

EHRD - ED HUMAN RES DEVELOP

EHRD 601 Foundations of Human Resource Development

Credits 3. 3 Lecture Hours. Survey of the set of systematic and planned activities designed by an organization to provide its employees with the necessary skills to meet current and future job demands including learning and human resource development needs assessments, task analysis, designing, implementing and evaluating training programs, career development, organization development. **Prerequisite:** Doctoral classification only.

EHRD 602 Critical Issues in Human Resource Development

Credits 3. 3 Lecture Hours. Critical issues in human resource development; development of workforce through training and development activities. May be taken two times for credit. **Prerequisite:** Graduate classification.

EHRD 603 Applied Theoretical Foundations of Human Resource Development

Credits 3. 3 Lecture Hours. Challenges of supervision associated with human resource development settings; how to apply theoretical foundations of human resource development to ensure employees obtain the necessary skills for current and future job demands. **Prerequisite:** Master's level classification.

EHRD 605 Principles and Practices of Leadership in Human Resource Development

Credits 3. 3 Lecture Hours. Development and application of leadership models for human resource development settings; introduce and examine historical, philosophical and theoretical aspects of leadership; explore and evaluate the ethical and influence dimensions of leadership; critically examine the contemporary research characteristics of effective leadership. **Prerequisite:** Graduate classification.

EHRD 607 International Human Resource Development

Credits 3. 3 Lecture Hours. Organization, delivery, and management of human resource development programs in multinational and global corporate settings. **Prerequisite:** Graduate classification.

EHRD 612 Training and Development in Human Resource Development

Credits 3. 3 Lecture Hours. Overview of the process of planning, implementing and evaluating training and development in a variety of settings; includes conceptual tools needed to develop and design training. **Prerequisite:** Graduate classification.

EHRD 613 Career Development in Human Resource Development.

Credits 3. 3 Lecture Hours. Foundations for developing expertise in the area of career development; content to serve to expand knowledge and prepare individuals for optimizing human resources in human resource development organizations; focusing on programs, methods, practices, and techniques by combining personal and organizational factors. **Prerequisite:** Graduate classification.

EHRD 614 Strategic Human Resource Development

Credits 3. 3 Lecture Hours. Strategic planning in Human Resource Development (HRD); elements for training, career and organizational development; mission, values and culture, vision, audit analysis and modeling. **Prerequisite:** Graduate classification.

EHRD 616 Methods of Teaching Adults

Credits 3. 3 Lecture Hours. Selection and use of appropriate instructional design strategies in teaching adults.

EHRD 618 Evaluation Models in Human Resource Development

Credits 3. 3 Lecture Hours. Providing instruction, insights, and learning experiences regarding educational human resource development applications of and relationships among five leading types of evaluation: needs assessment, program design/delivery, performance outcomes, impact assessment, and efficiency/ROI.

EHRD 619 Conflict Management and Dialogue

Credits 3. 3 Lecture Hours. Understand and practice conflict management and dialogue; identify and learn importance of effective conflict management in workplace; develop skills to effectively engage in meaningful conflict using effective modalities; enhance negotiating preferences and its impact on self, workplace and careers. **Prerequisite:** Graduate classification.

EHRD 622 Training Task Analysis

Credits 3. 3 Lecture Hours. Developing an understanding of the theory and practice of performance and needs analysis as applied in the public and private employment sectors; reviewing of the current issues related to job task analysis. **Prerequisite:** Graduate classification.

EHRD 624 Change Theory

Credits 3. 3 Lecture Hours. Conceptual tools needed to understand theories of change and to develop ways of operationalizing change for education and research. **Prerequisite:** Graduate classification.

EHRD 625 Organization Development and Performance in Human Resource Development

Credits 3. 3 Lecture Hours. Introduction to major theories, concepts, skills, and techniques for the practice and management of organization change and development in various organizational performance contexts and human resource development settings. **Prerequisite:** Graduate classification.

EHRD 627 Research and Development in Educational Human Resource Development

Credits 3. 3 Lecture Hours. Methods of conducting research programs in educational human resource development; defining the research problem and overview of quantitative, qualitative, action research, and mixed methods.

EHRD 628 Research and Publishing in Human Resource Development

Credits 3. 3 Lecture Hours. The role of research in human resource development; emerging the themes in research; criteria for evaluating research; critique of past and future presentations; the role of professionalism and professional organizations in human resource development; offered in association with the annual conference of the Academy of Human Resource Development. **Prerequisite:** Graduate classification.

EHRD 630 Adult Learning

Credits 3. 3 Lecture Hours. Research and theory in adult learning; factors influencing the adult learning process; and how adult development intersects with learning in adulthood.

EHRD 631 Foundations of Adult Education

Credits 3. 3 Lecture Hours. Fundamental concepts and definitions relating to adult education as a field of study; major historical developments and philosophical roots of adult education from a sociocultural and global perspective; diverse institutional commitments and responses to adult learner needs; administrative, programming, and instructional practices in the field.

