

Master of Education Degree Requirements

Department of Human Resource Education
University of Illinois at Urbana-Champaign

The Master of Education (Ed.M.) degree in HRE is designed to meet the academic and professional interests of individuals preparing for careers as educators and practitioners in human resource development. Students are prepared for positions such as trainers, instructional designers, instructional technologists, organizational development specialists, or learning organization consultants. The degree in the Department of Human Resource Education is earned through the Graduate College by students who satisfactorily complete 36 hours of course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level.

Requirements for Ed.M. Candidates

All students admitted to the Ed.M. degree program must fulfill the following minimum requirements:

CORE COURSE REQUIREMENTS – 12 hours

HRE 400: Foundations and Principles HRE 401: Training & Development HRE 530: Organization Development

FOUNDATIONS COURSE REQUIREMENTS – 8 hours

Educational Psychology Foundations

EDPSY 407: Adult Learning and Development (4 hours)

OR

EDPSY 408: Learning and Human Development with Educational Technologies (4 hours)

OR

Two hours in psychological foundations of learning (EDPSY 400, 401, or 402) and two hours in psychological foundations of personality and development (EDPSY 404, 405, or 406)

Social and Philosophical Foundations

EPS 415: Ethical and Policy Perspectives on Educational Technology (4 hours)

OR

Two hours in social foundations (EPS 400, 402, 403, 404, 420, 421, 423, 424, 426) and two hours in philosophical foundations (EPS 401, 410, 411, 413, 414, 423)

SPECIALIZATION COURSE REQUIREMENTS – 16 hours

Master's students need to select one specialization from the following options and complete a minimum of 16 hours within that specialization. At least 2 specialization courses must be 500-level.
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- Training and Development (T&D)
- Instructional Technology (IT)
- Organization Development (OD)

A list of current department specialization courses is provided on the next page. Students may also take one relevant specialization course outside the department. Your advisor must approve all specialization courses.

Students are also encouraged to enroll in one or more internship experiences (HRE 492), although the internship credit does not count toward the 16 hour specialization requirement. Independent Study courses (HRE 495, 595, or similar) do not count towards the specialization course requirement.

HRE SPECIALIZATION COURSE LISTINGS (consult your advisor to identify additional courses)

Training & Development Specialization (T&D)

HRE 402: Business Principles for HRD
HRE 411: Instructional Design
HRE 412: Instructional Techniques
HRE 415: Diversity in the Workplace
HRE 470: Design of Learning Systems
HRE 475: Project Management for HRE
HRE 490: Advanced Facilitation Skills for HRD Professionals
HRE 490: Industrial and Organizational Psychology for HRD
HRE 510: Expertise and its Development
HRE 532: Strategic HRD
HRE 533: Management of HRD
HRE 536: International HRD
HRE 570: Technology Transfer
HRE 585: Program Evaluation
HRE 592: Foundations of Curriculum Development in Education and Training

Instructional Technologies Specialization (IT)

HRE 470: Design of Learning Systems
HRE 472: Learning Technologies
HRE 474: Evaluating Learning Technology
HRE 475: Project Management for HRE
HRE 490: Information and Learning Technologies in HRD
HRE 490: Advanced Facilitation Skills for HRD Professionals
HRE 532: Strategic HRD
HRE 585: Program Evaluation
HRE 570: Technology Transfer
HRE 590: Seminar for Advanced Students

Organization Development Specialization (OD)

HRE 402: Business Principles for HRD
HRE 415: Diversity in the Workplace
HRE 475: Project Management for HRE
HRE 490: Advanced Facilitation Skills for HRD Professionals
HRE 490: Industrial and Organizational Psychology for HRD
HRE 531: Quality Process Improvement
HRE 532: Strategic HRD
HRE 533: Management of HRD
HRE 534: Economics of Human Resources
HRE 535: Consulting in HRD
HRE 536: International HRD
HRE 570: Technology Transfer
HRE 585: Program Evaluation
HRE 590: Seminar for Advanced Students