

Date Submitted: 06/29/22 1:46 pm

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

Last approved: 12/10/20 2:34 pm

Last edit: 09/27/22 3:06 pm

Changes proposed by: dbignar

Catalog Pages Using  
this Program

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

Submitter: 575-7694      User ID: msamuels      Phone:

Program Status      Active

Academic Level      Undergraduate

Type of proposal      Major/Field of Study

Select a reason for this modification

Changing Title of an Existing Certificate, Degree, or Major--(LON)

Are you adding a concentration?  
No

Are you adding or modifying a track?  
No

Are you adding or modifying a focused study?  
No

Effective Catalog Year      Fall 2023

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

**In Workflow**

1. EDUC Dean Initial
2. Provost Initial
3. Director of Curriculum Review and Program Assessment
4. Registrar Initial
5. Institutional Research
6. RHRC Chair
7. EDUC Curriculum Committee
8. ARSC Dean
9. WCOB Dean
10. EDUC Dean
11. Global Campus
12. Provost Review
13. Undergraduate Council
14. Faculty Senate
15. Provost Final
16. Provost's Office-- Documentation sent to System Office
17. Higher Learning Commission
18. Board of Trustees
19. ADHE Final
20. Provost's Office-- Notification of Approval
21. Registrar Final
22. Catalog Editor Final

**Approval Path**

1. 09/24/22 8:42 am  
Matthew Ganio

## Department Code

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

## Program Code

HRDEBH ~~HRWDBS~~

## Degree

Bachelor of Human Resource Development ~~Science in~~  
~~Education~~

## CIP Code

(msganio):

Approved for EDUC  
Dean Initial

2. 09/24/22 8:52 pm  
Jim Gigantino  
(jgiganti): Approved  
for Provost Initial
3. 09/27/22 12:15 pm  
Alice Griffin  
(agriffin): Approved  
for Director of  
Curriculum Review  
and Program  
Assessment
4. 09/27/22 3:06 pm  
Gina Daugherty  
(gdaugher):  
Approved for  
Registrar Initial
5. 09/27/22 4:12 pm  
Doug Miles  
(dmiles): Approved  
for Institutional  
Research
6. 10/03/22 5:12 pm  
Kristin Higgins  
(kkhiggi): Approved  
for RHRC Chair
7. 10/05/22 2:47 pm  
Matthew Ganio  
(msganio):  
Approved for EDUC  
Curriculum  
Committee
8. 10/05/22 11:36 pm  
Jeannie Hulen  
(jhulen): Approved  
for ARSC Dean
9. 10/07/22 9:46 am  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Dean

10. 10/07/22 9:48 am  
Matthew Ganio  
(msganio):  
Approved for EDUC  
Dean
11. 10/07/22 10:36 am  
Suzanne Kenner  
(skenner): Approved  
for Global Campus
12. 10/07/22 10:49 am  
Jim Gigantino  
(jgiganti): Approved  
for Provost Review

### History

1. May 5, 2015 by  
Charlie Alison  
(calison)
2. May 16, 2016 by  
Denise Bignar  
(dbignar)
3. May 11, 2018 by  
msamuels
4. May 22, 2019 by  
msamuels
5. Feb 14, 2020 by Lisa  
Kulczak (lkulcza)
6. Dec 10, 2020 by  
Karen Turner  
(kjvestal)

52.1005 - Human Resources Development.

#### Program Title

Human Resource Development, and ~~Workforce Development Education~~, Bachelor of Human Resource Development ~~Science in Education~~

#### Program Delivery

##### Method

Online/Web-based

Is this program interdisciplinary?

No

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

Yes

College(s)/School(s)

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

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 25  
for Web-based  
Courses

Course delivery  
mode

<b>Method(s)</b>
Online

Class interaction  
mode

<b>Method(s):</b>
Electronic Bulletin Boards

Percent Online

100% with No Required Campus Component

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)

