Human Resource Development (HRDE)

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Degrees Offered:
M.H.R.D. in Human Resource Development
Ed.D. in Human Resource Development

Both the master's degree and the doctoral degree are offered online. For more information about the online offerings, visit the Global Campus descriptions of the Master of Education program (https://online.uark.edu/programs/master-education-human-resource-workforce-development-education.php) or the Doctor of Education program (https://online.uark.edu/programs/doctor-education-human-resource-workforce-development-education.php).

Program Description: The Human Resource Development program prepares scholar/practitioners to be educators, managers, and consultants in academic, public, and private settings. This program focuses on human resource development 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 Development. 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.

Master of Human Resource Development

Admission Requirements for the Master's Degree Program:
All candidates who seek admission to the program must submit an application for admission and an application fee to the Graduate School. Applicants must meet all Graduate School requirements for admission with the exception of standardized tests. 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 is required for admission into the program.

Application to Accelerated Master of Human Resource Development Degree: Applicants to the Master of Human Resource Development program under the Accelerated Master's route must be a University Arkansas undergraduate pursuing a bachelor's degree in Human Resource Development. Students apply for admission to the accelerated program before the end of their junior year (i.e., two semesters before graduation). Once admitted, they may take up to 12 hours of graduate coursework as undergraduates, which will apply toward the master's program. After receiving their undergraduate degree, students complete the remaining classes in the Master of Human Resource Development program. All prospective students who apply to the accelerated masters program are evaluated by program faculty in the Human Resource Development program and are evaluated in a holistic manner, looking at a variety of factors including: overall GPA, GPA in HRDE coursework, statement of purpose provided by applicant, and recommendation letter from at least one HRDE faculty member, solicited by the student. GRE Scores are not required to apply to the Accelerated Master's program. Once admitted, accelerated masters students may take up to 12 hours of graduate coursework (5000-level or above) that will count toward both their undergraduate and master's degrees. Exact courses must be approved by the student's academic adviser and HRDE Graduate Coordinator. Upon completion of their undergraduate degree in Human Resource Development, accelerated master's students who meet all Graduate School requirements and have maintained a minimum 3.5 GPA in the 12 hours of HRDE graduate coursework will be admitted to the Master of Human Resource Development program after admittance into the Graduate School.

Requirements for the Master's 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 for Master of Human Resource Development – 33 hours

Required Research Courses		**6**
ESRM 5013	Research Methods in Education (Students can also take ESRM 5393 Statistics in Education and Health Professions)	
HRDE 5433	HRDE Capstone	
HRDE Core Coures		**27**
Career Development Pillar		
HRDE 5113	Foundations of Human Resource & Workforce Development	
HRDE 5123	Career Transitions	
HRDE 5133	HRDE Diversity Issues	
Organization Development Pillar		
HRDE 5213	Organizational Analysis	
HRDE 5223	Strategic Human Resource and Workforce Development Education	
HRDE 5233	HRDE Employment, Legal, and Ethical Issues	
Training and Development Pillar		
HRDE 5313	Facilitating Learning in the Workplace	
HRDE 5323	International HRDE	
HRDE 5333	HRDE Technological Resources	
Supplemental Courses (optional)		
HRDE 571V	Independent Study	
HRDE 572V		
HRDE 573V		
Total Hours		**33**

Students should also be aware of Graduate School requirements with regard to master's degrees (http://catalog.uark.edu/graduatecatalog/degreerequirements/#mastersdegreestext).

Ed.D. in Human Resource and Workforce Development Education

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 (http://wded.uark.edu/4529.htm). You may also email RHRCgrad@uark.edu with questions about the admissions process. The Human Resource Development 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 an online 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 (https://graduate-and-international.uark.edu/graduate/future-students/), applicants must apply to the Human Resource Development program by submitting an application for admission specific to the Ed.D program in Human Resource Development, an autobiographical sketch, and a resume via email to RHRCgrad@uark.edu.

Requirements for the Ed.D. Degree in Human Resource Development: Candidates for the Doctor of Education Degree in Human Resource Development must complete a minimum of 96 total semester hours of graduate study.

