

ORGANIZATIONAL DYNAMICS, MPhil

The Organizational Dynamics Programs (<https://www.lps.upenn.edu/degree-programs/dynamics/>) study the people, systems, and cultures that shape—and can reshape—our work lives. Our programs fuse research-based knowledge rooted in the arts and sciences with practical applications. Our students are mid-career professionals with at least five years of career-level experience.

The Master of Philosophy (MPhil) in Organizational Dynamics is an advanced graduate degree designed for individuals who want to demonstrate applied scholarship beyond a master of science degree but who are not ready to, or may not wish to, apply for a doctoral program. The Master of Philosophy in Organizational Dynamics can serve as an important step in future PhD study preparation or to deepen engagement with the topics studied in a previous master's degree.

For more information: <https://www.sas.upenn.edu/lps/graduate/dynamics/mphil/> (<https://www.sas.upenn.edu/lps/graduate/dynamics/mphil/>)

Curriculum

Students work closely with an academic advisor to design a Master of Philosophy degree curriculum suited to their interests and goals. You may also select from the four concentrations (<https://www.sas.upenn.edu/lps/graduate/dynamics/curriculum/concentrations-certificates/>) available to the Master of Science in Organizational Dynamics students.

Master of Philosophy degree requirements

If a student already holds a Master of Science in Organizational Dynamics degree from the University of Pennsylvania, the Master of Philosophy in Organizational Dynamics requires the completion of six course units and a capstone paper or project. For all other advanced-degree holders, the MPhil requires the completion of eight courses and a capstone project.

MPhil students may select any Organizational Dynamics courses to fulfill their degree requirements.

Master of Philosophy capstone

Students will choose a member of the Organizational Dynamics faculty to work with as their capstone paper or project advisor.

The format for the capstone may vary. It may be an applied project with an organization or among a select group of people; a multimedia project; an evaluation or synthesis of a topic of interest; or another approach selected with your advisor.

Examples of Organizational Dynamics Programs capstone projects completed by program alumni are available on the Scholarly Commons (http://repository.upenn.edu/organizational_dynamics/) website within the Penn Online Digital Library.

We encourage you to contact the program director (<https://www.sas.upenn.edu/lps/graduate/dynamics/contact/>) to schedule an appointment to review your current research and explore your options for pursuing a Master of Philosophy in Organizational Dynamics.

The degree and major requirements displayed are intended as a guide for students entering in the Fall of 2025 and later. Students should consult with their academic program regarding final certifications and requirements for graduation.
