The Department of Educational Administration and Human Resource Development prepares people for many professional careers associated with the broad fields of corporate education. The Bachelor of Science in Human Resource Development and the Bachelor of Science in Technology Management are designed to encourage students to achieve a bachelor’s degree and to enter the profession in their area of specialty. The programs prepare graduates to assume responsibility for enhancing technology, developing workplace competence and strengthening student achievement in their career paths.

Faculty

Alfred, Mary, Professor
EduC Admn & Human Resource Dev
PhD, University of Texas, 1995

Bailey, Krista, Visiting Lecturer
EduC Admn & Human Resource Dev
PhD, Texas A&M University, 2011

Baumgartner, Lisa, Associate Professor
EduC Admn & Human Resource Dev
EdD, University of Georgia, 2000

Beyerlein, Michael, Professor
EduC Admn & Human Resource Dev
PhD, Colorado State University, 1986

Blanson, Archie, Adjunct Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2005

Bonner, Fred, Professor
EduC Admn & Human Resource Dev
EdD, University of Arkansas, 1997

Bowen, Daniel, Assistant Professor
EduC Admn & Human Resource Dev
PHD, University of Arkansas, 2013

Callahan, Jamie, Associate Professor
EduC Admn & Human Resource Dev
EdD, George Washington University, 1999

Chlup, Dominique, Associate Professor
EduC Admn & Human Resource Dev
EdD, Harvard Graduate School of Education, 2004

Cole, Bryan, Professor Emeritus
EduC Admn & Human Resource Dev
PhD, Texas A&M University, 1975

Core, Brandon, Adjunct Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2013

De La Garza, John, Adjunct Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2011

Dirani, Khalil, Associate Professor
EduC Admn & Human Resource Dev
PhD, University of Illinois at Urbana-Champaign, 2007

Dooley, Larry, Associate Professor
EduC Admn & Human Resource Dev
PhD, Texas A&M University, 1989

Goddard, Roger, Professor
EduC Admn & Human Resource Dev
PhD, Ohio State University, 1998

Gonzalez, Elsa, Adjunct Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2004

Gundy, Anna, Clinical Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 1999

Irby, Beverly, Professor
EduC Admn & Human Resource Dev
EdD, University of Mississippi, 1983

Jasek, Mary, Continuing Education Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2005

Jones, Robert, Clinical Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2004

Kurup, Priya, Clinical Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2011

Lechuga, Vicente, Associate Professor
EduC Admn & Human Resource Dev
EdD, University of Southern California, 2005

Lincoln, Yvonna, Distinguished Professor
EduC Admn & Human Resource Dev
EdD, Indiana University, 1977

Madsen, Jean, Professor
EduC Admn & Human Resource Dev
PhD, University of Kansas, 1987

Mark, Christine, Clinical Assistant Professor
EduC Admn & Human Resource Dev
PHD, The University of Southern Mississippi, 2014

McKenzie, Kathryn, Associate Professor
EduC Admn & Human Resource Dev
PhD, University of Texas, 2001

McPherson, Rebecca, Adjunct Assistant Professor
EduC Admn & Human Resource Dev
PHD, Texas A&M University, 2012
Mendoza Diaz,, Instructional Assistant Professor  
EduC Admn & Human Resource Dev  
EDD, Texas A&M University, 2006

Muller, Robert, Clinical Associate Professor  
EduC Admn & Human Resource Dev  
PhD, University of Texas, 1989

Musoba, Glenda, Associate Professor  
EduC Admn & Human Resource Dev  
PhD, Texas A&M University, 2004

Muyia, Machuma, Clinical Assistant Professor  
EduC Admn & Human Resource Dev  
PhD, University of Arkansas, 2008

Nafukho, Fredrick, Professor  
EduC Admn & Human Resource Dev  
PhD, Louisiana State University, 1998

Parrott, David, Lecturer  
EduC Admn & Human Resource Dev  
PhD, University of Louisville, 1994

Peck-Parrott, Kelli, Clinical Professor  
EduC Admn & Human Resource Dev  
PhD, Bowling Green State University, 2000

Ponjuan, Luis, Associate Professor  
EduC Admn & Human Resource Dev  
PhD, University of Michigan, 2005

Rodríguez, Rosa, Adjunct Assistant Professor  
EduC Admn & Human Resource Dev  
EDD, Sam Houston State University, 2002

