

Hawai'i Pacific University

Professional Certificate in Organizational Change and Development

A Distance Learning-Based Program

online

www.hpu.edu/PCOCD

Program Overview

The Professional Certificate in Organizational Change and Development provides students with the opportunity to study a field of knowledge that has become important in almost every profession. This distance learning program will provide an important skillset to leaders of governments, organizations, and corporations in every nation around the world. In fact, few individuals in our contemporary global community can avoid having to deal with constant changes in technology, environments, governments, businesses, communications, neighborhoods, workplaces, economies, and social institutions. Knowing how to create change successfully is knowledge most professionals cannot afford to be without.

For the past decade, Hawai'i Pacific University has responded to this need by offering a Professional Certificate in Organizational Change and Development (PCOCD). This long-standing and successful certificate is now available in a distance learning, online-based program. Students who choose to enroll in the distance PCOCD learn cutting-edge theories and methods for being a change leader, while being grounded in a globally relevant perspective by highly qualified faculty. Our distance learning approach is based on multiple teaching methods. Our software, WebCT, is supported by online discussions, conference calls, and other means that ensure the interactive advantages of traditional education remain part of the learning experience.

Program Philosophy

The PCOCD is founded on a philosophy that recognizes the need for cross-cultural and trans-disciplinary approaches to both theory and methods taught in the curriculum. Change and development are seen as complex issues for leaders and scholars alike. Seldom are “one best way” approaches and prescriptions effective in sustainable solutions to the human problems that give rise to the need for change and development. Fads, advocacy, and ethnocentric models are understood as they are expressed within the context in which we find them.

We believe that comparative (synchronic) and historical (diachronic) analysis and knowledge are very important to understanding the context of any change initiative. Thus, our students learn various approaches and models without a bias being given to one or the other. It is our goal to develop change leaders who are comfortable with the wide variety of environments that exist in today's contemporary global community.

Program Benefits

The program prepares students for dealing with and creating changes in their organizations. Students will benefit from the program by their understanding and application of the organizational change and development body of knowledge. Change and development professionals who possess this knowledge are in great demand in many different organizational and occupational situations. Even if you are not planning to practice in a recognized change and development profession, you will benefit by applying what was learned in the PCOCD to your job as a manager, leader, or other professional.

Online Courses

The online PCOCD requires the successful completion of 12 credits at the graduate level. The following courses are taken to fulfill this requirement. Upon completion, students will be issued a certificate along with academic transcripts for courses completed. These courses are also required courses in the Master of Arts in Organizational Change program.

PSOC 6440

Organizational Change and Development

PSOC 6440 is the foundation for all MA/OC and Professional Certificate in OCD courses. Students first learn the basic nature of human culture and organizational change. Then the practice of OCD is studied within larger holistic and comparative contexts for global and local change. Discussions and assignments are designed to assist the student in differentiating between change and adaptation. Change and development initiatives in governments, communities, and corporations are discussed.

PSOC 6442

Culture and Human Organizations

PSOC 6442 includes discussions and assignments intended to develop a working understanding of the influence of culture in various human organizations. Culture is presented as the fundamental knowledge we use to create adaptive solutions for human problems. National, corporate, community, and group organizations are fundamental expressions of culturally-influenced world views and values. Frameworks for observing analyzing, measuring, and changing culture are presented. Approaches for reconciling conflicts among stakeholders with seemingly different cultural values and models for behavior are used in simulations and case discussions.



PSOC 6443

Change Leadership Models and Methods

A discussion and analysis of strategies for effective change leadership. Joint ventures, privatization, performance improvement, globalization, and technology transfer cases are analyzed to determine success or failure. Students learn to design initiatives for organizational culture change. Implementation plans based on the analysis of specific organizational and national cultures are developed.

PSOC 6444

Innovations and Creativity

Innovation and creativity are critical aspects for organizational change and development in contemporary societies. This course explores the significance of innovation and creativity to human experience. Relationships among creativity, change, and innovation are discussed within a multi-disciplinary perspective. Practical methods for creating innovation in organizational and group processes are illustrated via cases and simulations.

The time line schedule for completing these courses depends on individual student's needs and circumstances. In general, we advise students to enroll in PSOC 6440 and PSOC 6442 in their first semester of distance studies, and then take PSOC 6443 and PSOC 6444 in the second semester. If your work demands or time is limited, then you may wish to begin with PSOC 6440 only, taking the other three courses as your time permits.

