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***Title of the submission:***

A Study of Admission Requirements, Curricula, and Program Requirements of Ph.D. Programs in Human Resource Development/Similar Fields at U.S. Universities

***Name of the Author:***

Vichet Sum, M.M.S (M.B.A), M.T.D

***Department and Affiliation:***

Ph.D. Student  
Department of Workforce Education and Development  
Southern Illinois University at Carbondale

***E-mail address and URL:***

vsum@siu.edu or vichetsum@vichetsum.com

<http://www.vichetsum.com>

### **Abstract**

This study collects crucial information related to admission requirements, curricula and program requirements of Ph.D. programs in Human Resource Development (HRD) or similar fields from universities throughout the United States, which are offering a Ph.D. program in HRD/similar fields. This paper is an important reference for the creation of the Ph.D. program in HRD/similar fields, particularly in the admission requirements, curriculum development, and program requirements. This study attempted to answer the following questions:

1. What are the current admission requirements for a Ph.D. program in HRD/similar fields?
2. What courses are offered in Ph.D. programs in HRD/similar fields?
3. What are program requirements of Ph.D. programs in HRD/similar fields?

## Results

This study collected data from the Websites of fourteen universities in the United States that are currently offering Ph.D. programs in HRD/similar fields. The data that need to be collected are: admission requirements, curricula, and admission requirements of a Ph.D. program in HRD/similar fields. Having carefully looked at each data source, there were fourteen universities currently offering a Ph.D. program in HRD/similar fields. These universities are: Barry University (BU), Boston University (BOU), Colorado State University (CSU), Florida International University (FIU), George Washington University (GWU), Georgia State University (GSU), Ohio State University (OSU), Pennsylvania State University (PSU), Southern Illinois University at Carbondale (SIUC), University of Georgia (UG), University of Illinois at Urbana Champaign (UI), University of Louisville (UL), University of Minnesota (UM), and University of North Texas (UNT).

### *Admission Requirements*

As shown in Table 1, all fourteen universities, which currently offer Ph.D. programs in HRD/similar fields, have virtually identical admission requirements. All the universities require applicants to submit application forms, official transcripts/degrees, GRE, TOEFL (for international students), letters of references, and application fees (ranging from \$30 to \$60). All the universities require a minimum graduate GPA – ranging from 3.0 to 3.4 – except Boston University and Georgia State University. In addition, seven of the fourteen universities require applicants to submit resumes, and six of them require applicants to go through an interview process. Finally, the majority of the universities require applicants to submit a statement of objectives/professional plans, except George Washington University, University of Illinois at Urban Champaign, and University of Louisville.

Table 1

*Admission Requirements for Ph.D. programs in HRD/Similar Fields*

Admission Requirement Criteria	B U	B O U	C S U	F I U	G W U	G S U	O S U	P S U	S I UC	U G	U I	U L	U M	U N T
Application Forms	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Official Transcripts/Degrees	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Graduate GPA Requirement	3.25	N	3.0	3.25	3.3	N	3.3	3.0	3.25	3.25	3.0	3.5	3.4	3.0
Graduate Record Examination (GRE)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
TOEFL for International Applicants	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Number of Letters of Recommendation/Reference	3	2	3	3	2	3	3	2	3	3	3	2	3	3
Resume	N	N	Y	Y	Y	Y	Y	N	N	Y	N	N	Y	Y
Statement of Objectives/Professional Plans	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	Y
Interview	Y	N	N	N	Y	N	Y	Y	Y	Y	N	N	Y	N
Application Processing Fee	\$30	\$65	\$50	\$30	\$60	\$50	\$40	\$45	\$30	\$50	\$50	\$50	\$55	\$50

### *Curricula*

Table 2 shows core courses, research courses and number of credits of elective courses of all the fourteen universities that are currently offering Ph.D. programs in HRD/similar fields. Five universities (BOU, CSU, OSU, UI, and UL) offer five core courses; seven core courses are offered by three universities namely GSU, SIUC, and UNT; BU and UM offer nine core courses; six core courses are offered by FIU and GWU; and UG and PSU offer four and ten core courses respectively. Each core course contains three credit hours except “Doctoral Seminar in Cultural Foundations of Education” and “Doctoral Seminar in Behavioral Foundations of Education” at SIUC and “Internship: Human Resources Development” at UM, which are four credit hours each.

