Bachelor of Arts in Organizational Development

The purpose of majoring in Organizational Development (OD) is to prepare students for challenges related to improving organizational effectiveness and efficiency by increasing the capacity for individuals, groups, and organizations to adapt to change. This includes those interested in becoming OD practitioners, as well as those desiring to learn approaches for introducing new methods or practices in the workplace, and in helping organizations solve problems and achieve goals. In addition to building a foundation in business/business management and developing competencies in key OD activities, the student will develop important skills in critical thinking, problem solving, technology, and business communication.[1]

Major Requirements for a Bachelor of Arts in Organizational Development:

* Transfer equivalencies as applicable to the CCAF Associate in Applied Science Degree are indicated below.

1. **Completion of UIW General Education Core Curriculum (46 hours)**
   * All 15 hours of General Education will transfer here, plus 3 hours of transfer credit from the CCAF degree plan

2. **Business Module (21 hours of specified Business courses)**
   * The 6 hours of Leadership, Management, and Military Studies will transfer here in Management Theory and Practice, Human Resource Management, or Organizational Behavior as applicable.
   - ACC 2311 Financial Accounting
   - BIS 2325 Business Information Processing
   - MSC 3370 Statistical Analysis of Business
   - MSC 3371 Models of Management Science
   - MGT 3340 Concepts and Functions of Management
   - MGT 3354 Theories and Concepts of Personnel Management
   - MGT 4355 Organizational Behavior

3. **Organizational Development Module (24 hours of specified OD courses)**
   * If applicable, all or some of the 15 hours of Program Electives will transfer here.
   - ORGD 3340 Organizational Development
   - ORGD 3360 Teambuilding in Organizations
   - ORGD 3370 Total Quality Management
   - ORGD 3390 Communication in Organizations
   - ORGD 3395 Organizational Change
   - ORGD 4330 Organizational Learning
   - ORGD 4350 Leadership in Organizations
   - ORGD 4380 Capstone in Organizational Development

4. **Electives Module (29 hours)**
   * Free elective hours. These can be transferring hours or a specialized course area. Program Electives and Technical Education can transfer in here as free electives.

5. **Community Service Component**
   A total of 45 clock hours (non-credit) of Community Service are required for all baccalaureate degrees at UIW. Academic advisors discuss the options for fulfilling the community service requirement and the method for documenting the service.

6. **Residency Requirement**
   Following SOC guidelines, completion of 25% (30 credit hours) of coursework at the University of the Incarnate Word for Baccalaureate degree programs.

7. **Upper-Division Course Requirement**
   36 hours of upper-division course work (3000-level and above). These courses can be transferred in or taken at UIW.

Bachelor of Arts in Organizational Development Plan File (PPF)
Category I

Degree Requirement	Required Semester Credits	CCAF Transfer Credits	Course Credits to take at Institution
General Education	**46 Hours**	**18**	**28**
ENGL 1311 English Composition I	3		
ENGL 1312 English Composition II	3		
ENGL 2310 World Literature	3		
COMP 1301 Computer Literacy	3		
MUSI 1000/3000 Fine & Applied Arts	3		
PHIL 1381 Introduction to Philosophy	3		
RELS 1325 Religion Quest	3		
RELS 3000/4000 Religious Studies or Philosophy	3		
HIST 1000/2000 History	3		
PSYC 1301/SOCI 1311 Social Science	3		
BIOL 1401 Natural Science W/Lab	4		
MATH 1000/2000 College Algebra	3		
SPAN 1311 Foreign Language I	3		
SPAN 1312 Foreign Language II	3		
DWHP 3300 Dimensions of Wellness	3		
Professional Module	**21 Hours**	**0-6**	**15-21**
ACC 2311 Financial Accounting	3		
BIS 2325 Business Information Processing	3		
MSC 3370 Statistical Analysis of Business	3		
MSC 3371 Models of Management Science	3		
MGT 3340 Concepts and Functions of Management	3		
MGT 3354 Theories & Concepts of Personnel Management	3		
MGT 4355 Organizational Behavior	3		

Bachelor of Arts in Organizational Development Plan File (PPF)
Category I

Specialized Course Module	24 Hours	15-24	0-9
ORGD 3340 Organizational Development	3		
ORGD 3360 Teambuilding in Organizations	3		
ORGD 3370 Total Quality Management	3		
ORGD 3395 Organizational Change	3		
ORGD 3390 Communication in Organizations	3		
ORGD 4350 Leadership in Organizations	3		
ORGD 4330 Organizational Learning	3		
ORGD 4380 Capstone in Organizational Development	3		
Electives Module 29 Hours (Free elective hours may be needed to fulfill 36 hours upper division requirements) – Hours dependent on Specialized Course Module	29 Hours	21-29	0-8
	3		
	3		
	3		
	3		
	3		
	3		
	3		
	3		
	3		
	2		
Total Credits Required **Bachelor of Arts in Organizational Development Degree**	**120**	**60***	**60**
All credits are unofficial until audited by the registrar			

* AU-ABC degrees (BA-ADM, BAAS, BA-OD, and BA-HR) are guaranteed to transfer in 60 or more credit hours from the CCAF. The remaining hours necessary to meet the required 120 hours must be taken at the institution for completion of the degree. Credits will be allocated upon evaluation of the CCAF transcript.

COMMUNITY SERVICE COMPONENT (45 CLOCK HOURS)
A total of 45 clock hours (non-credit) of Community Service are required for all baccalaureate degrees at UIW. Academic advisors discuss the options for fulfilling the community service requirement and the method for documenting the service.

RESIDENCY REQUIREMENT:
Following SOC guidelines, completion of 25% (30 credit hours) of coursework at the University of the Incarnate Word for Baccalaureate degree programs.

UPPER-DIVISION COURSE REQUIREMENT:
36 hours of upper-division course work (3000-level and above). These courses can be transferred in or taken at UIW.