

Department of Instructional & Performance Technology

Chair: Donald Stepich

Engineering and Technology Building, Room 327, Mail Stop 2070
Telephone (208) 426-1312
FAX (208) 426-1970
<http://ipt.boisestate.edu>
e-mail: lburnett@boisestate.edu

Graduate Faculty: Yonnie Chyung, Linda Huglin, Anthony Marker, Donald Stepich, Steven Villachica, Donald Winiecki

Adjunct Graduate Faculty: David Cox, Gary Dickelman, Diane Gayeski, Robert Horton, Terrell Perry, Mary Norris Thomas

Graduate Degrees Offered

- Master of Science in Instructional & Performance Technology
- Graduate Certificate in Human Performance Technology
- Graduate Certificate in Workplace E-Learning and Performance Support

General Information

The **Master of Science in Instructional and Performance Technology** is designed to prepare individuals for careers in instructional design, performance technology, training and development, training management, workplace e-learning, human resources, organizational development, and performance consulting. The program helps individuals acquire a broad range of knowledge and skills required to identify, analyze, and solve a variety of human and organizational performance problems in settings such as business and industry, the military, government agencies, and nonprofit organizations. In this program, students learn to how to think strategically and design interventions that will address all of the factors required to achieve desired results.

The **Graduate Certificate in Human Performance Technology** is designed for individuals who wish to develop skills in diagnosing and solving performance problems in the workplace. This program emphasizes the practical application of process models, tools, and techniques to workplace performance improvement situations.

The **Graduate Certificate in Workplace E-Learning and Performance Support** is designed for individuals who wish to develop skills in developing and managing e-learning and performance support in the workplace. This program emphasizes the competencies required to design, develop, and manage workplace e-learning and performance support systems.

On-Campus and Online Course Options

In addition to traditional on-campus courses, the IPT Department offers an online option in which students can complete courses entirely online. Both on-campus and online options are fully accredited by the Northwest Commission on Colleges and Universities (NWCCU).

Online courses are conducted primarily through asynchronous computer conferencing via the Web or Lotus Notes client software. Courses taught in this medium enable students to engage in 'threaded' discussions that promote a high level of interaction between instructor and students and among class members. These courses are especially useful for working professionals and individuals who travel for their jobs or relocate before completing their degree.

The online option uses the same admission standards and required courses as the on-campus option. However, special equipment is required, fees are higher for online course than for on-campus courses, and course offerings are scheduled through Extended Studies. The reason for the additional cost is that the online courses are self-supporting and are not subsidized by state taxes. However, a discounted rate is available for Idaho residents and active duty U.S. military personnel. Schedules for online courses are available in an official release from the Division of Extended Studies and on the IPT website at <http://ipt.boisestate.edu>.

Simultaneous Enrollment in Graduate Programs

A student may be simultaneously enrolled in the Master of Science in IPT program and either the Human Performance Technology (HPT) certificate or Workplace E-Learning and Performance Support (WELPS) certificate with approval from the IPT Graduate Coordinator and the Dean of the Graduate College. A student who is not enrolled in the Master of Science in IPT program may be simultaneously enrolled in the HPT and WELPS certificate programs with approval from the IPT Graduate Coordinator and the Dean of the Graduate College. Simultaneous enrollment in more than two graduate programs is prohibited.

Please note that admission to a certificate program does not guarantee admission to the degree program and vice versa. Credits earned in an IPT certificate program may be applied to the Master of Science degree in IPT.

Graduate Assistantships

A limited number of graduate assistantships is available for full-time, on-campus students. Graduate assistantships include a stipend and a waiver of fees and require approximately 20 hours of service to the University per week. Appointments are made for a period of one academic year. Graduate assistants must be fully admitted into the IPT degree program, enroll for a minimum of nine credit hours of on-campus courses each semester, and meet any other requirements as set forth by the Graduate College. Applications are available from the IPT office, the Graduate College office, or IPT website. The application deadline is April 1 for the next academic year.

