

# Org Learning and Performance (OLP)

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## Courses

### ***OLP 5501 Foundations of Human Resource Development: 3 semester hours.***

Acquaints the student with the various aspects of human resource development: history, philosophy, and theory of HRD. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5502 Analysis and Course Construction: 3 semester hours.***

Analysis of components of occupations to determine instructional content. Development of instructional materials based on performance objectives and competency identification. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5503 Methods of Training: 3 semester hours.***

Training methods and techniques designed to workplace issues. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5504 Evaluating Training and Development: 3 semester hours.***

Designing and conducting evaluations for business and industry training, including data analysis and preparation of evaluation reports. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5505 Learning Fundamentals: 3 semester hours.***

Examination of the research related to learning fundamentals and implications for curriculum and instruction. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5506 Grantwriting: 3 semester hours.***

Reasons for requesting a grant, goal setting, sample projects, identifying funding agencies, submitting a request for proposal (RFP), elements of a good proposal, library resources, web sites, and other references for grantwriting. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5507 Instructional Technology in HRD: 3 semester hours.***

Applying evidence-based instructional principles to design, development, and evaluation of synchronous and asynchronous e-learning. Includes development of online multi-media materials for professional, industry, and educational application. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5509 Professional Readings and Writing in Human Resource Development: 3 semester hours.***

Exposure to the professional literature of human resource development, including practice in writing abstracts of journal articles using APA Style. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5510 Principles of Change: 3 semester hours.***

Critical analysis and discussion of change management theory, principles of leadership and change, and an in-depth review of principles related to personal change. Includes a review of current issues in managing transitions, leading change. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5511 Consulting Skills in HRD: 3 semester hours.***

Introduction to the processes and range of core skills necessary for organizational consulting. Appropriate for HRD professionals and others who are responsible for influencing and facilitating individual and organizational improvement. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5512 Organizational Development: 3 semester hours.***

Investigating and applying the elements and practices used in industry to assist organizations in addressing such things as team dynamics, employee motivation, workplace culture and climate, organizational change and performance. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5531 Workplace Leadership: 3 semester hours.***

Supervising in a professional-technical education or corporate training setting. Study human relation factors: planning, organizing, evaluation, staff development, labor relations, and personnel policies/practices. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5532 Special Topics in HRD: 3 semester hours.***

Special topics and trends in Human Resource Development. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5533 Coaching Skills for Leaders: 3 semester hours.***

Introduction to the processes and range of core skills necessary to coach individuals in an organizational setting. Appropriate for HRD professionals, leaders, and others who are responsible for coaching others, as well as navigating resistance and barriers while coaching. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5541 Contemporary Leader Development: 3 semester hours.***

This course focuses on leadership development models and/or products presently used in industry to assist companies in addressing work and performance issues. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5544 Ethics and Diversity in the Workplace: 3 semester hours.***

A contemporary exploration of issues related to both ethics and diversity in the workplace. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5550 Adult Learning Theory: 3 semester hours.***

Provides an understanding of adult learning theory as a body of academic inquiry and as applied in professional practice. Examines current and past theory and practice of adult learning. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5552 Reframing Organizations: 3 semester hours.***

Exploration of issues pertaining to the functions of human resource development (HRD) and the influence of perspective on organizational development. Emphasis is on understanding organizations through the perspectives or frames of structural, human resource, political, and symbolic approaches; and how reframing perspective deepens understanding and broadens opportunity for progress. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

### ***OLP 5554 Adobe for Learning and Development: 3 semester hours.***

This course introduces and engages students with Creative Cloud, and the challenges and opportunities that these tools can offer in education and training. Aspects of the Creative Cloud will be introduced to provide a complete overview of the tools and what they are used for and how to implement them. Using these tools in context of their personal educational subject, students will gain introductory insight into the solutions these tools provide. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

**OLP 5555 Advanced Adobe for Learning and Development: 3 semester hours.**

This advanced course engages the student in the use of Creative Cloud in the professional setting. Advanced elements of Creative Cloud will be investigated to provide a complete understanding of the tools, their use and their implementation in educational and training settings. Using these tools in context of their personal educational subject, students will gain expert insight to the solutions these tools provide. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

**OLP 5557 Facilitating Adult Learning: 3 semester hours.**

Study of the needs and interests of adult learners in business and industry using Andragogy. Planning of conferences and workshops for adult learners. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

**OLP 5561 Directed Studies: 1-4 semester hours.**

Individual work under staff guidance. Field research on specific occupational advances in technology. May be repeated. PREREQ: Permission of instructor required prior to registration.

