

Request for New Major

Effective Date: FALL 2025

Submission Date:

Department:

College of:

Contact Person:

Degree:

Minor Required:

Modality:

Proposed Major:

New Major – **REQUIRES ACADEMIC PLANNING EXCEL ATTACHED.**

Used to create a new program and requires KBOR approval.

Will become effective the upcoming academic catalog if all approvals received.

IMPORTANT: Proposals should be uploaded no later than the **OCTOBER** Preliminary legislation month. This is to allow faculty senate approval at the December meeting, and KBOR review, approval, and implementation for the following Fall semester.

Following Faculty Senate Approval, submit sign off sheet and final complete package, in electronic format, to the office of the provost (220 Russ) for forwarding to KBOR for board approval. (must be entered into KBOR PI/CIP system at time of submission).

Forms to accompany Approved Proposal

A. PSU Request for New Major Form (preceding)

B. PSU Legislative Process Authorization/Notification Sign-Off Sheet (preceding)

C. KBOR Application for New Program, https://www.kansasregents.org/academic_affairs/new_program_approval or located on the FS website

The Provost's Office will notify the department, college and Registrar of the completion of the approval process.

1. Purpose/Justification for Major:

2. Is this new major proposal related to, and/or may affect, any degree program or minor/emphasis/certificate at PSU or any other Regent University? *If "yes", please provide an explanation and **upload with any documentation between departments and/or other Regent Universities.*** **Yes** **No**

3. Will this change affect any education major? *If "yes," this requirement will need approval of the Council for Teacher Education before upload to " College Curriculum Legislation" in SharePoint.*
Yes **No**

4. Will additional resources or costs will be required? **Yes** **No**
If so, what will be needed?

5. Describe the program assessment plan:

a. Enrollment targets =

b. Outcome expected and process to evaluate =

c. Plan to abandon if enrollment targets not met =

Authorization Sign-Off

Checklist

Academic Planning Excel Attached
Course Id's match Course Names
Course hours are correct
Courses are currently Active

Curriculum hours meet 120
KBOR forms attached
Provost Office contacted

-Approved: Department Chair/Director

Date: _____ Signature: Alexander D. Birch

-Approved: College Curriculum Chair

Date: _____ Signature: _____

-Approved: Dean of College

Date: _____ Signature: _____

-Approved: Council for Teacher Education, if applicable

Date: _____ Signature: _____

-Approved: University Undergraduate Curriculum Committee

Date: _____ Signature: _____

-Approved: Faculty Senate

Date: _____ Signature: _____

Originating Department(s): After completing this form, please upload it to the SharePoint, within the appropriate College folder, "Preliminary Legislation", to allow for review and questions. Any modifications should be saved as "original file name.v2.docx" and uploaded as well.

Following final College Curriculum Committee approval, please apply the appropriate signatures, and send them to your College Administrator.

Please Note: This is a 3-month process, at least, and is designed to eliminate questions and concerns at the beginning of the process. Any questions/concerns not addressed prior to the College Curriculum Committee and the Faculty Senate University Undergraduate Curriculum Committee, may result in an additional month added to the process.

Make sure to attach the program guide from current catalog! (For Revised Curriculum)

<https://www.pittstate.edu/registrar/catalog>

Academic Planning Document for 2025-2026

Major/Emphasis/Minor/Certificate - BBA in HRD

Course Prefix	Course Num.	Course Name	Cr. Hr.
Core Courses -			51
Kelce Core & Prerequisites			
DSIS	130	Computer Information Systems	3
ECON	200	Principles of Microeconomics	3
ECON	201	Principles of Macroeconomics	3
QBA	210	Business Statistics	3
QBA	310	Business Analytics I	3
QBA	410	Business Analytics II	3
ACCTG	201	Financial Accounting	3
ACCTG	202	Managerial Accounting	3
DSIS	420	Management Information Systems	3
FIN	326	Business Finance	3
BUS	101	Introduction to Business	3
BUS	210	Business Professionalism	3
MGT	330	Management and Organizational Behavior	3
MGT	430	Legal and Social Environment of Business	3
MGT	690	Business Strategy	3
MKTG	330	Principles of Marketing	3
ECON	>300	Economics Elective	3
Support Courses -			18
HRD	520	Leadership in the Workplace	3
HRD	530	Change Management	3
HRD	596	Introduction to Human Resource Development	3
HRD	653	Project Management Skills for Supervisors	3
HRD	679	Presentation Skills	3
MGT	540	Human Resources Management	3
Emphasis Courses -			0
Elective Courses -			16
Open Electives 16-17 Hours			
General PSU electives, including Kelce Courses to reach 120 hour minimum			
Total Credit Hours -			85
Minor -			
General Education, 34-35 hours -			35
Total Credit Hours:			120

Be sure all information is correct and courses are active before submitting.
 Curriculum Revisions **REQUIRE** a program guide from the current catalog, 24/25.
 Your legislation will be returned if either is found.

Pittsburg State University

B.B.A. in HRD

Program Approval

I. General Information

A. Institution Pittsburg State University

B. Program Identification

Degree Level: Bachelor's
Program Title: Human Resource Development (HRD)
Degree to be Offered: Bachelor of Business Administration
Responsible Department or Unit: Kelce Undergraduate School of Business
CIP Code: 52.1005 (Human Resource Development)
Modality: Online
Proposed Implementation Date: Fall Semester 2025

Total Number of Semester Credit Hours for the Degree: 120

II. Clinical Sites: Does this program require the use of Clinical Sites? No

III. Justification

The proposal to revise the Bachelor of Science in Workforce Development, currently housed within Pittsburg State University's Crossland College of Technology (CCOT), into a Bachelor of Business Administration (BBA) in Human Resource Development (HRD) under the Kelce College of Business (KCOB) stems from the strategic need to align the program with business standards and increase its accessibility. This revision is not a new major; it is a targeted restructuring and rebranding to enhance the program's value and relevance within the KCOB, meet AACSB accreditation standards, and streamline the program's focus.

Program Revision and Alignment with Business Standards

Moving the Workforce Development program into the KCOB requires its realignment to fit business education criteria. In keeping with this, the curriculum will be reduced from 60 credit hours of HRD coursework to 18 credit hours, allowing for the inclusion of the 51-hour Kelce business core curriculum. This revision preserves essential HRD content while providing students with a robust foundational business education. No new faculty will be added; existing faculty will continue delivering this program's courses, ensuring consistency and continuity in instruction. The degree will now also fall under the AACSB accreditation, enhancing its standing and rigor.

Enhancing Online Offerings within KCOB

One compelling reason for moving this program into KCOB is to introduce a fully online BBA option within the college's portfolio. Currently, KCOB does not offer a 100% online degree program, and with this revision, the BBA in HRD will provide a flexible, online learning pathway that meets the demands of today's adult learners, working professionals, and non-traditional students. Additionally, this move aligns with the Kansas Board of Regents' (KBOR) associate degree initiative in business administration, allowing seamless transfer opportunities for community college graduates. This new structure fosters a clear academic path from associate degree completion to a bachelor's in business, strengthening PSU's partnerships with regional two-year institutions and broadening access to higher education for transfer students.

Maintaining the Crossland College of Technology's Online Offerings

The restructuring also benefits CCOT by allowing it to focus on its strengths in technology management. CCOT will retain a fully online Technology Management finishing program, creating transfer pathways for students completing their AAS or AA/AS degrees to advance into a technology-oriented bachelor's degree program. This differentiation between KCOB and CCOT online offerings allows PSU to better meet the diverse needs of transfer students by maintaining continuity and alignment within each college's focus.

Anticipated Impact on Enrollment

The revised BBA in HRD degree will support PSU's overall enrollment goals by increasing transfer student retention and growth. It provides a compelling business degree option for students seeking online, career-relevant education in HR and organizational leadership. With clear academic pathways to both the KCOB and CCOT, this restructuring is expected to improve retention, broaden PSU's marketability to transfer students, and support stronger enrollment within both colleges.

