Instructional Design & Technology, B.S.

College of Education and Professional Studies

About IDT

The fully online Bachelor of Science in Instructional Design and Technology prepares students to fulfill training, organizational development, and performance improvement positions in a variety of sectors. Throughout the program, Instructional Design and Technology students demonstrate what they have learned through classroom assignments, hands-on activities, applied research, and creative activities. The curriculum emphasizes collaborative and individualized projects, building skills and engaging students in the application of classroom knowledge in real-world settings. Courses prepare students for entry level positions or graduate school in this rapidly growing field.

About This Major

College: College of Education and Professional Studies
Degree: Bachelor of Science
Required Hours for the Degree: 120

Why Choose IDT?

The fully online B.S. in IDT program prepares students for employment as training and development specialists, instructional designers, and face-to-face and online educators in any organization that has a need to improve performance or integrate technology in the workplace.

As one of very few undergraduate programs in this field, UWF graduates are well-positioned to fill the growing workforce demand for graduates with bachelor's degrees in IDT.

Is This Program for Me?

UWF attracts a wide range of students, including recent high school graduates, non-traditional students seeking to enter the workforce or change careers, and current and former military service people, among others.

Some of our students are professionals currently working in fields related to instructional design, instructional technology, and human resource development who desire to learn new skills or develop a research-based approach to their work.

Still others are professionals who are employed in a variety of non-IT capacities who recognize the importance of lifelong learning and who wish to develop instructional technology, instructional design and human resources skills to enhance their organization and/or career opportunities.

Career Opportunities

According to the Bureau of Labor Statistics, employment for training and development specialists in Florida is projected to grow by 16.2% through 2029. An IDT degree prepares students for careers related to training and performance development in corporate, military, K-12, higher ed, government and healthcare environments. Some of the many related job titles include:

- Instructional Designer
- Training Coordinator
- Curriculum Developer
- eLearning Consultant
- Content Developer
- Instructional Media Specialist
- Training Specialist
- Technology Coach

Department of Instructional Design and Technology
UNIVERSITY *of* WEST FLORIDA

Instructional Design & Technology, B.S.

Program Overview

The B.S. in IDT degree program provides students with the knowledge, skills and abilities necessary to diagnose organizational performance issues and apply systems thinking, instructional design, and human performance technology concepts to facilitate performance improvement solutions in a variety of organizational settings. Students graduating from this program will be prepared to analyze organizational performance, identify root causes of current or potential deficiencies, and design, develop, implement and evaluate appropriate solutions.

Core Courses
Total Hours: 42

- ☐ EDG 3661: Adult Learning Theory and Curriculum Development
- ☐ EME 2040: Introduction to Educational Technology
- ☐ EME 3233: Technology Integration Planning
- ☐ EME 3312: Technology Supported Learning
- ☐ EME 3351: Introduction to Instructional and Performance Technology
- ☐ EME 3624: Training Needs Assessments
- ☐ EME 4043: Instructional Technology Leadership
- ☐ EME 4083: Program Evaluation in Instructional Design and Technology
- ☐ EME 4343: Multimedia Design and Development
- ✓☐ EME 4350: Human Performance Technology
- ✓☐ EME 4352: HPT Intervention Selection and Design
- ☐ EME 4673: Foundations of Instructional Design
- ☐ EME 4674: Development of Instructional Materials
- ☐ EME 4684: Instructional Design and Technology Capstone

Major-Related Courses
Total Hours: 6

- ☐ MAN 4102: Management of Diversity
- ☐ MAN 4280: Business Leadership and Change Management

Program-Approved Upper-Level Electives
Total Hours: 12

Total Program Hours: 120

Program Contact:

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Instructional Design & Performance Technology, M.Ed.

College of Education and Professional Studies

Instructional Design & Performance Technology, M.Ed.

The M.Ed. in Instructional Design and Performance Technology (IDPT) provides students with the knowledge, skills, and abilities necessary to apply research, theories, concepts, best practices, and sound pedagogical principles to improve performance in K12 education, higher education, business and industry, healthcare, and other organizational settings. Students will learn to conduct comprehensive analyses and work with organizational stakeholders to close gaps in performance through the design, development, implementation, evaluation, and administration of instructional and non-instructional interventions. Students will develop expertise in instructional design, human performance improvement, online teaching and learning, and the educational applications of current and emerging technologies.

About This Degree

College: Education and Professional Studies
Degree: Master of Education in Instructional Design & Performance Technology
Required Hours for the Degree: 36
Certificates: Three graduate certificates are embedded in the program curriculum

Admission Requirements

In addition to the University graduate admission requirements, the Department bases decisions for regular admission on a holistic review of credentials in which the criteria listed below are used to assess the potential success of each applicant.

