Program Change Request

Date Submitted: 06/02/17 10:39 am

Viewing: **HRWDBS : Human Resource and Workforce Development Education, Bachelor of Science in Education**

Last approved: 05/16/16 11:35 am

Last edit: 10/17/17 10:29 am

Changes proposed by: msamuels

Catalog Pages Using
this Program
Human Resource and Workforce Development Education (HRWD)

Submitter:	User ID:	calison	Phone:	575-4205

Program Status — Active

Academic Level — Undergraduate

Type of proposal — Major/Field of Study

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

Are you adding a concentration? — No

Are you adding a track? — No

Are you adding a focused study? — No

Effective Catalog Year — Fall 2018

College/School Code — College of Education and Health Professions(EDUC)

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

Program Code — HRWDBS

Degree — Bachelor of Science in Education

CIP Code
52.1005 - Human Resources Development.

Program Title
Human Resource and Workforce Development Education, Bachelor of Science in Education

Program Delivery
Method
Online/Web-based

Is this program interdisciplinary?
Yes

College(s)/School(s)

In Workflow

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

Approval Path

1. 06/02/17 10:45 am Janet Penner-Williams (jpenner): Approved for EDUC Dean Initial
2. 06/07/17 12:49 pm Alice Griffin (agriffin): Approved for Director of Program Assessment and Review
3. 06/16/17 12:07 pm Lisa Kulczak (lkulcza): Approved for Registrar Initial
4. 06/16/17 12:20 pm Ketevan Mamiseishvili (kmamisei):

College/School Name
Fulbright College of Arts and Sciences(ARSC)
Walton College of Business(WCOB)

Does this proposal impact any courses from another College/School?

No

What are the total hours needed to complete the program?   **120**

On-line/Web-based Information

Reason for offering Web-based Program
    Program has always been offered in an online fashion.

Maximum Class Size for Web-based Courses   25

Course delivery mode

Method(s)
Online

Class interaction mode

Method(s):
Electronic Bulletin Boards

Percent Online
    100%

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

Upload Memorandum of Understanding Forms (if required)

Approved for RHRC Chair
5. 08/10/17 11:16 am Janet Penner-Williams (jpenner): Approved for EDUC Curriculum Committee
6. 08/23/17 8:44 am Ketevan Mamiseishvili (kmamisei): Approved for EDUC Faculty
7. 09/11/17 10:03 am Jeannine Durdik (jdurdik): Approved for ARSC Dean
8. 10/12/17 4:04 pm Karen Boston (kboston): Approved for WCOB Dean
9. 10/13/17 8:21 am Ketevan Mamiseishvili (kmamisei): Approved for EDUC Dean
10. 10/13/17 11:45 am Kiersten Bible (kbible): Approved for Global Campus
11. 10/13/17 4:54 pm Terry Martin (tmartin): Approved for Provost Review

History
1. May 5, 2015 by Charlie Alison (calison)
2. May 16, 2016 by Denise Bignar (dbignar)

Program Requirements and Description

Requirements

Human Resource and Workforce Development (HRWD) Major

University Core Requirements		35
~~PSYC 2003~~	~~General Psychology (ACTS Equivalency = PSYC 1103) (Sp, Su, Fa)~~	
~~MATH 1203~~	~~College Algebra (ACTS Equivalency = MATH 1103) (Sp, Su, Fa) (or higher)~~	
3-6 hours Pre-HRWD Economics Requirement chosen from:		
~~ECON 2013~~	~~Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Sp, Su, Fa)~~	
~~ECON 2023~~	~~Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Sp, Su, Fa)~~	
ECON 2143	Basic Economics: Theory and Practice (Sp, Su, Fa)	
or ECON 2013	Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Sp, Su, Fa)	
& ECON 2023	and Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Sp, Su, Fa)	
~~Pre-HRWD additional Math requirement 1~~		~~3~~
3 hours Pre-HRWD Math requirement chosen from:		
MATH 2183	Mathematical Reasoning in a Quantitative World (Sp, Fa)	
or MATH 2053	Finite Mathematics (Sp, Su, Fa)	
or STAT 2303	Principles of Statistics (ACTS Equivalency = MATH 2103) (Sp, Su, Fa)	
or MATH 1313	Quantitative Reasoning (ACTS Equivalency = MATH 1113) (Sp, Fa)	
Electives		34
Up to 19 credit hours of electives can include technical credit that can be obtained through experiential learning credits and/or faculty approved courses. 1		
HRWD Required Courses		51
18 hour Career Development Pillar		
HRWD 3113	Foundations of Human Resource Development (Sp, Su, Fa)	
HRWD 3123	Career Development (Su, Fa)	
HRWD 4113	The Generational Dynamics in the Workplace (Sp, Fa)	
HRWD 3133	Writing for Human Resource and Workforce Development Professionals (Sp)	
HRWD 4123	Strategic Human Resource Development (Su, Fa)	
HRWD 4133	International Human Resource Development and Cultural Differentiation (Su, Fa)	
15 hour Organization Development Pillar		
HRWD 3213	Organization Development (Sp, Su)	
HRWD 3223	Managing Human Resource Development Programs (Sp, Fa)	
HRWD 4213	Workplace Diversity and Human Resource Development (Sp, Su)	
HRWD 4223	Professional and Leadership Development (Su, Fa)	
HRWD 4233	HRD Legal and Ethical Issues (Sp, Fa)	
18 hour Training and Development Pillar		
HRWD 3313	Training and Development (Sp, Fa)	
HRWD 3323	Designing and Developing Human Resource Development Programs (Sp, Su)	
HRWD 3333	Communication in Human Resource and Workforce Development (Su, Fa)	
HRWD 4313	Human Resource Development Program and Product Evaluation (Sp, Su)	
HRWD 4323	Instructional Technology and Design (Su, Fa)	
HRWD 4333	Human Resource Development Capstone (Sp, Fa)	
Total Hours		120

