Rehabilitation, Human Resources and Communication Disorders (RHRC)

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Rehabilitation, Human Resources and Communication Disorders website (http://rhrc.uark.edu)

Degrees Conferred:
M.Ed., Ed.D. in Adult and Lifelong Learning (http://catalog.uark.edu/graduatecatalog/programsandstudy/adultandlifelonglearning) (ADLL)
M.S. in Communication Disorders (http://catalog.uark.edu/graduatecatalog/programsandstudy/communicationdisorders) (CDIS)
M.S. in Counseling (http://catalog.uark.edu/graduatecatalog/programsandstudy/counseling) (CNSL)
Ph.D. in Counselor Education (http://catalog.uark.edu/graduatecatalog/programsandstudy/counseloreducation) (CNED)
Ph.D. in Educational Statistics and Research Methods (http://catalog.uark.edu/graduatecatalog/programsandstudy/educationalstatisticsandresearchmethods) (ESRM)

Certificates Offered (non-degree)
Educational Measurement (http://catalog.uark.edu/graduatecatalog/programsandstudy/educationalmeasurement) (EDMEMC)
Educational Program Evaluation (http://catalog.uark.edu/graduatecatalog/programsandstudy/educationalprogramevaluation) (EDEVMC)
Educational Psychology (http://catalog.uark.edu/graduatecatalog/programsandstudy/educationalpsychology) (EDPSMC)
Educational Statistics and Research Methods (http://catalog.uark.edu/graduatecatalog/programsandstudy/educationalstatisticsandresearchmethods) (EDSTMC)

Primary Areas of Faculty Research: Faculty in the Department of Rehabilitation, Human Resources and Communication Disorders are engaged in research activities specific to their program areas. These range from bullying behaviors in elementary school and community college leadership to swallowing disorders and human resource management. Contact individual faculty members or visit the departmental website (http://rhrc.uark.edu) for more information about research in the department.

Graduate Faculty
Adams, Justin J., Ph.D. (University of South Carolina, M.Ed. (Winthrop University), B.A. (Winthrop University), Assistant Professor, 2018.
Blisard, Paul, Ed.D. (University of Arkansas), M.C., B.S., B.S. (Southwest Missouri State University), Clinical Assistant Professor, 2014.
Bowers, Lisa Marie, Ph.D. (University of Tennessee Health Science Center), M.A., B.A. (Louisiana State University), Assistant Professor, 2012.
Bowers, Andrew L., Ph.D. (University of Tennessee Health Science Center), M.A., B.A. (University of Tennessee), Assistant Professor, 2012.
Camargo, Elsa, Ph.D. (Virginia Polytechnic Institute and State University), Assistant Professor, 2018.
Camin, Jenna, Ph.D. (University of Maryland, College Park), B.A. (Rutgers University), Assistant Professor, 2016.
Christian, David, Ph.D., M.S. (University of North Texas), B.A. (University of Texas at Dallas), Assistant Professor, 2015.
Cook, Aletha, M.S., B.A. (University of Arkansas), Clinical Instructor, 2015.
Frazier, Kimberly Frances, Ph.D. (University of South Carolina–Columbia), M.S., B.S.E. (University of Arkansas), Associate Professor, 2007.
Gilbertson, Margie, Ph.D. (University of Memphis), M.S.E., B.A. (University of Central Arkansas), Clinical Instructor, 2016.
Glade, Rachel E., Ph.D. (University of Arkansas), M.S. (University of Arkansas for Medical Sciences), M.A. (University of Arkansas), B.S. (University of Arkansas at Little Rock), Clinical Instructor, 2015.
Hagstrom, Fran W., Ph.D. (Clark University), M.S. (University of Texas Health Science Center-Houston), M.A. (St. Louis University), B.A. (Southwest Baptist University), Associate Professor, 2002.
Higgins, Kristin Kay, Ph.D., M.S. (University of Arkansas), B.A. (Vanderbilt University), Associate Professor, 2006.
Kacirek, Kit, Ed.D., M.Ed. (University of Arkansas), B.S. (University of Texas), Associate Professor, 1997.
Koch, Lynn C., Ph.D. (University of Wisconsin-Madison), M.S., B.S. (University of Arizona), Professor, 2006.
Liang, Xinya, Ph.D. (Florida State University), B.S. (Zhejiang Gongshang University, China), Assistant Professor, 2014.
Lo, Wen-Juo, Ph.D., M.A. (Arizona State University), B.S. (SooChow University), Associate Professor, 2008.
Lusk, Stephanie Lisanne, Ph.D. (University of Arkansas), M.A (Arkansas State University), B.A. (University of Arkansas), Associate Professor, 2012.
Mamiseishvili, Ketevan, Ph.D., M.A. (University of Missouri-Columbia), B.A. (Akaki Tsereteli State University), Associate Professor, 2008.
McCray, Suzanne, Ph.D. (University of Tennessee), M.A., B.A. (University of Arkansas), Associate Professor, 2010.
Perry, Kim, M.S. (University of Arkansas), Instructor, 2007.
Perryman, Kristi Leann, Ph.D. (University of Arkansas), M.S., B.S. (Southwest Missouri State University), Assistant Professor, 2014.
Popejoy, Erin O., Ph.D. (University of Texas–San Antonio), M.A. (Texas State University), B.A. (Case Western Reserve University), Assistant Professor, 2015.
Roessger, Kevin, Ph.D., M.S., B.A. (University of Wisconsin-Milwaukee), Assistant Professor, 2016.
Shelton, Leslie Jo, Ph.D. (Michigan State University), M.Ed., B.A. (Ohio University), Assistant Professor, 2014.
Stegman, Charles E., Ph.D., M.A. (University of Missouri-Kansas City), B.A. (St. Mary’s College), Professor, 1995.
Turner, Ronna L., Ph.D. (University of Illinois-Urbana-Champaign), M.S.E. (Missouri State University), B.S.E. (Southwest Missouri State University), Professor, 1997.
ADLL 5113. Perspectives in Adult Education. 3 Hours.
Historical overview of the evolving field of adult education and lifelong learning in responsibilities of adult education providers and reviews the expansion of adult and lifelong learning opportunities associated with societal and demographic shifts.

ADLL 5123. Principles and Practices of Adult Learning. 3 Hours.
Overview of the adult learner including characteristics, motivation for participating in learning, and strategies for developing educational programs for diverse adult populations.

ADLL 5133. Curriculum Development in ABE and ASE. 3 Hours.
Curriculum development in Adult Basic Education (ABE) and Adult Secondary Education (ASE) settings including the various educational functioning levels, measures to assess student levels, selection of teaching materials, and development of curriculum utilizing instructional standards for ABE and ASE programs.

ADLL 5143. Instructional Strategies and Assessment in Adult Education. 3 Hours.
Selection and utilization of materials and instructional methods for use in adult learning settings. Evaluative strategies to develop or select appropriate tools and techniques predicated upon the needs and goals of adult learners.