## Program Requirements and Description

Requirements

### Human Resource and Workforce Development (HRDE) (~~HRWD~~) Major

<b>University Core Requirements</b>	<b>35</b>	
3-6 hours Pre-HRDE Economics Requirement chosen from:		
<a href="#">ECON 2143</a>	Basic Economics: Theory and Practice	
or <a href="#">ECON 2013</a> & <a href="#">ECON 2023</a>	Principles of Macroeconomics (ACTS Equivalency = ECON 2103) and Principles of Microeconomics (ACTS Equivalency = ECON 2203)	
3 hours Pre-HRDE Math requirement chosen from:		
<a href="#">MATH 2183</a>	Mathematical Reasoning in a Quantitative World	
or <a href="#">MATH 2053</a>	Finite Mathematics	
or <a href="#">STAT 2303</a>	Principles of Statistics (ACTS Equivalency = MATH 2103)	
or <a href="#">MATH 1313</a>	Quantitative Reasoning (ACTS Equivalency = MATH 1113)	
<b>Electives</b>	<b>40</b>	
Up to 19 credit hours of electives can include technical credit that can be obtained through experiential learning credits and/or faculty approved courses. <sup>1</sup>		
Suggested HRDE electives:		
<a href="#">HRWD 4113</a>	The Generational Dynamics in the Workplace	
<a href="#">HRWD 4323</a>	Instructional Technology and Design	
<b>HRDE Required Courses</b>		
Career Development Pillar (15 hours)		
<a href="#">HRWD 3113</a>	Foundations of Human Resource Development	3
<a href="#">HRWD 3123</a>	Career Development	3
<a href="#">HRWD 3133</a>	Writing for Human Resource and Workforce Development Professionals	3

<a href="#">HRWD 4123</a>	Strategic Human Resource Development	3
<a href="#">HRWD 4133</a>	International Human Resource Development and Cultural Differentiation	3
Organization Development Pillar (15 hours)		
<a href="#">HRWD 3213</a>	Organization Development	3
<a href="#">HRWD 3223</a>	Managing Human Resource Development Programs	3
<a href="#">HRWD 4213</a>	Workplace Diversity and Human Resource Development	3
<a href="#">HRWD 4223</a>	Professional and Leadership Development	3
<a href="#">HRWD 4233</a>	HRD Legal and Ethical Issues	3
Training and Development Pillar (15 hours)		
<a href="#">HRWD 3313</a>	Training and Development	3
<a href="#">HRWD 3323</a>	Designing and Developing Human Resource Development Programs	3
<a href="#">HRWD 3333</a>	Communication in Human Resource and Workforce Development	3
<a href="#">HRWD 4313</a>	Human Resource Development Program and Product Evaluation	3
<a href="#">HRWD 4333</a>	Human Resource Development Capstone	3
Total Hours		120

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**Experiential Learning [HRWD 450V](#)**

Credits from HRDE 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 HRDE program for Experiential Learning HRWD 450V credits.

3 credit hours will be awarded for recognition from the Association for Talent Development, (formerly the American Society for Training and Development), 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. Acceptable CEU's must be in training and development, career development, or organization development.

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 HRDE faculty.

Related to one of the HRDE 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.

Suggested HRDE electives: [HRWD 4113](#) and [HRWD 4323](#).

8-Semester Plan

## Human Resource Development 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 [HRDE 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.

**Earned prior to Fall Semester Year 1**

State Minimum Core <sup>1</sup>	35
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Must specifically include:

3-6 hours Pre-HRDE Economics Requirement chosen from:

- [ECON 2143](#)      Basic Economics: Theory and Practice
- or [ECON 2013](#)      Principles of Macroeconomics (ACTS Equivalency = ECON 2103)
- & [ECON 2023](#)      and Principles of Microeconomics (ACTS Equivalency = ECON 2203)

3 hours Pre-HRDE Math Requirement chosen from:

- [MATH 2183](#)      Mathematical Reasoning in a Quantitative World
- or [MATH 2053](#)      Finite Mathematics
- or [STAT 2303](#)      Principles of Statistics (ACTS Equivalency = MATH 2103)
- or [MATH 1313](#)      Quantitative Reasoning (ACTS Equivalency = MATH 1113)

Total Hours	35
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First Year	Units	
	Fall	Spring
<a href="#">HRWD 3113</a> Foundations of Human Resource Development	3	
<a href="#">HRWD 3123</a> Career Development	3	
<a href="#">HRWD 3213</a> Organization Development	2	

