

HUMAN RESOURCE AND WORKFORCE DEVELOPMENT (HRDW)

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The HRDW major is specifically designed for career adults seeking to complete a bachelor's degree. The HRDW that opens doors to opportunity and personal growth. HRDW curriculum uncovers the people skills and development strategies effective leaders use to facilitate performance improvements in individuals, teams, and organizations. prepares individuals to apply integrated training, organizational development, and career planning and counseling skills to the design, management, and evaluation of programs to improve individual productivity, employability, and job satisfaction and organizational effectiveness. Includes instruction in psychology, organizational behavior, principles of adult education; occupational counseling; skill testing and evaluation; program design; consulting practice; organizational development; and applications to issues such as training, management development, customer service, and total quality management. The plan of study accelerates degree-completion by awarding technical credit for professional certifications and knowledge gained by experience. Online courses are offered on a traditional 15-week semester schedule, in cooperation with the UA Global Campus. Undergraduates also obtain a solid academic base to pursue a graduate degree. This major does not lead to a traditional licensure for teachers in Arkansas.

To be eligible for admission into the HRDW program the following criteria must be met:

1. Be a member of the work force (even if temporarily unemployed) and have three years of full-time work experience or equivalent.
2. Complete 35 hours of University Core and 6 hrs of the Pre-HRWD Core. The 6 hours must be 3 hours of English and 3 hours of Math to enroll in an HRWD course.
3. Have a 2.0 minimum GPA.

Students can declare HRDW as their major at zero hours. All HRWD courses are offered online. Students must successfully complete the HRWD 4333 HRD Capstone course during their last semester of course work to complete the degree.

Career adults who have satisfied a total of 43 or more hours of University Core and HRDV General Education requirements, who are members of the work force (even if temporarily unemployed), and who have five or more years of full-time work experience have all three indicators of success to enter an HRDV cohort. If not previously completed, PSYC 2003 General Psychology (or its transfer equivalent) must be taken along with HRDV Concept courses in the first fall semester. All HRDV courses are offered online and are open for HRDV majors only.

Human Resource Development (HRDV) Major	Hours
University Core Requirements	35
3 hours must be PSYC 2003 General Psychology (pre- or co-requisite for HRDV 4113 and HRDV 3213)	

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3 hours must be Math 1203 College Algebra (or higher)

Pre-HRWD Core Requirements

2149

3 hours COMM 1313 Public Speaking or equivalent

6 hours Economics (ECON 2143 Basic Economics and

ECON 2013 Principles of Macroeconomics or ECON

2023 Microeconomics (Prerequisite for HRWD 3223) or equivalent.

3 hours ENGL 3053 Technical and Report Writing or

equivalent (Must be completed before enrolling in an HRWD course).

3 hours MATH 2183 Mathematical Reasoning in a

Quantitative World or equivalent (Must be completed before

enrolling in an HRWD course).

6 hours Electives

HRDV General Education Requirements

COMM 1313 Public Speaking, or similar course (pre- or corequisites for HRDV 3133 and HRDV 4133)

Health/Wellness/Safety, CHLP 1103 Personal Health and Safety,

FEED 1603 Industrial Safety, or PEAC 1621 Fitness Concepts, and similar course(s) (pre- or corequisites for HRDV 4213)

11 hours of electives or as needed to total 20 hours of credits in HRDV General Education requirements

HRDV Technical Requirements

1933

HRWD 200V Work Knowledge

Appropriate occupation-related, adviser-approved credits from UA coursework, transfers from accredited institutions of higher learning (according to U of A guidelines), or College Level Examination Program (CLEP) exams credit by advanced standing examination for job knowledge as measured by selected National Occupational Competency Testing Institute (NOCTI) assessments.

and/or

HRWD 450V Experiential Learning

Credit is awarded for documented experiential or occupational learning based on a standardized format as suggested by the Council for the Advancement of Experiential Learning (CAEL). Credit for certain occupational training or professional certifications may also be earned using the American Council on Education (ACE) guidelines.

and/or

HRWD 440V HRD Practicum/Internship (1-6)

and/or

Advisor approved course

Required: HRDV 3403 Employment Law in HRD plus any combination of the following

Appropriate occupation-related, adviser-approved credits from UA coursework, transfers from accredited institutions of higher learning (within limits), or College Level Examination Program (CLEP) exams

Credit by advanced standing examination for job knowledge as meas-

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ured by selected National Occupational Competency Testing Institute (NOCTI) assessments, transcribed as HRDV 200V Work Experience credit.