ADLL 5153. Organization and Administration of Adult and Lifelong Learning Programs. 3 Hours.
Legal, ethical, staffing, and financial considerations for the development and implementation of programs for adult and lifelong learners in various programs including literacy centers, GED centers, community education, lifelong/leisure learning, and postsecondary education.

ADLL 5163. Managing Change in Adult and Lifelong Learning. 3 Hours.
Strategies for planning, organizing, and facilitating change in programs that serve adult learners from diverse populations, across varied developmental stages and geographic locations. Discussion of social change that has impacted adult education and analysis of change models relevant to individuals, groups, and organizations.

ADLL 5173. Program Planning. 3 Hours.
Program development process for adult and lifelong learners. Overview of assessment, developing program objectives, identifying resources, and designing program plans.

ADLL 5183. Technology and Innovation in Adult Learning. 3 Hours.
Techniques for designing, developing, implementing, and assessing technology-mediated adult and lifelong learning programs. Discussion of issues relevant to the use of innovative strategies for delivering instruction via emerging technologies and their potential impact on content and learning outcomes.

ADLL 5193. Seminar in Adult and Lifelong Learning. 3 Hours.
Seminars focused on topics related to adult and lifelong learning.

ADLL 5213. Adult and Lifelong Learning Internship. 3 Hours.
Internship in adult and lifelong learning settings.

ADLL 5223. Adult and Lifelong Learning Applied Project. 3 Hours.
Development and Implementation of a project focused on adult and lifelong learning. Consent of advisor/instructor required. May be repeated for up to 9 hours of degree credit.

ADLL 5233. Independent Study. 3 Hours.
Provides students with an opportunity to pursue special study in adult and lifelong learning. May be repeated for up to 6 hours of degree credit.

ADLL 6113. Advanced Adult Learning Theory. 3 Hours.
Advanced study of theories and models of adult and lifelong learning with an emphasis on current trends, recent research, and issues affecting the field. Issues covered will include critical theory and advancements in neuroscience and cognition as they relate to adult learning and lifespan development.

ADLL 6123. Leadership and Ethics in Adult and Lifelong Learning. 3 Hours.
This doctoral course focuses on leadership principles and ethical considerations that are critical to developing and sustaining adult education programs that benefit individuals, organizations, and communities. Course content will include case study analysis and lectures from scholar-practitioners from the field.

ADLL 6133. Analysis of International Adult and Lifelong Programs. 3 Hours.
Survey of the historical and philosophical events which have shaped adult and lifelong learning worldwide. Discussion of issues affecting adult education and lifelong learning including globalization, educational access, and variance in national policies.

ADLL 6143. Instructional Adaptation and Innovation in Adult and Lifelong Learning. 3 Hours.
An overview of teaching and learning methods, styles, and techniques which are applicable when facilitating adult learners across diverse settings. Content to include teaching and learning style assessment, accommodating learning styles, physical and learning disabilities, language differences and cultural norms.

ADLL 6153. Policy and Public Governance of Adult and Lifelong Learning Programs. 3 Hours.
Policy analysis and public governance issues in adult and lifelong learning with emphasis on state and federal programs. Discussions of how to evaluate, design, and implement policy focused on promoting adult and lifelong learning activities in a myriad of organizations. Overview of trends and current issues related to policy and public governance of adult and lifelong learning.

ADLL 6163. Adult Development and Psychology. 3 Hours.
Focus on adult developmental psychology with emphasis on lifespan development and specific issues related to learning in the various stages of adulthood. Work-life balance, meaning of work, generational issues.

ADLL 6173. Current Issues. 3 Hours.
Exploration and discussion of current issues relative to adult education and lifelong learning. Focus on the review and application of current research as it relates to practice. May be repeated for up to 6 hours of degree credit.

ADLL 6183. Organization Development, Learning, and Change. 3 Hours.
Using a system perspective, this course examines the theories and practices associated with organization development, learning and change to understand the dynamic nature of organizational life. This course examines the structural frame, the human resource frame, the political frame, and the symbolic frame that influences organizational behavior and learning. The course investigates strategies and best practices for managing and leveraging this dynamism to build organizational capacity and improve performance.

ADLL 6213. Signature Pedagogy: Teaching and Learning in Community Colleges. 3 Hours.
Using a learning-centered change model, this course examines how community colleges can shift from a traditional teaching-centered paradigm to one that is learning-centered. This course examines the context of the learning college, strategic planning for a learning-outcomes approach to governance, the role of student development and technology in the learning college, and implementing and assessing learning-centered strategies.
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ADLL 6223. Workforce and Community Development. 3 Hours.
This course provides an overview of how community colleges influence workforce, economic, and community development through their education missions. The course will examine the community college's expanding role in economic and community development through workforce development programs. Emphasis will be placed on program structure, best practices in program development, and partnerships and collaboration with various stakeholders.

ADLL 6233. Survey and Significance of the American Community College. 3 Hours.
A comprehensive overview of the American community college, its history, its ever-evolving purpose and the challenges it faces. Course content will focus on the administrators and faculty who lead, the students they serve, and components such as developmental education, integrative education and transfer education. Discussion will include occupational and community education and issues related to accountability. Special attention will be paid to how this unique and complex institution remains relevant and significant to the community.

ADLL 6243. Current Trends in Community Colleges. 3 Hours.
This course examines environmental factors that influence the organization and administration of community colleges. Trends related to funding, policy, staffing, and workforce development are examined and contextualized to the evolving community college mission.

ADLL 6253. Professional Development in Adult and Lifelong Learning. 3 Hours.
This course examines career planning and development, performance management, and professional development in various settings. The focus of the course will be on concepts associated with Human Resource Development (HRD) and developing employees within an organization, as well as leading adults in transition in the community and in educational settings through the process of making career decisions.

ADLL 6313. Independent Study. 3 Hours.
Independent study of topics in adult and lifelong learning.

ADLL 6403. Quantitative Reasoning I for Adult Educators. 3 Hours.
Introduction to quantitative reasoning for educators and researchers in adult education. Topics include applying the hypothetico-deductive research process, describing data using statistical terminology, building statistical models, presenting data meaningfully, and using SPSS to analyze data from practical research problems. This course meets in-person three to five times during the semester. Class dates are announced to ADLL students the preceding semester. Classes are held on campus on Saturdays from 9AM to 5PM. Participation is mandatory.

ADLL 6413. Quantitative Reasoning II in Adult and Lifelong Learning. 3 Hours.
Methodologies for designing descriptive, correlational, and experimental studies. Development of research questions, definition of variables, selection or development of instruments, data collection, analysis, interpretation and reporting of research results. This course meets in-person three to five times during the semester. Class dates are announced to ADLL students the preceding semester. Classes are held on campus on Saturdays from 9AM to 5PM. Participation is mandatory. Prerequisite: ADLL 6403 or ESRM 6403 or equivalent.

ADLL 6423. Qualitative Reasoning in Adult and Lifelong Learning. 3 Hours.
Methodologies for designing qualitative research studies in adult and lifelong learning settings. Selection of the appropriate qualitative tradition, selection of research subjects, development of data collection protocols, field work strategies, data analysis, data interpretation and presentation of data results. This course meets in-person three to five times during the semester. Class dates are announced to ADLL students the preceding semester. Classes are held on campus on Saturdays from 9AM to 5PM. Participation is mandatory.