Admission and Application Requirements

Admission Requirements

Requirements for admission to the M.S. degree program and/or the IPT certificate programs are:

1. Documented evidence of an earned baccalaureate degree from an accredited institution.
2. A GPA of 3.0 computed for all undergraduate credits or a 3.0 computed for the last half of the undergraduate credits. Applicants who do not meet this requirement may submit a petition to the IPT Graduate Program Coordinator.
3. A fit between the applicant's career goals and the IPT program to which s/he is applying.

Application Procedures

An applicant to the M.S. degree program and/or the IPT certificate programs must follow the general Graduate College application procedures (see the Graduate Admission Regulations section of this catalog). In addition, for **each** program, applicants must submit to the IPT office:

1. A current resume.
2. A one to two page "essay of intent" that describes their career goals and how the specific program the candidate is applying for will help achieve those goals.

Once the application is complete, it will be reviewed by the IPT Graduate Program Coordinator, who will provide an admission recommendation to the Dean of the Graduate College. The Dean will make the final admission decision and notify the applicant.

Master of Science in Instructional & Performance Technology

Graduate Program Coordinator: Donald Stepich
Engineering and Technology Building, Room 327, Mail Stop 2070
Telephone (208) 426-1312
FAX (208) 426-1970
http://ipt.boisestate.edu
e-mail: dstepich@boisestate.edu

Degree Requirements

Master of Science in Instructional & Performance Technology	
Course Number and Title	Credits
Core Requirements:	
IPT 529 Needs Assessment	4
IPT 530 Evaluation Methodology	4
IPT 535 Principles of Adult Learning	4
IPT 536 Foundations of Instructional and Performance Technology	4
IPT 537 Instructional Design	4
IPT 560 Human Performance Technology	4
Thesis Option:	
Electives	6
IPT 593 Thesis (Oral defense required).....	6
(At least one semester of residence on campus required.)	
OR	
Project Option:	
Electives.....	6
IPT 591 Project (Oral defense required)	6
(At least one semester of residence on campus required.)	
OR	
Portfolio Option:	
Electives (Oral defense required).....	12
OR	
Nonthesis Option:	
Electives (Comprehensive examination required).....	12
TOTAL	36
Academic Scholarship Requirement	
Students are expected to meet the Graduate College academic requirements. In addition, grades below B in required courses cannot be used to meet the requirements of the M.S. degree in IPT.	
Residency Requirement for Project or Thesis Option	
In order to complete the project or thesis option, students are required to be in residence on campus for at least one semester during which they are enrolled in IPT 591 Project or IPT 593 Thesis. (Petitions for exceptions should be made to the IPT Program Committee.) Consequently, students in the online IPT program are invited to come to campus to participate in the project/thesis option, or they may pursue the portfolio or nonthesis option with no obligation to be on campus at any time.	

Graduate Certificate in Human Performance Technology

Graduate Program Coordinator: Donald Stepich
Engineering & Technology Building, Room 327, Mail Stop 2070
Telephone (208) 426-1312
http://ipt.boisestate.edu
e-mail: dstepich@boisestate.edu

Certificate Requirements

Graduate Certificate in Human Performance Technology	
Course Number and Title	Credits
IPT 529 Needs Assessment	4
IPT 530 Evaluation Methodology	4
IPT 536 Foundations of Instructional and Performance Technology	4
IPT 560 Human Performance Technology	4
TOTAL	16



Graduate Certificate in Workplace E-Learning and Performance Support

Graduate Program Coordinator: Donald Stepich
Engineering & Technology Building, Room 327, Mail Stop 2070
Telephone (208) 426-1312
http://ipt.boisestate.edu
email: dstepich@boisestate.edu

Certificate Requirements

Graduate Certificate in Workplace E-Learning and Performance Support	
Course Number and Title	Credits
Core Course	3
IPT 525 E-Learning Principles and Practices	
Elective Courses	12
Students must complete 12 credits from the electives listed below:	
IPT 511 Synchronous E-Learning in the Workplace.....	3
IPT 523 Rapid E-Learning Development.....	3
IPT 550 Blended Learning for Performance Improvement.....	3
IPT 551 Designing Computer-Based Training.....	3
IPT 561 Human Factors Engineering.....	3
IPT 563 Job Aids and Electronic Performance Support..	3
IPT 584 Selected Topics: Applications of Web Technologies.....	3
TOTAL	15

Course Offerings

IPT—INSTRUCTIONAL & PERFORMANCE TECHNOLOGY

IPT 510 COLLABORATIVE ONLINE COMMUNICATIONS AND LEARNING (1-0-1) (F/S).

