

UNIVERSITY OF ILLINOIS  
AT URBANA-CHAMPAIGN

EP.08.12

Office of the Senate  
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Urbana, IL 61801-3613



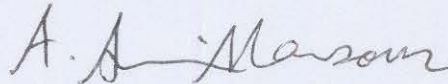
October 22, 2007

Dear Fellow Senators:

The Senate Committee on Educational Policy recommends approval of EP.08.12 (Proposal from the Graduate College to establish three concentrations in the Ed.M. in Human Resource Education) with the additional requirement that Global Campus courses and degrees be annotated on students' academic transcript as described in EP.08.19 (Proposal from the Graduate College and Academic Associate Deans to annotate Urbana degree programs earned via the Global Campus on Academic Transcripts).

Thank you for your consideration and have a wonderful day.

Sincerely yours,



Abbas Aminmansour, Chair  
Senate Committee on Educational Policy

## PROPOSAL TO THE SENATE COMMITTEE ON EDUCATIONAL POLICY

### Title of the Proposal:

Formal establishment of three concentrations within the Department of Human Resource Education, College of Education.

### Sponsor:

Dr. Scott D. Johnson, Professor and Head, Department of Human Resource Education, 333-0807

### Brief Description:

This proposal requests the formal establishment of three concentrations within the graduate program of the Department of Human Resource Education. The proposed concentrations are:

- Human Resource Development (HRD)
- Community College Teaching and Learning (CCTL)
- eLearning

These concentrations align with existing areas of teaching and research within the department that have existed for many years. The creation of concentrations will provide formal recognition of these areas of study, facilitate program development and student recruiting, and provide a clear identification of a student's program of study on the transcript. Concentration options and requirements are given within the broader degree requirements set by the Graduate College and College of Education. Appendix A contains the proposed statement for the Programs of Study catalog. The following matrix describes the various degree and delivery options for each concentration:

Concentration	Ed.M.	M.S.	Ed.D.	Ph.D.
<b>Human Resource Development</b>	On-Campus and Online	On-Campus	On-Campus	On-Campus
<b>Community College Teaching and Learning</b>	Online	-----	-----	-----
<b>eLearning</b>	Online via Global Campus	-----	-----	-----



## **DEGREES WITH A CONCENTRATION IN HUMAN RESOURCE DEVELOPMENT**

This concentration is designed to prepare individuals for positions in workforce education, training and development, continuing professional education, and similar areas in private and public organizations and institutions in the region, around the country, and abroad. Students will apply for this concentration at the time of application to the graduate program.

Degrees: Ed.M. (on-campus & online), M.S., Ed.D., Ph.D. (on-campus)  
Major: Human Resource Education  
Concentration: Human Resource Development

### **Master's Degrees with a Concentration in Human Resource Development**

The Ed.M. degree in Human Resource Education with a concentration in Human Resource Development requires a minimum of 36 hours of graduate course work (see Appendix B & C). The M.S. degree in Human Resource Education with a concentration in Human Resource Development requires a minimum of 38 hours of graduate course work. For both degrees, 24 hours of graduate credit selected from among the following courses are required for the concentration:

- HRE 400: Principles of HRE (4 hours)
- HRE 411: Instructional Design (4 hours)
- HRE 412: Instructional Techniques (4 hours)
- HRE 414: Facilitation Skills (4 hours)
- HRE 472: Learning Technologies (4 hours)
- HRE 530: Organization Development (4 hours)
- HRE 532: Strategic HRD (4 hours)
- HRE 536: International HRD (4 hours)
- HRE 585: Program Evaluation (4 hours)

### **Doctoral Degrees with a Concentration in Human Resource Development**

Doctoral degrees in Human Resource Education (Ed.D. and Ph.D.) with a concentration in Human Resource Development require a minimum of 64 hours of graduate course work beyond the master's degree in addition to thesis credits and course work in a research specialization. The Human Resource Development concentration at the doctoral level counts toward the 64 required credit hours and includes 24 hours of graduate course work selected from the following list. Students who have completed the HRD concentration at the masters level must complete 24 hours of course work selected from the following list and beyond those included in the concentration for the master's degree.

