Date Submitted: 07/11/23 12:09 pm

Viewing: **HRDEED : Human Resource**

Development, Doctor of Education

Last approved: 05/29/23 5:40 pm

Last edit: 09/26/23 6:25 pm

Changes proposed by: kkhiggi

Catalog Pages Using
this Program
Human Resource Development (HRDE)

Submitter: User ID: kkhiggi Jim Maddox   Phone:
575-3329 316-304-
5007

Program Status   Active

Academic Level   Graduate

Type of proposal   Major/Field of Study

Select a reason for this modification
Revising Curriculum of an Existing Certificate or Degree (making a net change of more
than 15 credit hours)--(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 2024

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

Department Code

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

Approval Path
1. 07/11/23 1:57 pm Matthew Ganio (msganio): Approved for EDUC Dean Initial

Department of Counseling, Leadership, and Research Methods (CLRM)

Program Code   HRDEED

Degree   Doctor of Education

CIP Code

2. 07/11/23 1:59 pm
   Jim Gigantino
   (jgiganti): Approved
   for GRAD Dean
   Initial

3. 07/18/23 3:52 pm
   Lisa Kulczak
   (lkulcza): Approved
   for Director of
   Curriculum Review
   and Program
   Assessment

4. 07/19/23 7:23 am
   Gina Daugherty
   (gdaugher):
   Approved for
   Registrar Initial

5. 07/19/23 10:46 am
   Doug Miles
   (dmiles): Approved
   for Institutional
   Research

6. 07/19/23 11:12 am
   Kristin Higgins
   (kkhiggi): Approved
   for CLRM Chair

7. 08/30/23 2:36 pm
   Matthew Ganio
   (msganio):
   Approved for EDUC
   Curriculum
   Committee

8. 08/30/23 2:57 pm
   Matthew Ganio
   (msganio):
   Approved for EDUC
   Dean

9. 08/30/23 3:54 pm
   Suzanne Kenner
   (skenner): Approved
   for Global Campus

10. 08/30/23 4:17 pm
Jim Gigantino
(jgiganti): Approved
for Provost Review
11. 09/21/23 3:57 pm
Ed Bengtson
(egbengts):
Approved for
Graduate Council

History

1. May 18, 2016 by
Lisa Kulczak (lkulcza)
2. Apr 27, 2017 by
Ketevan
Mamiseishvili
(kmamisei)
3. May 24, 2017 by
Charlie Alison
(calison)
4. Oct 26, 2017 by
Charlie Alison
(calison)
5. May 29, 2018 by
Charlie Alison
(calison)
6. May 17, 2021 by
jfmaddox
7. May 29, 2023 by
Denise Bignar
(dbignar)

52.1005 - Human Resources Development.

Program Title
Human Resource Development, Doctor of Education

Program Delivery
Method
On Campus
Online/Web-based

Is this program interdisciplinary?

No

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

No

What are the total
hours needed to
complete the
program?

54 ~~96~~

On-line/Web-based Information

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

Maximum Class Size   na
for Web-based
Courses

Course delivery
mode

Method(s)
Online

Class interaction
mode

Method(s):
E-mail

Percent Online
    100% with No Required Campus Component

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

Estimate Costs of the   na
Program over the
First 3 Years

List Courses Taught
by Adjunct Faculty

Upload Memorandum of Understanding Forms (if required)

Program Requirements and Description

Requirements

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 email CLRMgrad@uark.edu ~~RHRCgrad@uark.edu~~ with questions about the admissions process. The Human Resource Development faculty considers the following factors important in determining admission to the program:

Demonstration of interest in a career in human resource development. ~~and workforce development education through an interview with the department's admissions committee.~~

Evidence of potential to contribute to the advancement of the field of human resource ~~workforce~~ development ~~education~~ through research and professional leadership.

Previous work experience.

Commitment to an online delivery program.

Graduate grade point average

An earned masters degree.