Faculty

Jerry Glover, PhD

Larry Zimmerman, Dean, MA

Harris Friedman, PhD

Lisa McElvaney, MA

Ken Rossi, EdD

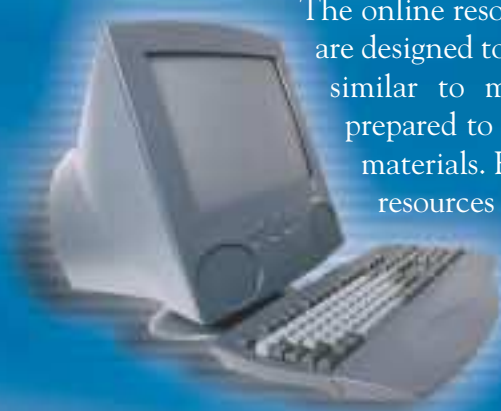
Richard Ward, EdD

Gordon Jones, PhD

Kelley Rainwater, MBA

Art Whatley, PhD

Online Learning Resources



The online resources offered through Hawai'i Pacific University's Libraries are designed to support the University's distance education programs. But similar to most residential graduate programs, students should be prepared to locate additional sources for research and learning support materials. For example, students should become familiar with learning resources available at city, town, or university libraries in your area as well as other Internet sources. The primary purpose of Hawai'i Pacific University's Library is to assist students with finding the information they need for their academic pursuits at all stages in their program.

Hawai'i Pacific University maintains a centralized location for all of its online library resources. Students may access HPU's online/library resources via their campus pipeline account. A partial listing of resources include:

- Online Library Databases
- Libraries Online Public Access (Book) Catalog
- Online Study and Information Tools
- Library Guides
- Online (E) - Books
- University Libraries Periodical List (ULPL)
- WWW Resources
- Library Instruction Exercises/Worksheets

Admission Requirements

Admission to the PCOCD Program at Hawai'i Pacific University is based on academic ability and potential for success at the graduate level. The University is seeking students who have demonstrated the ability and motivation to do graduate-level work.

Applicants must have a baccalaureate degree from an accredited college or university in the United States or an equivalent degree from another country. All applicants must submit certified copies of their postsecondary work showing completion of the undergraduate degree.



APPLY ONLINE at www.hpu.edu/PCOCD

All U.S. citizens and international applicants must submit the following documents to the address shown below:

- A complete application form (an application form may also be downloaded from our Website)
- U.S. \$50.00 nonrefundable application fee
- An official/certified transcript from every college or university attended, showing course work, grades, and conferral of bachelor's degree. Official transcripts must be sent directly from the college or university to Hawai'i Pacific University. Applicants may also submit official transcripts in an unopened envelope sealed by the college and university
- Personal Statement /Essay describing your academic and career goals

Hawai'i Pacific University
Center for Graduate Studies
1164 Bishop St., Suite 911
Honolulu, Hawai'i, U.S.A. 96813



“The Organizational Change Program at Hawai‘i Pacific University offers the working professional perspectives and skills that are very valuable in today’s economy.”

*April Samulewicz
Director of Human Resources
KPMG Asia Pacific Region*



“The program in organizational change focuses on the various approaches involved in dealing with the incredible changes taking place both globally and domestically. Whether it’s business, government, or the military, we are educating people with a comprehensive program that is trans-disciplinary, that allows professionals to work effectively in an organization that is in a constantly dynamic state. The students in this program are interested in becoming change agents, people who help their companies and communities to constantly realign to meet changing goals and demands.”

*Dr. Gerald Glover
Professor of
Organizational Change*

Why You Should Pursue a PCOCD?

Our students are primarily individuals who recognize that knowledge about change and development is important for their current and future professional careers. Students complete our online certificate for the following reasons:

To complement another program of studies

Students have completed the PCOCD while also completing graduate degrees in a variety of disciplines such as Management Information Systems, Human Resources, Management, Sociology and Anthropology, Global Leadership, Communications, Public Administration, and the MBA.

As the foundation and initial step toward completion of a Masters in Organizational Change (MAOC)

Some of our students complete the PCOCD first, and then decide to earn a Master of Arts in Organizational Change at HPU. All of the courses earned in the PCOCD can be applied to the MAOC.

To reduce the in-residence requirement for the MAOC

By completing the distance PCOCD, as well as other required MAOC courses in a non-resident status, a student may complete a significant portion of the requirements for an MAOC degree without actually residing in Hawai‘i. Those students are still required to spend time studying in residence at HPU in Hawai‘i, but that time is reduced to one or two semesters. Normally it takes a student four semesters in residence at HPU in Hawai‘i to complete the MAOC.

As a means of professional development

Individuals may complete the PCOCD to enhance and further develop their job and professional skills. The content of the courses in the program can be helpful to working adults who wish to expand their knowledge without taking an advanced degree.