- HRE 412: Instructional Techniques (4 hours)
- HRE 414: Facilitation Skills (4 hours)
- HRE 472: Learning Technologies (4 hours)
- HRE 509: Advanced Theories in HRD (4 hours)
- HRE 510: Expertise and its Development (4 hours)
- HRE 531: Quality Process Improvement (4 hours)
- HRE 532: Strategic HRD (4 hours)
- HRE 533: Management of HRD (4 hours)
- HRE 534: Economics of Human Resources (4 hours)
- HRE 535: Consulting in HRD (4 hours)
- HRE 536: International HRD (4 hours)



- HRE 585: Program Evaluation (4 hours)
- HRE 590: Seminar for Advanced Student [with emphasis on HRD] (4 hours)
- HRE 592: Special Topics in HRE [with emphasis on HRD] (4 hours)

### **DEGREE WITH A CONCENTRATION IN COMMUNITY COLLEGE TEACHING AND LEARNING**

This concentration is designed to increase the teaching effectiveness of community college faculty and build the professional competencies of instructional personnel in community colleges. This curriculum is focused on the effective design and implementation of quality instruction, contemporary instructional technologies, and other instruction using innovations such as peer-based collaboration and active learning strategies.

Degrees: Ed.M. (online)  
Major: Human Resource Education  
Concentration: Community College Teaching and Learning

#### **Master of Education Degree with a concentration in Community College Teaching and Learning**

The online Ed.M. degree in Human Resource Education with a concentration in Community College Teaching and Learning requires a minimum of 36 hours of graduate course work (see Appendix D). The department-based online degree program provides a prescribed sequence of courses in a cohort format. The following courses (24 hours of graduate credit) are required for the concentration:

- HRE 412: Instructional Techniques (4 hours)
- HRE 472: Learning Technologies (4 hours)
- HRE 501: The Community College (4 hours)
- HRE 517: Community College Program Development (4 hours)
- HRE 590: Assessing Learning Outcomes (4 hours)
- HRE 592: The Community College Student (4 hours)

### **DEGREE WITH A CONCENTRATION IN *e*LEARNING**

This concentration is designed to prepare individuals for positions as instructional designers, instructors, and managers in all *e*Learning environments. Students gain knowledge and skills in the creation, delivery, administration, and evaluation of networked, online, and other technology-based instructional programs. Students will apply for this concentration at the time of application to the graduate program.

Degrees: Ed.M. (online)  
Major: Human Resource Education  
Concentration: *e*Learning

#### **Master of Education Degree with a Concentration in *e*Learning (through Global Campus Partnership)**

The Ed.M. degree in Human Resource Education with a concentration in *e*Learning requires a minimum of 36 hours of graduate course work (see Appendix E). The following courses (24 hours of graduate credit) are required for the concentration:

- HRE 470: Design of Learning Systems (4 hours)
- HRE 472: Learning Technologies (4 hours)



HRE 474: Evaluating Learning Technology (4 hours)  
HRE 490: Foundations of Online Teaching and Learning (new course – 4 hours)  
HRE 490: Management of Online Programs (new course – 4 hours)  
HRE 590: Innovations in eLearning (new course – 4 hours)

*Note: The “new courses” listed above have been offered in the past as special topics courses. They are currently being developed for delivery through the Global Campus’ Desire2Learn course management system. Formal proposals to establish these courses with permanent course numbers will be submitted following the course development process.*

## **Justification**

The Department of Human Resource Education offers three areas of emphasis: (1) Human Resource Development, (2) Community College Teaching and Learning, and (3) eLearning. Currently, there is no concentration noted on a student’s transcript to designate his/her program focus, and this creates ambiguity when students present their transcript to potential employers, when working students apply for tuition reimbursement with their employers, and when potential applicants seek information about our program focus and types of degrees.

The requested concentration designations provide a major benefit to students because it will provide a clear indication of the program focus on the transcript. The designations further indicate the successful completion of a set of core and elective courses deemed by the department to be the minimum professional qualification for entry to, and successful performance in, careers related to these areas of emphasis. For the department, the designations will facilitate application tracking and review, and the ability to monitor student enrollments and manage capacity for each concentration area.

