TRAINING & DEVELOPMENT (M.S.)

The Training and Development program offers diverse employment possibilities such as a manager or director of training or education, a manager of human resources development or organizational learning, a director or dean of continuing education, a director of adult or community education, a human performance consultant, an instructional designer, a learning technologist, or an e-learning manager.

Students will find both personal and professional growth in the study of training and development. In this program, students have the opportunity to complete assignments that they can apply to their work place. They will gain hands-on experience with effective ways of planning, delivering, and evaluating continuing education, training, and professional development in their areas of expertise. The Training and Development program will support students if they want to move up in their current organization, secure a position in another organization, or make a career change.

The Training and Development program will provide employers with professionals who have expertise in the teaching and learning of adults. They will understand how continuing education and training leads to improved performance in the workplace, and they will have an awareness of internal and external environments that will enable them to position education and training effectively within their organizations.

Program Mission

The Master of Science in Training and Development program provides quality educational experiences in an applied curriculum for professionals who design, deliver, and evaluate learning programs for adults.

Curriculum (36 credit hours)

The Training and Development program requires 36 graduate credit hours. These hours include:

- Training and Development Core Courses (24 hours)
- Concentration Courses (12 hours)

Code	Title	Hours
Training and Development Core		
TDEV 602	Foundations of Continuing Education and Training	3
TDEV 612	Adult Learning and Development	3
TDEV 622	Needs Analysis, Instructional Design, and Assessment	3
TDEV 632	Program Development	3
TDEV 642	E-Learning: Evolving Theory and Practice	3
TDEV 662	Interpersonal and Group Communication	3
TDEV 682	Applied Research and Evaluation	3
TDEV 690	Comprehensive Project	3
Concentration		
Select one of the following concentrations:		12
Business Administration (p. 1)		
Health Administration (p. 1)		
Human Resource Management (p. 1)		
Instructional Design in Online Learning (p. 1)		
Management of Training and Development (p.)		
Self-Design Concentration (p. 2)		
Total Hours		**36**

Business Administration Concentration (12 credit hours)

Code	Title	Hours
MBAD 606	Marketing Management	3
MBAD 625	Project Management	3
MBAD 641	Human Resource Management	3
MBAD 651	Management and Organizational Behavior	3
Total Hours		**12**

Health Administration Concentration (12 credit hours)

Code	Title	Hours
HSAD 603	Management and Human Resources of Health Care Organizations	3
HSAD 607	Medical Sociology	3
HSAD 623	Health Information and Analytics	3
HSAD 630	Health Care Finance	3
HSAD 637	Health Care Law and Compliance	3
HSAD 650	Health Care Ethics and Decision Making	3
Total Hours		**18**

Human Resource Management Concentration (12 credit hours)

Code	Title	Hours
MBAD 641	Human Resource Management	3
MBAD 642	Talent Management: Acquiring, Developing, and Retaining Talent	3
MBAD 643	Total Rewards: Compensation and Benefits	3
MBAD 644	Employment and Labor Laws	3
Total Hours		**12**

Instructional Design in Online Learning Concentration (12 credit hours)

Code	Title	Hours
TDEV 672	Management of E-Learning	3
TDEV 673	Facilitating E-Learning Instructional Strategies	3
TDEV 674	Survey of Multimedia	3
TDEV 675	Development of Multimedia Materials	3
Total Hours		**12**

Management of Training and Development Concentration (12 credit hours)

Code	Title	Hours
TDEV 624	Managing Training and Development	3
TDEV 634	Marketing of Training and Development	3
TDEV 652	Change Management and Strategic Planning	3
TDEV 672	Management of E-Learning	3
Total Hours		**12**

Self-Design Concentration (12 credit hours)

Concentration courses are selected with the approval of the Academic Advisor and may include and internship TDEV 692 Internship in Training & Devel.