Workforce Education and Development

The Department of Workforce Education and Development offers a major in Workforce Education and Development with specializations in: (a) Organizational Training and Development; and (b) Career and Technical Education. Graduates with the degree under the Organizational Training and Development specialization are prepared for such positions as instruction and learning (training) specialist, training curriculum developer/instructional systems designer, human resource specialist, or internal auditor/training evaluator in private sector training departments. Students may pursue a State Illinois Professional Educator License with an endorsement in the following areas: Business, Marketing, and Computer Education; Family and Consumer Sciences; Health Careers; Technology Education. A grade of C or better is required in all teacher education coursework. Eligible teacher candidates may elect to apply for Capstone. Graduates with a degree in Workforce Education and Development under the Career and Technical Education specialization are prepared for teaching positions in public secondary career/technical education programs. On approval of the department, students may complete a minor in WED major within the Organizational Training and Development specialization. A grade of C or better is required in all WED prefix courses. Eligible students may elect to apply for Capstone.

Bachelor of Science Degree in Workforce Education and Development, College of Education and Human Services

<table>
<thead>
<tr>
<th>Degree Requirements</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Core Curriculum Requirements</td>
<td>39</td>
</tr>
<tr>
<td>WED Core Requirement: WED 466</td>
<td>3</td>
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<tr>
<td>Recommended Courses for Major in Workforce Education and Development</td>
<td>78</td>
</tr>
<tr>
<td>Total</td>
<td>120</td>
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</table>

1 42 hours of upper level (300-400) coursework is required to meet Senior Institution Hours.

Workforce Education and Development Minor

A minor in Workforce Education and Development consists of 20 hours. The student and advisor plan minors for Workforce Education and Development.

Organizational Training and Development Specialization

The purpose of the Organizational Training and Development (OTD) specialization is to prepare people for training and development positions in corporate, apprenticeship, proprietary, government, military and
volunteer organizations, as well as, community colleges and other post-secondary technical institutions. OTD students are prepared in the areas of instruction and learning, training program development, administration, and supervision. Also, the OTD specialization establishes a sound academic base for advanced study in the WED graduate concentration. OTD graduates are prepared as technical instructors, occupational analysts, curriculum designers, curriculum writers, managers, supervisors, and related training and development positions.

The OTD specialization is comprised of “Regular” and “Capstone” options. Both options have University Core, Professional Sequence, Occupational Training, and Work Experience requirements. The semester hours posted for each area represent the minimum number of semester hours needed to complete the 120 semester hour requirement for graduation.

<table>
<thead>
<tr>
<th>Degree Requirements</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>University Core Curriculum Requirements</td>
<td>39</td>
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<tr>
<td>WED Core Requirement: WED 466</td>
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<tr>
<td>Recommended Professional Sequence</td>
<td>33</td>
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<tr>
<td>WED 381, WED 382, WED 460, WED 461, WED 462, WED 463, WED 465, WED 468, WED 469, WED 486, WED 498</td>
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</tr>
<tr>
<td>Occupational Training: 29 semester hours minimum</td>
<td>29</td>
</tr>
<tr>
<td>WED 259 and/or WED 359, and technical/professional transfer work</td>
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</tr>
<tr>
<td>Work experience: 16 semester hours minimum</td>
<td>16</td>
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<tr>
<td>WED 258 and/or WED 358</td>
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<td>Total</td>
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**Career and Technical Education Specialization**

<table>
<thead>
<tr>
<th>Degree Requirements</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>University Core Curriculum Requirements ¹</td>
<td>39</td>
</tr>
<tr>
<td>To include MATH 101 or MATH 108; PSYC 102; EDUC 211; EDUC 214 Family and Consumer Sciences also requires: CHEM 106 or CHEM 140A and HND 101</td>
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<tr>
<td>Requirements for Major in Workforce Education and Development</td>
<td>46</td>
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<tr>
<td>WED Core Requirement: WED 466</td>
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<tr>
<td>Professional Education Requirements - See below for each content area.</td>
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</tr>
</tbody>
</table>
Degree Requirements | Credit Hours
--- | ---
Specialization Requirements\(^2\) | 32
Total | 120

1 Capstone = 30; UCC = 39.

2 Teacher candidates choosing the health career option in the Career and Technical Education specialization must: (1) have an Associates Degree in Nursing; (2) qualify for admission to Capstone; and (3) complete the core requirement and 57 semester hours beyond the 60 semester hours earned in the Associates degree. Teacher candidates choosing the technology education option in the Career and Technical Education specialization must: (1) have an Associate in Applied Science Degree; (2) qualify for admission to Capstone; and (3) complete the core requirements and 57 semester hours beyond the 60 semester hours earned in the Associates degree. For those teacher candidates intending to receive state teacher licensure, additional courses may be required. Career and Technical Education Specialization teacher candidates selecting this specialization will complete teacher licensure requirements as identified by the ISBE Division of Educator Licensure for their selected career and technical education option.