## **Faculty**

The following tenure-line faculty members have appointments in this degree and major area: Dr. Steven Aragon, Associate Professor; Dr. Andrea Ellinger, Associate Professor; Dr. Wenhao David Huang, Assistant Professor; Dr. Scott D. Johnson, Professor; Dr. K. Peter Kuchinke, Associate Professor; Dr. James Leach, Professor.

In addition, the following adjunct and clinical faculty teach in the program, all of whom hold a doctoral degree in the area in which they teach; Dr. Jon Bowermaster, Dr. Denise Crews, Dr. Jeffrey Flesher, Dr. James Fraiser, Dr. George Johnston, Dr. John Ory, Dr. Brian Pianfetti, Dr. Chandra Sommers, Dr. Sandra Williams.

## **Resource Implications**

There are limited resource implications for this request. The proposal relates to existing programs that are staffed with appropriately qualified faculty. In addition, we have received approval to conduct two faculty searches this year in areas that will further support our capacity to deliver these concentrations. Beyond this, all needed institutional resources are in place and no additional support is requested. This proposal does not require any internal reallocations and does not affect course enrollments in other departments.

Resource implications for the development of the online eLearning concentration will be addressed through the Global Campus. The agreement between the College of Education and the Global Campus provides financial support (from the Global Campus) for the development of online courses and ongoing program coordination and oversight responsibilities. The Global Campus will also provide the library



support resources, student support services, and technology infrastructure needed to fully support the online program in eLearning.

**Guidelines for Undergraduate Education**

Not needed—graduate program request.

**Clearances**

\_\_\_\_\_  
Dept. of Human Resource Education

\_\_\_\_\_  
Date

\_\_\_\_\_  
Graduate Programs Committee, College of Ed.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Associate Dean, Student Academic Affairs, College of Ed.

\_\_\_\_\_  
Date



## APPENDIX A

### Statement for Programs of Study Catalog

#### Human Resource Education

Department Head: Scott D. Johnson  
Director of Graduate Programs: K. Peter Kuchinke  
Correspondence and Admission Information: Laura Irle  
351 Education Building  
1310 South Sixth Street  
Champaign, IL 61820  
(217) 333-0807  
hre@uiuc.edu  
<http://www.hre.uiuc.edu>

Degrees granted: EdM, MS, CAS, EdD, PhD  
Major: Human Resource Education

#### Graduate Degree Programs

Degree programs in the Department of Human Resource Education are designed to meet academic and professional interests of individuals preparing for careers as adult educators, college professors, corporate trainers, instructional designers/technologists, and organization development specialists. The department offers both on-campus and online master's degrees. At the doctoral level, students can choose to work with faculty who specialize in a variety of areas including training and development, organizational development, and instructional technology.

#### Graduate Concentrations

The department offers graduate concentrations in Human Resource Development, Community College Teaching and Learning, and eLearning. Graduate concentrations require a minimum of 24 hours of graduate coursework. The concentration in Human Resource Development prepares students for positions in workforce education, training and development, continuing professional education, and similar areas in public and private organizations and institutions in the region, the nation, and abroad. The concentration in Community College Teaching and Learning is designed to increase the teaching effectiveness of community college faculty and build the professional competencies of instructional personnel. The concentration in eLearning is designed to prepare individuals for positions as instructional designers, instructors, and managers in all eLearning environments.

#### Admission

The Department of Human Resource Education carefully considers all applicants for graduate study. The quality of the applicant's undergraduate and graduate training and grade point average are primary considerations. Other important factors evaluated include the three letters of recommendation and statement of purpose. International applicants must submit a TOEFL score. The minimum department TOEFL requirement is 96 on the Internet-based test. Graduate Record Examination (GRE) scores obtained in the last four years are required for all doctoral candidates.

#### Off-Campus Programs

Human Resource Education Online (HRE Online) offers innovative instructional programs that use the Internet and a variety of online technologies to provide quality learning in a collaborative environment. Through HRE Online, students can take advantage of readily accessible online instruction offered worldwide.

