

The BAAS Degree with Human Resource Development Concentration

The Human Resource Development Concentration prepares individuals to work towards improving the performance of workers within industry or governmental sector. The multi-disciplinary coursework combines strategies in counseling, adult learning, and the integration of technology into the training and development process. A graduate would be prepared for a career in training and development for any industry. Those currently in the field will have acquired the foundation to further advance their knowledge and skills to be more effective in their roles as managers and trainers within their organization's employee assistance, training, or employee development programs.

Occupational Specialty - 24-39 semester hours, and any additional hours necessary to meet the 120-hour university requirement. Credits toward an area of coherent specialization may be earned from community colleges, this university and other senior institutions, workforce education, vocational or technical schools, armed forces schools, work experiences, and nontraditional learning experiences that can be equated to college credit. To qualify for work experience credit, a student must have 3 consecutive years of full-time employment within the last 6 years. A student may be awarded 2 hours of credit for each qualifying year of work experience related to the student's occupational specialty up to a maximum of 6 hours. Credit for nontraditional experiences is granted on the basis of evaluation by the Director and the BAAS staff utilizing the National Guide of the American Council on Education (ACE) and other appropriate publications. Documentation will be placed in the student's permanent file in the Office of the Registrar when the student has completed at least nine hours in the BAAS program.

Computer Science - 3 semester hours

[Academic Foundations and Core Curriculum - 42 semester hours](#)

The Human Resource Development Concentration - 36 advanced semester hours

- [BAAS 4113 - Capstone Project](#) 3
- [COUN 4013 - Human Relations](#) 3
- [COUN 4103 - Professional Orientation](#) 3
- [COUN 4333 - Employee Assistance Issues](#) 3
- [COUN 4373 - Human Resource Ethical Issues](#) 3
- [COUN 4943 - Seminar in Human Resource Development](#) 3
- [EDUC 4513 - Introduction to Training and Development](#) 3
- [EDUC 4523 - Trends and Issues in Training and Development](#) 3
- [EDUC 4533 - Instructional Strategies for Adult Learners](#) 3
- [IDT 4123 - Instructional Technology Design](#) 3
- [IDT 4143 - Multimedia Development I](#) 3
- 3 hours of advanced electives

Note:

The BAAS Human Resource Development Concentration student may submit a petition to the BAAS program for permission to apply appropriate additional/substitute courses to fulfill the above 36 semester hour curriculum.