

Human Capital Development Course Descriptions

HCD 635 – Statistics for Human Capital Development. Study of the statistics used in research data analysis in Human Capital Development. Students will learn to make, execute, interpret, and defend experimental design decisions in preparation for dissertation research.

HCD 640 – Workforce Development Models. Application of different instructional models to design workforce training of facts, concepts, procedures, and processes.

HCD 643 – Design and Development of Performance Improvement. Mastery of core competencies to develop and deliver technology training.

HCD 660 – Foundations of Human Capital Development. Examine foundations, process models, interventions, and professional practice issues for improving workforce productivity and competence.

HCD 665 – Human Capital Development Project Management. Advanced application of performance technology interventions that impact today's workforce.

HCD 675 – Research in Human Capital Development. Analysis and evaluation of current research in the field of workforce training and development.

HCD 680 – Human Capital Development Seminar. Presentation of workforce training industrial applications, practices, and problem solutions. Recent offerings include:

HCD 680 – Executive Decision Making. Investigation of executive decision-making theories and models to enhance and streamline effective decision making in an organization context.

HCD 691 – Research. Investigation of current research and literature in workforce training and development; development of writing skills, a thesis/prospectus must be orally defended.

HCD 692 – Topics in Human Capital Development. Investigation of specific topics related to workforce training and development. Recent offerings include:

HCD 692 – Coaching and Mentoring. Provide students with an understanding of how to identify principles and apply models to increase performance through effective coaching and mentoring.

HCD 692 – Strategic Career Development in Human Capital Development. This course explores both classical and contemporary theories of career development, with an emphasis on issues faced by adults, including diversity, inclusion, and the

impact of technology. It also connects concepts from core courses like Foundations of HCD, Coaching and Mentoring, and Workforce Development to career development theory and practice.

HCD 695 – Emerging Digital Technologies for Human Capital Development. Overviews Web-based systems that provide on-demand, just-in-time, performance-improvement applications to business and industrial settings using the Internet.

HCD 697 – Independent Study and Research. Not to be counted as credit toward degree. Students actively working on a thesis or project, consulting with major professor, or using university resources and who are not in residence and are not enrolled in at least 3 hours of thesis or project credit must enroll in this course for at least 3 hours each semester.

HCD 699 – Project. Credit deferred until project is complete.

HCD 715 – Change Leadership. Investigation of change theories and models to maximize change implementation initiatives in an organization context.

HCD 720 – Competency Models. Research and development for the design and implementation of competency models in the workplace.

HCD 725 – Advanced Workforce Analysis. Advanced research methods and tools for evaluation of public and private sector workplace learning and performance programs.

HCD 727 – Introduction to Human Capital Analytics. Explores human capital analytics (HCA), including the types of HCA projects, HCA technologies, data capture and preparation issues, HCA analysis techniques, HCA personnel competencies, and the preparation and analysis of HCA information.

HCD 745 – Quantitative Research Methodologies. Statistical methods for designing, developing, and conducting quantitative research in human capital development. Examines descriptive and inferential statistical analysis techniques.

HCD 747 – Mixed Methods Research in HCD. Provide knowledge and skills to effectively design and conduct mixed methods research in human capital development.

HCD 750 – Qualitative Research Methodologies. Methods for designing, developing, and conducting qualitative research in human capital development.

HCD 755 – Survey Design and Administration. Survey design and administration methods for social science, human capital development and organizational research.

HCD 760 – Analysis, Interpretation, and Reporting of Research Results. Statistical techniques used for research data analysis in human capital development. Course examines interpretation and reporting research results.

HCD 780 – Seminar. Study and presentation of human capital development applications, practices and solutions. Recent offerings include:

HCD 780 – AHRD Colloquium. This colloquium explores the standards of quality writing, research evaluation, and research paradigms in HRD, while examining the role of the Academy of Human Resource Development (AHRD) in leading the profession through research. It offers a platform for both aspiring scholars and practitioner-scholars to share research, evaluate its application to practice, and establish their scholarly identities.