The online master's degree in HRE with a concentration in Human Resource Development enables students to complete a master's degree from home or work, thus saving the time and expense normally associated with traveling to and from class. The program is designed to provide both



individual and group interaction with the instructor and places a strong emphasis on self-directed learning.

The online master's degree in HRE with a concentration in Community College Teaching and Learning offers a sequence of online professional development courses to support excellence in community college teaching and learning. The program is delivered through the Internet and online technologies combined, which enables community college faculty and administrators to design, implement, and evaluate quality instruction within the community college system in Illinois and the nation.

The online master's degree in HRE with a concentration in eLearning is designed to prepare individuals for positions as instructional designers, instructors, and managers in all eLearning environments. Students gain knowledge and skills in the creation, delivery, administration, and evaluation of networked, online, and other technology-based instructional programs.

Customized programs are also offered with a focus on HRD and workforce development, both nationally and internationally. Examples include special programs in Kenya, Poland, Korea, and Thailand.

### **Degree Programs**

The **Master of Education (Ed.M.)** degree is designed to meet the academic and professional interests of people working in education-related fields (e.g., instruction, instructional design, learning technologies, evaluation). Students who satisfactorily complete a minimum of 36 semester hours beyond the baccalaureate degree earn the Ed.M. degree.

The **Joint HRE/MBA** degree awards two master's degrees (**Ed.M. & M.B.A.**) to students who satisfactorily complete 60 semester hours of MBA courses and 36 semester hours of human resource education courses.

The **Master of Science (M.S.)** degree program is for students who have research interests in education and may eventually choose to pursue a doctoral degree. The major difference between these degrees and the Ed.M. is the requirement that a master's thesis be completed and defended as part of the degree. Students who satisfactorily complete a minimum of 36 semester hours of coursework and a thesis earn the M.S. degree.

The **Certificate of Advanced Study in Education (C.A.S.)** is a terminal degree beyond the master's degree for education professionals. Students who plan to pursue a doctorate at some later time should not apply for the C.A.S. degree because credit earned cannot be applied toward a doctoral degree. Students who satisfactorily complete a minimum of 32 semester hours beyond the master's degree earn the Certificate of Advanced Study degree.

The **Doctor of Education (Ed.D.)** degree is designed to provide students with advanced professional training and to develop their abilities in the scholarly study of professional issues. A total of at least 64 semester hours beyond the master's degree are required. Other degree requirements include a residency requirement, a cognate requirement, completion of two research courses, and satisfactory completion of a dissertation.

The **Doctor of Philosophy (Ph.D.)** degree is intended to prepare individuals for leadership roles that require the use of tools and concepts of inquiry and analysis in activities such as research, evaluation, and curriculum development. A total of at least 64 semester hours beyond the master's degree are required. Other degree requirements include a residency requirement, a research component, an early research requirement, and satisfactory completion of a dissertation.



## APPENDIX B

### Ed.M. and M.S. DEGREE REQUIREMENTS CONCENTRATION IN HUMAN RESOURCE DEVELOPMENT (on-campus)

Department of Human Resource Education  
College of Education, University of Illinois at Urbana-Champaign

The **Master of Education (Ed.M.) degree in Human Resource Education with a concentration in Human Resource Development (HRD)** is designed to meet the academic and professional interests of individuals preparing for careers as educators 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 graduate course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level. All students admitted to the Ed.M. 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 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.

The **Master of Science (M.S.)** degree is designed for students with research interests in HRD. The applicant often enters this program with the intent of eventually pursuing a doctoral program leading to an Ed.D. or Ph.D. degree. The M.S. degree requires a master's thesis be completed and defended. In addition to the requirements for the Ed.M. degree, the M.S. degree requires a minimum of 2 hours of thesis credits (HRE 599).



