

IUPUI GAC Review Form

Document Reviewed: Proposal to create a Graduate Certificate in Human Resources Development in the Department of Technology Leadership and Communication School of Engineering and Technology

Summary of Proposal:

1. Are the goals clear and achievable?

Yes. This certificate is based primarily on administration, faculty, and curricula already in place and will fill a void I was surprised to learn about, which is a graduate certificate degree in Human Resources Development on the IUPUI campus.

2. Is the program academically sound?

Yes. The number of required credits is typical for a certificate program and will enable candidates to acquire specialized knowledge in the human resources area, which should either enhance their existing careers or make them more marketable for their future career.

Further, more and more disciplines intersect professionally, and the combination of a degree in the School of Engineering & Technology coupled with this certificate makes perfect sense.

3. Are faculty resources available to offer this certificate without undercutting other key missions of the unit?

Yes. The required number of courses is small (three required, one elective plus a directed project) and the proposal includes three full-time faculty in place to offer the required courses. My only question in this area would be whether, as the number of candidates grows, sufficient faculty is in place to advise and assist with the directed projects. I would presume, however, that with the increased enrollment of candidates additional resources would be available to address this need.

4. Is there overlap, either real or potential, with any other unit that could harm the program or be exploited to help the program?

I do not detect any adverse overlap in programs. In fact, based on the proposal description, a graduate certificate in the human resources development area seems long overdue on the IUPUI campus.

5. My recommendation, comments/concerns regarding this proposal:

I have no concerns and recommend approving this new Graduate Certificate.