EHRD 101 Learning Community of Leadership Development in Human Resource Development and Technology Management
Credit 1. 1 Lecture Hour.
Exploration of leadership identity, reflection on lessons learned during the first year of college. Must be taken on a satisfactory/unsatisfactory basis.

EHRD 203 Foundations of Human Resource Development
Credits 3. 3 Lecture Hours.
Overview of the discipline and field of human resource development; focus on how individuals and groups learn and interact with organizations including motivation, group dynamics, systems theory, organizational culture, learning and change.
Prerequisite: Sophomore classification.

EHRD 210 Legal and Ethical Environment of Human Resource Development
Credits 3. 3 Lecture Hours.
Development of knowledge towards legal and ethical work environment in a corporate and educational setting in human resource development.
Prerequisite: Sophomore classification.

EHRD 285 Directed Studies
Credits 0 to 12. 0 to 12 Lecture Hours.
Directed readings or research problems in industrial education.
Prerequisites: Freshman or sophomore classification; approval or directed studies application.

EHRD 289 Special Topics in...
Credits 1 to 4. 1 to 4 Lecture Hours. 0 to 4 Lab Hours.
Selected topics in an identified area of industrial educational. May be repeated for credit.
Prerequisite: Approval of instructor.

EHRD 291 Research
Credits 0 to 4. 0 to 4 Other Hours.
Research conducted under the direction of faculty member in educational human resource development. May be repeated 2 times for credit.
Prerequisites: Freshman or sophomore classification and approval of instructor.

EHRD 315 Applied Human Resource Development in the Workplace
Credits 3. 3 Lecture Hours.
Training and development context and synthesis of general industry-standard human resource practices in workplace environments for human resource practitioners.
Prerequisites: EHRD 203 and EHRD 210 with a grade of C or better; junior or senior classification.

EHRD 371 Applied Learning Principles
Credits 3. 3 Lecture Hours.
The overarching purpose of the course is to influence adult educators to make more intentional choices toward developmental growth in their work with adult learners; focus on adult learning theories and work strategies; meets writing intensive course requirement.
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 372 Learning and Development in HRD
Credits 3. 3 Lecture Hours.
Concepts, knowledge and skills to access, design, develop, deliver and evaluate training programs; foundation of understanding roles of learning, training and development in organizations and systematic and evidence-based approach for designing and managing quality training programs in organizations.
Prerequisites: Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or approval of instructor.

EHRD 374 Organizational Development
Credits 3. 3 Lecture Hours.
Introduction to major theories, concepts, skills and techniques for organization development in business and industry, education and the public sector.
Prerequisites: Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or approval of instructor.

EHRD 391 Measurement and Evaluation in Human Resource Development and Technology Management
Credits 3. 3 Lecture Hours.
Measurement and evaluation techniques in the field of Human Resource Development and Technology Management; emphasis on understanding, calculation and application of basic testing, assessment and interpretation methods.
Prerequisites: Junior or senior classification or approval of instructor; EHRD 203 with a grade of C or better; MATH 141 and MATH 142.

EHRD 405 Principles and Practices of Leadership in Human Resource Development and Technology Management
Credits 3. 3 Lecture Hours.
Theories and concepts associated with learning in individuals and organizations; overview of leadership theories and learning theories within a context of developing leadership programs.
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 408 Globalization and Diversity in the Workplace
Credits 3. 3 Lecture Hours.
Assist learners in the identification and understanding of globalization and diversity issues in learning, work and community; exploration of current issues, theories, trends and policy issues.
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 413 Conflict Management and Dialogue
Credits 3. 3 Lecture Hours.
Conflict management principles and practices in the workplace; engagement in meaningful conflict from a training and development perspective.
Prerequisites: Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or approval of instructor.

EHRD 473 Distance Learning Applications
Credits 3. 3 Lecture Hours.
Application of distance learning principles to educational and training settings via a variety of distance learning modalities.
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 475 Multimedia Development for Training and Instruction
Credits 3. 3 Lecture Hours.
Introduction to the development of multimedia as it applies to training and development; examine the application of multimedia principles to educational and training settings for both “face-to-face” and distance applications.
Prerequisites: Junior or senior classification; or approval of instructor; ISTM 209 or approved substitution.
EHRD 477 Project Management in Organizations  
Credits 3.3 Lecture Hours.  
Application of principles of project management in organizations; focus on the development of project proposals, project planning using project management software; management of project personnel and resources.  
**Prerequisite:** Junior or senior classification or approval of instructor.

EHRD 479 Grants and Contracts  
Credits 3.3 Lecture Hours.  
Identify funding sources that support research and development activities; identify methods of securing funding; study state, national and private funding sources and how to become successful in submitting to each; complete a proposal to a funding agency and a management plan for a funded project.  
**Prerequisites:** Junior or senior classification and approval of instructor.

EHRD 481 Career Development Seminar  
Credits 3.3 Other Hours.  
Capstone seminar on significant issues of industry; transition from an academic environment to professional business environment; preparation of a multi-vector resume; salary negotiation; life skills and planning; steps in searching and securing an internship position.  
**Prerequisites:** EHRD 203; junior or senior classification, or approval of instructor.

EHRD 484 Professional Internship  
Credits 6.6 Other Hours.  
Directed internship in an organization to provide students with a learning experience supervised by professionals in organizational settings appropriate to the student’s professional objectives. Must be taken on a satisfactory/unsatisfactory basis.  
**Prerequisites:** Senior classification and approval of instructor, admitted to professional phase, EHRD 481, EHRD 490.

EHRD 485 Directed Studies  
Credits 0 to 12.0 to 12 Other Hours.  
Directed readings or research problems in industrial education. Term report required.  
**Prerequisite:** Approval of department head.

EHRD 489 Special Topics in...  
Credits 1 to 4. 1 to 4 Lecture Hours. 1 to 4 Lab Hours.  
Selected topics in an identified area of industrial education. May be repeated for credit.  
**Prerequisite:** Approval of instructor.

EHRD 490 Research in Human Resource Development/Technology Management  
Credits 3.3 Lecture Hours.  
Investigative techniques currently employed in human resource development (HRD) and technology management (TCM) including the context of HRD/TCM research, planning HRD/TCM research, styles of HRD/TCM research, and strategies for data collection and researching.  
**Prerequisites:** Junior or senior classification; admitted to professional phase; EHRD 391 with a grade of C or better.

EHRD 491 Research  
Credits 0 to 4. 0 to 4 Other Hours.  
Research conducted under the direction of faculty member in human resource development. May be repeated for credit.  
**Prerequisite:** Junior or senior classification.