**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/eled/)
Program Website (http://louisville.edu/education/degrees/ms-hrod/)
Academic Plan Code(s): See Degree Requirements, with Concentrations

**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.

**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 Organization Development**

Academic Plan Code(s): HRODMS, HRODMS_O

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

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<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>LEAD 605</td>
<td>Leadership in HROD</td>
<td>1</td>
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<tr>
<td>LEAD 611</td>
<td>Strategic Human Resources</td>
<td>1</td>
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<tr>
<td>LEAD 617</td>
<td>Evidence Based Research in HROD</td>
<td>1</td>
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<tr>
<td>LEAD 661</td>
<td>Adult &amp; Organizational Learning</td>
<td>1</td>
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<tr>
<td>LEAD 662</td>
<td>Organizational Analysis</td>
<td>1</td>
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**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.
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

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**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.

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<th>Hours</th>
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<tr>
<td>LEAD 617</td>
<td>Evidence Based Research in HROD</td>
<td>18-21</td>
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<tr>
<td>LEAD 605</td>
<td>Leadership in HROD</td>
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<tr>
<td>LEAD 614</td>
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<td>or LEAD 699 Thesis or Professional Paper</td>
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**Concentration Core** 12-15

- LEAD 510  Teaching Career and Technical Education (New Teacher Institute/NTI students only) 3
- LEAD 663  Methods of Facilitation
- LEAD 641  Graduate Seminar: Leadership, Foundations and Human Resource Education
- ECPY 507  Learning Theory and Human Growth and Development
- ECPY 607 Learning Theory and Human Growth and Development
- EDSP 540 Introduction to Exceptional Children
- EDSP 545 Exceptional Children in the Regular Classroom

**Elective** 0-3

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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

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**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.

**Core Coursework** 1

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**Concentration Core** 12

- LEAD 510  Teaching Career and Technical Education (New Teacher Institute/NTI students only) 3
- LEAD 663  Methods of Facilitation
- LEAD 641  Graduate Seminar: Leadership, Foundations and Human Resource Education
- ECPY 507  Learning Theory and Human Growth and Development
- ECPY 607 Learning Theory and Human Growth and Development
- EDSP 540 Introduction to Exceptional Children
- EDSP 545 Exceptional Children in the Regular Classroom

**Elective** 0-3
Non-NTI students choose 3 credit hours from the following:

<table>
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<tr>
<td>LEAD 607</td>
<td>Principles of Educational Leadership</td>
</tr>
<tr>
<td>LEAD 673</td>
<td>e-Learning Design and Development</td>
</tr>
<tr>
<td>LEAD 686</td>
<td>The Two-Year College</td>
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<tr>
<td>LEAD 684</td>
<td>Educational Resource Management in Postsecondary Education</td>
</tr>
</tbody>
</table>

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