IV. Program Demand:

Market Analysis

The current Bachelor of Science in Workforce Development with an emphasis in Human Resource Development has already shown itself to be a sustainable program. It has been offered as an online degree for more than a decade and the enrollment for the program has grown from around 5 graduates per year to about 25 graduates per year in that timespan. Currently, there are 58 majors with a five-year average of 52 in a program composed predominantly of associate's degree graduates. The proposed Bachelor of Business Administration in HRD, which will provide students with a foundation in business, is expected to draw even more demand from prospective students.

Market Analysis shows a growing demand for employees in the HRD field, including career counselors, human resource specialists, learning specialists, and educational consultants, as well as a need for skills in coaching and employee development. The U.S. Bureau of Labor Statistics estimates 8% growth in jobs for human resource specialists, which is above the 4% average growth rate for all occupations. Glassdoor.com reports 173 current openings for human resources jobs in Kansas and 89 openings within a 100-mile radius of Pittsburg. They also report 24 openings for career counselors, 51 openings for training specialists, 35 openings for learning specialists, 13 openings for educational consultants, and 31 for recruitment coordinators in Kansas. Overall, the current and growing demand for an online pathway to a bachelor's degree in business for working professionals and the demand for employees in human resource development should bolster the program's enrollment as it transitions to the KCOB.

V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Total Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	15	5	450	45
Year 2	25	10	750	90
Year 3	50	20	1500	180

*Assumes 15 credit hour load per semester for full time and 9 credit hour load for part time

VI. Employment

Graduates of HRD programs can pursue a wide range of careers, such as:

Job Title	Job Description	Employment	Average
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		Outlook	Annual Salary
Human Resources Specialist	Manages recruitment, screening, interviews, and placement of workers, and handles employee relations, compensation, and benefits.	Expected to grow 8% from 2022-2032, as demand for HR services increases.	\$67,760
Training and Development Specialist	Designs, conducts, and evaluates programs to improve employee skills and knowledge. Works closely with management to align training with organizational goals.	Projected to grow 9% by 2032, with increasing focus on skill development.	\$66,570
Compensation and Benefits Analyst	Analyzes and manages employee compensation, benefits programs, and compensation structures to ensure equity and competitiveness.	Expected to grow 6% by 2032, as companies emphasize competitive benefits.	\$70,000
Recruitment Coordinator	Supports the recruiting process by coordinating interviews, managing applicant tracking systems, and conducting initial candidate screenings.	Projected steady demand as companies continue active recruitment.	\$52,000
Employee Relations Specialist	Manages employee relations issues, including conflict resolution, workplace investigations, and policy enforcement to ensure a positive work environment.	Expected steady demand due to ongoing need for workplace conflict management.	\$65,000
HR Consultant	Provides expert guidance to organizations on HR strategies, workforce planning, and organizational development, typically in a contract or freelance role.	Employment for consultants is expected to grow as companies seek flexible HR solutions.	\$80,000+
HR Generalist	Performs a broad range of HR functions including recruiting, employee relations, compliance, and performance management. Often acts as a primary HR contact within an organization.	Expected steady demand, particularly in small to mid-sized organizations.	\$64,000
Labor Relations Specialist	Negotiates between management and unionized employees, handles contracts, grievance procedures, and advises on labor law	Expected to remain stable with need for expertise in labor relations and unionized	\$79,000

	compliance.	environments.	
Talent Acquisition Manager	Leads the talent acquisition team, develops recruiting strategies, and ensures the hiring of qualified personnel to meet organizational needs.	Growing demand as companies prioritize strategic recruiting for competitive advantage.	\$85,000
Diversity and Inclusion Specialist	Focuses on creating, implementing, and monitoring programs that support a diverse and inclusive workplace environment.	High demand with growth driven by DEI initiatives across various sectors.	\$77,000

VII. Admission and Curriculum

A. Admission Criteria

Students pursuing the proposed BBA in HRD will be admitted to the university according to current Pittsburg State campus-wide policies. Enrollment in the BBA in HRD also requires admission to the Kelce College of Business. Formal admission to the Kelce College of Business occurs upon completion of the following requirements:

- Completion of at least 30 credit hours applicable to the degree.
- Achievement of a 2.25 cumulative grade point average.
- Completion of these courses with a C or better:

English Composition (ENGL 101 or ENGL 190)
Introduction to Research Writing (ENGL 299 or ENGL 190)
Speech Communications (COMM 207)
College Algebra or Elementary Statistics (MATH 113, MATH 143, or higher)
Computer Information Systems (DSIS 130)
Financial Accounting (ACCTG 201)

- Signing the Kelce College of Business Application for Admission Form and the Kelce College of Business Student Oath and Code of Ethics.

Admission to the Kelce College of Business is required prior to enrollment in all upper-level business courses numbered 400 and above.

B. Curriculum

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH
ENGL 101	ENGLISH COMPOSITION (Gen Ed Bucket 1)	3
MATH 143 or MATH 113	ELEMENTARY STATISTICS or COLLEGE ALGEBRA (Gen Ed Bucket 3)	3
BUS 101	INTRODUCTION TO BUSINESS	3
UGS 150	GORILLA GATEWAY (Gen Ed Bucket 7)	2

TBD	Social & Behavioral Sciences Gen Ed (Gen Ed Bucket 5)	3
TBD	Pitt State Designated Requirement (Gen Ed Bucket 7)	1
	SEMESTER TOTAL	15

Year 1: Spring

Course #	Course Name	SCH
ACCTG 201	FINANCIAL ACCOUNTING	3
ENGL 299	INTRODUCTION TO RESEARCH WRITING (Gen Ed Bucket 1)	3
TBD	Pitt State Designated Requirement (Gen Ed Bucket 7)	3
TBD	Natural & Physical Sciences Requirement (Gen Ed Bucket 4)	4
TBD	Arts & Humanities Requirement (Gen Ed Bucket 6)	3
	SEMESTER TOTAL	16

Year 2: Fall

Course #	Course Name	SCH
ACCTG 202	MANAGERIAL ACCOUNTING	3
DSIS 130	COMPUTER INFORMATION SYSTEMS	3
QBA 210	BUSINESS STATISTICS	3
COMM 207	SPEECH COMMUNICATION (Gen Ed Bucket 2)	3
ECON 200	PRINCIPLES OF MICROECONOMICS	3
	SEMESTER TOTAL	15

Year 2: Spring

Course #	Course Name	SCH
ECON 201	PRINCIPLES OF MACROECONOMICS	3
QBA 310	BUSINESS ANALYTICS I	3
TBD	Open Elective	3
TBD	Social & Behavioral Sciences Gen Ed (Gen Ed Bucket 5)	3
TBD	Arts & Humanities Requirement (Gen Ed Bucket 6)	3
	SEMESTER TOTAL	15

Year 3: Fall

Course #	Course Name	SCH
BUS 210	BUSINESS PROFESSIONALISM	3
HRD 596	INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT	3
MGT 330	MANAGEMENT AND ORGANIZATIONAL BEHAVIOR	3
MKTG 330	PRINCIPLES OF MARKETING	3
QBA 410	BUSINESS ANALYTICS II	3
	SEMESTER TOTAL	15

Year 3: Spring

Course #	Course Name	SCH
DSIS 420	MANAGEMENT INFORMATION SYSTEMS	3
FIN 326	BUSINESS FINANCE	3
HRD 520	LEADERSHIP IN THE WORKPLACE	3
MGT 430	LEGAL AND SOCIAL ENVIRONMENT OF BUSINESS	3
TBD	Open Elective	3
	SEMESTER TOTAL	15

Year 4: Fall

Course #	Course Name	SCH
HRD 653	PROJECT MANAGEMENT SKILLS FOR SUPERVISORS	3
HRD 679	PRESENTATION SKILLS	3
MGT 540	HUMAN RESOURCES MANAGEMENT	3
ECON XXX	Upper Division Economics Elective	3
TBD	Open Elective	3
SEMESTER TOTAL		15

Year 4: Spring

Course #	Course Name	SCH
HRD 530	CHANGE MANAGEMENT	3
MGT 690	BUSINESS STRATEGY	3
TBD	Open Elective	3
TBD	Open Elective	3
TBD	Open Elective	2
SEMESTER TOTAL		14

Total Number of Semester Credit Hours **[120]**

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable

FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Mark Johnson	University Prof	Ed.D.	Y	Learning and Development	1
Krissy Lewis	Asst Inst Prof	Ed.D.	N	Organization Development	1
Judy Smetana*	Asst Prof	Ph.D.	Y	Learning and Development	1
Kelce Core Courses					
26 Full-time faculty members					

Number of graduate assistants assigned to this program **1**

IX. Expenditure and Funding Sources [List amounts in dollars. Provide explanations as necessary. Please double-check the math.]

