

## MASTER OF ARTS IN EDUCATION HUMAN RESOURCE DEVELOPMENT

Tusculum College offers a graduate program in Human Resource Development to prepare professionals with the practical wisdom they need to be effective in helping organizations, groups, and individuals work more effectively. The curriculum addresses the major segments of HRD by focusing on concepts, models, skills, and methods. Courses are designed so that theoretical foundations are complemented with practice and application that enable students to build skills and competence.

The Human Resource Development concentration is designed to lead students to:

- Assess organizational needs for enhancing performance.
- Apply adult learning theory and the Instructional System Design (ISD) model into practice for organizational learning needs.
- Evaluate learning and the impact of learning.
- Apply principles and practices of human behavior in organizations to help groups work more effectively.
- Develop team behaviors, including team leadership.
- Develop organizational consultant skills.
- Develop effective team communication skills; e.g., facilitation, decision-making, conflict resolution, problem-solving.
- Support organizational development through project management, strategic planning, succession planning, process analysis and improvement, and career planning processes.

### Admission requirements

1. Bachelor degree from a regionally accredited college or university.
2. Undergraduate G.P.A. (last 60 hours)
  - a. 3.0 or higher - regular admission.
  - b. 2.75 to 2.99 - provisional admission with requirement that a grade of at least "B" is earned in each of the first three courses of the program.
  - c. 2.50 to 2.74 - Graduate Committee approval. If given, conditional admission with requirement that a grade of at least a "B" is earned in each of the first three courses of program.