Organizational Learning and Performance

Chair and Associate Professor: John Curry

Professor: Robin Lindbeck

Associate Professors: David Coffland; Rob Lion

Assistant Professor: Ajit Bhattarai

Clinical Associate Professor: Brenda Jacobsen

Clinical Assistant Professor: Tracy Gibson

The Department of Organizational Learning and Performance offers the Master of Science in Human Resource Development, the Master of Education in Instructional Design and Technology, and the PhD in Instructional Design.

Program Description	Type	Degree
Doctor of Philosophy in Instructional Design (http://coursecat.isu.edu/graduate/education/humanresourcedevelopment/phdinstructionaldesign/)	Degree	Ph.D.
Master of Education in Instructional Design & Technology (http://coursecat.isu.edu/graduate/education/humanresourcedevelopment/meinstructionaldesigntechnology/)	Degree	M.Ed.
Master of Science in Human Resource Development (http://coursecat.isu.edu/graduate/education/humanresourcedevelopment/mshrd/)	Degree	M.S.
Online Teaching Endorsement (http://coursecat.isu.edu/graduate/education/humanresourcedevelopment/ote/)		

Doctor of Philosophy in Instructional Design

The Doctor of Philosophy (Ph.D.) in Instructional Design degree prepares students to assume positions of leadership in instructional design, research, measurement, or evaluation. Graduates direct instructional design, research, measurement or evaluation projects in private or public institutions, as individual instructional design consultants, or as faculty at colleges and universities. For more information regarding the Doctorate of Education in Educational Leadership with Concentration in Instructional Design and Technology please visit https://coursecat.isu.edu/graduate/education/schoolpsychologyandeducationalleadership/deducationalleadership/

Master of Science in Human Resource Development

The Master of Science in Human Resource Development (MS HRD) in the College of Education at Idaho State University prepares organizational learning and performance professionals with high-demand management expertise in the human resource development discipline principles and practices of learning and development, performance improvement, strategic planning, and leadership. The curriculum of this 30-credit master's is delivered fully online and can be completed in 12 months. The project-based coursework and research component address workplace problems with innovative, evidence-based HRD solutions. The Master of Science in Human Resource Development is designed to strengthen the student's understanding, knowledge, and skills in three major areas–

1. MS HRD Course Requirements
2. HRD Studies or Career and Technical Studies
3. Research Studies

Student Learning Outcomes (SLOs) for the MS HRD are:

SLO #1: Knowledge of Core Theory in HRD
SLO #2: Comprehension of HRD Strategy and Scholarly Practice
SLO #3: Application of Critical Thinking and Analysis

Emphasized areas within the HRD discipline are:

- Human performance improvement
- Learning effectiveness
- Leadership and change
- Organizational development

Master of Education in Instructional Design & Technology

The Master of Education in Instructional Design & Technology (MEd-ID&T) prepares instructional designers and educators with the knowledge, skills, and abilities for designing, developing, implementing, and evaluating technology-based solutions to instructional problems. Graduates of the MEd-ID&T degree practice in K-12 and post-secondary education, business, industry, and performance learning environments, and may also prepare for doctoral study. Candidates in the MEd-ID&T degree pursue advanced study in Instructional Technology core, specialty, and field studies.