Master of Science in Management and Organizational Behavior

Benedictine University
The M.S. in Management and Organizational Behavior program at Benedictine University blends a practitioner orientation with a combined academic, theoretical and research focus to provide a relevant and balanced approach to managerial skill development. The curriculum provides students with a solid foundation in the traditional areas of management skills, such as strategic planning, managerial accounting and information management. Most of all, the program fosters collaborative faculty/student relationships aimed at achieving a common goal: learning to create and sustain excellence in management.

The M.S. in Management and Organizational Behavior program is designed to accommodate working professionals. Therefore, classes are scheduled in the evening and on weekends. Eighty-five percent of the degree requirements can be completed through weekend coursework. Most students complete their degree in two-to-four years of part-time enrollment.

For more than five decades, Benedictine’s Master of Science (M.S.) in Management and Organizational Behavior program has been a respected global leader in educating business experts and professionals in the fields of organizational behavior, human resources and organization development. It is the longest standing and most comprehensive management and organizational behavior program geared toward the working professional.

In this competitive and complex era, companies are demanding leaders who can achieve financial results and effectively manage human resources. Competence in the “human side of enterprise,” including global interdependence, workforce diversity and the management of change, has become the hallmark of excellent managers and leading-edge companies.

“The Organization Development program at Benedictine University has been a major contributor to the field for more than 50 years and continues to be a premier program in the education and development of both scholars and practitioners in our field.”

Jeanne Maes, Ph.D., President
International Society for Organization Development and Change

“The OD program at Benedictine University has played a major role in the education of OD professionals through both their master’s and Ph.D. programs. Benedictine University’s contribution to OD will continue to play a major role in preparing consultants, managers and scholars.”

Matt Minahan, Ed.D., Chair (2015), Board of Directors
OD Network
The M.S. in Management and Organizational Behavior requires a total of 64 quarter credit hours and consists of a general Management Foundation curriculum as well as a choice of six concentrations. A minimum of 12 quarter credit hours is required in a concentration.

Foundation Courses - 34 quarter credit hours:

MGMT 500     Accounting for Managers
or
MGMT 501     Accounting for Non-Financial Managers
MGMT 521     Career and Human Resources Planning
MGMT 522     Ethics and Social Responsibility in Management
MGMT 530     Organizational Behavior
MGMT 540     Data Processing
or
MBA 683     Project Management
MGMT 546     Statistics for Organizational Analysis
or
MBA 541     Analytical Tools for Management Decisions
MGMT 591     Contemporary Trends in Change Management Lecture Series
MGMT 612     Methods of Organizational Research
MGMT 634     Strategy, Structure and Decision Making
MGMT 671     Strategic Management

Curriculum

Concentrations

Health Administration
Focuses on basic management skills and knowledge in the health administration field. It combines courses in management with courses in health administration.

Human Resource Management
Emphasizes developing skills and knowledge in the human resource function.

Human Service Administration
Addresses basic management skills within nonprofit and community service organizations.

Management and Organizational Behavior
Concentrates on developing basic line management skills and knowledge with advanced work in organizational behavior.

Management in a Professional Technical Environment
Designed to develop conceptual and applied skills in the management of highly-skilled professional personnel working in complex, technical work environments.

Organization Development
Examines basic and advanced organization development skills in managing organizational change within groups and organizations.

Certificates

Certificate programs are designed for a concentrated focus beyond the core M.S. in Management and Organizational Behavior curriculum. Certificates are offered in the following areas:

- Health Administration
- Human Resource Management
- Management in a Professional Technical Environment
- Organization Development and Consulting
- Professional Practice Management
- Service Management
- Training and Development

Dual Degrees

Students who earn the M.S. in Management and Organizational behavior may wish to consider completing a second graduate degree by taking an additional 32 quarter credit hours in Business Administration, Management Information Systems or Public Health. Application and admission are required to each graduate program and students must complete all requirements for the selected dual degree.
Full-Time Faculty
Peter F. Sorensen Jr., Ph.D., RODC
Department Chair, Ph.D. in Organization Development and M.S. in Management and Organizational Behavior Programs

Therese Yaeger, Ph.D.
Professor
Ph.D. in Organization Development and M.S. in Management and Organizational Behavior Programs

Adjunct Faculty
Philip T. Anderson, Ph.D.
Mark Bennett, J.D.
Steven DiBiase, Ph.D.
Christopher L. Fernandez, Ph.D.
George W. Hay, Ph.D.
Gina Hinrichs, Ph.D.
Ida M. Kisiel, Ph.D.
Kathy Lietz, M.S.
Richard Magner, Ph.D.
John Morrow, Ph.D.
Marilyn J. Runkel, Ph.D.
Jennifer Smith, M.S.
Donald Strauss, M.A.
Patricia A. Svehla, M.B.A.
Sue Sweem, Ph.D.
Stephen H. Treacy, M.S.
Matthew G. Vosmik, M.B.A., M.A.
Nancy Voss, M.S.

Contemporary Trends in Change Management Lecture Series
The Contemporary Trends in Change Management Lecture Series has been a hallmark of the M.S. in Management and Organizational Behavior program for more than 30 years. Devoted to addressing state-of-the-art issues in organizational behavior and organization development, this weekend lecture series has featured a number of top national academicians and consultants, including Peter Block, Robert Blake, Warner Burke, David Cooperrider, Kathy Dannemiller, Peter Senge and Peter Vaill.