

- Program change proposal adds courses offered by another academic college, and that college dean's office has been notified. The signature of the dean of that academic college is required here: _____
- Program change proposal deletes courses offered by another academic college, and that college dean's office has been notified. The signature of the dean of that academic college is required here: _____

Check all the boxes that apply and complete the required sections of the form:

- Change of Name and Code (Complete only sections I, II, V and VII.)
- Change Course Requirements: (Complete all sections of the form except "Proposed Name" in II, section III, and section IV.)
- Change Delivery Site/Method (Complete all sections of the form except "Proposed Name" in II, section III, and section IV.)
- Change Total Hours (Complete all sections of the form except "Proposed Name" in II, section III, and section IV.)
- Change in Program Policies

SECTION VI: Justification

Justify this change and state its likely effect on any other degree program (including those outside the school or college). Identify any program or program components (other than courses) to be eliminated if this program is implemented. (Program and course change forms must also be submitted for such related changes.)

The changes noted here reflects ACT 747 requiring 120 hours of coursework for the Bachelor's degrees in Arkansas. The reduction from 124 to 120 hours is shown in our program requirements below. The 4 hour reduction is in the technical requirements for the degree. The name of the program is being changed to reflect the program within which it is administered (HRWD) and to align it with both the master's and doctoral degrees of the same name within the program. The curriculum changes reflect a better alignment with the master's and doctoral degrees which focus on HRD theory and workforce development principles. The reduction from 5 years of work experience to 3 years is to make the program more accessible to students on the University of Arkansas- Fayetteville campus who may want to enroll in the program. Currently, there are few students on the campus who meet the 5 years work experience requirement and want to enroll in our degree program. The Capstone course (HRWD 4333) was added to provide a comprehensive assessment of students' understanding of degree content prior to receiving the degree. All applied courses have been removed from the degree to increase the rigor of the program, align the coursework with benchmark institutions, and align the coursework with empirical research of HRD degree programs.

SECTION VII: Catalog Text and Format

In the box below, insert the current catalog text which is to be changed, with changes highlighted with the color yellow. Include all proposed changes identified in Section V. Only changes explicitly stated in Section V will be considered for approval by the University Course and Programs Committee, the Graduate Council and the Faculty Senate. If you are proposing a new program, give proposed text with all of the elements listed below. If you are proposing modified text, include these elements as appropriate.

Include the following elements, in order, in the catalog text for proposed undergraduate program(s) or program changes:

- State complete major/program name
- Briefly define or describe the major/program or discipline.
- Identify typical career goals or paths for graduates. (Optional)
- State admission requirements (if any) for entry or entry into upper/advanced level of major/program.
- Identify location in catalog of university, college/school, and department/program requirements which the student must meet in addition to hours in the major, but do not restate these requirements.
- State course requirements in the major and any allied areas, giving number of hours and specific courses; specify electives or elective areas and give numbers of hours and courses in elective pools or categories; identify any other course requirements.
- State any other requirements (required GPA, internship, exit exam, project, thesis, etc.).
- Identify name and requirements for each concentration (if any).
- Specify whether a minor or other program component is allowed or required and provide details.
- State eight-semester plan requirements

For minors, state requirements in terms of hours, required courses, electives, etc.

For graduate program/units, include elements (as needed) parallel to those listed for undergraduate programs above.

For Law School program/units, prepare text consistent with current catalog style.

For centers, prepare text consistent with current catalog style.

The HRWD major is specifically designed for career adults seeking to complete a bachelor's degree. The HRWD curriculum 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. 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 HRWD 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 HRWD 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.

Human Resource and Workforce Development (HRWD) Hours
Major

University Core Requirements 35
 3 hours must be PSYC 2003 General Psychology
 3 hours must be Math 1203 College Algebra (or higher)

Pre-HRWD Core Requirements 21
 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

HRWD Technical Requirements 19
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 courses

HRWD Core: 45

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

Total **120**

Human Resource and Workforce Development

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 regarding 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 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 required coursework 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

41 University Core and 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
56 Semester Hours

Fall Semester Year 1

3 HRWD 3113 Foundations of HRD
3 HRWD 3213 Organization Development

3 HRWD 3313 Training and Development
3 HRWD 3123 Career Development
 (Begin taking all planned NOCTI tests, if any, approved by HRWD adviser and enroll in technical requirement hours if applicable)
12 Semester Hours

Spring Semester Year 1

3 HRWD 4113 Generational Dynamics in the Workplace
3 HRWD 3223 Managing HRD Programs
3 HRWD 3323 Designing and Developing HRD Programs
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)
12 Semester Hours

Fall Semester Year 2

| | |
|---|--|
| 3 | HRWD 4133 International HRD and Cultural Differentiation |
| 3 | HRWD 4223 Professional and Leadership Development |
| 3 | 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) | |
| 12 | Semester Hours |
| Spring Semester Year 2 | |
| 3 | HRWD4233 HRD Legal and Ethical Issues |
| 3 | HRWD 4313 HRD Program and Product Evaluation |
| 3 | HRWD 4333 HRD Capstone |
| (Complete all planned NOCT tests, if any, approved by HRWD adviser and enroll in technical requirement hours if applicable) | |
| 9 | Semester Hours |
| 120 | Total Hours |

SECTION VIII: Action Recorded by Registrar's Office

PROGRAM INVENTORY/DARS

PGRM _____ SUBJ _____ CIP _____ CRTS _____
 DGRE _____ PGCT _____ OFFC&CRTY VALID _____

REPORTING CODES

PROG. DEF. _____ REQ. DEF. _____
 Initials _____ Date _____

Distribution

Notification to:
 (1) College (2) Department (3) Admissions (4) Institutional Research (5) Continuing Education (6) Graduate School
 (7) Treasurer (8) Undergraduate Program Committee