New Program Proposal

Date Submitted: 11/21/23 2:26 pm

Viewing: **HRMGUM : Human Resource Management Undergraduate MicroCertificate**

Last edit: 12/13/23 5:50 pm

Changes proposed by: aellstra

Submitter: 5-6145	User ID:	aellstra	Phone:

Program Status — Active

Academic Level — Undergraduate

Type of proposal — MicroCertificate

Select a reason for this new program — Adding New Undergraduate MicroCertificate

Effective Catalog Year — 08152024

College/School Code — Walton College of Business (WCOB)

Department Code — Department of Management (MGMT)

Program Code — HRMGUM

Degree — Undergraduate MicroCertificate

CIP Code

In Workflow

1. **WCOB Dean Initial**
2. **Director of Curriculum Review and Program Assessment**
3. **Registrar Initial**
4. **Institutional Research**
5. **MGMT Chair**
6. **WCOB Curriculum Committee**
7. **WCOB Faculty**
8. **WCOB Dean**
9. **Global Campus**
10. **Provost Review**
11. **Undergraduate Council**
12. **Faculty Senate**
13. Provost Final
14. Registrar Final
15. Catalog Editor Final

Approval Path

1. 11/21/23 2:27 pm Alan Ellstrand (aellstra): Approved for WCOB Dean Initial
2. 12/13/23 5:52 pm Lisa Kulczak (lkulcza): Approved for Director of Curriculum Review and Program Assessment
3. 12/14/23 11:04 am Gina Daugherty

(gdaugher): Approved for Registrar Initial

4. 12/14/23 11:09 am Doug Miles (dmiles): Approved for Institutional Research

5. 12/14/23 11:32 am John Delery (jdelery): Approved for MGMT Chair

6. 12/14/23 1:16 pm Alan Ellstrand (aellstra): Approved for WCOB Curriculum Committee

7. 12/14/23 1:17 pm Alan Ellstrand (aellstra): Approved for WCOB Faculty

8. 12/14/23 1:18 pm Alan Ellstrand (aellstra): Approved for WCOB Dean

9. 12/18/23 3:52 pm Suzanne Kenner (skenner): Approved for Global Campus

10. 12/19/23 8:48 pm Matthew Ganio (msganio): Approved for Provost Review

11. 01/26/24 5:47 pm Lisa Kulczak (lkulcza): Approved for Undergraduate Council

52.1001 - Human Resources Management/Personnel Administration, General.

Program Title

Human Resource Management Undergraduate MicroCertificate

Program Delivery
Method

On Campus

Is this program interdisciplinary?

No

Does this proposal impact any courses from another College/School?

No

What are the total
hours needed to
complete the
program?

9

Program Requirements and Description

Requirements

The Human Resource Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the core HRM functions within organizations. Students will gain knowledge of the broad area of HRM and have the opportunity to explore a few core areas in greater depth. These include acquiring, managing and developing talent, organizational reward and compensation systems, analytics focused on people management and the intricacies of managing a diverse workforce.

Requirements for the Human Resource Management Undergraduate MicroCertificate:

The Human Resource Management Undergraduate MicroCertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. The specific requirements are listed below. See an advisor for course selection.

Required Courses		
MGMT 49403	Talent Acquisition and Management [1]	3
MGMT 49503	Organizational Rewards and Compensation [1]	3
Select one of the following:		3
MGMT 3653	Course MGMT 3653 Not Found	
MGMT 49603	People Analytics [1]	
MGMT 49803	Talent Development [2]	

Total Hours	9

1
Prerequisite: [BUSI 10303](#)
2
Prerequisite: [MGMT 21003](#) or [MGMT 35603](#)

8-Semester Plan

Program Costs

    None--all courses are already being offered.

Library Resources

    No additional library resources needed.

Instructional

Facilities

    No additional facilities needed.

Faculty Resources

    No additional faculty resources needed--the MicroCertificate uses courses already being offered.

List Existing Certificate or Degree Programs
that Support the Proposed Program

Program(s)
HRMGBS - Human Resources Management, Bachelor of Science in Business Administration

---

Are Similar Programs available in the area?

   No

Estimated Student Demand for Program	30
Scheduled Program Review Date	N/A

Program Goals and
Objectives

Program Goals and Objectives
The Human Resource Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the core HRM functions within organizations. Students will gain knowledge of the broad area of HRM and have the opportunity to explore a few core areas in greater depth. These include acquiring, managing and developing talent, organizational reward and compensation systems, analytics focused on people management, and the intricacies of managing a diverse workforce.

Learning Outcomes

Learning Outcomes
• Describe the goals of talent acquisition systems
• Understand how employee compensation systems work
• Explain the pros and cons of various employee reward systems
• Understand how organizations can create and manage diverse workforces
• Discuss the strategic impact of employee development systems
• Understand and explain how analytics can be used to enhance human resource management within organizations

Description and Justification for this request

Description of request	Justification for request
Adding a MicroCertificate in Human Resources Management.	Having an understanding of the Human Resources Management function of an organization is important for anyone working in an organization. The Human Resources Management MicroCertificate will provide students with basic skills and understanding of Human Resources Management.

Upload attachments

Reviewer Comments

Lisa Kulczak (lkulcza) (12/13/23 5:50 pm): Updated courses not found due to common course numbering conversion; removed scheduled program review as MicroCertificates are not part of program review; reformatted course list and footnotes and updated program title to match naming conventions. The College is encouraged to review for accuracy.

Key: 980