



The University of Georgia®

University Council
Athens, Georgia 30602

October 14, 2016

UNIVERSITY CURRICULUM COMMITTEE – 2016-2017

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Social Work - Dr. David O. Okech

Veterinary Medicine - Dr. Kira L. Epstein

Graduate School - Dr. Timothy L. Foutz

Ex-Officio - Provost Pamela S. Whitten

Undergraduate Student Representative – Ms. Gabrielle Roth

Graduate Student Representative – Ms. Ashley E. Fallaize

Dear Colleagues:

The attached proposal to terminate the major in Human Resource and Organizational Development (M.Ed., M.Ed. Gwinnett, M.Ed. Online) will be an agenda item for the October 21, 2016, Full University Curriculum Committee meeting.

Sincerely,

William K. Vencill, Chair

University Curriculum Committee

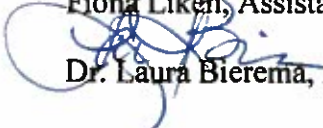
cc: Provost Pamela S. Whitten
Dr. Rahul Shrivastav



The University of Georgia

College of Education
Office of the Dean

TO: Dr. Julie A. Coffield, Associate Dean of the Graduate School
Ejona Liken, Assistant Vice President

FROM:  Dr. Laura Bierema, Associate Dean for Academic Programs

DATE: April 26, 2016

RE: Name change for Adult Education

Please find attached the following proposals.

1. Proposal to Change the Name of the Major in Adult Education (M.Ed., Ed.D, Ph.D)
2. Proposal to terminate Human Resource and Organizational Development (M.Ed., M.Ed. Gwinnett, M.Ed. Online)

The College of Education's Curriculum Committee approved this proposal on February 22, 2016.



The University of Georgia

Graduate School

October 13, 2016

Dr. Pamela Whitten
Senior Vice President for Academic
Affairs and Provost
Administration Bldg.
Campus

Dear Dr. Whitten:

At the Graduate Council Meeting on October 12, 2016, the Council voted to approve the following proposals:

Change the name of the Doctor of Philosophy, Doctor of Education, and Master of Education in Adult Education degree programs to Learning, Leadership & Organizational Development
Terminate the Master of Education in Human Resource and Organizational Development degree program

The proposals are attached. I am pleased to forward this request to you with my endorsement. Please let me know if you have any questions.

Sincerely,

Suzanne Barbour
Dean

cc: Dean Craig Kennedy
Associate Dean Laura Bierema
Dr. Kathleen deMarrais

NAME CHANGE JUSTIFICATION FORM

Major Name Changes:

Current Major Name: Degree

Proposed Major Name:

Degree

Adult Education

Ph.D.

Learning, Leadership & Organization Development

Ph.D.

Adult Education

Ed.D.

Learning, Leadership & Organization Development

Ed.D.

Adult Education

M.Ed.

Learning, Leadership & Organization Development

M.Ed.

JUSTIFICATION:

Attach a page justifying changes.

SIGNATURES:

School/College: _____



Katherine P. Dabrowski

Department: _____

OUTLINE FOR DEACTIVATION OR TERMINATION OF A GRADUATE OR UNDERGRADUATE DEGREE PROGRAM

I. Basic Information

1. Institution University of Georgia Date March 31, 2016
2. School/College College of Education
3. Department/Division Lifelong Education, Administration and Policy
4. Program Masters in Education
Degree _____
Major Human Resource and Organization Development
5. Deactivation _____ or Termination X
6. Last date students will be admitted to this program August 2016
7. Last date students will graduate from this program December 2018

8. Abstract of the deactivated or terminated program

Provide a brief summary of the deactivated or terminated program that includes an overview and highlights of the response to the criteria in Section II.

The M.Ed. in Human Resource and Organization Development (HROD) degree program prepares adults to facilitate learning and change for individuals, groups, and many different types of organizations. The degree was established by the Board of Regents of the State University System of Georgia in 1996 and has continuously demonstrated steady growth, innovation, and high performance since its inception in the late 1990's. The HROD faculty has consistently innovated its curriculum both in content and process. In addition to offering the degree in Athens, we pioneered taking the degree to Gwinnett in the early 1990's and on-line in 2014. Since 1997, over 170 people have graduated from the program. The program has attracted students primarily from the greater Atlanta area and from organizations such as CNN, IBM, Chick-Fil-A, Delta Airlines, Price-Waterhouse Coopers, Emory Hospital, and many others.

The Academy of Human Resource Development named the HROD program the *Outstanding Academic Program* in 2006. This award recognizes programs for a continuous record of excellence demonstrated by the caliber of full-time faculty, progressive/innovative curriculum and courses, publications by faculty and students, placement of graduates, and involvement of the faculty in service to the organizations and communities. In keeping with the tradition of innovation and curriculum reform of this faculty, we are terminating the old degree name and moving to a new designation that better fits the learning and change in focus of our program and those who practice in this area in the field. Human resource development professionals are now often called Learning and Development Specialists—and other similar terms that signal a different emphasis and help differentiate this educative specialization from the human resource management field.

II. Conditions for Deactivating or Terminating Programs

The deactivation (temporary suspension) or termination (discontinuation) of programs is expected to address satisfactorily the conditions listed below in order to be approved and implemented within the University of Georgia. Please provide sufficient information to confirm each condition.

1. Provide copies of the studies and decisions that warrant deactivation or termination of the program.
2. State the reasons for deactivating or terminating the program.

This program is actually being merged with the former adult education master's to form the new Master's of Education in Learning, Leadership & Organization Development. The new name reflects a more state-of-the-art conception of both adult education and human resource and organization development.

3. State the plans for allowing those students already in a program to complete degree requirements, including specific information on a.) how students will be notified of the program termination and b.) how students will be counseled on completing the program.

Once the new degree is in place, students will have the option of continuing in the program until they complete their degree or switching to the new designation. All entering students will enter with the new degree designation and the program of studies related to it.

4. What will be done to minimize the impact or termination of the program upon the personal and professional lives of the faculty and staff involved, specifically a.) how will faculty and staff be notified of the termination and b.) how will faculty and staff be re-deployed?

Faculty have been notified of this change and have voted to do this. Since this is really a consolidation necessitated at least in part due to the loss of faculty, all of our current faculty are needed to teach in the new program.

5. What will be done to insure that deactivation or termination of the program does not weaken other programs (graduate, undergraduate, or professional) for which the department may be responsible?

Since the program will continue in the new merged state, there is little likelihood that any other program will be weakened. Depending on future enrollments, we hope to offer options that will reflect both previous master's degrees [in adult education and in human resource and organization development]. All of our efforts have been focused on ensuring that the new master's program captures what is best and most essential from the previous master's degrees while adapting to a more current curriculum to attract and retain new students.

6. What plans, if any, is there for subsequent reactivation or reinstatement, respectively, of the deactivated or terminated program?

Since the new program reflects a much better designation for this field of study, we have no plans to reactivate this degree at this time.