



Proposal to the Senate Educational Policy Committee-revised April 22, 2014

PROPOSAL TITLE:

Changing the minimum credit hours required for the Graduate Concentration in Human Resource Development from 24 to 12 credit hours, and reducing the minimum number of credit hours for the Ed.M. in Human Resource Education/Human Resource Development Concentration.

SPONSOR

K. Peter Kuchinke, Professor and Director of Graduate Study, Department of Education Policy, Organization and Leadership, 333 0807

COLLEGE CONTACT

Kathy Stalter, Assistant to the Associate Dean for Student Academic Affairs, College of Education, 333-0964, kstalter@illinois.edu

BRIEF DESCRIPTION:

The major in Human Resource Education (HRE) currently requires a minimum of 36 credit hours for the Ed.M. degree. A graduate concentration is required for the HRE major. With the reduction in hours for the concentration, the minimum number of credit hours for the Ed.M. degree in Human Resource Education, Human Resource Development Concentration, should be reduced to 32 credit hours. This will align the minimum credit hour requirements for Ed.M. degree in HRE with other master's degrees in the Department and the College.

In addition, the proposal requests that the number of required hours for the Graduate Concentration in Human Resource Development (HRD) be reduced from 24 to 12 hours of graduate credit. In addition, the concentration will be available for all HRE degrees.

Upon approval of the proposed Education Policy, Organization and Leadership major (EP14.43) this graduate concentration will continue to be offered under the re-designated major with these revised requirements. This concentration will be available in the Ed.M., MA, C.A.S, and PhD degrees in the proposed major. In addition this concentration will be available online in the Ed.M. degree.

JUSTIFICATION:

The reduction of credit hour requirements enables greater flexibility in course scheduling and increases efficiencies in instructor assignment. It further aligns the minimum number of hours for the HRD EdM with those for most other EPOL and, indeed, College of Education EdM degrees.

The following courses will be required for students declaring the Graduate Concentration in Human Resource Development:

- HRD 400: Principles of HRE (4 cr.) Or HRD 440: Work Analysis (4 cr.)
- HRD 411: Training System Design (4 cr.) Or HRD 472, Learning Technologies (4 cr.)
- HRD 530: Organization Development (4 cr.) OR HRD 540: Learning on the Job (4 cr.)

Students may earn the concentration twice if they pursue it within different degree programs and take different courses. For example, a student may earn the concentration during their Ed.M. program by taking HRD 400, 411 and 530, and then earn the concentration again during their Ph.D. program by taking HRD 440, 472 and 540.

The Appendix contains comparisons of the current and proposed degree requirements for the Ed.M. and M.S. degrees and the minimum requirements for the C.A.S and Ph.D. degrees in HRE with and without the HRD concentration.

Students currently in the HRD concentration will be given the choice to continue under the former concentration requirements until graduation or switch to the new requirements.

BUDGETARY AND STAFF IMPLICATIONS:

- a. Additional staff and dollars needed

The proposed changes should not result in the need for additional staff members and may actually decrease since only one-half as many courses are required. Capacity for instruction and anticipated enrollment in this concentration will remain unchanged.

- b. Internal reallocations (e.g., change in class size, teaching loads, student-faculty ratio, etc.)

There is no anticipated need for reallocations as a result of this proposal.

- c. Effect on course enrollment in other units and explanations of discussions with representatives of those departments

There is no anticipated effect on course enrollment in other units.

- d. Impact on the University Library (*A letter of acknowledgement from the University Librarian must be included for all new program proposals.*)

We foresee no impact on the University Library as a result of this proposal.

- e. Impact on computer use, laboratory use, equipment, etc.

We do not anticipate any impact on computer use etc. as a result of this proposal.

DESIRED EFFECTIVE DATE:

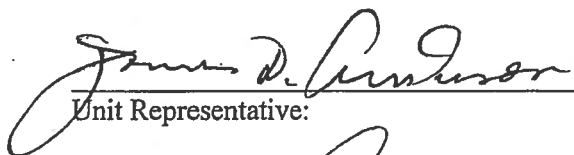
January 2014

STATEMENT FOR PROGRAMS OF STUDY CATALOG:

--No changes to the POS catalog needed since incorporated in the Education Policy, Organization and Leadership proposal--

CLEARANCES: (Clearances should include signatures and dates of approval) - - These signatures must appear on a separate sheet. If multiple departments or colleges, add lines.)