*For your individualized curricular guide, see your Student Education Planner in DegreeWorks.*

### Business, Marketing and Computer Education

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<th>Degree Requirements</th>
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<tr>
<td>University Core Curriculum Requirements</td>
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<tr>
<td>ACCT 220; ACCT 230 or ACCT 240</td>
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<tr>
<td>ECON 240; ECON 241</td>
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<tr>
<td>FIN 270 or FIN 280</td>
<td>3</td>
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<tr>
<td>MGMT 208 / ACCT 208 / FIN 208</td>
<td>3</td>
</tr>
<tr>
<td>WED 427 or MKTG 305</td>
<td>3</td>
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<tr>
<td>MGMT 304</td>
<td>3</td>
</tr>
<tr>
<td>MATH 139</td>
<td>3</td>
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<tr>
<td>Requirements for Major in Workforce Education and Development</td>
<td>24</td>
</tr>
<tr>
<td>WED 404, WED 405, WED 407, WED 413, WED 416A, WED 416B, WED 472, WED 473</td>
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<tr>
<td>(For Business Computer Programming certification, an additional six hours of pre-approved courses in computer programming or systems analysis is required)</td>
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<td>WED Core Requirement: WED 466</td>
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### Professional Education Requirements

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<thead>
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<th>Degree Requirements</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>EDUC 301, EDUC 302, EDUC 303, EDUC 308, EDUC 313, EDUC 319, and EDUC 401</td>
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<tr>
<td>Additional Education Requirement: CI 360</td>
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<tr>
<td>Total</td>
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### Family and Consumer Sciences

<table>
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<th>Degree Requirements</th>
<th>Credit Hours</th>
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<tr>
<td>University Core Curriculum Requirements</td>
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<tr>
<td>CI 227, CI 237, CI 327, CI 337</td>
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<td>FIN 200</td>
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<tr>
<td>MKTG 305</td>
<td>3</td>
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<tr>
<td>CHEM 106 or CHEM 140A</td>
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<tr>
<td>Requirements for Major in Workforce Education and Development</td>
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<tr>
<td>WED Core Requirement: WED 466</td>
<td>3</td>
</tr>
<tr>
<td>WED 413, WED 416C, WED 416D, WED 420, WED 427, WED 472, WED 473</td>
<td>21</td>
</tr>
<tr>
<td>Additional hours of pre-approved courses required for licensure in designated areas of Fashion Design and Merchandising and/or Human Nutrition and Dietetics, Hospitality and Tourism Administration and/or Living Environments</td>
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<tr>
<td>Professional Education Requirements or pre-approved career electives for Educational Services/Extension</td>
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<td>EDUC 301, EDUC 302, EDUC 303, EDUC 308, EDUC 313, EDUC 319 and EDUC 401</td>
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<tr>
<td>Additional Education Requirement: CI 360</td>
<td>3</td>
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<td>Total</td>
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### Technology Education

*Admission:* Completion of the Associate in Applied Science Degree (minimum of 60 semester hours - 48 hours of technical courses plus 12 hours of transferred University Core Curriculum courses), credentialed
through national or Illinois occupational/industry skills standards system in the industrial occupation that
the teacher candidate will teach, and admitted to the Capstone Option.

<table>
<thead>
<tr>
<th>Degree Requirements</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements for Major in Workforce Education and Development</td>
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<tr>
<td>WED 403 or WED 404 or WED 474</td>
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<tr>
<td>WED 413, WED 416F, WED 259, WED 460</td>
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<tr>
<td>WED Core Requirement: WED 466</td>
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<tr>
<td>Professional Education Requirements</td>
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</tr>
<tr>
<td>EDUC 301, EDUC 302, EDUC 303, EDUC 308, EDUC 313, EDUC 319 and EDUC 401</td>
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<td>Additional Education Requirement: CI 360</td>
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<tr>
<td>Electives</td>
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<tr>
<td>Total</td>
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</tbody>
</table>

**Health Careers**

*Admission:* Completion of the Associate Degree in Nursing (minimum of 60 hours – 45 hours of technical
nursing courses plus 15 hours of transferred University Core courses), licensed through the National
Council Licensure Examination for Registered Nurses, and admitted to the Capstone Option.

