Request for Approval of Modification(s) to Program

First Name
Raygan

Last Name
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Department
Business

Program Information

Official Degree Designation and Program Title
e.g. Associate in Science in Cybersecurity, Bachelor of Fine Arts in Music Performance, Master of Science in Accounting

Certificate in Human Resource Management

Program Code
Please list the 3-digit OSRHE program code.

011

This program has approved options
No

Is this program part of a cooperative agreement?
No

Does this change impact an embedded certificate?
No

Does the CIP Code for this program need to be updated?
No

Type of Request(s)

Program Suspension?
No

Electronic Delivery of Existing Program
NOTE: Electronic delivery is recognized at the program level. If the existing program has options that are offered via electronic delivery and the program meets State Regents' policy for electronic delivery, the program MUST be approved for electronic delivery.

Yes

IPEDS has expanded the required reporting information regarding distance education in regards to degree programs and now requires information on three aspects of degree programs based on CIP code and degree level groupings. For

more information regarding IPEDS reporting, go to the following website: https://nces.ed.gov/ipeds/use-the-data/distance-education-in-ipeds.

Distance Education Availability

○ **ALL of the courses in the program can be completed entirely online**

⦿ **SOME of the courses in the program can be completed entirely online**

○ **NONE of the courses in the program can be completed entirely online**

For the program, including general education courses, please select the appropriate response to each of the following statements. For the purposes of these questions, a mandatory onsite component refers to a course requirement or activity in which a student MUST be physically on campus, such as orientation, laboratory requirements, meeting with faculty and is a part of the student's overall class performance and grade. For the purposes of these questions, onsite refers to the physical campus and NOT off-campus locations for internships, practica, clinicals, etc.

This program has a mandatory onsite component

No ▼

This program has a non-madatory onsite component*

No ▼

Option Additions?

No ▼

Option Deletion?

No ▼

Option Name Change?

No ▼

Program Requirement Change(s)?

Yes ▼

Explanation of changes
Please provide a brief summary of changes being made.

The Department of Business would like to update the Certificate in Human Resource Management. Attached, you can see the current Certificate requirements and the noted changes to the Certificate.

Total Credit Hour Change?

No ▼

Justification for program requirement changes*
Please provide a brief summary of the reason for the program requirement changes.

The Certificate in Human Resource Management was added before the BBA option in Human Resource Management. When we prepared the BBA, we added a new class, Talent Acquisition, which we would like added to the electives list. The second change is a course name change Talent Management to Training & Development.

Program Reinstatement?

No ▼

Program Name Change?

No ▼

Degree Designation Change?

Changes formerly classified as substantive and non-substantive will now be combined as program requirement changes. (e.g. course credit hour changes, changes in courses required for graduation, changing credit hours required for electives, course prefix changes, course title changes, removing courses from list of electives)

No ▼

Documents

If applicable, submit any documentation related to the requested action.

Southwestern Oklahoma State University
Certificate in Human Resource Management

Current:
Required Courses – 6 hours
    ENTRP 4133   Employment Law
    MNGMT 3333   Human Resource Management

3000/4000-Level Electives – Choose 6 hours
    ENTRP 3353   Benefits and Compensation
    ENTRP 3423   Business Communication
    ENTRP 4123   Professional Development
    MNGMT 3253 Leadership
    MNGMT 3343 Talent Management
    MNGMT 3533 Organizational Behavior
    MNGMT 4103 Negotiation and Conflict
    MNGMT 4113 Gender Issues in HR Management and Development
    MNGMT 4283 Team Leadership
    MNGMT 4633 International Management
    TECH 3113   Industrial Safety

HR CERTIFICATE TOTAL – 12 HOURS

Proposed Changes:
Required Courses – 6 hours
    ENTRP 4133   Employment Law
    MNGMT 3333   Human Resource Management

3000/4000-Level Electives – Choose 6 hours
    ENTRP 3353   Benefits and Compensation
    ENTRP 3423   Business Communication
    ENTRP 4123   Professional Development
    MNGMT 3253 Leadership
    ~~MNGMT 3343 Talent Management~~
    MNGMT 3343 Training & Development
    MNGMT 3363 Talent Acquisition
    MNGMT 3533 Organizational Behavior
    MNGMT 4103 Negotiation and Conflict
    MNGMT 4113 Gender Issues in HR Management and Development
    MNGMT 4283 Team Leadership
    MNGMT 4633 International Management
    TECH 3113   Industrial Safety

HR CERTIFICATE TOTAL – 12 HOURS

Package History

Date	User	Action
1/22/2025 3:59:33 PM	**Chain, Raygan**	**Added attachment 'HRM%20Certificate%20Update%2011.11.2024.docx'**
1/22/2025 3:59:33 PM	**Chain, Raygan**	**Submitted 'Program Modification'**
1/22/2025 3:59:57 PM	**Wald, Trisha**	**Received**
1/23/2025 8:31:54 AM	**Wald, Trisha**	**Decision Approved on step 'FLOW-Deans'**
1/23/2025 8:32:00 AM	**FLOW-Provost's Executive Assistant**	**Received**