

HUMAN AND ORGANIZATIONAL LEADERSHIP DEVELOPMENT MAJOR, B.A.

The human and organizational leadership development (HOLD) program prepares graduates to understand, lead, and work effectively with a diverse set of stakeholders in organizations focused on learning and human development. The curriculum provides students with a grounding in the science of learning and adult learning, organizational and leadership theory, quantitative and qualitative social science research methods, and data-informed decision making. Students will gain an insight into learning and development in a broad range of organizations, including businesses, non-profits, and government agencies that are committed to cultivating clients' and workers' capacities. In order to thrive in learning-oriented organizations, students must be skilled collaborators and communicators, keen observers of social structure and dynamics, as well as careful data consumers and analysts.

Admission to the human and organizational leadership development (HOLD) major is required and offered every semester. Admission is based on, but not limited to, a 2.5 grade point average, good academic standing, expressed interest in the helping professions, and space available. For more information, please visit the School of Education website (<https://ed.unc.edu/academics/programs/human-organizational-leadership-and-development/>).

Newly admitted students should expect to be enrolled in the HOLD program for a minimum of three fulltime semesters in order to meet program course sequencing and milestones. Students interested in studying abroad should meet the SOE director of advising to discuss a timeline upon admission to the program.

Admitted students must earn a grade of C or better for each course counting to fulfill a degree requirement within the HOLD major. If a student earns a grade of C- or lower in a course, it will not satisfy a degree requirement within the HOLD major. The student will need to repeat that course or an equivalent. If a course is repeated, the student can only count the credit hours once when calculating the number of credit hours toward degree.

In the event that a student fails the internship or is dismissed for violating the School of Education, site placement, or the University Code of Ethics, they will be referred to the School of Education Appeals Committee.

Students are subject to the requirements in place when they are admitted to the School of Education; consequently, the requirements for approved programs described in this catalog particularly apply to students admitted to the school during the 2023–2024 academic year.

Student Learning Outcomes

Upon completion of the human and organizational leadership development program, students should be able to:

- Utilize theory-informed and evidence-based approaches to critically assess and understand organizational and leadership dynamics
- Demonstrate effective skills in collaboration, data analysis, equity-minded leadership, and communication

- Actively engage with diverse stakeholders to improve organizations by cultivating human development

Requirements

In addition to the program requirements, students must

- attain a final cumulative GPA of at least 2.0
- complete a minimum of 45 academic credit hours earned from UNC–Chapel Hill courses
- take at least half of their major course requirements (course and credit hours) at UNC–Chapel Hill
- earn a C or better in all courses for the HOLD major (core and additional requirements).

For more information, please consult the degree requirements section of the catalog (<https://catalog.unc.edu/undergraduate/degree-requirements/#requirementstext>).

Code	Title	Hours
Core Requirements ¹		
EDUC 257	Inquiry and Data Applications	3
EDUC 309	 Foundations of Leadership ^F	3
EDUC 357	Organizational and Community Development	3
EDUC 472	System Improvement and Implementation at Scale	3
EDUC 505	 Leadership in Educational/Nonprofit Settings	3
EDUC 508	 Equity, Leadership, and You	3
EDUC 585	Activating Human Organizational Leadership and Development	3
EDUC 695	 Human Organizational Leadership and Development Capstone	9
At least five elective courses from the list below.		15
Total Hours		45

^F FY-Launch class sections may be available. A FY-Launch section fulfills the same requirements as a standard section of that course, but also fulfills the FY-SEMINAR/FY-LAUNCH First-Year Foundations requirement. Students can search for FY-Launch sections in ConnectCarolina using the FY-LAUNCH attribute.

¹ Students may count courses completed prior to declaring a HOLD major toward major completion.

