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.)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Select 12-13 credits from general education foundations and 17-18 credits from areas of inquiry.</td>
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<td></td>
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<tr>
<td><strong>Major requirements</strong></td>
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<tr>
<td>• Major core requirements</td>
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</tr>
<tr>
<td>ADLT 300</td>
<td>Introduction to Human and Organizational Development</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 301</td>
<td>Adult Learning Theory and Practice</td>
<td>3</td>
</tr>
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<td>ADLT 302</td>
<td>Basics of Instructional Design for Adult Learners</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 303</td>
<td>Facilitation Skills for Human and Organizational Development</td>
<td>2</td>
</tr>
<tr>
<td>ADLT 304</td>
<td>Designing Online Learning for Adult Learners</td>
<td>3</td>
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<tr>
<td>ADLT 400</td>
<td>Developing Intercultural Competencies in the Workplace: Diversity, Inclusion and Equity</td>
<td>3</td>
</tr>
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<td>ADLT 401</td>
<td>Organizational Development and Change</td>
<td>3</td>
</tr>
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<td>Team Learning and Development</td>
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</tr>
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<td>EDUS 301</td>
<td>Human Development and Learning</td>
<td>3</td>
</tr>
<tr>
<td><strong>Ancillary requirements</strong></td>
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</tr>
<tr>
<td>BUSN 160</td>
<td>Digital Literacy: Computer Concepts, Internet, Digital Devices</td>
<td>1</td>
</tr>
<tr>
<td>ECON 203</td>
<td>Introduction to Economics (satisfies general education AOI for global perspectives)</td>
<td>3</td>
</tr>
<tr>
<td>MASC/INTL 151 or WRLD 203</td>
<td>Global Communications 1 Cultural Texts and Contexts: ____</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 101</td>
<td>Play course video for Introduction to Psychology</td>
<td>4</td>
</tr>
<tr>
<td>SOCY 101</td>
<td>Play course video for Introduction to Sociology</td>
<td>3</td>
</tr>
<tr>
<td>Foreign language (200-level)</td>
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<td>3</td>
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<tr>
<td><strong>Restricted electives (Select 15 credits from the following.)</strong></td>
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<td>15</td>
</tr>
<tr>
<td>ACCT 202</td>
<td>Accounting for Non-business Majors</td>
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<tr>
<td>ADLT 305</td>
<td>Technology for Learning and Development</td>
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<tr>
<td>ADLT 407</td>
<td>Culture and Instructional Design</td>
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</tr>
<tr>
<td>BUSN 323</td>
<td>Legal Environment of Business</td>
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Human and Organizational Development, Bachelor of Arts (B.A.)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>CLED 405</td>
<td>A Survey of Career Counseling</td>
</tr>
<tr>
<td>MGMT 310</td>
<td>Managing People in Organizations</td>
</tr>
<tr>
<td>MGMT 319</td>
<td>Leadership</td>
</tr>
<tr>
<td>MGMT 331</td>
<td>Human Resource Management</td>
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<tr>
<td>MGMT 403</td>
<td>Human Resource Development</td>
</tr>
<tr>
<td>SEDP 495</td>
<td>Universal Design for Learning and Transition</td>
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<tr>
<td>STUA XXX</td>
<td>Study abroad</td>
</tr>
<tr>
<td>TEDU 552</td>
<td>Methods for Teaching Multilingual Learners</td>
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**Open electives**
Select any course. 32

**Total Hours:** 120

**Freshman year**

<table>
<thead>
<tr>
<th>Fall semester</th>
<th>Hours</th>
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<tr>
<td>SOCY 101</td>
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<tr>
<td>Play course video for Introduction to Sociology</td>
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<td>playcoursevideoforIntroductiontosociology</td>
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<tr>
<td>UNIV 111</td>
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<tr>
<td>Play course video for Focused Inquiry I</td>
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<td>playcoursevideoforfocusedinquiryi</td>
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<tr>
<td>Foreign language (101 level) or open elective</td>
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<td>Foreignlanguage(101level)oropenelective</td>
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<tr>
<td>General education quantitative foundation course</td>
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<tr>
<td>Generaleducationquantitativefoundationcourse</td>
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<tr>
<td>(MATH 131 or STAT 208 suggested)</td>
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<tr>
<td>Open electives</td>
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<td>openelectives</td>
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**Term Hours:** 16

