

HCD Ph.D. Course Descriptions

HCD 635 - Statistics in Human Capital Development. 3 hrs. 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. 3 hrs. Workforce Development Models. 3 hrs. Application of different instructional models to design workforce training of facts, concepts, procedures, and processes.

HCD 643 - Design and Development of Performance Improvement. 3 hrs. Mastery or core competencies to develop and deliver training and engage learners.

HCD 660 - Foundations of Human Capital Development. 3 hrs. Examine theories, models, interventions, and professional practice issues for improving workforce productivity.

HCD 665 - Human Capital Development Project Management. 3 hrs. Advanced application of performance improvement interventions that impact today's workforce.

HCD 675 - Research in Human Capital Development. 3 hrs. Analysis and evaluation of current research in the field of Human Capital Development.

HCD 680 - Human Capital Development Seminar. 1-6 hrs. Applications, practices, and solutions for human capital development. May be repeated for a total of 6 hrs.

HCD 690 - Technology Based Learning Solutions. 3 hrs. Design and development of technology enabled work solutions.

HCD 691 - Research. 1-6 hrs. Investigation of current research and literature in Human Capital Development; development of writing skills, a thesis/prospectus must be orally defended. A maximum of 3 hrs. can be applied toward a degree in Human Capital Development.

HCD 692 - Topics in Human Capital Development. 1-6 hrs. Investigation of specific topics related to Human Capital Development. May be repeated for a total of 6 hrs.

HCD 695 - Emerging Digital Technologies for Human Capital Development. 3 hrs. Examines emerging technologies for human capital development.

HCD 697 - Independent Study and Research. 1-12 hrs. Hours arranged. 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 hrs. of thesis or project credit must enroll in this course for at least 3 hrs. each semester.

HCD 699 - Project. 1-3 hrs. For a total of 3 hours. Credit deferred until project is complete.

HCD 715 - Change Leadership. 3 hrs. Investigation of change theories and models to maximize change implementation initiatives in an organization context.

HCD 720 - Competency Models. 3 hrs. Research and development required for the design and implementation of competency models in the workplace.

HCD 725 - Advanced Workforce Analysis. 3 hrs. Advanced research methods and tools for evaluation of public and private sector workplace learning and performance programs.

HCD 745 - Quantitative Research Methodologies. 3 hrs. Statistical Methods for designing developing, and conducting quantitative research in human capital development. Examines descriptive and inferential statistical analysis techniques.

HCD 750 - Qualitative Research Methodologies. 3 hrs. Methods for designing, developing, and conducting qualitative research in human capital development.

HCD 755 - Survey Design. 3 hrs. Survey design and administration methods for social science, human capital development and organizational research.

HCD 760 - Analysis, Interpretation, and Reporting of Research Results. 3 hrs. Statistical techniques used for research data analysis in human capital development. Course examines interpretation and reporting research results.

HCD 780 - Seminar. 1-6 hrs. Study and presentation of human capital development applications, practices and solutions.

HCD 792 - Special Problems. 1-6 hrs. Study of Specific topics/problems (theory, practice research) related to human capital development.

HCD 797 - 1-6 hrs. 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 hrs. dissertation credit, must enroll in this course for at least 3 hrs. each semester.

HCD 891 - Research in Human Capital Development. 1-6 hrs. Investigation of current research and literature in human capital development. A maximum of 3 hrs. can be applied toward doctoral degree in HCD.

HCD 898 - Dissertation. 12 hrs.

Electives:

ITD 709 – Leadership in Instructional Technology. 3 hrs. Apply administrative practices and principles to implement

effective instructional technology learning environments.

ITD 720 - Instructional Design principles and Theories. 3 hrs. A study of principles, models, and theories relating to instructional systems design and its influences upon teaching, learning, and designing instructional systems.

ITD 740 - Interactive Instructional Media. 3 hrs. Develop interactive instructional media and discuss design principles related to teaching and learning.

ITD791 - Research in ITD. 3 hrs. Students are performing research in this course as independent study.

The research project is to be determined by the supervising professor.

ITD792 - Special Problem in ITD. 1 – 6 hrs. Advanced individualized project relevant to the student's skill specialty. Scholarly paper and instructional project on an approved research topic or instructional

problem.

ITD797 - Independent Study and Research in ITD. 1-6 hrs. Students actively working on a dissertation, consulting with the major professor or using other resources for the university may enroll in this course.

ITD 832 - Evaluation and Assessment of Instructional Design. 3 hrs. Use methods of inquiry and analysis to evaluate the effectiveness of educational, training, and professional development programs and assess teaching and learning.

ITD 852 - Diffusion and Adoption of Technology Innovations. 3 hrs. Examine theories, research, and strategies related to the diffusion and adoption of instructional technology innovations in education and training.

ITD 860 - Emerging Technology in Instructional Technology. 3 hrs. Focus is on the uses of current and emerging technology in teaching, training, and learning.