- Official transcripts
- Submission of the Graduate Record Examination (GRE) OR Miller Analogies Test (MAT)
- Undergraduate cumulative GPA of 3.0 or higher
- Letter of intent
- Graduate admission test may be waived for applicants with an undergraduate GPA of 3.25 or higher from an accredited institution.

What is Instructional Technology?

Instructional Technology (IT) is the systematic application of behavioral science and learning, communication, and instructional theories to resolve learning and/or performance-based problems.

It encompasses the identification and analysis of problems and the design, development, implementation, evaluation, and management of the technology-based processes and resources that make up the solution.

Career Opportunities

Technology has transformed the way the world conducts education and training. Across the globe, technology is increasingly being used to provide professional development, facilitate assessment, and achieve administrative efficiency. IDPT professionals are today's problem solvers. They analyze performance problems and design solutions to those problems. Sometimes the solution is instructional; at other times a non-instructional solution is called for.

Knowing how to analyze a situation and design the best and most efficient solution makes IDPT professionals a valuable commodity.

Career opportunities for an IDPT graduate:

- Instructional Designer
- Instructional Design Manager
- Instructional Developer
- Curriculum Designer
- Distance Learning Specialist
- Technology Coordinator
- Teacher/Trainer
- Training Consultant
- Instructional Project Manager
- Instructional Quality Control Assurance

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Instructional Design & Performance Technology, M.Ed.

Focus Areas

Students complete three courses in each of the three focus areas for a total of 27 semester hours of coursework. Each focus area aligns with a Graduate Certificate. Students should work closely with their advisor to determine the order in which to complete these requirements and to arrange to have the certificates awarded upon completion.

Core Courses

Total Hours: 6

- ❑ EME 6054: Foundations of Instructional Design and Performance Technology
- ❑ EME 6609: Instructional Design Theory and Practice

FOCUS AREA COURSEWORK

Current and Emerging Instructional Technology

Total Hours: 9

- ❑ EME 6414C: Web-Based Instructional Tools for Educators
- ❑ EME 6415: Digital Video for Instruction
- ❑ EME 6607: Instructional Technology Integration Projects

✓ Human Performance Improvement

Total Hours: 9

- ✓❑ EME 6427: Implementation of HPI Interventions
- ✓❑ EME 6428: Evaluation of HPI Interventions
- ✓❑ EME 6429: Human Performance Improvement

Online Teaching and Learning

Total Hours: 9

- ❑ EME 6409: Distance Learning Implementation
- ❑ EME 6458: Distance Learning Policy and Planning
- ❑ EME 6626: Emerging and Innovative Technology Systems

Capstone Experience

Total Hours: 3

- ❑ EME 6946: Instructional Design and Technology Capstone

Program Contact:

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Instructional & Performance Technology, EdD

College of Education and Professional Studies

Program Description

The online Instructional and Performance Technology EdD prepares students to fulfill leadership roles related to organizational development, performance improvement, technology integration, and workplace learning across multiple sectors. Students also develop expertise in the theoretical constructs and best practices associated with systems thinking, instructional design, instructional technology, performance technology, and technology integration. All students complete a common core, providing them with foundational knowledge related to the theory and practice of instructional and performance technology.

About IPT

Instructional and performance technology involves far more than the rapidly advancing technological tools used in today's educational and organizational environments. Its main concern is how to effectively apply technology to achieve educational goals and improve performance in a wide variety of settings:

- K-12 and Higher Education
- Healthcare
- Government and Military
- Corporate

IPT practitioners must be able to analyze organizational performance to identify the root causes of improvement opportunities and design, develop, implement, and evaluate training and non-training solutions to resolve them.

Admission Requirements

In addition to the University graduate admission requirements, the department bases decisions for regular admission on a holistic review of credentials in which the criteria listed below are used to assess the potential success of each applicant.

Departmental Requirements:

- Submission of official test scores: GRE or MAT*
- Master's GPA of 3.5 or higher on the most recent graduate degree from an accredited institution
- Submission of a professional resume
- Submission of three professional references. A minimum of two must be able to speak to the

applicant's likelihood for academic success at the doctoral level (e.g., past professors).

- Participation in a web-based interview
- Submission of letter of intent addressing professional and academic background, experiences, and goals.

*The graduate admission test may be waived for applicants with a GPA of 3.75 or higher on the most recently completed graduate degree from an accredited institution.

Career Opportunities

This program prepares graduates to fulfill leadership roles related to organizational developement, performance improvement, technology integration, and workplace learning across sectors. Students may work in K-12, higher education, business and industry, military, healthcare, or any other setting where there is a need to improve organizational performance, integrate technology, and/or facilitate workplace learning.

Potential Job Titles Include:

- Chief Learning Officer (CLO)
- Performance Improvement Specialist
- Lead Instructional Designer
- Director of Distance Learning
- Intructional Technology Coordinator
- Senior Technical Trainer

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