For organizational and staff development

Many corporations have offered the PCOCD as in-house professional development for their managers and staff. In these cases, a cohort group is organized and the program of studies is tailored specifically for the needs of that organization.

To work toward a PhD in the change and development field

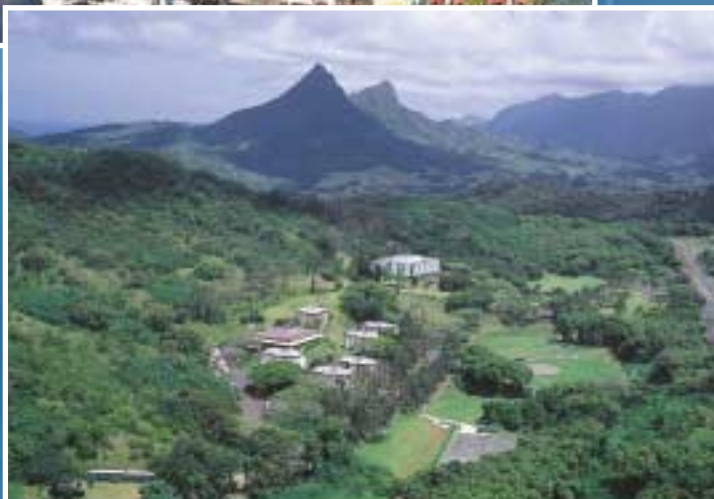
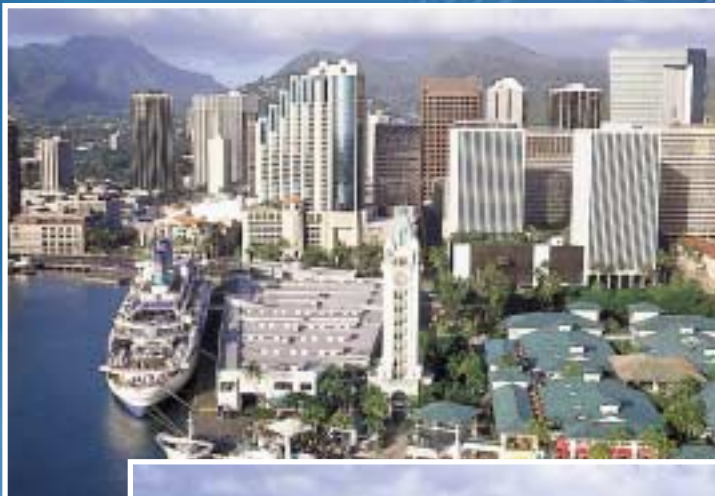
Our courses and program are recognized by several universities who provide PhD programs in the change and development field. HPU has cooperative alliances with two of these programs. These alliances assist our graduates with advantages in credit transfers, acceptance to PhD programs, and other advantages.

HPU at a Glance

Hawai'i Pacific University is a dynamic and innovative institution of higher learning strategically located in the heart of the Pacific Rim. Students are provided a rigorous and contemporary education with undergraduate degrees available in nearly 50 different areas. HPU's Center for Graduate Studies offers nine graduate degree programs, including the largest MBA program in the State of Hawai'i.

HPU is Hawai'i's largest private University founded in 1965. Truly a global University, students at HPU hail from all 50 U.S. states and from more than 106 countries around the world. The experienced faculty challenges students with an exciting integration of theory and practical application. Hawai'i Pacific University's goal is to provide students the knowledge and resources they need to become distinguished and productive leaders in their field of study, in the local community, and throughout the world.

Hawai'i Pacific University is accredited by the Accrediting Commission for Senior Colleges and Universities of the Western Association of Schools and Colleges (WASC) and the National League for Nursing Accrediting Commission (NLNAC).



Campus and Location

With two campuses on the island of O'ahu, Hawai'i Pacific University combines the excitement of an urban downtown campus with the serenity of a residential campus set in the green foothills of the Ko'olau mountains. The main campus is ideally located in downtown Honolulu, the business and financial center of the Pacific. Eight miles away, situated on 135 acres in Kane'ohe, the windward Hawai'i Loa campus is the site of the Nursing Program, the Marine Biology, Oceanography, and Environmental Sciences Programs, and several liberal arts programs. Students can travel between the two campuses via the convenient HPU shuttle service.

Contact us:

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Center for Graduate Studies
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808-544-0279

Toll-free 1-866-GRAD-HPU (U.S. and Canada)
www.hpu.edu/grad
Email: graduate@hpu.edu