

# 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.