ADLL 6433. Program Evaluation. 3 Hours.
Overview of evaluation strategies in adult and lifelong learning programs that include: development of evaluation questions, selection or development of instrumentation, data collection methods, data analysis, and reporting of evaluation results. Emphasis on practical and ethical issues associated with evaluation processes. This course meets in-person three to five times during the semester. Class dates are announced to ADLL students the preceding semester. Classes are held on campus on Saturdays from 9AM to 5PM. Participation is mandatory. Prerequisite: ADLL 6403 or ESRM 6403 or ADLL 6413 or ADLL 6423, or equivalent.

ADLL 6443. Adult and Lifelong Learning Dissertation Seminar. 3 Hours.
Development of dissertation proposal. Formation of research question, selection of methodologies, development of problem statement, research questions, and identification of research variables, constructs of phenomena. Identification of data collection and data analysis procedures. This course meets in-person three to five times during the semester. Class dates are announced to ADLL students the preceding semester. Classes are held on campus on Saturdays from 9AM to 5PM. Participation is mandatory. Prerequisite: ADLL 6403 or ESRM 6403 or ADLL 6413 or ADLL 6423 or ADLL 6433, or equivalent.

ADLL 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.

Communication Disorders Courses

CDIS 5103. Research Methodology in Communication Disorders. 3 Hours.
An examination of methods of research in speech-language pathology and audiology and of the use of bibliographic tools. Focuses on purposes and problems of various forms of communication disorders research, procedures and instruments employed, and reporting of research. Prerequisite: Graduate standing.

CDIS 5113. Seminar in Early Intervention. 3 Hours.
Study of a family-centered, transdisciplinary approach to early intervention with infants and toddlers at-risk for communication disorders. Topics include early communication development, service delivery in a family context, coordination with other disciplines, legislation mandating services, and providing services to children with multiple disabilities. Prerequisite: CDIS 3223 or equivalent, and graduate standing.

CDIS 5121L. Feeding and Swallowing Disorders Lab. 1 Hour.
Observation and interpretation of techniques used for assessment and remediation of feeding and swallowing disorders in children and adults. Corequisite: CDIS 5122. Prerequisite: CDIS 3213 and graduate standing.

CDIS 5122. Feeding and Swallowing Disorders. 2 Hours.
Study of the etiology, assessment, and remediation of feeding and swallowing disorders in children and adults. Prerequisite: CDIS 3213 or equivalent, and graduate standing.

CDIS 5133. Discourse Analysis and Treatment. 3 Hours.
Study of discourse behaviors and discourse analysis procedures appropriate for communicatively disordered children and adults, along with review of management approaches associated with impaired discourse performance. Prerequisite: Previous course work in language process and disorders, and graduate standing.

CDIS 5143. Cognitive-Communication Development and Disorders. 3 Hours.
Study of normal cognitive development, the role of communication in this development, and shifts that may occur in conjunction with various speech, language and/or hearing disorders. Prerequisite: CDIS 3223.

CDIS 5153. TBI and Right-Hemisphere Disorders. 3 Hours.
Study of the speech and language disorders commonly resulting from traumatic brain injury and right hemisphere disorders. Prerequisite: CDIS 4253 or equivalent, and graduate standing.
CDIS 5163. Seminar in Language Topics. 3 Hours.
Study of selected topics in normal and disordered language acquisition and/or language use. Implications of current research are reviewed and applied to evaluation and management of language impairment(s). Prerequisite: Graduate standing.

CDIS 5173. Sign Language and Deafness. 3 Hours.
(Formerly CDIS 4103.) An introduction to American Sign Language (ASL) and the Deaf Community that uses it. This class will study expressive and sign language skills using ASL vocabulary, structure, and grammar. The Deaf Community will be studied through videotapes and readings. Issues in Deaf Education will also be introduced. Graduate degree credit will not be given for both CDIS 4103 and CDIS 5173.

CDIS 5181. Advanced Clinical Practicum I. 1 Hour.
Practicum activities in speech-language assessment and intervention. Prerequisite: Graduate standing.

CDIS 5193. Seminar in Problems of Oral Communication. 3 Hours.
Investigation of research in selected problems of oral communication; recent developments in speech-language pathology and audiology; individual problems for investigation. Prerequisite: Graduate standing.

CDIS 5203. Introduction to Aural Rehabilitation. 3 Hours.
(Formerly CDIS 4133.) Study of the technique used in the rehabilitation of speech and language problems of the hearing impaired including the role of amplification, auditory training, and speech reading in rehabilitation. Graduate degree credit will not be given for both CDIS 4133 and CDIS 5203. Prerequisite: CDIS 3103.

CDIS 5213. Voice and Resonance Disorders. 3 Hours.
Study of disorders of phonation and respiration, including etiologies, diagnosis, and intervention strategies. Prerequisite: Graduate standing.

CDIS 5223. Fluency Disorders. 3 Hours.
An examination of fluency disorders including theory, etiological factors, and development. In addition, the course is designed to address assessment and management of fluency disorders consistent with evidence-based practice for prospective speech-language pathologists. Prerequisite: Graduate standing.

CDIS 5233. Speech Sound Disorders. 3 Hours.
Assessment and treatment of disorders in speech articulation. Prerequisite: Graduate standing.

CDIS 5243. Language Disorders in Adults. 3 Hours.
Cognitive and communicative breakdown due to neurological trauma, including etiology, characteristics, assessment and treatment for aphasia, traumatic brain injury, and right hemisphere disorders. Prerequisite: Graduate standing.

CDIS 5253. Motor Speech Disorders. 3 Hours.
Study of motor speech production disorders related to damage to central or peripheral nervous system motor centers and pathways. Cerebral palsies, adult dysarthria, apraxia, and dysphasia are emphasized. Both theoretical and treatment considerations are addressed. Prerequisite: CDIS 4253 or equivalent, and graduate standing.

CDIS 5263. Advanced Audiology. 3 Hours.
(Formerly CDIS 4263.) Study of the basic techniques used in audiological assessment of children and adults, including pure tone audiometry, speech audiometry, and special tests of hearing function. Graduate degree credit will not be given for both CDIS 4263 and CDIS 5263. Prerequisite: CDIS 3103.

CDIS 5273. Language, Learning and Literacy. 3 Hours.
An examination of language-based literacy skills, including consideration of development, disorders, assessment and intervention.

CDIS 5281. Advanced Clinical Practicum II. 1 Hour.
Practicum activities in speech-language assessment and intervention. Prerequisite: Graduate standing and CDIS 5181.

CDIS 5293. Augmentative and Alternative Communication. 3 Hours.
Approaches to communication management with the severely and profoundly handicapped child or adult, with primary emphasis on augmentative and alternative communication assessment and intervention. Prerequisite: Graduate standing.