<table>
<thead>
<tr>
<th>Degree Requirements</th>
<th>Credit Hours</th>
</tr>
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<tbody>
<tr>
<td>WED 404, WED 407, WED 413, WED 416E, WED 460</td>
<td>15</td>
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<tr>
<td>WED Core Requirement: WED 466</td>
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<tr>
<td>Professional Education Requirements</td>
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<td>EDUC 301, EDUC 302, EDUC 303, EDUC 308, EDUC 313, EDUC 319 and EDUC 401</td>
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<tr>
<td>Electives</td>
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<tr>
<td>Additional Education Requirement: CI 360</td>
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<tr>
<td>Total</td>
<td>57</td>
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</table>
Workforce Education and Development Courses

WED258 - Work Experience 258-1 to 30 Work Experience. Credit granted for past work experience while employed in business, industry, labor, government service or military organizations. Credit determined by departmental evaluation. Restricted to WED majors and completion of 12 semester hours of WED courses with C or better.

WED259 - Occupational Training 259-1 to 60 Occupational Training. Credit is awarded for all formal training beyond high school that prepares an individual for entry-level employment in an occupation; nontransferable training received from "other than accredited educational institutions; that is, corporate, apprenticeship proprietary, government, military or volunteer organizations or non-accredited post-secondary vocational-technical institutions." Credit determined by departmental assessment of prior learning. Restricted to WED majors. This course does not qualify as SIUC Senior Institution credit.

WED302 - Business Communications 302-3 Business Communications. Creating and managing written and oral administrative communications including the analysis, planning and practice of composing different types of internal and external communications in various administrative and business contexts. To successfully complete this course, a communication competency examination (additional fee required) must be passed with at least 70% accuracy prior to University course drop date. Prerequisite: ENGL 101 or equivalent.

WED327 - Mgmt of Family Resources 327-3 Management of Family Resources. Emphasis of the resources used in Family and Consumer Sciences (clothing, food, housing, money, time and other resources related to daily needs of individuals and families) to enhance family well-being. Emphasis given to life skills reflected in needs of students.

WED358 - Work Experience 358-1 to 30 Work Experience. Credit is awarded for work experience that demonstrates an individual's increased value to the employer through promotion, in-service training, assumed supervisory and/or increased technical responsibilities and years of employment. The credit is awarded for documented (past) work experience. Credit determined by departmental assessment of prior work experience. Restricted to WED majors and completion of 12 semester hours of WED courses with C or better.

WED359 - Occupational Training 359-1 to 60 Occupational Training. Credit is awarded for all formal training beyond high school provided by "other than accredited educational institutions, that is, corporate, apprenticeship proprietary, government, military or volunteer organizations or non-accredited proprietary vocational-technical schools." The training offered by each of the organizations is recognized by an outside professional association(s) or accrediting body or bodies. WED 359 credit can be awarded for either pre-service or in-service training received by the student. Credit determined by departmental assessment of prior learning. Restricted to WED majors.

WED381 - Technical Communication 381-3 Technical Communication. An introduction to the professional field of human resource development (HRD) with a focus on trends, issues, roles, and competencies. Content and activities are provided to assist students in planning and preparing for a career in human resource development.

WED382 - Career Development 382-3 Developing Your Career. An introduction to the professional field of human resource development (HRD) with a focus on trends, issues, roles, and competencies. Content and activities are provided to assist students in planning and preparing for a career in human resource development (HRD).

WED395 - Field Experience 395-1 to 30 Field Experience. Supervised work experience in a departmental approved position in business, industry, labor, government or military organizations for students in Workforce Education and Development. Clock hours/credit arranged by department coordinator.

WED398 - Special Problems 398-1 to 3 Special Problems. Independent study for qualified students in Workforce Educational and Development. Special approval needed from the instructor.

WED403 - Managing Tech for WED 403-3 Integrating and Managing Technology Applications for Workforce Education & Training. Design of workforce training applications integrating professional
advanced features of computer software, communication technologies and multimedia features, including management of educational LAN systems. Restricted to WED majors or consent of department.

**WED404 - Apps Technology for WED** 404-3 Technology Applications in Workforce Education and Training. Analyses of technology used and demonstration of skill level needed to train others in secondary/postsecondary education and business training environments on technological administrative processes, data management, and curriculum integration. Students will learn advanced computing concepts and applications using integrated software. Prerequisite: WED 403 or equivalent. Restricted to WED majors or consent of department.

**WED405 - Multimedia-based Instruction** 405-3 Multimedia-based Instruction for Workforce Education. Acquisition of skills to produce multimedia “assets” (web page, audio/sound bytes) and application of instructional design techniques to computer-based instruction in workforce education. Impact of multimedia on workplaces and workforce training and utilization of course management systems to deliver instruction will be analyzed. Prerequisite: WED 404. Restricted to WED majors or consent of department.

