EHRD - ED HUMAN RES DEVELOP (EHRD)

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 111 Learning Community - Foundations of Student Success
Credit 1. 1 Lecture Hour. Introduction to personal, academic and leadership identities; overview of highly effective strategies that increase the likelihood for success in academics and extracurricular activities; challenges to reflect and assess oneself academically and personally. Must be taken on a satisfactory/unsatisfactory basis. Prerequisite: EHRD 101 or approval of instructor.

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 325 Human Capital Acquisition, Management, and Development
Credits 3. 3 Lecture Hours. Examination of the strategies and tools used to create organizational excellence by identifying and retaining high quality talent; the creation of strategies to recruit talent and systems of personal/professional development to grow the organization; exploration of systems and programs that will strengthen the organization as well as retention strategies to promote and reward high quality talent. Prerequisites: Grade of C or better in EHRD 315; 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 140 and MATH 142.
EHRD 402 Instructional Technology and Design
Credits 3.3 Lecture Hours. Design principles; development of instruction; contemporary issues and trends; foundations in learning research; requirements for instruction, task and needs analysis; learning situations and instructional models; hardware and software innovations; assessing instructional outcomes; factors affecting utilization. Prerequisites: EHRD 371 with a grade of C or better; junior or senior classification or approval of instructor.

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 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 481 Seminar
Credits 3.3 Other Hours. 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: Grade of C or better in 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.