The number of research courses offered by the fourteen universities ranges from two to six. BU, CSU, GSU, OSU, UL, UM, UNT offer five research courses in their programs of study. Six research courses are offered by GWU and UG. BOU and UI offer four research courses, and PSU and SIUC offer two research courses in their programs of study. FIU is the only university that offers three research courses. Each research course is three credit hours excluding “Ethical Responsibility in Research” and “Research Seminar” at UM, which are awarded only one credit hour each. The number of credit hours of elective courses offered by the fourteen universities ranges from nine to thirty-eight. The number of credits of elective courses offered by the fourteen universities averages nineteen hours. Table 3 shows common attributes of required courses for Ph.D. programs in HRD/similar fields. Although there are four universities that do not list statistics requirement by name, it is reasonable to assume that a Ph.D. program would have statistical requirements. As all universities require some form of research methods courses statistical components may very well be embedded in them.

Table 2

*Curricula of Ph.D. Programs in HRD/Similar Fields*

Institutions	Core Courses	Number of Credits	Research Courses	Number of Credits	Number of Credits for Elective Courses
BU	Task and Performance Analysis	3	Philosophy of Science and Theory Development	3	12
	Organizational Learning	3	Qualitative Methods of Inquiry	3	
	Program Evaluation in HRD	3	Advanced Qualitative Inquiry	3	
	Seminar in HRD	3	Quantitative Methods of Inquiry	3	
	Theories of Leadership	3	Advanced Quantitative Inquiry UNT	3	
	Information Technology Administration	3			
	Organizational Change	3			
	Sociology of Education	3			
Financial Administration	3				

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	Intellectual History of Education: Plato,		Quantitative Research Methods	3	N/A
	Rousseau, James and Huxley	3	Qualitative Research Methods	3	
	Doctoral Colloquium I	3	Dissertation Advisement Seminar	3	
	Intellectual History of Education:		Proposal Development Seminar	3	
	Development over the Life Span	3			
BOU	Foundations of Educational Inquiry	3			
	Research Colloquium in Administration,				
	Training, and Policy Studies	3			
	OR				
	Organizational Analysis	3			
	Advanced Policy Seminar	3			
	Organizational Consulting	3			
	Organization Learning	3			
	Organizational Change	3			
	Coaching for Performance and				
	Development	3			

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	Leadership Development	3	Quantitative Research Methods	3	15
	Strategic Planning	3	Quantitative Data Collection Methods/Analysis	3	
CSU	Consultation & Analysis in Organizations	3	Qualitative Research	3	
	Workforce Development	3	Qualitative Data Analysis	3	
	HRD Seminar: Change Management	3	Proposal Development	3	
	Introduction to AE/HRD	3	Foundations of Educational Research	3	12
	Adult Teaching and Learning	3	Educational Research Methodology: Introduction to	3	
FIU	Instructional Processes in AE/HRD	3	Data Analysis		
	Organizational and Community Processes in AE/HRD	3	Advanced Data Analysis in Quantitative Educational Research	3	
	Review of Research in AE/HRD	3			
	Foundations of Human Resource Development	3	Quantitative Methods	3	18
GWU	Work Groups and Teams in	3	Qualitative Research Methods Advanced Research Methods	3	

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	Organizations	3	Applied Research in HRD	3	
	Theory, Research & Practice in Adult Learning	3	Advanced Issues in HRD	3	
GWU	Ideas, Issues and Practices in Education	3	Practicum (may be repeated)	3	
	Theory & Design for Organization	3	Pre-dissertation course	3	
	Diagnosis And Development				
	Interdisciplinary Readings				

