Southern Illinois University

CARBONDALE

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Organizational Learning, Innovation, and Development

The purpose of the Organizational Learning, Innovation, and Development (OLID) program 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. OLID students are prepared in the areas of *instruction and learning, training program development, administration, and supervision.* Also, the OLID program establishes a sound academic base for advanced study in the OLID graduate concentration. Graduates with the Organizational Learning, Innovation, and Development degree are prepared for positions such as instruction and learning (training) specialist, training curriculum developer/instructional systems designer, human resource specialist, or internal auditor/training evaluator in private sector training programs. 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.

Bachelor of Science (B.S.) in Organizational Learning, Innovation, and Development Degree Requirements

Degree Requirements	Credit Hours
University Core Curriculum Requirements	39
Organizational Learning, Innovation, and Development Requirements	81
1. Professional Sequence	36
OLID 381, OLID 382, OLID 460, OLID 461, OLID 462, OLID 463, OLID 465, OLID 466, OLID 468, OLID 469, OLID 486, OLID 498	
2. Professional Electives	45
A. Occupational Training: up to 29 credit hours	
OLID 259/359 and/or technical/professional transfer work	
B. Work Experience: up to 16 credit hours	
OLID 258/358	
Total	120

Workforce Education and Development Minor

A minor in Workforce Education and Development consists of 15 credit hours (5 courses): OLID 461, OLID 465, OLID 466, OLID 468, and OLID 486. A grade of C or better must be earned in each course of the minor.

Capstone Option for Transfer Students

The SIU Carbondale Capstone Option may be available to eligible students who have earned an associates degree or the equivalent. The Capstone Option reduces the University Core Curriculum requirements from 39 to 30 hours, therefore reducing the time to degree completion. Those seeking the Capstone Option must meet all eligibility criteria no later than the end of their first semester in the bachelor's degree program. See the Capstone Option section for more information on this option.

Organizational Learning, Innovation, and Development Courses

OLID258 - 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 OLID majors and completion of 12 semester hours of OLID courses with C or better. Credit Hours: 1-30

OLID259 - 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 OLID majors. This course does not qualify as SIUC Senior Institution credit. Credit Hours: 1-60

OLID358 - 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 OLID majors and completion of 12 semester hours of OLID courses with C or better. Credit Hours: 1-30

OLID359 - 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. OLID 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 OLID majors. Credit Hours: 1-60

OLID381 - Organizational Communication This course provides students with critical skills and knowledge necessary for crafting and delivering impactful communication messages that foster individual and organizational growth, performance, and leadership. Students will analyze essential topics related to organizational communication, develop critical analysis and strategic communication skills, and apply them to various types of organizations. Upon completion of the course, students will be able to develop and evaluate effective communication strategies used by different organizations. Credit Hours: 3

OLID382 - Career Development This course provides students with knowledge and tools for career exploration, planning, and preparation in organizational learning, innovation, and development. Students will explore topics including goal setting, money management, stress management, understanding the job market, networking, personal branding, preparing a resume and cover letter, interviewing, and workplace diversity. Upon completion of the course, students will be able to demonstrate skills for success in the workplace that enables the student to connect their college experience to a professional work setting. Credit Hours: 3

OLID460 - Career Analysis and Curriculum Development This course provides students with the knowledge and skills needed to conduct career analysis and develop effective curriculum for workforce in educational institutions and agencies. Students will learn about the importance of career analysis and curriculum development in the workforce, analyze workforce trends and needs, conduct job analysis,

develop learning objectives, select appropriate instructional strategies, and evaluate the effectiveness of the curriculum. Upon completion of the course, students will be able to design effective curriculum that meets the needs of learners and employers in the workforce. Credit Hours: 3

OLID461 - Organizational Performance Improvement This course provides students with an overview of theoretical and practical knowledge of process models, tools and techniques for improving performance within organizations. Students will learn how to create an organization performance improvement plan that articulates and link organizational goals to employee performance, diagnose and recognize root causes for performance deficiencies, implement solutions that addresses these deficiencies and evaluate results. Upon completion of this course, students will be able to apply the concepts, theories and best practices learned to any organization with the goal of improving performance. Credit Hours: 3

OLID462 - Instructional Methods and Materials This course provides students with knowledge of planning instructional strategies and developing materials for workplace learning. Students will learn how to plan the learning components of an instructional strategy for a set of objectives, develop instructional materials based on instructional strategies, deliver and manage effective learning sessions in the learning management system (LMS). Upon completion of the course, students will develop the knowledge and skills needed to design and implement effective courses that meet the needs of diverse learners and stakeholders in the workforce. Credit Hours: 3

