Human Resource Development (HRDE)

106 Graduate Education Building
hrwd@uark.edu

The undergraduate Human Resource Development program is specifically designed for adults who want to complete a bachelor’s degree that opens doors to opportunity and personal growth. The Human Resource Development curriculum prepares individuals to apply integrated training, organizational development, and career planning and counseling skills to the design, management, and evaluation of programs to improve individual productivity, employability, job satisfaction, and organizational effectiveness. Undergraduates also obtain a solid academic base to pursue a graduate degree. This major does not lead to traditional licensure for teachers in Arkansas.

Requirements for B.H.R.D. in Human Resource Development
All students start the program as pre-Human Resource Development majors. To be admitted into the Human Resource Development major, the students must meet the following criteria:

1. Have three or more years of full-time work experience or equivalent.

2. Complete all 35 hours of state core courses, including the Pre-Human Resource Development program requirement:

Math course chosen from:

- MATH 1313 Quantitative Reasoning (ACTS Equivalency = MATH 1113)
- MATH 2053 Finite Mathematics
- MATH 2183 Mathematical Reasoning in a Quantitative World
- STAT 2303 Principles of Statistics (ACTS Equivalency = MATH 2103)

Economics course or courses chosen from:

- ECON 2143 Basic Economics: Theory and Practice
- ECON 2013 Principles of Macroeconomics (ACTS Equivalency = ECON 2103)
- & ECON 2023 Principles of Microeconomics (ACTS Equivalency = ECON 2203)

3. Have a 2.5 or higher GPA, or have a 2.5 or higher GPA on the Human Resource Development program’s required courses after completing 12 hours of HRDE coursework.

Human Resource Development Major

University Core Requirements

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-6 hours Pre-HRDE Economics Requirement chosen from:</td>
<td>3</td>
</tr>
<tr>
<td>ECON 2143 Basic Economics: Theory and Practice or ECON 2013 Principles of Macroeconomics (ACTS Equivalency = ECON 2103) &amp; ECON 2023 Principles of Microeconomics (ACTS Equivalency = ECON 2203)</td>
<td></td>
</tr>
<tr>
<td>3 hours Pre-HRDE Math requirement chosen from:</td>
<td>3</td>
</tr>
<tr>
<td>MATH 2183 Mathematical Reasoning in a Quantitative World or MATH 2053 Finite Mathematics</td>
<td></td>
</tr>
<tr>
<td>Total Hours</td>
<td>35</td>
</tr>
</tbody>
</table>

Electives

Up to 19 credit hours of electives can include technical credit that can be obtained through experiential learning credits and/or faculty approved courses. See below for Elective Options.

Suggested HRDE electives:

- HRDE 4113 The Generational Dynamics in the Workplace
- HRDE 4323 Instructional Technology and Design

HRDE Required Courses

Career Development Pillar (15 hours)

- HRDE 3113 Foundations of Human Resource Development 3
- HRDE 3123 Career Development 3
- HRDE 3133 Writing for Human Resource and Workforce Development Professionals 3
- HRDE 4123 Strategic Human Resource Development 3
- HRDE 4133 International Human Resource Development and Cultural Differentiation 3

Organization Development Pillar (15 hours)

- HRDE 3213 Organization Development 3
- HRDE 3223 Managing Human Resource Development Programs 3
- HRDE 4213 Workplace Diversity and Human Resource Development 3
- HRDE 4223 Professional and Leadership Development 3
- HRDE 4233 HRD Legal and Ethical Issues 3

Training and Development Pillar (15 hours)

- HRDE 3313 Training and Development 3
- HRDE 3323 Designing and Developing Human Resource Development Programs 3
- HRDE 3333 Communication in Human Resource and Workforce Development 3
- HRDE 4313 Human Resource Development Program and Product Evaluation 3
- HRDE 4333 Human Resource Development Capstone 3

Total Hours 120

Options for Electives

1. Experiential Learning HRDE 450V
   a. Credits from HRDE faculty approved National Occupational Competency Testing Institute (NOCTI) assessments accepted and assessed by the HRWD faculty NOCTI coordinator.
   b. American Council on Education (ACE) and Council on Adult and Experiential Learning (CAEL) credits as accepted by the University of Arkansas’ undergraduate policy will also be accepted by the undergraduate HRDE program for Experiential Learning HRDE 450V credits.
   c. 3 credit hours will be awarded for recognition from the Association for Talent Development, (formerly the American Society for Training and Development), as a Certified Professional in Learning and Performance (CPLP).
   d. Credits will be given for earning from Society for Human Resource Management (SHRM) Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) or STAT 2303 Principles of Statistics (ACTS Equivalency = MATH 2103)
   or MATH 1313 Quantitative Reasoning (ACTS Equivalency = MATH 1113)
certification. 1 credit hour will be awarded for PHR certification. 3 credit hours for SPHR certification. If a student enters the undergraduate HRWD program with PHR certification and obtains SPHR certification while in the program, they will be given an additional 2 credit hours for a maximum of 3 credit hours.

e. A maximum of 3 credit hours of Continuing Education Unit (CEU) will be accepted. 15 hours of continuing education equals 1 CEU and equals 1 credit hour. Acceptable CEU’s must be in training and development, career development, or organization development.

f. A maximum of 6 hours of ROTC credit will be granted for military service in accordance with the current University of Arkansas Policy.

