Human Resource and Workforce Development

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M.Ed.: http://wded.uark.edu/4015.htm
Ed.D.: http://wded.uark.edu/4529.htm

The Human Resource and Workforce Development Education program prepares scholar/practitioners to be educators, managers, and consultants in academic, public, and private settings. This program focuses on human resource and workforce development (HRD) theory and best practices. The core values are excellence, intellectual freedom, integrity, service, learning, diversity and stewardship. The M.Ed. program is a 33-hour non-thesis online program. The Ed.D. program offers a Doctor of Education degree in Human Resource and Workforce Development Education. This program is designed for students who seek leadership careers in education, business, or industry settings. The Ed.D. program is a 96-hour online program with one or two courses which have multiple meetings on campus.

Admission Requirements for the Master of Education Degree Program: All candidates who seek admission to the program must have (1) 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; or (2) if the GPA is less than a 3.0 but at least 2.7 on the last 60 credit hours of attempted baccalaureate course work, the applicant may be considered for admission by special consideration, which includes satisfactory scores on the Graduate Record Examination (GRE); or (3) a conferred post-baccalaureate degree (excluding professional degrees) from a regionally accredited institution of higher education.

Requirements for the Master of Education (M.Ed.) Degree: The student’s program of study consists of the requirements listed below. Graduation requirements include (1) completing 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 Course in the final academic semester.

Required Core for Human Resource and Workforce Development Education – 21 hours

Required Research Courses
ESRM 5013 Research Methods in Education (Sp, Su, Fa) 3
HRWD 5433 HRWD Capstone (Sp, Su, Fa) (on-campus students can take ESRM 5393 Statistics in Education and Health Professions) 3

HRWD Core Courses
Career Development Pillar
HRWD 5113 Foundations of Human Resource & Workforce Development (Sp) 3
HRWD 5123 Career Transitions (Fa) 3
HRWD 5133 HRWD Diversity Issues (Sp) 3

Organization Development Pillar
HRWD 5213 Organizational Analysis (Su) 3
HRWD 5223 Strategic Human Resource and Workforce Development Education (Fa) 3
HRWD 5233 HRWD Employment, Legal, and Ethical Issues (Fa) 3

Training and Development Pillar
HRWD 5313 Facilitating Learning in the Workplace (Sp) 3
HRWD 5323 International HRWD (Fa) 3

Supplemental Courses
HRWD 571V Independent Study (Irregular) 3
HRWD 572V Workshop (Irregular) 3
HRWD 573V Experiential Learning (Irregular) 1-9

Total Hours 37-45

Admission Requirements for the Doctor of Education (Ed.D.) Degree Program: Applicants may obtain detailed instructions for application to the program on the WDED Web site at http://wded.uark.edu/4529.htm. The Human Resource and Workforce Development Education faculty considers the following factors important in determining admission to the program:

1. Demonstration of interest in a career in human resource and workforce development education through an interview with the department’s admissions committee.
2. Evidence of potential to contribute to the advancement of the field of workforce development education through research and professional leadership.
3. Previous work experience.
4. Commitment to a blended delivery program.
5. Graduate grade point average
6. Old Graduate Record Examination Score: 1000 combined scores of verbal and quantitative, and a 4.0 on analytical writing.
7. 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 (http://www.uark.edu/recruit/admission/index.html), applicants must apply to the WDED program by submitting an application for admission specific to the Ed.D program in WDED, an autobiographical sketch, and a resume.

Requirements for the Ed.D. Degree in Human Resource and Workforce Development Education: Candidates for the Doctor of Education Degree in Human Resource and Workforce Development Education must complete 96 semester hours of graduate study acceptable to their advisory committee. Master’s courses - 30 to 45 hours - may be used to fulfill some of the requirements below.

Human Resource and Workforce Development Education (96 hours):

Research and Statistics – 36 hours (including 18 dissertation hours)
ESRM 5013 Research Methods in Education (Sp, Su, Fa) 3
ESRM 6403 Educational Statistics and Data Processing (Sp, Su, Fa) 3
HRWD 6323 Qualitative Research Design and Analysis (Even years, Sp) 3
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>HRWD 6333</td>
<td>Quantitative Research Design and Analysis (Odd years, Fa)</td>
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<tr>
<td>HRWD 6343</td>
<td>HRWD Dissertation Seminar (Even years, Fa)</td>
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<tr>
<td>HRWD 700V</td>
<td>Doctoral Dissertation (Sp, Su, Fa)</td>
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**Human Resource and Workforce Development Education Core – 27 hours**

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<td>HRWD 6423</td>
<td>Practicum (Irregular)</td>
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<td>HRWD Ethical and Legal Issues (Fa)</td>
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<td>Learning and Teaching Theories (Sp)</td>
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<td>HRWD 6723</td>
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<td>HRWD 6743</td>
<td>Trends and Issues in Human Resource and Workforce Development (Irregular)</td>
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Any University of Arkansas HRWD master course excluding the Supplement Courses

Or other courses approved by committee