OLID463 - Assessment of Workplace Learning The course provides students with the development and utilization of assessment instruments to assess learning in the workplace environment. Students will learn concepts such as criterion and norm-referenced objectives, explore the applications of taxonomies in objective development, and create effective assessment units. Upon completion of the course, students will have the ability to effectively assess learning in the workplace. Credit Hours: 3

OLID465 - The Human Resource Specialist This course provides an overview of the theoretical framework and practices related to human resource development and management. Students will learn how to strategically align human resources functions with organizational goals coupled with the overall duties and responsibilities of a human resource specialist. Upon completion of this course, students will be able to apply the concepts, theories and best practices learned to any organization. Credit Hours: 3

OLID466 - Foundations of Workforce Education and Development This course provides students with an overview of the historical, philosophical, and ethical foundations of workforce education and development. Students will learn the relevancy of legislations and acts related to workforce education while examining the profession from a holistic perspective. Upon completion of this course, students will be able to apply theories of adult learning to workforce education coupled with analyzing how to prepare for a career in workforce education and development, human resource development, and/or talent development. Credit Hours: 3

OLID467 - Theory and Practice of Human Resource Development This course provides students with an overview of the theoretical frameworks and practices related to human resource development in organizations. Students will learn how to develop and evaluate training programs utilizing real world experiences as an underpinning. Upon completion of this course, students will be able to evaluate the application of human resource development within the workplace with regards to: employee socialization and orientation, coaching and performance management, employee wellness and counseling, career management and development, organization development and change, and diversity. Credit Hours: 3

OLID468 - Education/Labor Force Linkages This course provides students with an overview of the relationship between education and the labor force. Students will learn and explore linkage and its models that connect education to the labor market and will develop a plan that outlines this framework. Upon completion of the course, students will be able to utilize the linkage models to create a plan that meets the needs of learners in the workforce. Credit Hours: 3

OLID469 - Organizational Learning and Development This course provides students with essential knowledge to design a comprehensive learning and development plan to meet both the organization's and employees' needs. Students will also learn how to align learning strategies with organizational goals, conduct SWOT analysis to evaluate training programs, develop a business plan for learning, and design an organizational training program. Upon completion of the course, students will be able to lead and manage organizational learning and training programs. Credit Hours: 3

OLID472 - Organizing Cooperative Education Introduction to cooperative education including history, rational, legislation, goals and objectives. Programming, public relations and evaluation of cooperative education. Introduction of student selection and management of cooperative education programs. Fulfills three semester hours of six required for State of Illinois certification. Restricted to OLID majors or consent of program. Credit Hours: 3

OLID473 - 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 OLID majors or consent of program. Credit Hours: 3

OLID486 - Adult Learning This course provides students with an overview of the psychological and social factors of adult learning. Students will learn to critically analyze selected theories of learning that are related to adult learning, learning styles, motivation, and workforce planning. Upon completion of this course, students will be able to survey diverse adult education institutions and programs as well as explore individual philosophies of adult education. Credit Hours: 3

OLID498 - OLID Capstone This course provides students with the culminating experience of integrating and applying knowledge, skills, attitudes acquired throughout the coursework. Students will propose innovative solutions to workforce challenges and create a deliverable product that reflects expertise acquired throughout the program. Upon the completion of this course, students will be able to transfer knowledge learned and demonstrate comprehensive competency to drive organizational performance improvement through effective learning, innovation, and development strategies. Credit Hours: 3

Organizational Learning, Innovation, and Development Faculty

Al-Asfour, Ahmed, Associate Professor, Ed.D., University of Wyoming, 2014.

Bu, Lingguo, Associate Professor, Mathematics Education, Ph.D., Florida State University, 2008; 2008. Modeling, design, and curricular development in STEM education.

Fadde, Peter J., Professor, Instructional Research and Design, Ph.D., Purdue University, 2002; 2003. Online and blended learning, interactive multimedia, expert performance.

Hunter-Johnson, Yvonne, Associate Professor, Ph.D. University of South Florida, 2012.

Loh, Christian Sebastian, Professor, Instructional Technology, Ph.D. University of Georgia, 2004; 2004. Expert performance, serious games analytics, performance improvement & assessment.

Zhong, Lin, Associate Professor, Ph.D., University of Southern Mississippi, 2016. Instructional technology, instructional design, multimedia platforms, digital leadership, digital technology.

Last updated: 03/28/2025