

# OLIT Hybrid Master's Degree Completion Advisement Packet University of New Mexico

## Overview

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The Organizational Learning and Instructional Technology (OLIT) Program offers an online Master's Degree that gives students an opportunity to combine aspects of adult learning, organizational learning and development, instructional technology including multimedia design and distance learning, principles of knowledge management, and the design, development, and evaluation of training.

OLIT students can expect to develop a diverse skill set that will help them hit the ground running when they enter the workforce. They will be able to design, teach, support, evaluate, lead, and manage programs for diverse audiences. Interdisciplinary coursework includes areas such as foundations of organizational learning, the adult learner, instructional design, principles of knowledge management, cross-cultural issues in learning, instructional technology, global e-learning, and program evaluation.

Our courses require students to apply their learning in real world contexts. Not only do OLIT graduates have the flexibility to choose where they work, they also enjoy diverse and rewarding employment options which include Instructional Design, Organizational Development, Training and Development, Distance Education, Project Management, and much more. Students can take the master's either entirely online, or in a hybrid format with a combination of face-to-face, online, and ITV courses. Non-resident and international online students can pay resident tuition fees if they enroll in no more than 6 credit hours a semester.

Check the online course listings for specific information at <http://online.unm.edu>.

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## **Applying to the OLIT Master of Arts Program**

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- ✓ Explore the OLIT Web site at <http://www.unm.edu/~olit> for detailed information and requirements.
- ✓ Contact Dr. Mark Salisbury, Associate Professor and OLIT Program Coordinator, at [salisbu@unm.edu](mailto:salisbu@unm.edu) if you would like to discuss the program.
- ✓ Contact Loretta Brown, Program Specialist, at [loribrwn@unm.edu](mailto:loribrwn@unm.edu) for an application packet and to open an application file.

## **Admission and Registration Information**

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You will need to be admitted to UNM to register for classes. See the UNM Web site admissions information page at [http://www.unm.edu/preview/bf\\_reqs.html](http://www.unm.edu/preview/bf_reqs.html).

Students register via LoboPhone at 505-246-2020 or LoboWeb at <http://my.unm.edu>. For help registering online see [http://webctinfo.unm.edu/student/how\\_to\\_register.html](http://webctinfo.unm.edu/student/how_to_register.html).

## **Contact Information**

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### *OLIT Program Questions:*

Dr. Mark Salisbury, Associate Professor and OLIT Program Coordinator

- Email: [salisbu@unm.edu](mailto:salisbu@unm.edu)
- Web site: <http://www.unm.edu/~olit>

### *Online Program Office:*

Kerry Renshaw, Online Distance Learning Coordinator

- Email: [online@unm.edu](mailto:online@unm.edu)
- Phone: 505-277-8128
- Toll-free: 1-866-869-6040
- Fax: 505-277-8590 Web site: <http://online.unm.edu>

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**PROGRAM REQUIREMENTS (24 core course credits)**

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**PLAN I:** 36 credits for Professional Portfolio Option  
**or**

**PLAN II:** 39 credits for Thesis Option

**REQUIRED CORE COURSES:** 24 Credits

**ELECTIVES:** 9 Credits

*plus*

**PLAN I:** Professional Portfolio Option (3 credits)

*or*

**PLAN II:** Thesis Option (6 credits)

**Course Descriptions** (*F2F = Face to Face • OL = Online • ITV = Interactive Television • 3 = credit hours*)

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**OLIT 514: Theory and Practice of Organizational Learning (3 OL)**

This course focuses on the theories and applications of organizational learning strategies and process. The relationship between individual and team learning to organizational learning will be addressed throughout the course.

**OLIT 561: The Adult Learner (3 F2F and ITV)**

*or*

**LEAD 529: The Adult Learner (3 OL)**

Examines the teaching and learning transaction with adults. Specific attention is on adult life stage development, relevant learning theories and approaches, and learning style issues of cross-cultural populations.

**OLIT 501: Instructional Design (F2F and OL)**

Application of instructional design principles used in the development of instructional materials. Students work individually on course exercises and collaboratively on two course projects.

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**Course Descriptions**

*(continued)*

**OLIT 505: Contemporary Instructional Technologies (OL)**

An overview of contemporary instructional technologies and how they can be utilized to improve the effectiveness of instruction. Students will gain expertise in selecting and using appropriate instructional technologies supporting the achievement of performance-based objectives.

*or*

**OLIT 525 Instructional Multimedia (F2F)**

An introduction to computer based learning environments incorporating multiple forms of media. Students study the theories applicable to multimedia learning, gain practical skills for implementing simple systems, and design a large scale multimedia learning environment.

**OLIT 535: Theory and Practice of Distance Learning (OL)**

Analyzes theoretical approaches to distance education and their practical applications. Examines characteristics and needs of distance learners, learner support, distance teaching, course design, delivery system selection, evaluation, policy, organization, and administration of distance education.

**OLIT 507: Designing Knowledge Management Solutions (OL)**

Focused on the application of general principles and techniques for designing technology supported knowledge management solutions.

