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...

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.

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.

+ Credit for Prior Learning
+ Dedicated and High Quality Faculty
+ Transfer Friendly
+ Online Degree Completion

It’s all about you. Apply today at my.eiu.edu.

EIU.edu/od
BACHELOR OF SCIENCE IN
ORGANIZATIONAL DEVELOPMENT

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

CREDIT FOR PRIOR LEARNING
The Organizational Development program recognizes that students develop competencies in a variety of ways and environments. Our program offers a unique opportunity to earn college credit for knowledge acquired outside of the traditional classroom setting, including military and workplace training.

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