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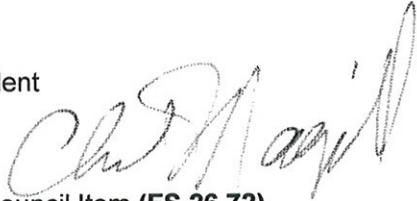


# THE FACULTY SENATE

January 20, 2009

## MEMORANDUM

**TO:** Dr. Elsa Murano, President

**FROM:** Clint Magill, Speaker 

**SUBJECT:** Approval of Graduate Council Item **(FS.26.72)**

At its regular meeting on January 12, 2009 the Faculty Senate approved the following curriculum item from the Graduate Council. The Faculty Senate submits it for your approval. Attached is a copy of the material sent to our Senators.

**Special Consideration - December 4, 2008**

### Mays Business School


Proposal for a Professional Certificate in Human Resource Management

Thank you for your time and consideration. Please inform me of your action on this matter.

### Attachment

cc: Jeffrey S. Vitter  
 Karan Watson  
 Paul Meyer  
 Sandra Williams  
 Robert Webb  
 David Reed  
 Jerry Strawser

Approved:

 Interim President 10/28/09  
 Dr. Elsa Murano, President Date

UCC/GC DEC 04 2008  
 FS OCT 28 2009  
 Pres. App JAN 12 2009  
 SIMS \_\_\_\_\_  
 Catalog 2010-2011

**Texas A&M University  
 Department Request for a New Certificate Program  
 Graduate \*\*\*\* Professional**

1. This certificate request is submitted by the Department of Management.
2. Complete Title of Certificate Professional Certificate in Human Resource Management
3. Paragraph for catalog:

The Professional Certificate in Human Resource Management is an innovative program offered by the Department of Management. This program prepares students with the unique knowledge and skills required to apply Human Resource Management theory and put into practice these theories at any level in an organization. Students will gain a substantive foundation of Human Resource Management theory, with the instructional focus on Human Resource Management situations and how to apply Human Resource Management theories to all professional organizations, including professional and civic. This emphasis area consists of 14 semester hours. Inquiries should be addressed to the Department of Management.

4. Is the certificate in a disciplinary area where Texas A&M University already offers degrees? Yes  No \_\_\_\_\_  
 If no, TAMU may not have the authority from the state to offer such a certificate. Please consult with the Provost's Office.

5. How many hours are in the certificate? 14 If 15 or less, approval beyond the President is generally not needed. If the certificate is 16-29 hours and in a discipline where the University already offers a degree, notification of the Coordinating Board and Board of Regents is required. If the certificate is over 15 hours and in an area where Texas A&M University doesn't already offer degrees, state approval may be needed.

6. Is the certificate potentially going to be offered as a stand-alone certificate program to students at other locations than the Texas A&M University Campus? Yes  No \_\_\_\_\_

Over 75% of the certificate program will be offered at a location and 24% or less of the program will be delivered online. This certificate program may potentially be offered in Saudi Arabia (the Arabian Society for Human Resource Management, Dhahran 31311, Saudi Arabia). A second potential location would be Dubai, alongside the Executive MBA degree to be offered by Mays Business School.

7. Is the certificate program going to be available through Distance Education? Yes  No \_\_\_\_\_ If yes, then again, SACS will need to be notified.

Approval recommended by:

<u>Murray Burt</u>	<u>11/13/08</u>	<u>W. N. Bell</u>	<u>12/2/08</u>
Head of Department	Date	Chair, College Review Committee	Date
_____	_____	<u>[Signature]</u>	<u>12/3/08</u>
Head of Department (if cross-listed course)	Date	Dean of College	Date
Submitted to Coordinating Board by:	_____	<u>Donald Wheeler</u>	<u>12/4/08</u>
_____	_____	Dean, Office of Graduate Studies	Date
_____	_____	Date	Effective Date



**MEMORANDUM**

**November 13, 2008**

**TO:** Brenda Thomas  
Office of Graduate Studies

**FROM:** Dr. Murray Barrick *MRB*  
Professor and Head, Paul M. and Rosalie Robertson Chair in Business  
Department of Management

**SUBJECT:** Transcribed Graduate Certificate: Professional Certificate in Human Resource Management

This memo serves as our request to add the transcribed certificate entitled "Human Resource Management" to the official university graduate catalog.

