Human Resource and Workforce Development Education (HRWD)

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Degrees Offered:
M.Ed. in Human Resource and Workforce Development Education
Ed.D. in Human Resource and Workforce Development Education

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 (http://online.uark.edu/programs/master-education-human-resource-workforce-development-education.html) or the Doctor of Education program (http://online.uark.edu/programs/doctor-education-human-resource-workforce-development-education.html).

Program Description: 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.

M.Ed. in Human Resource and Workforce Development Education

Admission Requirements for the Master of Education 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.

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

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>ESRM 5013</td>
<td>Research Methods in Education (Students can also take ESRM 5393 Statistics in Education and Health Professions)</td>
<td>3</td>
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<tr>
<td>HRWD 5433</td>
<td>HRWD Capstone</td>
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HRWD Core Courses

Career Development Pillar
- HRWD 5113 Foundations of Human Resource & Workforce Development
- HRWD 5123 Career Transitions
- HRWD 5133 HRWD Diversity Issues

Organization Development Pillar
- HRWD 5213 Organizational Analysis
- HRWD 5223 Strategic Human Resource and Workforce Development Education
- HRWD 5233 HRWD Employment, Legal, and Ethical Issues

Training and Development Pillar
- HRWD 5313 Facilitating Learning in the Workplace
- HRWD 5323 International HRWD
- HRWD 5333 HRWD Technological Resources

Supplemental Courses
- HRWD 571V Independent Study
- HRWD 572V Workshop
- HRWD 573V Experiential Learning

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 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 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 and Workforce Development Education program by submitting an application for admission specific to the Ed.D program in Human Resource and
Workforce Development Education, an autobiographical sketch, and a resume via email to RHRCgrad@uark.edu.

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

Human Resource and Workforce Development Education:

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

- ESRM 6403 Educational Statistics and Data Processing 3
- HRWD 6313 Project and Program Evaluation 3
- HRWD 6323 Qualitative Research Design and Analysis 3
- HRWD 6333 Quantitative Research Design and Analysis 3
- HRWD 6343 Principles and Techniques of Research in HRWD 3
- HRWD 700V Doctoral Dissertation 18

Human Resource and Workforce Development Education Core – 24 hours

Career Development Pillar
- HRWD 5113 Foundations of Human Resource & Workforce Development 3
- HRWD 6413 Career Theory and Decision Making 3

Organizational Pillar
- HRWD 6513 Organization Development 3
- HRWD 6523 Leadership Models and Concepts 3
- HRWD 6533 HRWD Ethical and Legal Issues 3

Training and Development Pillar
- HRWD 6613 Learning and Teaching Theories 3
- HRWD 6633 Technology Systems in Human Resource and Workforce Development 3
- HRWD 6713 HRWD Curriculum Design 3

Electives
- HRWD 6423 Practicum 3
- HRWD 6723 Entrepreneurial Development 3
- HRWD 6643 History and Foundations of HRWD 3

Any University of Arkansas HRWD master's course excluding the Supplement Courses

Or other courses approved by committee

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/graduatenew/ degreerequirements/#phdandedddegreeestext).

Beck, Jules K., Ph.D., M.S., B.A. (University of Minnesota-Twin Cities), Clinical Assistant Professor, 2004.

Biggs, Bobbie T., Ph.D. (Texas A&M University), M.S., B.S. (University of Arkansas), Professor, 1979.

Dieffenderfer, Vicki, Ph.D., M.S., B.S. (University of Tennessee), Clinical Assistant Professor, 2015.

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, 2004.

Schmidke, Carsten M., Ph.D. (Oklahoma State University), M.A., B.A. (Christian-Albrechts University), Assistant Professor, 2008.

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.

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