Across all industries and professions, strong written and oral communication skills are essential to success. Whether you are seeking to advance in a communications-related field or get ahead in your current organization, this program seeks to provide the practical knowledge and valuable perspectives you need to communicate across a variety of contexts and situations.

From negotiation and writing to crisis management and public speaking, the Master of Science in Corporate and Organizational Communication degree program examines topics that are critical to effective organizational communication. Incorporating best practices, case studies, and classroom learning, courses within this innovative master’s degree in communication address complex communication challenges, seeking to provide you with a distinct advantage in today’s competitive marketplace.

Program Requirements
Complete all courses and requirements listed below unless otherwise indicated.

Required Courses
Note: Introduction to Organizational Communication (CMN 6000) is required for students who do not have any professional experience in communication. Students with professional communication experience should begin the program with Strategic Communication Management (CMN 6010):

CMN 6000 and INT 6000 Introduction to Organizational Communication and Writing Lab 3-4
CMN 6010 Strategic Communication Management 3
CMN 6020 Ethical Issues in Organizational Communication 3
CMN 6080 Intercultural Communication 3
CMN 6090 Organizational Culture, Climate, and Communication 3
CMN 6100 Communication Networks and Managing Information 3
CMN 6910 Organizational Communication Assessment 3

Capstone Course Options
Complete one of the following: 3
CMN 6943 Integrative Experiential Learning
CMN 6940 Projects for Professionals

Elective Courses
Note: Students who take Introduction to Organizational Communication (CMN 6000) are only required to take two courses in this section.

Complete three of the following: 5-10
CMN 6015 Introduction to the Digital Era: The Power of Social Media
CMN 6025 Digital Era Skills: Platforms, Tools, and Techniques
CMN 6050 Crisis Communication
CMN 6061 Personal Branding
CMN 6110 Group Dynamics and Interpersonal Conflict: Meeting Management
CMN 6060 Negotiation, Mediation, and Facilitation
COP 6940 Personal and Career Development
INPS 5184 Interdisciplinary Professional Foundations
INT 6943 Integrative Experiential Learning
INT 6900 International Field Study Experience
INT 6940 Experiential Learning Projects for Professionals

Concentration
Complete one of the following eight concentrations:

Concentration in Human Resource Management
Required Courses
HRM 6005 Creating a High-Performance Organization: Strategic Organizational and HRM Choices 3
HRM 6010 Total Compensation 3
HRM 6020 Strategic Recruitment, Training, and Performance Management 3
HRM 6030 Employee Rights and Employer Obligations 3
HRM 6040 High-Performance Human Resources Systems and Development 3

Concentration in Public and Media Relations
Required Courses
PBR 6100 Introduction to Public Relations 3
PBR 6130 Public Relations Writing Seminar 1 3
PBR 6140 Public Relations Writing Seminar 2 3
PBR 6710 Public Relations Research: Understanding External Audiences 3

Public and Media Relations Electives
Complete two of the following: 6-7
CMN 6025 Digital Era Skills: Platforms, Tools, and Techniques
CMN 6035 Legal, Policy, and Ethical Issues in the Digital Era
CMN 6045 Leveraging Digital Technologies: Strategy, Assessment, and Governance
DGM 6290 Social Media and Brand Strategy Implementation
PBR 6120 Public Relations Legal Issues
PBR 6125 Community Relations and Corporate Social Responsibility

Concentration in Leadership
Required Courses
LDR 6100 Developing Your Leadership Capability 3-6
LDR 6110 Leading Teams 3-6
LDR 6120 Organizational Leadership 3-6
LDR 6150 Transforming Organizations 3

Leadership Elective
Complete one of the following:  
LDR 6135  Ethical Leadership  
LDR 6140  Strategic Leadership  

Concentration in Project Management  
Required Courses  
Note: Students with project management experience are not required to take PJM 5900:  
PJM 6000  Project Management Practices  3  
PJM 5900  Foundations of Project Management  4  
PJM 6025  Project Scheduling and Cost Planning  3  
PJM 6015  Project Risk Management  3  

Project Management Electives  
Note: Students who take PJM 5900 are required to take only one course in this section.  
Complete two of the following:  6-7  
PJM 5900  Foundations of Project Management  
PJM 6125  Project Evaluation and Assessment  
PJM 6135  Project Quality Management  
PJM 6140  Managing Troubled Projects  
PJM 6710  Introduction to Program and Portfolio Management  

Concentration in Social Media and Online Communication  
Complete five of the following (CMN 6025, 6045, and 6065 are required):  15-18  
CMN 6015  Introduction to the Digital Era: The Power of Social Media ((Students may waive CMN 6015 if they have social media experience. Please consult with your academic advisor.))  
CMN 6025  Digital Era Skills: Platforms, Tools, and Techniques  
CMN 6045  Leveraging Digital Technologies: Strategy, Assessment, and Governance  
CMN 6065  Implementation and Management of Social Media Channels and Online Communities  

Complete one (or two, if CMN 6015 has been waived) of the following:  
CMN 6035  Legal, Policy, and Ethical Issues in the Digital Era  
DGM 6285  Interactive Marketing Fundamentals  
DGM 6290  Social Media and Brand Strategy Implementation  
TCC 6710  Content Strategy  
CMN 6040  Consumer Behaviors in the Online Environment  

Concentration in Usability/User Experience  
TCC 6710  Content Strategy  4  
TCC 6470  Web Accessibility for Technical Communicators  4  
TCC 6490  Usability Testing for Technical Communicators  4  
DGM 6268  Usable Design for Mobile Digital Media  4  
TCC 6610  Prototyping  2  

TCC 6620  Collecting User Data  2  

Concentration in Cross-Cultural Communication  
Required Courses  
CMN 6082  
CMN 6085  Strategies for Cross-Cultural Facilitation and Negotiation  3  

Complete 12 quarter hours from one of the following:  
Social Justice Track (suggested)  
PBR 6100  Introduction to Public Relations  3  
HSV 6120  Social Inequality, Social Change, and Community Building  3  
ITC 6045  Information Technology Policy, Ethics, and Social Responsibility  3  
HRM 6040  High-Performance Human Resources Systems and Development  3  

International Track (suggested)  
GST 6100  Globalization and Global Politics and Economics  4  
GST 6101  Global Literacy, Culture, and Community  4  
LDR 6145  Global Leadership  3  
INT 6900  International Field Study Experience  3,4  

Concentration in Leading Communication Strategy and Talent Development  
Required Courses  9  
CMN 6200  Strategic Communications Advisor: Roles and Responsibilities  
CMN 6201  Managing Communication Resources  
CMN 6202  Management Symposium  

Complete 9 quarter hours:  9  
HRM 6020  Strategic Recruitment, Training, and Performance Management  
LDR 6120  Organizational Leadership  
PJM 6000  Project Management Practices  
PJM 6215  Leading Remote Project Teams  
CMN 6045  Leveraging Digital Technologies: Strategy, Assessment, and Governance  

Program Credit/GPA Requirements  
45 total quarter hours required  
Minimum 3.000 GPA required