New Program Report

Date Submitted:
07/13/2023

Institution
Webster University

Site Information

Implementation Date:
6/1/2023 12:00:00 AM

Added Site(s):

Selected Site(s):

Webster University, 470 East Lockwood, St. Louis, MO, 63119-3194

CIP Information

CIP Code:
521001

CIP Description:
A program that generally prepares individuals to manage the development of human capital in organizations, and to provide related services to individuals and groups. Includes instruction in personnel and organization policy, human resource dynamics and flows, labor relations, sex roles, civil rights, human resources law and regulations, motivation and compensation systems, work systems, career management, employee testing and assessment, recruitment and selection, managing employee and job training programs, and the management of human resources programs and operations.

CIP Program Title:
Human Resources Management/Personnel Administration, General

Institution Program Title:
Talent Development and Training

Degree Level/Type

Degree Level:
Master Degree

Degree Type:
Master of Arts (MA)

Options Added:

Collaborative Program:
N

Mode of Delivery

Current Mode of Delivery

Classroom

Hybrid

Online

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Student Preparation

Special Admissions Procedure or Student Qualifications required:
Additional Requirements
Applicants to the Talent Development and Training (MA) must have completed a business or business-related undergraduate degree meeting the following criteria:

University/college is regionally accredited
The business school must have a business-related accreditation (e.g. AACSB, ACBSP, IACBE, etc.)
Applicants who do not meet these qualifications must do one of the following:

Successfully complete BUSN 5000.
Note: BUSN 5000 will count as an elective in the program. This option is only available for students who are required to take BUSN 5000.
Complete all of the following undergraduate courses (or their equivalents) with a grade of C- or better (17 credit hours total, not including individual course prerequisites:
MNGT 2100 Management Theory and Practices
ACCT 2010 Financial Accounting
BUSN 2750 Introduction to Statistics
ECON 2000 Survey of Economics
MNGT 2500 Marketing
BUSN 3500 Business and Global Issues
BUSN 4500 Ethical Issues in Business

Specific Population Characteristics to be served:
n/a

Faculty Characteristics

Special Requirements for Assignment of Teaching for this Degree/Certificate:
Webster University has academic policies describing minimum faculty qualifications by discipline. These policies meet or exceed guidelines from the Higher Learning Commission.

Estimate Percentage of Credit Hours that will be assigned to full time faculty:
Webster University strives to have more than 50% of credit hours assigned to full-time faculty. The percentage of credit hours assigned to full-time faculty will vary based on location and student enrollment in a program at any given time. Overall, the percentage of credit hours assigned to full-time faculty ranges from 10 to 20%. At Webster University's main campus in Missouri, percentages are often higher.

Expectations for professional activities, special student contact, teaching/learning innovation:
Faculty are expected to continually engage in appropriate professional development activities to ensure their professional qualifications are current. The University provides resources to help ensure robust student contact and engagement. The University also provides resources for faculty to innovate their teaching/learning to meet clear learning outcome objectives.

Student Enrollment Projections Year One-Five

Year 1	Full Time: 5	Part Time: 0	
Year 2	Full Time: 5	Part Time: 0	
Year 3	Full Time: 5	Part Time: 0	Number of Graduates: 5

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Year 4	Full Time: 5	Part Time: 0	
Year 5	Full Time: 5	Part Time: 0	Number of Graduates: 5

Percentage Statement:
n/a

Program Accreditation

Institutional Plans for Accreditation:
Webster University will maintain its accreditation by the Higher Learning Commission. There are no plans to pursue specialized accreditation at this time for this program.

Program Structure

Total Credits:
36

Residency Requirements:
n/a

General Education Total Credits:
0

Major Requirements Total Credits:
36

Course(s) Added

COURSE NUMBER	CREDITS	COURSE TITLE
TDEV 5000	3	Introduction to Talent Development
ORDV 5000	3	Practicing Organizational Development
ORDV 5100	3	Change Leader Self-Mastery
TDEV 5700	3	Coaching for Performance Improvement
EDIN 5120	3	Instructional Development
ORDV 5800	3	Achieving Breakthrough Results
TDEV 5800	3	Applied Research in Talent Development
EDIN 5130	3	Foundations of Workplace Learning
TDEV 5500	3	Talent and Career Development
EDIN 5140	3	Evaluation of Training Programs
EDIN 5630	3	Creative Multimedia Design for Innovative Learning
TDEV 6000	3	Talent Development Capstone Project

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Free Elective Credits:
0

Internship or other Capstone Experience:
TDEV 6000 Talent Development Capstone Project (3 hours)

Assurances

I certify that the program will not unnecessarily duplicate an existing program of another Missouri institution in accordance with 6 CSR 10-4.010, subsection (9)(C) Submission of Academic Information, Data and New Programs.