Three full-time HRD faculty members will be transferred from the CCOT to the KCOB. The Expenditures for Faculty in section A. Existing positions, represent the approximate salaries plus benefits for these three lines. (Note: an estimate is necessary because one faculty member will be leaving an administrative appointment and the amount of final salary to be transferred for this line is not yet determined.) Under section B. New Positions, the reported expenditures represent the adjustment necessary to bring the HRD faculty salaries in line with the salary structure for the KCOB. Adjusted salaries will be benchmarked to current KCOB salaries and those for HR faculty members at Pitt State peer institutions using AACSB Small School Salary Survey Data as well as CUPA Public Masters School data. Operating costs are based on expected expenditures on supplies, computer equipment, and travel (at one trip per FTE per year).

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty (rounded)	\$310K	\$310K	\$310K
Administrators (<i>other than instruction time</i>)			
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)			
Fringe Benefits (<i>total for all groups</i>)			
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$310K	\$310K	\$310K
Personnel – New Positions			
Faculty (adjustments)	\$65K	\$65K	\$65K
Administrators (<i>other than instruction time</i>)			
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)			
Fringe Benefits (<i>total for all groups</i>)			
Other Personnel Costs			
Total Existing Personnel Costs – New Positions			
Start-up Costs - One-Time Expenses			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other			
Total Start-up Costs			
Operating Costs – Recurring Expenses			
Supplies/Expenses (existing funds)	\$1000	\$1000	\$1000
Library/learning resources			
Equipment/Technology (existing funds)	\$2000	\$2000	\$2000

Travel (existing funds)	\$6000	\$6000	\$6000
Other			
Total Operating Costs	\$8000	\$8000	\$8000
GRAND TOTAL COSTS	\$392K	\$392K	\$392K

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	\$392K	\$392K	\$392K	\$392K
Student Fees				
Other Sources				
GRAND TOTAL FUNDING	\$392K	\$392K	\$392K	\$392K
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$0	\$0	\$0

X. Expenditures and Funding Sources Explanations

This proposal represents a transfer of an existing program from one college to another. The program is currently 100% funded through the university's general budget and has not run a deficit. The only added costs of moving and operating the program is the additional salary dollars needed to reflect the refocusing of the program from technology to business. The new salaries will be based on documented benchmarks for equivalent faculty with comparable experience and within the same ranks. The dollars used to make the adjustments will represent a reallocation within the KCOB's annual allocation of funds from the university's general budget. No new sources of revenue are required or requested.

A. Expenditures

Personnel – Reassigned or Existing Positions

The BBA in HRD is not a new program, but rather a revised program due to moving from the CCOT to the KCOB. No new courses were created for this program. All courses in this program are already available and being taught by existing faculty members on staff.

Personnel – New Positions

No new positions are required to operate the BBA in HRD. All courses are currently available and being taught by current faculty members. New positions will only be required in the long run if enrollment in the program grows overall total enrollment in the college beyond previously experienced levels.

Start-up Costs – One-Time Expenses

No one-time start up costs are expected to result from the relocation. Adequate office space and support

materials are readily available in the KCOB to absorb this program.

Operating Costs – Recurring Expenses

As noted above, the only recurring operating costs of moving the program is the additional salary dollars needed to reflect the refocusing of the program from technology to business. The new salaries will be based on documented benchmarks for equivalent faculty with comparable experience and within the same ranks. The dollars used to make the adjustments will represent a reallocation within the KCOB's annual allocation of funds from the university's general budget. No new sources of revenue are required or requested.

B. Revenue: Funding Sources

As noted above, the dollars used to make the adjustments will represent a reallocation within the KCOB's annual allocation of funds from the university's general budget. No new sources of revenue are required or requested.

C. Projected Surplus/Deficit

The proposed relocation and refocusing of the HRD program is expected to breakeven for the first three years as reflected in the figures above. If we are able to grow the program beyond these projections, in the long-run the program could produce a net surplus for the university. To the extent that the relocation adds students on net, the university has an incentive to support and grow this program over time.

XI. References

Glassdoor.com. (2024, October 14). "Career Counselor jobs in Kansas." https://www.glassdoor.com/Job/kansas-us-career-counselor-jobs-SRCH_IL.0,9_IS3107_KO10,26.htm

Glassdoor.com. (2024, October 14). "Educational Consultant jobs in Kansas." https://www.glassdoor.com/Job/kansas-educational-consultant-jobs-SRCH_IL.0,6_IS3107_KO7,29.htm

Glassdoor.com. (2024, October 14). "Human Resources jobs in Kansas." https://www.glassdoor.com/Job/kansas-human-resources-jobs-SRCH_IL.0,6_IS3107_KO7,22.htm

Glassdoor.com. (2024, October 14). "Learning Specialist jobs in Kansas." https://www.glassdoor.com/Job/kansas-learning-specialist-jobs-SRCH_IL.0,6_IS3107_KO7,26.htm

Glassdoor.com. (2024, October 14). "Recruitment Coordinator jobs in Kansas." https://www.glassdoor.com/Job/kansas-recruitment-coordinator-jobs-SRCH_IL.0,6_IS3107_KO7,30.htm

Glassdoor.com. (2024, October 14). "Training Specialist jobs in Kansas." https://www.glassdoor.com/Job/kansas-training-specialist-jobs-SRCH_IL.0,6_IS3107_KO7,26.htm

U.S. Bureau of Labor Statistics. (2024). "Human Resources Specialists." <https://www.bls.gov/ooh/business-and-financial/human-resources-specialists.htm>

U.S. Bureau of Labor Statistics. (2024). "Human resources managers." <https://www.bls.gov/ooh/management/human-resources-managers.htm>

U.S. Bureau of Labor Statistics. (2024). "Operations managers." <https://www.bls.gov/ooh/management/operations-managers.htm>

U.S. Bureau of Labor Statistics. (2024). “Operations research analysts.”

<https://www.bls.gov/ooh/math/operations-research-analysts.htm>

U.S. Bureau of Labor Statistics. (2024). “Organizational development specialists.”

<https://www.bls.gov/ooh/business-and-financial/training-and-development-specialists.htm>

U.S. Bureau of Labor Statistics. (2024). “Production managers.”

<https://www.bls.gov/ooh/management/industrial-production-managers.htm>

U.S. Bureau of Labor Statistics. (2024). “Project coordinators.”

<https://www.bls.gov/ooh/business-and-financial/meeting-convention-and-event-planners.htm>

U.S. Bureau of Labor Statistics. (2024). “Sales managers.”

<https://www.bls.gov/ooh/management/sales-managers.htm>

U.S. Bureau of Labor Statistics. (2024). “Team leaders (first-line supervisors).”

<https://www.bls.gov/ooh/management/first-line-supervisors-of-office-and-administrative-support-workers.htm>

U.S. Bureau of Labor Statistics. (2024). “Training and development managers.”

