HUMAN RESOURCES AND ORGANIZATION DEVELOPMENT (MS)

Master of Science in Human Resources and Organization Development (HRODMS)
Unit: College of Education and Human Development (GE) (http://louisville.edu/education)
Department: Educational Leadership, Evaluation, and Organizational Development (http://louisville.edu/education/departments/eleod)
Program Webpage (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/program-finder).

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 3.0 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.
- GRE Scores (required for some): For applicants with less than a 3.0 GPA in the last 60 credit hours of undergraduate work and no terminal degree (e.g., M.D., D.D.S., Ph.D.), you must submit GRE scores. Please note: When submitting GRE scores through ETS, have scores sent to the general University of Louisville code, 1838.
- Test of English as a Foreign Language (TOEFL): For international students from countries where English is not the native language. Students holding a baccalaureate or advanced degree from an accredited institution in the U.S. are 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 GRE and GPA minimums 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_O

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>LEAD 605</td>
<td>Leadership in HROD</td>
<td>18</td>
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<tr>
<td>or ELFH 600</td>
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<tr>
<td>LEAD 611</td>
<td>Strategic Human Resources</td>
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<tr>
<td>or ELFH 611</td>
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</tbody>
</table>
LEAD 617  Evidence Based Research in HROD  
or ELFH 617
LEAD 661  Adult & Organizational Learning  
or ELFH 661
LEAD 662  Organizational Analysis  
or ELFH 662
LEAD 616  HROD Integrative Capstone  
or ELFH 616

**Electives**  15

Choose 15 hours from the following:

- LEAD 578  Workplace and Information Ethics  
or ELFH 578
- LEAD 614  Program and Organization Evaluation  
or ELFH 614
- LEAD 612  Talent Acquisition and Management  
or ELFH 612
- LEAD 624  Global Human Resources Development  
or ELFH 624
- LEAD 631  Performance Management and Rewards  
or ELFH 631
- LEAD 660  Diversity and Inclusion  
or ELFH 660
- LEAD 663  Methods of Facilitation  
or ELFH 663
- LEAD 664  Organizational Change and Consulting  
or ELFH 664
- LEAD 671  Performance Improvement  
or ELFH 671
- LEAD 672  Instructional Design and Development  
or ELFH 672
- LEAD 674  Advanced Leadership Theory  
or ELFH 674
- LEAD 696  Independent Study: HRE or IT  
or ELFH 696

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
- 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 12 credit hour concentration in health professions education.

**Code**  | **Title**  | **Hours**
--- | --- | ---
**Core Coursework**  | 1 | 18-21

- LEAD 617  Evidence Based Research in HROD  
or ELFH 617
- LEAD 605  Leadership in HROD  
or ELFH 605
- LEAD 614  Program and Organization Evaluation  
or ELFH 614
- LEAD 661  Adult & Organizational Learning  
or ELFH 661
- LEAD 662  Organizational Analysis  
or ELFH 662
- LEAD 616  HROD Integrative Capstone  
or LEAD 616  or ELFH 699
- LEAD 665  Foundations of Health Professions Education  
or ELFH 665
- LEAD 675  Teaching and Learning in Health Professions Education  
or ELFH 675
- LEAD 676  Instructional Strategies in Health Professions Education  
or ELFH 676
- LEAD 685  Evidence-based Practice in HPE  
or ELFH 685

**Concentration Core**  | 12

- LEAD 665  Foundations of Health Professions Education  
or ELFH 665
- LEAD 675  Teaching and Learning in Health Professions Education  
or ELFH 675
- LEAD 676  Instructional Strategies in Health Professions Education  
or ELFH 676
- LEAD 685  Evidence-based Practice in HPE  
or ELFH 685

**Elective**  | 3

Choose one 3 credit hour course:

- LEAD 664  Organizational Change and Consulting  
or ELFH 664
- LEAD 612  Talent Acquisition and Management  
or ELFH 612

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/ELFH 699; non-thesis students complete three (3) credit hours of LEAD 616/ELFH 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.
• 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.

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<thead>
<tr>
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<tbody>
<tr>
<td>LEAD 617</td>
<td>Evidence Based Research in HROD or ELFH 617</td>
<td>18-21</td>
</tr>
<tr>
<td>LEAD 605</td>
<td>Leadership in HROD or ELFH 605</td>
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<tr>
<td>LEAD 614</td>
<td>Program and Organization Evaluation or ELFH 614</td>
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<tr>
<td>LEAD 661</td>
<td>Adult &amp; Organizational Learning or ELFH 661</td>
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<tr>
<td>LEAD 662</td>
<td>Organizational Analysis or ELFH 662</td>
<td></td>
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<tr>
<td>LEAD 616</td>
<td>HROD Integrative Capstone 1 or LEAD 699 Thesis or Professional Paper</td>
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<td></td>
<td>or ELFH 616</td>
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**Concentration Core**

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<tr>
<th>Code</th>
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<tbody>
<tr>
<td>LEAD 510</td>
<td>Teaching Career and Technical Education (New Teacher Institute/NTI students only) 2</td>
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<tr>
<td>LEAD 663</td>
<td>Methods of Facilitation or ELFH 663</td>
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</tr>
<tr>
<td>LEAD 672</td>
<td>Instructional Design and Development or ELFH 672</td>
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<tr>
<td>LEAD 641</td>
<td>Graduate Seminar: Leadership, Foundations and Human Resource Education or ELFH 641</td>
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<tr>
<td>ECPY 507</td>
<td>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</td>
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**Elective**

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<tbody>
<tr>
<td>LEAD 607</td>
<td>Principles of Educational Leadership or ELFH 607</td>
<td>0-3</td>
</tr>
<tr>
<td>LEAD 673</td>
<td>e-Learning Design and Development or ELFH 673</td>
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<tr>
<td>LEAD 686</td>
<td>The Two-Year College or ELFH 686</td>
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<tr>
<td>LEAD 684</td>
<td>Educational Resource Management in Postsecondary Education</td>
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</tbody>
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**Minimum Total Hours**

36-39

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

2 NTI students only; LEAD 510/ELFH 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
• Satisfactory completion of program portfolio