Students will learn technologies that help develop collaborative online learning communities and learn technical skills that help them become successful online learners. Students will examine synchronous and asynchronous online communication tools to facilitate small and large group communications, and conduct research using online library systems on the web.

IPT 511 SYNCHRONOUS E-LEARNING IN THE WORKPLACE (3-0-3) (S).

Examine principles and techniques for developing and implementing synchronous web-based e-learning strategies to improve performance in the workplace.

IPT 523 RAPID E-LEARNING DEVELOPMENT (3-0-3) (SU) (Odd years).

Through hands-on practice, students develop skills in using rapid e-learning development software to create interactive multimedia e-learning content for improving workplace learning and performance. Students develop various types of e-learning content such as demonstration, technical simulation, and scenario-based learning.

IPT 525 E-LEARNING PRINCIPLES AND PRACTICES (3-0-3) (S).

Students will learn foundational principles for implementing e-learning solutions. Students will evaluate e-learning demo programs and study the use of reusable learning objects, sharable content objects, metadata and e-learning

standards in the current e-learning practice. Students will develop sample multimedia learning objects and implement them on a learning management system. PREREQ: IPT 536 or PERM/INST.

IPT 529 NEEDS ASSESSMENT (4-0-4)(F/S). Through analysis of case studies, guided practice, field work, and other methods, students learn to use tools, data, and systematic methods to identify and assess current or future performance problems and their causes, and help decision makers target critical problems with feasible solutions. Students will conduct an authentic project. PREREQ: IPT 536.

IPT 530 EVALUATION METHODOLOGY (4-0-4)(F,S). Students learn how to use methods of inquiry and analysis to evaluate the effectiveness of instructional or performance improvement programs. They explore various models of both formative and summative evaluations and ways to implement the results of such research efforts. Students will gain hands-on experience in conducting evaluations. COREQ: IPT 536.

IPT 531 OVERVIEW OF RESEARCH DESIGN, MEASUREMENT, AND STATISTICS (3-0-3)(F). Students receive a foundation in the relationships among research design, measurement, and statistics. Topics covered include scaling, reliability, validity, norm- vs. criterion-referenced testing, forms of distributions, measures of central tendency and variability, basic quantitative research designs and their appropriate statistical tests, and methods for critiquing quantitative research.

IPT 532 ETHNOGRAPHIC RESEARCH IN ORGANIZATIONS (3-0-3)(F). Ethnography is an approach to learning about the social and cultural life of communities, organizations, institutions and other settings that discovers how the activities of people in those settings contribute to the creation of society and culture. Students receive a foundation in philosophical perspectives and methods supporting ethnographic research, learn when to conduct ethnographic research, and explore strategies for presenting and critiquing ethnographic research. They will also be provided with an opportunity to implement ethnographic research in organizational settings. PREREQ: IPT 536.

IPT 535 PRINCIPLES OF ADULT LEARNING (4-0-4)(F,S). Students explore how contemporary adult learning theories and practices are applied to the field of instructional and performance technology, particularly with respect to the instructional design process. They will investigate methods, strategies and technologies specific to adult learners that are known to affect learning outcomes. Students will apply adult learning principles to real workplace problems.

IPT 536 FOUNDATIONS OF INSTRUCTIONAL AND PERFORMANCE TECHNOLOGY (4-0-4)(F/S). Students study historical foundations, prominent people, and events that contributed to the development of the fields of instructional technology and performance technology. They apply relevant theories and models to real or realistic organizational situations in industry, government, military, and non-profit settings.

IPT 537 INSTRUCTIONAL DESIGN (4-0-4)(F,S). This course gives an overview of several models for instructional systems design and examines the processes involved in designing effective instructional interventions. Working with a real client, students conduct a full-scale instructional design project in phases over the duration of the course. PREREQ: IPT 535 and IPT 536.

