

EDUCATION-ORG PRFRM +CHNGE-EDOD (EDOD)

Courses

EDOD 506 Human Resource Development Credits: 3 (3-0-0)

Course Description: Human resource development foundational theory, research, and techniques for workplace and organizational learning and performance.

Prerequisite: None.

Registration Information: Admission to Organizational Learning, Performance and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 651 On-Demand Learning—Improving Performance Credits: 3 (1-2-1)

Course Description: On-demand learning theories and tools and techniques for developing impactful digital learning objects to create learning objects for the purpose of improving performance. Utilization of learning network to accelerate understanding of course topics and objectives.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture, lab, and recitation. Offered as an online course only.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 652 High Impact On-Demand Solutions Credits: 3 (1-2-1)

Course Description: Design of high-impact, on-demand (HI-OD) performance solutions that drive organizational results.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture, lab, and recitation. Offered as an online course only.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 653 Managing Development of On-Demand Solutions Credits: 3 (1-0-2)

Course Description: Learn to conduct consultative conversations, develop value propositions, and create detailed request for service (RFS) proposals that direct the development to high impact-on demand assets. Oversee and participate in the development of HI-OD assets based on organizational opportunities.

Prerequisite: EDOD 652.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture and recitation. Offered as an online course only.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 667 Power-Politics-Influence in Organizations Credits: 3 (3-0-0)

Course Description: Creation and execution of power relationships, political engagements, and communications in organizations.

Prerequisite: EDOD 506.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Term Offered: Summer (even years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 670 Strategic Human Resource Development Credits: 3 (3-0-0)

Course Description: Examine fundamentals of strategy from a HRD perspective, utilizing management tools, recent research and contemporary theory.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Term Offered: Summer (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 671 Establish Relations, Diagnose Organizations Credits: 3 (3-0-0)

Course Description: Build relationships with clients and examine current practices to diagnose organizational learning and performance issues.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance, and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 672 Change Facilitation Credits: 3 (3-0-0)

Course Description: Roles and responsibilities of change agents and the fundamentals of change: principles, practices, processes, and resistance strategies.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Term Offered: Fall (even years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 673 Plan and Implement Change Interventions Credits: 3 (3-0-0)

Course Description: Plan strategies and facilitate change interventions to improve organizational learning and performance.

Prerequisite: EDOD 677, may be taken concurrently.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 674 Analyze Workplace Learning Credits: 3 (3-0-0)

Course Description: Analyze workplace learning and performance issues drawing on foundational principles.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 675 Design, Develop, Implement Workplace Learning Credits: 3 (3-0-0)

Course Description: Design, develop, and implement workplace learning and performance interventions drawing on foundational principles.

Prerequisite: EDOD 674.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 676 Evaluate Workplace Learning Credits: 3 (3-0-0)

Course Description: Evaluate workplace learning and performance interventions drawing on foundational principles. Examine satisfaction, learning, and performance results.

Prerequisite: EDOD 675, may be taken concurrently.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 677 Action Learning and Inquiry Credits: 3 (3-0-0)

Course Description: Literature reviews and data collection methods as the basis for diagnosing organizational learning and performance issues.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 678 Assess Change Interventions Credits: 3 (3-0-0)

Course Description: Assess and institutionalize change interventions to improve organizational learning and performance.

Prerequisite: EDOD 500 to 799 - at least 15 credits.

Restriction: Must be a: Graduate, Professional.

Registration Information: 15 credits of EDOD 500-level or above courses or written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 687 Internship Credits: Var[1-18] (0-0-0)

Course Description:

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

EDOD 692A Seminar: HRD Concepts--Workplace Learning Credits: 3 (0-0-3)

Course Description:

Prerequisite: EDOD 500 to 799 - at least 6 credits.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

EDOD 692B Seminar: HRD Concepts--Organizational Learning Credits: 3 (0-0-3)

Course Description:

Prerequisite: EDOD 500 to 799 - at least 6 credits.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

EDOD 706 Organizational Learning, Performance, Change Credits: 3 (2-0-1)

Course Description: History, development, and current status of organizational learning, performance and change theory, research and practice (praxis).

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization under the Education and Human Resource Studies Ph.D. Must register for lecture and recitation. Offered as Mixed Face-to-Face.

Term Offered: Fall (even years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 761 Evaluation and Assessment of Interventions Credits: 3 (2-0-1)

Course Description: Evaluation and assessment of organizational learning, performance, and change (OLPC) interventions.

Prerequisite: EDOD 706 and EDOD 768.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture and recitation. Offered as Mixed Face-to-Face.

Term Offered: Spring (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 765 Strategic Planning of Education for Work Credits: 3 (3-0-0)

Course Description: Human capital as component of strategic planning of education; training and development at national, regional, and organizational levels.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Term Offered: Fall (even years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 766 Scenario Planning in Organizations Credits: 3 (2-0-1)

Course Description: Theory and practice of scenario planning. Application of scenario planning in organizations.

Prerequisite: EDOD 761 and EDOD 769.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture and recitation. Offered as Mixed Face-to-Face.

Term Offered: Summer (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 768 Workforce Development Credits: 3 (3-0-0)

Course Description: Characteristics and elements of workforce development with special attention to the roles and responsibilities of employers and managers.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Organizational Learning, Performance and Change specialization under the Ph.D. in Education and Human Resource Studies. Sections may be offered: Face-to-Face, Mixed Face-to-Face, or Online.

Term Offered: Fall (even years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 769 Theory and Practice of Change Credits: 3 (3-0-0)

Course Description: Theory, history, characteristics, nature, levels, and types of change and modern conceptual and integrated models of change.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Sections may be offered: Face-to-Face or Mixed Face-to-Face.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 770 Organizational Culture Credits: 3 (3-0-0)

Course Description: Theories, methods, and practices for evaluating, analyzing, and changing organizational culture.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 771 Social Foundations of the Workplace Credits: 3 (2-0-1)

Course Description: Social, cultural and political systems in organizations and their implications for employees.

Prerequisite: EDOD 761 and EDOD 769.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture and recitation. Offered as Mixed Face-to-Face.

Term Offered: Summer (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 772 Theory Building in Applied Disciplines Credits: 3 (2-0-1)

Course Description: Theory building in workplace environments. Develop a theory and examine and critique existing theories.

Prerequisite: EDOD 766 and EDOD 771.

Restriction: Must be a: Graduate, Professional.

Registration Information: Offered as Mixed Face-to-Face.

Term Offered: Fall (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 773 Systems Leadership Credits: 3 (2-0-1)

Course Description: A systems conceptualization and approach to leadership and leadership development.

Prerequisite: EDOD 771 and EDOD 772, may be taken concurrently.

Restriction: Must be a: Graduate, Professional.

Registration Information: Must register for lecture and recitation. Offered as Mixed Face-to-Face.

Term Offered: Fall (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

EDOD 786 Practicum Credits: Var[1-18] (0-0-0)

Course Description:

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

EDOD 792 Seminar-Human Resource Development Credits: Var[1-18] (0-0-0)

Course Description:

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

EDOD 799 Dissertation Credits: Var[1-18] (0-0-0)

Course Description: Dissertation research, writing, and defense.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to Organizational Learning, Performance and Change specialization.

Terms Offered: Fall, Spring, Summer.

Grade Mode: S/U Sat/Unsat Only.

Special Course Fee: No.