<https://www.bls.gov/ooh/management/training-and-development-managers.htm>

Memorandum

To: PSU Faculty and Staff

From: Judy Smetana, HRD Program Coordinator/Associate Professor

Date: October 7, 2024

Re: Fall 2025 HRD program move

To Whom It May Concern:

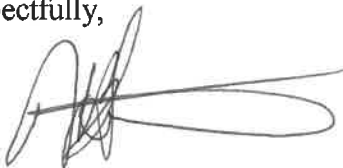
This memorandum serves to inform PSU Faculty and Staff that the HRD graduate program will be moving from the Crossland College of Technology to the Kelce College of Business. The program offerings are 100% online and will remain so through Summer 2025. Beginning with the Fall 2025, and pending Graduate Council approval, the program will begin to be offered under the Kelce College of Business and as such, will have minor degree changes [two business courses will replace two HRD courses]. The program will continue to be offered 100% online with possible face to face sections.

Furthermore, the Bachelor's of Science in Workforce Development will move as well. It, too, will continue to be 100% online and a finishing degree through the Summer 2025. Beginning in the Fall 2025, and pending both legislation and KBOR approval, the degree will be offered as a Bachelor's of Business Administration in Human Resource Development [BBA-HRD] or a BBA – HRD with a Supervision and Leadership emphasis. The program will continue to be offered 100% online with possible face to face sections.

Moreover, as of Fall 2025 all HRD prefixed classes will move from the Crossland College of Technology to the Kelce College of Business.

Thank you for your support and understanding.

Respectfully,

A handwritten signature in black ink, appearing to be 'Judy Smetana', with a long horizontal flourish extending to the right.

Judy Smetana, Ph.D.

Interim Associate Dean SAET & STWL, HRD Program Coordinator/Associate Professor

Bachelor of Science Degree with a Major in Workforce Development

Degree: Bachelor of Science

Major: Workforce Development

Emphasis available: Hospitality Management, Human Resource , Supervision and Leadership

Core Requirements (39 hours)

Foundation Courses (27 hours)

- ___ HRD-390 Trade and Job Analysis (3 hours)
- ___ HRD-525 History of Workforce Development (3 hours)
- ___ HRD-535 Ethical Decision Making in Workforce Development (3 hours)
- ___ HRD-545 Introduction to Organizational Development (3 hours)
- ___ HRD-555 Diversity and Non-Exclusion in the Workforce (3 hours)
- ___ HRD-556 Legal and Ethical Issues in the Workplace (3 hours)
- ___ HRD-565 Workforce Supervision (3 hours)
- ___ HRD-575 Instructional Media in Human Resource Development (3 hours)
- ___ HRD-653 Project Management Skills for Supervisors (3 hours)

Workforce Development Courses (12 hours)

- ___ HRD-520 Leadership in the Workplace (3 hours)
- ___ HRD-585 Career and Professional Development (3 hours)
- ___ HRD-595 Developing a Learning Organization (3 hours)
- ___ HRD-596 Introduction to Human Resource Development (3 hours)

The Bachelor of Science in Workforce Development program has three emphasis areas from which to choose: Supervision & Leadership, for those seeking mid-level management positions in all industry areas. Human Resource, for those interested in the human resource development field. Hospitality Management, for those looking to become professionals in the hospitality field.

Hospitality Management Emphasis (21 hours)

- ___ REC-400 Event Design, Planning and Management (3 hours)
- ___ REC-402 Event Entertainment and Technology (3 hours)
- ___ REC-406 Resort, Spa, Casino and Lodging Operations (3 hours)
- ___ REC-410 Tourism Planning and Development (3 hours)
- ___ REC-430 Business of Recreation, Sport, and Hospitality (3 hours)
- ___ REC-435 Facility Design and Operations (3 hours)
- ___ REC-438 Current Issues in the Professions (3 hours)

Human Resource Emphasis (21 hours)

- ___ HRD-597 Organizational Staffing (3 hours)
- ___ HRD-598 Talent Management (3 hours)
- ___ HRD-625 Coaching Skills for Workforce Supervisors (3 hours)
- ___ HRD-630 Employee and Labor Relations (3 hours)
- ___ HRD-679 Presentation Skills (3 hours)
- ___ HRD-706 Strategies in the Development of Human Resources (3 hours)
- ___ HRD-741 HRD Strategies for Quality Improvement (3 hours)

Supervision & Leadership Emphasis (21 hours)

- ___ HRD-530 Change Management (3 hours)
- ___ HRD-597 Organizational Staffing (3 hours)
- ___ HRD-625 Coaching Skills for Workforce Supervisors (3 hours)
- ___ HRD-635 The Emotionally Intelligent Supervisor (3 hours)
- ___ HRD-645 Building Teams in the Workplace (3 hours)
- ___ HRD-655 Effective Performance Improvement (3 hours)
- ___ HRD-679 Presentation Skills (3 hours)

General Education Requirements

English Discipline Requirements - 6 Total Hours

- ___ ENGL-101 English Composition (3 hours)
- ___ ENGL-299 Introduction to Research Writing (3 hours)

Communications Discipline Requirements - 3 Total Hours

- ___ COMM-207 Speech Communication (3 hours)

Mathematics & Statistics Discipline Requirements - 3 Total Hours

- ___ MATH-110 College Algebra with Review (5 hours)
- ___ MATH-113 College Algebra (3 hours)
- ___ MATH-126 Pre-Calculus (4 hours)
- ___ MATH-133 Quantitative Reasoning (3 hours)
- ___ MATH-143 Elementary Statistics (3 hours)
- ___ MATH-150 Calculus I (5 hours)
- ___ MATH-204 Mathematics for Education I (3 hours)

Natural & Physical Sciences Discipline Requirements - 4/5 Total Hours

- ___ BIOL-111 General Biology (3 hours)
- ___ BIOL-112 General Biology Laboratory (2 hours)
- ___ BIOL-113 Environmental Life Science (4 hours)
- ___ BIOL-211 Principles of Biology I (4 hours)
- ___ CHEM-105 Introductory Chemistry (3 hours)
- ___ CHEM-106 Introductory Chemistry Laboratory (1 hour)
- ___ CHEM-215 General Chemistry I (3 hours)
- ___ CHEM-216 General Chemistry I Laboratory (2 hours)
- ___ PHYS-100 College Physics I (4 hours)
- ___ PHYS-104 Engineering Physics I (4 hours)

- __ PHYS-130 Elementary Physics Laboratory I (1 hour)
- __ PHYS-160 Physical Geology (3 hours)
- __ PHYS-165 Physical Geology Laboratory (1 hour)
- __ PHYS-166 Meteorology (3 hours)
- __ PHYS-167 Meteorology Laboratory (1 hour)
- __ PHYS-171 Physical Science (3 hours)
- __ PHYS-172 Physical Science Laboratory (1 hour)
- __ PHYS-175 Descriptive Astronomy (3 hours)
- __ PHYS-176 Astronomy Laboratory (1 hour)
- __ PHYS-375 Solar System Astronomy (3 hours)

Social & Behavioral Sciences Discipline Requirements - 6 Total Hours

- __ ANTH-101 Introduction to Cultural Anthropology (3 hours)
- __ ECON-191 Issues in Today's Economy (3 hours)
- __ ECON-200 Principles of Microeconomics (3 hours)
- __ ECON-201 Principles of Macroeconomics (3 hours)
- __ ETECH-502 Engineering Economy (3 hours)
- __ GEOG-106 World Regional Geography (3 hours)
- __ GEOG-300 Elements of Geography (3 hours)
- __ GEOG-304 Human Geography (3 hours)
- __ POLS-101 U.S. Politics (3 hours)
- __ POLS-103 Comparative Politics (3 hours)
- __ POLS-201 Introduction to Public Policy (3 hours)
- __ PSYCH-155 General Psychology (3 hours)
- __ SOC-100 Introduction to Sociology (3 hours)
- __ SWK-250 Relationship Skills (3 hours)
- __ WGS-200 Introduction to Women's Studies (3 hours)
- __ WGS-399 Global Women's Issues (3 hours)

