

All students start the program as pre-HRWD majors. To be admitted into the HRWD 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-HRWD Core requirements
3. Have a 2.5 or higher GPA or have a 2.5 or higher GPA in HRWD required courses after completing 12 hours of HRWD coursework

Requirements for B.S.E in Human Resource and Workforce Development:  
University Core + Pre-HRWD Core + HRWD Major Courses + General Electives/HR Tech = 120+

**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)

**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 HRWD electives:  
HRWD 4113 The Generational Dynamics in the Workplace  
HRWD 4323 Instructional Technology and Design

**HRWD Required Courses (15 courses / 45 hours):**

- Career Development Pillar (15 hours)
  - \_\_\_\_\_ HRWD 3113 Foundations of Human Resource Development
  - \_\_\_\_\_ HRWD 3123 Career Development
  - \_\_\_\_\_ HRWD 3133 Writing for Human Resource and Workforce Development
  - \_\_\_\_\_ HRWD 4123 Strategic Human Resource Development
  - \_\_\_\_\_ HRWD 4133 International HRD and Cultural Differentiation

- Organization Development Pillar (15 hours)
  - \_\_\_\_\_HRWD 3213 Organization Development
  - \_\_\_\_\_HRWD 3223 Managing Human Resource Development Programs
  - \_\_\_\_\_HRWD 4213 Workplace Diversity and Human Resource Development
  - \_\_\_\_\_HRWD 4223 Professional and Leadership Development
  - \_\_\_\_\_HRWD 4233 HRD Legal and Ethical Issues
  
- Training and Development Pillar (15 hours)
  - \_\_\_\_\_HRWD 3313 Training and Development
  - \_\_\_\_\_HRWD 3323 Designing and Developing HR Development Programs
  - \_\_\_\_\_HRWD 3333 Communication in HR and Workforce Development
  - \_\_\_\_\_HRWD 4313 HRD Program and Product Evaluation
  - \_\_\_\_\_HRWD 4333 Human Resource Development Capstone

For more information please contact the undergraduate Academic Advisor at [hrwd@uark.edu](mailto:hrwd@uark.edu).

**Break Down of Degree Requirements:**

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

**Experiential Learning HRWD 450V**

- a. Credits from HRWD faculty approved National Occupational Competency Testing Institute (NOCTI) assessments accepted and assessed by the HRWD faculty NOCTI coordinator. [9 hours max]
  1. Administrative Assisting #4101
  2. Education and Training #1025
  3. 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 HRWD program for Experiential Learning HRWD 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 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 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 HRWD faculty
- b. Related to one of the HRWD 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 HRWD electives: [HRWD 4113](#) and [HRWD 4323](#)

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