**WED407 - Admin Commun & Technology** 407-3 Administrative Communications and Technology. Application of communication theory, human relations concepts, and information technology to workplace situations. The process of organizational information for productivity will be stressed. Students will acquire skills to make sound decisions of how to best communicate in work-based situations. Students will learn computerized procedures for communication. Prerequisite: WED 404 or equivalent. Restricted to WED majors or consent of department.


**WED413 - Org & Dir Instr-CTE** 413-3 Organizing and Directing Instruction in Secondary Career and Technical Programs. Techniques and procedures applicable to effective teaching including planning for instruction, instructional design technology and general teaching strategies for the secondary career and technical classroom. This course will study pedagogy and utilize various techniques and technology to help students master the skills needed in their respective careers. Students will learn about and practice various teaching methods including demonstrations, cooperative learning, service learning, integration of academics and technology into the workplace-oriented class, project-based learning, and contextual learning. A laboratory section will be required. Limited to Workforce Education and Development students admitted to the teacher education program or one of the career and technical education alternative certification programs in workforce education. Restricted to WED majors or consent of department.

**WED416A - Inst Methods-Business** 416A-3 Instructional Methods in Career and Technical Education. Specific methods, techniques and materials to deliver instruction in (a) Business-accounting, basic business, economics, personal finance, marketing, entrepreneurship. This course requires an additional laboratory meeting time. Prerequisite: WED 413 or WED 462. Restricted to WED majors or consent of department.

**WED416B - Inst Mthds-Busi Comp Sys, Etc.** 416B-3 Instructional Methods in Career and Technical Education. Specific methods, techniques and materials to deliver instruction in (b) Business-business computer systems, information processing, keyboarding. This course requires an additional laboratory meeting time. Prerequisite: WED 413 or WED 462. Restricted to WED majors or consent of department.

**WED416C - Inst Mthds-Family/Consumer Sci** 416C-3 Instructional Methods in Career and Technical Education. Specific methods, techniques and materials to deliver instruction in (c) Family & Consumer Sciences-nutrition, wellness, and hospitality. This course requires an additional laboratory meeting time. Prerequisite: WED 413 or WED 462. Restricted to WED majors or consent of department.

**WED416D - Inst Mths-F/C Sci-Liv Env/App** 416D-3 Instructional Methods in Career and Technical Education. Specific methods, techniques and materials to deliver instruction in (d) Family & Consumer Sciences-living environments, apparel, and textiles. This course requires an additional laboratory meeting time. Prerequisite: WED 413 or WED 462. Restricted to WED majors or consent of department.
WED416E - Inst Mthds-Health Careers 416E-3 Instructional Methods in Career and Technical Education. Specific methods, techniques and materials to deliver instruction in (e) Health Careers. This course requires an additional laboratory meeting time. Prerequisite: WED 413 or WED 462. Restricted to WED majors or consent of department.

WED416F - Inst Mthds-Technology Educ 416F-3 Instructional Methods in Career and Technical Education. Specific methods, techniques and materials to deliver instruction in (f) Technology Education. This course requires an additional laboratory meeting time. Prerequisite: WED 413 or WED 462. Restricted to WED majors or consent of department.

WED420 - FCS Profession 420-3 Family and Consumer Sciences Profession. A social, psychological, and philosophical interpretation of family and consumer sciences in today's world. Examination of the profession's history, theory and foundation. Overview of career areas and identification of goals and competencies which serve as a basis for decisions to prepare for a wide variety of business, education, and human services-related careers.

WED426 - Living Environ/Facility Plan 426-3 Living Environment and Facility Planning. This course is designed to provide students with resources, activities, and experiences to learn and prepare to teach principles and elements of design as applied to interior design of residential, commercial, and public space environments including textiles, furnishings, and color. Emphasis is on creating a more knowledgeable consumer with focus on project-based implementation and recognition of design principles.

WED427 - Resource Mgmt/Consumer Econ 427-3 Resource Management and Consumer Economics for Work and Life. Focus on utilizing resources and consumer information to address the diverse needs and goals of individuals in areas such as resource management, home ownership, and financial literacy.

WED460 - Occ Analysis & Curr Dev 460-3 Occupational Analysis and Curriculum Development. System approach to curriculum development. Includes analyzing occupations, specifying objectives and developing curriculum. Restricted to WED majors or consent of department.

