Adult Learning, Training and Organizational Development BA

Overview

The **Bachelor of Arts in Adult Learning, Training and Organizational Development**, offered by the Department of Policy, Organizational and Leadership Studies, is a comprehensive program that prepares students to design and deliver individual, group/team, organizational and systems-focused education and training programs for adult learners, and will help students develop the skills and knowledge needed to be an effective change agent in a wide array of organizations and institutions of higher learning.

The Adult Learning, Training and Organizational Development program pushes students to:

- develop effective instructional strategies to facilitate adult learning, as well as group, team and organizational learning;
- design, deliver, and evaluate effective educational and training programs aimed at individual adult learners, as well as for groups, teams, organizations and complex systems and enterprises; and,
- conquer the complexity of communication, facilitation of groups, and development of effective teams, as well as leadership and management skills needed to foster organizational change, development and transformation.

Students will finish the degree program by completing a field research practicum experience at one of the many community organizations, corporations, or government agencies within the Philadelphia area. In addition, students will observe how management and staff lead teams, manage change, manage communication and conflict, and train adults in the social context of a bustling, culturally diverse region.

Campus Location: Main

Program Code: ED-ALTO-BA

+1 Accelerated Programs

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

- +1 Accelerated Program in Any Temple Major + Adult Learning, Training 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 MSEd

Qualified students earn a bachelor's and a master's degree in a five-year course of study. Additional information is available under the Accelerated Programs tab (p. 3) on this page. Learn more about the College of Education and Human Development's +1 Accelerated Programs.

Contact Information

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These requirements are for students who matriculated in academic year 2024-2025. Students who matriculated prior to fall 2024 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
EPSY 2325	Statistics for Decision Making	3
AOD 2218	Leadership in Organizations	3
HDCE 4333	Program Evaluation	3
AOD 3318	Systems Approach to Organizational Change	3
AOD 3396	Organizational Processes (WI)	3
AOD 4376	Innovation and Mission-Driven Organizations	3
AOD 4396	Field Research: Practice in Professional Settings (WI)	3
Total Credit Hours		**34**

Adult Learning, Training and Organizational Development 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 Adult Learning, Training and Organizational Development 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 Adult Learning, Training and Organizational Development principles gained in prior courses.

Suggested Academic Plan

Bachelor of Arts in Adult Learning, Training and Organizational Development

Suggested Plan for New Students Starting in the 2024-2025 Academic Year

Year 1		
Fall		**Credit Hours**
GenEd Quantitative Literacy Course [GQ]		4

ENG 0802
  or ENG 0812
  or ENG 0902
	Analytical Reading and Writing [GW]
	    or Analytical Reading and Writing: ESL [GW]
	    or Honors Analytical Reading and Writing [GW]
		4

GenEd Breadth Course		3
GenEd Breadth Course		3
AOD 1001	Practical Application in Adult and Organizational Development	1
	Credit Hours	**15**
Spring		
GenEd Breadth Course		3
GenEd Breadth Course		3
GenEd Breadth Course		3
AOD 1016	Introduction to Adult Learning and Training	3
AOD 1166	Interpersonal Processes through the Life Span	3
	Credit Hours	**15**
Year 2		
Fall		

IH 0851
  or IH 0951
	Intellectual Heritage I: The Good Life [GY]
	    or Honors Intellectual Heritage I: The Good Life [GY]
		3

AOD 2201	Research Methods	3
AOD 2176	Team Process in Education	3
Elective		3
Elective		3
	Credit Hours	**15**
Spring		
IH 0852 or IH 0952	Intellectual Heritage II: The Common Good [GZ] or Honors Intellectual Heritage II: The Common Good [GZ]	3
EPSY 2325	Statistics for Decision Making	3
Elective		3
Elective		3
Elective		3
	Credit Hours	**15**
Year 3		
Fall		
GenEd Breadth Course		3
AOD 2218	Leadership in Organizations	3
AOD 3396	Organizational Processes [WI]	3
Elective		4
Elective		3
	Credit Hours	**16**
Spring		
GenEd Breadth Course		3
AOD 3318	Systems Approach to Organizational Change	3
HDCE 4333	Program Evaluation	3
Elective		3
Elective		3
Elective		3
	Credit Hours	**18**
Year 4		
Fall		
AOD 4376	Innovation and Mission-Driven Organizations	3
Elective		3
Elective		3
Elective		3
Elective		3
	Credit Hours	**15**
Spring		
AOD 4396	Field Research: Practice in Professional Settings [WI]	3
Elective		3
Elective		3
Elective		3
Elective		3
	Credit Hours	**15**
	Total Credit Hours	**124**

Accelerated Programs

Students may opt to pursue an accelerated +1 program, enabling them to complete both a bachelor's degree and master's degree in less time than the traditional route.

The following accelerated programs are available to students in the Adult Learning, Training and Organizational Development BA:

College of Education and Human Development

- Adult Learning, Training and Organizational Development MEd
- Higher Education MEd
- Teaching English to Speakers of Other Languages MSEd