

Program Requirements

All students start the program as pre-HRD majors. To be admitted into the HRD 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 university core courses, plus the Pre-HRD Core requirements.

Requirements for Bachelor of Human Resource Development:

University Core + Pre-HRD Core + HRD Major Courses + General Electives/HR Tech = 120+

Math course chosen from:

MATH 11103 Quantitative Reasoning
MATH 20503 Finite Mathematics
MATH 21803 Mathematical Reasoning in a Quantitative World
STAT 21003 Principles of Statistics

Economics course or courses chosen from:

ECON 21403 Basic Economics: Theory and Practice
ECON 21003 Principles of Macroeconomics
&
ECON 22003 Principles of Microeconomics

3. Have a 2.5 or higher GPA or have a 2.5 or higher GPA in HRD required courses after completing 12 hours of HRD coursework.

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.

Suggested HRD electives:

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

HRDE Required Courses (15 courses □ 45 hours):

- Career Development Pillar (15 hours)
 - _____ HRDE 31103 Foundations of Human Resource Development
 - _____ HRDE 31203 Career Development
 - _____ HRDE 31303 Writing for Human Resource and Workforce Development

HUMAN RESOURCE DEVELOPMENT B.H.R.D.

_____ HRDE 41203 Strategic Human Resource Development
_____ HRDE 41303 International HRD and Cultural Differentiation

- Organization Development Pillar (15 hours)

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

- Training and Development Pillar (15 hours)

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

For more information please contact the undergraduate Academic Advisor at hrde@uark.edu.

Break Down of Degree Requirements:

| | | |
|--------------------------------|------------------|---|
| University Core: | 35 hours | |
| Pre-HRD Math: | 3 hours | |
| HRD required Courses: | 45 hours | |
| Additional Hours to Reach 120: | 37 hours | (General Electives and Experiential Learning) |
| Total Required: | <u>120 hours</u> | |

Experiential Learning HRDE 450V

- a. Credits from HRD faculty approved National Occupational Competency Testing Institute (NOCTI) assessments accepted and assessed by the HRD faculty NOCTI coordinator. [9 hours max]
 1. Administrative Assisting #4101
 2. Business and Information Processing #4013
- 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 HRD 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) certification. 1 credit hour will be awarded for PHR certification. 3 credit hours for SPHR certification. If a student enters the undergraduate HRD 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 Units (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.

Faculty Approved courses

- a. Sanctioned by HRD faculty
- b. Related to one of the HRD 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 HRD electives: [HRDE 41103](#) and [HRDE 43203](#).

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