

# BACHELOR OF SCIENCE IN ORGANIZATIONAL DEVELOPMENT



## BE READY TO EXPLORE, ENGAGE AND THRIVE.

Organizational Development is a distinct field of academic study focused on understanding the human aspects of organizations including people, processes, and practices. Practitioners employ planned interventions to improve the effectiveness and health of organizations by applying behavioral science knowledge and interventions informed by the unique organizational system of the organization.

This well-rounded degree can prepare you for jobs in:

- *Training & Change Management*
- *Supervision & Management*
- *Human Resources*
- *Instructional Design*
- *Quality Systems*
- *Program Administration (For-Profit & NonProfit)*
- *Government*
- *And many more...*

### CLASSES AVAILABLE WHERE YOU ARE

Learners can complete Organizational Development courses entirely online, in a hybrid format (online and in class), on the weekend, or in the evening. There is a course schedule to meet your needs.

- + FLEXIBLE COURSE OPTIONS
- + DEDICATED AND HIGH QUALITY FACULTY
- + TRANSFER FRIENDLY
- + ONLINE DEGREE COMPLETION

### RESPONSIVE TO VETERANS & ADULT STUDENTS

The Organizational Development program has been serving adult learners, veterans, and other students for more than 30 years. The program offers a path to earn credit for prior occupational learning.

### APPLICABLE COURSES AND CONTENT

Organizational Development courses focus on developing knowledge and skills through contextual-based learning and on helping learners apply their work and life experiences in order to address current work and occupational related issues.

### EXPERIENCED FACULTY

Faculty are highly respected in their fields, have significant industry experience, and are focused on your learning and professional growth.

### LUMPKIN COLLEGE OF BUSINESS & TECHNOLOGY

REQUEST MORE INFORMATION:  
[EIU.EDU/OD/FORM\\_CONTACT.PHP](http://EIU.EDU/OD/FORM_CONTACT.PHP)



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## TOTAL MAJOR COURSEWORK: 120 HRS

Of the 120 semester hours required to complete the degree, at least 25 semester hours of courses from EIU must be included.

Students in the B.S. in Organizational Development program must maintain a cumulative GPA of 2.5 within the Major. Calculation of the Major GPA is based on all courses taken through Eastern Illinois University with the prefix ODL or approved as major courses for the B.S. in Organizational Development.

## GENERAL EDUCATION: 40 HRS

**LANGUAGE:** 9 hrs

**HUMANITIES & FINE ARTS:** 9 hrs

**MATHEMATICS:** 3 hrs

**SOCIAL & BEHAVIORAL SCIENCES:** 9 hrs

**SCIENTIFIC AWARENESS:** 7 hrs

**SENIOR SEMINAR:** 3 hrs

## MAJOR REQUIREMENTS: 18 HRS

**ODL 4500** Organizational Interactions

**ODL 4810** Principles of Career Development

**ODL 4825** Ethical Behavior in Organizations

**ODL 4830** Organizational Perspectives: Past, Present & Future

**ODL 4835** Supervision in Organizations

**ODL 4840** Training Program Development

## ELECTIVES

**ODL 4765** Grant Writing

**ODL 4800** Strategies & Processes of Teaching & Training

**ODL 4815** Conflict in Organizations

**ODL 4820** Change in Organizations

**ODL 4845** Improvement in Organizations

**ODL 4855** Web-Based Training

**ODL 4860** Facilitating Project Groups

**ODL 4864** Strength-Based Development

**ODL 4865** Diversity in Organizations

**ODL 4870** Coaching & Mentoring

**ODL 4880** Productive Work Teams

**ODL 4890** Accelerated Learning

## PRIOR LEARNING ASSESSMENT (PLA) (OPTIONAL)

Some students are eligible to earn additional college level credits for prior work experiences, trainings, licenses, and certifications. These credits are determined through a Prior Learning Assessment Process. If you think you may have eligible experience for this credit, please contact the program for additional information.



## OPTIONAL MINORS

Students may pursue a minor in Organizational Leadership or Talent Development while working toward a B.S. in Organizational Development. Minors demonstrate skill development in a focused area of concentration.

### ORGANIZATIONAL LEADERSHIP: 18 HRS

The minor in Organizational Leadership provides students with opportunities to develop skills in order to be an effective leader within any organization.

**ODL 4700** Leadership in Organizations

**ODL 4815** Conflict in Organizations

**ODL 4820** Change Strategies in Organizations

**ODL 4845** Improvement in Organizations

**ODL 4865** Diversity in Organizations

**ODL 4880** Productive Work Teams

### TALENT DEVELOPMENT: 18 HRS

The minor in Talent Development provides students with opportunities to learn skills needed to develop talent within any organization.

**ODL 4800** Teaching & Training

**ODL 4820** Change Strategies in Organizations

**ODL 4855** Web-Based Training & Instruction

**ODL 4860** Facilitating Learning & Project Groups

**ODL 4870** Coaching & Mentoring for Critical Thinking in Workplace

**ODL 4890** Accelerated Learning & Training