

MS in Leadership & Human Resource Development

Curriculum and Course Rotation

The MS in LHRD requires 12 core courses (36 credits). Use the table below to plan your schedule and track your progress.

Course Offered		Course Number	Course Title	Course Completed
On Campus	Web Based			
Fall	First Spring/ Second Summer	LHRD 7002	Perspectives on Leadership & Human Resource Development	
	Second Fall/ First Summer	LHRD 7200	Philosophy of Organization Science in LHRD	
	Second Fall/ First Summer	LHRD 7305	Cultural Competence and Diversity	
Fall	First Summer	LHRD 7571	Performance and Needs Analysis in Human Resource Development	
Fall		LHRD 7575	Managing Change in Organizational Systems	
Fall	First Spring/ Second Summer	LHRD 7900	Applied Research Methods and Analysis	
Fall	Second Spring	LHRD 7910	Human Resource Analytics	
	Second Spring	LHRD 7025	Advanced Adult Learning Theory and Practice	
Spring		LHRD 7110	Team & Group Dynamics	
Spring	First Summer	LHRD 7577	Training and Development in Organizations	
Spring	Second Summer	LHRD 7602	Program Evaluation Design	
Spring	Second Summer	LHRD 7700	Introduction to Leadership Development	

Please note: Programs for master’s degrees must be completed within five years from entrance into a degree program.

Course Descriptions

LHRD 7002 – Perspectives on Leadership and Human Resource Development (3 credits)

Survey of the evolving perspectives and critical pillars that illuminate and link the fields of leadership and human resource development.

LHRD 7200 – Philosophy of Organization Science in LHRD (3 credits)

Survey of the philosophy of science underlying the scientific method in the study of leadership and human resource development.

LHRD 7305 – Cultural Competence and Diversity (3 credits)

Explores the development of cross-cultural skills through examination of culture theory, cross-cultural competence models, and experiential training methods.

LHRD 7571 – Performance and Needs Analysis in Human Resource Development (3 credits)

Theory and principles used in the analysis of performance problems in organizations; emphasis on application of performance theory and use of tools and techniques for analyzing organizational, process, and individual level performance problems.

LHRD 7575 – Managing Change in Organizational Systems (3 credits)

Introduction to theory, methods and practice of organization change and development; emphasis on the role of the HRD practitioner as a change agent and the interventions used to lead and manage organization change.

LHRD 7900 – Applied Research Methods and Analysis (3 credits)

An experiential introduction to the applied research process in organizations including the conceptualization of applied research, designing studies, analyzing data, and reporting results to stakeholders.

LHRD 7910 – Human Resource Analytics (3 credits)

Human resource and organizational behavior issues will be examined through the lens of measurement, analysis, and financial impact for the organization.

LHRD 7025 – Advanced Adult Learning Theory and Practice (3 credits)

Advance study of adult learning theory and research; emphasis on learning theory and research in adult learning with implications for adult learning practice.

LHRD 7110 – Team & Group Dynamics (3 credits)

Survey of team and work group dynamics.



LHRD 7577 – Training and Development in Organizations (3 credits)

Survey of training and development functions in modern organizations. Particular focus is given to learning theory and strategies, program design, and evaluation in applied (field) settings. A multidisciplinary perspective is encouraged.

LHRD 7602 – Program Evaluation Design (3 credits)

Systemic application of social research procedures for evaluating the conceptualization, design, implementation and utility of human resource and organization development programs.

LHRD 7700 – Introduction to Leadership Development (3 credits)

A comprehensive look at classic and contemporary theory and research in the twin domains of leadership and leadership development.