

## **Proposal to the Senate Committee on Educational Policy**

**Title:** Proposed Revisions to the Master of Education (Ed.M.) and Master of Science (M.S.) degree programs in Human Resource Education, Human Resource Development emphasis, Department of Human Resource Education, College of Education

**Sponsor:** College of Education  
Department of Human Resource Education  
**Contact:** Scott Johnson, Head  
345 Education  
333-0807

### **Description**

Increase the required minimum number of credit hours for the Master of Education (Ed.M.) degree in Human Resource Education, Human Resource Development emphasis, from 32 credit hours to 36 credit hours, and the Master of Science (M.S.) degree in Human Resource Education, Human Resource Development emphasis, from 32 to 38 hours.

### **Justification**

Over the past two years, the Department of Human Resource Education has undertaken a review of the graduate curriculum in Human Resource Education. Information and data were collected from competing programs at peer institutions (University of Minnesota, University of Georgia, Texas A&M, Pennsylvania State University), alumni and employers, and the practitioner and academic literatures. Faculty noted three trends with respect to the Human Resource Development emphasis offered in the department: (a) The demands of professional practice in the field and employer expectations for skills, knowledge, and abilities of graduates from the department have increased; (b) Competence in a wider set of knowledge areas, including instructional technology and program evaluation is seen as fundamental for professional practice; and (c) Course taking patterns of students is uneven with some students not enrolling in those courses deemed important for future professional practice.

As a result the faculty decided to increase the minimum number of required core subject matter courses for the masters curriculum in the Human Resource Development emphasis from three (12 hours) to five (20 hours). Given that students are required to take, in addition, 8 hours of College Foundations, this leaves only one course (4 hours) available for an elective. With the goal to provide curricular flexibility to students, the department proposes to raise the number of credit hours required for the masters degree from 32 to 36 (Ed.M. degree) and from 32 to 38 (M.S. degree) respectively. This will allow for 20 hours of required department core courses, 8 hours of required College Foundation courses, and 8 hours of electives. Appendix A contains the current and proposed new curricula. Appendix B contains the revised program descriptions.



### **Budgetary and Staff Implications**

Increasing the minimum number of courses required for the HRD masters program will not require additional financial resources or personnel. The teaching load will be handled by current faculty.

There is no need for internal reallocations for class size or larger work loads.

There will be no affect on courses in other departments, and there is no need for additional library acquisitions.

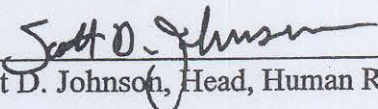
There will be a need for additional classroom space to accommodate the additional required course.

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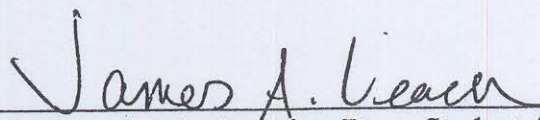
#### **Guidelines for Undergraduate Education**

Not needed—graduate program request.

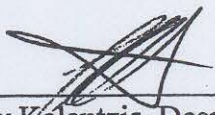
#### **Clearances**

  
\_\_\_\_\_  
Scott D. Johnson, Head, Human Resource Education

3/26/07  
Date

  
\_\_\_\_\_  
James A. Leach, Associate Dean, Student Academic Affairs

3-29-07  
Date

  
\_\_\_\_\_  
Mary Kalantzis, Dean, College of Education

3-29-07  
Date

**Proposed Effective Date:** upon approval

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### Appendix A

#### Master's in Human Resource Education Degree Requirements Human Resource Development Emphasis

<b>Current Approved Requirements</b> (32 hours – Ed.M.) (34 hours – M.S.)	<b>Proposed New Requirements</b> (36 hours – Ed.M.) (38 hours – M.S.)
<b>1. Department Core Requirements</b> HRE 400: Principles of HRE (4 hrs) HRE 411: Instructional Design (4 hrs) HRE 530: Organization Development (4 hrs)	<b>1. Department Core Requirements</b> HRE 400: Principles of HRE (4 hrs) HRE 411: Instructional Design (4 hrs) HRE 472: Learning Technologies (4 hrs) HRE 530: Organization Development (4 hrs) HRE 585: Program Evaluation (4 hrs)
<b>2. Department Electives</b> (12 hours, of which a minimum of 8 hours must be at the 500 level)	<b>2. Department Electives</b> (8 hours, minimum of 4 hours at 500 level)
<b>3. College Foundation</b> 4 hours in Educational Psychology 4 hours in Educational Policy Studies	<b>3. College Foundation</b> 4 hours in Educational Psychology 4 hours in Educational Policy Studies
<b>4. M.S. students only</b> 2 hours of thesis credits	<b>4. M.S. students only</b> 2 hours of thesis credits



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### **Appendix B**

#### **Program Description**

##### **Master of Education (Ed.M.) – Human Resource Education**

This degree is designed to meet the academic and professional interests of individuals preparing for careers as adult educators, researchers, and practitioners in human resource development. Students are prepared for positions such as trainers, instructional designers, instructional technologists, organizational development specialists, or learning organization consultants. The degree in the Department of Human Resource Education is earned through the Graduate College by students who satisfactorily complete 36 hours of course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level.

##### **Master of Science (M.S.) – Human Resource Education**

This degree is designed for students who have research interests focused on human resource development. Students often enter this program with the intent of eventually pursuing a doctoral program leading to a Ph.D. or Ed.D. degree. The major difference between this degree and the Ed.M. is the requirement that a master's thesis be completed and defended as part of the degree. For all theses involving the use of human subjects, approval must be obtained from the College Human Subjects Review Committee. The degree in the Department of Human Resource Education is earned through the Graduate College by students who satisfactorily complete 38 hours of course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level. A minimum of two hours of thesis credits are required as part of the 38 hours.

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## **Appendix C**

### **Degree Requirements**

#### **Requirements for Ed.M. and M.S. candidates in Human Resource Development**

All students admitted to the Master's degree program must fulfill the following minimum requirements:

#### **Core Course Requirements – 20 Hours**

HRE 400: Principles of HRE  
HRE 411: Instructional Design  
HRE 472: Learning Technologies  
HRE 530: Organization Development  
HRE 585: Program Evaluation

#### **Foundations Course Requirements – 8 Hours**

##### ***Educational Psychology Foundations***

EPSY 407: Adult Learning and Development (4 hours)

**OR**

EPSY 408: Learning and Human Development with Educational Technologies (4 hours)

**OR**

Two hours in psychological foundations of learning (EPSY 400, 401, or 402) and two hours in psychological foundations of personality and development (EPSY 404, 405, or 406)

##### ***Social and Philosophical Foundations***

EPS 415: Information Technology Ethics (4 hours)

**OR**

Two hours in social foundations (EPS 400, 402, 403, 404, 420, 421, 423, 424, 426) and two hours in philosophical foundations (EPS 401, 410, 411, 412, 413, 414)

#### **ELECTIVE COURSE REQUIREMENTS – 8 hours**

Master's students need to select one course from each of the following options.

HRE 412: Instructional Techniques OR

HRE 414: Facilitation Skills

HRE 532: Strategic HRD OR

HRE 535: Consulting in HRD OR

HRE 536: International HRD

Students are also encouraged to enroll in one or more internship experiences (HRE 492), although the internship credit does not count toward the 36-hour course minimum requirement.

M.S. candidates must take, in addition to the requirements listed above, 2 hours of thesis credits (HRE 599).