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	Theory, Systems and Models in Human Resource Development		Methods of Educational Inquiry	3	15
	Human Resource Development	3	Applied Research Methods and Statistics I	3	
	Consultant Theory	3	Applied Research Methods and Statistics II	3	
GSU	Human Resource Development Strategic Planning	3	Advanced Research Methods I	3	
	The Study of Organizational Cultures	3	Advanced Research Methods II	3	
	International Human Resource Development	3			

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	Research Seminar: Action Learning	3		
GSU	Dissertation Development in Human Resource Development	3		

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	Theoretical Perspectives on Workforce Development and Education	3	Research Methods	3	N/A
	Scholarly Perspectives of Workforce Development and Education	3	Research Design	3	
	Knowledge Generation in Workforce Development and Education	3	Analysis and Interpretation of Data	3	
	Adult Learning Theory	3	Instrumentation and Procedures for Data Collection	3	
OSU	Policy Issues in Workforce Development and Education	3	Applied Multivariate Statistical Analysis I	3	
			Applied Multivariate Statistical Analysis II	3	
			OR		
			Introduction to Inquiry I: Principles, Strategies, and Techniques	3	
			Introduction to Inquiry II: Quantitative Methods	3	
			OR		
			Qualitative Research For Educators	3	
			Qualitative Research In Education	3	

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			Experimental Design In Education I	3	
			Experimental Design In Education II	3	
OSU			Experimental Design In Education III: Multivariate		
			Statistical Methods	2-3	
			Practicum In Educational Research and Evaluation	3	
			Analyzing Qualitative Data in Educational Research	5	

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	Training in Business & Industry	3	Data Analysis in Workforce Education	3	N/A
	Professional Studies in WF ED	3	Research in Workforce Education	3	
	Social and Economic Foundations of				
	Workforce Education & Development	3			
PSU	History, Philosophy and Public Policies				
	of Workforce Education	3			
	Pro Seminar	3			
	Evaluation of Investments in WF ED	1			
	Organizational Development in WF ED	3			
	Needs Assessment in WF ED	3			

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PSU	Internship	3			
	Developing Training Programs in WF ED	2-5			
	Doctoral Seminar in Cultural Foundations of Education	4	Resource Courses	6	17
	Doctoral Seminar in Behavioral Foundations of Education	4			
SIUC	Program Evaluation for Work Education	3			
	Policy Implementation and Supervision Current Issues and Research	3			
	Curriculum Foundations for Work Education	3			
	Advanced Research Methods	3			
UG	Workforce Issues and Policy	3	Applied Analysis of Variance Methods in Education	3	9
	Development in Occupational Studies	3	Applied Correlational and Regression Methods in		

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	Leadership Development in Occupational		Education	3	
	Studies	3	Multivariate Methods in Education or Measurement		
	Philosophy of Occupational Studies	3	Theory	3	
			Qualitative Research in Education	3	
			Educational Research in Occupational Studies	3	
			Design and Methodology in Occupational Studies	3	
UG			OR		
			Qualitative Research in Education	3	
			Qualitative Data Collection in Education	3	
			Qualitative Data Analysis in Education	3	
			Applied Analysis of Variance Methods in Education	3	
			Educational Research in Occupational Studies	3	
			Research Design and Methodology in Occupational		
			Studies	3	
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UI	Disciplined Inquiry in HRE	3	Evaluation Methods	3	38
	Designing Research Studies	3	Evaluation Methods	3	
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	Seminar in Advanced Theories in HRD	3	Evaluation Theory	3
	Seminar in Advanced Adult Learning	3	Evaluation Practice	3
	Supervised Internship in HRE	3	OR	
			Methods Course	3
			Specialization	3
			Specialization	3
			Complementary research requirement: Introductory	
			Statistics Course	3
UI			OR	
			Introductory Course	3
			Methods Course	3
			Specialized/Advanced	3
			Introductory Statistics Course	
			Quantitative	3
			OR	
			Introductory Statistics	3
			Specialization	3

