

**University of Louisville**  
**College of Education and Human Development**  
 Master of Science in Human Resources and Organizational Development

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone # \_\_\_\_\_ Other Phone # \_\_\_\_\_  
 Student ID# \_\_\_\_\_  
 Email address \_\_\_\_\_  
 Advisor \_\_\_\_\_

Graduate Student Success Office  
 College of Education and  
 Human Development  
 University of Louisville  
 Louisville, KY 40292  
 (502) 852-7697

**Initial Assessment:**

Admitted to CEHD, including submission of official transcript(s).  
 General Education Program Plan signed by CEHD Advisor  
 Guidelines for Self-Assessment and Program Portfolio obtained

COURSE PREFIX	COURSE NUMBER	COURSE TITLE	CREDIT HOURS	TENTATIVE SEMESTER OFFERED	HOURS EARNED	GRADE EARNED
<b>Core Courses: (18 Hours)</b>						
LEAD	605	Leadership in Human Resource and Organizational Development	3			
LEAD	611	Strategic Human Resources	3			
LEAD	617	Evidenced-Based Research in Human Resource and Organizational Development	3			
LEAD	661	Adult and Organizational Learning	3			
LEAD	662	Organizational Analysis	3			
LEAD	616	Human Resource and Organizational Development Integrative Capstone	3			
<b>Elective Classes (12 hours)   Choose Combination of the Below Classes. Must Equal 12 Hours</b>						
LEAD	578	Ethics in the Workplace	3			
LEAD	614	Program and Organization Evaluation	3			
LEAD	612	Talent Acquisition and Management	3			
LEAD	624	Global Human Resource Development	3			
LEAD	631	Performance Management and Rewards	3			
LEAD	660	Diversity and Inclusion	3			
LEAD	663	Methods of Facilitation	3			
LEAD	664	Organizational Change and Consulting	3			
LEAD	671	Performance Improvement	3			
LEAD	672	Instructional Design and Development	3			
LEAD	674	Advanced Leadership Theory	3			
LEAD	696	Special Topics in Human Resource and Organizational Development	3			

**Minimum total hours: 30**

**Program sheet Addendum** Y  N

**THIS PROGRAM SHEET MUST BE SIGNED BY THE ADVISOR AND THE STUDENT AND SUBMITTED TO THE GRADUATE STUDENT SUCCESS OFFICE BEFORE THE STUDENT CAN BE ADMITTED TO THIS PROGRAM.**

Student \_\_\_\_\_ Date \_\_\_\_\_ Advisor \_\_\_\_\_ Date \_\_\_\_\_

Copy to: GSS  Student  Advisor  Dept.

This is the official program sheet and is not to be altered. Associate Dean for Programs, CEHD

Course & Number	Course Title	Credit Hours	Description
LEAD 605	Leadership in Human Resource and Organizational Development	3	Study of the modern theories of leadership, management, and leadership development. Applied overview of the key concepts and principles of leadership and leadership development
LEAD 611	Strategic Human Resources	3	Examination of key concepts and principles of strategic human resource management, with special emphasis on the role of HR within the organization. Essential foundational knowledge and skills essential for HR professionals and managers.
LEAD 617	Evidenced-Based Research in Human Resource and Organizational Development	3	Use and application of evidence-based research in Human Resources and Organizational Development. Emphasis on applying research to organizational decision-making. Includes accessing, interpreting, critiquing, and synthesizing research.
LEAD 661	Adult and Organizational Learning	3	Psychology applied to adult learning and organizational settings. Examines learning from both individual/team and organizational levels. Utilization of theories to increase individual and organizational performance through sustained and effective learning.
LEAD 662	Organizational Analysis	3	Examination of the process and techniques used to conduct an organizational analysis in order to identify societal, organizational, departmental and individual performance needs.
LEAD 616	Human Resource and Organizational Development Integrative Capstone	3	Culminating experience that requires integration of research, theory, and practice of human resources and organization development through a fieldwork experience, program portfolio/systematic reflection on past work, and integrative content seminar.
LEAD 578	Ethics in the Workplace	3	Study and application of ethical perspectives at individual group, organizational, and societal levels, as they apply to leadership in workplaces and management of organizational information. Includes examination of social responsibility.
LEAD 612	Talent Acquisition and Management	3	Theories and techniques of key human resource management functions of HR planning and selection. A systems approach is used to explore HR planning as the managing of supply and demand for labor internal and external to the organization. Multiple strategies are examined for measuring predicted job performance to effectively plan, recruit, and select employees.
LEAD 614	Program and Organization Evaluation	3	Examines program and organization evaluation with emphasis on principles of planning, information systems, evaluation, and decision making.
LEAD 624	Global Human Resource Development	3	Leadership and human resources development processes at the individual, group, organizational, and global levels are examined from a cross-cultural perspective. Emphasis is placed on the assessment, challenge, and support activities conducive to developing global leadership skills and awareness in a variety of organizational and cultural contexts.
LEAD 631	Performance Management and Rewards	3	Theories and techniques of the key human resource functions of performance management, benefits, and compensation. Focus on using performance management and total rewards to achieve individual and organizational performance.
LEAD 660	Diversity and Inclusion	3	Focuses on concepts of diversity and inclusion in organizations, and the changing demographics of our society, especially related to race and culture, gender, age, disability, sexual orientation and socio-economic status. This course emphasizes the implications of these factors for effective management in human resources and organizations in general.
LEAD 663	Methods of Facilitation	3	Development of the presentation skills needed to conduct training programs in non-school settings. Focus placed upon the difference between teaching and facilitation of adult learning.
LEAD 664	Organizational Change and Consulting	3	Study of the organization as a system, how organizations change, and the role of the internal or external consultant in facilitating change.
LEAD 671	Performance Improvement	3	Provides knowledge and skills to move from analysis of performance problems to identifying, selecting, and developing interventions that improve performance of individuals, groups, and organizations to achieve organizational goals.
LEAD 672	Instructional Design and Development	3	Emphasizes systematic processes for the design and development of instruction with application to education and training. Current theory and research on instructional design and development, in accordance with principles of teaching and learning.
LEAD 674	Advanced Leadership Theory	3	Participants will explore and develop an understanding of both classical and contemporary leadership theory. Theory and research will be integrated as a means to better understand the emergence of leadership, its practice as an art, and its application in contemporary practice within organizational settings. Critical perspectives on the topic will be discussed and reflected upon. Deep understanding of theory to practice will be covered. PhD course.
LEAD 696	Special Topics in Human Resource and Organizational Development	3	By arrangement with dean and advisor. Independent study in a selected subject area with approval and supervision by a faculty member.