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, University of Texas, 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

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

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-Urbana Champaign, 2007

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

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

Lechuga III, 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,  
Educ Admn & Human Resource Dev  
PHD, Teachers College, Columbia, New York City, 1987  
PHD, The University of Kansas, 1986

Mark, Christine L, Clinical Assistant Professor  
Educ Admn & Human Resource Dev  
PHD, The University of Southern Mississipp, 2014

Musoba, Glenda D, Associate Professor  
Educ Admn & Human Resource Dev  
PHD, Indiana University, 2004

Muyia, Machuma A, Clinical Associate Professor  
Educ Admn & Human Resource Dev  
PHD, University of Arkansas, 2008

Nafukho, Fredrick M, Professor  
Educ Admn & Human Resource Dev  
PHD, Louisiana State University and A&M College, 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

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

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, Pennsylvania State University, 2003

Wang, Jia, Associate Professor  
Educ Admn & Human Resource Dev  
PHD, University of Georgia, 2004

Watson, Nancy T, Clinical Professor  
Educ Admn & Human Resource Dev  
PHD, Texas A&M University, 1998
Webb-Hasan, Gwendolyn, Associate Professor
Educ Admn & Human Resource Dev
PHD, Illinois State University, 1994

**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.