

# Training and Development

## Introduction

**Master of Science Degree** This graduate program is intended for individuals employed in business and industry or the public sector who have a strong career interest in the field of training and development; area business people who wish to acquire credentials in the field of training and development; and individuals who have graduated with various undergraduate majors, including those who have completed a specialization in Training and Human Resource Development.

At the completion of this program, individuals will be able to manage and coordinate training and development programs; analyze training needs; design, deliver and evaluate training programs; and develop training competencies in managers and supervisory personnel.

This 30-credit program may be completed on either a full-time or part-time basis. The training and development program is designed to be completed in one calendar year (*two semesters and a summer session*) of full-time attendance.

## Admission

To be admitted with full status to this program, applicants must hold a bachelor's degree from an accredited college and have an overall grade point average of at least 2.75. Applicants may be admitted on probationary status if their overall grade point average is at least 2.5 but less than 2.75.

## Entrance Requirements:

1. A completed bachelor's degree in a technical or business field or a field related to training and development.
2. Introductory courses in training and development and organizational leadership (e.g. TRHRD-360/560 *Training Systems in Business and Industry* and INMGT-400/600 *Organizational Leadership*) or equivalent work experience.
3. An introductory course in computer applications or equivalent computer experience.
4. Able to meet all requirements of the UW-Stout Graduate School.

A deficiency in these admission requirements may require completion of additional undergraduate courses, and/or an increase in the number of graduate credits required to earn the degree.

## Primary Evaluation Processes

Processes used to evaluate program and academic progress include course grades, research evaluation, certification of program completion, and the following specific processes: applicant's goals; related work experience; program plan; student advisement; degree candidacy; and intent to graduate.

## Requirements

Requirements for the degree include: (a) completion of at least 30 semester hours of approved graduate credits with an overall grade point average of 3.0 or better; a minimum of 15 credits must be in 700-level courses open only to graduate students; (b) approval for degree candidacy at the appropriate time; and (c) a course distribution as follows:

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### Required Research Preparation

#### 7 credits

INMGT-700	Systems Analysis and Design .....	3
TRHRD-735	Field Problem in Training and Development .....	4

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### Required Professional Core Courses

#### 18 credits

INMGT-750	Organizational Development .....	3
MEDIA-710	Learning Technologies .....	3
TRHRD-730	Training Design and Evaluation .....	3
TRHRD-740	Management and Coordination of Training and Development .....	3
TRHRD-746	Seminar in Training and Development .....	1
VTAE-534	Performance Analysis .....	3
PSYC-765	Psychology of the Adult Learner or	
PSYC-730	Advanced Psychology of Learning .....	2

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### Professional Selectives

#### 5 credits

Choose courses related to training and development with the approval of the program director.

## Degree Program Supervision

Before completing 9 credits, students will prepare a program plan in keeping with degree requirements and the student's special needs. At that time, the program director will suggest courses that will help the student meet employment goals.