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 30 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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<tbody>
<tr>
<td>LEAD 605</td>
<td>Leadership in HROD</td>
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<tr>
<td>LEAD 611</td>
<td>Strategic Human Resources</td>
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<tr>
<td>LEAD 617</td>
<td>Evidence Based Research in HROD</td>
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<tr>
<td>LEAD 661</td>
<td>Adult &amp; Organizational Learning</td>
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</table>
Human Resources and Organization Development (MS)

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
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 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

Elective 3
Choose one 3 credit hour course:
LEAD 664 Organizational Change and Consulting
LEAD 612 Talent Acquisition and Management

Minimum Total Hours 33-36
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 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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<thead>
<tr>
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<th>Title</th>
<th>Hours</th>
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<tbody>
<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>
<td>Program and Organization Evaluation</td>
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<tr>
<td>LEAD 662</td>
<td>Organizational Analysis</td>
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<tr>
<td>LEAD 616</td>
<td>HROD Integrative Capstone 1</td>
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<tr>
<td></td>
<td>or LEAD 699 Thesis or Professional Paper</td>
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Concentration Core 12

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<tr>
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<tbody>
<tr>
<td>LEAD 665</td>
<td>Foundations of Health Professions Education 2</td>
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<tr>
<td>LEAD 675</td>
<td>Teaching and Learning in Health Professions Education 2</td>
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<tr>
<td>LEAD 676</td>
<td>Instructional Strategies in Health Professions Education 2</td>
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LEAD 685 Evidence-based Practice in HPE 2

LEAD 660 Diversity and Inclusion

LEAD 663 Methods of Facilitation

LEAD 671 Performance Improvement

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

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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<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</td>
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<tr>
<td>LEAD 672</td>
<td>Instructional Design and Development</td>
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<tr>
<td>LEAD 641</td>
<td>Graduate Seminar: Leadership, Foundations and Human Resource Education</td>
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<tr>
<td>ECPY 507</td>
<td>Learning Theory and Human Growth and Development</td>
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</tr>
<tr>
<td></td>
<td>or ECPY 607 Learning Theory and Human Growth and Development</td>
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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

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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 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