WED461 - Workforce Educ Needs Assess 461-3 Workforce Education Needs Assessment. Overview of needs assessment and analysis procedures used in workforce education environments. Learners will design and develop needs assessment instruments, collect and diagnose data to identify those workplace performance issues requiring training solutions, and develop a formal report detailing needs assessment findings and training solution recommendations. Restricted to WED majors or consent of department.

WED462 - Instruct Methods & Materials 462-3 Instructional Methods and Materials. Instructional methods in occupational training program. Restricted to WED majors or consent of department.


WED465 - The Human Resource Specialist 465-3 The Human Resource Specialist. This course provides an overview of the theoretical frameworks and practices related to human resource management and development. Examines the strategic alignment of human resource functions with organizational goals. Restricted to WED majors or consent of department.

WED466 - Foundations of Workforce Educ 466-3 Foundations of Workforce Education. Examination of the historical, social, economic and psychological foundations of workforce education. Nature and role of education and training in preparing people for the world of work. Restricted to WED majors or consent of department.

WED467 - Theory and Practice of HRD 467-3 Theory and Practice of HRD. Students will examine different factors that influence, direct and shape the functions of human resource development (HRD) in organizations. Topics include models, theoretical foundations, and philosophical perspectives with HRD, an overview of the HRD functions within organizations, and the various roles HRD can play within organizations. Restricted to WED majors or consent of department.
WED468 - Educ/Labor Force Linkages 468-3 Education/Labor Force Linkages. Attention given to the following areas: overcoming barriers to the linkage process; developing effective lines of communication; resource sharing; conducting joint problem solving with other agencies and individuals within the community; and jointly developing and providing programs and services. Restricted to WED majors or consent of department. Not for graduate credit.

WED469 - Training Systems Management 469-3 Training Systems Management. Insight and understanding of administration and management of organizational training. Principles and techniques of managing training organizations. Process of planning, organizing, marketing, programming, staffing, budgeting and evaluating a training organization. Restricted to WED majors or consent of department.

WED470 - Quality Systems Mgmt in Educ 470-3 Trends and Issues in Quality Systems Management in Education. This course provides an overview of the economic basis of and trends and issues relevant to Quality Systems Management in Education. The course examines compliance models and criteria models for quality systems. Concentration will be on ISO 9000:2000 series model requirements with specific emphasis on internal audits, documentation, implementation and registration. Restricted to WED majors or consent of department.


WED473 - Coordinating Cooperative Educ 473-3 Coordinating Cooperative Education. Competencies required for coordination of cooperative education programs. Selection and maintenance of training stations, student placement, related instruction and program management. Fulfills the remaining three semester hours required for State of Illinois Certification. Restricted to WED majors or consent of department.

WED474 - Prepare Instructional Mtrls 474-3 Preparing Instructional Materials. Preparation of instructional materials needed by a student to attain a learning objective. Includes writing and developing various types of instruction sheets, presentation guides, knowledge tests and demonstration, practice and performance evaluation materials. Prerequisite: WED 460 completed with a grade of C or better or consent of the instructor.

WED486 - Adult Learning 486-3 Adult Learning. Course focus is on adult development and learning principles. Adult learning styles and motivation to learn are discussed in the context of designing effective instructional strategies appropriate in various workforce education venues. Restricted to WED majors or consent of department.

WED490 - Readings 490-1 to 4 Readings. Supervised reading for qualified students in Workforce Education and Development. Restricted to WED majors or consent of department. Special approval needed from the instructor.

WED491 - Advanced Occupational Skills 491-1 to 5 Advanced Occupational Skills. Modern occupational practice in selected fields for experienced professionals seeking advanced techniques. Restricted to WED majors or consent of department. Special approval needed from the instructor.

WED494 - Workshop 494-1 to 4 Workshop. Current workforce education issues for teachers, supervisors, and administrators. Emphasis of each workshop will be identified in workshop announcements. Restricted to WED majors or consent of department.

WED495 - Instructional Internship 495-3 to 12 Instructional Internship. Internship in approved education and/or training centers. Intern instructor will increasingly assume responsibilities for preparing, presenting and guiding occupational learning in workforce education and development. Not for graduate credit. Prerequisite: WED 462 and 12 semester hours in Workforce Education and Development. Restricted to WED majors or consent of department.

WED496 - Professional Internship 496-3 to 12 Professional Internship. Research, curriculum development or program management at approved education training sites. The intern will follow
the program of a supervising professional in regular and related activities. For students in Workforce Education and Development. Not for graduate credit. Prerequisite: 12 semester hours in Workforce Education and Development. Restricted to WED majors or consent of department.