2. Faculty Approved courses
   a. Sanctioned by HRDE faculty.
   b. Related to one of the HRDE areas, including psychology, organizational behavior, adult education, occupational counseling, skill testing and evaluation, program design and evaluation, consulting practice, organizational development, training, management, development, customer service, or total quality management.
   c. Suggested HRDE electives: HRDE 4113 and HRDE 4323.

Human Resource Development Semester Plan

The nature of the Human Resource Development major excludes it from ACT 1014 eight-semester degree-completion program requirements. The HRDE degree is a 120 hour degree in accordance with ACT 747.

Presented below is a typical plan for completing this degree in four semesters; individual student plans may vary significantly.

If fewer credits than needed are earned through technical credits, completing additional appropriate coursework will require heavier course loads and/or additional semesters to graduate. The 19 hours of technical requirements can be completed at any time during the four semester program. Students are not required to complete courses during the summer, but courses may be offered. Students may be able to finish the program sooner if they enroll in summer courses.

Earned prior to Fall Semester Year 1

State Minimum Core

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Must specifically include:</td>
<td>35</td>
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<tr>
<td>3-6 hours Pre-HRDE Economics Requirement</td>
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</tr>
<tr>
<td>Required from:</td>
<td></td>
</tr>
<tr>
<td>ECON 2143 Basic Economics: Theory and Practice</td>
<td></td>
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<tr>
<td>or ECON 201 Principles of Macroeconomics</td>
<td></td>
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<tr>
<td>(ACTS Equivalency = ECON 2103)</td>
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<tr>
<td>and Principles of Microeconomics</td>
<td></td>
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<tr>
<td>(ACTS Equivalency = ECON 2203)</td>
<td></td>
</tr>
<tr>
<td>3 hours Pre-HRDE Math Requirement</td>
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</tr>
<tr>
<td>Required from:</td>
<td></td>
</tr>
<tr>
<td>MATH 2183 Mathematical Reasoning in a Quantitative World</td>
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<tr>
<td>or MATH 205 Finite Mathematics</td>
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<tr>
<td>or STAT 230 Principles of Statistics</td>
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<tr>
<td>(ACTS Equivalency = MATH 2103)</td>
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<tr>
<td>or MATH 133 Quantitative Reasoning</td>
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<td>(ACTS Equivalency = MATH 1113)</td>
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Total Hours 35

First Year

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall</th>
<th>Units</th>
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</thead>
<tbody>
<tr>
<td>HRDE 3113 Foundations of Human Resource Development</td>
<td>3</td>
<td></td>
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<tr>
<td>HRDE 3123 Career Development</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>HRDE 3213 Organization Development</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>HRDE 3313 Training and Development</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>HRDE 3133 Writing for Human Resource and Workforce Development Professionals</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>HRDE 3223 Managing Human Resource Development Programs</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>HRDE 3323 Designing and Developing Human Resource Development Programs</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>HRDE 3333 Communication in Human Resource and Workforce Development (Satisfies General Education Outcomes 1.2 and 5.1)</td>
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</tbody>
</table>

Complete all planned NOCTI tests by March, if any, approved by HRDE advisor and enroll in technical requirement hours (if applicable)

Suggested:
- HRDE 4113 The Generational Dynamics in the Workplace
- HRDE 4323 Instructional Technology and Design

Year Total: 12 12

Second Year

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall</th>
<th>Units</th>
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<tr>
<td>HRDE 4123 Strategic Human Resource Development</td>
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<tr>
<td>HRDE 4133 International Human Resource Development and Cultural Differentiation (Satisfies General Education Outcome 4.1)</td>
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<tr>
<td>HRDE 4213 Workplace Diversity and Human Resource Development (Satisfies General Education Outcome 4.2)</td>
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<tr>
<td>HRDE 4223 Professional and Leadership Development</td>
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<tr>
<td>HRDE 4233 HRD Legal and Ethical Issues</td>
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<tr>
<td>HRDE 4313 Human Resource Development</td>
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<tr>
<td>Program and Product Evaluation</td>
<td>3</td>
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</tr>
<tr>
<td>HRDE 4333 Human Resource Development Capstone (Satisfies General Education Outcome 6.1)</td>
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</tbody>
</table>

