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### Organizational Learning, Innovation, and Development

The purpose of the Organizational Learning, Innovation, and Development 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. A grade of C or better is required in all teacher education coursework.

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

Degree Requirements	Credit Hours
University Core Curriculum Requirements	39
OLID Requirement	81
A. Professional Sequence OLID 381, OLID 382, OLID 460, OLID 461, OLID 462, OLID 463, OLID 465, OLID 466, OLID 468, OLID 469, OLID 486, OLID 498	36
B. Occupational Training: 29 credit hours minimum OLID 259 and/or OLID 359, and technical/professional transfer work	29
C. Work Experience: 16 credit hours minimum	16
Total	120

### Workforce Education and Development Minor

A minor in Workforce Education and Development consists of 20 credit hours. The student and advisor plan minors for Organizational Learning, Innovation, and Development.

## Capstone Option for Transfer Students

The SIU 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 - 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. Credit Hours: 3

**OLID382 - 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). Credit Hours: 3

**OLID460 - Occupational Analysis and Curriculum Development** System approach to curriculum development. Includes analyzing occupations, specifying objectives and developing curriculum. Restricted to OLID majors or consent of program. Credit Hours: 3

**OLID461 - 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 OLID majors or consent of program. Credit Hours: 3

**OLID462 - Instructional Methods and Materials** Instructional methods in occupational training program. Restricted to OLID majors or consent of program. Credit Hours: 3

**OLID463 - Assessment of Learner Performance** Development and use of evaluation instruments to assess student performance in training classrooms and laboratories. Criterion- and norm-referenced objectives, applications of taxonomies in development of written tests, performance tests and attitude measure. Restricted to OLID majors or consent of program. Credit Hours: 3

**OLID465 - 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 OLID majors or consent of program. Credit Hours: 3

**OLID466 - 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 OLID majors or consent of program. Credit Hours: 3

**OLID467 - 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 OLID majors or consent of program. Credit Hours: 3

**OLID468 - 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 OLID majors or consent of program. Credit Hours: 3

**OLID469 - 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 OLID majors or consent of program. Credit Hours: 3

**OLID472 - Organizing Cooperative Education** Introduction to cooperative education including history, rationale, 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** 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 OLID majors or consent of program. Credit Hours: 3

**OLID498 - Special Problems** Investigation of problems in workforce education and development. Restricted to OLID majors and consent of program. Special approval needed from the instructor. Credit Hours: 1-6

## **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**, Assistant Professor, Ph.D., University of Southern Mississippi, 2016. Instructional  
technology, instructional design, multimedia platforms, digital leadership, digital technology.

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