**WED497 - Practicum** 497-1 to 6 Practicum. Applications of work education skills and knowledge. Cooperative arrangements with corporations and professional agencies to study under specialist. Prerequisite: twenty hours in specialty. Restricted to WED majors or consent of department.

**WED498 - Special Problems** 498-1 to 6 Special Problems. Investigation of problems in workforce education and development. Restricted to WED majors and consent of department. Special approval needed from the instructor.

**WED504 - Multimedia Prod for WED** 504-3 Multimedia Production Technologies in Workforce Education. Application of multimedia technologies-graphics, text, video, audio, on-screen buttons and other event triggers--into workforce education delivery systems. Students will work as a team in designing, developing, editing, and delivering interactive multimedia instructional training products. Prerequisite: WED 405. Restricted to WED majors or consent of department.

**WED505 - Multimedia Delivery by Dist Ed** 505-3 Multimedia Delivery of Workforce Education by Distance Learning. Focuses on the use of distance learning and multimedia technologies in the delivery of instruction of workforce education and development settings. Course participants will design and deliver instruction for the distance education environment-individually and in groups. Advanced video conference technologies are emphasized. Prerequisite: WED 404 or equivalent. Restricted to WED majors or consent of department.

**WED511 - Inst Trends in WED Programs** 511-3 Instructional Trends in Workforce Education Programs. Examination of research relating to instructional emphases and strategies unique to career and technical training programs, corporate training programs, and adult education. Restricted to WED majors or consent of department.

**WED551 - Employment Law in HRD** 551-3 Employment Law in Human Resource Development. Examines current and practical information in the area of employment law as it relates to human resource development in organizations. Focus is on helping organizations avoid liability through HRD interventions. Restricted to Workforce Education and Development majors or consent of department.

**WED552 - Recruit, Select & Compensate** 552-3 Recruitment, Selection & Compensation: Impact of HRD. Overview of the theoretical frameworks and practice related to recruitment, selection and compensation. Examines impact of these HR theories and practice on human resource development in organizations. Prerequisite: WED 465, The Human Resource Specialist. Restricted to WED majors or consent of department.

**WED553 - Emerging Trends in HRD** 553-3 Emerging Trends in HRD. Examination of current topics and research issues in the field of Human Resource Development not covered in other regularly scheduled courses. Emphasis will be on recent and present issues in the field, with topics and discussions focused on links between research and practice. Prerequisite: WED 465, The Human Resource Specialist. Restricted to WED majors or consent of department.

**WED560 - Intro to WED Research** 560-3 Introduction to Workforce Development Research. This course provides an exploration of the scope, values, and purposes of research in workforce development. Focus is on (a) identifying how theory and research are practical tools to solve workforce development challenges that practitioners face on a daily basis; (b) analyzing research articles, and (c) developing academic writing skills. Restricted to WED majors or consent of department.

**WED561 - Research Methods** 561-3 Research Methods. Basic research methods and techniques in the design, investigation and reporting of research studies relating to education for work. Prerequisite: WED 560. Restricted to WED majors or consent of department.

**WED563 - Training Measuremnt/Evaluation** 563-3 Training Measurement and Evaluation. Evaluation systems and activities for evaluating training programs. Application of research methods and data analysis in the human resource development process, with concentration on assessing trainee reaction
and planned action, learning, skill, business impact and return on training investment. Prerequisite: WED 463. Restricted to WED majors or consent of department.

**WED564 - Program Eval for WED** 564-3 Program Evaluation for Work Education. Evaluation systems and activities for evaluating national, state, and local work education programs. Systems include programmatic accreditation and state agency evaluations. Activities include personnel, facilities, access and equity, community resources and community needs evaluations. Restricted to WED majors or consent of department.

**WED566 - Administration & Supervision** 566-3 Administration and Supervision. Nature, function, and techniques of administration and supervision of education for work programs at all levels. Restricted to WED majors or consent of department.

**WED574 - Occupational Information** 574-3 Occupational Information. The role of instructional and supervisory personnel in the total occupational information system. Kindergarten to adult. Restricted to WED majors or consent of department.

**WED576A - Policy Implement & Supervise** 576A-3 Policy Implementation and Supervision-Objective Program Planning, Leadership, Communications. Planning, implementing, and controlling local education agency components of state and federal occupational programs. Restricted to WED majors or consent of department.

**WED576B - Policy Implement & Supervise** 576B-3 Policy Implementation and Supervision-Management Information Systems, Financial Decisions, Staffing Patterns. Planning, implementing, and controlling local education agency components of state and federal occupational programs. Restricted to WED majors or consent of department.

