**WORKFORCE AND ADULT EDUCATION (WAED)**

**WAED 5000 Thesis or Report**  
**Description:** Students studying for a master's degree may enroll for a total of two credit hours if they write a report or six hours if they write a thesis. Students working on a specialist's degree may earn a maximum of 10 hours credit. Previously offered as OCED 5000. Offered for variable credit, 2-10 credit hours, maximum of 10 credit hours.  
**Credit hours:** 2-10  
**Contact hours:** Other: 2  
**Levels:** Graduate  
**Schedule types:** Independent Study  
**Department/School:** Tchg & Curr Leadership

**WAED 5010 Seminar**  
**Description:** Graduate student seminars focusing on current and critical issues and common problems relevant to workforce and adult education. Previously offered as OCED 5010. Offered for variable credit, 1-3 credit hours, maximum of 6 credit hours.  
**Credit hours:** 1-3  
**Contact hours:** Other: 1  
**Levels:** Graduate  
**Schedule types:** Independent Study  
**Department/School:** Tchg & Curr Leadership

**WAED 5013 Characteristics of Adult Learners**  
**Description:** Learning patterns, interests and participation patterns among adults in a variety of educational settings. Theories of learning and behavior modification for adults, with implications for adult and continuing education programs. Particular attention given to learners in occupational, adult basic, community junior college, extension and proprietary program settings. Previously offered as HRAE 5213 and EDLE 5313.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5103 Principles of Leadership in Workforce Education**  
**Description:** Principles and analysis of leadership in today's workforce education organizations and the effect of leadership practices on organizational climate and governance. Understanding today's labor market and the connection among education, government, and workforce development policy. Previously offered as OCED 5113.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5113 Principles of Leadership in Workforce Education**  
**Description:** Principles and analysis of leadership in today's workforce education organizations and the effect of leadership practices on organizational climate and governance. Understanding today's labor market and the connection among education, government, and workforce development policy. Previously offered as OCED 5113.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5123 Evaluation of Workforce and Adult Education Programs and Instruction**  
**Description:** Principles of evaluation applied to instructional programs in workforce and adult education. Techniques and strategies for designing, conducting, reporting, and applying evaluations of programs in occupational/technical schools, government agencies, and public or private sector workplaces. Course previously offered as TIED 5223 and OCED 5123.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5133 Internationalism, Globalization and Workforce Education**  
**Description:** Preparing a globally competitive workforce. Analysis of comparative international occupational/technical education systems, and critical issues in internationalism and globalization in workforce education development. Course previously offered as OAED 5133 and OCED 5133.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5143 Organization and Administration of Adult Education**  
**Description:** Organizational procedures and administrative practices for effective planning, implementation and management of adult and continuing education programs. Analyses of legislation, finances and community groups that influence and impact upon adult and continuing education programs. Previously offered as HRAE 5223.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5153 Curriculum Planning in Workforce and Adult Education**  
**Description:** Principles and procedures for curriculum planning, development and management in workforce and adult education with analyses of current trends and practices and their implications for program quality. Course previously offered as OAED 5153 and OCED 5153.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5203 Foundations of Adult and Continuing Education**  
**Description:** Societal trends, issues and institutions which have influenced the development and current status of adult and continuing education. Analyses and critiques of contemporary adult and continuing education activities, materials and clientele groups served, and their implications for new existing programs in the field. Previously offered as HRAE 5203 and EDLE 5203.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5213 Evaluation of Workforce and Adult Education Programs and Instruction**  
**Description:** Principles of evaluation applied to instructional programs in workforce and adult education. Techniques and strategies for designing, conducting, reporting, and applying evaluations of programs in occupational/technical schools, government agencies, and public or private sector workplaces. Course previously offered as TIED 5223 and OCED 5123.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership

