Approved by the Board of Trustees

July 11, 2024

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Board Meeting

July 11, 2024

ESTABLISH THE MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT, COLLEGE OF BUSINESS ADMINISTRATION AND THE GRADUATE COLLEGE, CHICAGO

**Action:** Establish the Master of Science in Human Resource Management, College of Business Administration and the Graduate College, Chicago

**Funding:** No new funding required

The chancellor, University of Illinois Chicago, and vice president, University of Illinois System, with the advice of the University of Illinois Chicago Senate, the College of Business Administration, and the Graduate College, recommends the establishment of the Master of Science in Human Resource Management.

The Master of Science in Human Resource Management aims to prepare human resource professionals for a range of positions, such as a recruiter, benefits manager, trainer, job analyst, compensation analyst, or diversity manager. The proposed program is designed to be in alignment with the Society for Human Resource Management (SHRM) curriculum guidebook for master’s-level human resource programs and will permit qualified students to obtain certification as a SHRM Certified Professional, further enhancing their job prospects upon graduation.

Consistent with other MS degrees in the college, the new degree will require 32 credit hours of coursework, including four required courses (16 credit hours total), with the balance of degree requirements coming through courses selected from a list of department electives. This coursework will be offered in an online (asynchronous) format. Many of the courses being proposed for the degree are already offered asynchronously as part of the concentration in Human Resource Management within the online Master of Business Administration degree. Additionally, the new degree is introducing a new course on leadership and personal development, and revising an existing course on human resource management consulting.

The new degree program draws on existing faculty, staff, facilities, and resources within the college. UIC also has committed to developing new online degree programs as part of a five-year commitment to increase online programs at the university. As such, the department and the college will have sufficient resources to develop and launch the proposed MS in Human Resource Management. Initial costs of the program will be absorbed by the campus investment and be repaid within the first five years of the program’s operation, based on enrollment projections. Additionally, the administrative structure for admissions and advising will be housed in the College of Business Administration, the same structure that is currently in place for all students in the Department of Managerial Studies. Staff members have been added in recent years as college enrollment has increased; and the current staff is capable of meeting the needs of the proposed degree program. As a result, the program is not requesting new funding.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of

Trustees policies and directives.

The executive vice president and vice president for academic affairs concurs with this recommendation. The University Senates Conference has indicated that no further senate jurisdiction is involved.

The president of the University of Illinois System recommends approval.

This action is subject to further review by the Illinois Board of Higher Education.