CDIS 5303. Clinical Assessment of Speech and Language Disorders. 3 Hours.
(Formerly CDIS 4183.) Study of the basic diagnostic procedures used in speech-language pathology. Emphasis is placed on the clinical processes of assessment, including criteria for test selection, techniques in test administration, and interpretation of test. Graduate degree credit will not be given for both CDIS 4183 and CDIS 5303. Prerequisite: Graduate standing.

CDIS 5313. Introduction to Speech and Hearing Science. 3 Hours.
(Formerly CDIS 4213.) Study of the acoustic structure of oral speech and the auditory skills underlying speech perception. Graduate degree credit will not be given for both CDIS 4213 and CDIS 5313. Prerequisite: CDIS 3203, CDIS 3213, CDIS 3124 and its lab component. Pre- or Corequisite: MATH 1203 or higher.

CDIS 5323. Language Disorders in Children. 3 Hours.
(Formerly CDIS 4223.) Study of disorders of language acquisition and usage in children and adolescents, with emphasis upon the nature, assessment, and treatment of such disorders. Graduate degree credit will not be given for both CDIS 4223 and CDIS 5323. Prerequisite: CDIS 3223.

CDIS 5353. Neurological Bases of Communication. 3 Hours.
(Formerly CDIS 4253.) A study of the structures and functions of the central and peripheral nervous systems as they relate to human speech, language, and cognition. Graduate degree credit will not be given for both CDIS 4253 and CDIS 5353. Prerequisite: CDIS 3213.

CDIS 5373. Communication Behavior and Aging. 3 Hours.
(Formerly CDIS 4273.) Study of the effects upon communication of normal aspects of the aging process, from early adulthood throughout the lifespan. Changes in speech, language, and hearing functioning are identified; common alterations in communicative disorders commonly associated with advanced age are discussed. Graduate degree credit will not be given for both CDIS 4273 and CDIS 5373.

CDIS 5381. Advanced Clinical Practicum III. 1 Hour.
Practicum activities in speech-language assessment and intervention. Prerequisite: Graduate standing and CDIS 5281.

CDIS 5391. Clinical Practicum: Hearing Disorders. 1 Hour.
Practicum in audiology.

CDIS 548V. Off-Campus Practicum: Public School Site. 1-6 Hour.
Practicum activities in speech-language disorders in a public school setting. Prerequisite: Graduate standing.

CDIS 5511. Professional Issues I. 1 Hour.
Discussion of pertinent topics and issues in the discipline of communication sciences and disorders. Prerequisite: Graduate standing in communication disorders.

CDIS 5521. Professional Issues II. 1 Hour.
Discussion of pertinent topics and issues in the discipline of communication sciences and disorders. Prerequisite: Graduate standing in communication disorders.

CDIS 5531. Professional Issues III. 1 Hour.
Discussion of pertinent topics and issues in the discipline of communication sciences and disorders. Prerequisite: Graduate standing in communication disorders.

CDIS 558V. Internship: Clinical Site. 3-6 Hour.
Field placement in approved clinical setting for clock hours in speech-language pathology assessment and treatment. Students in the master's program must enroll in a minimum of 3 credit hours of CDIS 558V or CDIS 578V during their last semester of graduate studies. Prerequisite: Graduate standing; Completion of one semester of either CDIS 548V or CDIS 568V. May be repeated for up to 6 hours of degree credit.
CDIS 5883. Policies & Procedures in Educational Speech-Language Pathology. 3 Hours.
Educational Speech Pathology is designed to familiarize the student the factors related to functioning as an SLP in an educational setting, including state and federal regulations/standards, service delivery considerations, eligibility criteria, and documentation. Prerequisite: Graduate standing.

CDIS 590V. Special Problems. 1-6 Hour.
Special problems. Prerequisite: Graduate standing. May be repeated for up to 6 hours of degree credit.

CDIS 599V. Seminar in Professional Issues. 1-3 Hour.
Selected topics in professional issues in speech-language pathology and audiology.

CDIS 600V. Master's Thesis. 1-6 Hour.
Master's Thesis. Prerequisite: Graduate standing. May be repeated for degree credit.

CDIS 699V. Seminar in Communication Sciences and Disorders. 1-6 Hour.
Discussion of pertinent topics and issues in the discipline of communication sciences and disorders. Prerequisite: Advanced graduate standing. May be repeated for up to 18 hours of degree credit.

Counselor Education Courses
CNED 5003. Counseling and Human Development. 3 Hours.
This course is intended to give students a broad overview of human nature/behavior through knowledge of lifespan developmental theory, personality development, modern & post-modern approaches to the study of human nature/behavior, and learning theory. Throughout the course, close attention will be given to human ecology or those social/historical/cultural/environmental forces furthering or impeding development. Prerequisite: Graduate standing.

CNED 5193. Clinical Mental Health Counseling. 3 Hours.
An introductory study of community counseling. The course content includes information concerning the educational, historical, philosophical, and psychological foundations of community counseling as well as specific traits and skills of professional community counselors. In addition, the course is designed to provide introductory level concepts and skills required for future certification and licensure as counseling professionals. Prerequisite: Graduate student status.

CNED 5203. Foundations of the Counseling Profession. 3 Hours.
A study of the counseling profession applicable to school, college and community agency settings. Introduction to the basic educational, historical, philosophical foundations of counseling as well as specific traits and skills of counselors. The course is also designed to provide beginning level concepts and skills required for certification and licensure. Prerequisite: Must be taken first year in program.

CNED 5213. Lifestyle & Career Development. 3 Hours.
Theories of career development and counseling, including the use of occupational information sources and career assessment tools and techniques. Prerequisite: CNED 5333.

CNED 5223. Introduction to School Counseling. 3 Hours.
Philosophy, organization, and practices of a counseling program in the elementary and secondary school. The school counselor's role as counselor, consultan, and coordinator, professional identity, and legal issues are included. Includes a significant focus on ethical standards and issues.

CNED 5303. Individual Appraisal. 3 Hours.
Analysis of concepts, methods, and procedures utilized in individual appraisal.

CNED 5313. Program Organization and Information Management. 3 Hours.
This course addresses needs and strategies for effective development and management of school counseling programs and guidance curriculum. Prerequisite: CNED 5223.

CNED 5323. Counseling Theory. 3 Hours.
Introductory survey and critical analysis of major alternative theoretical perspectives in counseling.

CNED 5333. Basic Counseling Techniques. 3 Hours.
Introduction to basic counseling techniques and skills common to multiple theoretical perspectives. Prerequisite: Master's students in Counseling.

CNED 5343. Counseling Practicum. 3 Hours.
Supervised counseling practice. CNED faculty consent required. Pre- or Corequisite: CNED 5303 and CNED 5363 and CNED 5373. Prerequisite: CNED 5203, CNED 5323, CNED 5333, CNED 5403.

CNED 5353. Psychopharmacology. 3 Hours.
Study of theory, research, & practice issues pertaining to psychopharmacology for non-medical practitioners. Prerequisite: CNED 5203, CNED 5323, and CNED 5333.