Arts & Humanities Discipline Requirements - 6 Total Hours

- __ ART-178 Introduction to the Visual Arts (3 hours)
- __ ART-188 The Designed World (3 hours)
- __ ART-217 Crafts I (3 hours)
- __ ART-222 Jewelry/Metals I (3 hours)
- __ ART-233 Drawing I (3 hours)
- __ ART-244 Ceramics I (3 hours)
- __ ART-266 Sculpture I (3 hours)
- __ ART-277 Painting I (3 hours)
- __ ART-288 Introduction to Art History I (3 hours)
- __ ART-289 Introduction to Art History II (3 hours)
- __ ART-311 Art Education (3 hours)
- __ COMM-105 Performance Appreciation (3 hours)
- __ COMM-205 Performance Studies (3 hours)
- __ COMM-395 Theatre History () (3 hours)
- __ ENGL-113 Literature and Culture (3 hours)
- __ ENGL-114 General Literature (Genre) (3 hours)
- __ ENGL-116 General Literature (Theme) (3 hours)
- __ ENGL-117 Introduction to Fiction (3 hours)
- __ ENGL-118 Introduction to Poetry (3 hours)
- __ ENGL-120 Literature and Film (3 hours)
- __ ENGL-121 Intro to Anti-Racist Literature (3 hours)
- __ ENGL-122 Introduction to Women's Literature (3 hours)
- __ ENGL-123 The Citizen in Literature (3 hours)
- __ ENGL-125 Introduction to Horror in Literature (3 hours)
- __ ENGL-250 Introduction to Creative Writing (3 hours)
- __ ENGL-315 Mythology (3 hours)
- __ ENGL-320 Literature and Film (3 hours)

- __ HHP-151 Dance Appreciation (3 hours)
- __ HIST-101 World History to 1500 (3 hours)
- __ HIST-102 World History from 1500 (3 hours)
- __ HIST-201 American History to 1865 (3 hours)
- __ HIST-202 American History from 1865 (3 hours)
- __ HONOR-200 The Power of Music (3 hours)
- __ MLL-124 French Language and Culture I (3 hours)
- __ MLL-154 Spanish Language and Culture I (3 hours)
- __ MUSIC-120 Music Appreciation () (3 hours)
- __ MUSIC-121 Introduction to Music Literature (3 hours)
- __ MUSIC-321 History of Music (3 hours)
- __ MUSIC-322 History of Music (3 hours)
- __ PHIL-103 Introduction to Philosophy (3 hours)
- __ PHIL-105 Ethics (3 hours)
- __ PHIL-112 Biomedical Ethics (3 hours)
- __ PHIL-113 Business Ethics (3 hours)
- __ PHIL-114 Environmental Ethics (3 hours)
- __ PHIL-231 World Religions (3 hours)

Institutionally Designated Requirements - 6 Total Hours

- __ UGS-150 Gorilla Gateway (2 hours)

Any 1 credit hour class from the following:

- __ DANCE-200 Dance () (1-3 hours)
- __ EXSCI-200 Introduction to Exercise Science (1 hour)
- __ HHP-150 Lifetime Fitness Concepts (1 hour)

Any 3 credit hour class from 4, 5, 6 or the following:

- __ BIOL-617 Environmental Health (3 hours)
- __ BUS-101 Introduction to Business (3 hours)
- __ DSIS-130 Computer Information Systems (3 hours)
- __ EDUC-261 Explorations in Education (3 hours)
- __ EET-247 Computer Programming for Electronic Systems (3 hours)
- __ EDTH-330 Technology for Teaching and Learning (3 hours)
- __ FCS-203 Nutrition and Health (3 hours)
- __ FCS-230 Consumer Education and Personal Finance (3 hours)
- __ FIN-210 Financial Planning (3 hours)
- __ GT-210 Technology in the World Today (3 hours)
- __ GT-350 Technology and Civilization (3 hours)
- __ HIST-207 Health Habits in American History (3 hours)
- __ MECET-121 Engineering Graphics I (3 hours)
- __ MFGET-263 Manufacturing Methods I (2 hours)
- __ MFGET-268 Manufacturing Methods I Laboratory (1 hour)
- __ MFGET-405 Quality Control (3 hours)
- __ NURS-303 Introduction to Public Health (3 hours)
- __ PHIL-206 Rational Decisions (3 hours)
- __ PHIL-207 Critical Thinking (3 hours)
- __ PHIL-208 Logic (3 hours)
- __ REC-350 Promoting Community and Worksite Wellness (3 hours)

Revised: 10/03/2024

BBA in HRD Course Listings

From Krissy Lewis <kllewis@pittstate.edu>

Date Tue 10/8/2024 1:41 PM

To Andrew Klenke <aklenke@pittstate.edu>; Don Colegrove <dcolegrove@pittstate.edu>; Greg Murray <gmurray@pittstate.edu>

Cc Mark Johnson <mjohnson@pittstate.edu>; Judy Smetana <jsmetana@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>

CCOT Directors,

With the move of the BSWD program to the KCOB, we have had to revise the listing of courses available for students to take with the HRD prefix. I know several programs in the CCOT take some HRD courses as part of their programs: the majority taking HRD 520, 596, and/or 679. We will still be offering these courses for others to enroll in on a regular basis. However, we will be reducing the number of HRD courses available. I wanted to share these changes with you all so you may plan accordingly. These changes will be effective in the Fall 2025.

This is the list of courses we currently offer:

Current Listing of Available HRD Courses
HRD-390 Trade and Job Analysis (3 hours)
HRD-520 Leadership in the Workplace (3 hours)
HRD-525 History of Workforce Development (3 hours)
HRD-530 Change Management (3 hours)
HRD-535 Ethical Decision Making in Workforce Development (3 hours)
HRD-545 Introduction to Organizational Development (3 hours)
HRD-555 Diversity and Non-Exclusion in the Workforce (3 hours)
HRD-556 Legal and Ethical Issues in the Workplace (3 hours)
HRD-565 Workforce Supervision (3 hours)
HRD-575 Instructional Media in Human Resource Development (3 hours)
HRD-585 Career and Professional Development (3 hours)
HRD-595 Developing a Learning Organization (3 hours)
HRD-596 Introduction to Human Resource Development (3 hours)
HRD-597 Organizational Staffing (3 hours)
HRD-598 Talent Management (3 hours)
HRD-625 Coaching Skills for Workforce Supervisors (3 hours)
HRD-630 Employee and Labor Relations (3 hours)
HRD-635 The Emotionally Intelligent Supervisor (3 hours)
HRD-645 Building Teams in the Workplace (3 hours)
HRD-653 Project Management Skills for Supervisors (3 hours)
HRD-655 Effective Performance Improvement (3 hours)
HRD-679 Presentation Skills (3 hours)
HRD-706 Strategies in the Development of Human Resources (3 hours)
HRD-741 HRD Strategies for Quality Improvement (3 hours)

This is the new listing of courses to be offered:

New Listing of HRD Courses	Rotation
HRD-520 Leadership in the Workplace (3 hours)	Every Spring and Fall
HRD-530 Change Management (3 hours)	Every Spring and Fall
HRD-565 Workforce Supervision (3 hours)	Every Spring and Fall
HRD-596 Introduction to Human Resource Development (3 hours)	Every Spring and Fall
HRD-625 Coaching Skills for Workforce Supervisors (3 hours)	Every Spring and Fall
HRD-635 The Emotionally Intelligent Supervisor (3 hours)	Every Spring and Fall
HRD-645 Building Teams in the Workplace (3 hours)	Every Spring and Fall

HRD-653 Project Management Skills for Supervisors (3 hours)	Every Spring and Fall
HRD-679 Presentation Skills (3 hours)	Every Spring and Fall
HRD-706 Strategies in the Development of Human Resources (3 hours)	Summer

Please let me know if you have any questions.

Best,
Krissy



Krissy Lewis, Ed.D., SHRM-SCP

Assistant Instructional Professor, BSWD Program Coordinator
Pittsburg State University
Technology and Workforce Learning

P: 620-235-4179

A: 1701 S. Broadway, S215, Kansas Technology Center

E: kilewis@pittstate.edu

A yellow banner with the text "Ready to Finish?" written in a black, cursive font.

