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 as 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).

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUC 257</td>
<td>Inquiry and Data Applications</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 309</td>
<td>Foundations of Leadership</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 357</td>
<td>Organizational and Community Development</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 472</td>
<td>System Improvement and Implementation at Scale</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 505</td>
<td>Leadership in Educational/Nonprofit Settings</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 508</td>
<td>Equity, Leadership, and You</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 585</td>
<td>Activating Human Organizational Leadership and Development</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 695</td>
<td>Human Organizational Leadership and Development Capstone</td>
<td>9</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUC 410</td>
<td>Families and Communities in Diverse Contexts for Youth</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 504</td>
<td>Learning in the Modern World</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 506</td>
<td>Politics, Policymaking, and America’s Schools</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 509</td>
<td>Helping Youth Thrive in K-12 Schools</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 510</td>
<td>Latinx Thrive in Education</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 521</td>
<td>Schools, Cultures, and Communities I: Youth</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 522</td>
<td>Schools, Cultures, and Communities II: Schools</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 526</td>
<td>Ethics and Education: From Global Problems to Classroom Dilemmas</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 529</td>
<td>Education in American Society</td>
<td>3</td>
</tr>
</tbody>
</table>
EDUC 532  Human Development and Learning  3
EDUC 533  Social Justice in Education  3
BUSI 405  Leading and Managing: An Introduction to Organizational Behavior  3
BUSI 507H  Sustainable Business and Social Enterprise  3
COMM 120  Introduction to Interpersonal and Organizational Communication  3
COMM 325H  Introduction to Organizational Communication  3
COMM 525  Organizational Communication  3
MNGT/SOCI 131  Social Relations in the Workplace  3
NSCI 222  Learning  3
PLCY 210  Policy Innovation and Analysis  3
PLCY 340  Justice in Public Policy  3
PLCY 450  Internal and Interpersonal Conflict Management  3
PSYC 101  General Psychology  3
PSYC 250  Child Development  3
PSYC 260  Social Psychology  3
SOCI 101  Sociological Perspectives  3
SOCI 112  Social Interaction  3
SOCI 251  Research Methods  3
SOCI 252  Data Analysis  3
SOCI 410  Formal Organizations and Bureaucracy  3
SOCI 415  Economy and Society  3

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

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.

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

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>IDST 101 College Thriving</td>
<td>1</td>
</tr>
<tr>
<td>ENGL 105 or ENGL 105I</td>
<td>3</td>
</tr>
</tbody>
</table>

First-Year Foundations Courses

First-Year Seminar or First-Year Launch (https://catalog.unc.edu/undergraduate/ideas-in-action/first-year-seminars-launches/)  3
Triple-I and Data Literacy (https://catalog.unc.edu/undergraduate/ideas-in-action/triple-i/)  4
Global Language through level 3 (https://catalog.unc.edu/undergraduate/ideas-in-action/global-language/)  varies
Additional General Education and elective courses  19

Hours  30

Sophomore Year

Additional General Education and elective courses  30

Hours  30

Junior Year

Fall Semester

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>EDUC 257 Inquiry and Data Applications</td>
<td>3</td>
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<tr>
<td>EDUC 357 Organizational and Community Development</td>
<td>3</td>
</tr>
<tr>
<td>EDUC 309 Foundations of Leadership F</td>
<td>3</td>
</tr>
</tbody>
</table>

Additional electives  6

Hours  15

Spring Semester

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>EDUC 472 System Improvement and Implementation at Scale</td>
<td>3</td>
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<tr>
<td>EDUC 505 Leadership in Educational/Nonprofit Settings</td>
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<td>EDUC 508 Equity, Leadership, and You</td>
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</tbody>
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Additional electives  6

Hours  15

Senior Year

Fall Semester

<table>
<thead>
<tr>
<th>Course</th>
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</thead>
<tbody>
<tr>
<td>EDUC 585 Activating Human Organizational Leadership and Development</td>
<td>3</td>
</tr>
</tbody>
</table>

Additional electives  12

Hours  15

Spring Semester

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUC 695 Human Organizational Leadership and Development Capstone</td>
<td>9</td>
</tr>
</tbody>
</table>

Additional electives  6

Hours  15

Total Hours  120

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.

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 and Organizational Leadership Development Major, B.A. ([p. 1](#))

**Minor**

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

**Contact Information**

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