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			Qualitative Research Course	3	
	Introductory Doctoral Seminar	3	Applied Statistics	3	21
	Adv. Internship in Training & HR Development	3	Research/statistics courses	12	
UL	Problem Analysis I	3			
	Problem Analysis II	3			
	History and Philosophy of Work, Community, and Family Education	3	Foundations of Inquiry	2	28
	Comparative Systems in Work, Community, and Family Education	3	Quantitative Research in Work, Community, and Family Education	3	
UM	Survey: HRD and Adult Education	3	Ethical Responsibility in Research	1	
	Training and Development of Human Resources	3	Research Seminar	1	
	Organization Development	3	A graduate level introductory statistics course	3	

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	Strategic Planning Through Human	3		
	Resource Development	3		
	Strategies for Teaching Adults			
	Internship: Human Resources			
	Development	4		
	Advanced Theories in Adult Ed & HRD	3		

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	Introduction to Applied Technology,		Research Seminar. 3 hours.	3	21
	Training and Development.	3	Methods of Educational Research.	3	
	Technological Innovations in Training		Statistics for Educational Research.	3	
	and Development.	3	Advanced Research Design.	3	
	Leadership Development in Applied		Educational Data Processing.		
UNT	Technology and Training.	3	Advanced Quantitative Methods in Educational	3	
	Trends and Issues in Applied Technology		Research.		
	and Training. 3 hours.	3			
	Needs Analysis and Curriculum				
	Development.	3			

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	Consulting Skills.	3
UNT	Evaluation and Accountability in Applied Technology and Training.	3

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Table 3

*Common Attributes of Required Courses for Ph.D. programs in HRD/Similar Fields*

Common Attributes	B U	B O U	C S U	F I U	G W U	G S U	O S U	P S U	S I UC	U G	U I	U L	U M	U N T
Human Resource Development/Similar Category	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Educational Theories/Philosophy	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Organizational Studies	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Research Methods	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Statistics	Y	N	N	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y

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*Program Requirements*

As shown in Table 3, all the universities require that applicants complete their residency and all the courses. In addition, applicants must take comprehensive or preliminary exams, in order to advance to candidacy status, submit and defend their dissertation proposals and final dissertations successfully. Finally, applicants need to file graduation application forms.



## Conclusion

Table 1 provides a benchmark of admission requirement criteria obtained from the universities, which are currently offering a Ph.D. in HRD/similar fields. The admission requirements are very similar among the universities that offer Ph.D. programs in HRD/similar fields. University and college admission officers can study and assess these criteria to determine admission requirements for their Ph.D. program in HRD.

Table 2 exhibits required and research courses and number of credits of elective courses acquired from the universities, which offer Ph.D. programs in HRD/similar fields. Table 3 shows the common attributes of required courses offered in Ph.D. programs in HRD/similar fields; the attributes are human resource and development/similar category, educational theories/philosophy, organizational studies, research methods, and statistics. The attribute of human resource and development/similar category and research methods are found in all universities' programs of study. The attribute of educational theories/philosophy is also found in all universities' programs of study, except CSU's. The attribute of organizational studies also appears in all universities' programs of study, except UI and UL's. Four universities (BOU, CSU, GWU, and SIUC) do not include statistics courses in their programs of study. In respect to curriculum development, the curriculum designer/committee can use this information to assist them in constructing courses for the Ph.D. program in HRD. A university, college, or department may develop its Ph.D. program of study based on the attributes of human resource development/similar category, educational theories/philosophy, organizational studies, and research methods, which are found in virtually all Ph.D. programs in this study.

Table 4 shows program requirement criteria at the universities that are offering a Ph.D. in HRD/similar fields. The university, college, or department can adopt these criteria in developing its Ph.D. program requirements.

Recommendations for future study include: 1) the impact of admission requirements on applicants' success in the Ph.D. program in HRD, 2) the comparison, effectiveness and accountability of programs of study in a Ph.D. program in HRD, 3) the challenges of the development and creation of a Ph.D. program in HRD, and 4) degree majors of those who pursue a terminal degree in the HRD field.

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