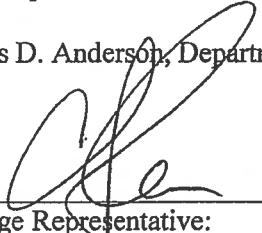
Signatures:


Unit Representative:

James D. Anderson, Department Head

10/4/13

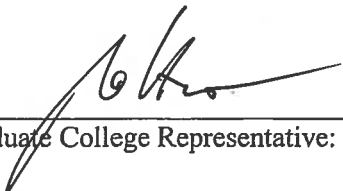
Date:


College Representative:

Christopher Span, Associate Dean Academic Programs

10/7/13

Date:


Graduate College Representative:

4/2/14

Date:

Provost Representative:

Date:

Educational Policy Committee Representative:

Date:

Appendix

Side-By-Side Comparison of Current and Proposed Degree Requirements

Current Requirements: Ed.M., HRE, HRD Concentration*	Required Hours	Revised Requirements	Revised Hours
Psychological Foundations Courses in Educational Psychology (EPSY) as Defined by College of Education ¹	4	No change	4
Philosophical and Social Foundations Courses (EPS) as defined by College of Education ²	4	No change	4
HRD 400, 411, 472, 530, 540	20	Concentration Requirements: HRD 400 OR HRD 440; HRD 411 OR HRD 472; HRD 530 OR HRD 540	12
HRD 412 or HRD 414	4	400 or 500-Level Hours Required in Education (minimum of 8 hours at 500-level)	12
HRD 532 or 535 or 536	4	All removed	0
Total Hours (minimum)	36		32
Minimum GPA:	3.0	No change	

¹ Option 1:

Two hours. One course from the psychological foundations of learning area: EPSY 400, 401, or 402. Students in master's certification programs may also take EPSY 485 to meet this requirement.

Additional two hours: One course from the psychological foundations of personality and development area: EPSY 404, 405, or 406. Students in master's certification programs may also take EPSY 430 to meet this requirement.

Option 2:

- Students planning to work with adults may take EPSY 407 for four hours to meet both of the above EPSY foundations requirements. OR
- Four hours of EPSY 408 meets both foundational requirements for EPSY.

² **Two hours.** One course from the social foundations requirements: EPS 400, 402, 403, 404, 420, 421, 423, 424, and 426.

Two hours. A second course from the philosophical foundations area: EPS 401, 410, 411, 412, 413, and 414. Approval must be given to allow a four-hour course to fulfill both requirements.

Current Requirements: M.S., HRE, HRD Concentration	Required Hours	Revised Requirements:	Revised Hours
Psychological Foundations Courses in Educational Psychology (EPSY) as Defined by College of Education ³	4	No change	4
Philosophical and Social Foundations Courses (EPS) No change as defined by College of Education ⁴	4	No change	4
HRD 400, 411, 472, 530, 540	20	Concentration Requirements: HRD 400 OR HRD 440; HRD 411 OR HRD 472; HRD 530 OR HRD 540	12
HRD 412 or HRD 414	4	500-Level Hours Required in Education, incl. between 2 and 8 thesis hours	18
HRD 532 or 535 or 536	4	All removed	0
Thesis Hours Required—EPOL 599 (min/max applied toward degree)	2 – 8	All removed	
Total Hours (minimum)	38	Total Hours (minimum)	38
Other Requirements: Human Subjects Approval Required		Other Requirements: Human Subjects Approval Required	
Minimum GPA:	3.0	Minimum GPA:	3.0

³ Option 1:

Two hours. One course from the psychological foundations of learning area: EPSY 400, 401, or 402. Students in master's certification programs may also take EPSY 485 to meet this requirement.

Additional two hours: One course from the psychological foundations of personality and development area: EPSY 404, 405, or 406. Students in master's certification programs may also take EPSY 430 to meet this requirement.

Option 2:

- Students planning to work with adults may take EPSY 407 for four hours to meet both of the above EPSY foundations requirements. OR
- Four hours of EPSY 408 meets both foundational requirements for EPSY.

⁴ **Two hours.** One course from the social foundations requirements: EPS 400, 402, 403, 404, 420, 421, 423, 424, and 426.

Two hours. A second course from the philosophical foundations area: EPS 401, 410, 411, 412, 413, and 414. Approval must be given to allow a four-hour course to fulfill two requirements.

Minimum Requirements: C.A.S., HRE, without Concentration	Required Hours	Minimum Requirements: C.A.S., HRE, with HRD Concentration	Required Hours
If the student does not have a Master's degree from the University of Illinois at Urbana-Champaign, Foundation Courses must be completed: Psychological Foundations Courses in Educational Psychology (EPSY) as Defined by College of Education ⁵ --4 hours Philosophical and Social Foundations Courses (EPS) as defined by College of Education ⁶ -- 4 hours	8	No Change	8
Elective Hours: 500-Level Hours Required in Education: 16 hours General Coursework Required: 16 hours	32	Concentration Requirements: HRD 400 OR HRD 440; HRD 411 OR HRD 472; HRD 530 OR HRD 540 Elective Hours: 400 or 500-Level Hours Required in Education: 20 hours (Including maximum of 8 hours of Independent Study) Minimum of 16 hours of 500 level courses required	12 20
Research/Project/Independent Study Hours (min/max applied towards degree)	0 - 8	Delete	
Total Hours (minimum)	32	Total Hours –No UIUC Master's (minimum) Total Hours-With UIUC Master's (Minimum)	40 32
Other Requirements: A concentration is not required. Enrollment must be preceded by at least two years of acceptable professional work experience.		Other Requirements: No change	
Minimum GPA:	3.0	Minimum GPA:	3.0

⁵ Option 1:

Two hours. One course from the psychological foundations of learning area: EPSY 400, 401, or 402. Students in master's certification programs may also take EPSY 485 to meet this requirement.