CNED 5363. Dynamics of Group Counseling. 3 Hours.
Therapeutic and other theoretical information is presented regarding group process and the counselor's role in that process. An experiential group experience is required. Prerequisite: CNED 5333 and CNED 5323.

CNED 5373. Ethical and Legal Issues in Counseling. 3 Hours.
Review of ethical and legal standards governing professional counselor training, research, and counseling practice; including client rights; confidentiality; the client-counselor relationship; and counseling research, training, and supervision. Prerequisite: CNED 5003 and CNED 5203.

CNED 5383. Crisis Intervention Counseling. 3 Hours.
Analysis and application of short-term counseling intervention strategies in crisis situations, with special attention to incidents involving rape, physical, or emotional abuse, divorce, suicidal depression, grief, marital or family instability, and violent conflict. Prerequisite: CNED 5333.
CNED 5403. Diagnosis and Treatment in Counseling. 3 Hours.  
Procedures in case management utilizing both clinical and interview data in assisting  
children, adolescents, and adults in educational, vocational, personal, and social  
planning. Prerequisite: CNED 5303, CNED 5323 and CNED 5333.

CNED 5443. Vocational Rehabilitation Foundations. 3 Hours.  
Survey of the philosophy of vocational rehabilitation, including history and legislation.

CNED 5453. Medical Aspects of Disability. 3 Hours.  
Orientation to medical and medically related aspects of various disabling conditions  
with emphasis on the severely disabled.

CNED 5463. Rehabilitation Case Management. 3 Hours.  
Counseling process in the rehabilitation setting. Focusing on effective counseling  
strategies, representative cases, and effective case management methods.

CNED 5473. Psychological Aspects of Disability. 3 Hours.  
Intensive study of the psychological aspects of adjustment to atypical physique and  
prolonged handicapping condition.

CNED 5483. Counseling Research. 3 Hours.  
An in-depth examination of counseling research methodology and issues to prepare  
students to critically evaluate and use counseling research in their professional  
practice.

CNED 5493. Principles and Practices of Psychiatric Rehabilitation. 3 Hours.  
The course introduces students to the principles and practices of recovery-oriented,  
evidence-based psychiatric rehabilitation. Through lectures, guest presentations,  
films, discussions, and readings, students (a) explore the clinical, psychosocial,  
and vocational aspects of psychiatric disabilities and (b) examine psychiatric  
rehabilitation principles and practices to facilitate community integration and  
successful employment outcomes for individuals with psychiatric disabilities.

CNED 5513. Counseling and Human Diversity. 3 Hours.  
Examination of human and cultural diversity, emphasizing issues of race, class, and  
socioeconomic status, and how they impact our clients as individuals and as family  
and society members.

CNED 5523. Process and Behavioral Addictions. 3 Hours.  
This course provides an overview of non-substance related addictive disorders  
such as technology (e.g., video games, Internet, television), gambling, eating, sex,  
shopping/buying and work as well as potential treatment options for these disorders.

CNED 5583. Placement of Persons with Disabilities. 3 Hours.  
Focuses on placement theory and practice as they apply to persons who experience  
disabilities. Special attention is given to RehabMark approach.

CNED 574V. Counseling Internship. 1-9 Hour.  
A 600-clock-hour field placement in an approved setting over a minimum of two  
continuous semesters. For students completing a counseling internship in a school  
setting, successful completion of a criminal background check is required before  
beginning internship. Pre- or Corequisite: CNED 5213. Prerequisite: CNED 5203,  
CNED 5303, CNED 5323, CNED 5333, CNED 5343, CNED 5363, CNED 5373,  
CNED 5403, CNED 5513. CNED faculty consent required. May be repeated for up to  
9 hours of degree credit.

CNED 599V. Seminar. 1-6 Hour.  
Seminar. May be repeated for up to 6 hours of degree credit.

CNED 6003. Theories and Foundations of Addictions. 3 Hours.  
A study of behavioral and substance addictions, including an overview of differential  
treatment. Prerequisite: CNED 5323 and CNED 5333, and admission to the CNED  
masters or doctoral program or departmental consent.

CNED 600V. Master’s Thesis. 1-6 Hour.  
Master’s Thesis. May be repeated for degree credit.

CNED 6013. Advanced Counseling Theory and Methods. 3 Hours.  
Critical analysis of major theoretical perspectives in counseling, including both  
group and individual counseling strategies for dealing with affective, cognitive, and  
behavioral dysfunction. Prerequisite: CNED doctoral standing or permission.

CNED 6023. Foundations of Marriage and Family Counseling Therapy. 3 Hours.  
Comprehensive exploration of the current theories/techniques of marriage, family  
and couples counseling. Prerequisite: CNED 5323 and CNED 5333 and CNED  
doctoral or masters standing or permission.

CNED 6033. Advanced Group Theory and Methods. 3 Hours.  
Comparative study of theories and processes of group counseling. Includes  
supervised experience in group facilitation with video recording and playback.  
Prerequisite: CNED 5363 or equivalent and CNED doctoral or masters standing or  
permission.

CNED 6043. Supervision of Counselors. 3 Hours.  
Analysis, assessment, and practical application of counselor supervision techniques  
in treatment and training programs. Prerequisite: CNED doctoral standing and CNED  
faculty consent

CNED 605V. Independent Study. 1-18 Hour.  
Independent study. May be repeated for up to 18 hours of degree credit.

CNED 6073. Advanced Research in Counseling. 3 Hours.  
This course involves acquiring a knowledge and understanding of the use of  
research in counseling and the development of new research in the counseling  
profession that has heuristic value. Prerequisite: Graduate standing.

CNED 6083. Consultation Theory and Methods. 3 Hours.  
Strategies, practical application, and techniques for effective consultation with  
parents, teachers, and community agencies. Prerequisite: CNED 5333 (preferred)  
CNED doctoral or masters standing or permission.

CNED 6093. Counseling Children and Adolescents Through Play. 3 Hours.  
Introduction to counseling children and adolescents through play; including the  
process, theories, techniques, and materials applicable to children and adolescents  
in a pluralistic society. Prerequisite: CNED 5323 and CNED 5333 and CNED  
doctoral or masters standing or permission.

CNED 6113. Theory to Practice: Working with Co-occurring Disorders. 3 Hours.  
This course is designed to demonstrate the application of theory to practice in the  
treatment of co-occurring disorders. Specifically, it is intended to carefully review  
current research and literature on counseling individuals presenting with both a  
substance abuse disorder and mental-emotional challenges. Pre- or Corequisite:  
CNED 6003. Prerequisite: Graduate or license eligible.

CNED 6123. Clinical Applications of Marriage and Family Counseling and  
Therapy. 3 Hours.  
Advanced clinical methodology appropriate for family counseling, marriage  
counseling, and couples counseling( in all settings), with emphasis on solution-  
focused systems, Satir model and psychoeducational family work in schools.  
Includes supervision of clinical experience in marriage, family and couples  
counseling, video recording and school/community outreach. Prerequisite: CNED  
doctoral standing or permission.

