DEPARTMENT OF EDUCATIONAL ADMINISTRATION AND HUMAN RESOURCE DEVELOPMENT

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 V, Professor
Educ Admn & Human Resource Dev
PHD, The University of Texas at Austin, 1995

Bailey, Krista J, Clinical Associate Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2011

Baumgartner, Lisa M, Associate Professor
Educ Admn & Human Resource Dev
PHD, The University of Georgia, 2000

Beyerlein, Michael M, Professor
Educ Admn & Human Resource Dev
PHD, Colorado State University, 1986

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

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

Chandler, Jacob R, Adjunct Assistant Professor
Educ Admn & Human Resource Dev
EDD, Sam Houston State University, 2013
MS, Sam Houston State University, 2004

Cole, Stacy C, Adjunct Assistant Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2016

Davison, Chayla H, Assistant Professor
Educ Admn & Human Resource Dev
PHD, University of Denver, 2013

Dirani, Khalil M, Associate Professor
Educ Admn & Human Resource Dev
PHD, University of Illinois at Urbana-Champaign, 2007
MBA, Lebanese American University, 2001

Dooley, Larry M, Associate Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 1989

Fowler, Rhonda M, Clinical Assistant Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2013

Hutchins, Nancy S, Instructional Assistant Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2014

Irby, Beverly J, Professor
Educ Admn & Human Resource Dev
PHD, The University of Mississippi, 1983

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

Lechuga, Vicente M, Associate Professor
Educ Admn & Human Resource Dev
PHD, University of Southern California, 2005

Lincoln, Yvonna S, Distinguished Professor
Educ Admn & Human Resource Dev
PHD, Indiana University, 1977

Madsen, Jean A, Professor
Educ Admn & Human Resource Dev
PHD, Teachers College, Columbia, New York City, 1987

Mark, Christine L, Clinical Assistant Professor
Educ Admn & Human Resource Dev
PHD, The University of Southern Mississippi, 2014
MBA, University of Toledo, 1989

McDonald, Brenda K, Assistant Lecturer
Educ Admn & Human Resource Dev
MED, Sam Houston State University, 2008

McDonald, Wendy, Assistant Lecturer
Educ Admn & Human Resource Dev
MSW, The University of Texas at Arlington, 1998

Muller, Robert W, Clinical Associate Professor
Educ Admn & Human Resource Dev
PHD, The University of Texas at Austin, 1989

Musoba, Glenda D, Associate Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2004

Nafukho, Fredrick M, Professor
Educ Admn & Human Resource Dev
PHD, Louisiana State University, 1998

Ponjuan, Luis, Associate Professor
Educ Admn & Human Resource Dev
PHD, University of Michigan, 2005

Roumell, Elizabeth A, Assistant Professor
Educ Admn & Human Resource Dev
PHD, University of Wyoming, 2009
Sandlin, Judy R, Clinical Associate Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 1993

Santos, Rose A, Adjunct Assistant Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2013

Schubart, Stephen E, Adjunct Assistant Professor
Educ Admn & Human Resource Dev
JD, University of South Carolina, 2007
MS, University of South Carolina, 2003

Smith, Karen S, Clinical Associate Professor
Educ Admn & Human Resource Dev
EDD, Sam Houston State University, 2000
MED, Sam Houston State University, 1980

Stanley, Christine A, 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 S, Professor
Educ Admn & Human Resource Dev
PHD, The Pennsylvania State University, 2003

Wang, Jia, Associate Professor
Educ Admn & Human Resource Dev
PHD, The Pennsylvania State University, 2003

Watson, Nancy T, Clinical Professor
Educ Admn & Human Resource Dev
PHD, University of Georgia, 2004

Workman, Michael D, Clinical Assistant Professor
Educ Admn & Human Resource Dev
PHD, Georgia State University, 2000

Yeager, Katherine L, Adjunct Assistant Professor
Educ Admn & Human Resource Dev
PHD, Texas A&M University, 2013

**Majors**

- Bachelor of Science in Technology Management (http://catalog.tamu.edu/undergraduate/education-human-development/educational-administration-human-resource-development/technology-management-bs)

**Minors**


**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. Must be taken on a satisfactory/unsatisfactory basis.

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 Learning and Development in HRD  
Credits 3.3 Lecture Hours.  
Concepts, knowledge and skills to access, design, develop, deliver and evaluate training programs; foundation of understanding roles of learning, training and development in organizations and systematic and evidence-based approach for designing and managing quality training programs in organizations.  
**Prerequisites:** Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or 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:** Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or 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.  
**Prerequisites:** Grade of C or better in EHRD 203 and EHRD 210; 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; ISTM 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 Career Development Seminar  
Credits 3.3 Other Hours.  
Capstone seminar on significant issues of industry; transition from an academic environment to professional business environment; preparation of a multi-vector resume; salary negotiation; life skills and planning; steps in searching and securing an internship position.  
**Prerequisites:** EHRD 203; junior or senior classification, 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.