Saavedra, Abelardo, Clinical Professor  
EduC Admn & Human Resource Dev  
PHD, University of Michigan, Ann Arbor, 1976

Sandlin, Judy, Clinical Associate Professor  
EduC Admn & Human Resource Dev  
PhD, Texas A&M University, 1993

Shelton, Maria, Adjunct Assistant Professor  
EduC Admn & Human Resource Dev  
EDD, Texas A&M University, 1987

Silva, Pauline, Visiting Assistant Professor  
EduC Admn & Human Resource Dev  
PHD, Virginia Tech, 2007

Singh, Shailendra, Assistant Lecturer  
EduC Admn & Human Resource Dev  
PHD, Texas A&M University, 2011

Smith, Karen, Clinical Associate Professor  
EduC Admn & Human Resource Dev  
EDD, Sam Houston State University, 2000

Stanley, Christine, Professor  
EduC Admn & Human Resource Dev  
PhD, Texas A&M University, 1990

Tolson, Homer, Senior Professor  
EduC Admn & Human Resource Dev  
PhD, Purdue University, 1968

Torres, Mario, Associate Professor  
EduC Admn & Human Resource Dev  
PhD, Pennsylvania State University, 2003

Upton, Matthew, Visiting Lecturer  
EduC Admn & Human Resource Dev  
PhD, Texas A&M University, 2006

Wang, Jia, Associate Professor  
EduC Admn & Human Resource Dev  
PhD, University of Georgia, 2004

Webb-Hasan, Gwendolyn, Associate Professor  
EduC Admn & Human Resource Dev  
EdD, Illinois State University, 1994

Wickliff, Tanya, Professor Of The Practice  
EduC Admn & Human Resource Dev  
PhD, Texas A&M University, 2005

Woods, Connie, Visiting Lecturer  
EduC Admn & Human Resource Dev  
PhD, University of Louisville, 2010

Yeager, Katherine, Adjunct Assistant Professor  
EduC Admn & Human Resource Dev  
PHD, Stephen F Austin State University, 2007

**Majors**
- Bachelor of Science in Human Resource Development
- Bachelor of Science in Technology Management

**Minors**
- Human Resource Development Minor

**Courses**

**EHRD 101 Learning Community of Leadership Development in Human Resource Development and Technology Management**  
Credit 1. 1 Lecture Hour.  
Exploration of leadership identity, reflection on lessons learned during the first year of college.

**EHRD 203 Foundations of Human Resource Development**  
Credits 3. 3 Lecture Hours.  
Overview of the discipline and field of human resource development; focus on how individuals and groups learn and interact with organizations including motivation, group dynamics, systems theory, organizational culture, learning and change.  
**Prerequisite:** Sophomore classification.

**EHRD 210 Legal and Ethical Environment of Human Resource Development**  
Credits 3. 3 Lecture Hours.  
Development of knowledge towards legal and ethical work environment in a corporate and educational setting in human resource development.  
**Prerequisite:** Sophomore classification.
EHRD 285 Directed Studies  
Credits 0 to 12. 0 to 12 Lecture Hours.  
Directed readings or research problems in industrial education.  
Prerequisites: Freshman or sophomore classification; approval or directed studies application.

EHRD 289 Special Topics in...  
Credits 1 to 4. 1 to 4 Lecture Hours. 0 to 4 Lab Hours.  
Selected topics in an identified area of industrial educational. May be repeated for credit.  
Prerequisite: Approval of instructor.

EHRD 291 Research  
Credits 0 to 4. 0 to 4 Other Hours.  
Research conducted under the direction of faculty member in educational human resource development. May be repeated 2 times for credit.  
Prerequisites: Freshman or sophomore classification and approval of instructor.

EHRD 315 Applied Human Resource Development in the Workplace  
Credits 3. 3 Lecture Hours.  
Training and development context and synthesis of general industry-standard human resource practices in workplace environments for human resource practitioners.  
Prerequisites: EHRD 203 and EHRD 210 with a grade of C or better; junior or senior classification.