CNED 6133. Introduction to Play Therapy. 3 Hours.  
This course is an introduction to the basic concepts of child-centered play therapy  
(CCPT). Students will learn the conceptual framework of child-centered play therapy,  
as well as the attitudes and skills necessary to establish and maintain facilitative  
relationships with children that encourage their self-expression and facilitate change.  
Prerequisite: CNED 5323 and CNED 5333 and CNED doctoral or masters standing or  
consent.
CNED 6223. Foundations of Counselor Education and Supervision. 3 Hours.
This course is designed to enhance the professional development and acculturation of doctoral students in order to facilitate their success in professional leadership roles of counselor education, supervision, counseling practice, and research competencies. Prerequisite: CNED Doctoral status or permission.

CNED 6233. Employment Practices and Interventions. 3 Hours.
An intensive study of the employment experiences of workers with disabilities with emphasis on disincentives and barriers to employment and interventions to enable people with disabilities to participate in employment. Prerequisite: RHAB 5493 or equivalent.

CNED 6243. Disability Policy in the U.S. 3 Hours.
An analysis of public policy approaches to disability in the U.S. Examines the political and philosophical origins of disability policy; reviews major disability legislation and its effects on policy stakeholders; describes recent initiatives; and analyzes evolution of disability policy within context of changing societal, economic, and political conditions.
This course is cross-listed with PLSC 5233.

CNED 6253. Advanced Psychosocial Aspects of Disability. 3 Hours.
A theoretical and applied study of techniques that enable people to cope with 2 major life events: disability and unemployment.

CNED 6343. Cultural Foundations and Counseling. 3 Hours.
To gain learning experiences in pedagogy relevant to multicultural issues and competencies, including social change theory and advocacy action planning. To identify current multicultural issues as they relate to social change theories, ethical and legal considerations, disability, gender, sexuality, social justice, and advocacy models. Prerequisite: CNED or RHAB Doctoral Standing or Permission.

CNED 6413. Advanced Individual Appraisal. 3 Hours.
To provide advanced knowledge and experience with those psychoeducational instruments and procedures used in conducting school related assessment. Prerequisite: CNED 5303 or equivalent and CNED doctoral standing or permission.

CNED 6713. Advanced Counseling Practicum. 3 Hours.
Supervised counseling practice. A 100-clock hour approved practical counseling experience. Prerequisite: CNED doctoral standing and permission of CNED faculty and Clinical Coordinator. May be repeated for up to 3 hours of degree credit.

CNED 674V. Internship. 1-18 Hour.
Supervised field placement (Clinical/Instructorship/Supervision/Research). Prerequisite: CNED doctoral standing, CNED faculty consent and CNED Clinical Coordinator consent. May be repeated for up to 18 hours of degree credit.

CNED 699V. Seminar. 1-18 Hour.
Seminar. Prerequisite: CNED Doctoral standing or permission. May be repeated for up to 18 hours of degree credit.

CNED 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy and consent. May be repeated for degree credit.

Higher Education Courses

HIED 5003. Overview-American Higher Education. 3 Hours.
A basic course in the study of higher education open to all students seeking careers in colleges and universities. Serves as an introduction to the programs, problems, issues, and trends in higher education.

HIED 5033. Student Affairs in Higher Education. 3 Hours.
Study of origins, functions, and policies in student personnel services in contemporary 2- and 4-year colleges and universities with emphasis on the student and student development.

HIED 5043. Student Development in Higher Education. 3 Hours.
Provides those who work or plan to work in post secondary educational institutions with an understanding of the student population in contemporary colleges and universities.

HIED 504V. Practicum in Higher Education. 1-6 Hour.
Students are assigned to a department or agency within or outside the university for professional experience under the joint supervision of on-site personnel and university faculty. Periodic meetings are scheduled for evaluation, discussion, and examination of techniques.

HIED 5053. The Community College. 3 Hours.
An overview of the community college. Topics include the history and philosophy of the community college movement, students, curriculum, state and local campus governance, teaching, student personnel work, finance and issues, problems, and trends.

HIED 5063. Diversity in Higher Education. 3 Hours.
Broadly explores how sociocultural contexts influence diversity at colleges and universities. Focuses on the responsibilities of higher education leaders to be multiculturally competent professionals who foster inclusive practices for diverse student populations.

HIED 5073. Management of Higher Education Institutions. 3 Hours.
Principles and concepts of management and their application in college and university settings.

HIED 5083. History and Philosophy of Higher Education. 3 Hours.
An examination of the history and development of higher education including the study of the philosophy, objectives, and functions of various types of institutions.

HIED 5093. Research in Higher Education and Student Affairs. 3 Hours.
This course provides master's students an overview of research and literature applicable to the discipline; teaches students how to understand academic literature and use empirical evidence to inform practices and policies at colleges and universities. Prerequisite: MED students in the Higher Education Program.

HIED 5103. Higher Education in International Contexts. 3 Hours.
Explores various systems of higher education around the world. Equips students with the knowledge and skills to work in the increasingly internationalized field of higher education.

HIED 5303. Non-Profit Fundraising. 3 Hours.
Non-Profit Fundraising examines the theory and practice of the professional field of fundraising and development, which is dedicated to attracting philanthropic support from constituents for colleges, universities, health organizations, hospitals, non-profit organizations, museums and other philanthropic endeavors.

HIED 5643. Reflective Practice in Higher Education and Student Affairs. 3 Hours.
Provides students an opportunity to work in a functional area of higher education, reflect on how their experiences inform their career goals as higher education professionals, and learn job search strategies in higher education. May be repeated for up to 6 hours of degree credit.

HIED 574V. Internship. 1-3 Hour.
Supervised field experiences in student personnel services, college administration, academic advising, institutional research, development, or other areas of college and university work.

HIED 600V. Master’s Thesis. 1-6 Hour.
Master’s Thesis. May be repeated for degree credit.

HIED 6013. The Professoriate: Problems and Issues. 3 Hours.
An examination of the vital issues and trends affecting college faculty personnel with emphasis upon institutional practices and policies.
HIED 6023. Introduction to the Study of Higher Education. 3 Hours.
A requirement for all new doctoral and specialist students. Familiarization with writing requirements, library search procedures, library resources, and program requirements. Prerequisite: Admission to Higher Education Ed.D program.

HIED 605V. Independent Study. 1-6 Hour.
Provides students with an opportunity to pursue special study in higher education.

HIED 6083. Management Skills for Effective Leadership. 3 Hours.
Development of management skills that enhance leadership includes understanding yourself, managing yourself, team building, personnel selection, group and individual decision-making, problem solving, managing conflict, developing valid performance appraisal systems, conducting performance appraisal interview, and other topics of current interest. Prerequisite: Doctoral students in Higher Education or permission of the instructor.

HIED 6093. Leading Change. 3 Hours.
An in-depth examination of leadership, change, and culture in postsecondary education.

HIED 6183. Organization Development and Change in Higher Education. 3 Hours.
An examination of the theory and practice of organization development as it relates to planned change in colleges and universities.

HIED 6303. Advancement in Higher Education. 3 Hours.
Advancement in Higher Education examines the theory and practice of the professional field and function referred to as "institutional advancement", which is dedicated to attracting philanthropic support as well as building attitudinal and behavioral support among key constituents for colleges and universities.