**OLP 5564 Facilities Management: 3 semester hours.**

Organization, safety, and management of facilities. An in-depth study of laboratory requirements and total facility planning. Specific, evaluated graduate-level activities and/or performances are identified in the course syllabus.

**OLP 5598P Prof Development Workshop: 3 semester hours.**

New methods and opportunities to enhance and supplement skills. Subject to the approval of the dean of the student's college, a maximum of eight credits earned in workshops may be applied toward a degree; students taking the courses only for personal development may choose the 0-credit option; those seeking professional development must choose a for-credit option. Graded S/U. May be repeated.

**OLP 5599 Experimental Course: 1-6 semester hours.**

The content of this course is not described in the catalog. Title and number of credits are announced in the Class Schedule. Experimental courses may be offered no more than three times with the same title and content. May be repeated.

**OLP 6601 Evidence-Based Practices in HRD: 3 semester hours.**

This course introduces the career practitioner to the literature and scholarship published by researchers aimed to improve practice in the workplace. Students will learn how scholarship can be used in their respective professions to address workplace issues.

**OLP 6602 Principles of HRD: 3 semester hours.**

Designed to be one of the first courses students take, this course introduces foundational principles of the human resource development discipline that should serve as an integrative thread throughout the MS HRD program. This course introduces research, performance, change, and learning and development concepts.

**OLP 6603 Psychology of Leadership: 3 semester hours.**

Building upon leadership theories and models, this course looks at research and pertaining specifically to the psychological aspects of leadership as well as followership.

**OLP 6604 Leadership Scholarship: 3 semester hours.**

A review of current and emerging research specifically around the topic of leadership, as well as implications for practice.

**OLP 6605 Organizational Development: 3 semester hours.**

Through an organizational lens, rather than an individual lens, students will explore the research and practices related to building and sustaining organizational performance.

**OLP 6606 Contemporary Theories of Motivation: 3 semester hours.**

A rich, cross discipline view of historical and contemporary motivation research.

**OLP 6607 Workplace Evaluations and Assessments: 3 semester hours.**

An advanced look at organizational evaluation practices, as well as assessment and analysis tools.

**OLP 6608 Needs Analysis: 3 semester hours.**

An in-depth look at the processes and practices of conducting needs and cause analyses. This course utilizes systematic processes to more clearly and accurately identify performance gaps.

**OLP 6609 Intervention Design and Development: 3 semester hours.**

The practice of addressing performance gaps too often leads to insufficient or inaccurate efforts due to a lack of understanding of the variables influencing or affecting the gap. In this course, students will learn how to diagnose the performance gaps and address them through specific and appropriate interventions.

**OLP 6610 The Chief Learning Officer: 3 semester hours.**

This course specifically looks at the issues, opportunities, and experiences of people working in CLO or equivalent positions.

**OLP 6611 The Chief Diversity Officer: 3 semester hours.**

This course specifically looks at the issues, opportunities, and experiences of people working in CDO or equivalent positions.

**OLP 6612 The Performance Consultant: 3 semester hours.**

This course specifically looks at the issues, opportunities, and experiences of people working in consulting roles, both internal and external.

**OLP 6613 Learning Technologies in HRD: 3 semester hours.**

This course examines the practice and scholarship supporting the use of current technologies to support learning.

**OLP 6614 The Contemporary Supervisor: 3 semester hours.**

An examination of the evolution of supervisory issues and practices over time.

**OLP 6615 Global Aspects of HRD: 3 semester hours.**

An examination of the literature, issues, and challenges of leading and working in HRD in a global environment.

**OLP 6616 Theories of Adult Development: 3 semester hours.**

An examination of the literature and theories of learning motivations across adulthood and their impact on personal and professional efficacy, pursuits, and contributions.

**OLP 6617 Advanced Scholarship Studies: 3 semester hours.**

This course will benefit students who have research and topical interests that they want to explore, leading towards mastery in a certain aspect of HRD.

**OLP 6618 Advanced Topics in Facilitation: 3 semester hours.**

This course examines the literature and advanced practice of facilitation in a variety of learning settings.

**OLP 6619 Advanced Topics in Evaluation: 3 semester hours.**

An examination of the literature and advanced practices of evaluation in a variety of settings.

**OLP 6620 Applied Organizational Research: 3 semester hours.**

Under the direction of the instructor, the class will collectively work on an organizational research problem.