**WAED 5303 Instruction**  
**Description:** Socioeconomic trends, issues and institutions which have influenced the development and current status of adult and continuing education. Analyses and critiques of contemporary adult and continuing education activities, materials and clientele groups served, and their implications for new existing programs in the field. Previously offered as HRAE 5203 and EDLE 5203.  
**Credit hours:** 3  
**Contact hours:** Lecture: 3  
**Levels:** Graduate  
**Schedule types:** Lecture  
**Department/School:** Tchg & Curr Leadership
WAED 5223 Program Planning for Workforce and Adult Educators
Description: Approaches to program planning designed around continuous improvement methods for problem solving, flow charting, budgeting, gaining program support, and research proven models applicable to workforce and adult education. Previously offered as OCED 5223.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5232 Teaching Related Information
Description: Selection of job-related topics common to most workforce and adult education programs; procedures for incorporating those topics into the regular curriculum. Course previously offered as TIED 5232 and OCED 5232.
Credit hours: 2
Contact hours: Lecture: 2
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5233 Advanced Instructional Procedures in Workforce and Adult Education
Description: Advanced methods and procedures for effective teaching and learning in workforce and adult education classrooms and laboratories. Teaching basic education and employment skills and the selection of job-related topics common to most occupations with procedures for incorporating those topics into the regular curriculum. Course previously offered as TIED 5233 and OCED 5233.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5313 History, Principles, and Organization of Workforce Education
Description: History, underlying principles and evolving social, political and economic forces acting upon workforce education. In-depth with critical analysis of educational programs and service areas and resulting implications for leadership development and program responsibility. Course previously offered as OAED 5313 and OCED 5313.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5333 Administration and Supervision of Workforce Education Programs
Description: Understanding and critically analyzing the quality of workforce education courses and the value they hold. Course previously offered as OAED 5333 and OCED 5333.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5340 Special Problems in Workforce and Adult Education
Description: Directed independent study of special topics involving assigned readings, library research, field work or a combination of these. Offered for variable credit, 1-6 credit hours, maximum of 6 credit hours. Previously offered as OCED 5340.
Credit hours: 1-6
Contact hours: Other: 1
Levels: Graduate
Schedule types: Independent Study
Department/School: Tchg & Curr Leadership

