New Program Proposal

Date Submitted: 05/01/20 9:20 am

Viewing: **HRWD-M : Human Resource and Workforce Development Minor**

Last edit: 07/20/20 6:30 pm

Changes proposed by: msamuels

Submitter:	User ID:	msamuels	Phone:
479-575-7694			

Program Status — Active

Academic Level — Undergraduate

Type of proposal — Minor

Select a reason for this new program — Adding New Minor

Effective Catalog Year — Fall 2021

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

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

Program Code — HRWD-M

Degree — Minor

CIP Code

In Workflow

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

Approval Path

1. 05/01/20 10:11 am
   Ketevan Mamiseishvili (kmamisei): Approved for EDUC Dean Initial
2. 05/01/20 10:57 am
   Alice Griffin (agriffin): Approved for Director of Program

Assessment and
Review

3. 07/20/20 6:30 pm
   Lisa Kulczak
   (lkulcza): Approved
   for Registrar Initial

4. 07/20/20 6:47 pm
   Gary Gunderman
   (ggunderm):
   Approved for
   Institutional
   Research

5. 07/20/20 8:43 pm
   Michael Hevel
   (hevel): Approved
   for RHRC Chair

6. 09/02/20 3:36 pm
   Ketevan
   Mamiseishvili
   (kmamisei):
   Approved for EDUC
   Curriculum
   Committee

7. 09/02/20 3:38 pm
   Ketevan
   Mamiseishvili
   (kmamisei):
   Approved for EDUC
   Dean

8. 09/02/20 4:21 pm
   Suzanne Kenner
   (skenner): Approved
   for Global Campus

9. 09/03/20 7:40 am
   Terry Martin
   (tmartin): Approved
   for Provost Review

52.1005 - Human Resources Development.

Program Title

Human Resource and Workforce Development Minor

Program Delivery
Method
　　Online/Web-based

　　　　　　　　Is this program interdisciplinary?
　　No

　　　　　　　　Does this proposal impact any courses from another College/School?
　　No

What are the total　　　15
hours needed to
complete the
program?

On-line/Web-based Information

Reason for offering
Web-based Program
　　This program has always been offered online.

Maximum Class Size　　25
for Web-based
Courses

Course delivery
mode

Method(s)
Online

Class interaction
mode

Method(s):
Electronic Bulletin Boards

Percent Online
　　100% with No Required Campus Component

Provide a List of
Services Supplied by
Consortia Partners or
Outsourced
Organization
　　None.

Estimate Costs of the Program over the First 3 Years	0.00
List Courses Taught by Adjunct Faculty	
Upload Memorandum of Understanding Forms (if required)	

Program Requirements and Description

Requirements

The undergraduate minor in Human Resource and Workforce Development (HRWD) is specifically designed for individuals who want to build a foundation in HRD theory and application that opens doors to opportunity and personal growth. The HRWD minor introduces students to the concepts of organizational development, career planning, and training and development and helps them develop skills to influence the development, management, and evaluation of programs to improve individual productivity, employability, job satisfaction, and organizational effectiveness. The minor will also provide a solid academic base to pursue an undergraduate degree.

HRWD 3113	Foundations of Human Resource Development	3
HRWD 3123	Career Development	3
HRWD 3213	Organization Development	3
HRWD 3313	Training and Development	3
3 hrs HRWD course chosen from:		3
HRWD 3133	Writing for Human Resource and Workforce Development Professionals	
HRWD 3223	Managing Human Resource Development Programs	
HRWD 3323	Designing and Developing Human Resource Development Programs	
HRWD 3333	Communication in Human Resource and Workforce Development	
HRWD 4113	The Generational Dynamics in the Workplace	
HRWD 4123	Strategic Human Resource Development	
HRWD 4133	International Human Resource Development and Cultural Differentiation	
HRWD 4213	Workplace Diversity and Human Resource Development	
HRWD 4223	Professional and Leadership Development	
HRWD 4233	HRD Legal and Ethical Issues	
HRWD 4313	Human Resource Development Program and Product Evaluation	
HRWD 4323	Instructional Technology and Design	

Total Hours   15

8-Semester Plan

Program Costs
    NA

Library Resources
    NA

Instructional
Facilities
    NA

Faculty Resources
    NA

List Existing Certificate or Degree Programs
that Support the Proposed Program

Are Similar Programs available in the area?

    No

Estimated Student   NA
Demand for Program

Scheduled Program   NA
Review Date

Program Goals and
Objectives

Program Goals and Objectives
Learning Goals for the Minor in HRWD:
1. Students will have the ability to develop leadership skills to manage Human Resource Development (HRD) departments/divisions for various size organizations in the profit and non-profit arena.
2. Students will be able to make HRD decisions by analyzing problems through logical, rational, and delineated processes that recognize a wide variety of environmental factors, constituents, and influences based on the multiple theories that are the basis for the HRD field.
3. Students will be able to understand the need to positively communicate with all stakeholders in a workforce setting, in an educational setting, and in the general community.

Program Goals and Objectives
4. Students will be able to analyze situations, consider possible consequences, and make ethical decisions. 5. The students will recognize the importance of assisting with the development of individuals and organizations to reach their full potential. 6. Provide a competitive minor in Human Resource Workforce Development program that prepares graduates to enter the field with an understanding of the three pillars: Career Development, Training and Development, and Organization Development.

Learning Outcomes

Learning Outcomes
Upon the completion of the 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 personal theory to use in making HRD decisions based on the study of the multiple theories that serve as the base for the HRD field. 3. be able to understand the importance of communicating to all level of employees in the organization the HRD needs, why the programs are needed, and how the HRD programs assist the organization in reaching its mission, vision, and goals. 4. have the ability to explain the theories learned, ethical situations discussed, logic, and various training methods to make ethical decisions that assist the individual and organization in moving forward. 5. illustrate their knowledge of the various training methods to develop HRD programs tailored to the organization's and individual's needs. 6. utilize the various skills required for HRD positions to discuss the planning, developing, implementing, and assessing HRD programs.

Description and Justification for this request

Description of request	Justification for request

Description of request	Justification for request
This minor is being offered to provide access to students who are interested in taking HRWD courses and may need classes in HRWD, but do not need a Bachelor's degree in HRWD. Additionally, this is a response to requests by students in majors such as psychology and communications. These students see HRWD as complementing their major area of study.	To respond to students needs and to provide access to our courses and the HRWD program to a larger pool of potential students.

Upload attachments

Reviewer Comments

Alice Griffin (agriffin) (05/01/20 10:49 am): Changed scheduled program review date to NA. Minor programs are not required to be reviewed.

Key: 756