

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/programs/index/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 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.

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

- **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_0

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

Code	Title	Hours
Core Coursework		
ELFH 605	Leadership in HROD	18
ELFH 611	Strategic Human Resources	

ELFH 617	Evidence Based Research in HROD	
ELFH 661	Adult & Organizational Learning	
ELFH 662	Organizational Analysis	
ELFH 616	HROD Integrative Capstone	
Electives		15
Choose 15 hours from the following:		
ELFH 578	Workplace and Information Ethics	
ELFH 614	Program and Organization Evaluation	
ELFH 612	Talent Acquisition and Management	
ELFH 624	Global Human Resources Development	
ELFH 631	Performance Management and Rewards	
ELFH 660	Diversity and Inclusion	
ELFH 663	Methods of Facilitation	
ELFH 664	Organizational Change and Consulting	
ELFH 671	Performance Improvement	
ELFH 672	Instructional Design and Development	
ELFH 674	Advanced Leadership Theory	
ELFH 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
- 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		
ELFH 617	Evidence Based Research in HROD	
ELFH 605	Leadership in HROD	
ELFH 614	Program and Organization Evaluation	
ELFH 661	Adult & Organizational Learning	
ELFH 662	Organizational Analysis	
ELFH 616	HROD Integrative Capstone ¹	
	or ELFH 699 Thesis or Professional Paper	
Concentration Core		12
ELFH 665	Foundations of Health Professions Education ²	
ELFH 675	Teaching and Learning in Health Professions Education ²	

ELFH 676	Instructional Strategies in Health Professions Education ²	
ELFH 685	Evidence-based Practice in HPE ²	
Elective		3
Choose one 3 credit hour course:		
ELFH 664	Organizational Change and Consulting	
ELFH 612	Talent Acquisition and Management	3
Minimum Total Hours		36-39

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

Code	Title	Hours
Core Coursework ¹		
ELFH 617	Evidence Based Research in HROD	
ELFH 605	Leadership in HROD	
ELFH 614	Program and Organization Evaluation	
ELFH 661	Adult & Organizational Learning	
ELFH 662	Organizational Analysis	
ELFH 616	HROD Integrative Capstone ¹	
	or ELFH 699 Thesis or Professional Paper	
Concentration Core		12-15
ELFH 510	Teaching Career and Technical Education (New Teacher Institute/NTI students only) ²	
ELFH 663	Methods of Facilitation	
ELFH 672	Instructional Design and Development	
ELFH 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:

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

Minimum Total Hours 33-36

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

² NTI students only; 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