Re: BSWD Hospitality Management Emphasis Changes

From Krissy Lewis <kllewis@pittstate.edu>

Date Mon 10/7/2024 1:12 PM

To Laura Miller <lcovert@pittstate.edu>

Cc Judy Smetana <jsmetana@pittstate.edu>; Mark Johnson <mjohnson@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>; Andrew Klenke <aklenke@pittstate.edu>; Cole Shewmake <cshewmake@pittstate.edu>

Laura,

Thank you for understanding. We will certainly keep your programs in mind for future endeavors.

Best,
Krissy



Krissy Lewis, Ed.D., SHRM-SCP

Assistant Instructional Professor, BSWD Program Coordinator

Pittsburg State University

Technology and Workforce Learning

P: 620-235-4179

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E: kllewis@pittstate.edu

A yellow banner with the text "Ready to Finish?" written in a black, cursive font.

From: Laura Miller <lcovert@pittstate.edu>

Sent: Monday, October 7, 2024 1:10 PM

To: Krissy Lewis <kllewis@pittstate.edu>

Cc: Judy Smetana <jsmetana@pittstate.edu>; Mark Johnson <mjohnson@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>; Andrew Klenke <aklenke@pittstate.edu>; Cole Shewmake <cshewmake@pittstate.edu>

Subject: Re: BSWD Hospitality Management Emphasis Changes

Hi Krissy,

I appreciate the information. I did wonder if your program was going to keep the hospitality emphasis with the move to the Kelce College of Business. I understand about the low numbers and dropping the emphasis.

Please let me know if there are any ways we can assist your students in the future.

Have a good week,
Laura

Laura Covert Miller, PhD, CTRS
Professor
Health, Human Performance & Recreation Dept.

Pittsburg State University
620-235-4670
lcovert@pittstate.edu

Follow the TR program on Instagram! @pittstatetr & @pittstatehhpr

Checkout the TR program: <https://www.pittstate.edu/hhpr/programs/recreation-services-sport-and-hospitality-management-major/therapeutic-recreation/index.html>



Pittsburg State University
Therapeutic Recreation

From: Krissy Lewis <kllewis@pittstate.edu>
Sent: Monday, October 7, 2024 12:44 PM
To: Laura Miller <lcovert@pittstate.edu>
Cc: Judy Smetana <jsmetana@pittstate.edu>; Mark Johnson <mjohnson@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>; Andrew Klenke <aklenke@pittstate.edu>
Subject: BSWD Hospitality Management Emphasis Changes

Laura,

You may have heard that the BSWD program is moving from the Crossland College of Technology to the Kelce College of Business and will be renamed as a BBA in HRD. With the move, we have looked at our numbers and due to low enrollment (we currently only have 2 students in the hospitality management emphasis), we will not be including the hospitality management emphasis with the new program. This should not impact your program as we never really got the numbers we were hoping for from the BSWD side for the HM emphasis. We will be teaching out the two currently enrolled in the emphasis but will no longer be accepting new majors as of the Fall 2025 semester. I have enjoyed working with you and your department as you have always been very helpful and collaborative.

Please let me know if you have any questions.

Best,
Krissy



Krissy Lewis, Ed.D., SHRM-SCP

Assistant Instructional Professor, BSWD Program Coordinator

Pittsburg State University

Technology and Workforce Learning

P: 620-235-4179

A: 1701 S. Broadway, S215, Kansas Technology Center

E: klewis@pittstate.edu

Ready to Finish?

Re: Psychology with HRD Emphasis Courses

From Bruce Warner <cwarner@pittstate.edu>
Date Wed 10/9/2024 1:57 PM
To Krissy Lewis <kllewis@pittstate.edu>

Krissy, thank you much. I doubt we will have many students wanting to take a 700-level course in the summer, but there could always be a couple.

B

C. Bruce Warner, Ph.D.
Department of Psychology and Counseling
Pittsburg State University
1701 S. Broadway
Pittsburg, KS 66762

Office: 1-620-235-4980
Fax: 1-620-235-6102
cwarner@pittstate.edu

From: Krissy Lewis <kllewis@pittstate.edu>
Sent: Wednesday, October 9, 2024 9:02 AM
To: Judy Smetana <jsmetana@pittstate.edu>; Bruce Warner <cwarner@pittstate.edu>
Subject: Re: Psychology with HRD Emphasis Courses

Bruce,

It looks like we are good to go with including HRD 706 for the HRD emphasis for your psychology students.

Thanks,
Krissy



Krissy Lewis, Ed.D., SHRM-SCP

Assistant Instructional Professor, BSWD Program Coordinator

Pittsburg State University

Technology and Workforce Learning

P: 620-235-4179

A: 1701 S. Broadway, S215, Kansas Technology Center

E: kllewis@pittstate.edu

A yellow banner with the text "Ready to Finish?" written in a black, cursive font.

From: Judy Smetana <jsmetana@pittstate.edu>
Sent: Tuesday, October 8, 2024 4:08 PM

To: Krissy Lewis <kllewis@pittstate.edu>; Bruce Warner <cwarner@pittstate.edu>

Subject: Re: Psychology with HRD Emphasis Courses

No, I think we should be good.
Thanks.

Appreciatively,
Judy

Dr. Judy B. Smetana, Ph.D.,MBA,PCC,SHRM-SCP
Interim Associate Dean - Crossland College of Technology - SAET & STWL
Associate Professor, HRD Graduate Program Coordinator
Office: S216
Pittsburg State University
Pittsburg, Kansas 66762
Phone: 620 235 4704
Email: jsmetana@pittstate.edu



From: Krissy Lewis <kllewis@pittstate.edu>

Sent: Tuesday, October 8, 2024 3:27 PM

To: Bruce Warner <cwarner@pittstate.edu>; Judy Smetana <jsmetana@pittstate.edu>

Subject: Re: Psychology with HRD Emphasis Courses

Judy,

I included HRD 706 as an option for the Psychology majors with an emphasis in HRD. Should I remove that course for undergraduate students?

Thanks,
Krissy

Krissy Lewis, Ed.D., SHRM-SCP

Instructor/Program Coordinator

Pittsburg State University

Technology and Workforce Learning

P: 620-235-4179

A: 1701 S. Broadway, S215, Kansas Technology Center

E: klewis@pittstate.edu

[Ready to Finish?](#)

From: Bruce Warner <cwarner@pittstate.edu>

Sent: Tuesday, October 8, 2024 3:17:53 PM

To: Krissy Lewis <kllewis@pittstate.edu>

Subject: Re: Psychology with HRD Emphasis Courses

Hi Krissy, one question I do have for you is whether you would want our undergraduates in HRD 706. I was told in the past that your program wanted to reserve 700-level courses for graduate students.

Thanks for the information.

B

C. Bruce Warner, Ph.D.

Department of Psychology and Counseling
Pittsburg State University
1701 S. Broadway
Pittsburg, KS 66762

Office: 1-620-235-4980
Fax: 1-620-235-6102
cwarner@pittstate.edu

From: Krissy Lewis <kllewis@pittstate.edu>
Sent: Tuesday, October 8, 2024 11:56 AM
To: Bruce Warner <cwarner@pittstate.edu>; David Hurford <dphurford@pittstate.edu>
Cc: Mark Johnson <mjohnson@pittstate.edu>; Judy Smetana <jsmetana@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>; Andrew Klenke <aklenke@pittstate.edu>
Subject: Re: Psychology with HRD Emphasis Courses

Bruce,

As of this time, here are the proposed rotations for the HRD courses. If these rotations change, I will let you know as soon as possible.

