

Course	HRDV 6000 - Integrated Studies in Human Resources Development
Term	Fall 1, Aug 17 – Oct 16, 2009
Instructor	Name: Coon, Dr. Ken Phone: 501-772-3052 Email: coonke@webster.edu or kencocon@sbcglobal.net
Catalog Description	The student is expected to synthesize and integrate the learning experiences acquired in human resources development and to evaluate the research and current topics relative to this major. Techniques to accomplish these goals may vary.
Prerequisites	All of the prerequisite and core courses in the Masters in HRDV program. MNGT 5590, HRDV 5000, HRDV 5620, HRDV 5610, HRDV 5560, HRDV 5700, HRDV 5750).
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will know and explain the important terminology, facts, concepts, principles, and theories used in the field of Human Resources Development. (Mandatory topics) 2. Students will be able to analyze Human Resource Development situations. 3. Students will be able to synthesize intellectual explaining of HRD models with methodological competencies. 4. Students will be able to implement Human Resource Development solutions to real organizational problems. 5. Students will be able to measure their results against HRD theory-based criteria and standards of performance. 6. Students will be able to distinguish the strategic issues facing the field in an era of global change. 7. Students will be able to interpret the implications of organizational change for the HRDV practitioner. 8. Students will be able to demonstrate teamwork competencies. 9. Students will be able to analyze complex organizational situations and problems and propose solutions. 10. Students will be able to write a statement of their HRDV practice philosophy and professional standards. 11. Students will be able to debate current topics and issues in the professional literature. 12. Students will be able to construct their own working theories of Human Resources Development. 13. Students will be able to categorize critical roles for the HRDV practitioner that will transform the field.

Materials	<p><i>Materials Human Resource Development</i>; 5th Edition Werner, Jon M. / DeSimone, Randy L. South-Western Publishing Co; Cengage Learning, Mason, OH ISBN: 0-324-57874-1</p>																		
Grading	<table border="0"> <tr><td>1. The definition of HRD, short</td><td>5 pts</td></tr> <tr><td>2. The definition of HRD, long</td><td>5 pts</td></tr> <tr><td>3. Power point presentation</td><td>10 pts</td></tr> <tr><td>4. Research project</td><td>25 pts</td></tr> <tr><td>5. Team development plan</td><td>5 pts</td></tr> <tr><td>6. Research design</td><td>10 pts</td></tr> <tr><td>7. Spread sheet of outcomes</td><td>10 pts</td></tr> <tr><td>8. Final test</td><td><u>30 pts</u></td></tr> <tr><td> Total</td><td>100 pts</td></tr> </table> <p>Grading Scale 93-100 A 90-92 A- 87-89 B+ 83-86 B 80-82 B- 70-79 C 0-69 F</p> <p>Course Requirements The GRADUATE catalog provides these guidelines and grading options:</p> <p>A/A- Superior graduate work B+/B/B- Satisfactory graduate work C Work that is barely adequate as graduate-level performance CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses. F Work that is unsatisfactory I Incomplete work ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. IP In progress NR Not reported W Withdrawn from the course</p>	1. The definition of HRD, short	5 pts	2. The definition of HRD, long	5 pts	3. Power point presentation	10 pts	4. Research project	25 pts	5. Team development plan	5 pts	6. Research design	10 pts	7. Spread sheet of outcomes	10 pts	8. Final test	<u>30 pts</u>	Total	100 pts
1. The definition of HRD, short	5 pts																		
2. The definition of HRD, long	5 pts																		
3. Power point presentation	10 pts																		
4. Research project	25 pts																		
5. Team development plan	5 pts																		
6. Research design	10 pts																		
7. Spread sheet of outcomes	10 pts																		
8. Final test	<u>30 pts</u>																		
Total	100 pts																		
Activities																			
Policy Statements: University Polices	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p>																		

A student may submit their term paper to the On-Line Writing Center in St. Louis by email and have a coach make suggestions/corrections. It is up to the student to allow sufficient time (7-10 days) for this process to be utilized and still turn in the term paper on the assigned date. Go to <http://www.webster.edu/acadaffairs/asp/wc/online.html>

Academic Honesty

The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.

Drops and Withdrawals

Please beware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.

Special Services

If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.

Disturbances

Since every student is entitled to full participation in class without interruption, all students are expected to be in class and prepared to begin on time. All pagers, wireless phones, or other electronic devices must be turned off, or switched to vibrate, when you enter the classroom.

Disruption of class, whether by latecomers, noisy devices, or inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.

Student Assignments Retained

From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.

	<p>Contact Hours for this Course It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
Course Policies	
Week 1:	Discuss syllabus and course requirements Organize into teams, do familiarization exercises Lecture and discussion, the HRD field and profession Discuss next week's assignment Discuss research project Discuss comprehensive exam
Week 2:	Power point presentation, 20 mins, "What I learned in HRD Discussion: How has this experience impacted me?" How will I apply these learnings?
Week 3:	Work as a team: Construct a spreadsheet of learner outcomes for The HRD Masters degree program using Bloom's domains Suggest a method to measure each outcome.
Week 4:	Publish and present work from last week Lecture on core courses Discussion of core courses
Week 5:	Work in teams: team development plan, team study plan and schedule Lecture, core courses Work in teams: Research project
Week 6:	Work in teams: Study core courses Research project
Week 7:	Present Research project Lecture: core courses
Week 8:	Comprehensive exam
Week 9:	Discussion of final exam, feedback, lead a discussion on Learner outcomes
Additional Information	
Approved by	Michael Hostetler, Faculty Coordinator, 4 May 2009