1**Experiential Learning** HRWD 450V

Credits from HRWD faculty approved National Occupational Competency Testing Institute (NOCTI) assessments accepted and assessed by the HRWD faculty NOCTI coordinator.

American Council on Education (ACE) and Council on Adult and Experiential Learning (CAEL) credits as accepted by the University of Arkansas' undergraduate policy will also be accepted by the undergraduate HRWD program for Experiential Learning HRWD 450V credits.

3 credit hours will be awarded for recognition from the American Society for Training and Development (ASTD) as a Certified Professional in Learning and Performance (CPLP).

Credits will be given for earning from Society for Human Resource Management (SHRM) Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) certification. 1 credit hour will be awarded for PHR certification. 3 credit hours for SPHR

certification. If a student enters the undergraduate HRWD program with PHR certification and obtains SPHR certification while in the program, they will be given an additional 2 credit hours for a maximum of 3 credit hours.

A maximum of 3 credit hours of Continuing Education Unit (CEU) will be accepted. 15 hours of continuing education equals 1 CEU and equals 1 credit hour.

A maximum of 6 hours of ROTC credit will be granted for military service in accordance with the current University of Arkansas Policy.

Faculty Approved courses

Sanctioned by HRWD faculty.

Related to one of the HRWD areas, including psychology, organizational behavior, adult education, occupational counseling, skill testing and evaluation, program design and evaluation, consulting practice, organizational development, training, management, development, customer service, or total quality management.

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8-Semester Plan

Human Resource and Workforce Development Education

Semester Plan

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

If fewer credits than needed are earned through technical credits, completing additional appropriate coursework will require heavier course loads and/or additional semesters to graduate. The 19 hours of technical requirements can be completed at any time during the four semester program. Students are not required to complete courses during the summer, but courses may be offered. Students may be able to finish the program sooner if they enroll in summer courses.

Are Similar Programs available in the area?

No

Estimated Student Demand for Program	NA
Scheduled Program Review Date	NA
Program Goals and Objectives	

Program Goals and Objectives
NA

Learning Outcomes

Learning Outcomes
NA

Description and justification of the request

Description of specific change	Justification for this change
1. The PSYC requirement for the program has been removed.	This allows students the flexibility to choose any social science class to satisfy the university core requirement.
2. The Economic requirements to be admitted into the major remain the same. We clarified that these classes are part of the Pre-HRWD requirements instead of the university core.	Clarification for the catalog.
3. The Pre-HRWD Math requirement can also satisfy the University's core requirement. The faculty determined that students will only need to complete 3 hours of math chosen from the list of four courses: MATH 2183, MATH 2053, STAT 2303, or MATH 1313. If students have completed one of the four courses as part of the University core, no additional math courses are needed.	Clarification for the catalog.

Upload attachments

Reviewer Comments   **Alice Griffin (agriffin) (06/06/17 3:55 pm):** Edited catalog copy, in consultation with submitter, to clarify how requirements may be applied toward university core and electives.
Alice Griffin (agriffin) (06/06/17 4:10 pm): Minor edit to catalog copy.
Alice Griffin (agriffin) (06/06/17 4:16 pm): Minor edit to catalog copy to adjust appearance of electives.
Alice Griffin (agriffin) (06/07/17 8:38 am): Made additional edits to catalog copy in consultation with program representatives (to clarify language related to electives).
Alice Griffin (agriffin) (06/07/17 11:34 am): Changed possible elective hours with permission from submitter.
Janet Penner-Williams (jpenner) (06/30/17 1:53 pm): updated formating
Ketevan Mamiseishvili (kmamisei) (10/13/17 8:21 am): Added justifications

Key: 38