

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 one degree option:

- Master of Science in Human Resources and Organizational Development (MS HROD)*, which can be completed in a traditional format or entirely online.

*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 ten courses consisting of 30 credit hours (including portfolio/fieldwork) (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_O

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 | | 12 |
| Choose 12 credit hours from the following: | | |
| LEAD 578 | Workplace and Information Ethics | |
| LEAD 614 | Program and Organization Evaluation | |
| LEAD 612 | Talent Acquisition and Management | |

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|----------------------------|--------------------------------------|
| 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 |
| <hr/> | |
| Minimum Total Hours | |
| 30 | |

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 30 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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