

HUMAN RESOURCES AND ORGANIZATION DEVELOPMENT (MS)

Master of Science in Human Resources and Organization Development

Unit: College of Education and Human Development (<http://louisville.edu/education/>) (GE)

Department: Educational Leadership, Evaluation, and Organizational Development (<http://louisville.edu/education/departments/eleod/>)

Program Website (<http://louisville.edu/education/degrees/ms-hrod/>)

Academic Plan Code(s): See Degree Requirements, with Concentrations tab.

Program Description

This program can be completed in a traditional classroom format or entirely online (<http://louisville.edu/online/programs/masters/master-of-science-in-human-resources-and-organization-development/>).

This program educates professionals who lead workplace performance, development, and learning through discovery and critical inquiry. Students and graduates work in corporations, government agencies, health-care organizations, the military, non-profit organizations, education institutions, and community-based groups.

The program has three degree options, a standard degree variation and two concentrations which further emphasize specific aspects of this field:

- Master of Science in Human Resources and Organizational Development (MS HROD)*, which can be completed in a traditional format or entirely online.
- MS HROD, concentration in Health Professions Education—Education, learning, leadership, and organization change for health-care settings.
- MS HROD, concentration in Career and Technical Education—Performance development and learning in career and technical education through discovery and critical inquiry.

*Two previously offered concentrations in Workplace Learning and Performance (WLP) and Human Resource Leadership (HRL) were combined into the standard (no concentration) degree program, effective spring 2019. No new applications will be accepted for those concentrations.

Admission Requirements

The HROD Admissions Committee requires the following materials to make a decision about admission:

- **Graduate School Application:** Complete the online application to the Graduate School (<http://graduate.louisville.edu/apply/>).
- **Official transcripts of all undergraduate and graduate work.** Unconditional admission requires a minimum cumulative grade point average (GPA) of 2.5 for all coursework taken. Applicants who have attended a college or university outside of the United States are also required to submit an evaluation of their transcript through either WES (World Education Services) (<http://wes.org/>) or ECE (Educational Credential Evaluators) (<http://ece.org/>). Please note that transcript evaluations can sometimes take several weeks.

Please have transcripts sent to:

Graduate School
University of Louisville
Louisville, KY 40292

If transcripts are sent electronically,

please have them sent to the following e-mail:
gradadm@louisville.edu

- All applicants for whom English is a second language must also submit official TOEFL scores of 79 or higher on the internet-based test, 213 or higher on the computer-based test. English proficiency can also be met by submitting official IELTS scores of at least 6.5 overall band score from the academic module exam or official Duolingo overall score of 105. Students holding a bachelor's or advanced degree from an accredited institution in the United States may be exempt from this requirement.
- **Two letters of recommendation.** If you have studied at a college or university in the last five years, the admissions committee prefers to see at least one letter from a faculty member. Other references can include work supervisors. Personal references (e.g. family, friends) are not accepted.
- **Goal Statement Sheet [PDF].** The Admissions Committee evaluates applications based on how an applicant's goals, professional experiences, and commitment to education are an appropriate fit with this program.
- **Current Resume**

Admission is competitive. Meeting the GPA minimum does not guarantee that prospective students will be accepted into the program.

Program Information

The program requires eleven courses, either 33 credit hours (portfolio/fieldwork) or 36 credit hours (thesis option—not available in all academic plans).

The curriculum in all four concentrations is centered around five program goals:

- Investigate Gap
- Produce Interventions
- Implement and Lead Change
- Evaluate Outcomes
- Integrate Foundational Knowledge and Skills

MS in Human Resources and Organizational Development

Academic Plan Code(s): HRODMS, HRODMS_0

Program Purpose: To prepare professionals who lead people, performance, development, and learning through discovery and critical inquiry.

Code	Title	Hours
Core Coursework		18
LEAD 605	Leadership in HROD	
LEAD 611	Strategic Human Resources	
LEAD 617	Evidence Based Research in HROD	
LEAD 661	Adult & Organizational Learning	
LEAD 662	Organizational Analysis	

LEAD 616	HROD Integrative Capstone	
Electives		15
Choose 15 credit hours from the following:		
LEAD 578	Workplace and Information Ethics	
LEAD 614	Program and Organization Evaluation	
LEAD 612	Talent Acquisition and Management	
LEAD 624	Global Human Resources Development	
LEAD 631	Performance Management and Rewards	
LEAD 660	Diversity and Inclusion	
LEAD 663	Methods of Facilitation	
LEAD 664	Organizational Change and Consulting	
LEAD 671	Performance Improvement	
LEAD 672	Instructional Design and Development	
LEAD 674	Advanced Leadership Theory	
LEAD 696	Independent Study: HRE or IT	

