

Attachment 3A-2
(HRDV) Human Resources Development
2013-2014 Catalog Course Descriptions

HRWD 200V Work Experience (Sp, Su, Fa) (1-9) Credit by advanced standing examination for job knowledge as measured by advisor approved National Occupational Competency Testing Institute (NOCTI) assessments. May be repeated for up to 19 hours of degree credit.

HRWD 3113 Foundations of Human Resource Development (Sp, Su, F) Presents the theory and processes associated with human resource development (HRD) used to design and measure interventions in the areas of organization development, personnel training and development, and career development. Students will analyze organizations and study global implications of HRD.

HRWD 3123 Career Development (Fa,Su) This course introduces career development principles and practices in HRD. Coursework emphasizes identifying and developing career development skills that apply to roles, responsibilities, and strategies while exploring how individuals develop their careers within organizational systems. Both theoretical and practical applications will be included.

HRWD 3213 Organization Development (Fa, Sp) This course explores and examines the study organization dynamics in the workplace, not limited to organizational culture, job satisfaction, motivation, communication, and behavioral styles.

HRWD 3223 Managing HRD Programs (F, Sp) This course is designed to guide students through an in-depth process of identifying, analyzing, and synthesizing elements related to developing, articulating, and implementing their HRD programs within the organization. The course focuses students on learning how to develop HRD programs that meet the goals of the organization's employee development strategy.

HRWD 3313 Training and Development (Sp, Fa) Addresses the acquisition of professional skills and strategies associated with creating and maintaining training and development activities in the workplace. Involves a regular class/workshop situation where skills are practiced and encouraged and a work-based situation where skills are tried and implemented as well as assessed.

HRWD 3323 Designing and Developing HRD Programs (Sp, Su) Students will learn how to design and develop training programs. The focus is on need for training, application of learning principles, writing instructional objectives and plans, designing active training methods, using visual aids, working with groups, and evaluating training.

HRWD 4113 Generational Dynamics in the Workplace (Fa, Sp) Focus of study on the concept of individual and generational differences amongst employees in the workplace: what they are, and how they affect workplace teaching and learning.

HRWD 4123 Strategic HRD (Sp, Su) This course introduces students to the theories and principles of Strategic HRD. Methods of aligning HRD strategy with the business strategy of the organization are discussed.

HRWD 4133 International HRD and Cultural Differentiation (Fa, Su) This course is designed to introduce students to concepts of International HRD and the Cultural Differentiations that must be acknowledged when developing programs for all employees in the workplace.

HRWD 4213 Workplace Diversity and HRD (Sp, Su) Students will study workplace diversity and the role of HRD in implementing workplace diversity strategies and programs.

HRWD 4223 Professional and Leadership Development (Fa, Su) Students are introduced to professional and leadership development theories and principles. Methods and strategies for succession planning, self-development, and change are discussed.

HRWD 4233 HRD Legal and Ethical Issues (Sp, Su) This course covers the major employment laws and ethical issues used and experienced in human resource development. Knowledge of employment laws and ethical issues related to workplace policy is vital for the human resource development professional.

HRWD 4313 HRD Program and Product Evaluation (Fa/Su) Addresses the evaluation of HRD programs and products used in the workplace. Develops methods of assessing the viability of programs and products to best meet the needs of the organization.

HRWD 4323 Instructional Technology and Design (Fa, Su) This course addresses the application of instructional technology and design associated with needs assessment and design of course materials in human resource development. The emphasis is on the learner in workplace situations.

HRWD 4333 HRD Capstone (Su) This course will serve as the assessment course for the students in the HRWD program. The course work will evaluate all aspects of the HRD curriculum; specifically, the three pillars of HRD –Career Development, Organization Development, and Training and Development.

HRWD 440V HRD Practicum/Internship (Sp, Su, Fa) (1-6) The purpose of this course is to apply the theories and best practices of HRD in the workplace. May be repeated for up to 6 hours of degree credit.

HRDV450V Experiential Learning (Sp, Su, Fa) (1-19) This course is limited to persons qualifying for experiential credit to be applied to the Human Resource and Workforce Development degree only. Credit is awarded for documented experiential or occupational learning based on a standardized format as suggested by the Council for the Advancement of Experiential Learning (CAEL). Credit for certain occupational training or professional certifications may also be earned using the American Council on Education (ACE) guidelines. May be repeated for up to 30 hours of degree credit.

HRDV4613 Applied Theory and Principles of Adult Education in HRD (Su) This course will be made inactive.

HRDV4653 Applied Theories and Principles of Group Dynamics in HRD Practice (Sp, Su, Fa) This course will be made inactive.

HRDV4673 Applied Strategies of Professional Development in HRD Practice (Sp, Su, Fa) This course will be made inactive.

HRDV4683 Applied Employment Law in HRD Practice (Sp, Su, Fa) This course will be made inactive.