HRD-520 Leadership in the Workplace (3 hours)	Every Spring and Fall
HRD-530 Change Management (3 hours)	Every Spring and Fall
HRD-596 Introduction to Human Resource Development (3 hours)	Every Spring and Fall
HRD-625 Coaching Skills for Workforce Supervisors (3 hours)	Every Spring and Fall
HRD-635 The Emotionally Intelligent Supervisor (3 hours)	Every Spring and Fall
HRD-645 Building Teams in the Workplace (3 hours)	Every Spring and Fall
HRD-653 Project Management Skills for Supervisors (3 hours)	Every Spring and Fall
HRD-679 Presentation Skills (3 hours)	Every Spring and Fall
HRD-706 Strategies in the Development of Human Resources (3 hours)	Summer Only

Best,
Krissy



Krissy Lewis, Ed.D., SHRM-SCP

Assistant Instructional Professor, BSWD Program Coordinator

Pittsburg State University

Technology and Workforce Learning

P: 620-235-4179

A: 1701 S. Broadway, S215, Kansas Technology Center

E: kllewis@pittstate.edu



From: Bruce Warner <cwarner@pittstate.edu>
Sent: Monday, October 7, 2024 3:11 PM
To: Krissy Lewis <kllewis@pittstate.edu>; David Hurford <dphurford@pittstate.edu>
Cc: Mark Johnson <mjohnson@pittstate.edu>; Judy Smetana <jsmetana@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>; Andrew Klenke <aklenke@pittstate.edu>
Subject: Re: Psychology with HRD Emphasis Courses

Krissy, thank you for the information. I will forward the changes to our current chair, Robin Blair, and members of our Undergraduate Curriculum Committee. Whenever you have a table describing the rotation of these 9 courses, please let us know.

All the best,
B

C. Bruce Warner, Ph.D.
Department of Psychology and Counseling
Pittsburg State University
1701 S. Broadway
Pittsburg, KS 66762

Office: 1-620-235-4980
Fax: 1-620-235-6102
cwarner@pittstate.edu

From: Krissy Lewis <kllewis@pittstate.edu>

Sent: Monday, October 7, 2024 2:09 PM

To: Bruce Warner <cwarner@pittstate.edu>; David Hurford <dphurford@pittstate.edu>

Cc: Mark Johnson <mjohnson@pittstate.edu>; Judy Smetana <jsmetana@pittstate.edu>; Alex Binder <abinder@pittstate.edu>; Paul Grimes <pgrimes@pittstate.edu>; Andrew Klenke <aklenke@pittstate.edu>

Subject: Psychology with HRD Emphasis Courses

Bruce and David,

You may have heard that the BS in Workforce Development program is moving from the Crossland College of Technology to the Kelce College of Business and will be renamed as a BBA in HRD. With the move, we will be changing our course offerings in the Fall 2025. This will impact the available HRD electives for your major in psychology with an emphasis in HRD. We currently have 22 courses listed as available electives. Moving forward, we will have 9 courses listed as available electives for your emphasis in HRD.

Current courses listed as available electives for the HRD Emphasis:

HRD-390 Trade and Job Analysis (3 hours)
HRD-520 Leadership in the Workplace (3 hours)
HRD-525 History of Workforce Development (3 hours)
HRD-530 Change Management (3 hours)
HRD-535 Ethical Decision Making in Workforce Development (3 hours)
HRD-545 Introduction to Organizational Development (3 hours)
HRD-555 Diversity and Non-Exclusion in the Workforce (3 hours)
HRD-556 Legal and Ethical Issues in the Workplace (3 hours)
HRD-565 Workforce Supervision (3 hours)
HRD-575 Instructional Media in Human Resource Development (3 hours)
HRD-585 Career and Professional Development (3 hours)
HRD-595 Developing a Learning Organization (3 hours)
HRD-596 Introduction to Human Resource Development (3 hours)
HRD-597 Organizational Staffing (3 hours)
HRD-598 Talent Management (3 hours)
HRD-625 Coaching Skills for Workforce Supervisors (3 hours)
HRD-630 Employee and Labor Relations (3 hours)
HRD-635 The Emotionally Intelligent Supervisor (3 hours)
HRD-645 Building Teams in the Workplace (3 hours)
HRD-653 Project Management Skills for Supervisors (3 hours)
HRD-655 Effective Performance Improvement (3 hours)
HRD-679 Presentation Skills (3 hours)

New listing of courses that will be offered online on a regular basis for your students to satisfy the requirements for the emphasis:

HRD-520 Leadership in the Workplace (3 hours)
HRD-530 Change Management (3 hours)
HRD-596 Introduction to Human Resource Development (3 hours)
HRD-625 Coaching Skills for Workforce Supervisors (3 hours)
HRD-635 The Emotionally Intelligent Supervisor (3 hours)
HRD-645 Building Teams in the Workplace (3 hours)
HRD-653 Project Management Skills for Supervisors (3 hours)
HRD-679 Presentation Skills (3 hours)
HRD-706 Strategies in the Development of Human Resources (3 hours)

Please let me know if you have any questions. I am happy to help in any way.

Best,
Krissy



Krissy Lewis, Ed.D., SHRM-SCP

Assistant Instructional Professor, BSWD Program Coordinator

Pittsburg State University

Technology and Workforce Learning

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E: kilewis@pittstate.edu

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Human Resource Development Emphasis - BS

Degree: Bachelor of Science

Major: Psychology

Emphasis: Human Resource Development

Core Requirements

See notes *1

- __ PSYCH-155 General Psychology (3 hours)
- __ PSYCH-165 Psychology as a Profession I (2 hours)
- __ PSYCH-263 Developmental Psychology (3 hours)
- __ PSYCH-389 Research Methods in Psychology I (3 hours)
- __ PSYCH-392 Research Methods in Psychology II (3 hours)
- __ PSYCH-394 Principles of Learning (3 hours)
- __ PSYCH-463 Cognitive Processes (3 hours)
- __ PSYCH-571 Abnormal Psychology (3 hours)
- __ PSYCH-665 Psychology as a Profession II (1 hour)
- __ PSYCH-698 Sensation and Perception (3 hours)
- or __ PSYCH-724 Physiological Psychology (3 hours)
- __ PSYCH-756 Social Psychology (3 hours)

Notes *1: Plus 9 hours Psychology electives Total hours in the major, 36 hours.

Math Requirement

- __ MATH-143 Elementary Statistics (3 hours)

Area of Emphasis

Required Courses (6 hours)

- __ PSYCH-575 Industrial and Organizational Psychology (3 hours)
- __ HRD-596 Introduction to Human Resource Development (3 hours)

And 18 hours chosen from:

- __ HRD-390 Trade and Job Analysis (3 hours)
- __ HRD-520 Leadership in the Workplace (3 hours)
- __ HRD-525 History of Workforce Development (3 hours)
- __ HRD-530 Change Management (3 hours)
- __ HRD-535 Ethical Decision Making in Workforce Development (3 hours)
- __ HRD-545 Introduction to Organizational Development (3 hours)
- __ HRD-555 Diversity and Non-Exclusion in the Workforce (3 hours)
- __ HRD-556 Legal and Ethical Issues in the Workplace (3 hours)
- __ HRD-565 Workforce Supervision (3 hours)

- __ HRD-575 Instructional Media in Human Resource Development (3 hours)
 - __ HRD-585 Career and Professional Development (3 hours)
 - __ HRD-595 Developing a Learning Organization (3 hours)
 - __ HRD-597 Organizational Staffing (3 hours)
 - __ HRD-598 Talent Management (3 hours)
 - __ HRD-625 Coaching Skills for Workforce Supervisors (3 hours)
 - __ HRD-630 Employee and Labor Relations (3 hours)
 - __ HRD-635 The Emotionally Intelligent Supervisor (3 hours)
 - __ HRD-645 Building Teams in the Workplace (3 hours)
 - __ HRD-653 Project Management Skills for Supervisors (3 hours)
 - __ HRD-655 Effective Performance Improvement (3 hours)
 - __ HRD-679 Presentation Skills (3 hours)
 - __ MGT-330 Management and Organizational Behavior (3 hours)
- Note: This course is a pre-requisite for MGT 540.*
- __ MGT-430 Legal and Social Environment of Business (3 hours)
- Note: -Seek advisement before selecting. -See course description for prerequisite information and junior standing is required.*
- __ MGT-540 Human Resources Management (3 hours)
- Note: See course description for prerequisite information.*
- __ PSYCH-779 Fieldwork in Psychology: Human Resource Development Practicum (1-3 hours)
 - __ TM-606 Industrial Supervision (3 hours)

