

Date Submitted: 06/29/22 1:48 pm

Viewing: **HRDEED ~~HRWDED~~ : Human Resource Development, and Workforce Development Education, Doctor of Education**

Last approved: 05/17/21 1:55 pm

Last edit: 10/11/22 1:29 pm

Changes proposed by: dbignar

Catalog Pages Using this Program
[Human Resource and Workforce Development Education \(HRWD\)](#)

Submitter:	User ID:	Jim Maddox	Phone:
316-304-5007			
Program Status	Active		
Academic Level	Graduate		
Type of proposal	Major/Field of Study		
Select a reason for this modification			
Changing Title of an Existing Certificate, Degree, or Major--(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 2023		
College/School Code	College of Education and Health Professions (EDUC)		
Department Code			

In Workflow

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

Approval Path

1. 09/22/22 5:07 pm Matthew Ganio (msganio):

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

Program Code HRDEED ~~HRWDED~~
 Degree Doctor of Education
 CIP Code

- Approved for EDUC
 Dean Initial
2. 09/23/22 9:36 am
 Christa Hestekin
 (chesteki):
 Approved for GRAD
 Dean Initial
 3. 09/23/22 9:37 am
 Jim Gigantino
 (jgiganti): Approved
 for Provost Initial
 4. 09/26/22 11:56 am
 Alice Griffin
 (agriffin): Approved
 for Director of
 Curriculum Review
 and Program
 Assessment
 5. 09/27/22 10:00 am
 Gina Daugherty
 (gdaugher):
 Approved for
 Registrar Initial
 6. 09/27/22 11:58 am
 Doug Miles
 (dmiles): Approved
 for Institutional
 Research
 7. 10/03/22 5:12 pm
 Kristin Higgins
 (kkhiggi): Approved
 for RHRC Chair
 8. 10/05/22 2:47 pm
 Matthew Ganio
 (msganio):
 Approved for EDUC
 Curriculum
 Committee
 9. 10/06/22 11:13 am
 Matthew Ganio
 (msganio):

Approved for EDUC
Dean

10. 10/06/22 1:43 pm
Suzanne Kenner
(skenner): Approved
for Global Campus
11. 10/06/22 1:45 pm
Jim Gigantino
(jgiganti): Approved
for Provost Review
12. 10/20/22 4:14 pm
Christa Hestekin
(chesteki):
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

52.1005 - Human Resources Development.

Program Title

Human Resource Development, and ~~Workforce Development Education~~, 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 96
 hours needed to
 complete the
 program?

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

Demonstration of interest in a career in human resource 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 workforce development education through research and professional leadership.

Previous work experience.

Commitment to an online delivery program.

Graduate grade point average

Old Graduate Record Examination Score: 1000 combined scores of verbal and quantitative, and a 4.0 on analytical writing.

New Graduate Record Examination Score: Verbal – 153; Quantitative – 150; and a 4.0 on analytical writing. Scores are valid for five years.

In addition to meeting university requirements for admission to the [Graduate School](#), applicants must apply to the Human Resource ~~and Workforce~~ Development ~~Education~~ program by submitting an application for admission specific to the Ed.D program in Human Resource [Development](#), ~~and Workforce Development Education~~, an autobiographical sketch, and a resume via email to RHRCgrad@uark.edu.

Requirements for the Ed.D. Degree in Human Resource [Development](#): ~~and Workforce Development Education~~:

Candidates for the Doctor of Education Degree in Human Resource ~~and Workforce~~ Development ~~Education~~ must complete a minimum of 96 total semester hours of graduate study.

Human Resource [Development](#): ~~and Workforce Development Education~~:

Research and Statistics – 33 hours (including 18 dissertation hours)

ESRM 6403	Educational Statistics and Data Processing	3
HRWD 6313	Project and Program Evaluation	3
HRWD 6323	Qualitative Research Design and Analysis	3
HRWD 6333	Quantitative Research Design and Analysis	3

HRWD 6343	HRWD Dissertation Seminar	3
HRWD 700V	Doctoral Dissertation	18
Human Resource Development Core – 24 hours		
Career Development Pillar		
HRWD 6643	History and Foundations of HRWD (This course should be taken during the student’s first semester in the program)	3
HRWD 6413	Career Theory and Decision Making	3
Organizational Pillar		
HRWD 6513	Organization Development	3
HRWD 6523	Leadership Models and Concepts	3
HRWD 6533	HRWD Ethical and Legal Issues	3
Training and Development Pillar		
HRWD 6613	Learning and Teaching Theories	3
HRWD 6633	Technology Systems in Human Resource and Workforce Development	3
HRWD 6713	HRWD Training & Development	3
Electives		39
HRWD 6423	Practicum	
HRWD 6723	Entrepreneurial Development	
Any University of Arkansas HRWD master's course excluding the Supplement Courses		
Or other courses approved by committee		
Total Hours		96

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 2024-2025

Review Date

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.
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.

Learning Outcomes

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
Title and program code change	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.

Upload attachments

[HRDEED - Title Change - Ltr of Notification.pdf](#)

Reviewer Comments

Alice Griffin (agriffin) (09/26/22 11:56 am): Utilizing the revised LON from ADHE, and also inserted approval dates.

Gina Daugherty (gdaugher) (09/27/22 10:00 am): Removed Undergraduate Council from workflow.