BACHELOR OF SCIENCE IN
HUMAN RESOURCE DEVELOPMENT

WHAT IS HUMAN RESOURCE DEVELOPMENT?

Human Resource Development (HRD) is the process of improving individuals, teams, and organization effectiveness. Human Resource Development professionals help organizations improve the work environment and employees' work experiences through a combination of learning, talent development, career development, and organization development strategies. The HRD program at the University of Houston (UH) Cullen College of Engineering's Technology Division develops professionals who assess, design, develop and evaluate workforce learning and development solutions for diverse global organizations.

CAREERS IN HUMAN RESOURCE DEVELOPMENT

Human Resource Development students in the Cullen College of Engineering's Technology Division will be prepared for careers in various industries, including energy, transportation, healthcare, education, and retail. They may also choose to pursue graduate school or professional programs following completion of the degree. Common first job titles for new graduates are: training specialist, human resources generalist, human resources coordinator, talent acquisition specialist (recruiter) organization development consultant, instructional designer, program evaluator, human resources manager. The Cullen College of Engineering has a dedicated Engineering Career Center which connects hundreds of students each year to internships and full-time positions.

WHY EARN YOUR HUMAN RESOURCE DEVELOPMENT DEGREE AT THE UNIVERSITY OF HOUSTON?

ACADEMICS

At the UH Cullen College of Engineering's Technology Division, the HRD program offers an engaging and interdisciplinary curriculum that draws upon insights from learning, psychological, management, and organizational theory. The curriculum is designed to equip students with a well-rounded education in human resource development. The program empowers students to tailor their academic journey to match their unique career aspirations and interests by allowing them to select a specialization in various related areas such as global business, retailing, and technology.

Whether you are passionate about fostering human capital in a global context, keen on contributing to the evolving landscape of retail management, or excited to explore the ever-advancing realm of technology in HR, our program supports your unique interest and passion. Students in the HRD program will gain the knowledge, skills, and expertise needed to thrive in the ever-evolving field of human resources.

We also value and acknowledge the educational experiences you have gained from previous academic endeavors. Our curriculum is designed to facilitate a seamless transfer of prior coursework from both two-year and four-year colleges, ensuring that your educational journey remains uninterrupted as you pursue your degree in human resource development. Learn more at https://dot.egr.uh.edu/programs/undergraduate/human-resource-development

INTERNSHIPS

All students in the B.S. HRD program are required to complete an internship before graduation. The internship is typically completed during the student's last semester prior to graduating. The internship coincides with a senior-level capstone course in the Human Resource Development (HRD) program at the University of Houston. Students who complete this course earn 3 credit hours towards their degree. Through this course, students are expected to combine HRD theory with practical application in a professional setting, develop professional work competencies for a specific HRD-related occupation, and explore HRD-related career options. This internship experience insures that all graduates from the HRD program have gained real-world experience in HRD before they receive their degree.

RESEARCH

Faculty in the HRD program are actively conducting research related to cutting edge topics that affect human resource development. They are leading experts in issues related to remote work, work-life balance, career transitions, organization development, age discrimination, equitable workplaces, and inclusive cultures. The faculty invite undergraduate students to join in these research projects to build their research skills and contribute to building new knowledge in the field of HRD.

SCHOLARSHIPS

Merit-based scholarships are awarded by the Cullen College of Engineering's Technology Division. Scholarships are also offered by the UH Office of Scholarships and Financial Aid. Additionally, the university's co-op program offers students the opportunity to receive career training while financing their education. Learn more at https://dot.egr/uh.edu/advising/financial-aid/scholarships.

STUDENT ORGANIZATIONS

Students are encouraged to join academic and professional organizations to build leadership, communication, and networking skills. Members of student organizations receive career guidance from industry professionals and participate in activities that promote their field of study. The Student Society of Human Resource Development (SSHRD) is a student organization created by the students, for the students. As a member of the Student Society of Human Resource Development, students can expect to engage in opportunities for professional and academic development and to network with professionals and other students.

HRD FAST FACTS

243 Total Undergraduate Students
12 Total Faculty
$74,060* Average Salary
28:1 Student-to-Faculty Ratio Across the University:
* https://www.bls.gov/oes/current/oes_nat.htm#13-0000

Technology Division
Cullen College of Engineering

BACHELOR OF SCIENCE IN HUMAN RESOURCE DEVELOPMENT

FOUR-YEAR ACADEMIC MAP 2023-2024

YEAR 1

SEMESTER 1			SEMESTER 2			Total
ENGL 1301	First Year Writing I	3	ENGL 1302	First Year Writing II	3	
HIST 1301	U.S. to 1877	3	HIST 1302	U.S. since 1877	3	
MATH 1332	Contemporary Mathematics	3	CORE	Math Reasoning	3	
CORE	Life & Physical Sciences	3	CORE	Life & Physical Sciences	3	
TECH 1301	Introduction to Data Analytic Tools	3	PSYC 2301	Intro to Psychology	3	
	Semester Hours	**15**		**Semester Hours**	**15**	**30**

YEAR 2

SEMESTER 1			SEMESTER 2			Total
GOVT 2306	US & Texas Constitution & Politics	3	GOVT 2305	US Government	3	
MATH Core	Core Course	3	TMTH 3360	Applied Technical Statistics	3	
CORE	Creative Arts	3	CORE	Lang, Philosophy & Culture	3	
HDCS 1300	Human Ecosystems & Technological Change	3	HRD Specialization		3	
Elective or Minor		3	Elective or Minor		3	
	Semester Hours	**15**		**Semester Hours**	**15**	**30**

YEAR 3

SEMESTER 1			SEMESTER 2			Total
HDCS 3300	Organizational Decisions in Technology	3	TLIM 3345	Human Resources in Tech	3	
HRD 3310	Talent Management	3	HRD 3346	Performance Assessment & Evaluation	3	
HRD 3340	Intro to Human Resources Development	3	TECH 3365	Applications of Discrete Methods	3	
HRD 3350	Workplace Diversity & Globalization	3	DIGM 3353	Visual Communication Tech	3	
Elective or Minor		3	Elective or Minor		3	
	Semester Hours	**15**		**Semester Hours**	**15**	**30**

YEAR 4

SEMESTER 1			SEMESTER 2			Total
HRD 3351	Instructional Design for HRD	3	HRD 4352	Facilitation Strategies	3	
HRD 4344	Designing E Learning Apps	3	HRD 4396	Internship in HRD	3	
HRD 4350	Organizational Development & Consulting	3	HRD Specialization		3	
TLIM 4342	Quality Improvement Methods	3	HRD Specialization		3	
HRD Specialization		3	HRD Specialization		3	
	Semester Hours	**15**		**Semester Hours**	**15**	**30**
					TOTAL SEMESTER HOURS	**120**

FOR MORE INFORMATION

Students should meet with their academic advisor to formulate their own plan. Course offerings are subject to change.

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