IPT 538 INSTRUCTIONAL STRATEGIES (3-0-3)(S)(Even years)(SU)(Odd years). Instructional strategies are prescriptive patterns that guide the task of designing learning activities. Students will identify and experiment with several types of instructional strategies. Given a variety of instructional needs, students will practice selecting and implementing appropriate strategies.

IPT 540 APPLICATIONS OF LEARNING STYLES IN INSTRUCTIONAL AND PERFORMANCE TECHNOLOGY (3-0-3)(F). The behavioral characteristics exhibited by different learning/cognitive styles, modalities, personality types, multiple intelligences, and emotional intelligences will be explored. Related preferences for different learning environments, media,

instructional and testing methods will be examined, as well as the utility of these constructs for addressing performance problems in the workplace.

IPT 550 BLENDED LEARNING FOR PERFORMANCE IMPROVEMENT (3-0-3)(SU)(Even years). Students investigate various learning technologies that can contribute to the building and sharing of individual and organizational knowledge. Based on analysis of learners' performance needs, students design blended approaches to improving workplace learning and performance by combining face-to-face learning and e-learning.

IPT 551 DESIGNING COMPUTER-BASED TRAINING (3-0-3)(SU)(Even years). Students learn to apply the principles of instructional design, instructional message design and human-computer interface design within the context of Computer-Based Training (CBT). PREREQ: IPT 537 or PERM/INST.

IPT 560 HUMAN PERFORMANCE TECHNOLOGY (4-0-4)(F,S). Students examine the foundations, process models, solutions, professional practice issues, and future trends of the field of human performance technology (HPT), which aims to improve performance in the work place or in learning situations. In a hands-on project, students practice applying HPT to design effective performance solutions. PREREQ: IPT 530 and IPT 536, COREQ IPT 529.

IPT 561 HUMAN FACTORS ENGINEERING (3-0-3)(SU)(Even years). This course provides a basic introduction to Human Factors Engineering to design of performance environments (including human-machine interfaces). Students learn principles of work and learning system design that help to improve human performance.

IPT 563 JOB AIDS AND ELECTRONIC PERFORMANCE SUPPORT (3-0-3)(S,SU)(Odd years). This course will provide students with a review of research and practical methods related to prescribing, designing, and creating job aids and performance support in ways that improve workplace performance. Students in this project-based course will analyze human performance gaps, specify performance requirements, prototype performance support solutions, and create performance support solutions. PREREQ: IPT 536 or PERM/INST.

IPT 564 MOTIVATION IN INSTRUCTIONAL AND PERFORMANCE TECHNOLOGY (3-0-3)(F). An in-depth study of motivation as one of the fundamental variables underlying human learning, behavior, and performance improvement. Students examine theories of motivation and apply the principles derived therefrom to produce strategies that motivate learning and improved performance.

IPT 571 MANAGEMENT CONCERNS FOR PERFORMANCE TECHNOLOGISTS (3-0-3)(On demand). This course provides students with an exposure to current topics in management which are related to understanding performance systems.

IPT 574 PERFORMANCE CONSULTING (3-0-3)(S)(Even years)(SU)(Odd years). Examine the major theoretical foundations, principles and practices of performance consulting. PREREQ: IPT 536.

IPT 575 PROJECT MANAGEMENT (3-0-3)(S)(Odd years)(SU)(Even years). Examine principles related to project management, leading a project team, building client partnerships and targeting projects to meet an organizational need.

IPT 583 SELECTED TOPICS IN INSTRUCTIONAL TECHNOLOGY (3-0-3)(On demand). Students explore issues and topics of current interest. Content will be revised continually to reflect current developments in the field of instructional and performance technology. PREREQ: IPT 536 or PERM/INST.

IPT 584 SELECTED TOPICS: APPLICATIONS OF WEB TECHNOLOGIES (Variable credits)(F). Basic and intermediate design of instructional and performance interventions using selected web technologies.

Refer to the "University-wide Graduate Courses" section in this catalog for additional course offerings.