**WED581 - Workforce Diversity** 581-3 Workforce Diversity. Foundational information concerning a diverse/multicultural society. Importance of understanding cultural and demographic similarities/differences and how this information relates to the workplace and to education/training environments. Social diversity issues of current importance to workforce preparation and development of diversity training are included. Restricted to WED majors or consent of department.

**WED584 - Curriculum Found for Work Educ** 584-3 Curriculum Foundations for Work Education. Acquaints students with different factors that influence, direct, and shape curriculum as it pertains to the work-oriented aspects of school and society. Topics include law and the curriculum, philosophies and organizational models, differing approaches by grade level and setting, and the development of work-related curriculum. Restricted to WED majors or consent of department.

**WED585A - Seminar in WED-Fac Div Initvs** 585A-3 Seminar in Workforce Education and Development-Facilitating Diversity Initiatives. A series of seminars for scholarly inquiry into significant aspects of Workforce Education and Development. Students will have opportunity to discuss issues in facilitating diversity initiatives. Restricted to WED majors or consent of department.

**WED585B - Seminar in WED-Resrch-Practice** 585B-3 Seminar in Workforce Education and Development-Workforce Education Research to Practice. A series of seminars for scholarly inquiry into significant aspects of Workforce Education and Development. Students will have opportunity to discuss issues in Workforce Education research to practice. Restricted to WED majors or consent of department.

**WED585C - Seminar-WED-Discuss Tch/Train** 585C-3 Seminar in Workforce Education and Development-Discussion as a Method of Teaching and Training Adults. A series of seminars for scholarly inquiry into significant aspects of Workforce Education and Development. Students will have opportunity to discuss issues in discussion as a method of teaching and training adults. Restricted to WED majors or consent of department.

**WED585D - Seminar in WED-Job Stress** 585D-3 Seminar in Workforce Education and Development-Job Stress. A series of seminars for scholarly inquiry into significant aspects of Workforce Education and Development. Students will have opportunity to discuss issues in job stress. Restricted to WED majors or consent of department.

**WED585E - Seminar in WED-Work Motivation** 585E-3 Seminar in Workforce Education and Development-Work Motivation. A series of seminars for scholarly inquiry into significant aspects of
Workforce Education and Development. Students will have opportunity to discuss issues in work
motivation. Restricted to WED majors or consent of department.

**WED586 - Dev Prgm for Adult Learners** 586-3 Developing Program for Adult Learners. Overview of
current organizational patterns of adult programs and analysis of program delivery systems. Students
will develop advanced skills in planning and designing programs for adults in workforce education
environments. Prerequisite: WED 486. Restricted to WED majors or consent of department.

**WED590 - Readings** 590-1 to 9 Readings. Supervised readings in selected advanced subjects.
Restricted to WED majors or consent of department. Special approval needed from the instructor.

**WED591 - New Developments** 591-1 to 9 New Developments. Recent developments and trends in
various aspects of education for work. Instruction provided by recognized authorities. Restricted to WED
majors or consent of department.

**WED592 - Current Issues & Research** 592-3 Current Issues and Research. Examination of broad
topics, issues, and research not covered in other regularly scheduled courses. Emphasis will be on recent
and present issues, which are in the process of evolving. Content will be selected from three primary
professional fields: (a) Vocational/technical education, (b) Employment and training, and (c) Career
education. Required of all Ph.D. students. Restricted to WED majors or consent of department.

**WED593 - Individual Research** 593-3 Individual Research. The selection and investigation of a research
topic culminating in a paper satisfying the research requirement for a Master of Science in Education
degree. Prerequisite: WED 561. Restricted to Workforce Education and Development majors or consent
of department.

**WED594 - Advanced Research Methods** 594-3 Advanced Research Methods. Development of research
competencies and preparation of proposal for thesis or dissertation research. Familiarity with research
in various foundation areas of education for work. Prerequisite: WED 592. Restricted to WED majors or
consent of department.

**WED595 - Professional Internship** 595-1 to 16 Professional Internship. Supervised professional
experience in appropriate educational settings. May be done on- or off-campus. Restricted to WED
majors or consent of department.

**WED597A - Doctoral Seminar** 597A-1 Doctoral Seminar in Workforce Education-Orientation to Doctoral
Study. Designed to provide doctoral students the opportunity to discuss and practice major professional
roles in workforce education and development. Requirements of teaching, research, publication, and
service are defined. Students will accomplish identified professional expectations in orientation to doctoral
study. Restricted to admission to the Ph.D. in education program. Restricted to WED majors or consent
of department.