<a href="#">HRWD 3213</a> Organization Development	3
<a href="#">HRWD 3313</a> Training and Development	3
<a href="#">HRWD 3133</a> Writing for Human Resource and Workforce Development Professionals	3
<a href="#">HRWD 3223</a> Managing Human Resource Development Programs	3
<a href="#">HRWD 3323</a> Designing and Developing Human Resource Development Programs	3
<a href="#">HRWD 3333</a> Communication in Human Resource and Workforce Development (Satisfies General Education Outcomes 1.2 and 5.1)	3
Complete all planned NOCTI tests by March, if any, approved by HRDE advisor and enroll in technical requirement hours (if applicable)	
Suggested:	
<a href="#">HRWD 4113</a> The Generational Dynamics in the Workplace	
<a href="#">HRWD 4323</a> Instructional Technology and Design	
Year Total:	12 12
Second Year	Units
	FallSpring
<a href="#">HRWD 4123</a> Strategic Human Resource Development	3
<a href="#">HRWD 4133</a> International Human Resource Development and Cultural Differentiation (Satisfies General Education Outcome 4.1)	3
<a href="#">HRWD 4213</a> Workplace Diversity and Human Resource Development (Satisfies General Education Outcome 4.2)	3
<a href="#">HRWD 4223</a> Professional and Leadership Development	3
<a href="#">HRWD 4233</a> HRD Legal and Ethical Issues	3
<a href="#">HRWD 4313</a> Human Resource Development Program and Product Evaluation	3
<a href="#">HRWD 4333</a> Human Resource Development Capstone (Satisfies General Education Outcome 6.1)	3
Complete all planned NOCTI tests by March, if any, approved by HRDE advisor and enroll in technical requirement hours (if applicable)	
Suggested (if not already taken):	
<a href="#">HRWD 4113</a> The Generational Dynamics in the Workplace	
<a href="#">HRWD 4323</a> Instructional Technology and Design	
Year Total:	12 9
Total Units in Sequence:	45
<b>Combined Totals</b>	
Credits earned prior to Fall Semester Year 1	35
Credits in HRDE sequence	45
Electives	40
Total Hours	120

1

The General Education Curriculum is designed to measure specific knowledge, skills, and attitudes developed by students at the University of Arkansas. Since the pre-program requirements are most likely completed at other institutions, learning outcomes 1.1, 2.1, 3.1, 3.2, 3.3, and 3.4 will not be measured in this program.



INSTITUTIONS, LEARNING OUTCOMES 1.1, 2.1, 3.1, 3.2, 3.3, and 3.4 will NOT be measured in this program.

### Are Similar Programs available in the area?

No

Estimated Student Demand for Program      NA

Scheduled Program Review Date      2024-2025

Program Goals and Objectives

#### Program Goals and Objectives

Learning Goals for the Program:

1. Students will have the ability to demonstrate leadership in 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 positively communicate with all stakeholders in a workforce setting, in an educational setting, and in the general community.
4. Students will respect the ideas, perspectives, motivations, and behaviors of fellow colleagues while identifying their unique roles and responsibilities as HRD practitioners in their organizations.
5. Students will be able to analyze situations, consider possible consequences, and make ethical decisions.
6. The students will integrate HRD concepts of that assist development of individuals and organizations to reach their full potential.
7. Provide a competitive Human Resource Workforce Development program that prepares 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

#### 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 relate to and communicate 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. be able to see the organization's HRD needs from the perspective of all levels of employees.
5. have the ability to use the theories learned, ethical situations discussed, logic, and various training methods to make ethical decisions that assist the individual and organization in moving forward.
6. demonstrate their knowledge of the various training methods to develop HRD programs tailored to the organization's and individual's needs.
7. utilize the various skills required for HRD positions to plan, develop, implement, and assess HRD programs.

#### Description and justification of the request

Description of specific change	Justification for this change
Title and degree name change	Following market analysis research completed by the Global Campus, the change of the program's name and degree is proposed to more closely align the program with industry nomenclature and the wording potential students are using when searching for Human Resource Development academic programs online. This will make the program more attractive to students and provide a degree name more in line with employer expectations. We are aligning the minor, undergrad, masters, and doctoral names for consistency.

Upload attachments

[HRDEBH - Title Change - Ltr of Notification.pdf](#)

## Reviewer Comments

**Matthew Ganio (msganio) (09/24/22 8:41 am):** ATTENTION: Degree name and abbreviation should be "Bachelor of Human Resource Development (BHRD)"

**Alice Griffin (agriffin) (09/26/22 2:10 pm):** Changed degree field from not applicable to Bachelor of Human Resource Development and reorganized program title field for consistency with campus naming convention.

**Alice Griffin (agriffin) (09/27/22 12:04 pm):** Changed program code to HRDEBH, per recommendation from Registrar.

**Alice Griffin (agriffin) (09/27/22 12:06 pm):** ATTENTION REGISTRAR: Please insert the UGRD Council into the approval workflow following Provost Review and before Faculty Senate. Thank you.

**Alice Griffin (agriffin) (09/27/22 12:12 pm):** Updated LON to revised format, inserted anticipated approval dates, and renamed to match BOT naming convention

**Alice Griffin (agriffin) (09/27/22 12:15 pm):** Course subject codes will need to be updated once title change has completed approval.

**Gina Daugherty (gdaugher) (09/27/22 3:06 pm):** Undergraduate Council added to workflow.

Key: 38