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>General education (<a href="http://bulletin.vcu.edu/undergraduate/undergraduate-study/general-education-curriculum/">http://bulletin.vcu.edu/undergraduate/undergraduate-study/general-education-curriculum/</a>)</td>
<td>Select 30 credits of general education courses in consultation with an adviser.</td>
<td>30</td>
</tr>
<tr>
<td>Major requirements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Major core requirements</td>
<td></td>
<td></td>
</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>
<tr>
<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>
</tr>
<tr>
<td>ADLT 400</td>
<td>Developing Intercultural Competencies in the Workplace: Diversity, Inclusion and Equity</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 401</td>
<td>Organizational Development and Change</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 404</td>
<td>Team Learning and Development</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 405</td>
<td>Project Management in Learning and Development</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 406</td>
<td>Consulting Skills in Adult Learning Environments</td>
<td>3</td>
</tr>
<tr>
<td>ADLT 490</td>
<td>Internship in Human and Organizational Development</td>
<td>3</td>
</tr>
<tr>
<td>EDUS 301</td>
<td>Human Development and Learning</td>
<td>3</td>
</tr>
<tr>
<td>Ancillary requirements</td>
<td></td>
<td></td>
</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 or Cultural Texts and Contexts: ____</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 101 Play course video for Introduction to Psychology</td>
<td>Introduction to Psychology</td>
<td>4</td>
</tr>
<tr>
<td>SOCY 101 Play course video for Introduction to Sociology</td>
<td>Introduction to Sociology (satisfies general education BOK for social/behavioral sciences and AOI for diversities in the human experience)</td>
<td>3</td>
</tr>
<tr>
<td>Foreign language (200-level)</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Restricted electives (Select 15 credits from the following.)</td>
<td></td>
<td>15</td>
</tr>
<tr>
<td>ACCT 202</td>
<td>Accounting for Non-business Majors</td>
<td></td>
</tr>
<tr>
<td>ADLT 305</td>
<td>Technology for Learning and Development</td>
<td></td>
</tr>
<tr>
<td>ADLT 407</td>
<td>Culture and Instructional Design</td>
<td></td>
</tr>
<tr>
<td>BUSN 323</td>
<td>Legal Environment of Business</td>
<td></td>
</tr>
</tbody>
</table>
CLED 405  A Survey of Career Counseling
MGMT 310  Managing People in Organizations
MGMT 319  Leadership
MGMT 331  Human Resource Management
MGMT 403  Human Resource Development
SEDP 495  Universal Design for Learning and Transition
STUA XXX  Study abroad
TEDU 552  Methods for Teaching Multilingual Learners

Open electives
Select any course.
Total Hours: 32

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

**Freshman year**

**Fall semester**

SOCY 101  Introduction to Sociology (satisfies BOK for social/behavioral science and AOI for diversities in the human experience)

Term Hours: 16

**Spring semester**

ECON 203  Introduction to Economics (satisfies general education AOI for global perspectives)

Term Hours: 15

**Sophomore year**

**Fall semester**

ADLT 300  Introduction to Human and Organizational Development
ADLT 301  Adult Learning Theory and Practice
ADLT 302  Basics of Instructional Design for Adult Learners
EDUS 301  Human Development and Learning
Restricted elective

Term Hours: 15

**Spring semester**

ADLT 303  Facilitation Skills for Human and Organizational Development
ADLT 304  Designing Online Learning for Adult Learners
ADLT 400  Developing Intercultural Competencies in the Workplace: Diversity, Inclusion and Equity
Restricted elective
Open elective

Term Hours: 14

**Junior year**

**Fall semester**

ADLT 401  Organizational Development and Change
ADLT 405  Project Management in Learning and Development
ADLT 406  Consulting Skills in Adult Learning Environments
Restricted elective
Open elective

Term Hours: 15

**Spring semester**

ADLT 402  Adult Learning Theory and Practice
ADLT 403  Basics of Instructional Design for Adult Learners
EDUS 301  Human Development and Learning
Restricted elective
Open elective

Term Hours: 14

**Senior year**

**Fall semester**

ADLT 404  Designing Online Learning for Adult Learners
ADLT 405  Project Management in Learning and Development
ADLT 406  Consulting Skills in Adult Learning Environments
Restricted elective
Open elective

Term Hours: 15

**Spring semester**

PSYC 101  Introduction to Psychology

Term Hours: 15
MASC 151/INTL 151 satisfies general education AOI for global perspectives; WRLD 203 satisfies general education BOK for humanities and fine arts and AOI for creative inquiry.

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