

Date Submitted: 02/05/19 9:15 am

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

Last approved: 05/11/18 12:00 pm

Last edit: 02/15/19 7:25 am

Changes proposed by: msamuels

Catalog Pages Using this Program

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

Submitter: User ID: **msamuels calison** Phone: **575-7694 575-4205**

Program Status Active

Academic Level Undergraduate

Type of proposal Major/Field of Study

Select a reason for this modification

Making Minor Changes to an Existing Degree (e.g. changing 15 or fewer hours, changing admission/graduation requirements, adding/changing Focused Study or Track)

Are you adding a concentration? No

Are you adding a track? No

Are you adding a focused study? No

Effective Catalog Year Fall 2019

College/School 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 Faculty
8. ARSC Dean
9. WCOB Dean
10. EDUC Dean
11. Global Campus
12. Provost Review
13. University Course and Program Committee
14. Faculty Senate
15. Provost Final
16. ADE Licensure Approval
17. Provost's Office-- Notification of Approval
18. Registrar Final
19. Catalog Editor Final

Approval Path

1. 01/15/19 10:40 am Ketevan Mamiseishvili (kmamisei): Rollback to Initiator

College of Education and Health Professions(EDUC)

Department Code

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

Program Code HRWDBS

Degree Bachelor of Science in Education

CIP Code

2. 01/31/19 1:53 pm
Ketevan
Mamiseishvili
(kmamisei):
Approved for EDUC
Dean Initial
3. 02/04/19 9:52 am
Alice Griffin
(agriffin): Rollback
to Initiator
4. 02/05/19 12:27 pm
Ketevan
Mamiseishvili
(kmamisei):
Approved for EDUC
Dean Initial
5. 02/05/19 1:32 pm
Alice Griffin
(agriffin): Approved
for Director of
Program
Assessment and
Review
6. 02/06/19 11:43 am
Lisa Kulczak
(lkulcza): Approved
for Registrar Initial
7. 02/06/19 11:50 am
Gary Gunderman
(ggunderm):
Approved for
Institutional
Research
8. 02/06/19 12:30 pm
Michael Hevel
(hevel): Approved
for RHRC Chair
9. 02/06/19 12:54 pm
Ketevan
Mamiseishvili

- (kmamisei):
Approved for EDUC
Curriculum
Committee
10. 02/07/19 7:44 am
Ketevan
Mamiseishvili
(kmamisei):
Approved for EDUC
Faculty
11. 02/07/19 7:57 am
Jeannine Durdik
(jdurdik): Approved
for ARSC Dean
12. 02/07/19 8:54 am
Karen Boston
(kboston):
Approved for WCOB
Dean
13. 02/07/19 8:55 am
Ketevan
Mamiseishvili
(kmamisei):
Approved for EDUC
Dean
14. 02/07/19 9:04 am
Leigh Ann Marshall
(lamarsh): Approved
for Global Campus
15. 02/15/19 7:25 am
Terry Martin
(tmartin): 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

52.1005 - Human Resources Development.

Program Title

Human Resource and Workforce Development Education, Bachelor of 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)

College/School Name
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

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
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 (HRWD) Major

University Core Requirements

35

3-6 hours Pre-HRWD 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-HRWD 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)

Electives

40

Up to 19 credit hours of electives can include technical credit that can be obtained through experiential learning credits and/or faculty approved courses. 1

Suggested HRWD electives:

[HRWD 4113](#) The Generational Dynamics in the Workplace

[HRWD 4323](#) Instructional Technology and Design

HRWD Required Courses

~~18-hour Career Development Pillar~~

Career Development Pillar

15

[HRWD 3113](#) Foundations of Human Resource Development

[HRWD 3123](#) Career Development

[HRWD 3133](#) Writing for Human Resource and Workforce Development Professionals

[HRWD 4123](#) Strategic Human Resource Development

[HRWD 4133](#) International Human Resource Development and Cultural Differentiation

~~15-hour Organization Development Pillar~~

Organization Development Pillar

15

[HRWD 3213](#) Organization Development

[HRWD 3223](#) Managing Human Resource Development Programs

[HRWD 4213](#) Workplace Diversity and Human Resource Development

[HRWD 4223](#) Professional and Leadership Development

[HRWD 4233](#) HRD Legal and Ethical Issues

~~18-hour Training and Development Pillar~~

Training and Development Pillar

15

[HRWD 3313](#) Training and Development

[HRWD 3323](#) Designing and Developing Human Resource Development Programs

[HRWD 3333](#) Communication in Human Resource and Workforce Development

[HRWD 4313](#) Human Resource Development Program and Product Evaluation

[HRWD 4333](#) Human Resource Development Capstone

Total Hours

120

1 Experiential Learning [HRWD 450V](#)

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

3 credit hours will be awarded for recognition from the American Society for Training and Development (ASTD) 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 HRWD faculty.

