CIM Report Jan 19, 2017 8:41am

Program Changes Pending Approval from University Course and Program Committee

Code	Field	Old Value	New Value
HRWDED	Effective Catalog Year	Fall 2016	Fall 2017
	Student Demand	na	30
	Scheduled Program Review Date	na	2017-2018
	Program Goals and Objectives	na	1. Doctoral students will be able to demonstrate leadership in Human Resource Development (HRD) units for organizations in both profit and non-profit arenas. 2. Doctoral students will make HRD decisions by analyzing problems through processes that integrate a variety of environmental factors, constituents, and influences based on theoretical models that are foundational to the HRD field. 3. Doctoral students will communicate effectively at all organizational levels. 4. Doctoral students will respect the ideas, perspectives, and motivations of colleagues, and identify their roles and duties within HRD and the organization. 5. Doctoral students will be able to analyze situations, consider possible consequences, and make ethical decisions. 6. Doctoral students will be able to integrate HRD strategies that help develop individuals and organizations to reach their full potential. 7. The Human Resource Workforce Development program will prepare doctoral students to work as Human Resource Specialists, Human Resource Managers, Training and Development Managers, Training and Development Specialists and other HRD positions at the highest levels in government and organizations.

	Learning Outcomes	na	Upon the completion of the program, Doctoral candidates will: 1. Integrate and process sophisticated research techniques to appraise and analyze the relationship between employees, the vision and mission of organizations, and training methods available to create a learning organization dedicated to continuous improvement. 2. Develop a personal approach to making HRD decisions based on their study of the multiple theories that are foundational to HRD. 3. Communicate across all levels in an organization about HRD requirements, the need for certain programs, and how those programs help the organization achieve its mission, vision, and goals while maintaining leadership in its field. 4. Recognize and synthesize an organization's HRD needs from the perspectives present at all levels of the organization, including senior management and Boards of Directors. 5. Discriminate and process information through the theories and ethical cases studied to provide logic that guides ethical decision-making, helping both individual and organization alike in furthering the corporate purpose. 6. Demonstrate knowledge of training methods that develop HRD programs tailored to organizational and individual needs. 7. Integrate the research and people skills required for HRD positions to plan, develop, implement, and assess HRD programs.
	Description and Justification of the Request	Admin correction HWRD 6743 to 6643; also, I added the delivery method information currently on record (on campus and 100% online with campus component), but am not certain of the specifics regarding the web-based delivery and interaction methods.	Program faculty members are proposing minor changes to the existing program to better meet the needs of the students and to ensure consistency in program requirements. The summary of the proposed changes is included below: 1. Eliminate ESRM5013 from research core degree requirements. This is a master's level introductory statistics course, and all incoming students have completed an equivalent master's level research course. 2. Move HRWD 6423 Practicum to electives from Career Development pillar. Since the course is not offered regularly, this will give students an option to complete the practicum if needed but it will no longer be a required core course. 3. Move HRWD 6713 Curriculum Design from Electives to required core (training and development pillar). Designing curriculum for training programs is a necessary skill for human resource professionals. 4. Miscalculation of the number of required core hours was corrected (24 credit hours instead of 27). 5. We clarified the GPA requirement of 3.25 and also included the statement that satisfactory completion of the candidacy exam and the dissertation was required.
	Program Reviewer Comments		jpenner|Mon, 21 Nov 2016 14:44:35 GMT|Rollback: Dr. Mamiseishvili requested it be rolled back.
HRWDME	Effective Catalog Year	Summer 2014	Fall 2017
	Submitter		kmamisei

Phone		5-3781
Program Effective Status		Active
Academic Unit		Major/Field of Study
Method of Delivery		On-line/Web-based
Reason for Offering Web-based Program		This is an existing online program. No changes to the program delivery.
Web-Based Delivery Method		Online
Web-Based Interaction Method		E-mail
Out-sourced Services		N/A
Estimated Online Program Costs		N/A
Maximum Size of Web-based Courses		25
Percentage Online		100%
Program Goals and Objectives		1. Master's students will be able to demonstrate leadership in Human Resource Development (HRD) units for organizations in both profit and non-profit arenas. 2. Master's students will make HRD decisions by analyzing problems through processes that recognize a variety of environmental factors, constituents, and influences based on theoretical models that are foundational to the HRD field. 3. Master's students will communicate effectively at all organizational levels. 4. Master's students will respect ideas, perspectives, and motivations of colleagues, and identify their roles and duties to both the HRD field and their organization. 5. Master's students will analyze situations, consider possible consequences, and make ethical decisions. 6. Master's students will be able to integrate HRD programs that help develop individuals and organizations to reach their full potential. 7. The Human Resource Workforce Development program will prepare master's graduates to work as Human Resource Specialists, Human Resource Managers, Training and Development Managers, Training and Development Specialists and other HRD-related positions.
Student Demand		N/A
Scheduled Program Review Date		2017-2018
Similar Programs Available		No

	Learning Outcomes		Upon the completion of the Master's program, students will:
			1. Appraise and analyze the relationship between employees, the vision and mission of organizations, and training methods available to create a learning organization.
			2. Develop their own approach to making HRD decisions based on their study of the theories that are foundational to HRD.
			3. Communicate effectively at all levels in the organization about HRD needs, why HRD programs are needed, and how those HRD programs help the organization achieve its mission, vision, and goals.
			4. Recognize an organization's HRD needs from the perspectives present at all levels of the organization.
			5. Use the theories and ethical situations discussed in class--the logic and training methods that guide ethical decision-making to help both individual and organization further the corporate purpose.
			6. Demonstrate their knowledge of training methods that develop HRD programs tailored to organizational and individual needs.
			7. Take advantage of the skills required for HRD positions to plan, develop, implement, and assess HRD programs.
	Reason for Program Change		Making Minor Changes to an Existing Degree (e.g. changing 15 or fewer hours, changing admission/ graduation requirements, adding Focused Study)
	Does Program Add/Delete Courses form Other Colleges		No
	Change Hours to Complete Program		No
	Description and Justification of the Request		Students in the Master of Education degree program in Human Resource and Workforce Development are working professionals who are completing their degree in order to advance in their field. The program is practitioner-based; students are employed in various non-profit and for-profit organizations.
			Currently, admission requirements include a minimum GPA of 3.0 on the last 60 hours of coursework and requirements set forth by the U of A Graduate School, including scores on a standardized test.
			The program would like to seek a waiver for the test score on a standardized exam. All other U of A Graduate School admission requirements other than the standardized test would be required. Performance on a standardized test does not appear to directly correlate to successful completion of the program. Program faculty members review each applicant file to make a decision regarding admission. Requiring a score on a standardized test does not seem to present a value-added assessment for admissions.
			Additionally, we corrected the placement of the comment for ESRM 5013. The comment that appeared after the HRWD Capstone course should have been with ESRM 5013 Research Methods in Education course instead.

| Program Reviewer Comments | | agriffin\|Tue, 14 Jun 2016 18:32:56 GMT\|Changed effective catalog date to fall 2017 (from fall 2016) based on timing of submission and approval process. agriffin\|Fri, 21 Oct 2016 13:37:52 GMT\|Rollback: Rolling back per submitter's request. agriffin\|Mon, 21 Nov 2016 20:45:19 GMT\|Removed extra period from learning outcome #4. |