Approved Elective Courses

Code	Title	Hours
EDUC 410	Families and Communities in Diverse Contexts for Youth	3
EDUC 504	Learning in the Modern World	3
EDUC 506	 Politics, Policymaking, and America's Schools	3
EDUC 509	Helping Youth Thrive in K-12 Schools	3
EDUC 510	 Latinx Experience in Education	3
EDUC 521	Schools, Cultures, and Communities I: Youth	3
EDUC 522	Schools, Cultures, and Communities II: Schools	3
EDUC 526	 Ethics and Education: From Global Problems to Classroom Dilemmas	3
EDUC 529	 Education in American Society	3

EDUC 532	Human Development and Learning	3	First-Year Seminar or First-Year Launch (https://catalog.unc.edu/undergraduate/ideas-in-action/first-year-seminars-launches/)	3
EDUC 533	Social Justice in Education	3	Triple-I and Data Literacy (https://catalog.unc.edu/undergraduate/ideas-in-action/triple-i/)	4
BUSI 405	Leading and Managing: An Introduction to Organizational Behavior	3	Global Language through level 3 (https://catalog.unc.edu/undergraduate/ideas-in-action/global-language/)	varies
BUSI 507H	Sustainable Business and Social Enterprise	3	Additional General Education and elective courses	19
COMM 120	Introduction to Interpersonal and Organizational Communication ^H	3	Hours	30
COMM 325	Introduction to Organizational Communication ^H	3	Sophomore Year	
COMM 525	Organizational Communication	3	Additional General Education and elective courses	30
MNGT/SOCI 131	Social Relations in the Workplace	3	Hours	30
NSCI 222	Learning ^H	3	Junior Year	
PLCY 210	Policy Innovation and Analysis ^H	3	Fall Semester	
PLCY 340	Justice in Public Policy ^H	3	EDUC 257 Inquiry and Data Applications	3
PLCY 450	Internal and Interpersonal Conflict Management	3	EDUC 357 Organizational and Community Development	3
PSYC 101	General Psychology ^F	3	EDUC 309 Foundations of Leadership ^F	3
PSYC 250	Child Development ^H	3	Additional electives	6
PSYC 260	Social Psychology ^H	3	Hours	15
SOCI 101	Sociological Perspectives ^H	3	Spring Semester	
SOCI 112	Social Interaction	3	EDUC 472 System Improvement and Implementation at Scale	3
SOCI 251	Research Methods	3	EDUC 505 Leadership in Educational/Nonprofit Settings	3
SOCI 252	Data Analysis	3	EDUC 508 Equity, Leadership, and You	3
SOCI 410	Formal Organizations and Bureaucracy	3	Additional electives	6
SOCI 415	Economy and Society	3	Hours	15

^H Honors version available. An honors course fulfills the same requirements as the nonhonors version of that course. Enrollment and GPA restrictions may apply.

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Sample Plan of Study

Sample plans can be used as a guide to identify the courses required to complete the major and other requirements needed for degree completion within the expected eight semesters. The actual degree plan may differ depending on the course of study selected (second major, minor, etc.). Students should meet with their academic advisor to create a degree plan that is specific and unique to their interests. The sample plans represented in this catalog are intended for first-year students entering UNC–Chapel Hill in the fall term. Some courses may not be offered every term.

First Year	Hours
First-Year Foundations Courses	
IDST 101 College Thriving	1
ENGL 105 English Composition and Rhetoric or ENGL 105I English Composition and Rhetoric (Interdisciplinary)	3

EDUC 585 Activating Human Organizational Leadership and Development	3
Additional electives	12
Hours	15
Spring Semester	
EDUC 695 Human Organizational Leadership and Development Capstone	9
Additional electives	6
Hours	15
Total Hours	120

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Special Opportunities in Education Honors in the School of Education

During the fall semester of the senior year, an honors student in the School of Education participates in the first of a two-course sequence. This first course is an honors thesis class to begin the thesis preparation and writing process. During the spring semester of the senior year the student takes the second course in the honors class sequence. Across the two courses the student completes an honors thesis. In the spring semester there is an oral examination to defend the thesis. The program is limited to students with a minimum cumulative grade point average of 3.3 at the start of the fall semester of the senior year. That is, students

who wish to undertake a senior honors thesis project must have a cumulative GPA of 3.3 or higher in order to begin the project, and must maintain a cumulative GPA of 3.3 or higher through graduation.

Department Programs

Major

- Human Development and Family Science Major, B.A.Ed. (<https://catalog.unc.edu/undergraduate/programs-study/human-development-family-studies-baed/>)
- Human and Organizational Leadership Development Major, B.A. (p. 1)

Minor

- Education Minor (<https://catalog.unc.edu/undergraduate/programs-study/education-minor/>)

Contact Information

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