Establishment of the "Professional Certificate in Human Resource Management" is being developed to serve graduate students across the University, but primarily those with degree programs offered by entities of Mays Business School. However, the Human Resource Management Certificate program compliments many graduate degrees and, therefore, the certificate is available to students from any Texas A&M University graduate degree program. Completion of the certificate provides graduate students a competitive advantage in their job search and a means for employers to select and hire competent graduates with a scholarly knowledge of Human Resource Management education theory and practice.

Built upon existing courses offered within the department, the certificate program does not require development of new courses or addition of resources. In the past, many graduate students have completed graduate Human Resource Management education courses without the benefit of a certificate to recognize their accomplishments. Thus we feel that it would be of value to add this certificate program to the official graduate catalog.

The following paragraph could be provided in the Graduate Catalog:

**The Professional Certificate in Human Resource Management** is an Innovative program offered by the Department of Management. This program prepares students with the unique knowledge and skills required to apply Human Resource Management theory and put into practice these theories at any level in an organization. Students will gain a substantive foundation of Human Resource Management theory, with the instructional focus on Human Resource Management situations and how to apply Human Resource Management theories to all professional organizations, including professional and civic. This emphasis area consists of 14 semester hours. Inquiries should be addressed to the Department of Management.

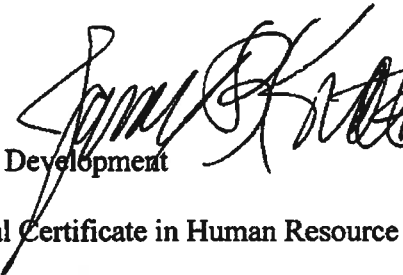
Please let me know if you have any questions or require additional information.

This graduate certificate is a 14-credit program consisting of the following required courses:

<u>Course #</u>	<u>Title and Description</u>	<u>Credit Hours</u>
MGMT 620	<b>Strategic Human Resource Management.</b> Survey of human resource management from a strategic perspective. Formulation and implementation of human resource strategy addressed for areas including: planning, recruitment, selection, placement, training, development, appraisal, compensation, labor relations, international human resource issues and legal compliance and ethical responsibilities. Prerequisite: Graduate classification.	3
MGMT 622	<b>Organizational Staffing.</b> Foundations and operating aspects of recruitment, selection and placement in various types of organizations; coverage of scientific and legal issues affecting human resource selection decisions from a managerial perspective; examination of the usefulness of various methods used in job analysis, selection, and performance appraisal; introduction to "job match" from various perspectives. Prerequisite: Graduate classification.	3
MGMT 623	<b>Compensation Management.</b> Strategic and technical considerations in the management of employee compensation in organizations; including job evaluation systems, legal issues, comparable worth, rewards as a consideration in motivation and satisfaction, wage levels and structures, merit ratings, individual and group incentives and benefit plans. Prerequisite: Graduate classification.	3
MGMT 628	<b>Contemporary Human Resource Management Issues.</b> Application of human resource theory to contemporary human resource management issues; impact of these issues for the organization and on the strategic role of the human resource professional; guest speakers; student projects. Prerequisite: Second-year enrollment in the Master of Science in management program or approval of instructor.	3
MGMT 684	<b>Professional Internship.</b> Directed internship in an organization to provide students with on-the-job training with professionals in organizational settings appropriate to the students' professional objectives. Classification 6 students may not enroll in this course. Prerequisite: Approval of committee chair and department head.	2
Total Credit Hours		14

December 4, 2008

TO: Murray Barrick, Head  
Department of Management

FROM: James B. Kracht, Associate Dean  
College of Education and Human Development 

SUBJECT: Graduate Certificate: Professional Certificate in Human Resource  
Management

The College of Education and Human Development has reviewed the Department of Management's proposal for a Graduate Certificate in Human Resource Management and has no objections to the proposal. The courses included in the proposal are complementary to those offered in the College of Education and Human Development.