

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 (<http://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 |

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|---------------|---|---|---|-----------|
| EDUC 532 | Human Development and Learning | 3 | First-Year Seminar or First-Year Launch (http://catalog.unc.edu/undergraduate/ideas-in-action/first-year-seminars-launches/) | 3 |
| EDUC 533 | Social Justice in Education | 3 | Triple-I and Data Literacy (http://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 (http://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.

^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 | 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 |

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

Minor

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

Contact Information

School of Education

Visit Program Website (<http://soe.unc.edu>)
Peabody Hall, CB# 3500
(919) 966-1346

Program Director

Jemilia Davis
jemilia_davis@unc.edu

Dean

Fouad Abd-El-Khalick

Associate Dean for Academic Affairs and Director of Graduate Studies

Thurston Domina
tamina@email.unc.edu

Assistant Dean for Student Affairs

Shauna Harris
shauna.harris@unc.edu

Assistant Dean for Educator Preparation and Accreditation

Diana Lys
lys@unc.edu

Registrar

Lisa Johnson
lisajohnson@unc.edu

Director of Undergraduate Advising and Student Engagement

Sarah Rowe
sarahrowe@unc.edu