School of Technology

Proposal for Program Changes related to M. S. in Technology Work Performance Improvement Graduate Certificate Program

Background: Faculty members teaching in the area of Training and Development (T&D) and the Work Performance Improvement (WPI) Graduate Certificate Program began meeting in Fall of 2008 to stabilize the course offerings for students electing those focus areas. Initially all faculty teaching courses related to these areas were invited to the meetings. By Spring of 2009 the regularly attend faculty members consisted of: Drs. Thomas Hawkins, Lance Hogan, Luke Steinke and Deborah Woodley. Preceding those meetings, undergraduate curriculum revisions to the core course for the Career and Organization Studies (COS) program make it necessary to revise the graduate curriculum to better serve the needs of all graduate students selecting these TD and WPI options. One problem was that a required course (COS 4840) for the WPI certificate became a core COS course the previous year. Another problem identified was the overlap of materials among several of the course listings. The changes listed below outline proposed changes to the WPI Graduate Certificate Program.

Procedure: In an effort to clarify and delineate required courses, a grid was established for content areas related to both the T&D area and the WPI Certificate. Major concepts, skills, and theories for both were discussed and placed on the grid.

Recommendation for WPI: The Work Performance Improvement Certificate should holistically focus on entities outside of formal training processes that improve performance in the workplace. The list of electives will specifically focus on performance issues not related to training.

Required Courses: 12 semester hours

Previous Catalogue Copy - WPI Certificate	Proposed Catalogue Copy - WPI Certificate
COS 4840 Training Program Development	TEC 5103 – Science and Technology of Leadership
TEC 5103 - Science and Technology of Leadership	TEC 5213 - Work Performance Technology
TEC 5213 - Work Performance Technology	TEC 5293 – Strategic Employee Development
TEC 5223 - Instructional Technology	OPD 4845 Improvement in Organizations

Elective Courses – 6 semester hours from the following list:

INT 4970 - Special Topics in Technology	OPD 4815 Conflict in Organizations
COS 4820 - Change Strategies in Organizations	OPD 4820 Change Strategies in Organizations
COS 4850 - Special Topics in Career and Organizational Studies	OPD 4825 Ethical Decision Making
TEC 5090 - Seminar in Occupational Education	OPD 4860 Facilitating Learning and Project Groups
TEC 5203 - Trends and Issues in Training and Development	OPD 4870 Coaching and Mentoring for Critical Thinking in the Workplace
TEC 5233 - Training Systems Management	OPD 4880 Productive Work Teams
TEC 5443 - Assessment and Evaluation in Workforce Preparation	Other special topics OPD 4850, INT 4970, and TEC 5970 courses as approved by the academic advisor.
Other special topics COS 4850, INT 4970, and TEC 5970 courses as approved by the academic advisor.	

Date approved by department or school: February 1, 2010

Date approved by the college curriculum committee: March 8, 2010

Date approved by CGS: