

# ORGANIZATIONAL DEVELOPMENT

Fall 2017

## Bachelors of Science

This program prepares students for positions as supervisors, project leaders, change agents, and trainers in a variety of organizational settings. Academic credit for college-level learning from prior occupational experiences is available through preparation and assessment of a portfolio. Of the 120 semester hours required to complete the degree, at least 25 semester hours of courses from EIU must be included.

### General Education 40 hrs

#### Language 9hrs

ENG 1001G 3 \_\_\_\_\_  
 ENG 1002G 3 \_\_\_\_\_  
 CMN 1310G 3 \_\_\_\_\_

#### Social Behavior Sciences\* 9hrs

\_\_\_\_\_ 3 \_\_\_\_\_  
 \_\_\_\_\_ 3 \_\_\_\_\_  
 \_\_\_\_\_ 3 \_\_\_\_\_

#### Mathematics 3hrs

MAT \_\_\_\_\_

#### Senior Seminar 3hrs

EIU \_\_\_\_\_

#### Humanities/Fine Arts\* 9hrs

HU \_\_\_\_\_ 3 \_\_\_\_\_  
 FA \_\_\_\_\_ 3 \_\_\_\_\_  
 HU/FA \_\_\_\_\_ 3 \_\_\_\_\_

#### Science Awareness (w/one lab) 7hrs

BIO \_\_\_\_\_  
 Phys Sci \_\_\_\_\_

#### Foreign Language – Exempt

\* One course must be culturally diverse

### Department Core: 18 hrs

OPD 4500 Organizational Interactions 3 \_\_\_\_\_  
 OPD 4810 Principles Career Development 3 \_\_\_\_\_  
 OPD 4825 Ethical Behavior in Orgs 3 \_\_\_\_\_  
 OPD 4830 Organizational Perspectives 3 \_\_\_\_\_  
 OPD 4835 Supervision in Organizations 3 \_\_\_\_\_  
 OPD 4840 Training Program Development 3 \_\_\_\_\_

### MAJOR REQUIREMENTS:

**Department Core 18**  
**Optional Experiential Learning/Portfolio 1 – 30**

### Electives Graduation Hours

Electives may be utilized towards the required 120 hour minimum from college-level credit. Additional hours may be required for a minor.

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**Minor: (Optional)** Minors are not required. However, a minor can add depth to a resume and allow for professional development in additional areas of interest. See catalog for minors options.

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School of Technology offers two online minors that may compliment career goals in Organizational Development.

**Organizational Leadership Minor: (18 Hours)** Provides students with opportunities to develop skills in order to be an effective leader within any organization.

OPD 4700 3 Leadership in Organizations  
 OPD 4815 3 Conflict in Organizations  
 OPD 4820 3 Change Strategies in Organizations  
 OPD 4845 3 Improvement in Organizations  
 OPD 4865 3 Diversity in Organizations  
 OPD 4880 3 Productive Work Teams

**Talent Development Minor : (18 Hours)** Provides students with opportunities to learn skills needed to develop talent within any organization.

OPD 4800 3 Teaching & Training  
 OPD 4820 3 Change Strategies in Organizations  
 OPD 4855 3 Web-Based Training & Instruction  
 OPD 4860 3 Facilitating Learning & Project Groups  
 OPD 4870 3 Coaching & Mentoring for Critical Thinking in Workplace  
 OPD 4890 3 Accelerated Learning & Training

### Experiential Learning/Portfolio 1 – 30 hrs (Optional)

Under the guidance of faculty members within the OPD Program, students develop a portfolio documenting their college-level learning relevant to their field of study. To prepare the portfolio, students enroll in OPD 3000, Portfolio Development, where they are provided instruction in preparing written descriptions of college-level workplace learning. Examples of supporting evidence to be included in a portfolio includes: certificates of training, samples of work, a resume, a copy of a performance review, or a letter of verification of skills from an employer or supervisor. The documentation submitted should provide clear and convincing evidence that the student has achieved the learning outcomes. Credit may be granted via OPD 3200, Occupational Experience, or other course numbers within the particular academic department via preparation and submission of a portfolio.

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### GRADUATION REQUIREMENTS:

- \_\_\_\_\_ Electronic Writing Portfolio (EWP) 1 2 3
- \_\_\_\_\_ Cultural Diversity
- \_\_\_\_\_ 120 s.h. minimum
- \_\_\_\_\_ 42 s.h. senior institution (4-year school)
- \_\_\_\_\_ 40 s.h. upper level (3000-4000 numbered)
- \_\_\_\_\_ 25 s.h. from EIU
- \_\_\_\_\_ 2.0 GPA Cumulative
- \_\_\_\_\_ 2.5 GPA Cumulative in Major

# How to Apply

Students may declare themselves as online OPD majors. Students admitted as online OPD majors will have priority access to online courses. Face-to-face majors may take either face-to-face or online courses.

## Admission Criteria:

To apply for admission to the Organizational and Professional Development program, a student must:

1. Have earned a minimum of 30 credit hours from an accredited institution;
2. Have earned a cumulative GPA of at least 2.50 or higher;

Students that do not meet these admission requirements, but meet EIU's general transfer admission requirements will have their application reviewed by the OPD coordinator. Following this review, students may be required to participate in a pre-entry interview\* or submit a new application for consideration at a later time.

Apply online at [www.eiu.edu](http://www.eiu.edu) or contact:

Office of Admissions  
Eastern Illinois University  
600 Lincoln Avenue  
Charleston, Illinois 61920

There is a \$30 application fee.

## OPD Contact:

Bruce Barnard [bkbarnard@eiu.edu](mailto:bkbarnard@eiu.edu) (Coordinator):    Direct: (217) 778-8470  
Office: (217) 581-7404  
Fax: (217) 581-6607

## \*If a Pre-entry Interview is needed, please prepare the following items:

- Current Resume
- A one to two page written statement describing how a B.S. in Organizational Development will help you accomplish your goals.
- Official transcripts from all colleges and universities previously attended

## To Register:

Contact the OPD academic advisor

Advisor:                Shawn Schultz, [scschultz@eiu.edu](mailto:scschultz@eiu.edu), 217-581-7128

Department:        217-581-3226