



**Master of Arts
In
HUMAN RESOURCES DEVELOPMENT (HRD)**

Effective for students admitted Fall 2002 and after

	<u>Semester Hours</u>
<u>CECP Core (9 hours required)</u>	
CECP 6010 Research Methods	3
CECP 6070 Multicultural Counseling and Psychology	3
CECP 6220 Psychoeducational Consultation	3
<u>HRD Core (15 hours required)</u>	
CECP 6400 Principles of HRD	3
CECP 6410 Fundamentals of Needs Analysis	3
CECP 6420 Evaluation of HRD Transfer and Impact	3
CECP 6430 Project Management in HRD	3
CECP 6860 Capstone Project	3
<u>Practice Area Options (12 hours required)*</u>	12
Counseling and Organizational Psychology	
Human Performance and Technology	
Instructional Design and Technology	
Organizational Communication and Development	
Public Administration and Leadership	
School Leadership and Administration	
<u>Total Semester Credit Hours</u>	36

The Department of Counselor Education and Counseling Psychology of the Western Michigan University College of Education offer coursework that leads to a Masters of Arts in Human Resources Development. The program is intended for students seeking professional positions in the interdisciplinary field of human resources development, which subsumes practice in such areas as training, and development, performance technology and organization development.

We welcome applicants who have completed an accredited baccalaureate degree with a grade point average (GPA) of 3.0 on a 4.0 scale, three letters of recommendation, three years of work experience, and a goal statement outlining your professional goals. Applicants should contact the Department of Counselor Education and Counseling Psychology (269-387-5100) for detailed information on admission to the program.

* Courses selected with advisor approval from one or more of the specialty areas.