October 14, 2016

UNIVERSITY CURRICULUM COMMITTEE – 2016-2017
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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
TO: Dr. Julie A. Coffield, Associate Dean of the Graduate School  
    Fiona Liken, Assistant Vice President
FROM: Dr. Laura Hierema, 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.
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:**

<table>
<thead>
<tr>
<th>Current Major Name:</th>
<th>Degree</th>
<th>Proposed Major Name:</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Education</td>
<td>Ph.D.</td>
<td>Learning, Leadership &amp; Organization Development</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Adult Education</td>
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<td>Learning, Leadership &amp; Organization Development</td>
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<tr>
<td>Adult Education</td>
<td>M.Ed.</td>
<td>Learning, Leadership &amp; Organization Development</td>
<td>M.Ed.</td>
</tr>
</tbody>
</table>

**JUSTIFICATION:**

Attach a page justifying changes.

**SIGNATURES:**

School/College: [Signature]

Department: [Signature]
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.