I certify that the program will build upon existing programs and faculty expertise.

I certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful. Institutions' decision to implement a program shall be based upon demand and/or need for the program in terms of meeting present and future needs of the locale, state, and nation based upon societal needs, and/or student needs.

Contact Information

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Talent Development and Training (MA)

This program is offered by the George Herbert Walker School of Business & Technology. It is available online, at the St. Louis main campus and at select U.S. campuses. Please see the Campus Locations and Offerings section of this catalog for a list of campuses where this program is offered.

Program Description

This program prepares professionals in the field of Talent Development and Training. It prioritizes skills in the areas of individual development, organizational capacity building, and professional performance improvement. The program is designed to develop professionals who can integrate emergent approaches in the field of talent development. The program integrates a professional approach that focuses on core areas such as: Learning Sciences, Instructional Design, Training and Delivery Facilitation, Technology Application, Knowledge Management, Career and Leadership Development, Coaching, Evaluating Impact.

The Talent Development degree-seeking student should consult the Admission, Enrollment and Academic Policies sections of this catalog for policies regarding application, admission, registration and the academic policies of Webster University. Academic policies or exceptions to policies applicable to MBA students are noted under their respective general academic policies.

Learning Outcomes

Graduates of talent development and training program will be able to:

- Plan instructional and organizational development experiences such as professional learning plans based on research on how adults learn in the workplace.
- Apply models of instructional design to analysis and creation of learning objects, job aids and instructional programs.
- Uses data analytics and organizational learning in order to analyze and create organizational talent development at scale.
- Conduct self-assessment, organizational assessments to develop performance improvement plans and develop organizational talent strategy..
- Apply coaching models and develop coaching agreements for ethical recruitment and organizational talent development.
- Engage in evaluation of learning programs and work task analyses in order to assess the efficacy of learning experiences.
- Demonstrate and document core talent development competencies in a goal aligned professional digital portfolio.

Program Curriculum

The 36 credit hours required for the master of arts (MA) in talent development and training must include the following courses:

- TDEV 5000 Introduction to Talent Development (3 hours)
- ORDV 5000 Practicing Organizational Development (3 hours)
- ORDV 5100 Change Leader Self-Mastery (3 hours)
- EDIN 5120 Instructional Development (3 hours)
- EDIN 5130 Foundations of Workplace Learning (3 hours)
- EDIN 5140 Evaluation of Training Programs (3 hours)
- TDEV 5500 Talent and Career Development (3 hours)
- EDIN 5630 Creative Multimedia Design for Innovative Learning (3 hours)
- TDEV 5700 Coaching for Performance Improvement (3 hours)
- ORDV 5800 Achieving Breakthrough Results (3 hours)
- TDEV 5800 Applied Research in Talent Development (3 hours)
- TDEV 6000 Talent Development Capstone Project (3 hours)

Admission

See the Admission section of this catalog for general admission requirements. Students interested in applying must submit their application online at www.webster.edu/apply. Transcripts should be sent from your institution electronically to transcripts@webster.edu. If this service is not available, send transcripts to:

Office of Admission
Webster University
470 E. Lockwood Ave.
St. Louis, MO 63119

Additional Requirements

Applicants to the Talent Development and Training (MA) must have completed a business or business-related undergraduate degree meeting the following criteria:

- University/college is regionally accredited
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  - ACCT 2010 Financial Accounting
  - BUSN 2750 Introduction to Statistics
  - ECON 2000 Survey of Economics
  - MNGT 2500 Marketing
  - BUSN 3500 Business and Global Issues
  - BUSN 4500 Ethical Issues in Business

Advancement to Candidacy

Students are admitted to their graduate program upon completion of all admission requirements. Students are advanced to candidacy status after successfully completing 12 credit hours with a cumulative GPA of 3.0 or higher. In specialized programs, courses required as prerequisites to the program do not count toward the 12 credit hours required for advancement.

Degrees