be clearly stated in the assignment directions, and all use of AI must be appropriately acknowledged and cited. Otherwise, the default is that AI is not allowed during any stage of an assignment.

***You can find the details of university policies in the following areas in the “University Policies and Information” page on the class Canvas site.**

- Withdrawing from Class
- Incomplete Grade Policy
- Grade Appeal Policy:
- Disability/Accessibility Services
- Military Affiliated Students
- FERPA
- Absence for Official University Events or Activities
- Absence for Religious Holidays
- Campus Carry