

Adult and Organizational Development BA

Overview

The **Bachelor of Arts in Adult and Organizational Development**, offered by the Department of Policy, Organizational and Leadership Studies, is comprehensive and systems-focused, and will help students develop the skills and knowledge needed to be an effective change agent in any organization.

The Adult and Organizational Development program pushes students to:

- conquer the complexity of communication styles to identify different styles and what they can reveal about the roots of conflicts;
- develop effective instructional strategies to facilitate adult and team learning, and then design and implement effective training programs; and
- master the peacemaking process, in order to recognize and mediate different conflict types and negotiate appropriate resolutions for communities, families, organizations and schools.

Students will finish the degree program by completing a field assignment at one of the hundreds of community groups, corporations, government agencies, schools and social service agencies in the Philadelphia area. In addition, students will observe how management and staff lead teams, manage change, mediate conflicts, and train adults in the social context of a bustling, culturally diverse region.

Campus Location: Main

Program Code: ED-AOD-BA

Accelerated +1 Programs

The College of Education and Human Development offers accelerated programs, including the opportunity for Adult and Organizational Development majors to pursue the following +1 Accelerated Programs:

- +1 Accelerated Program in Any Temple Major + Advocacy and Organizational Development MEd
- +1 Accelerated Program in Any Temple Major + Higher Education MEd
- +1 Accelerated Program in Any Temple Major + Teaching English to Speakers of Other Languages MEd

Qualified students earn a bachelor's and a master's degree in a five-year course of study. Learn more about the College of Education and Human Development's +1 Accelerated Programs.

Contact Information

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Learn more about the Bachelor of Arts in Adult and Organizational Development.

These requirements are for students who matriculated in academic year 2023-2024. Students who matriculated prior to fall 2023 should refer to the Archives to view the requirements for their Bulletin year.

Summary of Requirements

University Requirements

- All students must complete Temple University's General Education (GenEd) curriculum.
- All students must take a minimum of two writing-intensive courses at Temple University (including transfer students). The specific writing-intensive courses required for this major are AOD 3396 and AOD 4396.

College Requirements

Refer to the College Requirements for specific information.

Program Requirements

- Students must complete 34 credit hours in the major.
- All courses in the major must be passed with a grade of "C-" or better; students must earn a 2.0 cumulative GPA.
- Complete the following course requirements in Adult and Organizational Development:

Code	Title	Credit Hours
Required Courses		
AOD 1001	Practical Application in Adult and Organizational Development	1
AOD 1016	Introduction to Adult Learning and Training	3
AOD 1166	Interpersonal Processes through the Life Span	3
AOD 2176	Team Process in Education	3
AOD 2201	Research Methods	3
AOD 2214	Conflict Processes	3
or AOD 2215	Mediation: Principles and Practice	
AOD 2218	Leadership in Organizations	3
AOD 3317	Adult and Workforce Development	3
AOD 3318	Systems Approach to Organizational Change	3
AOD 3396	Organizational Processes (WI)	3
AOD 4016	Advanced Adult Learning and Training	3
AOD 4396	Field Research: Practice in Professional Settings (WI)	3
Total Credit Hours		34

AOD strives to be a flexible and dynamic program that accommodates students transitioning in from other majors. AOD courses are offered both at Main campus and at Ambler. Although flexible, a minimum of three semesters is necessary to complete the AOD BA degree requirements. We strongly advise that no more than two other AOD courses be taken along with AOD 4396 Field Research: Practice in Professional Settings, the "capstone" course that is completed during the final semester prior to graduation. This capstone course requires the reflection on and application of AOD principles gained in prior courses.

Suggested Academic Plan

Bachelor of Arts in Adult and Organizational Development

Suggested Plan for New Students Starting in the 2023-2024 Academic Year

Year 1		
Fall		Credit Hours
GenEd Quantitative Literacy Course ^{GQ}		4
ENG 0802	Analytical Reading and Writing	4
or ENG 0812	or Analytical Reading and Writing: ESL	
or ENG 0902	or Honors Writing About Literature	
GenEd Breadth Course		3
GenEd Breadth Course		3
AOD 1016	Introduction to Adult Learning and Training	3
Credit Hours		17
Spring		
GenEd Breadth Course		3
GenEd Breadth Course		3
GenEd Breadth Course		3
AOD 1166	Interpersonal Processes through the Life Span	3
AOD 1001	Practical Application in Adult and Organizational Development	1
Elective		3
Credit Hours		16

Year 2		
Fall		
IH 0851 or IH 0951	Intellectual Heritage I: The Good Life or Honors Intellectual Heritage I: The Good Life	3
AOD 2201	Research Methods	3
Select one of the following:		3
AOD 2214	Conflict Processes	
AOD 2215	Mediation: Principles and Practice	
Elective		3
Elective		3
Credit Hours		15
Spring		
IH 0852 or IH 0952	Intellectual Heritage II: The Common Good or Honors Intellectual Heritage II: The Common Good	3
AOD 2176	Team Process in Education	3
AOD 2218	Leadership in Organizations	3
Elective		3
Elective		3
Credit Hours		15
Year 3		
Fall		
GenEd Breadth Course		3-4
AOD 3317	Adult and Workforce Development	3
AOD 3396	Organizational Processes	3
Elective		4-3
Elective		3
Credit Hours		16
Spring		
GenEd Breadth Course		3
AOD 3318	Systems Approach to Organizational Change	3
Elective		3
Elective		3
Elective		3
Credit Hours		15
Year 4		
Fall		
AOD 4016	Advanced Adult Learning and Training	3
Elective		3
Elective		3
Elective		3
Elective		3
Credit Hours		15
Spring		
AOD 4396	Field Research: Practice in Professional Settings	3
Elective		3
Elective		3
Elective		3
Elective		3
Credit Hours		15
Total Credit Hours		124

Code	Title	Credit Hours
AOD Electives		
AOD 2115	Conflict Resolution in Education	3
AOD 2117		3
AOD 2307	Interaction Analysis	3
AOD 3319	Skill Building for Social Entrepreneurship and Community Engagement	3
AOD 4376	Innovation and Mission-Driven Organizations	3
AOD 4382	Independent Study	1 to 3
AOD 4385	Internship in Adult and Organizational Development	3