

## Human Performance Technology Certificate

Department: Applied Science, Technology, & Administration

Method of Instruction: Online

Semester Hours: 12 hrs. 4 courses

SLO #	SLO #1	SLO #2	SLO #3	SLO #4
<b>Course</b>	Analyze current and desired organizational performance and identify gaps in performance and their root causes using the HPT model and the principles of systems thinking.	Identify appropriate instructional and non-instructional interventions, aligned with identified gaps in performance and organizational constraints.	Design, develop, implement and manage the change process associated with the integration of instructional and non-instructional interventions in organizational settings	Define the role of evaluation in HPT and develop a comprehensive evaluation plan using appropriate models and techniques.
EME 6429	<ul style="list-style-type: none"> <li>• Discuss the relationship between systems thinking and the HPT process</li> <li>• Design, develop and conduct comprehensive organizational and environmental analyses</li> <li>• Identify gaps in performance and their root causes</li> </ul>			
EME 6426		<ul style="list-style-type: none"> <li>• Critique instructional and non-instructional interventions</li> <li>• Develop a proposal to formally recommend appropriate interventions to stakeholders</li> </ul>		
EME 6427			<ul style="list-style-type: none"> <li>• Discuss change management models, theories and approaches.</li> <li>• Design and develop interventions.</li> <li>• Develop strategies to manage change in various organizational settings</li> </ul>	
EME 6428				<ul style="list-style-type: none"> <li>• Discuss the role of evaluation in HPT</li> <li>• Identify the purpose, timing and stakeholders for different types of evaluations</li> <li>• Develop a comprehensive evaluation plan using appropriate models and techniques.</li> </ul>