Instructional Systems and Workforce Development

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(ADMISSION CURRENTLY SUSPENDED)  
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E-mail: MOkojie@colled.msstate.edu

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E-mail: jadams@colled.msstate.edu

The Department of Instructional Systems and Workforce Development (ISWD) offers graduate coursework leading to master’s degrees in Technology (MST) and Instructional Technology (MSIT). The master’s programs are offered with a thesis option, requiring a minimum of 30 semester credit hours for the MST program and 33 semester credit hours for the MSIT program; the non-thesis option is also offered. The educational specialist degree may be earned with a major in Education and a concentration in Technology. A doctor of philosophy degree program in Instructional Systems and Workforce Development is also available. In addition, the department offers a Veterans’ Certificate Program. For more information, contact the Department of Instructional Systems and Workforce Development.

Admission Criteria

Prerequisites for admission into the graduate program include all the general requirements of the Graduate School. International students must obtain a minimum TOEFL score of 550 PBT (79 iBT) or a minimum IELTS score of 6.5.

A student applying for admission into the Department of Instructional Systems and Workforce Development must submit the complete application packet to the Graduate School no later than:

<table>
<thead>
<tr>
<th>Applying For</th>
<th>Domestic Deadline</th>
<th>International Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer first 5-week</td>
<td>April 1</td>
<td>March 1</td>
</tr>
<tr>
<td>Summer second 5-week</td>
<td>April 1</td>
<td>March 1</td>
</tr>
<tr>
<td>Summer 10-week</td>
<td>April 1</td>
<td>March 1</td>
</tr>
<tr>
<td>Fall</td>
<td>July 1</td>
<td>May 1</td>
</tr>
<tr>
<td>Spring</td>
<td>November 1</td>
<td>September 1</td>
</tr>
</tbody>
</table>

No applications are accepted after these deadlines for the respective admission semester.
A complete admission packet consists of the following items.

**Ph.D. Program**

1. Application to the graduate degree program
2. Three letters of recommendation (preferably from faculty and administrators who can comment about your scholarly ability)
3. Statement of purpose (a minimum of one page single-spaced). In the statement, please make sure to address the following.
   - Describe the purpose of applying for the Ph.D. degree in this program area
   - Identify your research interest
   - Discuss your career goals
4. Official scores from all sections of the Graduate Record Examination (GRE) or Graduate Management Admissions Test (GMAT). Applicants with a graduate GPA of 3.50 or higher on previous graduate work from an accredited institution may qualify for a waiver of the GRE/GMAT requirement.
5. Official transcripts from all colleges and universities attended
6. A copy of professional résumé

Ph.D. applicants who pass the initial screening will be contacted for an online interview.

**Master's and Educational Specialist (Ed.S.) Programs**

1. Application to the graduate degree program
2. Three letters of recommendation (preferably from faculty and administrators who can comment about your scholarly ability)
3. Statement of purpose (a minimum of one page, single-spaced). In the statement, please make sure to address the following.
   - Describe the purpose of applying for the degree in this program area
   - Discuss your career goals
4. Official transcripts from all colleges and universities attended

Full admission to any departmental graduate program requires a minimum undergraduate GPA of 2.75 or higher from a four-year accredited institution or a minimum graduate GPA of 3.00 or higher on previous graduate work from an accredited institution.

**Provisional Admission**

If an applicant does not fully meet the requirements of the program, it may be possible for that student to be admitted provisionally. **If admitted provisionally, the student must attain a 3.00 GPA on the first 9 hours of graduate courses at Mississippi State University after admission to the program.** Courses with an S grade, transfer credits, or credits earned while in Unclassified status cannot be used to satisfy this requirement. If a 3.00 GPA is not attained, the student **shall** be dismissed from the graduate program.

**Contingent Admission**

A student may be admitted to departmental graduate programs with conditional requirements identified by the department (e.g., writing requirement). If a prospective student has met all admission requirements and is in the final semester of previous degree work, the student may be eligible for contingent admission. If the student is admitted contingently, s/he has to fully complete the conditional requirements no later than the third semester after admission to the program.

**Readmission Criteria**

The Department of Instructional Systems and Workforce Development requires that a student who has not been enrolled for three consecutive semesters must submit a readmission application that includes:

- Three letters of recommendation (if they are older than three years since the last application), and
- A revised statement of purpose that:
  1. describes the purpose of reapplying
  2. discusses the applicant's career goals
  3. explains how circumstances have changed making academic improvement a realistic goal
  4. identifies the applicant's research interest (Ph.D. students only).
**Academic Performance**

Unsatisfactory performance is defined as any of the following.

