

**HRD 6359 – Advanced Research Seminar in HRD Research
Course Syllabus (A)**

Contact Information

Instructor:	Kim Nimon, Ph.D.
Office Address:	UT Tyler Soules College of Business Department of Human Resource Development 3900 University Blvd. – COB 315.14 Tyler, TX 75799
Office Hours:	https://calendly.com/kimnimon <i>Feel free to schedule more than one appointment. If the times available don't work for you, please call or text me on my cell to make an appointment.</i>
Office Phone:	(903) 565-5833
Cell Phone:	(214) 675-4872
Email:	knimon@uttyler.edu
Zoom:	https://uttyler.zoom.us/my/knimon?pwd=dlFoemlyOVplMXp5RVE3ekJEaHkvdz09
Skype:	Knimon1
Preferred Contact Method:	Canvas Email for personal issues Canvas Discussion Board for non-personal issues

Credit Hours

3 semester hours

Course Description

This course covers an advanced set of quantitative statistical analyses and qualitative data collection and analyses that are key to creating new knowledge in human resource development.

Course Objectives

At the conclusion of the course^a, learners will be exposed to

1. Advanced research design issues including:
 - Collecting data
 - Planned missing data
 - Representativeness of a sample to a population
 - Propensity score analysis
 - Regression discontinuity
 - Sample size estimation
2. Quantitative concepts including:
 - Confirmatory factor analysis marker variable technique to assess common method variance and bias
 - Measurement and structural invariance
 - Moderation in a structural equation model
 - Isolate indirect effects in models with multiple intervening variables
 - Two-level hierarchical linear models
 - PLS-SEM
 - Cluster analysis
 - Longitudinal data analysis
 - Meta-analysis of quantitative studies
3. Qualitative concepts including:
 - Narrative research

HRD 6359 – Advanced Research Seminar in HRD Research Course Syllabus (A)

- Qualitative data analysis software
- Coding and analyzing qualitative data
- Case studies
- Focus group interviewing
- Grounded theory

^aConcepts may flex based on learner requests and student needs.

Required Texts

American Psychological Association. (2019). *Publication manual of the American Psychological Association* (7th ed.). Washington, DC: Author.

Recommended Software

- IBM® SPSS® Statistics Standard GradPack 28 or higher (6 and 12 month licenses available at <http://www.onthehub.com/spss/>)
- R (v. 4.1.1 or later) (Available for free at <http://cran.rstudio.com/>)
- IBM® SPSS® AMOS 28 (Available at <http://www.onthehub.com/spss/>). MAC users may need to purchase a virtual machine (e.g., VMWare Fusion) and Windows so that they can run Windows programs (e.g., AMOS).
- DeDoose Qualitative Software (Available at <https://www.dedoose.com/home/pricing> with valid student ID. Note: current webpage indicates that first 30 days is free).

Course Evaluation

Component	Points
Individual: Reflective Journal + Final Reflective Essay	150
Individual: Existing Method Presentation	200
Group: New/Refined Method Canvas Module Development and Presentation	200
Individual: Research Abstract and Poster Presentation	450
<i>Total</i>	1,000

A = 90% – 100% B = 80% – 89% C = 70% – 79% D = 60% – 69% F = < 60%

Course Policies:

Class Meeting Attendance

Attending all five class sessions demonstrates the learner's personal commitment to learning. Therefore, physical attendance is expected for the accomplishment of course objectives. The facilitator recognizes that learners may have special issues and responsibilities that may impact physical attendance. If physical absences occur, the learner is responsible for contacting the facilitator in advance so that adjustments can be made to the instructional activities planned for a specific session. With approval from the instructor and the department chair, the learner may participate virtually. The instructor may provide limited access to the class through Zoom. However, it is the learner's responsibility to arrange with an in-class peer to provide virtual access to the class to ensure the quality of classroom learning. The learner is responsible for all work that is missed due to their absence from any class meeting, or portion thereof. It should be expected that physical absence from classes for reasons other than documented illnesses, emergencies, or other matters that prohibit the learner from traveling due to COVID restrictions may affect the final course grade. Excused absences for religious holy days or active military services are also permitted according to the policies outlined in the UT Tyler Graduate Handbook. One unexcused absence may result in a final grade reduced by one letter grade. Two or more unexcused absences from class will likely result in a grade of Incomplete (I) requiring the student to retake the course.

HRD 6359 – Advanced Research Seminar in HRD Research Course Syllabus (A)

Late Work

No credit will be given for late assignments unless the learner's provider and/or UT Tyler's system prevents the student from submitting a discussion post, assignment, or quiz. The student is responsible for contacting the co-facilitators, providing evidence of the outage and submitting any missed work within 24 hours of resolution of any system outage.

Academic Dishonesty Statement

The faculty expect from its students a high level of responsibility and academic honesty. Because the value of an academic degree depends upon the absolute integrity of the work done by the student for that degree, it is imperative that a student demonstrates a high standard of individual honor in his or her scholastic work.

Scholastic dishonesty includes, but is not limited to, statements, acts or omissions related to applications for enrollment of the award of a degree, and/or the submission, as one's own work of material that is not one's own. As a general rule, scholastic dishonesty involves one of the following acts: cheating, plagiarism, collusion and/or falsifying academic records. Students suspected of academic dishonesty are subject to disciplinary proceedings.

University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event disciplinary measures are imposed on the student, it becomes part of the students' official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor.

Plagiarism will not be tolerated and learners should be aware that all written course assignments will be checked by Plagiarism detection software. Violations of academic integrity will be reported and processed according to the guidelines established by the University.

Student Standards of Academic Conduct

Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.

- i. "Cheating" includes, but is not limited to:
 - copying from another student's test paper;
 - using, during a test, materials not authorized by the person giving the test;
 - failure to comply with instructions given by the person administering the test;
 - possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed "crib notes". The presence of textbooks constitutes a violation if they have been specifically prohibited by the person administering the test;
 - using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program;
 - collaborating with or seeking aid from another student during a test or other assignment without authority;
 - discussing the contents of an examination with another student who will take the examination;
 - divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructor has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student;
 - substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment;

**HRD 6359 – Advanced Research Seminar in HRD Research
Course Syllabus (A)**

- paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program or information about an unadministered test, test key, home solution or computer program;
 - falsifying research data, laboratory reports, and/or other academic work offered for credit;
 - taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and
 - misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.
- ii. “Plagiarism” includes, but is not limited to, the appropriation, buying, receiving as a gift, or obtaining by any means another’s work and the submission of it as one’s own academic work offered for credit.
- iii. “Collusion” includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.
- iv. All written work that is submitted will be subject to review by plagiarism software.

University Policies and Information

For University policies and information, please see the UT Tyler Syllabus Module in Canvas.

College of Business Statement of Ethics

The ethical problems facing local, national, and global business communities are an ever-increasing challenge. It is essential the College of Business and Technology help students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the College of Business and Technology at The University of Texas at Tyler will:

- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age, or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage, and misuse.
- Conduct yourself in a professional manner both on and off campus.