All students start the program as pre-HRWD majors. To be admitted into the HRWD major, the student 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

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

Pre-HRWD Core Requirements:
- PSYC 2003 General Psychology
- MATH 1203 College Algebra
- 6 hours of Economics chosen from:
  - ECON 2013 Principles of Macroeconomics
  - ECON 2023 Principles of Microeconomics
  - ECON 2143 Basic Economics: Theory and Practice
- Additional Math chosen from:
  - MATH 2183 Mathematical Reasoning
  - MATH 2053 Finite Mathematics
  - STAT 2303 Principles of Statistics
  - MATH 1313 Quantitative Reasoning

HRWD Required Courses (17 courses • 51 hours):
- 18 hour Career Development Pillar:
  - HRWD 3113 Foundations of Human Resource Development
  - HRWD 3123 Career Development
  - HRWD 4113 The Generational Dynamics in the Workplace
  - HRWD 3133 Writing for Human Resource and Workforce Development
  - HRWD 4123 Strategic Human Resource Development
  - HRWD 4133 International HRD and Cultural Differentiation
- 15 hour Organization Development Pillar
  - 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
- 18 hour Training and Development Pillar
  - 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 4323 Instructional Technology and Design
  - HRWD 4333 Human Resource Development Capstone

For more information please contact the undergraduate Academic Advisor, Ana Ayala Barker - aiayala@uark.edu
Break Down of Degree Requirement:

University Core: 35 hours
Pre-HRWD Math: 3 hours
HRWD required Courses: 51 hours
Additional Hours to Reach 120: 31 hours (General Electives and Experiential Learning)
Total Required: 120 hours

Experiential Learning: Credit by examination, for previous work experience, or earned certificates is limited to a maximum of 19 hours and will be classified as HRWD 405V following the following guidelines:

1. Credits from HRWD faculty approved National Occupational Competency Testing institute (NOCTI) assessments accepted and assessed by the HRWD faculty NOCTI coordinator. [9 hours MAX]
   a. Administrative Assisting #4101
   b. Education and Training #1025
   c. Business and Information Processing #4013
2. Credit from the American Council on Education (ACE) and Council on Adult Experiential Learning (CAEL).
3. Credit for Recognition from the American Society for Training and Development (ASTD) as a Certified Professional in Learning and Performance (CPLP). [3 hours]
4. Credit from Society for Human Resource Management [3 hours max]
   a. Professional in Human Resource (PHP) – 1 hour credit
   b. Senior Professional in Human Resource (SPHR) – 2-3 hours of credit
5. Credit through Continuing Education Unit (CEU). [3 hours MAX]
   a. 15 hours of CEU = 1 credit hour
6. Credit through military service is maxed at 6 hours of ROTC per University of Arkansas Policy.

Recommended Electives sanctioned by the HRWD Faculty:

- ACCT (Any Course)
- ANTH 1013
- BLAW (any course)
- CIED 1003: Technology in Education
- CIED 4433: The Moral Mind in Action
- COMM (any course)
- ECON (any course)
- FINN (any course)
- FREN (any course)
- GEOS 1123: Human Geography
- GERM (any course)
- HESC 1403: Life Span Development
- ISYS (any course)
- MATH (any course)
- MGMT (any course)
- MKTG (any course)
- PBHL (any course)
- PLSC (any course)
- PHIL (any course)
- PSYC (any course)
- SOCI (any course)
- SPAN (any course)
- STAT (any course)
- SUST (any course)
- WCOB (any course)

For more information please contact the undergraduate Academic Advisor, Ana Ayala Barker - aiayala@uark.edu
### University Core Requirements

**Minimum Degree Credit Hours Required to Graduate = 120 (Core + Major + General Electives)**

**Mathematics (1 course • 3-4 hours)**
- MATH 1203 College Algebra, MATH 1204 College Algebra with Review, MATH 1313 Quantitative Reasoning, or any higher level math course, including STAT 2303.