HCD 780 – Diversity, Equity, and Inclusion for Talent Development. Diversity, Equity, and Inclusion theories, concepts, and applications in talent development.

HCD 780 – Managing Workplace Learning. This course covers the essential concepts and practices a Chief Learning Officer or HR leader needs to strategically manage workplace learning, including aligning learning with organizational goals and developing business cases and plans. It also introduces business fundamentals and Talent Development Reporting principles (TDRp) as key tools for measuring and managing human capital.

HCD 780 – Advanced Leadership for Talent Development. This research-based course introduces students to a wide range of leadership theories and models, helping them identify key principles and apply them to leadership development. Students will explore historical, current, and emerging leadership approaches, examine corporate-level leadership issues, and practice theory building in the field.

HCD 792 – Special Problems. Study of specific topics/problems (theory, practice, research) related to human capital development. Recent offerings include:

HCD 792 – Organizational Communication for Talent Development. This course explores theories and practices of organizational communication to help students improve their workplace communication skills. Emphasizing application of research, it equips students with practical tools to communicate effectively in today's technological and global work environments.

HCD 797 – Independent Study and Research. Students actively working on research, consulting with major professor, or using university resources, not in residence, and not enrolled in at least 3 hours dissertation credit, must enroll in this course for at least 3 hours. each semester.

HCD 891 – Research in Human Capital Development. Investigation of current research and literature in human capital development.

HCD 898 – Dissertation. Dissertation research.

Instructional Technology and Design Course Descriptions

ITD 645 – Technology in Education. Examines the use of current and emerging computer technologies in education.

ITD 648 – Digital Communications in Education. Examine issues, methods, and utilization of telecommunication technology as it applies to education.

ITD 650 – Instructional Strategies of Online Teaching. Survey of distance learning models, theoretical frameworks, historical development, and practical applications.

ITD 692 – Special Problems in Instructional Technology. Advanced individualized project relevant to the student's skill specialty. Scholarly paper and instructional on approved topic/problem. Recent offerings include:

ITD 692 - Emerging Technologies for Organizational Learning. This course focuses on applying instructional design competencies in real-world professional and academic contexts, with an emphasis on understanding the impact of technology in workplace learning. Students will explore concepts such as technological debt, the distinction between workplace and classroom learning, maintenance strategies, and the effective use of emerging technologies and eLearning tools through the Builds framework.

ITD 697 – Independent Study and Research. Not for degree credit. For students actively working on dissertation or consulting with faculty.

ITD 709 – Leadership in Instructional Technology. Apply administrative practices and principles to implement effective instructional technology learning environments.

ITD 740 – Interactive Instructional Media. Develop interactive instructional media and discuss design principles related to teaching and learning.

ITD 755 – Web Development and Assessment. Examine the World Wide Web as a means for delivering instruction. Design and develop a Web-based course.

ITD 780 – Seminar in Instructional Technology. Examine specific issues related to instructional technology that includes research development, emerging technologies, and other current trends in the field.

Logistics, Trade, and Transportation Course Descriptions

IET 505 – Production and Inventory Control Systems. Principles of production and inventory planning and control. Forecasting techniques, EOQ, MRP, production scheduling, line balancing, CPM/PERT.

IET 513 – Lean Production Systems. The strategic and tactical elements of lean production systems.

IET 570 – Logistics Transportation Systems. Analysis, design, and implementation of domestic and international transportation systems of people, processes, and technology.

IET 571 – Logistics Distribution Systems. The analysis, design, and implementation of distribution systems of people, processes, and technology.

IET 615 – Advanced Supply Chain Management. Principles of supply chain management (SCM) to include SCM concepts, strategies, and models.

IET 670 – Supply Chain Design and Management. Designing and managing supply chain functions in a typical logistics environment.

IET 671 – Supply Chain Modeling and Analysis. The design and operation of contemporary supply chains, with a special emphasis of modeling and analysis.

IET 672 – Global Supply Chain Management. Relationships between supply chain entities and global issues which influence the management of those relationships.