

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.

- + **CREDIT FOR PRIOR LEARNING**
- + **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.

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IT'S ALL ABOUT YOU. APPLY TODAY AT [MY.EIU.EDU](https://my.eiu.edu).

eiu.edu/od

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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

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