

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 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).

The curriculum 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		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
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**

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
 - Successful completion of Capstone project equal to 75 applied hours
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