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. 
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 606 Project Management in Human Resource Development  
Credits 3. 3 Lecture Hours.  
The use of established project management theory, tools, practices and technology toward the effective management of organizational processes, projects, and programs in universities, government, business, and industry.

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 Planning for 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.
<table>
<thead>
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</table>
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.