

## Deactivation Proposal

Date Submitted: 02/28/25 2:47 pm

Viewing: **5389 : Learning & Education Studies:  
Workplace Training & Development, BS**

Last approved: 08/14/24 9:14 am

Last edit: 04/18/25 1:38 pm

Changes proposed by: Roxanne Street

Catalog Pages Using Learning & Education Studies: Workplace Training & Development,  
this Program BS

Proposal Type:  
Concentration (ex. Dietetics)

This proposal is for  
a:

~~Revision~~

Phase Down/Elimination

### In Workflow

1. U Program Review
2. Gen Ed Review
3. 1335-EDUC Head
4. KN Committee  
Chair
5. KN Dean
6. University Librarian
7. COTE Programs
8. Provost
9. Senate EPC

10. Senate
11. U Senate Conf
12. Board of Trustees
13. IBHE
14. HLC
15. DMI

### Approval Path

1. 03/03/25 10:40 am  
Donna Butler  
(dbutler): Approved  
for U Program  
Review
2. 03/05/25 3:55 pm  
Melissa Steinkoenig  
(menewell):  
Approved for Gen  
Ed Review
3. 03/05/25 4:04 pm  
Curtis Mason  
(masonc): Approved  
for 1335-EDUC  
Head
4. 03/13/25 1:10 pm  
Liv Thorstensson  
Davila (livtd):

- Approved for KN  
Committee Chair
5. 03/17/25 3:21 pm  
Curtis Mason  
(masonc): Approved  
for KN Dean
6. 03/18/25 11:25 am  
Claire Stewart  
(clairest): Approved  
for University  
Librarian
7. 03/18/25 10:46 pm  
Suzanne Lee  
(suzannel):  
Approved for COTE  
Programs
8. 04/02/25 2:33 pm  
Brooke Newell  
(bsnewell):  
Approved for  
Provost

## History

1. May 6, 2019 by Deb  
Forgacs (dforgacs)
2. Oct 9, 2019 by  
Kathy Stalter  
(kstalter)
3. Apr 5, 2022 by Lori  
Fuller (harvey1)
4. Aug 14, 2024 by  
Kelli Halfman  
(halfman)

## Administration Details

Official Program Name	Learning & Education Studies: Workplace Training & Development, BS
Diploma Title	Bachelor of Science in Learning and Education Studies
Sponsor College	Education

Sponsor	Education Administration	
Department		
Sponsor Name	<u>Curtis Mason</u> <del>Sarah McCarthey</del>	
Sponsor Email	<u>masonc@illinois.edu</u> <del>smccarthe@illinois.edu</del>	
College Contact	<u>Roxanne Street</u> <del>Kelli Halfman</del>	College Contact
	<u>rstree1@illinois.edu</u> <del>halfman@illinois.edu</del>	Email
College Budget Officer	<u>Amanda Brown</u>	
College Budget Officer Email		

If additional stakeholders other than the Sponsor and College Contacts listed above should be contacted if questions during the review process arise, please list them here.

Does this program have inter-departmental administration?

No

### Effective Catalog Term

Effective Catalog Term	Fall 2025
Effective Catalog	2025-2026

### Proposal Title

Proposal Title (either Establish/Revise/Eliminate the Degree Name in Program Name in the College of XXXX, i.e., Establish the Bachelor of Science in Entomology in the College of Liberal Arts and Sciences, include the Graduate College for Grad Programs)

Eliminate the Concentration in Workplace Training & Development in the Bachelor of Science in Learning & Education Studies in the College of Education

Does this proposal have any related proposals that will also be revised at this time and the programs depend on each other? Consider Majors, Minors, Concentrations & Joint Programs in your department. Please know that this information is used administratively to move related proposals through workflow efficiently and together as needed. Format your response like the following "This BS proposal (key 567) is related to the Concentration A proposal (key 145)"

This BS concentration proposal (key 770) is related to the Learning & Education Studies degree (key 108), the elimination of the Educational Equality & Cultural Understanding concentration (key 769), and the establishment of the Inclusive Leadership & Learning in Organizations concentration (key 1307) and the revision of the Educational Technology concentration (key 771).

## Program Justification

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Provide a brief description, using a numbered item list, of the proposed changes to the program.

The Educational Equality & Cultural Understanding and Workplace Training & Development concentrations are being phased out in favor of sustaining one new concentration titled Inclusive Leadership & Learning in Organizations, that provides the same program learning outcomes.

Provide the reasoning for why each change was necessary, using a corresponding numbered item list as it relates to the brief description numbered list above.

Given low historical enrollment, it is advantageous to sustain one concentration versus two, given that the new concentration is designed to maintain the same program learning outcomes.