Additional two hours: One course from the psychological foundations of personality and development area: EPSY 404, 405, or 406. Students in master's certification programs may also take EPSY 430 to meet this requirement.

Option 2:

- Students planning to work with adults may take EPSY 407 for four hours to meet both of the above EPSY foundations requirements. OR
- Four hours of EPSY 408 meets both foundational requirements for EPSY.

⁶ **Two hours.** One course from the social foundations requirements: EPS 400, 402, 403, 404, 420, 421, 423, 424, and 426.

Two hours. A second course from the philosophical foundations area: EPS 401, 410, 411, 412, 413, and 414. Approval must be given to allow a four-hour course to fulfill two requirements.

Requirements: Ph.D., HRE, no Concentration	Required Hours	Requirements: Ph.D., HRE, HRD Concentration	Required Hours
Prerequisites: HRD 400, 411, 530 (do not count toward degree requirements)	0	All removed	
Competence in one of four research specialization areas. These courses are required, but hours do not count toward the degree. (The number of hours needed varies.)		No change	
		Concentration Requirements: HRD 400 OR HRD 440; HRD 411 OR HRD 472; HRD 530 OR HRD 540	12
Elective Hours: Major Subject Area (including 24 hours from the HRD concentration list) up to 8 hours may be non-HRD courses: 32 hours General Coursework Required: 28 hours	60	Elective Hours: Major Subject Area-20 hours, up to 8 hours may be non-HRD courses. General Coursework including max of 12 hours Independents Study	20 28
Research/Project/Independent Study Hours (min/max applied toward degree):	0-12		
Thesis Hours Required – EPOL 599 (min/max applied toward degree):	4-32	Thesis Hours Required – EPOL 599 (min/max applied toward degree):	4-32
Minimum GPA	3.0	Minimum GPA	3.0
Total Hours (minimum)	64	Total Hours (minimum)	64
Other Requirements: A concentration is required. Master's Degree Required for Admission to PhD Residency: 2 consecutive full-time (12 hours) semesters of study on campus Early Research Requirement Qualifying Exams Required Human Subjects Approval Required Preliminary Exam Required Final Exam/Dissertation Defense Required Dissertation Deposit Required		Other Requirements: A concentration is required. Master's Degree Required for Admission to PhD Residency: 2 consecutive full-time (12 hours) semesters of study on campus Early Research Requirement Qualifying Exams Required Human Subjects Approval Required Preliminary Exam Required Final Exam/Dissertation Defense Required Dissertation Deposit Required	

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

EP.14.42

Office of the Provost and Vice Chancellor
for Academic Affairs

Swanlund Administration Building
601 East John Street
Champaign, IL 61820



April 4, 2014

Gay Miller, Chair
Senate Committee on Educational Policy
Office of the Senate
228 English Building, MC-461

Dear Professor Miller:

Enclosed is a copy of a proposal from the College of Education and the Graduate College to revise the graduate concentration in Human Resource Development in the Ed.M. in Human Resource Education.

The proposal has been reviewed and approved by the College of Education as well as the Graduate College Executive Committee. It now requires Senate review.

Sincerely,

A handwritten signature in cursive script that reads 'Kristi A. Kuntz'.

Kristi A. Kuntz
Assistant Provost

Enclosures

c: K. Kuchinke
M. Lowry
C. Span
K. Stalter

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN



Graduate College

204 Coble Hall
801 South Wright Street
Champaign, IL 61820-6210

April 2, 2014

Executive Committee

2013-2014 Members

Debasish Dutta, *Chair*

Members

David Ceperley

Dilip Chhajed

Susan Cole

Susan Garnsey

Tina Greenlee

David Hays

Christine Jenkins

Ashleigh Jones

Jack Juvik

Ramona Oswald

Yoon Pak

Glaucio Paulino

Dana Rabin

Joseph Rosenblatt

Carla Santos

Renee Trilling

Kristi Kuntz
Office of the Provost
207 Swanlund MC-304

Dear Kristi,

Enclosed please find the proposal seeking changing the minimum credit hours required for the Graduate Concentration in Human Resource Development from 24 to 12 credit hours, and reducing the minimum number of credit hours for the Ed.M. in Human Resource Education/Human Resource Development Concentration.

The Graduate College Executive Committee has approved this proposal. I send it to you now for further review.

Sincerely,

A handwritten signature in black ink, appearing to read 'John C. Hart', with a long horizontal flourish extending to the right.

John C. Hart
Associate Dean, Graduate College

c: A. Edwards
A. Kopera
M. Lowry