Date Submitted: 06/29/22 1:44 pm

Viewing: <u>**HRDE-M**</u> ~~HRWD-M~~ : Human Resource ~~and Workforce~~ Development Minor

Last approved: 01/14/21 11:14 am

Last edit: 09/27/22 9:58 am

Changes proposed by: dbignar

Catalog Pages Using
this Program

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

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

Program Status   Active

Academic Level   Undergraduate

Type of proposal   Minor

Select a reason for this modification
Changing Title of an Existing Concentration or Minor

Effective Catalog Year   Fall 2023

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

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

Program Code   <u>HRDE-M</u> ~~HRWD-M~~

Degree   Minor

CIP Code

In Workflow

1. **EDUC Dean Initial**
2. **Director of Curriculum Review and Program Assessment**
3. **Registrar Initial**
4. **Institutional Research**
5. **RHRC Chair**
6. **EDUC Curriculum Committee**
7. **EDUC Dean**
8. **Global Campus**
9. **Provost Review**
10. **Undergraduate Council**
11. Faculty Senate
12. Provost Final
13. Registrar Final
14. Catalog Editor Final

Approval Path

1. 09/22/22 5:08 pm Matthew Ganio (msganio): Approved for EDUC Dean Initial
2. 09/26/22 11:38 am Alice Griffin (agriffin): Approved for Director of Curriculum Review and Program Assessment
3. 09/27/22 9:58 am Gina Daugherty (gdaugher):

Approved for
Registrar Initial

4. 09/27/22 11:58 am
   Doug Miles
   (dmiles): Approved
   for Institutional
   Research

5. 10/03/22 5:12 pm
   Kristin Higgins
   (kkhiggi): Approved
   for RHRC Chair

6. 10/05/22 2:47 pm
   Matthew Ganio
   (msganio):
   Approved for EDUC
   Curriculum
   Committee

7. 10/06/22 11:05 am
   Matthew Ganio
   (msganio):
   Approved for EDUC
   Dean

8. 10/06/22 1:43 pm
   Suzanne Kenner
   (skenner): Approved
   for Global Campus

9. 10/06/22 1:45 pm
   Jim Gigantino
   (jgiganti): Approved
   for Provost Review

History

1. Jan 14, 2021 by
   msamuels

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   0.00
Program over the
First 3 Years

List Courses Taught
by Adjunct Faculty

Upload
Memorandum of
Understanding Forms
(if required)

Program Requirements and Description

Requirements

The undergraduate minor in 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 minor in Human Resource ~~and Workforce~~ Development 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 HRDE 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

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
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. 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

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 of the request

Description of specific change	Justification for this change
Updating name	Following market analysis research completed by the Global Campus, the change of the program's name 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 PhD names for consistency.

Upload attachments

Reviewer Comments

Alice Griffin (agriffin) (09/23/22 4:36 pm): ATTENTION REGISTRAR: Please insert the Undergraduate Council into the approval workflow after the Provost Review and before Faculty Senate approval levels.

Gina Daugherty (gdaugher) (09/27/22 9:58 am): Undergraduate Council inserted in workflow.

Key: 756