**OLP 6621 Theories of Adult Learning: 3 semester hours.**

Explores theories of adult learning as a body of academic inquiry and as applied in professional practice within organizations. Examines cross-cultural theories and practice of learning, including practice developing and interpreting theoretical lenses within scholarly literature.

**OLP 6622 Advancing Professional Career: 3 semester hours.**

Investigating professional career development through self-directed, transformational, and emancipatory learning in a context of institutional, organizational, and social change.

**OLP 6623 Designing Learning in HRD: 3 semester hours.**

This course is designed to teach the fundamentals of designing instruction for adult learners. Students will learn a structured approach to instructional design and will apply each phase of the instructional design process to an actual instructional design project.

**OLP 6632 Research in Organizations: 3 semester hours.**

Examination of methods for designing and conducting research for organizations. Compares methods and models of addressing real world workplace problems with evidence-based approaches. Introduction to procedures for data collection and analysis of quantitative and qualitative data, and style and format requirements for formal report writing. PREREQ: OLP 6601 and OLP 6602 or permission of instructor.

**OLP 6633 Needs Assessment and Evaluation: 3 semester hours.**

Review of practical needs assessment and evaluation models, frameworks, and best practices that guide the design and implementation of learning and development programs for organizations in a variety of learning environments.

**OLP 6634 Leadership of Learning, Development, and Change: 3 semester hours.**

Exploration of leadership influences on learning and development, with a focus on effective change leadership and the development of change agents within organizations. Learning will be defined as an overarching process within an organization's structure that enables knowledge sharing, including training. Development will address talent management and motivation in a context of change initiatives.

**OLP 6635 Practicum in HRD: 3 semester hours.**

An individually designed field experience under the supervision of the faculty and an experienced professional. PREREQ: Permission of instructor required prior to registration.

**OLP 6636 Strategic Planning and HRD: 3 semester hours.**

Examination of HRD frameworks and approaches for developing effective strategic plans. This course develops organizational learning and performance professionals who can facilitate strategic planning and decision-making toward advancing the organizational enterprise.

**OLP 6637 Internship in HRD: 1-3 semester hours.**

An individually designed professional experience under the supervision of the faculty and an experienced practitioner in the field. May be repeated up to 6 credits. Graded S/U. PREREQ: Permission of instructor required prior to registration.

**OLP 6640 Seminar in HRD: 1-3 semester hours.**

Current topics in the management of human resource development presented by department faculty and visiting lecturers. Maximum of 3 credits applied to the degree. Graded S/U.

**OLP 6644 Capstone in HRD: 1 semester hour.**

An individual non-research exit strategy capstone project integrating the content, concepts, and theory learned across the MS HRD program through a written report supported by scholarship and defended in an oral explanation. May not be repeated. Graded S/U. PREREQ: Permission of instructor required prior to registration.

**OLP 6645 Field Research Project in HRD: 1-6 semester hours.**

An individual field research project must be completed; a written report and oral explanation of the report will be required. May be repeated up to 6 credits. Graded S/U. PREREQ: Permission of instructor required prior to registration.

**OLP 6650 Thesis: 1-6 semester hours.**

Thesis. May be repeated. Graded S/U. PREREQ: Permission of instructor required prior to registration.

**OLP 6660 Contemporary Issues in HRD: 3 semester hours.**

Exploration of issues relating to the functions of HRD - Individual Development, Career Development, and Organizational Development. Emphasis on how these functions relate to the industrial/business environment.

**OLP 6661 Performance Improvement: 3 semester hours.**

Through a systems approach, critical analysis, discussion and application of performance technology in the workplace. Includes review of current research, theories, methods, and models.

**OLP 6662 Distance Learning Delivery Practices: 3 semester hours.**

Exploration of the distance delivery medium including on-screen practices, media development, curriculum planning, instructional strategies, technical support. Includes review of research and theory relating to distance learning.

**OLP 6663 Instructional System Evaluation: 3 semester hours.**

Critical analysis and discussion of the roles of evaluation in HRD. Emphasis on theories of program and curriculum evaluation.

**OLP 6664 Topics in Human Resource Development: 3 semester hours.**

Critical analysis of current topics in Human Resource Development. Opportunities will be provided for students to study independently with specialists in topic areas.

**OLP 6680 Advanced Technical Competency: 1-4 semester hours.**

Advanced occupational skills and knowledge obtained from modern practice in selected field. For experienced professionals seeking advanced techniques in specialized areas of PTE and HRD. PREREQ: Approval of advisor required.

**OLP 6699 Experimental Course: 1-6 semester hours.**

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