Complete all planned NOCTI tests by March, if any, approved by HRDE advisor and enroll in technical requirement hours (if applicable)

Suggested (if not already taken):
- HRDE 4113 The Generational Dynamics in the Workplace
- HRDE 4323 Instructional Technology and Design

Year Total: 12 9

Total Units in Sequence: 45
Combined Totals
Credits earned prior to Fall Semester Year 1 35
Credits in HRDE sequence 45
Electives 40
Total Hours 120

1 The General Education Curriculum is designed to measure specific knowledge, skills, and attitudes developed by students at the University of Arkansas. Since the pre-program requirements are most likely completed at other institutions, learning outcomes 1.1, 2.1, 3.1, 3.2, 3.3, and 3.4 will not be measured in this program.

Minor in Human Resource Development
The undergraduate minor is specifically designed for individuals who want to build a foundation in HRD theory and application that opens doors to opportunity and personal growth. The minor in Human Resource Development introduces students to the concepts of organizational development, career planning, and training and development and helps them develop skills to influence the development, management, and evaluation of programs to improve individual productivity, employability, job satisfaction, and organizational effectiveness. The minor will also provide a solid academic base to pursue an undergraduate degree.

HRDE 3113 Foundations of Human Resource Development 3
HRDE 3123 Career Development 3
HRDE 3213 Organization Development 3
HRDE 3313 Training and Development 3
3 hrs HRDE course chosen from:
HRDE 3133 Writing for Human Resource and Workforce Development Professionals 3
HRDE 3223 Managing Human Resource Development Programs
HRDE 3323 Designing and Developing Human Resource Development Programs
HRDE 3333 Communication in Human Resource and Workforce Development
HRDE 4113 The Generational Dynamics in the Workplace
HRDE 4123 Strategic Human Resource Development
HRDE 4133 International Human Resource Development and Cultural Differentiation
HRDE 4213 Workplace Diversity and Human Resource Development
HRDE 4223 Professional and Leadership Development
HRDE 4233 HRD Legal and Ethical Issues
HRDE 4313 Human Resource Development Program and Product Evaluation
HRDE 4323 Instructional Technology and Design

Total Hours 15

Blisard, Paul, Ed.D. (University of Arkansas), M.C., B.S., B.S. (Southwest Missouri State University), Clinical Assistant Professor, 2014.
Charkasova, Aynur, Ph.D., M.S. (Southern Illinois University, Carbondale), B.A. (Azerbaijan University of Languages), Teaching Assistant Professor, 2021.
Christian, David, Ph.D., M.S. (University of North Texas), B.A. (University of Texas at Dallas), Associate Professor, 2015, 2021.
Hevel, Michael Stephen, Ph.D. (University of Iowa), M.A. (Bowling Green State University), B.A. (University of Kansas), Associate Professor, 2012, 2017.
Higgins, Kristin Kay, Ph.D., M.S. (University of Arkansas), B.A. (Vanderbilt University), Associate Professor, 2006, 2014.
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, 2017.
Kacirek, Kit, Ed.D., M.Ed. (University of Arkansas), B.S. (University of Texas), Associate Professor, 1997, 2007.
Li, Xinya, Ph.D. (Florida State University), B.S. (Zhejiang Gongshang University, China), Associate Professor, 2014, 2021.
Lo, Wen-Juo, Ph.D., M.A. (Arizona State University), B.S. (SooChow University), Associate Professor, 2008, 2014.
Lundeen, Lindsay, Ph.D. (University of Iowa), B.S. (Jackson State University), Assistant Professor, 1996.
McCray, Suzanne, Ph.D. (University of Tennessee), M.A., B.A. (University of Arkansas), Associate Professor, 2010.
Miller, Michael T., Ed.D. (University of Nebraska), M.S., B.A. (Southern Illinois University), Professor, 2003, 2005.
Perryman, Kristi Leann, Ph.D. (University of Arkansas), M.S., B.S. (Southwest Missouri State University), Associate Professor, 2014, 2022.
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), Associate Professor, 2016, 2019.
Samuels, Mandel G., M.B.A. (University of Arkansas), B.A. (Oklahoma State University), Clinical Assistant Professor, 2012, 2018.
Williams, Brent Thomas, Ph.D. (University of Illinois, Urbana-Champaign), M.S. (University of Texas Southwestern Medical School), B.A. (Austin College), Associate Professor, 2002, 2008.
Zhang, Jihong, Ph.D. (University of Iowa), M.S. (University of Kansas), B.A. (SooChow University), Assistant Professor, 2023.