- Failure to maintain a B average in graduate courses attempted after admission to the program (i.e., program and non-program courses)
- A grade of U, D, or F in any one course
- More than 6 credit hours of C grades
- Failure of the preliminary/comprehensive examination
- Unsatisfactory evaluation of a thesis or dissertation
- Failure of the research defense
- Any other failure of a required component of one's program of study

Any one of these or a combination will constitute the basis for review for possible dismissal. If unsatisfactory performance is determined, the graduate coordinator, the major professor, and the dean will review the student's record and determine a course of action: immediate dismissal or the establishment of a probationary period in which corrective action must take place. [It is the major professor's responsibility to ensure that any student who has performed unsatisfactorily be recommended for termination from the degree program before the beginning of the subsequent semester.]

Appeal of dismissal can be made by submitting a written appeal statement to the graduate coordinator and/or department head. If the dismissal, upon the student's appeal, is upheld by the graduate coordinator and/or department head, the student can then submit a written appeal to the Dean of the College of Education. If the student is not satisfied with the decision of the Dean, he/she may choose to submit a final appeal of the dismissal to the Provost. See the Academic Dismissal Appeal Procedure [http://catalog.msstate.edu/graduate/academic-policies/academic-probation-dismissal-appeal](http://catalog.msstate.edu/graduate/academic-policies/academic-probation-dismissal-appeal) in this Graduate Catalog.

**Accelerated Program**

Highly qualified undergraduates at Mississippi State University are encouraged to apply to the Accelerated Program in ISWD. This program permits students to earn up to 9 hours of graduate-level coursework during the final year of undergraduate studies. Students take graduate-level courses and earn both undergraduate credit and graduate credit simultaneously. Upon completion of the graduate course(s), undergraduate credit is also awarded.

Students need to consult with a potential graduate advisor or the graduate coordinator in ISWD to ensure graduate credit could be applied to a program of study for the M.S. degree. Interested students should contact the graduate coordinator, Dr. Chien Yu, and consult Accelerated Programs [http://catalog.msstate.edu/graduate/colleges-degree-programs](http://catalog.msstate.edu/graduate/colleges-degree-programs) for complete information.

In addition to the University requirements, the Department of Instructional Systems and Workforce Development also requires the following information from applicants.

1. A minimum of 90 hours toward the bachelor's degree
2. A statement of purpose (500-750 words, e.g., why applying for the program)

**Master of Science in Technology (M.S.T.) - with concentrations in Endorsements, Technology Facilitator/Administration or Improving Instruction Using Technology (Thesis or Non-Thesis Options) (ADMISSION CURRENTLY SUSPENDED)**

**Required Courses**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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<tbody>
<tr>
<td>TKT 8863</td>
<td>Grant Writing Essentials</td>
</tr>
<tr>
<td>TKT 8213</td>
<td>Content and Methods of Teaching in Career and Technology Education</td>
</tr>
<tr>
<td>TKT 8263</td>
<td>Philosophy and Administration of Career and Technology Education</td>
</tr>
<tr>
<td>TKT 8273</td>
<td>Contemporary Issues in Curriculum Planning in ISWD</td>
</tr>
<tr>
<td>EDF 8363</td>
<td>Function and Methods of Research in Education</td>
</tr>
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</table>

**Choose one concentration and select 9 hours**

**Concentration 1: Endorsements**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>TKT 6473</td>
<td>Methods in Teaching Online</td>
</tr>
<tr>
<td>BTE 6463</td>
<td>Method of Teaching Business Technology</td>
</tr>
<tr>
<td>TKT 6483</td>
<td>Methods of Teaching STEM in the Middle School.</td>
</tr>
<tr>
<td>TKT 6493</td>
<td>Methods of Teaching Career Pathways Experiences</td>
</tr>
</tbody>
</table>

**Concentration 2: Technology Facilitator/Administrator**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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</thead>
<tbody>
<tr>
<td>TKT 8533</td>
<td>Evaluation and Assessment in Instructional Systems &amp; Technology</td>
</tr>
<tr>
<td>TKT 8873</td>
<td>Communication Tools in Technology for Teachers &amp; Administrators</td>
</tr>
<tr>
<td>TKT 8763</td>
<td>Strategic Technology Planning for Teachers and Administrators</td>
</tr>
</tbody>
</table>
TKT 8753  Technology Issues for School Administrators
TKT 8833  Design and Implementation of Data Networks

Concentration 3: Improving Instruction Using Technology
TKT 8873  Communication Tools in Technology for Teachers & Administrators
TKT 6753  Media for Presentations, Instruction and Gaming.
TKT 8833  Design and Implementation of Data Networks
TKT 6803  Integrating Technology for Meaningful Learning
TKT 6763  Digital Tool for 21st Century Teaching and Learning

Choose Thesis or Non-Thesis Option

Thesis Option
TKT 8000  Thesis Research/ Thesis in Technology Teacher Education

Non-Thesis Option
Select electives.

