

3-21-1991

SR-90-91-(90)242 (AP)

Marshall University

Follow this and additional works at: http://mds.marshall.edu/fs_recommendations

Recommended Citation

Marshall University, "SR-90-91-(90)242 (AP)" (1991). *Recommendations*. 1457.
http://mds.marshall.edu/fs_recommendations/1457

This Article is brought to you for free and open access by the Faculty Senate at Marshall Digital Scholar. It has been accepted for inclusion in Recommendations by an authorized administrator of Marshall Digital Scholar. For more information, please contact zhangj@marshall.edu, martj@marshall.edu.

ACADEMIC PLANNING COMMITTEE
Recommendation

SR-90-91-(90)242 (AP)

To approve the submission of a letter of intent to plan a Masters of Science in Training and Development.

RATIONALE: See attached.

FACULTY SENATE PRESIDENT:

APPROVED
BY SENATE Kathryn DeJick DATE: 3/21/91

DISAPPROVED
BY SENATE _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: A. B. Fuld DATE: 4/5/91

DISAPPROVED: _____ DATE: _____

COMMENTS:

While I approve of the degree program, there is a Board of Trustees'

Moratorium on implementing new degree programs. I propose that this
be held until the moratorium is lifted. ABY

SR-90-91-(90)242 (AP)



COLLEGE OF EDUCATION

Division of Human Development and Allied Technology
400 Hal Greer Boulevard
Huntington, West Virginia 25755-2460
304/696-6757

Counseling and Rehabilitation
Home Economics
Research Coordinating Unit
Safety Technology
Vocational, Technical and Adult Education

TO: Dr. Leonard J. Deutsch
Dean, Graduate School

FROM: Le Vene A. Olson *llc*
Chair and Professor

DATE: October 30, 1990

SUBJECT: Background Information on Training and Development

You asked for additional information about the proposed M.S. degree program in Training and Development. The purpose of the program is to serve the business, industry and government needs for specialists who have the knowledge and skills to release and redirect the human potential of employees.

On-site training in business, industry and government is used to solve a variety of problems which restrict optimum quality and productivity. Classes are provided by the organization with the goal of increasing quality and productivity. The training effort can be quite broad but it often provides employees with the opportunity to:

1. Develop new skills
2. Learn new technology
3. Create a safe environment
4. Implement new policies
5. Overcome obsolescence
6. Increase efficiency

Employee training has a long history beginning with the apprenticeship system and continuing with guilds, unions, manual training schools, industrial education, vocational education and training by supervisors. College level training was initiated by the Engineering, Science and Management War Training program (ESMWT).

Through the increased sophistication of the training effort, the need to educate the instructors emerged. The National Association of Foreman (NAF) accepted the responsibility of educating the instructors for industry. Following the depression, sales training was introduced which resulted in the first national training directors association. The National Society of Sales Training Executives (NSSTE) was founded in 1940.

Business, industry and government continued to demand educated trainers who possessed the appropriate knowledge and skills. In 1945, the American Society of Training Directors (ASID) was organized. ASID was the catalyst which brought a focus to the training needs of business, industry and government. The initial training provided by ASID was in manufacturing and marketing. It has since expanded to serve a much broader segment of employment.

ASID provides for the continuing education needs of employees in training and development. But, the need for personnel educated in training and development continues to expand. Graduates of a Master's degree program in Training and Development must possess knowledge and skills in:

1. Research
2. Planning
3. Scheduling
4. Operating
5. Controlling
6. Evaluating

Higher education institutions in the region that offer graduate degrees in Training and Development are Ohio University, The Ohio State University, the University of Kentucky, the University of Pittsburgh and Virginia Polytechnic Institute and State University. However, training and development programs are not available in West Virginia.

The training function has become a vital part of the formal organization. It makes a substantial contribution to the quality and productivity of the organization. Programs in Training and Development promote a positive business climate and contribute to economic development in the State.

At Marshall University, training and development shares commonalities with programs in adult education, counseling, safety technology and vocational and technical education which are housed in the Division of Human Development and Allied Technology. A Master's degree in Training and Development will compliment the existing degree programs and serve as an optional cognate in the proposed Ed.D. program in Vocational, Technical, and Adult Education.

LAO:fs