Based on 10th-day enrollment data, the Workplace Training & Development concentration five-year enrollment history is as follows:

Fall 2020: 6 students

Fall 2021: 4 students

Fall 2022: 8 students

Fall 2023: 6 students

Fall 2024: 7 students

## Instructional Resources

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Will there be any reduction in other course offerings, programs or concentrations by your department as a result of this new program/proposed change?

No

Does this new program/proposed change result in the replacement of another program?

No

Does the program include other courses/subjects outside of the sponsoring department impacted by the creation/revision of this program? If Yes is selected, indicate the appropriate courses and attach the letter of support/acknowledgement.

Yes

Courses outside of the sponsoring department/interdisciplinary departments:

- EPOL 470 - Principles of HRE
- EPOL 471 - Business Principles for HRD
- EPOL 472 - Instruct & Train System Design
- EPOL 473 - Facilitation Skills
- EPOL 474 - Diversity in the Workplace
- EPOL 475 - Work Analysis
- EPOL 476 - Project Mgmt Principles & Apps
- EPOL 477 - Issues and Developments in HRD
- EPOL 482 - Design & Dev eLearning Systems
- EPOL 483 - Learning Technologies
- EPOL 485 - Introduction to eLearning

Please attach any letters of support/acknowledgement

[Pak-Re\\_ Requesting your acknowledgement of LES program revisions.pdf](#)

for any Instructional Resources.

Consider faculty, students, and/or other impacted units as appropriate.

## Program Features

Academic Level Undergraduate

Is this program part of an ISBE approved licensure program?

No

Will specialized accreditation be sought for this program?

No

Additional concentration notes (e.g., estimated enrollment, advising plans, etc.)

Does this program prepare graduates for entry into a career or profession that is regulated by the State of Illinois?

No

## Program of Study

### Catalog Page Text - Overview Tab

Catalog Page Overview Text

Statement for  
Programs of Study  
Catalog

#### Graduation Requirements

Minimum hours required for graduation: 120 hours.

#### University Requirements

Minimum of 40 hours of upper-division coursework, generally at the 300- or 400-level. These hours can be drawn from all elements of the degree. Students should consult their academic advisor for additional guidance in fulfilling this requirement.

The university and residency requirements can be found in the [Student Code](#) (§ 3-801) and in the [Academic Catalog](#).

#### General Education Requirements

Follows the [campus General Education \(Gen Ed\) requirements](#). Some Gen Ed requirements may be met by courses required and/or electives in the program.

Composition I	4-6
Advanced Composition	3
Humanities & the Arts (6 hours)	6
Natural Sciences & Technology (6 hours)	6
Social & Behavioral Sciences (6 hours)	6
<a href="#">fulfilled by CI 210</a>	
Cultural Studies: Non-Western Cultures (1 course)	3
Cultural Studies: US Minority Cultures (1 course)	3
Cultural Studies: Western/Comparative Cultures (1 course)	3

Quantitative Reasoning (2 courses, at least one course must be Quantitative Reasoning I)	6-10
Language Requirement (Completion of the third semester or equivalent of a language other than English is required)	0-15
<b>College of Education Requirements</b>	
<u>EDUC 101</u> Education Orientation Seminar	1
Learning & Education Studies Core	24-27
Choose two courses from the following Education Foundations:	6-7
<u>EDUC 201</u> Identity and Difference in Education	
or <u>EPOL 201</u> Foundations of Education	
or <u>EPOL 202</u> Foundations of Education-ACP	
<u>EPSY 220</u> Career Theory and Practice	
<u>SPED 117</u> The Culture of Disability	
Choose six courses from the following, with at least two in each area:	18-20
Learning & Instruction:	
<u>CI 210</u> Introduction to Digital Learning Environments (May count toward both the Core and Concentration requirements)	3
<u>CI 415</u> Language Varieties, Cultures and Learning	
<u>EPSY 201</u> Educational Psychology	
<u>EPSY 400</u> Psychology of Learning in Education	
<u>EPSY 401</u> Child Language and Education	
Leadership in a Diverse Global Economy:	
<u>EDUC 202</u> Social Justice, School and Society (May count toward the Core or Concentration requirement only)	
<u>EPOL 310</u> Race and Cultural Diversity	
<u>EPOL 402</u> Asian American Education (May count toward the Core or Concentration requirement only)	
<u>EPOL 403</u> Historical and Social Barriers (May count toward both the Core and Concentration requirements)	
<u>EPOL 473</u> Facilitation Skills (May count toward both the Core and Concentration requirements)	
<u>EPOL 474</u> Diversity in the Workplace (May count toward both the Core and Concentration requirements)	

