HUMAN AND ORGANIZATIONAL DEVELOPMENT, BACHELOR OF ARTS (B.A.)

The B.A. in Human and Organizational Development is a 120-credit-hour program that prepares individuals for a broad range of positions including as human resource development professionals, organizational and employee development professionals, instructional designers or talent development professionals. The program focuses on providing students with the knowledge and skills to plan and develop learning programs and interventions for adult learners using sound pedagogy for teaching adults in a variety of organizational settings. Students will learn to assess and evaluate adult learning and learn to adapt instructional programs based on the needs of the learners as well as the organization. Through comprehensive learning and development experiences in both class settings and a required internship, students will gain an understanding of working with diverse groups of learners. The program will provide opportunities for students to learn skills in developing programs for adult learning and practice them in a professional setting. Graduates of the program will be highly trained professionals capable of planning, developing and evaluating programs for adult learners both in-person and through online delivery formats.

Student learning outcomes

Students will acquire knowledge about discipline-specific and theoretical concepts critical to the
development and learning of employees in the workplace. Students will be able to:

- Plan, develop and implement learning and development experiences for adult learners in a variety of settings
- Assess learning needs and evaluate the learning of both students and the organization through learning and development experiences
- Develop learning interventions and assessments appropriate for employees/participants from diverse cultural backgrounds
- Utilize adult learning principles and knowledge of organizational development to create learning and development experiences/interventions for the intended audience
- Use appropriate technology in learning and organizational development curriculum development
- Provide strategy for appropriate learning and development interventions
- Demonstrate project management skills in organizing and managing a learning/development project for adult learners

Curriculum requirements

The B.A. in Human and Organizational Development will require a minimum of 120 credit hours. The program includes a required internship to provide students practical experience through experiential learning activities. The focus of the curriculum is to provide students with the practical courses which will prepare them for positions in human resource development and organizational development in for-profit and nonprofit organizations.

Degree requirements for Human and Organizational Development, Bachelor of Arts (B.A.)

Course	Title	Hours
General education (https://bulletin.vcu.edu/undergraduate/undergraduate-study/general-education-curriculum/)		
Select 30 credits of general education courses in consultation with an adviser.		30
Major requirements		
• Major core requirements		
ADLT 300	Introduction to Human and Organizational Development	3
ADLT 301	Adult Learning Theory and Practice	3
ADLT 302	Basics of Instructional Design for Adult Learners	3
ADLT 303	Facilitation Skills for Human and Organizational Development	2
ADLT 304	Designing Online Learning for Adult Learners	3
ADLT 400	Developing Intercultural Competencies in the Workplace: Diversity, Inclusion and Equity	3
ADLT 401	Organizational Development and Change	3
ADLT 404	Team Learning and Development	3
ADLT 405	Project Management in Learning and Development	3
ADLT 406	Consulting Skills in Adult Learning Environments	3
ADLT 490	Internship in Human and Organizational Development	3
EDUS 301	Human Development and Learning	3
Ancillary requirements		
PSYC 101 Play course video for Introduction to Psychology	Introduction to Psychology (satisfies general education BOK for social/behavioral sciences and AOI for diversities in the human experience)	4
SOCY 101 Play course video for Introduction to Sociology	Introduction to Sociology (satisfies general education BOK for social/behavioral sciences and AOI for diversities in the human experience)	3
Restricted electives (Select 15 credits from the following.)		15
ACCT 202	Accounting for Non-business Majors	
ADLT 305	Technology for Learning and Development	
ADLT 407	Culture and Instructional Design	
BUSN 323	Legal Environment of Business	
CLED 405	A Survey of Career Counseling	
EDUS 202	Diversity, Democracy and Ethics	
EDUS 304	Educational Psychology for Teacher Preparation	
MGMT 310	Managing People in Organizations	
MGMT 319	Leadership	
MGMT 331	Human Resource Management	

MGMT 403	Human Resource Development	
SEDP 330	Survey of Special Education	
SEDP 495	Universal Design for Learning and Transition	
STUA XXX Study abroad		
TEDU 552	Methods for Teaching Multilingual Learners	
Open electives		
Select any course. [1]		37-42
Total Hours		**120**

[1]

Students may choose the number of electives credits needed in order to reach the degree program minimum of 120 credits.

The minimum number of credit hours required for this degree is 120.

What follows is a sample plan that meets the prescribed requirements within a four-year course of study at VCU. Please contact your adviser before beginning course work toward a degree.

Recommended course sequence/plan of study

Freshman year

Fall semester

		Hours
ADLT 300	Introduction to Human and Organizational Development	3
SOCY 101 Play course video for Introduction to Sociology	Introduction to Sociology (satisfies BOK for social/behavioral science and AOI for diversities in the human experience)	3
UNIV 111 Play course video for Introduction to Focused Inquiry: Investigation and Communication	Introduction to Focused Inquiry: Investigation and Communication (satisfies general education UNIV foundations)	3
General education quantitative foundation course (MATH 131 or STAT 208 suggested)		3
Open electives		3-4
	Term Hours:	**15-16**

Spring semester

ADLT 303	Facilitation Skills for Human and Organizational Development	2
PSYC 101 Play course video for Introduction to Psychology	Introduction to Psychology	4
UNIV 112 Play course video for Focused Inquiry II	Focused Inquiry II (satisfies general education UNIV foundations)	3

General education course (select BOK for natural sciences)		3
Open electives		3
	Term Hours:	**15**

Sophomore year

Fall semester

ADLT 301	Adult Learning Theory and Practice	3
UNIV 200	Advanced Focused Inquiry: Literacies, Research and Communication (satisfies general education UNIV foundations)	3
General Education Course		3
Restricted Elective		3
Open electives		3
	Term Hours:	**15**

Spring semester

ADLT 304	Designing Online Learning for Adult Learners	3
EDUS 301	Human Development and Learning	3
General education course		3
Open electives		6
	Term Hours:	**15**

Junior year

Fall semester

ADLT 302	Basics of Instructional Design for Adult Learners	3
ADLT 401	Organizational Development and Change	3
Restricted elective		3
Open electives		6
	Term Hours:	**15**

Spring semester

ADLT 400	Developing Intercultural Competencies in the Workplace: Diversity, Inclusion and Equity	3
ADLT 404	Team Learning and Development	3
Restricted elective		3
Open elective		6
	Term Hours:	**15**

Senior year

Fall semester

ADLT 405	Project Management in Learning and Development	3
ADLT 406	Consulting Skills in Adult Learning Environments	3
Restricted elective		3
Open elective		6
	Term Hours:	**15**

Spring semester

ADLT 490	Internship in Human and Organizational Development	3
Restricted electives		3

Open elective	9
Term Hours:	**15**
Total Hours:	**120-121**

The minimum number of credit hours required for this degree is 120.