Program Change Request

Date Submitted: 11/18/16 4:23 pm

Viewing: **HRWDME : Human Resource and Workforce Development Education, Master of Education**

Last edit: 11/21/16 2:45 pm

Changes proposed by: kmamisei

In Workflow

1. **EDUC Dean Initial**
2. **GRAD Dean Initial**
3. **Director of Program Assessment and Review**
4. **Registrar Initial**
5. **RHRC Chair**
6. **EDUC Curriculum Committee**
7. **EDUC Faculty**
8. **EDUC Dean**
9. **Global Campus**
10. **Provost Review**
11. **University Course and Program Committee**
12. Graduate Committee
13. Faculty Senate
14. Provost Final
15. Provost's Office-- Notification of Approval
16. Registrar Final
17. Catalog Editor Final

Approval Path

1. 11/21/16 8:46 am jpenner: Approved for EDUC Dean Initial
2. 11/21/16 9:02 am pkoski: Approved for GRAD Dean Initial
3. 11/21/16 2:46 pm agriffin: Approved for Director of Program Assessment and Review
4. 11/29/16 11:23 am lkulcza: Approved for Registrar Initial
5. 11/30/16 5:25 pm kmamisei: Approved for RHRC Chair

6. 01/11/17 2:21 pm jpenner: Approved for EDUC Curriculum Committee
7. 01/11/17 2:59 pm jpenner: Approved for EDUC Faculty
8. 01/11/17 4:13 pm jpenner: Approved for EDUC Dean
9. 01/17/17 3:58 pm selsken: Approved for Global Campus
10. 01/18/17 7:26 am tmartin: Approved for Provost Review

| Catalog Pages Using this Program | [Human Resource and Workforce Development Education (HRWD)](#) |

| Submitter: | User ID: **kmamisei** |
| | Phone: **5-3781** |

| Academic Level | Graduate |

| Select a reason for the proposed change: | Making Minor Changes to an Existing Degree (e.g. changing 15 or fewer hours, changing admission/graduation requirements, adding Focused Study) |

| Program Status | **Active** |

Academic Unit   **Major/Field of Study**

Are you adding, changing or deleting a concentration?   **No**

Action	Proposed Code	Proposed Name

Are you adding, changing or deleting a track?   **No**

Action	Proposed Code	Proposed Name

Are you adding, changing or deleting a focused study?   **No**

Action	Proposed Code	Proposed Name

| Effective Catalog Year | **Fall 2017** ~~Summer 2014~~ |

| College, School, Division | College of Education and Health Professions (EDUC) |

| Department Code | Department of Rehabilitation, Human Resources, and Communication Disorders (RHRC) |

Program Code	HRWDME
Degree	Master of Education
CIP Code	13.1201 - Adult and Continuing Education and Teaching.
Program Title	Human Resource and Workforce Development Education, Master of Education
Method of Delivery	**On-line/Web-based**

On-line/Web-based Information

Reason for offering Web-based Program:	**This is an existing online program. No changes to the program delivery.**
Maximum Class Size for Web-based Courses:	**25**
Web-based Delivery Method:	**Online**
Web-based Interaction Method:	**E-mail**
Percentage Online:	**100%**
On Campus Component:	**No**
Provide a List of Services Supplied by Consortia Partners or Outsourced Organization:	**N/A**
Estimate Costs of the Program over the First 3 Years:	**N/A**
List Courses Taught by Adjunct Faculty:	
Uploaded MoU Forms:	
Is this program interdisciplinary or use courses from another College?	**No**
Does this change the total hours needed to	**No**

complete the program?

Program Requirements, Description and 8-Semester Plan

Admission Requirements for the Master of Education Degree Program: **All candidates who seek admission to the program must submit an application for admission and an application fee to the Graduate School. Applicants must meet all Graduate School requirements for admission with** ~~All candidates who seek admission to~~ the **exception** ~~program must have (1) a minimum grade-point average (GPA)~~ of **standardized tests. A minimum grade-point average (GPA)** ~~3.0 on the last 60 hours~~ of **3.0 on the last 60 hours** ~~attempted course work prior to the receipt~~ of **attempted course work prior to the receipt** ~~the baccalaureate degree from a regionally accredited institution. If the GPA is less than a 3.0 but at least 2.7 on the last 60 credit hours~~ of **the baccalaureate degree from a regionally accredited** ~~attempted baccalaureate course work, the applicant may be considered for admission by special consideration, which includes satisfactory scores on the Graduate Record Examination (GRE); (2) GRE scores from the past five years; and (3) a conferred baccalaureate degree (excluding professional degrees) from a regionally accredited~~ institution **is required for admission into the program.**

~~of higher education.~~

Requirements for the Master of Education (M.Ed.) Degree: The student's program of study consists of the requirements listed below. Graduation requirements include (1) completing 33 semester hours (no thesis) with a minimum cumulative GPA of 3.0 (six hours may be transferred in but will not be calculated into the GPA); and (2) passing a Capstone Course in the final academic semester.

Required Core for Human Resource and Workforce Development Education – 21 hours

Required Research Courses

ESRM 5013	Research Methods in Education (Sp, Su, Fa) (Students can also take ESRM 5393 Statistics in Education and Health Professions)	3
HRWD 5433	HRWD Capstone (Sp, Su, Fa)	3

HRWD Core Coures

Career Development Pillar

HRWD 5113 Foundations of Human Resource & Workforce Development (Sp, Su, Fa)

HRWD 5123 Career Transitions (Sp)

HRWD 5133 HRWD Diversity Issues (Fa)

Organization Development Pillar

HRWD 5213 Organizational Analysis (Sp, Su)

HRWD 5223 Strategic Human Resource and Workforce Development Education (Fa)

HRWD 5233 HRWD Employment, Legal, and Ethical Issues (Sp)

Training and Development Pillar

HRWD 5313 Facilitating Learning in the Workplace (Sp)

HRWD 5323 International HRWD (Fa)

HRWD 5333 HRWD Technological Resources (Fa)

Supplemental Courses

HRWD 571V Independent Study (Irregular)

HRWD 572V Workshop (Irregular)

HRWD 573V Experiential Learning (Irregular)

Students should also be aware of Graduate School requirements with regard to master's degrees.

Are Similar Programs available in the area?	**No**
Estimated Student Demand for Program:	**N/A**
Scheduled Program Review Date:	**2017-2018**
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.**
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.**
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 (06/14/16 1:32 pm):** Changed effective catalog date to fall 2017 (from fall 2016) based on timing of submission and approval process. **agriffin (10/21/16 8:37 am):** Rollback: Rolling back per submitter's request. **agriffin (11/21/16 2:45 pm):** Removed extra period from learning outcome #4.
Uploaded attachments:	

Key: 332