

# Program Change Request

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Date Submitted: 11/22/16 12:13 pm

Viewing: **HRWDED : Human Resource and Workforce Development Education, Doctor of Education**

Last approved: 05/18/16 10:44 am

Last edit: 11/22/16 12:13 pm

**Changes proposed by: kmamisei**

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## 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. 11/22/16 2:45 pm  
jpenner: Approved for EDUC Dean Initial
2. 11/22/16 3:40 pm  
pkoski: Approved for GRAD Dean Initial
3. 11/29/16 11:22 am  
agriffin: Approved for Director of Program Assessment and Review
4. 11/29/16 4:30 pm  
lkulcza: Approved for Registrar Initial
5. 11/30/16 5:24 pm  
kmamisei: Approved for RHRC Chair

- 6. 01/11/17 2:22 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 3:56 pm  
selsken: Approved for Global Campus
- 10. 01/18/17 7:21 am  
tmartin: Approved for Provost Review

### History

- 1. May 18, 2016 by lkulcza

Catalog Pages Using this Program

[Human Resource and Workforce Development Education \(HRWD\)](#)

Submitter: User ID: lkulcza  
Phone: 7456

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** ~~2016~~

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

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

Program Code HRWDED

Degree Doctor of Education

CIP Code 13.1201 - Adult and Continuing Education and Teaching.

Program Title Human Resource and Workforce Development Education, Doctor of Education

Method of Delivery On Campus  
On-line/Web-based

## On-line/Web-based Information

Reason for offering Web-based Program: previously approved for online delivery

Maximum Class Size for Web-based Courses: na

Web-based Delivery Method: Online

Web-based Interaction Method: Electronic Bulletin Boards

Percentage Online: 100%

On Campus Component: Yes

Provide a List of Services Supplied by Consortia Partners or Outsourced Organization: na

Estimate Costs of the Program over the First 3 Years: na

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 complete the program? No

## Program Requirements, Description and 8-Semester Plan

**Admission Requirements for the Doctor of Education (Ed.D.) Degree Program:** Applicants may obtain detailed instructions for application to the program at the [Global Campus website](#). You may also e-mail [RHRCgrad@uark.edu](mailto:RHRCgrad@uark.edu) with questions about the admissions process. The Human Resource and Workforce Development Education faculty considers the following factors important in determining admission to the program:

1. Demonstration of interest in a career in human resource and workforce development education through an interview with the department's admissions committee.
2. Evidence of potential to contribute to the advancement of the field of workforce development education through research and professional leadership.
3. Previous work experience.
4. Commitment to **an online delivery** ~~a blended-delivery~~ program.
5. Graduate grade point average
6. Old Graduate Record Examination Score: 1000 combined scores of verbal and quantitative, and a 4.0 on analytical writing.
7. New Graduate Record Examination Score: Verbal – 153; Quantitative – 150; and a 4.0 on analytical writing. Scores are valid for five years.

In addition to meeting university requirements for admission to the [Graduate School](#), applicants must apply to the Human Resource and Workforce Development Education program by submitting an application for admission specific to the Ed.D program in Human Resource and Workforce Development Education, an autobiographical sketch, and a resume via e-mail to [RHRCgrad@uark.edu](mailto:RHRCgrad@uark.edu).

**Requirements for the Ed.D. Degree in Human Resource and Workforce Development Education:** Candidates for the Doctor of Education Degree in Human Resource and Workforce Development Education must complete **a minimum of 96 total semester hours of graduate study.**

~~study acceptable to their advisory committee.~~

**Master's courses – 30 to 45 hours – may be used to fulfill some of the requirements below. Human Resource and Workforce Development Education: Education (96 hours):**

Research and Statistics – 33 hours (including 18 dissertation hours)		
<a href="#">ESRM 5013</a>	<del>Research Methods in Education (Sp, Su, Fa)</del>	<del>3</del>
<a href="#">ESRM 6403</a>	Educational Statistics and Data Processing (Sp, Su, Fa)	3
<a href="#">HRWD 6313</a>	Project and Program Evaluation (Even years, Sp)	3
<a href="#">HRWD 6323</a>	Qualitative Research Design and Analysis (Even years, Sp)	3
<a href="#">HRWD 6333</a>	Quantitative Research Design and Analysis (Even years, Fa)	3
<a href="#">HRWD 6343</a>	Principles and Techniques of Research in HRWD (Even years, Fa)	3
<a href="#">HRWD 700V</a>	Doctoral Dissertation (Sp, Su, Fa)	18
Human Resource and Workforce Development Education Core – 24 hours		
Career Development Pillar		
<a href="#">HRWD 5113</a>	Foundations of Human Resource & Workforce Development (Sp, Su, Fa)	3

<a href="#">HRWD 6413</a>	Career Theory and Decision Making (Fa)	3
Organizational Pillar		
<a href="#">HRWD 6513</a>	Organization Development (Odd years, Su)	3
<a href="#">HRWD 6523</a>	Leadership Models and Concepts (Odd years, Fa)	3
<a href="#">HRWD 6533</a>	HRWD Ethical and Legal Issues (Fa)	3
Training and Development Pillar		
<a href="#">HRWD 6613</a>	Learning and Teaching Theories (Odd years, Sp)	3
<a href="#">HRWD 6633</a>	Technology Systems in Human Resource and Workforce Development (Odd years, Fa)	3
<a href="#">HRWD 6713</a>	HRWD Curriculum Design (Su)	3
Electives		
<a href="#">HRWD 6423</a>	Practicum (Irregular)	
<a href="#">HRWD 6723</a>	Entrepreneurial Development (Irregular)	
<a href="#">HRWD 6643</a>	History and Foundations of HRWD (Even years, Fa)	
Any University of Arkansas HRWD master's course excluding the Supplement Courses Or other courses approved by committee		

**A minimum grade point average of at least 3.25 on all course work presented as part of the degree program. No graduate degree credit will be granted for any course grades below "C."**

**Satisfactory completion of all requirements governing the written and oral candidacy examinations, the dissertation, and the final oral dissertation defense.**

Students should also be aware of Graduate School requirements with regard to [doctoral degrees](#).

Are Similar Programs available in the area? No

Estimated Student Demand for Program: 30 ~~na~~

Scheduled Program Review Date: 2017-2018 ~~na~~

Program Goals and Objectives:

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. ~~na~~

Upon the completion of the program, Doctoral candidates will: ~~na~~

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.**

Learning Outcomes:

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.

Description and justification of the request:

Program reviewer comments

**jpenner (11/21/16 8:44 am):** Rollback: Dr. Mamiseishvili requested it be rolled back.

Uploaded attachments:

Key: 330