

LTPS - LEARN TECH & PERF SYS (LTPS)

LTPS 130 Introduction to Learning Technology and Performance Systems

Credits 3. 3 Lecture Hours. . Fundamental understanding of the intersection of technology, organizational performance, and human development; topics include the evolution of learning technologies, data analysis for decision-making, organizational governance and integrated management, instructional design principles, and risk management and IT security; engagement in hands-on projects, case studies, and discussions, laying a strong foundation to navigate the complex landscape of learning technologies and performance systems.

LTPS 210 Introduction to Learning Management Systems

Credits 3. 3 Lecture Hours. . Exploration of open source and commercial systems that facilitate knowledge transfer; evaluation of platform usefulness, understanding options within systems, and managing user accounts.

LTPS 240 Introduction to Instructional Design Systems

Credits 3. 3 Lecture Hours. Development of instructional materials, including multimedia assets, assessments, and interactive activities; utilization of authoring tools and learning management systems (LMS) to create and organize content; seamless integration of various technologies such as LMS, mobile learning platforms, virtual classrooms, and performance support systems; teams approach to practice prototyping while testing to gather feedback and make necessary adjustment. **Prerequisites:** LTPS 210.

LTPS 311 Database Learning Management for Learning Technology and Performance Systems

Credits 3. 3 Lecture Hours. Familiarity with software and database systems used to store, retrieve, and run queries on data in organizations; includes best practices on designing and organizing data using commonly available tools and systems, managing personal data and the associated regulatory frameworks (ex. FERPA, HIPPA), and incorporating emerging technologies to draw both quantitative and qualitative insights from large data sets. **Prerequisites:** Junior or senior classification.

LTPS 312 Use of Information Systems and Networking in Learning Technology and Performance Systems

Credits 3. 3 Lecture Hours. 1 Lab Hour. . Evaluation of hardware for end-user needs by identifying network design fundamentals to help guide technology design and acquisitions to support learning management requirements in various settings; introduction to concepts such as differentiating between public and private cell networks, bandwidth management, IP and MAC addresses, URL, VPN, URLs and Domains, TCP/IP, authentication protocols, wireless and wired connection technologies, and encryption. **Prerequisites:** Junior or senior classification.

LTPS 350 Program Management for Learning Technology and Performance Systems

Credits 3. 3 Lecture Hours. Exploration of leadership strategies that bridge organizational silos, optimize resource allocation, and enhance operational efficiency; understanding the art of stakeholder management such as building strong relationships with clients, partners, and internal teams; exploration of methodologies for aligning business goals with service delivery, measuring, and enhancing customer satisfaction while ensuring sustainable growth and value creation. **Prerequisites:** Junior or senior classification.

LTPS 360 Organizational Governance and Learning Development

Credits 3. 3 Lecture Hours. Analysis and engagement of key internal and external stakeholders for policies and standards; includes governance models, policy development, compliance management, ethical considerations, and organization development practices that align with strategic goals and regulatory standards; examination of case studies that highlight successful and challenged governance initiatives, offering insights into practical applications of theory in enhancing organizational effectiveness and resilience. **Prerequisites:** Junior or senior classification.

LTPS 440 Advanced HRIS and LMS Technology and Instructional Design Integration

Credits 3. 3 Lecture Hours. Instructional design focusing on ways to design and implement effective training programs and performance support systems that integrate seamlessly with Human Resources Information Systems (HRIS) and Learning Management Systems (LMS) Systems. **Prerequisites:** LTPS 130 and LTPS 210.

LTPS 484 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 in good standing with the University. Must be taken on a satisfactory/unsatisfactory basis. May be taken up to 12 hours for credit. **Prerequisites:** Grade of C or better in EHRD 481; approval of instructor.