

Human Resource Development (HRDE)

106 Graduate Education Building
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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:	3
MATH 11103 Quantitative Reasoning (ACTS Equivalency = MATH 1113)	
MATH 20503 Finite Mathematics	
MATH 21803 Mathematical Reasoning in a Quantitative World	
MATH 21003 Principles of Statistics (ACTS Equivalency = MATH 2103)	
Economics course or courses chosen from:	3-6
ECON 21403 Basic Economics: Theory and Practice	
ECON 21003 Principles of Macroeconomics (ACTS Equivalency & ECON 22003= ECON 2103) and 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	35
3-6 hours Pre-HRDE Economics Requirement chosen from:	
ECON 21403 Basic Economics: Theory and Practice	
or ECON 21003 Principles of Macroeconomics (ACTS Equivalency = & ECON 22003= ECON 2103) and Principles of Microeconomics (ACTS Equivalency = ECON 2203)	
3 hours Pre-HRDE Math requirement chosen from:	
MATH 21803 Mathematical Reasoning in a Quantitative World	
or MATH 20503 Finite Mathematics	

or MATH 21003 Principles of Statistics (ACTS Equivalency = MATH 2103)
or MATH 11103 Quantitative Reasoning (ACTS Equivalency = MATH 1113)

Electives 40

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 41103	The Generational Dynamics in the Workplace
HRDE 43203	Instructional Technology and Design

HRDE Required Courses

Career Development Pillar (15 hours)

HRDE 31103	Foundations of Human Resource Development	3
HRDE 31203	Career Development	3
HRDE 31303	Writing for Human Resource and Workforce Development Professionals	3
HRDE 41203	Strategic Human Resource Development	3
HRDE 41303	International Human Resource Development and Cultural Differentiation	3

Organization Development Pillar (15 hours)

HRDE 32103	Organization Development	3
HRDE 32203	Managing Human Resource Development Programs	3
HRDE 42103	Workplace Diversity and Human Resource Development	3
HRDE 42203	Professional and Leadership Development	3
HRDE 42303	HRD Legal and Ethical Issues	3

Training and Development Pillar (15 hours)

HRDE 33103	Training and Development	3
HRDE 33203	Designing and Developing Human Resource Development Programs	3
HRDE 33303	Communication in Human Resource and Workforce Development	3
HRDE 43103	Human Resource Development Program and Product Evaluation	3
HRDE 43303	Human Resource Development Capstone	3

Total Hours 120

Options for Electives

1. Experiential Learning HRDE 4500V
 - 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 4500V 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)

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 41103 and HRDE 43203.

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 ¹	35
Must specifically include:	
3-6 hours Pre-HRDE Economics Requirement chosen from:	
ECON 21403 Basic Economics: Theory and Practice	
or ECON 21003 Principles of Macroeconomics (ACTS Equivalency = & ECON 22003 ECON 2103)	
or ECON 22003 and Principles of Microeconomics (ACTS Equivalency = ECON 2203)	
3 hours Pre-HRDE Math Requirement chosen from:	
MATH 21803 Mathematical Reasoning in a Quantitative World	
or MATH 20503 Finite Mathematics	
or MATH 21003 Principles of Statistics (ACTS Equivalency = MATH 2103)	
or MATH 11103 Quantitative Reasoning (ACTS Equivalency = MATH 1113)	
Total Hours	35

First Year	Units	
	Fall	Spring
HRDE 31103 Foundations of Human Resource Development	3	
HRDE 31203 Career Development	3	
HRDE 32103 Organization Development	3	
HRDE 33103 Training and Development	3	
HRDE 31303 Writing for Human Resource and Workforce Development Professionals		3
HRDE 32203 Managing Human Resource Development Programs		3
HRDE 33203 Designing and Developing Human Resource Development Programs		3
HRDE 33303 Communication in Human Resource and Workforce Development (Satisfies General Education Outcomes 1.2 and 5.1)		3
Complete all planned NOCTI tests by March, if any, approved by HRDE advisor and enroll in technical requirement hours (if applicable)		
Suggested:		
HRDE 41103 The Generational Dynamics in the Workplace		
HRDE 43203 Instructional Technology and Design		
Year Total:	12	12

Second Year	Units	
	Fall	Spring
HRDE 41203 Strategic Human Resource Development	3	
HRDE 41303 International Human Resource Development and Cultural Differentiation (Satisfies General Education Outcome 4.1)	3	
HRDE 42103 Workplace Diversity and Human Resource Development (Satisfies General Education Outcome 4.2)	3	
HRDE 42203 Professional and Leadership Development	3	
HRDE 42303 HRD Legal and Ethical Issues		3
HRDE 43103 Human Resource Development Program and Product Evaluation		3
HRDE 43303 Human Resource Development Capstone (Satisfies General Education Outcome 6.1)		3
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 41103 The Generational Dynamics in the Workplace		
HRDE 43203 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 in 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 31103	Foundations of Human Resource Development	3
HRDE 31203	Career Development	3
HRDE 32103	Organization Development	3
HRDE 33103	Training and Development	3
3 hrs HRDE course chosen from:		3
HRDE 31303	Writing for Human Resource and Workforce Development Professionals	
HRDE 32203	Managing Human Resource Development Programs	
HRDE 33203	Designing and Developing Human Resource Development Programs	
HRDE 33303	Communication in Human Resource and Workforce Development	
HRDE 41103	The Generational Dynamics in the Workplace	
HRDE 41203	Strategic Human Resource Development	
HRDE 41303	International Human Resource Development and Cultural Differentiation	
HRDE 42103	Workplace Diversity and Human Resource Development	
HRDE 42203	Professional and Leadership Development	
HRDE 42303	HRD Legal and Ethical Issues	
HRDE 43103	Human Resource Development Program and Product Evaluation	
HRDE 43203	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.

Grover, Kenda Shea, Ed.D. (University of Arkansas), M.S., B.A. (Northeastern State University), Associate Professor, 2003, 2018.

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, Clareth, 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.

Liang, 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.

Lofton, Barbara A., Ed.D. (Grambling State University), M.A. (University of Iowa), B.S. (Jackson State University), Assistant Professor, 1996.

Lundeen, Lindsay, Ph.D. (University of Georgia), M.A. (Wake Forest University), B.S. (Kennesaw State University), Assistant Professor, 2023.

Mamiseishvili, Ketevan, Ph.D., M.A. (University of Missouri-Columbia), B.A. (Akaki Tsereteli State University), Professor, 2008, 2017.

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.

Murry, John, Ed.D., J.D., M.B.A., B.S.B.A., B.S. (University of Arkansas), Associate Professor, 1993, 1999.

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.

Shelton, Leslie Jo, Ph.D. (Michigan State University), M.Ed., B.A. (Ohio University), Associate Professor, 2014, 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.