

Organizational Learning and Performance

Chair and Professor: John Curry

Professor: David Coffland; Robin Lindbeck; Rob Lion

Assistant Professor: Ajit Bhattarai

Clinical Professor: Brenda Jacobsen

Clinical Assistant Professor: Tracy Gibson

Clinical Lecturer: Shelbi Clinger

The Department of Organizational Learning and Performance offers the M.S. in Human Resource Development, the M.Ed. in Instructional Design and Technology, and the Ph.D. in Instructional Design.

Program Description	Type	Degree
Doctor of Philosophy in Instructional Design (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/phdinstructionaldesign/)	Degree	Ph.D.
Master of Education in Instructional Design & Technology (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/meinstructionaldesigntechnology/)	Degree	M.Ed.
Master of Science in Human Resource Development (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/mshrd/)	Degree	M.S.
Organizational Leadership Certificate (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/olcert/)	Certificate	Certificate
Human Resource Development (HRD) Certificate (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/hrdcert/)	Certificate	Certificate
Career and Technical Education (CTE) Certificate (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/ctecert/)	Certificate	Certificate
Instructional Design Certificate (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/instructionaldesigncert/)	Certificate	Certificate
Multimedia and Design Certificate (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/multimediadesigncert/)	Certificate	Certificate
Online Teaching Endorsement (https://coursecat.isu.edu/graduate/education/humanresourcedevelopment/ote/)	Endorsement	Endorsement

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.