

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

Viewing: **HRDE-M ~~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: 479-575-7694      User ID: msamuels      Phone:

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: **HRDE-M ~~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 (gdaughter):

- 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  
(khhiggi): 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
  10. 10/28/22 3:45 pm  
Alice Griffin  
(agriffin): Approved  
for Undergraduate  
Council

### 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

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## 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 Program over the First 3 Years 0.00

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.

<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	3
<a href="#">HRWD 3313</a>	Training and Development	3
3 hrs HRDE course chosen from:		3
<a href="#">HRWD 3133</a>	Writing for Human Resource and Workforce Development Professionals	
<a href="#">HRWD 3223</a>	Managing Human Resource Development Programs	
<a href="#">HRWD 3323</a>	Designing and Developing Human Resource Development Programs	
<a href="#">HRWD 3333</a>	Communication in Human Resource and Workforce Development	
<a href="#">HRWD 4113</a>	The Generational Dynamics in the Workplace	
<a href="#">HRWD 4123</a>	Strategic Human Resource Development	
<a href="#">HRWD 4133</a>	International Human Resource Development and Cultural Differentiation	
<a href="#">HRWD 4213</a>	Workplace Diversity and Human Resource Development	
<a href="#">HRWD 4223</a>	Professional and Leadership Development	
<a href="#">HRWD 4233</a>	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.