**Natural Sciences (2 courses w/ matching labs • 8 hours)**
- ANTH 1013/1011L Intro Bio. Anthropology
- ASTR 2003/2001L Survey of the Universe
- BIOL 1543/1541L Principles of Biology
- BIOL 1603/1601L Principles of Zoology
- CHEM 1053/1051L Chemistry in the Modern World
- CHEM 1073/1071L Fundamentals of Chemistry
- CHEM 1103/1101L University Chemistry I
- CHEM 1123/1121L University Chemistry II
- CHEM 1113/1101L University Chemistry for Engineers I
- CHEM 1133/1131L University Chem for Engineers II
- CHEM 1213/1211L Chemistry for Majors I
- CHEM 1223/1221L Chemistry for Majors II
- ENSC 1003/1001L Environmental Science
- ENTO 1023/1021L Insects, Science, and Society
- GEO 1113/1111L General Geology
- GEO 1133/1131L Earth Science
- PHYS 1023/1021L Physics and Human Affairs
- PHYS 1034 Physics for Elementary Ed Majors
- PHYS 1044 Physics for Architects I
- PHYS 1054 Physics for Architects II
- PHYS 2013/2011L College Physics I
- PHYS 2033/2031L College Physics II
- PHYS 2054 University Physics I
- PHYS 2074 University Physics II

**Fine Arts (1 course • 3 hours)**
- ARCH 1003 Architecture Lecture
- ARHS 1003 Art Lecture
- COMM 1003 Film Lecture
- DANC 1003 Movement and Dance
- ENGL 2023 Creative Writing I
- LARC 1003 The American Landscape
- MLIT 1003 Music Lecture
- THTR 1003 Theatre Appreciation
- THTR 1013 Musical Theatre

**English Composition (2 courses • 6 hours)**
- ENGL 1013 Composition I
- ENGL 1023 Composition II

**U.S. History & Government (1 course • 3 hours)**
- HIST 2003 History of the American People to 1877
- HIST 2013 History of the American People from 1877
- PLSC 2003 American National Government

**Social Sciences (3 courses from at least 2 fields • 9 hours)**
- AGEC 1103 Principles of Agricultural Microeconomics
- AGEC 2103 Principles of Agri Macroeconomics
- ANTH 1023 Intro to Cultural Anthropology
- COMM 1023 Communication in a Diverse World
- ECON 2013 Principles of Macroeconomics
- ECON 2023 Principles of Microeconomics
- ECON 2143 Basic Economics: Theory and Practice
- GEO 1123 Human Geography
- GEO 2003 World Regional Geography
- HESC 1403 Life Span Development
- HESC 2413 Family Relations
- HESC 2603 Rural Sociology
- HIST 1113 Institutions and Ideas of World Civ. I
- HIST 1123 Institutions and Ideas of World Civ. II
- HIST 2003 History of the American People to 1877
- HIST 2013 History of the American People from 1877
- PLSC 2003 American National Government
- PLSC 2013 Intro to Comparative Politics
- PLSC 2203 State and Local Government
- PSYC 2003 General Psychology
- RESM 2853 Leisure and Society
- RSOC 2603 Rural Sociology
- SOCI 1013 General Sociology
- SOCI 2033 Social Problems

**Humanities (1 course • 3 hours)**
- AAST 2023 The African American Experience
- ARCH 1013 Diversity and Design
- CLST 1003 Intro to Classical Studies: Greece
- CLST 1013 Intro to Classical Studies: Rome
- COMM 1233 Media, Community, Citizenship
- ENGL 1213 Intro to Literature
- ENGL 2123 Intro to Literature
- GNS 2003 Intro to Gender Studies
- MUSY 2003 Music in World Cultures
- PHIL 2003 Intro to Philosophy
- PHIL 2103 Intro to Ethics
- PHIL 2203 Logic
- PHIL 3103 Ethics and the Professions
- WLIT 1113 World Literature I
- WLIT 1123 World Literature II
- World language at Intermediate I (2003) level

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Not all courses are available on-line. **Bolded** courses have been offered on-line.

Check available on-line courses via: [http://online.uark.edu/courses](http://online.uark.edu/courses)

Transfer Equivalency for Arkansas state institutions: [http://acts.adhe.edu/studenttransfer.aspx](http://acts.adhe.edu/studenttransfer.aspx)

UofA Transfer Equivalency Guide: [https://courseequivalency.uark.edu/](https://courseequivalency.uark.edu/)