## APPENDIX C

### MASTER OF EDUCATION DEGREE REQUIREMENTS CONCENTRATION IN HUMAN RESOURCE DEVELOPMENT (online)

Department of Human Resource Education  
College of Education, University of Illinois at Urbana-Champaign

The online **Master of Education (Ed.M.) degree in Human Resource Education with a concentration in Human Resource Development (HRD)** is designed to meet the academic and professional interests of individuals preparing for careers as educators 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 graduate course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level. The following courses represent the program curriculum:

- HRE 400: Principles of Human Resource Education (4 hours) \*
- HRE 411: Instructional Design (4 hours) \*
- HRE 472: Learning Technologies (4 hours) \*
- HRE 495 I: Research in Organizations and Institutions (2 hours)
- HRE 495 II: Capstone Project (2 hours)
- HRE 530: Organization Development (4 hours) \*
- HRE 532: Strategic Human Resource Development (4 hours) \*
- HRE 585: Program Evaluation (4 hours) \*
- EPS 500: History of Work and Educational Policy (4 hours)
- EPSY 407: Adult Learning and Development (4 hours)

\* Designates concentration courses



## APPENDIX D

### MASTER OF EDUCATION DEGREE REQUIREMENTS CONCENTRATION IN COMMUNITY COLLEGE TEACHING & LEARNING (online)

Department of Human Resource Education  
College of Education, University of Illinois at Urbana-Champaign

The online **Master of Education (Ed.M.) degree in Human Resource Education with a concentration in Community College Teaching and Learning (CCTL)** is designed to increase the teaching effectiveness of community college faculty and build the professional competencies of instructional personnel in community colleges. This curriculum is focused on the effective design and implementation of quality instruction, contemporary instructional technologies, and other instruction using innovations such as peer-based collaboration and active learning strategies. The degree in the Department of Human Resource Education is earned through the Graduate College by students who satisfactorily complete 36 hours of graduate course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level. The following courses count towards the degree and CCTL concentration.

- HRE 412: Instructional Techniques (4 hours) \*
- HRE 472: Learning Technologies (4 hours) \*
- HRE 495: Special Study & Investigation (4 hours)
- HRE 501: The Community College (4 hours) \*
- HRE 517: Community College Program Development (4 hours) \*
- HRE 590: Seminar for Advanced Students [Assessing Learning Outcomes] (4 hours) \*
- HRE 592: Special Topics in HRE [The Community College Student] (4 hours) \*
- EPS 500: Social Foundation of Community Colleges (4 hours)
- EPSY: 407: Adult Learning and Development (4 hours)

\* Designates concentration courses

Note: Formal proposals to establish permanent course numbers for the above sections of HRE 590 and HRE 592 are currently being developed.



## APPENDIX E

### MASTER OF EDUCATION DEGREE REQUIREMENTS CONCENTRATION IN *e*LEARNING (online)

Department of Human Resource Education  
College of Education, University of Illinois at Urbana-Champaign

The online **Master of Education (Ed.M.) degree in Human Resource Education with a concentration in *e*Learning** is designed to prepare individuals for positions as instructional designers, instructors, and managers of all *e*Learning environments. Students gain knowledge and skills in the creation, delivery, administration, and evaluation of networked, online, and other technology-based instructional programs. Students will apply for this concentration at the time of application to the graduate program. The degree in the Department of Human Resource Education is earned through the Graduate College by students who satisfactorily complete 36 hours of graduate course work beyond the baccalaureate degree. At least twelve hours of course work must be at the 500 level. The following courses count towards the degree and *e*Learning concentration.

HRE 470: Design of Learning Systems (4 hours) \*  
HRE 472: Learning Technologies (4 hours) \*  
HRE 474: Evaluating Learning Technology (4 hours) \*  
HRE 490: Issues and Developments in HRE [Foundations of Online Learning] (4 hours) \*  
HRE 490: Issues and Developments in HRE [Management of Online Programs] (4 hours) \*  
HRE 495: Special Study and Investigation  
HRE 590: Seminar for Advanced Students [Innovations in E-Learning] (4 hours) \*  
EPS 415: Information Technology and Ethics  
EPSY 408: Learning and Human Development with Technologies

\* Designates concentration courses

Note: Formal proposals to establish permanent course numbers for the above sections of HRE 490 and HRE 590 are currently being developed.