Date Submitted: 07/11/23 10:39 am

Viewing: **HRDEMH : Human Resource Development, Master of Human Resource Development**

Last approved: 05/29/23 5:46 pm

Last edit: 07/19/23 7:24 am

Changes proposed by: kkhiggi

Catalog Pages Using
this Program
Human Resource Development (HRDE)

Submitter: User ID: kkhiggi msganio   Phone:
575-3329 575-2956

Program Status   Active

Academic Level   Graduate

Type of proposal   Major/Field of Study

Select a reason for this modification
Making Minor Changes to an Existing Certificate, Degree or Program (including 15 or
fewer hours, admission/graduation requirements, Focused Studies or Tracks)

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. Registrar Final
15. Catalog Editor Final

Approval Path
1. 07/11/23 1:53 pm Matthew Ganio (msganio): Approved for EDUC Dean Initial
2. 07/11/23 1:54 pm Jim Gigantino (jgiganti): Approved for GRAD Dean Initial
3. 07/18/23 4:34 pm Lisa Kulczak (lkulcza): Approved for Director of Curriculum Review

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

Program Code   HRDEMH

Degree   Master of Human Resource Development

CIP Code

and Program
Assessment

4. 07/19/23 7:24 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 11:13 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

52.1005 - Human Resources Development.

Program Title

Human Resource Development, Master of Human Resource Development

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
hours needed to
complete the
program?

30 ~~33~~

On-line/Web-based Information

Reason for offering
Web-based Program

This is an existing online program. No changes to the program delivery.

Maximum Class Size   25
for Web-based
Courses

Course delivery
mode

Method(s)
Web Conference

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
    N/A

Estimate Costs of the   N/A
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 Master's Degree Program: All candidates who seek admission to the program must submit an application for admission and an application fee to the Graduate School. Applicants must meet all Graduate School requirements for admission with the exception of standardized tests. A minimum grade-point average (GPA) of 3.0 on the last 60 hours of attempted course work prior to the receipt of the baccalaureate degree from a regionally accredited institution is required for admission into the program.

Application to Accelerated Master of Human Resource Development Degree: Applicants to the Master of Human Resource Development program under the Accelerated Master's route must be a University Arkansas undergraduate pursuing a bachelor's degree in Human Resource Development. Students apply for admission to the accelerated program before the end of their junior year (i.e., two semesters before graduation). Once admitted, they may take up to 12 hours of graduate coursework as undergraduates, which will apply toward the master's program. After receiving their undergraduate degree, students complete the remaining classes in the Master of Human Resource Development program. All prospective students who apply to the accelerated masters program are evaluated by program faculty in the Human Resource Development program and are evaluated in a holistic

manner, looking at a variety of factors including: overall GPA, GPA in HRDE coursework, statement of purpose provided by applicant, and recommendation letter from at least one Human Resource Development ~~HRDE~~ faculty member, solicited by the student. GRE Scores are not required to apply to the Accelerated Master's program. Once admitted, accelerated masters students may take up to 12 hours of graduate coursework (5000-level or above) that will count toward both their undergraduate and master's degrees. Exact courses must be approved by the student's academic adviser and Human Resource Development Graduate ~~HRDE Graduate~~ Coordinator. Upon completion of their undergraduate degree in Human Resource Development, accelerated master's students who meet all Graduate School requirements and have maintained a minimum 3.5 GPA in the 12 hours of HRDE graduate coursework will be admitted to the Master of Human Resource Development program after admittance into the Graduate School.

Requirements for the Master's Degree: The student's program of study consists of the requirements listed below. Graduation requirements include (1) completing 30 ~~33~~ semester hours (no thesis) with a minimum cumulative GPA of 3.0 (six hours may be transferred in but will not be calculated into the GPA); and (2) passing a Capstone Experience/Comprehensive Exam ~~Course~~ in the final academic semester.

Required for Master of Human Resource Development – 30 ~~33~~ hours

~~Required Research Courses~~	~~6~~
Required Research Course	**3**
ESRM 5013	Research Methods in Education (Students can also take ESRM 5393 Statistics in Education and Health Professions)
~~HRDE 5433~~	~~HRDE Capstone~~
HRDE Core Coures	**27**
Career Development Pillar	
HRDE 5113	Foundations of Human Resource & Workforce Development
HRDE 5123	Career Transitions
HRDE 5133	HRDE Diversity Issues
Organization Development Pillar	
HRDE 5213	Organizational Analysis
HRDE 5223	Strategic Human Resource and Workforce Development Education
HRDE 5233	HRDE Employment, Legal, and Ethical Issues
Training and Development Pillar	
HRDE 5313	Facilitating Learning in the Workplace
HRDE 5323	International HRDE
HRDE 5333	HRDE Technological Resources
Supplemental Courses (optional)	

HRDE 571V	Independent Study
~~HRDE 572V~~	~~Course HRDE 572V Not Found~~
~~HRDE 573V~~	~~Course HRDE 573V Not Found~~

Total Hours	30

Students should also be aware of Graduate School requirements with regard to master's degrees.

Are Similar Programs available in the area?	
No	
Estimated Student Demand for Program	N/A
Scheduled Program Review Date	2024-2025
Program Goals and Objectives	

Program Goals and Objectives
1. Master's students will be able to demonstrate leadership in Human Resource Development (HRD) units for organizations in both profit and non-profit arenas.
2. Master's students will make HRD decisions by analyzing problems through processes that recognize a variety of environmental factors, constituents, and influences based on theoretical models that are foundational to the HRD field.
3. Master's students will communicate effectively at all organizational levels.
4. Master's students will respect ideas, perspectives, and motivations of colleagues, and identify their roles and duties to both the HRD field and their organization.
5. Master's students will analyze situations, consider possible consequences, and make ethical decisions.
6. Master's students will be able to integrate HRD programs that help develop individuals and organizations to reach their full potential.
7. The Human Resource Workforce Development program will prepare master's 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
Upon the completion of the Master's program, students will:

Learning Outcomes
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 own approach to making HRD decisions based on their study of the theories that are foundational to HRD.
3. Communicate effectively at all levels in the organization about HRD needs, why HRD programs are needed, and how those HRD programs help the organization achieve its mission, vision, and goals.
4. Recognize an organization's HRD needs from the perspectives present at all levels of the organization.
5. Use the theories and ethical situations discussed in class--the logic and training methods that guide ethical decision-making to help both individual and organization further the corporate purpose.
6. Demonstrate their knowledge of training methods that develop HRD programs tailored to organizational and individual needs.
7. Take advantage of the 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
Changing number of hours for MS degree from 33 to 30 hours to fit ADHE guidelines that MS programs can be 30 hours. Removing the capstone course and replacing with a capstone experience/comprehensive exam.	To be more competitive with recruitment by not requiring extra hours above what other programs do. To match the established hours for MS programs from AHE.

Upload attachments

Reviewer Comments

Lisa Kulczak (lkulcza) (07/18/23 4:32 pm): Adjusted effective date from Fall 2023 to Fall 2024; updates to existing programs must follow catalog publication cycle. ATTENTION REGISTRAR: Please remove Undergraduate Council from the approval workflow.

Gina Daugherty (gdaugher) (07/19/23 7:24 am): Removed Undergraduate Council from workflow.

Key: 332