Total Hours 30

At least 15 hours must be from 8000-level courses. A written comprehensive examination and an oral comprehensive examination in defense of the thesis are required.

Master of Science in Instructional Technology (M.S.I.T.) - Thesis

Required Courses 15
TKT 8693  Multiple Perspectives on Instructional Systems and Technology
TKT 8703  Trends and Issues in Instructional Systems
TKT 8713  Research in Instructional Systems & Workforce Development
TKT 8793  Directed Project and Portfolio Development
TKT 8843  Foundations of Instructional Systems and Technology

Concentration (choose one concentration) 12
Instructional Design Concentration:
TKT 8523  Project Management in Instructional Design
TKT 8533  Evaluation and Assessment in Instructional Systems & Technology
TKT 8623  Instructional Design I
TKT 8723  Instructional Design II

Distance Education Concentration:
TKT 8533  Evaluation and Assessment in Instructional Systems & Technology
TKT 8813  Foundations of Distance Education
TKT 8823  Design, Delivery, & Management of Distance Education
TKT 8853  Learning Technologies in Distance Education

Multimedia Concentration:
TKT 8443  Theory of Multimedia Learning
TKT 8543  Multimedia Design I
TKT 8643  Multimedia Design II
TKT 8743  Interactive Media

Thesis Option
TKT 8000  Thesis Research/ Thesis in Technology Teacher Education 6

Total Hours 33

At least 12 hours must be from 8000-level courses. A written comprehensive examination and an oral comprehensive examination in defense of the thesis are required.

Master of Science in Instructional Technology (M.S.I.T.) - Non-Thesis

Required Courses 15
TKT 8693  Multiple Perspectives on Instructional Systems and Technology
TKT 8703  Trends and Issues in Instructional Systems
TKT 8713  Research in Instructional Systems & Workforce Development
TKT 8793 Directed Project and Portfolio Development
TKT 8843 Foundations of Instructional Systems and Technology

Concentration (choose one concentration) 12

Instructional Design Concentration:
TKT 8523 Project Management in Instructional Design
TKT 8533 Evaluation and Assessment in Instructional Systems & Technology
TKT 8623 Instructional Design I
TKT 8723 Instructional Design II

Distance Education Concentration:
TKT 8533 Evaluation and Assessment in Instructional Systems & Technology
TKT 8813 Foundations of Distance Education
TKT 8823 Design, Delivery, & Management of Distance Education
TKT 8853 Learning Technologies in Distance Education

Multimedia Concentration:
TKT 8443 Theory of Multimedia Learning
TKT 8543 Multimedia Design I
TKT 8643 Multimedia Design II
TKT 8743 Interactive Media

Non-Thesis Option Electives 6

Total Hours 33

At least 15 hours must be from 8000-level courses. A written comprehensive examination is required.

Educational Specialist in Education (Ed.S.) with Concentration in Technology - Thesis

EPY 6214 Educational and Psychological Statistics 4
TKT 8000 Thesis Research/ Thesis in Technology Teacher Education 6
Additional courses selected with approval of the student’s graduate committee and the graduate coordinator 21

Total Hours 31

One-half or more of the hours must be from 8000-level courses. A final written comprehensive examination and thesis defense are required.

Educational Specialist in Education (Ed.S.) with Concentration in Technology - Non-Thesis

EPY 6214 Educational and Psychological Statistics 4
TKT 7000 Directed Individual Study in Technology Teacher Education 3
Additional courses selected with approval of the student’s graduate committee and the graduate coordinator 24

Total Hours 31

At least 15 hours must be from 8000-level course. A final written comprehensive examination is required.

Doctor of Philosophy (Ph.D.) in Instructional Systems and Workforce Development

Research and Statistics Requirement

EPY 8214 Intermediate Educational and Psychological Statistics 4
TKT 8243 Research Problems in Instructional Systems and Workforce 3
TKT 8713 Research in Instructional Systems & Workforce Development 3

Select three of the following: 9

EPY 9213 Multivariate Analysis in Educational Research
EDF 9373 Educational Research Design
EPY 9263 Applied Research Seminar
EDF 9443 Single-Subject Research Designs for Education
EDF 9453 Introduction to Qualitative Research in Education
EDF 9463 Qualitative Data Collection in Education
EDF 9473 Qualitative Data Analysis and Presentation in Education
Foundations Courses
Select two of the following: 6

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>TKT 9213</td>
<td>Foundations, Trends and Issues in Workforce Development, Technology and Leadership Education</td>
</tr>
<tr>
<td>TKT 8273</td>
<td>Contemporary Issues in Curriculum Planning in ISWD</td>
</tr>
<tr>
<td>TKT 6263</td>
<td>Diversity in Work and Educational Environments</td>
</tr>
</tbody>
</table>

