

**TOPIC: RECOMMEND APPROVAL OF BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT AT COLORADO STATE UNIVERSITY - GLOBAL CAMPUS**

**PREPARED BY: IAN MACGILLIVRAY, ASSISTANT DEPUTY DIRECTOR FOR ACADEMIC AFFAIRS**

**I. SUMMARY**

This item recommends approval for Colorado State University – Global Campus (CSU - Global) to offer a Bachelor of Science in Human Resource Management degree.

**II. BACKGROUND**

**COMMISSION AUTHORITY**

The Colorado Commission on Higher Education’s role and responsibility in the review of new academic programs at institutions operating under a performance contract is defined in §23-5-129, which states that:

(6) While operating pursuant to a performance contract negotiated pursuant to this section, the governing board of a state institution of higher education...

(b) Need not consult with nor obtain approval from the Colorado commission on higher education to create, modify, or eliminate academic and vocational programs offered by the institution, so long as such creations, modifications, and eliminations are consistent with the institution's statutory role and mission. Institutions shall submit information to the department demonstrating that the creation or modification of an academic or career and technical education program is consistent with the institution’s statutory role and mission. The Colorado commission on higher education shall have the authority to override the creation or modification of an academic or vocational program if the change made by the governing board is inconsistent with the institution’s statutory role and mission.

**OVERVIEW OF PROPOSED PROGRAM**

The following is summarized from CSU - Global’s proposal:

CSU-Global proposes a Bachelor of Science in Human Resource Management (BSHRM) program. The BSHRM undergraduate degree is designed to provide students with the fundamental knowledge and leadership skills they need to succeed within the human resources field. Students will learn how to apply leadership principles for effective employee administration and organizational development. Specific areas of study include the management of team dynamics, conflict resolution, business policy and employee law, and

training and professional development. This program is aligned with the Society for Human Resource Management's HR Curriculum Guidebook and Templates. Overall growth for this field is considered faster than average by the U.S. Bureau of Labor Statistics. CSU-Global is prepared to meet this demand with a bachelor's degree completion program (30 semester hours of credit). The degree will have an option for a specialization to expand a student's knowledge in relevant areas like Strategic Communication, Business Administration, Finance, Foundations of Accounting, Organizational Leadership, Public and Non-Profit Management.

Additional information on this proposed degree, unrelated to fit with statutory role and mission, is attached (Attachment A).

### **ROLE AND MISSION SUPPORT**

This degree supports CSU - Global's statutory role and mission, which states in part:

*There is hereby established an on-line university to be known as Colorado state university - global campus, referred to in this article as "CSU global campus". CSU global campus is a baccalaureate and graduate on-line university with the mission in Colorado of offering upper division baccalaureate degree completion programs for nontraditional students in partnership with the Colorado community college system and selected master-level graduate programs..... C.R.S. 23-31.3-101*

### **III. STAFF ANALYSIS**

Pursuant to Colorado Revised Statutes 23-5-129(6)(b), department staff finds that CSU - Global's proposed Bachelor of Science in Human Resource Management degree is consistent with the institution's statutory role and mission. The degree complies with the requirements of gtPathways.

### **IV. STAFF RECOMMENDATION**

**Staff recommends that the Commission approve Colorado State University – Global Campus's proposal to offer a Bachelor of Science in Human Resource Management.**

### **V. SUPPLEMENTAL INFORMATION**

Copies of all relevant materials are on file in the Academic Affairs Division and are available upon request.

**STATUTORY AUTHORITY**

C.R.S. §23-5-129 Governing boards - performance contract - authorization - operations