**OLIT 508: Program Evaluation (F2F and OL)**

Provides the student with a basic understanding of the evaluation process, the application of evaluations in determining the effectiveness and/or value of a learning experience both in the classroom and in the workplace.

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**Course Descriptions**

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*(continued)*

**OLIT 546: Cross-Cultural Issues in Adult Learning (F2F)**

Students will examine learning styles of culturally diverse populations, conduct research on cross-cultural teaching and learning, experiment with methods and techniques of cross-cultural training, and design and develop cross-cultural training programs.

*or*

**OLIT 537 Culture and Global eLearning (Offered as OLIT 593 in Fall 2008) (OL)**

As an online learning community, participants explore the sociocultural dimensions of eLearning and the ways in which culture influences communication and the social environment. They address issues and challenges in international eLearning, study eLearning systems from around the world, and examine how eLearning can be used to understand and solve global issues.

**ELECTIVE COURSES (9 credits)**

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Students choose courses to strengthen their preparation in specific areas of their choosing. Six of these 9 credits should be from the OLIT program.

A 3-credit graduate course in a related field may be selected with the permission of the student's advisor. Such a course might be from another department in the College of Education or in business, public administration, communications, sociology, or psychology.

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**Elective Courses May Include**

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**OLIT 509: Collaborative Knowledge Creation (OL)**

This is a course on designing technology-supported collaboration solutions for organizational knowledge creation. After taking this course, students will be able to support the “collective brainpower” of organizational members in the creation of knowledge.

**OLIT 511: Knowledge Dissemination and Application (OL)**

Focused on designing organizational portals for managing and disseminating documents, instruction, best practices, and expert advice.

**OLIT 521: Presentation Technologies (F2F)**

Designed to increase the effectiveness of presentations for educator/trainers using a variety of presentation technologies. Utilizing ISD principles, students engage in production of media to develop an instructional package.

**OLIT 522: Digital Video Techniques for Instruction (F2F)**

This course provides resources and guidance as students conceive, design, script, shoot, and edit digital video footage. Students will learn to create instructional video sequences based on theories of learning and instructional design principles.

**OLIT 528: Management of Learning Systems (OL)**

Focuses on management strategies and key elements of modern systems. Discusses program planning and management, funding and budget management, technology selection and implementation, marketing, quality control and evaluation.

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**Electives**

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**OLIT 533: Instructional Use of Computer Simulations (F2F)**

Students will review shareware, public domain, and complex interactive commercial simulations; explore theory and survey recent literature. Project activity will focus on design issues and solutions, as students design a simulation and develop its prototype.

**OLIT 536: Instructional Television: Principles and Applications (ITV)**

(offered via ITV to receive sites in NM only) This course explores the rationale, procedures, and techniques for designing and developing video formats (videotape, CD-ROM, DVD, video broadcast, interactive videoconferencing, desktop videoconferencing, streaming video, mobile video, and hybrid formats) for distance education.

**OLIT 538: eLearning Course Design (OL)**

Explores new paradigms based on constructivist and socio-cultural learning theories for designing distance learning. Focuses on online learning design and evaluation, and networked learning communities. Analyzes print, audio, and video for designing hybrid learning environments.

**OLIT 541: Organizational Consulting Theory and Practice (F2F)**

An introduction to the field of consulting. Covers conceptual knowledge of models to increase organizational effectiveness, consultant role responsibilities and needs assessment, and evaluation techniques used in consulting practices.

**OLIT 543: Training Techniques (F2F)**

Introduces student to training techniques that are suitable for instructing adult learners in a variety of settings. Students will design and deliver an instructional unit to other adult learners.

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**Electives**

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**OLIT 562: Team Development (F2F)**

Provides learners with information and skill development of various methods and techniques for teaching adults in a team environment. Emphasis is placed on team development and training necessary to facilitate team learning and growth.

**OLIT 563: Mentoring Adult Career Development (F2F)**

Students examine adult career patterns and organizational perspectives on employee career development. Specific emphasis is on mentoring and coaching adults in career decision making.

**OLIT 593: The Role of Wisdom in Adult Learning and Cultures (OL)**

This course explores the role of wisdom from the point of view of various cultural traditions and academic disciplines.

**OLIT 593: Distributed Interactive Simulations (F2F)**

This course serves as an introduction to distributed interactive simulation that is used to support a wide variety of applications to include research, system development, test and evaluation, and training.

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**PROFESSIONAL PORTFOLIO OR THESIS OPTIONS**

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***Professional Portfolio Option:***

Students must register for OLIT 596 (3 credits). Under the professional portfolio option students complete an internship and prepare a dossier showing work products which demonstrate their capabilities in OLIT fields of study.

***Thesis Option:***

Students must register for OLIT 599 master's thesis for two semesters (6 credits). Under the thesis option students plan, conduct, and report on original research conducted to address a research problem in an area related to their study in the OLIT program. OLIT students selecting the thesis option are encouraged to take EdPsy 500 Survey of Research Methods in Education, EdPsy 511 Introductory Educational Statistics, and/or LLSS 502 Naturalistic Inquiry under their electives for the OLIT master's degree program.