HRDV 3503 Workforce Behavior

Additional HRDV 4603-4693 Applied HRDV coursework, up to 18 additional hours, beyond the HRDV Applied Requirement described below.

HRDV 450V Experiential Learning. Credit for certain professional certifications or occupational training based on either the Council for the Advancement of Experiential Learning (CAEL) format or American Council on Education (ACE) guidelines. Tuition is charged for these credit hours. Prerequisite: HRDV 3503 Workforce Behavior

HRWD Core:

24/15

HRDV Concept Courses:

15 hours Career Development Pillar

HRWD 3113 Foundations of HRD

HRWD 3123 Career Development

HRWD 4113 Generational Dynamics in the Workplace

HRWD 4123 Strategic HRD

HRWD 4133 International HRD and Cultural Differentiation

15 hours Organizational Development Pillar

HRWD 3213 Organization Development

HRWD 3223 Managing HRD Programs

HRWD 4213 Workplace Diversity and HRD

HRWD 4223 Professional and Leadership Development

HRWD 4233 HRD Legal and Ethical Issues

15 hours Training and Development Pillar

HRWD 3313 Training and Development

HRWD 3323 Designing and Developing HRD Programs

HRWD 4313 HRD Program and Product Evaluation

HRWD 4323 Instructional Technology and Design

HRWD 4333 HRD Capstone

HRDV 3113, HRDV 3123, HRDV 3133, HRDV 3213, HRDV 4113, HRDV 4123, HRDV 4213, HRDV 4233.

HRDV Applied Requirements

12

Students must complete two General and two Specific Apply courses of their choice. General: HRDV 4603, HRDV 4613, HRDV 4663, or HRDV 4673. Specific: HRDV 4623, HRDV 4633, HRDV 4643, HRDV 4653, HRDV 4683, or HRDV 4693. Students in HRDV Cohort 8 (Catalog Year 2003) and earlier may use credit from HRDV 3403 Employment Law and HRDV 3503 Workforce Behavior toward HRDV Applied requirements if desired.

Total

12/0

**Human Resource and Workforce Development Concentration
Five-Four-Semester Degree Completion Program**

The nature of the Human Resource Development major excludes it from ACT 1014 eight-semester degree-completion program requirements. Additional information regard-

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ing this major is available on the College Web site, [The HRWD degree is a 120 hour degree in accordance with ACT 747.](#)

Presented below is a typical plan for completing this degree in **five-four** semesters; individual student plans may vary significantly. Courses in bold must be taken that semester. Credit from Human Resource and Workforce-Development academic adviser-approved National Occupational Competency Testing Institute (NOCTI) assessments accelerate completion of technical requirements. If fewer credits than needed are earned by exam, completing additional **appropriate-required** coursework **will may** require heavier course loads **and/or** additional semesters to graduate. **The 19 hours of technical requirements can be completed at any time during the program. Students are not required to complete courses during the summer, but courses will be offered. Students may be able to finish the program sooner if they enroll in summer courses.**

Earned Prior to Fall Semester Year 1

~~4~~¹ University Core and ~~HRDV General Education credits~~ **6 hours of Pre-HRWD Core. The 6 hours must be 3 hours of English and 3 hours of Math from the Pre-HRWD Core requirements.**
~~15~~ Pre-HRWD Core Requirements
~~40~~ Appropriate HRDV Technical credits
~~53~~⁵⁶ Semester Hours

