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International Institute for Innovative Instruction

10-7-2016

Realigning a Graduate Program

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Recommended Citation

Wood, Rob L. and Gardner, Joel, "Realigning a Graduate Program" (2016). *Learning Showcase 2016: A Celebration of Discovery, Transformation and Success*. 65.

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Realigning a Graduate Program

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 International Institute for Innovative Instruction

Background

- | | |
|---|--|
| Online MS Degree <ul style="list-style-type: none"> Began Fall 2011 Geared to working professionals 37 credit-hours | Two Disciplines <ul style="list-style-type: none"> ID and PT Instructional Design Performance Technology |
|---|--|
- Introduced in 2011 as the Instructional Design and Performance Technology (IDPT) program
 - Geared to working professionals
 - 37 credit-hours/24 months
 - Split focus on instructional design (ID) and human performance technology (HPT) fields

5 Causes



- Misaligned program emphasis
 - Confirmed by "Analysis of Job Needs" and Advisory Board consultation
- High number of required credit-hours
 - Confirmed by review of 16 master's programs
- Relatively high program costs
 - Confirmed by review of 16 master's programs
- Long completion time
 - 24 months, few breaks
- Variable course lengths
 - Three 6-week courses; six 12-week courses; one 3-week course

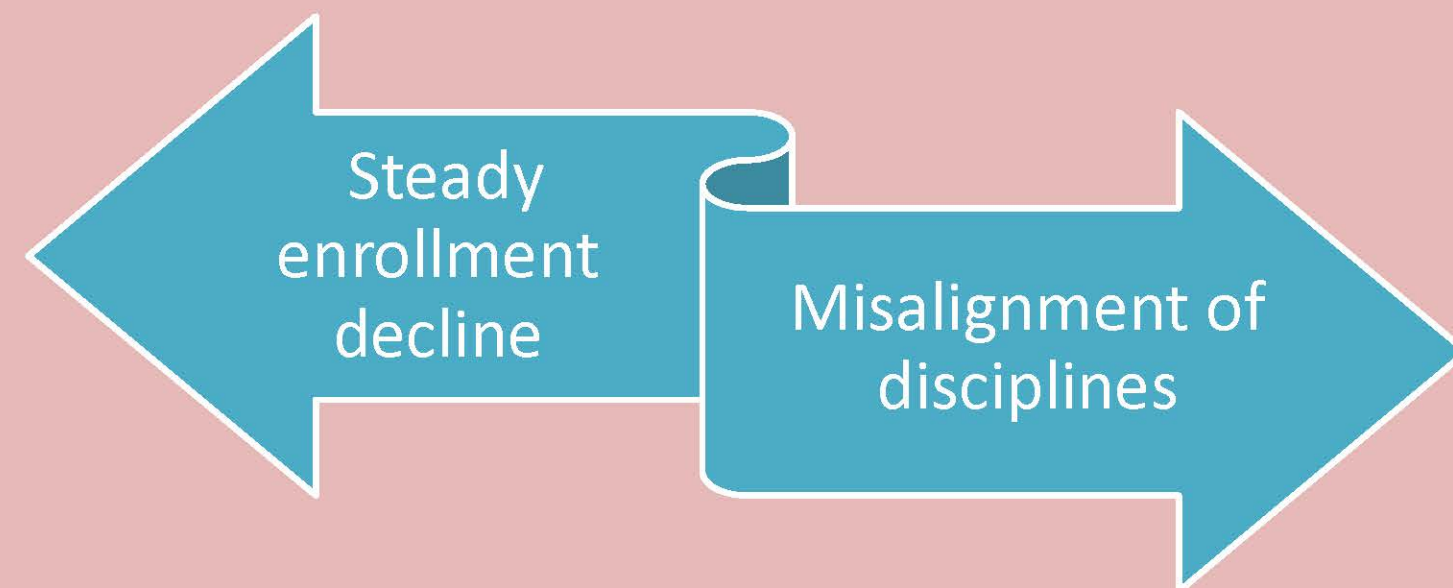
Actions

- Increase** the emphasis on instructional design skills to meet employer needs and **decrease** the emphasis on human performance technology (HPT) skills
- Reduce** the number of required credit-hours from 37 to 32 to make the program more attractive to prospective students
- Reduce** overall program costs through a reduction in required credit hours to make the program more attractive to prospective students
- Implement** a course sequence in which students enroll in two overlapping 12-week courses for a given trimester, reducing the overall time to completion from 24 months to 18 months
- Standardize** course lengths to make all courses 12 weeks

We learned...



Issues



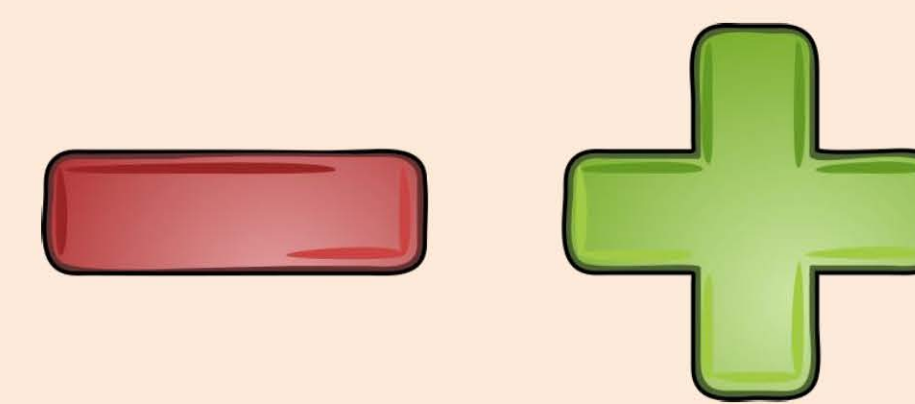
- Steady decline in overall enrollment in since 2013
- Employers expressed a greater need for instructional designers vs. performance technologists

Conclusions



- Re-focus the program
- Reduce the number of credit-hours
- Reduce overall program costs
- Reduce the time to completion
- Standardize the course lengths

Becoming IDLT



- Modify program name to Instructional Design and Learning Technology (IDLT)
- Convert 6-week courses to 12-week
 - IDPT 600, IDPT 620, IDPT 650
- Add IDPT 645 Learning Management Systems
- Delete IDPT 630 Performance Analysis
- Delete IDPT 700 and IDPT 715 (electives)
- Delete IDPT 680 (incorporate into capstone)
- Redesign all courses to reflect primary emphasis on instructional design, secondary emphasis on performance improvement

Credits

- Thanks to the following for advice, critical insights, and support:
- IDPT Advisory Board
 - Dr. Barbara Fennema
 - Dr. Karen Miner-Romanoff
 - Tawana Washington, Graduate Assistant

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