Human Resource Development:

Research and Statistics – 33 hours (including 18 dissertation hours)		
ESRM 6403	Educational Statistics and Data Processing	3
HRDE 6313	Project and Program Evaluation	3
HRDE 6323	Qualitative Research Design and Analysis	3
HRDE 6333	Quantitative Research Design and Analysis	3
HRDE 6343	HRDE Dissertation Seminar	3
HRDE 700V	Doctoral Dissertation	18
Human Resource Development Core – 24 hours		
Career Development Pillar		
HRDE 6643	History and Foundations of HRDE (This course should be taken during the student's first semester in the program)	3
HRDE 6413	Career Theory and Decision Making	3
Organizational Pillar		
HRDE 6513	Organization Development	3
HRDE 6523	Leadership Models and Concepts	3
HRDE 6533	HRDE Ethical and Legal Issues	3
Training and Development Pillar		
HRDE 6613	Learning and Teaching Theories	3
HRDE 6633	Technology Systems in Human Resource and Workforce Development	3
HRDE 6713	HRDE Training & Development	3
Electives		**39**
HRDE 6423	Practicum	
HRDE 6723		
Any University of Arkansas HRDE 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 (http://catalog.uark.edu/graduatecatalog/degreerequirements/#phdandedddegreestext).

Charkasova, Aynur, Ph.D., M.S. (Southern Illinois University, Carbondale), B.A. (Azerbaijan University of Languages), Teaching Assistant Professor, Department of Rehabilitation, Human Resource and Communication Disorders, 2021.
Hughes, Claretha, Ph.D. (Virginia Polytechnic Institute and State University), M.S. (North Carolina State University), M.B.A. (University of Arkansas), B.A. (Clemson University), Professor, Department of Rehabilitation, Human Resource and Communication Disorders, 2004, 2017.
Niu, Yuanlu, Ph.D., M.B.A. (Southern Illinois University), Assistant Professor, Human Resource and Workforce Development Education Program, 2019.
Samuels, Mandel G., M.B.A. (University of Arkansas), B.A. (Oklahoma State University), Clinical Assistant Professor, Department of Rehabilitation, Human Resource and Communication Disorders, 2012, 2018.

Courses

HRDE 5113. Foundations of Human Resource & Workforce Development. 3 Hours.
An overview of human resource and workforce development (HRDE) 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. (Typically offered: Fall, Spring and Summer)

HRDE 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. (Typically offered: Spring)

HRDE 5133. HRDE Diversity Issues. 3 Hours.
This course emphasis is on current trends and case studies of diversity in the workplace. Prerequisite: Graduate standing. (Typically offered: Fall)

HRDE 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. (Typically offered: Spring and Summer)

HRDE 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. (Typically offered: Fall)

HRDE 5233. HRDE 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. (Typically offered: Spring)

HRDE 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. (Typically offered: Spring)

HRDE 5323. International HRDE. 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. (Typically offered: Fall)

HRDE 5333. HRDE Technological Resources. 3 Hours.
This course provides students with the tools and abilities to evaluate and understand technology resources used in HRDE. 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. (Typically offered: Fall)

HRDE 5433. HRDE 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. (Typically offered: Fall, Spring and Summer)

HRDE 571V. Independent Study. 1-3 Hour.
Independent study. (Typically offered: Irregular) May be repeated for up to 3 hours of degree credit.

HRDE 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. (Typically offered: Spring Even Years)

HRDE 6323. Qualitative Research Design and Analysis. 3 Hours.
This course is designed to introduce HRDE 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 6403. (Typically offered: Spring Even Years)

HRDE 6333. Quantitative Research Design and Analysis. 3 Hours.
This course provides HRDE 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. (Typically offered: Fall Even Years)

HRDE 6343. HRDE Dissertation Seminar. 3 Hours.
This course is a dissertation seminar. The student will prepare a prospectus and begin the first three chapters of their dissertation. This course is designed to be taken near the end of the doctoral student's course work. The 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 6403. (Typically offered: Fall Even Years)

HRDE 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. (Typically offered: Fall)

HRDE 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. (Typically offered: Irregular) May be repeated for up to 6 hours of degree credit.

HRDE 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. (Typically offered: Summer Odd Years)

HRDE 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. (Typically offered: Fall Odd Years)

HRDE 6533. HRDE 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. (Typically offered: Fall)

HRDE 6613. Learning and Teaching Theories. 3 Hours.
Models and philosophies of important theorists in the field of teaching and learning. (Typically offered: Spring Odd Years)

HRDE 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 HRDE. 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. (Typically offered: Fall Odd Years)

HRDE 6643. History and Foundations of HRDE. 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. (Typically offered: Fall Even Years)

HRDE 6713. HRDE Training & Development. 3 Hours.
This course provides a theoretical and practical overview of training design and development in HRD within a range of organizational types. Design strategies used to create learning in organizations and facilitates an understanding of individual development from both an organizational and individual perspective are covered. Topics include designing training needs-assessments, job & task analysis, and evaluation of successful training design. Learning, designing, and evaluating the effectiveness of a variety of T&D programs will be explored. (Typically offered: Summer)

HRDE 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. (Typically offered: Fall, Spring and Summer) May be repeated for degree credit.