General Education Requirements

English Discipline Requirements - 6 Total Hours

- __ ENGL-101 English Composition (3 hours)
- __ ENGL-299 Introduction to Research Writing (3 hours)

Communications Discipline Requirements - 3 Total Hours

- __ COMM-207 Speech Communication (3 hours)

Mathematics & Statistics Discipline Requirements - 3 Total Hours

- __ MATH-110 College Algebra with Review (5 hours)
- __ MATH-113 College Algebra (3 hours)
- __ MATH-126 Pre-Calculus (4 hours)
- __ MATH-133 Quantitative Reasoning (3 hours)
- __ MATH-143 Elementary Statistics (3 hours)
- __ MATH-150 Calculus I (5 hours)
- __ MATH-204 Mathematics for Education I (3 hours)

Natural & Physical Sciences Discipline Requirements - 4/5 Total Hours

- __ BIOL-111 General Biology (3 hours)
- __ BIOL-112 General Biology Laboratory (2 hours)
- __ BIOL-113 Environmental Life Science (4 hours)
- __ BIOL-211 Principles of Biology I (4 hours)
- __ CHEM-105 Introductory Chemistry (3 hours)
- __ CHEM-106 Introductory Chemistry Laboratory (1 hour)
- __ CHEM-215 General Chemistry I (3 hours)
- __ CHEM-216 General Chemistry I Laboratory (2 hours)
- __ PHYS-100 College Physics I (4 hours)
- __ PHYS-104 Engineering Physics I (4 hours)

- __ PHYS-130 Elementary Physics Laboratory I (1 hour)
- __ PHYS-160 Physical Geology (3 hours)
- __ PHYS-165 Physical Geology Laboratory (1 hour)
- __ PHYS-166 Meteorology (3 hours)
- __ PHYS-167 Meteorology Laboratory (1 hour)
- __ PHYS-171 Physical Science (3 hours)
- __ PHYS-172 Physical Science Laboratory (1 hour)
- __ PHYS-175 Descriptive Astronomy (3 hours)
- __ PHYS-176 Astronomy Laboratory (1 hour)
- __ PHYS-375 Solar System Astronomy (3 hours)

Social & Behavioral Sciences Discipline Requirements - 6 Total Hours

- __ ANTH-101 Introduction to Cultural Anthropology (3 hours)
- __ ECON-191 Issues in Today's Economy (3 hours)
- __ ECON-200 Principles of Microeconomics (3 hours)
- __ ECON-201 Principles of Macroeconomics (3 hours)
- __ ETECH-502 Engineering Economy (3 hours)
- __ GEOG-106 World Regional Geography (3 hours)
- __ GEOG-300 Elements of Geography (3 hours)
- __ GEOG-304 Human Geography (3 hours)
- __ POLS-101 U.S. Politics (3 hours)
- __ POLS-103 Comparative Politics (3 hours)
- __ POLS-201 Introduction to Public Policy (3 hours)
- __ PSYCH-155 General Psychology (3 hours)
- __ SOC-100 Introduction to Sociology (3 hours)
- __ SWK-250 Relationship Skills (3 hours)
- __ WGS-200 Introduction to Women's Studies (3 hours)
- __ WGS-399 Global Women's Issues (3 hours)

Arts & Humanities Discipline Requirements - 6 Total Hours

- __ ART-178 Introduction to the Visual Arts (3 hours)
- __ ART-188 The Designed World (3 hours)
- __ ART-217 Crafts I (3 hours)
- __ ART-222 Jewelry/Metals I (3 hours)
- __ ART-233 Drawing I (3 hours)
- __ ART-244 Ceramics I (3 hours)
- __ ART-266 Sculpture I (3 hours)
- __ ART-277 Painting I (3 hours)
- __ ART-288 Introduction to Art History I (3 hours)
- __ ART-289 Introduction to Art History II (3 hours)
- __ ART-311 Art Education (3 hours)
- __ COMM-105 Performance Appreciation (3 hours)
- __ COMM-205 Performance Studies (3 hours)
- __ COMM-395 Theatre History () (3 hours)
- __ ENGL-113 Literature and Culture (3 hours)
- __ ENGL-114 General Literature (Genre) (3 hours)
- __ ENGL-116 General Literature (Theme) (3 hours)
- __ ENGL-117 Introduction to Fiction (3 hours)
- __ ENGL-118 Introduction to Poetry (3 hours)
- __ ENGL-120 Literature and Film (3 hours)
- __ ENGL-121 Intro to Anti-Racist Literature (3 hours)
- __ ENGL-122 Introduction to Women's Literature (3 hours)
- __ ENGL-123 The Citizen in Literature (3 hours)
- __ ENGL-125 Introduction to Horror in Literature (3 hours)
- __ ENGL-250 Introduction to Creative Writing (3 hours)
- __ ENGL-315 Mythology (3 hours)
- __ ENGL-320 Literature and Film (3 hours)

- __ HHP-151 Dance Appreciation (3 hours)
- __ HIST-101 World History to 1500 (3 hours)
- __ HIST-102 World History from 1500 (3 hours)
- __ HIST-201 American History to 1865 (3 hours)
- __ HIST-202 American History from 1865 (3 hours)
- __ HONOR-200 The Power of Music (3 hours)
- __ MLL-124 French Language and Culture I (3 hours)
- __ MLL-154 Spanish Language and Culture I (3 hours)
- __ MUSIC-120 Music Appreciation () (3 hours)
- __ MUSIC-121 Introduction to Music Literature (3 hours)
- __ MUSIC-321 History of Music (3 hours)
- __ MUSIC-322 History of Music (3 hours)
- __ PHIL-103 Introduction to Philosophy (3 hours)
- __ PHIL-105 Ethics (3 hours)
- __ PHIL-112 Biomedical Ethics (3 hours)
- __ PHIL-113 Business Ethics (3 hours)
- __ PHIL-114 Environmental Ethics (3 hours)
- __ PHIL-231 World Religions (3 hours)

Institutionally Designated Requirements - 6 Total Hours

- __ UGS-150 Gorilla Gateway (2 hours)

Any 1 credit hour class from the following:

- __ DANCE-200 Dance () (1-3 hours)
- __ EXSCI-200 Introduction to Exercise Science (1 hour)
- __ HHP-150 Lifetime Fitness Concepts (1 hour)

Any 3 credit hour class from 4, 5, 6 or the following:

- __ BIOL-617 Environmental Health (3 hours)
- __ BUS-101 Introduction to Business (3 hours)
- __ DSIS-130 Computer Information Systems (3 hours)
- __ EDUC-261 Explorations in Education (3 hours)
- __ EET-247 Computer Programming for Electronic Systems (3 hours)
- __ EDTH-330 Technology for Teaching and Learning (3 hours)
- __ FCS-203 Nutrition and Health (3 hours)
- __ FCS-230 Consumer Education and Personal Finance (3 hours)
- __ FIN-210 Financial Planning (3 hours)
- __ GT-210 Technology in the World Today (3 hours)
- __ GT-350 Technology and Civilization (3 hours)
- __ HIST-207 Health Habits in American History (3 hours)
- __ MECET-121 Engineering Graphics I (3 hours)
- __ MFGET-263 Manufacturing Methods I (2 hours)
- __ MFGET-268 Manufacturing Methods I Laboratory (1 hour)
- __ MFGET-405 Quality Control (3 hours)
- __ NURS-303 Introduction to Public Health (3 hours)
- __ PHIL-206 Rational Decisions (3 hours)
- __ PHIL-207 Critical Thinking (3 hours)
- __ PHIL-208 Logic (3 hours)
- __ REC-350 Promoting Community and Worksite Wellness (3 hours)

Revised: 10/03/2024