**WED597B - Doctoral Seminar** 597B-1 Doctoral Seminar in Workforce Education-Research Publications
and Presentations. Designed to provide doctoral students the opportunity to discuss and practice
major professional roles in workforce education and development. Requirements of teaching, research,
presentation, and service are defined. Students will accomplish identified professional expectations in
Research Publications and Presentations. Restricted to admission to the Ph.D. in education program.
Restricted to WED majors or consent of department.

**WED597C - Doctoral Seminar** 597C-1 Doctoral Seminar in Workforce Education-Grantmanship.
Designed to provide doctoral students the opportunity to discuss and practice major professional roles
in workforce education and development. Requirements of teaching, research, publication, and service
are defined. Students will accomplish identified professional expectations in grantmanship. Restricted to
admission to the Ph.D. in education program. Restricted to WED majors or consent of department.

**WED598 - Special Investigations** 598-1 to 6 Special Investigations. Selection and investigation of a
problem: use of relevant sources and techniques; collection and analysis, evaluation, interpretation of
data, and the writing of a report of the investigation for students whose particular needs are not met by
existing classes. Restricted to WED majors or consent of department. Special approval needed from the
instructor.
WED599 - Thesis 599-1 to 6 Thesis. Prerequisite: WED 561. Restricted to WED majors or consent of department.

WED600 - Dissertation 600-1 to 36 (1 to 12 per semester) Dissertation. Restricted to WED majors or consent of department.

WED601 - Continuing Enrollment 601-1 per semester Continuing Enrollment. For those graduate students who have not finished their degree programs and who are in the process of working on their dissertation, thesis, or research paper. The student must have completed a minimum of 24 hours of dissertation research, or the minimum thesis, or research hours before being eligible to register for this course. Concurrent enrollment in any other course is not permitted. Graded S/U or DEF only. Restricted to WED majors or consent of department.

WED699 - Postdoctoral Research 699-1 Postdoctoral Research. Must be a Postdoctoral Fellow. Concurrent enrollment in any other course is not permitted.

Workforce Education and Development Faculty

- Aguirre, Jeanne, Visiting Assistant Professor, Emerita, Ph.D., Southern Illinois University, 1975.
- Anderson, Marcia, Professor, Emerita, Ph.D., Southern Illinois University, 1975.
- Aydt, Roger, Visiting Assistant Professor, Emeritus, Ph.D., Southern Illinois University, 1987.
- Barnett, Deborah, Lecturer, Ph.D., Southern Illinois University, 2015.
- Blackstone, Glen, Senior Lecturer, Ph.D., Southern Illinois University Carbondale, 1985.
- Bortz, Richard F., Professor, Emeritus, Ph.D., University of Minnesota, 1967.
- Bourne, Shirley A., Visiting Assistant Professor, Emerita, Ph.D., Southern Illinois University, 1983.
- Buila, Theodore, Associate Professor, Emeritus, Ph.D., Cornell University, 1968.
- Davis, Marty S., Visiting Assistant Professor, Emerita, Ph.D., Southern Illinois University, 1995.
- Dotzler, Robert J., Visiting Assistant Professor, Emeritus, Ph.D., George Washington University, 1987.
- Eversden, Terre, Senior Lecturer, Ph.D., Southern Illinois University, 2001.
- Griffin, Keith H., Visiting Assistant Professor, Emeritus, Ph.D., Louisiana State University, 1977.
- Hagler, Barbara, Professor and Interim Chair, Ph.D., Arizona State University, 1991.
- Hall, M. Eugene, Visiting Assistant Professor, Emeritus, Ph.D., Ohio State University, 1982.
- Hunter, Wallace D., Visiting Assistant Professor, Emeritus, Ph.D., The Florida State University, 1974.
- Hunter-Johnson, Yvonne, Assistant Professor, Ph.D., University of South Florida, 2012.
- L’Angelle, David, Visiting Assistant Professor, Emeritus, Ph.D., Ohio State University, 1983.
- Owens, Douglas, Senior Lecturer, M.S., Eastern Illinois University, 2003.
- Plessman, Connie K., Visiting Assistant Professor, Emerita, Ph.D., University of Nebraska, 1985.
- Putnam, Alvin R., Associate Professor, Emeritus, Ph.D., Oklahoma State University, 1978.
- Sidell, Charles, Visiting Assistant Professor, Emeritus, Ph.D., Southern Illinois University, 1999.
- Sims, Cynthia, Associate Professor and Associate Dean Ed.D., Northern Illinois University, 2004.
- Stitt, Thomas R., Professor, Emeritus, Ph.D., Ohio State University, 1967.
- Washburn, John S., Professor, Emeritus, Ed.D., and Interim Chair, University of Illinois, 1977.
- Zhong, Lin, Assistant Professor, Ph.D., University of Southern Mississippi, 2015

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