Minimum Total Hours **33**

Midpoint Assessment: Successful progress on Hallmark Assessment Rubrics, as determined by faculty advisor

Exit Assessment: Competency Self-Assessment/Reflection, program portfolio, and integration of research, theory, and practice or thesis

Degree Assessment:

- A minimum of 33 credit hours with an overall GPA of 3.0; no more than two grades of C (six [6] credit hours)
- Satisfactory completion of program portfolio

MS in HROD, concentration in Health Professions Education

Academic Plan Code(s): HRODMS_HPE

Program Purpose: To prepare professionals who lead performance, development, and learning in the health professions through discovery and critical inquiry. Students may also apply for the health professions education certificate after completion of the twelve (12) credit hour concentration in health professions education.

Code	Title	Hours
Core Coursework ¹		
LEAD 617	Evidence Based Research in HROD	
LEAD 605	Leadership in HROD	
LEAD 614	Program and Organization Evaluation	
LEAD 661	Adult & Organizational Learning	
LEAD 662	Organizational Analysis	
LEAD 616	HROD Integrative Capstone ¹	
	or LEAD 699 Thesis or Professional Paper	
Concentration Core		12
LEAD 665	Foundations of Health Professions Education ²	3
LEAD 675	Teaching and Learning in Health Professions Education ²	3
LEAD 676	Instructional Strategies in Health Professions Education ²	3
LEAD 685	Evidence-based Practice in HPE ²	3
Elective		3

Choose one 3 credit hour course:

LEAD 664	Organizational Change and Consulting
LEAD 612	Talent Acquisition and Management

Minimum Total Hours **45-48**

Students are required to take 33 credit hours minimum. In the case that a concentration course does not meet enrollment requirements, students will work with their advisor to find a suitable alternative.

¹ Total core hours vary based on thesis/non-thesis options. Thesis option students complete six (6) credit hours of LEAD 699; non-thesis students complete three (3) credit hours of LEAD 616.

² Must enroll in a section taught at the Health Sciences Center (HSC) campus.

Midpoint Assessment: Successful progress on Hallmark Assessment Rubrics, as determined by faculty advisor

Exit Assessment: Competency Self-Assessment/Reflection, program portfolio and integration of research, theory, and practice or thesis

Degree Assessment:

- A minimum of 33 credit hours with an overall GPA of 3.0; no more than two grades of C (six [6] credit hours)
- Satisfactory completion of program portfolio

MS in HROD, concentration in Career and Technical Education

Academic Plan Code(s): HRODMS_CTE

Program Purpose: To prepare professionals who lead performance, development, and learning in career and technical education through discovery and critical inquiry.

Code	Title	Hours
Core Coursework ¹		
LEAD 617	Evidence Based Research in HROD	
LEAD 605	Leadership in HROD	
LEAD 614	Program and Organization Evaluation	
LEAD 661	Adult & Organizational Learning	
LEAD 662	Organizational Analysis	
LEAD 616	HROD Integrative Capstone ¹	
	or LEAD 699 Thesis or Professional Paper	
Concentration Core		12-15
LEAD 510	Teaching Career and Technical Education (New Teacher Institute/NTI students only) ²	3
LEAD 663	Methods of Facilitation	
LEAD 672	Instructional Design and Development	
LEAD 641	Graduate Seminar: Leadership, Foundations and Human Resource Education	
ECPY 507	Learning Theory and Human Growth and Development	
	or ECPY 607 Learning Theory and Human Growth and Development	
	or EDSP 540 Introduction to Exceptional Children	
	or EDSP 545 Exceptional Children in the Regular Classroom	
Elective		0-3

Non-NTI students choose 3 credit hours from the following:

LEAD 607	Principles of Educational Leadership
LEAD 673	e-Learning Design and Development
LEAD 686	The Two-Year College
LEAD 684	Educational Resource Management in Postsecondary Education

Minimum Total Hours **36-39**

- ¹ Total core credit hours vary based on thesis/non-thesis options. Thesis option students complete six (6) credit hours of LEAD 699; non-thesis students complete three (3) credit hours of LEAD 616.
- ² NTI students only; LEAD 510 must be taken in the first year of the program.

Midpoint Assessment: Successful progress on Hallmark Assessment Rubrics, as determined by faculty advisor

Exit Assessment: Competency Self-Assessment/Reflection, program portfolio, and integration of research, theory, and practice or thesis

Degree Assessment:

- A minimum of 33 credit hours with an overall GPA of 3.0; no more than two grades of C (six [6] credit hours)
- Satisfactory completion of program portfolio