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<tr>
<th>Spring semester</th>
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<tbody>
<tr>
<td>BUSN 160</td>
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<tr>
<td>Digital Literacy: Computer Concepts, Internet, Digital Devices</td>
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**Term Hours:** 14

**Sophomore year**

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<th>Fall semester</th>
<th>Hours</th>
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<tr>
<td>PSYC 101</td>
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<tr>
<td>Play course video for Introduction to Psychology</td>
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<td>playcoursevideoforintroductiontopsychology</td>
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<td>UNIV 200</td>
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<tr>
<td>Inquiry and the Craft of Argument (satisfies general education UNIV foundations)</td>
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<td>inquiryandthecraftofargument(satisfiesgeneraleducationunivfoundations)</td>
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<tr>
<td>Foreign language (200 level if not previously taken)</td>
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<tr>
<td>Foreignlanguage(200levelifnotpreviouslytaken)</td>
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<tr>
<td>General education course</td>
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<tr>
<td>Generaleducationcourse</td>
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<td>Open elective</td>
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**Term Hours:** 15

**Junior year**

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<tr>
<td>ADLT 300</td>
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<tr>
<td>Introduction to Human and Organizational Development</td>
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<td>ADLT 301</td>
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<tr>
<td>Adult Learning Theory and Practice</td>
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<td>basicsofinstructionaldesignforadultlearners</td>
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<tr>
<td>EDUS 301</td>
<td>3</td>
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<tr>
<td>Human Development and Learning</td>
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<tr>
<td>humandevelopmentandlearning</td>
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<tr>
<td>Restricted elective</td>
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<td>restrictedelective</td>
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**Term Hours:** 15

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<tr>
<th>Spring semester</th>
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<tbody>
<tr>
<td>ADLT 303</td>
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<tr>
<td>Facilitation Skills for Human and Organizational Development</td>
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<tr>
<td>facilitationskillsforhumanandorganizationaldevelopment</td>
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<td>ADLT 304</td>
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<tr>
<td>Designing Online Learning for Adult Learners</td>
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<tr>
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<tr>
<td>ADLT 400</td>
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<td>Developing Intercultural Competencies in the Workplace: Diversity, Inclusion and Equity</td>
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<tr>
<td>developinginterculturalcompetenciesintheworkplace:diversity,inclusionandequity</td>
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<tr>
<td>Restricted elective</td>
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<td>restrictedelective</td>
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**Term Hours:** 14

**Senior year**

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<tr>
<td>ADLT 401</td>
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<tr>
<td>Organizational Development and Change</td>
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<td>ADLT 405</td>
<td>3</td>
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<tr>
<td>Project Management in Learning and Development</td>
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<td>projectmanagementinlearninganddevelopment</td>
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<td>ADLT 406</td>
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<td>Consulting Skills in Adult Learning Environments</td>
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**Term Hours:** 15

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<tr>
<th>Spring semester</th>
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<tr>
<td>ADLT 404</td>
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<td>Team Learning and Development</td>
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**Term Hours:** 16

MASC 151/INTL 151 satisfies general education AOI for global perspectives; WRLD 203 satisfies general education BOK for humanities and fine arts and A01 for creative inquiry.

**The minimum number of credit hours required for this degree is 120.**
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<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
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<tbody>
<tr>
<td>ADLT 490</td>
<td>Internship in Human and Organizational Development</td>
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</tr>
<tr>
<td></td>
<td>Restricted electives</td>
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<tr>
<td></td>
<td>Open elective</td>
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<td></td>
<td><strong>Term Hours:</strong></td>
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<tr>
<td></td>
<td><strong>Total Hours:</strong></td>
<td>120</td>
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MASC 151/INTL 151 satisfies general education A0I for global perspectives; WRLD 203 satisfies general education B0K for humanities and fine arts and A0I for creative inquiry.

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