Postsecondary Courses
Select one of the following: 3

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>TKT 8263</td>
<td>Philosophy and Administration of Career and Technology Education</td>
</tr>
<tr>
<td>TKT 8213</td>
<td>Content and Methods of Teaching in Career and Technology Education</td>
</tr>
<tr>
<td>TKT 8233</td>
<td>Analysis of Workforce Education Programs and Survey Research in Workforce Development</td>
</tr>
</tbody>
</table>

Approved technology electives (see advisor) 1 24-30
Approved general electives (see advisor for list of approved general electives) 12-18

TKT 9000 20
Dissertation Research /Dissertation in Technology Teacher Education (hours and credits to be arranged)

Total Hours 90

1 A technology elective is any 6000-, 7000-, 8000-, or 9000-level course with a TKB/TKI/TKT prefix that is not included in the required courses. If a student takes more than the required number of courses in research, foundations, or postsecondary, those courses will be classified as an approved general elective.

The Doctor of Philosophy in Instructional Systems and Workforce Development (ISWD) is located within the College of Education and is designed to provide students with knowledge of instructional technology, research design methodologies to conduct research, foundations of education, and postsecondary education.

Each student is assigned a major professor and a committee. A formal program of study is developed by the student with the advice and concurrence of the student’s major professor and other committee members no later than the student’s second semester of enrollment. A minimum of 90 semester hours of post-baccalaureate credit is necessary to meet the ISWD doctoral degree. In order for the program to reflect students’ content areas in research and foundation levels, students must take two required research and statistics courses and two required foundations courses from the Department of Instructional Systems and Workforce Development (ISWD). The hours taken in these required classes will serve to meet the requirements for Research, Foundations, and Postsecondary and will not be reflective of the 24-30 hours needed to complete the Technology requirements. Two-thirds or more of the hours on the doctoral program of study, exclusive of dissertation credits, must be in 8000-9000 level courses or their equivalent. Approved 7000 Directed Individual Study courses count toward this requirement. Ordinarily no more than 6 semester hours of graduate credit earned in DIS courses or 6 semester hours of special problem courses may be included on the student’s approved program of study. No more than 9 semester hours of a combination of DIS and special problem courses may be included on the student’s approved program of study. Twenty hours of dissertation research, written and oral preliminary examinations, a dissertation, and an oral examination in defense of the dissertation are required. Minor courses are optional.

All department requirements must be completed, and all College of Education requirement courses must be completed to satisfy degree requirements prior to graduation.

Completion Requirements
All graduate students submitting a thesis or dissertation must attend the thesis/dissertation workshops conducted by the Library for the Department of Instructional Systems and Workforce Development prior to the application for the written comprehensive examination. All students seeking the doctor of philosophy degree must satisfy research skills requirements before taking the written preliminary examination.

Veterans’ Certificate Program
The Veterans’ Certificate Program is offered at the undergraduate and graduate levels. The certificate is designed for anyone at any level who would like to serve veterans. Employees of colleges and universities, corporations, government at all levels, and other professionals who are interested in serving veterans should obtain this certificate. As part of the University’s ongoing commitment to veterans, the certificate provides the knowledge, skills, and competencies that individuals will need to support veterans as they transition to civilian life.

The curriculum is designed to increase the capabilities of individuals within the federal and state governments, educational institutions, and private corporations who work with veterans’ issues. Individuals working in the educational benefits area will find this program of particular value. The attainment of the Veterans’ Certificate could be used as a precursor to position advancement within any governmental agency, federal or state, that deals with matters relevant to veterans.
For more information, contact the Department of Instructional Systems and Workforce Development, Box 9730, Mississippi State, MS 39762 or by email at iswd@colled.msstate.edu. Information is also available at iswd.msstate.edu.

**Prerequisite**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit</th>
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<tbody>
<tr>
<td>TKB 3133</td>
<td>Administrative Management and Procedures</td>
<td>3</td>
</tr>
</tbody>
</table>

**Required Courses**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>TKT 4403/6403</td>
<td>Strategies for Campus Transition and Success for Veterans</td>
<td>3</td>
</tr>
<tr>
<td>TKT 4413/6413</td>
<td>Veterans' Benefits and Certification-Policies and Procedures</td>
<td>3</td>
</tr>
<tr>
<td>TKT 4423/6423</td>
<td>History of Administration of Veterans' Benefits</td>
<td>3</td>
</tr>
<tr>
<td>TKT 4433/6433</td>
<td>The Development of Veterans' Benefits, Laws and Policies</td>
<td>3</td>
</tr>
</tbody>
</table>

**Total Hours**

15