<b>Workplace Training &amp; Development Concentration</b>	<b>24</b>
Human Resource Development Foundations area:	6
<a href="#"><u>EPOL 470</u></a>	Principles of Human Resource Education
<a href="#"><u>EPOL 471</u></a>	Business Principles for Human Resource Development
Choose six courses from the Human Resource Development Applications area:	18
<a href="#"><u>EPOL 472</u></a>	Instructional and Training System Design
<a href="#"><u>EPOL 473</u></a>	Facilitation Skills
<a href="#"><u>EPOL 474</u></a>	Diversity in the Workplace
<a href="#"><u>EPOL 475</u></a>	Work Analysis
<a href="#"><u>EPOL 476</u></a>	Project Management Principles and Applications
<a href="#"><u>EPOL 477</u></a>	Issues and Developments in Human Resource Development
<a href="#"><u>EPOL 482</u></a>	Design and Development of eLearning Systems
<a href="#"><u>EPOL 483</u></a>	Learning Technologies
<a href="#"><u>EPOL 485</u></a>	Introduction to eLearning

## Program Relationships

Corresponding  
Program(s):

Corresponding Program(s)

Learning & Education Studies, BS

## Program Regulation and Assessment

### Plan to Assess and Improve Student Learning

*Illinois Administrative Code: 1050.30(b)(1)(D) Provision is made for guidance and counseling of students, evaluations of student performance, continuous monitoring of progress of students toward their degree objectives and appropriate academic record keeping.*



## Student Learning Outcomes

1. Students will acquire deep knowledge of content relevant to the workplace.
2. Students will effectively learn the skills and disposition to develop, plan, and implement culturally relevant and responsive outcomes in their respective professions and civic engagements.
3. Students will use data to drive decisions and solve problems in their professional careers.
4. Students will display the expectations of professionalism related to success in the field of education and beyond (fairness, commitment to collaboration, community, reflective practice, and attention to 21st century skills and practices).

Describe how, when, and where these learning outcomes will be assessed.

Describe here:

Learning Outcomes will be assessed at the time of formal program assessment due May 15, 2025.

Identify faculty expectations for students' achievement of each of the stated student learning outcomes. What score, rating, or level of expertise will signify that students have met each outcome? Provide rating rubrics as necessary.

Explain the process that will be implemented to ensure that assessment results are used to improve student learning.

Program

Description and

Requirements

Attach Documents

## Delivery Method

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This program is  
available:

On Campus - Students are required to be on campus, they may take some online courses.

## Enrollment

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List the prerequisites including course titles and number of credit hours for each prerequisite course, and whether or not these prerequisites count in the total hours required for the minor.

## Phase Down/Elimination Enrollment

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Does this program  
currently have  
enrollment? Yes

If so, what is the Spring 2026

anticipated term of  
completion?

Describe how this revision or phase down/elimination will impact enrollment and degrees awarded. If this is an elimination/phase down proposal include the plans for the students left in the program.

The elimination of the Workplace Training & Development concentration shall not interfere with degrees awarded. Current students will have the opportunity to remain enrolled in their current concentration (e.g., Educational Equality & Cultural Understanding) or have the option to declare the new Inclusive Leadership & Learning in Organizations concentration. Students who intend to complete the Educational Equality & Cultural Understanding concentration can enroll in outstanding required coursework for their degree, as the courses will continue to be offered for undergraduate students until the last term of completion.

Number of Students in Program (estimate)

Year One Estimate

5th Year Estimate (or when fully  
implemented)

## Budget

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Will the program or revision require staffing (faculty, advisors, etc.) beyond what is currently available?

No

Additional Budget  
Information

Attach File(s)

## Financial Resources

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How does the unit intend to financially support this proposal?

Will the unit need to seek campus or other external resources?

No

Attach letters of  
support

## Faculty Resources

Please address the impact on faculty resources including any changes in numbers of faculty, class size, teaching loads, student-faculty ratios, etc.

The phase down shall not impact faculty resources, as the the undergraduate enrollment in the concentration coursework was limited (on average, with two to four undergraduate students).

The courses will continue to be offered, as they are a part of the master's degree curriculum.

## Library Resources

Describe your proposal's impact on the University Library's resources, collections, and services. If necessary please consult with the appropriate disciplinary specialist within the University Library.

The phase down was shared with the Library's Education subject specialist, Nancy O'Brien, and the current proposal has no impact on library resources and services.

[EP Documentation](#)

EP Control Number      EP.25.096

Attach Rollback/  
Approval Notices

## Non-EP Documentation

This proposal  
requires HLC  
inquiry

## U Program Review Comments

Rollback  
Documentation and  
Attachment

## DMI Documentation

Attach Final  
Approval Notices

Banner/Codebook  
Name

## Workplace Training and Development

Program Code: 5389

Minor

Conc

5389

Degree

BS

Code	Code	Code	Major Code	5391
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Senate Approval  
Date

Senate Conference  
Approval Date

BOT Approval Date

IBHE Approval Date

HLC Approval Date

DOE Approval Date

Effective Date:

Attached Document  
Justification for this  
request

Program Reviewer  
Comments

**Brooke Newell (bsnewell) (03/31/25 9:09 am):** Per discussion and email with Roxanne S,  
updates made to proposal.