

The Future of HRD: PhD and Master's Programs in Colleges of Business

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This symposium will highlight the systematic approach related to PhD and master's HRD programs uniquely situated in Colleges of Business. Strengths of these programs will be presented through identifying their collaboration with businesses, strong internship programs, external funding sources, and strong HR relationships in business, industry, government and non-profit organizations. The impact of tenure, promotion and salaries for academicians in the discipline will be discussed.

Keywords: Business, Research, Programs

Session Description and Content

“...the focus of an HRD program is often dependent upon which school of study an HRD program is housed in. For example, in schools of business the coursework is often centered around organization development, training and development, career development, human resource management, and industrial and labor relations.” (Chalofsky & Larson-Daugherty, 1996, p. 993) The authors also state that HRD doctoral programs, especially as part of the offerings of a professional school, such as business, is designed to develop leaders in the field and state that doctoral program enrollments are increasing because of the desire for increased professional competence, deeper understanding of the theories underlying the field, and an interest in research.

The content of the session will be framed by the topic “The Future of HRD: PhD and Master's Level Programs in Colleges of Business.” In terms of formal presentation, The University of Texas at Tyler's PhD in HRD proposal will be highlighted. Additional reports and reflections will come from the University of Tennessee and audience participants.

Specific content to be addressed: needs for doctoral level HRD programs, departmental, college, and university perspectives, organizational structure conducive to PhD and master's level programs, faculty development and support, and the future for HRD programs.

Purpose

The purpose of this innovative session is to review and critique the issues, strategies, and changes associated with implementing HRD programs that are housed in Colleges of Business. HRD is a new and innovative discipline within academia but an old practice. Issues related to the type of degree programs offered and the strength of combining HRD with Business Administration will be discussed. The impact upon academicians in the field will also be discussed.

Goals

1. Create an awareness of the differences of HRD programs housed in Colleges of Business.
2. Create an awareness of the uniqueness of HRD programs, both doctoral and master's, which are combined with Business Administration.

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3. Review and critique tenure, promotion and salaries for professors in Colleges of Business.
4. Discuss the future for other HRD programs to be housed in Colleges of Business.

Symposium Methodology

This session will have a panel discussion format. Three participants directly involved in implementing HRD programs in Colleges of Business will be highlighted.

In the first round, a synopsis of the events leading to these programs being housed in the College of Business will be addressed. Each presenter will have a 1-page information sheet identifying the key elements associated with the move to Colleges of Business, the specific area that necessitated their involvement, and the growth and improvement of their programs. After this presentation, participants will have a chance to ask questions of the presenters. In the second round, the presenters will address the critical elements and concerns of having HRD programs, both master's and doctoral levels, closely aligned with Business Administration. After this, participants will have a chance to ask questions of the presenters.

The moderator will provide summary review and critique. Session will adjourn.

Reference

Chalofsky, N. & Larson-Daughtery, C. (1996). Academic programs for HRD professionals. In R.L.Craig, (Ed.), *The ASTD Training and Development Handbook*. (p. 993). New York: McGraw-Hill.