EHRD 633 Adult Literacy Education

Credits 3. 3 Lecture Hours. Important aspects of implementing literacy programs for adults; funding, recruiting, placement, counseling and using community resources.

EHRD 636 Working with Adult Groups

Credits 3. 3 Lecture Hours. Development of skills for facilitating productivity in task-oriented groups of adults. Issues, problems and concepts frequently encountered, and potential solutions.

EHRD 637 Workforce Development

Credits 3. 3 Lecture Hours. Evaluation of the workforce and the development of research techniques for identifying, assessing and evaluating the needs of industry for a quality workforce; models for staffing, curriculum needs, and program development designed and evaluated. **Prerequisite:** Graduate classification.

EHRD 638 Issues in Adult Education

Credits 3. 3 Lecture Hours. Pressing contemporary issues within the field of adult education; explores issues and their impact on adult education research, theory, and practice. Specific topics addressed each semester offered.

EHRD 642 Program Development in Adult Education

Credits 3. 3 Lecture Hours. Conceptual tools needed to develop educational programs for adults in a variety of settings; concepts of planning, implementation and evaluation.

EHRD 643 Adult Education, Globalization and Social Justice

Credits 3. 3 Lecture Hours. Impact of globalization on individuals and groups across nations; issues of access and opportunity; societal versus individual change and the meaning of international development. **Prerequisite:** Graduate classification.

EHRD 647 Education for the Older Adult

Credits 3. 3 Lecture Hours. Older adults as unique learners—defining specific physical and psycho-sociological differences between older adults and other learners; educational implications of specific needs and current educational programs to meet those needs. **Prerequisite:** Graduate classification.

EHRD 649/WGST 649 Feminist Pedagogy

Credits 3. 3 Lecture Hours. Explores how educational systems and institutions have regarded women historically and contemporarily; considers practical and theoretical writings on feminist pedagogy. **Prerequisite:** Graduate classification. **Cross Listing:** WGST 649/ EHRD 649.

EHRD 651 Models of Epistemology and Inquiry in Educational Human Resource Development

Credits 3. 3 Lecture Hours. Inquiry in various epistemology paradigms outlined by Habermas and links to the outcomes of the research process.

EHRD 655 Qualitative Research Methods

Credits 3. 3 Lecture Hours. Introduction to qualitative research methods; theoretical underpinnings; the research paradigm and applied experience with the methodology. **Prerequisite:** EHRD 651 or equivalent.

EHRD 656 Narrative Analysis

Credits 3. 3 Lecture Hours. Analysis of narratives; study of the theory behind "the narrative turn" in qualitative research; explore and apply various approaches to analyzing narratives in terms of both structure and their content. **Prerequisite:** EHRD 655 or equivalent.

EHRD 657 Life History Research

Credits 3. 3 Lecture Hours. Examines qualitative research that focuses on life experience both in its entirety (life history; biography and autobiography) and with specificity around a particular event (autoethnography); explores the nature of these types of qualitative research and discussing the methodological issues inherent in each mode. **Prerequisite:** EHRD 655 or equivalent.

EHRD 658 Writing Literature Reviews for Empirical Research in Education

Credits 3. 3 Lecture Hours. Focus on creation of a quality literature review, with attention given to to issues such as crafting a coherent argument, identifying gaps in the literature, situating a research problem and research questions within the appropriate theoretical and empirical literature and reporting findings from the literature review. **Prerequisites:** Graduate classification.

EHRD 673 Introduction to Distance Learning

Credits 3. 3 Lecture Hours. Introduction to the field of distance learning; application of distance learning principles to training settings via a variety of distance learning modalities; examination of the concepts surrounding distance learning, the theories that underpin the field, and the impact that they have on practice. **Prerequisite:** Graduate classification.

EHRD 681 Seminar

Credit 1. 1 Lecture Hour. Issues pertinent to adult education and/or educational human resource development and research in appropriate areas. Master of Science students seeking the HRD option will develop a professional portfolio documenting progress through the individual's program, highlighting goals, beliefs and reflections of learning outcomes associated with the program.

EHRD 684 Professional Internship

Credits 1 to 6. 1 to 6 Other Hours. Supervised experiences in performing professional functions appropriate to career goals. **Prerequisite:** Approval of committee chair.

EHRD 685 Directed Studies

Credits 1 to 6. 1 to 6 Other Hours. Directed individual study of selected problems in the fields of educational human resource development and adult education. Students may register up to but no more than two sections of this course in the same semester.

EHRD 689 Special Topics in...

Credits 1 to 4. 1 to 4 Lecture Hours. Selected topics in adult education and human resource development. May be repeated for credit.

EHRD 690 Theory of Educational Human Resource Development Research

Credits 3. 3 Lecture Hours. Theory and design of research and inquiry in various applications of models and research procedures including quantitative analyses, naturalistic inquiry, research design and preparation of research proposals, as they relate to the discipline of educational human resource development and adult education. **Prerequisite:** EHRD 651 or equivalent.

EHRD 691 Research

Credits 1 to 23. 1 to 23 Other Hours. Research for thesis or dissertation.