

TOPIC: RECOMMEND APPROVAL OF RECOMMEND APPROVAL OF MASTER OF HUMAN RESOURCE MANAGEMENT AT COLORADO STATE UNIVERSITY - GLOBAL CAMPUS

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I. SUMMARY

This item recommends approval for Colorado State University – Global Campus (CSU - Global) to offer a Master of 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 Master of Human Resource Management (MHRM) program. The MHRM graduate degree is designed to prepare students for a wide variety of leadership roles within the human resources field. Students will learn to utilize advanced theories in practical applications as they related to effective employee management and organizational objectives. Specific topics include leading dynamic and diverse teams, understanding legal and ethical decision making, managing performance to achieve results, and the strategic planning and

execution of human resource initiatives. This program is aligned with the Society for Human Resource Management's HR Curriculum Guidebook and Templates.

CSU-Global is prepared to meet industry demand with this master's degree program consisting of eight (8) core courses and a four (4) credit specialization (36 total semester hours of credit) required of all students within the degree program. Students have the option of selecting a specialization in an area of personal or professional relevance like International Management, Healthcare Administration, Organizational Training and Instructional Design, Strategic Innovation and Change 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 Master of Human Resource Management degree is consistent with the institution's statutory role and mission.

IV. STAFF RECOMMENDATION

Staff recommends that the Commission approve Colorado State University – Global Campus's proposal to offer a Master of Human Resource Management degree.

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