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/eled)
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).
- The Admissions Committee evaluates GPA scores only after the application is submitted.
- 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.

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<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>ELFH 605</td>
<td>Leadership in HROD</td>
<td>18</td>
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<tr>
<td>ELFH 611</td>
<td>Strategic Human Resources</td>
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</tbody>
</table>
ELFH 617 Evidence Based Research in HROD
ELFH 661 Leadership in HROD
ELFH 662 Program and Organization Evaluation
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.

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<tr>
<th>Code</th>
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<tbody>
<tr>
<td>Core Coursework 1</td>
<td>18-21 &lt;br&gt;ELFH 617 Evidence Based Research in HROD &lt;br&gt;ELFH 605 Leadership in HROD &lt;br&gt;ELFH 614 Program and Organization Evaluation &lt;br&gt;ELFH 661 Adult &amp; Organizational Learning &lt;br&gt;ELFH 662 Organizational Analysis &lt;br&gt;ELFH 616 HROD Integrative Capstone 1 &lt;br&gt;or ELFH 699 Thesis or Professional Paper</td>
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<tr>
<td>Concentration Core</td>
<td>12 &lt;br&gt;ELFH 665 Foundations of Health Professions Education 2 &lt;br&gt;ELFH 675 Teaching and Learning in Health Professions Education 2</td>
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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 661 Talent Acquisition and Management

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.

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<tr>
<td>Core Coursework 1</td>
<td>18-21 &lt;br&gt;ELFH 617 Evidence Based Research in HROD &lt;br&gt;ELFH 605 Leadership in HROD &lt;br&gt;ELFH 614 Program and Organization Evaluation &lt;br&gt;ELFH 661 Adult &amp; Organizational Learning &lt;br&gt;ELFH 662 Organizational Analysis &lt;br&gt;ELFH 616 HROD Integrative Capstone 1 &lt;br&gt;or ELFH 699 Thesis or Professional Paper</td>
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<tr>
<td>Concentration Core</td>
<td>12 &lt;br&gt;ELFH 665 Teaching Career and Technical Education (New Teacher Institute/NTI students only) 2 &lt;br&gt;ELFH 663 Methods of Facilitation &lt;br&gt;ELFH 672 Instructional Design and Development &lt;br&gt;ELFH 641 Graduate Seminar: Leadership, Foundations and Human Resource Education &lt;br&gt;ECPY 507 Learning Theory and Human Growth and Development &lt;br&gt;or ECPY 607 Learning Theory and Human Growth and Development</td>
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ELFH 665 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:

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

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