HIED 6323. Design and Evaluation of College Teaching. 3 Hours.
Theory and practice of effective college teaching. Emphasis is placed on preparation and evaluation of instruction.

HIED 6333. Curriculum Design in Higher Education. 3 Hours.
Types of undergraduate curricula and their supporting philosophies; approaches to curricula planning and assessment; curricular reforms; and factors influencing curricular policy making.

HIED 6343. Strategies for Effective College Teaching. 3 Hours.
An examination of traditional and innovative instructional strategies for use in college teaching.

HIED 6353. The College and University Presidency. 3 Hours.
The course explores the basic elements of the presidency of an academic institution and examines the critical issues facing the college and university presidents/chancellors.

HIED 6423. Trends, Issues and Problems in Higher Education. 3 Hours.
A study of the current problems and trends related to the field of higher education.

HIED 6483. Strategic Enrollment Management. 3 Hours.
An examination of admissions marketing strategies, communications plans, branding, and forecasting as well as how other areas (financial aid, honors, scholarships, and student affairs) contribute to successful recruitment efforts. Other key enrollment management areas of focus for the class include academic records, registration, degree audits, FERPA, student support, and most importantly, retention. Major state and federal legislation that underscores any of these activities will be discussed as well.

HIED 6533. Assessment of Institutional Effectiveness in Higher Education. 3 Hours.
The course examines the fundamentals of assessment of learning outcomes and institutional effectiveness and introduces assessment as a tool to inform strategic planning and data-driven decision-making in higher education.

HIED 6633. Finance and Fiscal Management. 3 Hours.
Higher education finance and budgeting practices: problems, issues, trends, and policy issues in higher education.

HIED 6683. Governance and Policy Making in Higher Education. 3 Hours.
An analysis of governance and policy making affecting the control of colleges and universities. Attention is given to policy generation, governing board supervision, and the impact of institutional, professional, and regional groups as well as community, state, and federal pressures.

HIED 6693. Research Techniques in Higher Education. 3 Hours.
Techniques of research applicable to Higher Education.

HIED 674V. Internship. 1-6 Hour.
Supervised field experiences in student personnel services, college administration, college teaching, institutional research, development, or other areas of college and university work.

HIED 699V. Seminar. 1-6 Hour.
A series of seminar for specialized study into areas of current significance in postsecondary education, such as leadership and planning; organization, development, and change; human resource development and appraisal; the student in higher education; etc. May be repeated for up to 6 hours of degree credit.

HIED 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.

Human Resource and Workforce Development Education Courses

HRWD 5113. Foundations of Human Resource & Workforce Development. 3 Hours.
An overview of human resource and workforce development (HRWD) in organizations. Focus on the integration of training and development, career development, and organization development. Topics include strategic planning for human resource and workforce development, needs assessment, program development, application of workplace learning theories, career development theories and methods, and application of organization learning theories.

HRWD 5123. Career Transitions. 3 Hours.
This advanced level course is intended for career development professionals and/or subject-matter experts interested in improving their career development skills within a structured or unstructured learning environment. The emphasis in this course is on gaining career development techniques and planning formal and informal career development strategies for the individual or the organization.

HRWD 5133. HRWD Diversity Issues. 3 Hours.
This course emphasis is on current trends and case studies of diversity in the workplace. Prerequisite: Graduate standing.

HRWD 5213. Organizational Analysis. 3 Hours.
This course introduces the analysis process in organizations. The instruction and activities will enable students to develop skills in conducting organizational needs analysis (OA) as a basis for performance improvement in the workplace.
HRWD 5223. Strategic Human Resource and Workforce Development Education. 3 Hours.
A comprehensive examination of the issues, topics, principles, theories, philosophies and concepts facing tomorrow's HRD professionals. Includes the transformation of strategic HRD; the role of strategic HRD leaders as change agents; the principles of strategic HRD; professional practice do mains of strategic HRD; organizational learning, performance, and change; and analysis, design, and evaluation of HPI interventions. Students will identify practices for informing decisions related to the formation of strategic HRD planning and implementation efforts.

HRWD 5233. HRWD Employment, Legal, and Ethical Issues. 3 Hours.
This course focuses on employment, legal and ethical issues within the workplace. Students will gain knowledge that should enable them to be effective in understanding current employment concerns, equal employment opportunity (EEO) laws, and ethical practices within the workplace and how these employment concerns, laws, and practices impact society.

HRWD 5313. Facilitating Learning in the Workplace. 3 Hours.
Facilitation of learning and performance improvement in the workplace. Application of instructional methods, formal and informal learning strategies, coaching, team building, and formal and informal on-the-job learning tactics. Focus on facilitating individual and group learning to affect organizational change.

HRWD 5323. International HRWD. 3 Hours.
Exploration of how globalization and culture affect the workplace and the human resource development profession. Difference between global HRD and HRD practiced in a single country. Impact of culture on every aspect of HRD implementation and practice. Examination of HRD practices in different regions of the world.

HRWD 5333. HRWD Technological Resources. 3 Hours.
This course provides students with the tools and abilities to evaluate and understand technology resources used in HRWD. Primary course elements are instructional design characteristics of technology, theoretical and practical uses of technology resources to facilitate and manage learning, and selecting the best or most appropriate technological resources. The course uses online technologies and learning experiences.

HRWD 5433. HRWD Capstone. 3 Hours.
This course is the final course for the degree in Human Resource and Workforce Development. Students will be assessed on their overall knowledge and understanding of the field. The focus of this course will be research and analysis of classic works and current trends. Pre- or Corequisite: 27 MED credit hours completed.

HRWD 571V. Independent Study. 1-3 Hour.
Independent study. May be repeated for up to 3 hours of degree credit.

HRWD 572V. Workshop. 1-3 Hour.
Workshop. Prerequisite: Advanced graduate standing. May be repeated for up to 3 hours of degree credit.

HRWD 573V. Experiential Learning. 1-18 Hour.
This course is designed for the student to attain paid or unpaid experiential development. May be repeated for up to 18 hours of degree credit.

HRWD 6313. Project and Program Evaluation. 3 Hours.
This course is a doctoral level course designed as an introduction to project and program evaluation in human resource and workforce development. Emphasis is on (a) project design and development, (b) program development and improvement, and (c) the integration of evaluation with strategic planning and performance improvement.

HRWD 6323. Qualitative Research Design and Analysis. 3 Hours.
This course is designed to introduce HRWD students to qualitative research design, data collection and data analysis. Course content includes data collection through interviews, field observation, records research, ethical issues associated with conducting research in organizational settings, and internal and external validity problems. Prerequisite: ESRM 5013 and ESRM 6403.

HRWD 6333. Quantitative Research Design and Analysis. 3 Hours.
This course provides HRWD students with the tools and abilities to design and implement an original research project using quantitative measures. Primary course elements are research design application, theoretical settings of research, and nesting research within an appropriate literature base. The course uses online technologies and on-campus learning experiences. Prerequisite: ESRM 5013 and ESRM 6403.