Fall Semester Year 1

~~3~~ **HRWD 3113** Intro to Foundations of HRD
~~3~~ **HRDV 4113** Theories/Principles of Adult Education **HRWD 3213** Organization Development
~~6~~³ HRDV General Education courses as required **HRWD 3313** Training and Development
~~3~~ **HRWD 3123** Career Development
 (Begin taking all planned NOCTI tests, if any, approved by HRWDV adviser and enroll in technical requirement hours if applicable)
~~12~~ Semester Hours

Spring Semester Year 1

~~3~~ **HRWD 4113** Communication in HRD **Generational Dynamics in the Workplace**
~~3~~ **HRWD 3142** Skills and Strategies in HRD **Managing HRD Programs**
~~6~~³ HRDV General Education courses as required **HRWD 3323** Designing and Developing HRD Programs
 Complete all planned NOCT tests by March, if any, approved by HRDV adviser
~~3~~ **HRWD 4213** Workplace Diversity and HRD
 (Complete all planned NOCT tests by March, if any, approved by HRWD adviser and enroll in technical requirement hours if applicable) ~~4~~⁴ Credit by NOCTI examination(s) for job knowledge posted to transcript
~~26~~¹² Semester Hours

Summer Semester Year 1 Fall Semester Year 2

~~3~~ **Elective** **HRWD 4133** International HRD and Cultural Differentiation
~~3~~ **HRWD 4223** Professional and Leadership Development **HRDV 3403** Employment Law¹ or **HRDV Applied course 1****
~~3~~ **HRDV 3503** Workforce Behavior^{**} **HRWD 4323** Instructional Technology and Design
~~3~~ **HRWD 4123** Strategic HRD
 (Complete all planned NOCT tests, if any, approved by HRWD adviser and enroll in technical requirement hours if applicable)
~~9~~¹² Semester Hours

Fall Semester Year 2 Spring Semester Year 2

(This example shows a distant transfer student in the "A" and "C" groups; the "B" rotation swaps the HRDV courses in bold in Fall Semester Year 2 with those in Spring Semester Year 2.)
~~2~~ **HRDV 3123** Needs Assessment and Evaluation
~~3~~ **HRWD 4233** Group Dynamics **HRD Legal and Ethical Issues**
~~3~~ **HRWD 4313** HRD Program and Product Evaluation **HRDV Applied course 1**** or **HRDV 3403** Employment Law²

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<p>3 HRWD 4333 HRD Capstone (Complete all planned NOCT tests, if any, approved by HRWD adviser and enroll in technical requirement hours if applicable)</p> <p>3 HRDV Applied course 2 912 Semester Hours</p>
<p>Spring Semester Year 2</p>
<p>3 HRDV 4222 Leadership in HRD</p>
<p>3 HRDV 4213 Professional Development</p>
<p>3 HRDV Applied course 3</p>
<p>3 HRDV Applied course 4</p>
<p>12 Semester Hours</p>
<p>1204 Total Hours</p>
<p>* HRDV 3403 Employment Law, a Technical requirement for graduation, can be taken any fall or spring semester all State and HRDV General Education requirements are complete or in progress.</p>
<p>** After all HRDV General Education requirements are complete or in progress, and after completing the prerequisite HRDV Concept courses, students must complete two General and two Specific Applied courses of their choice. General: HRDV 4603, HRDV 4613, HRDV 4663, or HRDV 4673. Specific: HRDV 4623, HRDV 4633, HRDV 4643, HRDV 4653, HRDV 4683, or HRDV 4693.</p>
<p>*** HRDV 3503 Workforce Behavior, available in spring and summer only, can be taken as an option for HRDV Technical credit with Department approval. HRDV 3503 is a prerequisite for HRDV 450V Experiential Learning. Any HRDV 450V credit would be applied in subsequent semesters in consultation with an HRD academic adviser.</p>

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See Page 353 for Human Resource Development (CDIS) courses.