EHRD 371 Applied Learning Principles  
Credits 3. 3 Lecture Hours.  
The overarching purpose of the course is to influence adult educators to make more intentional choices toward developmental growth in their work with adult learners; focus on adult learning theories and work strategies; meets writing intensive course requirement.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 372 Training and Development in HRD  
Credits 3. 3 Lecture Hours.  
Theory and applications of training and development in organizations; focus on rapid changes in technology, alterations in the cultures of organizations, dynamic market conditions, and the need for information sharing, planning for ongoing skill development in the for-profit and non-profit sectors.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 374 Organizational Development  
Credits 3. 3 Lecture Hours.  
Introduction to major theories, concepts, skills and techniques for organization development in business and industry, education and the public sector.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 391 Measurement and Evaluation in Human Resource Development and Technology Management  
Credits 3. 3 Lecture Hours.  
Measurement and evaluation techniques in the field of Human Resource Development and Technology Management; emphasis on understanding, calculation and application of basic testing, assessment and interpretation methods.  
Prerequisites: Junior or senior classification or approval of instructor; EHRD 203 with a grade of C or better; MATH 141 and MATH 142.

EHRD 405 Principles and Practices of Leadership in Human Resource Development and Technology Management  
Credits 3. 3 Lecture Hours.  
Theories and concepts associated with learning in individuals and organizations; overview of leadership theories and learning theories within a context of developing leadership programs.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 408 Globalization and Diversity in the Workplace  
Credits 3. 3 Lecture Hours.  
Assist learners in the identification and understanding of globalization and diversity issues in learning, work and community; exploration of current issues, theories, trends and policy issues.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 413 Conflict Management and Dialogue  
Credits 3. 3 Lecture Hours.  
Conflict management principles and practices in the workplace; engagement in meaningful conflict from a training and development perspective.  
Prerequisite: Junior or senior classification or approval of instructor.

EHRD 473 Distance Learning Applications  
Credits 3. 3 Lecture Hours.  
Application of distance learning principles to educational and training settings via a variety of distance learning modalities.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 475 Multimedia Development for Training and Instruction  
Credits 3. 3 Lecture Hours.  
Introduction to the development of multimedia as it applies to training and development; examine the application of multimedia principles to educational and training settings for both "face-to-face" and distance applications.  
Prerequisites: Junior or senior classification; or approval of instructor; ISYS 209 or approved substitution.

EHRD 477 Project Management in Organizations  
Credits 3. 3 Lecture Hours.  
Application of principles of project management in organizations; focus on the development of project proposals, project planning using project management software; management of project personnel and resources.  
Prerequisite: Junior or senior classification or approval of instructor.

EHRD 479 Grants and Contracts  
Credits 3. 3 Lecture Hours.  
Identify funding sources that support research and development activities; identify methods of securing funding; study state, national and private funding sources and how to become successful in submitting to each; complete a proposal to a funding agency and a management plan for a funded project.  
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 481 Capstone Seminar in Human Resource Development and Technology Management  
Credits 3. 3 Lecture Hours.  
Capstone seminar on significant issues in industry; transition from an academic environment to professional business environment; preparation of an individual professional portfolio; steps in searching and securing an internship position.  
Prerequisites: Junior or senior classification; admitted to professional phase; or approval of instructor.
EHRD 484 Professional Internship
Credits 6. 6 Other Hours.
Directed internship in an organization to provide students with a learning experience supervised by professionals in organizational settings appropriate to the student's professional objectives. Must be taken on a satisfactory/unsatisfactory basis.
Prerequisites: Senior classification and approval of instructor, admitted to professional phase, EHRD 481, EHRD 490.

EHRD 485 Directed Studies
Credits 0 to 12. 0 to 12 Other Hours.
Directed readings or research problems in industrial education. Term report required.
Prerequisite: Approval of department head.

EHRD 489 Special Topics in...
Credits 1 to 4. 1 to 4 Lecture Hours. 1 to 4 Lab Hours.
Selected topics in an identified area of industrial education. May be repeated for credit.
Prerequisite: Approval of instructor.

EHRD 490 Research in Human Resource Development/Technology Management
Credits 3. 3 Lecture Hours.
Investigative techniques currently employed in human resource development (HRD) and technology management (TCM) including the context of HRD/TCM research, planning HRD/TCM research, styles of HRD/TCM research, and strategies for data collection and researching.
Prerequisites: Junior or senior classification; admitted to professional phase, EHRD 391 with a grade of C or better.

EHRD 491 Research
Credits 0 to 4. 0 to 4 Other Hours.
Research conducted under the direction of faculty member in human resource development. May be repeated for credit.
Prerequisite: Junior or senior classification.