HRWD 6343. Principles and Techniques of Research in HRWD. 3 Hours.
This course addresses the principles and techniques underlying organizational research, both experimental and non-experimental. It covers the basic philosophy of science and research methods and gives attention to the practical problems of design, data collection sampling, and data analysis. Prerequisite: ESRM 5013 and ESRM 6403.

HRWD 6413. Career Theory and Decision Making. 3 Hours.
This course focuses on comprehensive understanding of career theory and decision making to enhance career development that emphasizes technology, cross-cultural issues, practical application, and the global economy. Career development in both the private and public sectors will be explored. Students will gain knowledge that should enable them to be effective in developing their careers and those of others using multicultural considerations and a global perspective.

HRWD 6423. Practicum. 3 Hours.
Practicum is designed to allow doctoral students in workforce development education an opportunity to apply the theoretical knowledge, skills and abilities to training, teaching, or research projects. May be repeated for up to 6 hours of degree credit.

HRWD 6513. Organization Development. 3 Hours.
This course teaches development of organization activities that intervene in the interaction of people systems to increase the effectiveness of using a variety of applied behavioral sciences. It includes the dynamics of organizations, the genesis of organizational theory and evolution of organizational dynamics, including examination of system structure, chaos theory, group dynamics and interaction, leadership theories, diversity issues impacting organizations, and techniques of change agent intervention.

HRWD 6523. Leadership Models and Concepts. 3 Hours.
This doctoral course concentrates on using commonly accepted principles of leadership to develop skills needed in workforce development education settings.

HRWD 6533. HRWD Ethical and Legal Issues. 3 Hours.
Focuses on ethical and legal issues within the workplace and behavioral science research. Students gain knowledge that should enable them to be effective in understanding ethical and legal issues within their workplace and how they can impact society.

HRWD 6613. Learning and Teaching Theories. 3 Hours.
Models and philosophies of important theorists in the field of teaching and learning.

HRWD 6633. Technology Systems in Human Resource and Workforce Development. 3 Hours.
This course provides students with the tools and abilities to evaluate and understand technology systems in HRWD. Primary course elements are instructional design characteristics of technology systems, theoretical and practical settings that use technology systems to facilitate and manage learning, and selecting the best or most appropriate system for organizational use. The course uses online technologies and learning experiences.
HRWD 6643. History and Foundations of HRWD. 3 Hours.
This course focuses on the history of human resource development as a practice and a profession. Particular emphasis in this course is placed on the influence of philosophy on developing HRD theory and practice. As students progress through this course they can expect to gain greater understanding of how HRD developed as a profession, the historical root of its theory and practice, and an understanding of how to evaluate the philosophical assumptions of current HRD theory and practice.

HRWD 6713. HRWD Curriculum Design. 3 Hours.
Determining principles of curriculum development, implementation, and evaluation with emphasis in human resource development education.

HRWD 6723. Entrepreneurial Development. 3 Hours.
An advanced graduate-level course examining the history, economics, theory and practice of developing Entrepreneurial enterprises. This course presents an overview of the business and organizational systems with which an entrepreneur should be familiar.

HRAB 5700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.

Rehabilitation Education Courses

RHAB 534V. Supervised Rehabilitation Counseling. 1-3 Hour.
Gives the student practice in counseling under supervision with rehabilitation clients in selected settings and agencies.

RHAB 5363. Employer Relations and Placement Practicum. 3 Hours.
Students address the placement needs of rehabilitation agencies and their clients by implementing the RehabMark approach to employer development. Prerequisite: RHAB 5493.

RHAB 5373. Multicultural/Gender Issues in Rehabilitation. 3 Hours.
This course examines multicultural and gender issues of importance to rehabilitation practice and research, including study of women and men with disabilities within different minority cultures. The course uses a power analysis and a minority model of disability as a basis for understanding the relationship between disability, gender, race and ethnicity.

RHAB 5383. Theories and Foundations of Addiction. 3 Hours.
This course will introduce students to the field of addictions by defining clinical models of addiction, to include alcohol and other drugs, gambling, food, sex, criminal behavior and other types of addiction. This course will also introduce students to (a) key concepts of pharmacology, assessment, and diagnosis, (b) methods of prevention, intervention, treatment and care, (c) the impact of addiction on the family system, (d) ethics principles, and (e) the 12 core functions of practice for rehabilitation and clinical mental health professionals.

RHAB 5463. Independent Living and Community Adjustment. 3 Hours.
Study of the problems and practices involved in developing and maintaining independent living rehabilitation programs for people who are disabled physically, developmentally, and mentally.

RHAB 5493. Vocational Evaluation and Adjustment. 3 Hours.
An in-depth examination of theories and techniques related to evaluation of vocational potential and work adjustment of people with disabilities.

RHAB 5513. Professional and Legal Issues in Addiction Counseling. 3 Hours.
This course introduces students to key ethical principles and values within the field of addictions treatment and counseling. The history of the implementation of ethical principles and standards as well as specific professional codes of ethics relevant to the field of addiction (i.e., APA, CRCC, NAADAC) are thoroughly covered.

RHAB 5523. Clinical Assessment and Treatment in Addictions. 3 Hours.
This course introduces students to the process of screening, evaluation/assessment, and treatment processes within the field of addiction. This course will also address special issues related to assessment and treatment such as co-occurring disorders, cultural and gender factors, and pharmacological treatment options.

RHAB 5543. Family Constructs and Addictions Counseling. 3 Hours.
This course analyzes the impact of addictions on the family system and introduces students to the theory of marriage and family approaches used in addictions counseling. Special topics covered in the course include but are not limited to counseling women, employment issues, multicultural issues, ethics, and trauma.

RHAB 574V. Internship. 1-9 Hour.
Internship.

RHAB 599V. Seminar. 1-18 Hour.
Seminar. May be repeated for up to 18 hours of degree credit.

RHAB 605V. Independent Study. 1-18 Hour.
Independent study.

RHAB 6243. Advanced Rehabilitation Research. 3 Hours.
An advanced doctoral level course to facilitate the application of scientific values, research skills, and behavior to the generation of rehabilitation knowledge and problem solving.

RHAB 625V. Teaching Internship in Rehabilitation. 1-18 Hour.
Graduate teaching experience in the rehabilitation counseling curriculum. Under the supervision of a faculty member, will participate in the development of syllabi, course materials and examinations. Will team teach graduate rehabilitation courses with the faculty member. May be repeated for up to 18 hours of degree credit.

RHAB 6263. Clinical Supervision of Practicum Students. 3 Hours.
The study and practice of supervising master's rehabilitation counseling students in a clinical practicum setting. Prerequisite: Doctoral standing.

RHAB 675V. Internship. 1-18 Hour.
Advanced supervised practice in a rehabilitation setting.

RHAB 699V. Seminar. 1-18 Hour.
Discussion of pertinent topics and issues in the rehabilitation field. Prerequisite: Advanced graduate standing. May be repeated for up to 18 hours of degree credit.

RHAB 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.