

Master of Arts in Human Resource Development

This Master's program prepares professionals who will be responsible for the training, education, and development of employees in organizations involved in business, health care, human services, and government. The program has been developed especially for those wishing to move into HRD field in a management or planning capacity, as well as for current practitioners desiring more formal training.

The program is designed to develop the ability to:

1. assess the nature of performance problems;
2. apply needs and task/content analysis techniques;
3. assess the relevant characteristics of learners/trainees;
4. design training, education, and instructional programs for adult learners/trainees;
5. determine the effectiveness of training/education/instructional programs;
6. communicate and interact effectively with groups and individuals;
7. consult with managers to address employee and organizational development needs;
8. manage human resource development projects and programs;
9. work effectively across an organization in order to plan, develop and implement performance improvement.

Requirements for Admission to the Program:

Applicants must fulfill the requirements for admission to the Graduate College, as follows;

1. B.A. degree from an accredited college or university (transcript required.)
2. A minimum grade point average of 2.75 (students not meeting GPA can apply for faculty review.)
3. Two letters of recommendation from professors, employers, or supervisors which provide evidence of an applicant's qualifications.

Individuals who fail to satisfy requirements under number 2 may be asked to complete undergraduate course work in Human Resource Development or other subjects prior to admission. The courses to be taken will be determined by the program advisor and will be based on a review of the individual's academic record and work experience.

Requirements for the Degree:

Code	Title	Hours
Required Courses		
HRD-400	Hrd And The Organization	3
HRD-401	The Adult Learner I	3
HRD-405	Needs And Task Analysis In Hrd	3
HRD-406	Instructional Design In Hrd I	3
HRD-407	Measurement And Evaluation In Hrd	3
HRD-415	Seminar In Human Resource Development- Organizational Development	3
HRD-418E	Topical Seminar In Global/Cultural Issues In Human Resource Development	3
HRD-416	Masters Capstone	3
Elective Classes (4):		12
HRD electives		
HRD-403	Leadership & Political Savvy In The Workplace	
HRD-410	Talent Management	
HRD-411	Consulting In Human Resource Development	
HRD-418F	Topical Seminar: Group Dynamics In Human Resource Development	
HRD-414	Strategic Planning In Human Resource Development	
HRD-421	Leadership And Ethics In HRD	
HRD-490	Multimedia: Design And Application	

Management elective

MNGT-474	Human Resources Policy And Decision Making
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Communication elective

CMTC-414	Seminar In Organizational Communication
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Total Hours**36**

12 courses, 8 core and 4 electives

Additional electives may be considered by the program coordinator/advisor

NOTE: For all students in the program, the following will be required:

1. A total of 36 credit hours of study are required for completion of the Master's Degree program.
2. The successful completion of the Departmental Comprehensive Examination.

Capstone:

Each student must complete a capstone project (HRD 416: Capstone). In order to be eligible for the capstone the student must have satisfactorily completed all core required class and at minimum 3 of 4 elective courses. The capstone project, (Practitioner project, Instructional design, or Internship) must receive prior approval of the instructor of record.

COMPREHENSIVE EXAMINATION;

At the conclusion of all coursework each student must successfully complete a comprehensive examination, which will be comprised of questions relating to the practice of Human Resource Development. This examination is offered once each semester (Fall, Spring, and Summer).

This sample curricular map is provided to guide you in the planning of your progression for this major. This guide should not replace regular consultations with your HRD program advisor. This is a sample which does not reflect all degree hours or requirements. For specific recommendations of courses not identified, please consult your program advisor.

First Year

Term 1		Hours
HRD-400	Hrd And The Organization	3
HRD-401	The Adult Learner I	3
Term Hours		6
Term 2		
HRD-405	Needs And Task Analysis In Hrd	3
HRD-406	Instructional Design In Hrd I	3
Term Hours		6
Term 3		
HRD-403	Leadership Political Savvy In The Workplace	3
HRD-408	Instructional Design In Human Resource Development II	3
Term Hours		6
Second Year		
Term 1		
HRD-407	Measurement And Evaluation In Hrd	3
HRD-411	Consulting In Human Resource Development	3
Term Hours		6
Term 2		
HRD-415	Seminar In Human Resource Development- Organizational Development	3
HRD-416	Masters Capstone	3
Term Hours		6
Total Hours:		30