Related to one of the HRWD 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 HRWD electives: [HRWD 4113](#) and [HRWD 4323](#).

8-Semester Plan

Human Resource 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 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** ~~The 19~~ hours **of technical** ~~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

University Core

35

Must specifically include:

3-6 hours Pre-Hrwd 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-HRWD Math Requirement chosen from:

MATH 2183

Mathematical Reasoning in a Quantitative World

or MATH 2053

Finite Mathematics

or STAT 2203

Principles of Statistics (ACTS Equivalency = MATH 2103)

or STAT 2303
or MATH 1313

PRINCIPLES OF STATISTICS (ACTS EQUIVALENCY = MATH 2103)
Quantitative Reasoning (ACTS Equivalency = MATH 1113)

Total Hours	35
First Year	Units
	FallSpring
<u>HRWD 3113</u> Foundations of Human Resource Development	3
<u>HRWD 3123</u> Career Development	3
<u>HRWD 3213</u> Organization Development	3
<u>HRWD 3313</u> Training and Development	3
<u>HRWD 3133</u> Writing for Human Resource and Workforce Development Professionals	3
<u>HRWD 3223</u> Managing Human Resource Development Programs	3
<u>HRWD 3323</u> Designing and Developing Human Resource Development Programs	3
<u>HRWD 3333</u> Communication in Human Resource and Workforce Development	3
Complete all planned NOCTI tests by March, if any, approved by HRWD advisor and enroll in technical requirement hours (if applicable)	
Suggested:	
<u>HRWD 4113</u> The Generational Dynamics in the Workplace	
<u>HRWD 4323</u> Instructional Technology and Design	
Year Total:	12 12
Second Year	Units
	FallSpring
<u>HRWD 4123</u> Strategic Human Resource Development	3
<u>HRWD 4133</u> International Human Resource Development and Cultural Differentiation	3
<u>HRWD 4213</u> Workplace Diversity and Human Resource Development	3
<u>HRWD 4223</u> Professional and Leadership Development	3
<u>HRWD 4233</u> HRD Legal and Ethical Issues	3
<u>HRWD 4313</u> Human Resource Development Program and Product Evaluation	3
<u>HRWD 4333</u> Human Resource Development Capstone	3
Complete all planned NOCTI tests by March, if any, approved by HRWD advisor and enroll in technical requirement hours (if applicable)	
Suggested (if not already taken):	
<u>HRWD 4113</u> The Generational Dynamics in the Workplace	
<u>HRWD 4323</u> Instructional Technology and Design	
Year Total:	12 9
Total Units in Sequence:	45
Combined Totals	
Credits earned prior to Fall Semester Year 1	35
Credits in HRWD sequence	45
Electives	40

Total Hours

Are Similar Programs available in the area?

No

Estimated Student Demand for Program NA

Scheduled Program 2024-2025 NA

Review Date

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. NA

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. ~~NA~~

Description and justification of the request

Description of specific change	Justification for this change
We reduced the required number of hours for the major requirements to 45 from 51. The two 3-hour HRWD classes removed from the requirements for the degree were moved to elective hours. The total number of elective hours was changed from 34 to 40.	To provide more flexibility for the students to complete the degree. The two 3-hour HRWD classes that were moved to electives are still available to students who may need the classes.
We also updated the language for what is acceptable as Continuing Education Units.	We wanted to clarify for the students what Continuing Education Units (CEU's) are acceptable to the program to prevent them from earning CEU's that the program would not accept toward the degree.

Upload attachments

Reviewer Comments

Ketevan Mamiseishvili (kmamisei) (01/15/19 10:40 am): Rollback: If 6 HRWD courses are optional for students, they should be listed in the general Electives section. There should also be a note that these courses are recommended but optional.

Alice Griffin (agriffin) (02/01/19 4:09 pm): Inserted program review date.

Alice Griffin (agriffin) (02/04/19 9:42 am): Inserted program goals and learning outcomes from the program's 2017-2018 self-study. Also, changed "degree" to "major requirements" in the description with permission from the submitter.

Alice Griffin (agriffin) (02/04/19 9:52 am): Rollback: Submitter requests to roll back item in order to insert semester plan into catalog copy.

Terry Martin (tmartin) (02/15/19 7:25 am): Discussion must occur between the Provost's Office, COEHP Dean's Office, and Department Chair about awarding transfer credit from various sources before final approval from Provost.