WAED 5353 Instructional Strategies for Adults
Description: An analysis and application of the various techniques and materials available to facilitate the learning process for adults. Concentration on the process of designing effective learning experiences for adults and developing competencies of the facilitators of group and self-directed learning. Previously offered as HRAE 5253 and EDLE 5353.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5423 Individualized Competency Based Instruction and Customized Training
Description: Principles, techniques, and technologies for creating and delivering individualized competency-based instruction and customized workplace training. Includes LAP systems and customizing for industry. Course previously offered as TIED 5443 and OCED 5423.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5443 Interpreting Research in Workforce and Adult Education
Description: Seminar on the methods of research, review, synthesis and interpretation with application to particular fields of workforce and adult education. Course previously offered as OAED 5443 and OCED 5443.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 5703 Adult Learning in Diverse Settings
Description: The study of adult learning in diverse geographic and cultural settings. Interaction with experts in the field and reflection upon their experiences after returning from travel. Previously offered as HRAE 5703.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Description</th>
<th>Credit Hours</th>
<th>Contact Hours</th>
<th>Levels</th>
<th>Schedule Types</th>
<th>Department/School</th>
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</thead>
<tbody>
<tr>
<td>WAED 5720</td>
<td>Workshop</td>
<td>Professional workshops of various topics and lengths. Each workshop designed to meet unique or special needs of individuals concerned with adult education and workplace learning. Previously offered as OCED 5720.</td>
<td>1-3</td>
<td>1</td>
<td>Graduate</td>
<td>Independent Study</td>
<td>Tchg &amp; Curr Leadership</td>
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<tr>
<td>WAED 5730</td>
<td>Special Topics in Adult Education</td>
<td>The practice, theory and research related to a current topic in adult education. Previously offered as HRAE 5730. Offered for variable credit, 1-3 credit hours, maximum of 6 credit hours.</td>
<td>1-3</td>
<td>Lecture</td>
<td>Graduate</td>
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<tr>
<td>WAED 5833</td>
<td>Global Consulting</td>
<td>The consulting process, including contract, entry, diagnosis, response, disengagement, closure and ethical considerations. The competencies of successful consultants and trainers in the international environment, including cultural adaptations of self and of training materials. Previously offered as HRAE 5833.</td>
<td>3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Independent Study</td>
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<tr>
<td>WAED 5880</td>
<td>Internship in Workforce and Adult Education</td>
<td>Supervised experience working in business, industry, human service, or education settings. Previously offered as OCED 5880. Offered for variable credit, 3-6 credit hours, maximum of 6 credit hours.</td>
<td>3-6</td>
<td>Other</td>
<td>Graduate</td>
<td>Independent Study</td>
<td>Tchg &amp; Curr Leadership</td>
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<tr>
<td>WAED 5910</td>
<td>Developing and Analyzing Teaching Content</td>
<td>Provides opportunity for experienced teachers to incorporate the latest workforce and adult education methodology, strategy, and/or technology into their course of study. Previously offered as OCED 5910. Offered for variable credit, 1-3 credit hours, maximum of 6 credit hours.</td>
<td>1-3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Independent Study</td>
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<tr>
<td>WAED 6000</td>
<td>Doctoral Dissertation</td>
<td>Required of all candidates for the Doctor of Philosophy degree. Credit is given upon completion of the dissertation. Previously offered as OCED 6000. Offered for variable credit, 1-25 credit hours, maximum of 25 credit hours.</td>
<td>1-25</td>
<td>Other</td>
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<td>Independent Study</td>
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<tr>
<td>WAED 6013</td>
<td>Philosophy of Workforce and Adult Education</td>
<td>Alternative perspectives for developing a philosophic position in workforce and adult education. Course previously offered as OAE 6103 and OCED 6103.</td>
<td>3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Lecture</td>
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<tr>
<td>WAED 6103</td>
<td>Graduate Reading in Workforce and Adult Education</td>
<td>Supervised readings of significant literature not included in regularly scheduled courses. Previously offered as OCED 6110. Offered for variable credit, 1-6 credit hours, maximum of 6 credit hours.</td>
<td>1-6</td>
<td>Other</td>
<td>Graduate</td>
<td>Independent Study</td>
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<tr>
<td>WAED 6110</td>
<td>Supervision of Workforce Education Instruction</td>
<td>Theoretical and practical application of current instructional supervision in workforce education setting. Strategies for effective supervision are learned through practice in analyzing teacher instruction for provisional and standard certifications and for industry certified instructors. Course previously offered as OAED 6113 and OCED 6113.</td>
<td>3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Lecture</td>
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<tr>
<td>WAED 6123</td>
<td>Foundations of Lifelong Learning</td>
<td>The definitions, historical and philosophical development, and the scope and function of lifelong learning. Previously offered as HRAE 6103.</td>
<td>3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Lecture</td>
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<tr>
<td>WAED 6210</td>
<td>Lifelong Learning and Performance</td>
<td>Lifelong learning theory within the context of applications in formal and informal settings in the community as well as in the workplace. Synthesis of research findings on changes of cognitive performance due to aging and analysis of recent literature on participation in adult education and training. Previously offered as OAED 6213 and HRAE 6213.</td>
<td>3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Lecture</td>
<td>Tchg &amp; Curr Leadership</td>
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<tr>
<td>WAED 6220</td>
<td>Current Research in Adult Education</td>
<td>Analysis of the major research trends in the field of adult education. Recent research studies in the field. Previously offered as HRAE 6223.</td>
<td>3</td>
<td>Lecture</td>
<td>Graduate</td>
<td>Lecture</td>
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WAED 6233 Managing Knowledge in Learning Organizations
Description: Analyze the knowledge management concepts of informal learning, communities of practice, knowledge/learning transfer, organizational learning, and knowledge creation in learning organizations and workplaces. Conduct self-directed research projects on course-related topics and develop a conceptual map of learning concepts. Previously offered as OCED 6233.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 6253 Critical Issues in Adult Education
Description: Exploration of current issues of concern to adult educators from diverse settings. Previously offered as HRAE 6233.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 6330 Special Topics in Adult Education
Description: Analysis and critique of the application of adult learning principles and methods in one of the numerous diverse settings in which adult education is practiced. Previously offered as HRAE 6330. Offered for variable credit, 1-3 credit hours, maximum of 6 credit hours.
Credit hours: 1-3
Contact hours: Other: 1
Levels: Graduate
Schedule types: Independent Study
Department/School: Tchg & Curr Leadership

WAED 6333 Strategic Planning in Workplace Learning and Organizational Performance
Description: Theory, trends, and competency model development performance areas. Course previously offered as OAED 6333 and OCED 6333.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 6343 Financing Workforce and Adult Education
Description: Development of conceptual and legal bases for funding public workforce and adult education programs. Sources of funds, distribution strategies, local, state and federal accountability requirements, and fraud and abuse funds. Previously offered as OCED 6343.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 6353 Future of Technology, Work and Society
Description: Complex interrelationships among emerging and future technologies, human society, and the definition and evolution of work in a global society. Traditional and emerging theoretical frames for technology and the future. Previously offered as OCED 6353.
Credit hours: 3
Contact hours: Lecture: 3
Levels: Graduate
Schedule types: Lecture
Department/School: Tchg & Curr Leadership

WAED 6880 Doctoral Internship in Workforce and Adult Education
Description: Directed field experiences related to the participant's area of concentration. Practice and testing ideas, theories and concepts learned in graduate study. Previously offered as OCED 6880. Offered for variable credit, 1-8 credit hours, maximum of 8 credit hours.
Credit hours: 1-8
Contact hours: Other: 1
Levels: Graduate
Schedule types: Independent Study
Department/School: Tchg & Curr Leadership