~~Old Graduate Record ExaminationScore:1000 combined scores of verbal and quantitative, and a 4.0 on analyticalwriting.New Graduate Record ExaminationScore:Verbal – 153; Quantitative – 150; and a 4.0 on analyticalwriting.Scores are valid for fiveyears.~~In addition to meeting university requirements for admission to the Graduate School, applicants must apply to the Human Resource Development program by submitting an application for admission specific to the Ed.D. ~~Ed.D program in Human Resource Development, an autobiographical sketch, and a resume via email to RHRCgrad@uark.edu.~~ program in Human Resource Development, an autobiographical sketch, and a resume. Autobiographical sketch and resume should demonstrate admissions criteria above.

Requirements for the Ed.D. Degree in Human Resource Development: Candidates for the Doctor of Education Degree in Human Resource Development must complete a minimum of 54 ~~96~~ total semester hours of graduate study.

Human Resource Development:

Research and Statistics – 36 hours (including 18 dissertation hours)		
ESRM 6403	Educational Statistics and Data Processing	3
HRDE 6313	Project and Program Evaluation	3
HRDE 6323	Qualitative Research Design and Analysis	3
HRDE 6333	Quantitative Research Design and Analysis	3
HRDE 6733	Course HRDE 6733 Not Found	3

HRDE 6343	HRDE Dissertation Seminar	3
HRDE 700V	Doctoral Dissertation	18

Human Resource Development Core - Required

HRDE 6643	History and Foundations of HRDE [1]	3
Human Resource Development Core Electives– 15 hours [2]		**15**

Career Development Pillar

HRDE 6413	Career Theory and Decision Making

~~Organizational Pillar~~

HRDE 6423	Practicum
~~HRDE 6723~~	~~Course HRDE 6723 Not Found~~

~~Any University of Arkansas HRDE master's course excluding the Supplement Courses~~

~~Or other courses approved by committee~~

Organizational Development Pillar

HRDE 6513	Organization Development
HRDE 6523	Leadership Models and Concepts
HRDE 6533	HRDE Ethical and Legal Issues

Training and Development Pillar

HRDE 6613	Learning and Teaching Theories
HRDE 6633	Technology Systems in Human Resource and Workforce Development
HRDE 6713	HRDE Training & Development

~~Electives~~	~~39~~
Total Hours	54

[1] Must be taken during student's first year in the program.

[2] Choose 15 hours of courses listed below.

A ~~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
Scheduled Program Review Date	2024-2025

Program Goals and Objectives

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.

Learning Outcomes

Learning Outcomes
Upon the completion of the program, Doctoral candidates will:
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.

Learning Outcomes
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.

Description and justification of the request

Description of specific change	Justification for this change
Changed number of hours from 96 to 54 to better reflect the number of hours that are required. Updated admissions criteria and added a new Research course which modified the program of study which was updated.	To make admission criteria and hours required information more clear and to add a course to assist students with dissertation development.

Upload attachments

letter-of-notification_HRDEEED.pdf

HRDEED before after curriculum.docx

HRDEED - Curriculum Revision - Ltr of Notification_Rev_BOT.pdf

Reviewer Comments

Matthew Ganio (msganio) (07/11/23 1:54 pm): changed MS to masters per program

Lisa Kulczak (lkulcza) (07/14/23 12:57 pm): Adjusted effective date from Spring 2024 to Fall 2024; changes to existing programs must follow the catalog publication cycle. HRDE 6733 currently in approval process with Spring 2024 effective date. ATTENTION REGISTRAR: Please remove Undergraduate Council from the approval workflow.

Gina Daugherty (gdaugher) (07/19/23 7:23 am): Removed Undergraduate Council from workflow.

Gina Daugherty (gdaugher) (09/22/23 11:00 am): Off campus workflow steps added at request of Director of Curriculum Review and Program Assessment.

Lisa Kulczak (lkulcza) (09/22/23 6:34 pm): Adjusted reason for proposal/modification to reflect the change in hours and the need for the appropriate ADHE documentation.

Lisa Kulczak (lkulcza) (09/26/23 6:25 pm): Uploaded revised Letter of Notification to include appropriate approval dates.

Key: 330