

Approved by the Board of Trustees
March 11, 2021

Board Meeting
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ESTABLISH THE MASTER OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT, COLLEGE OF BUSINESS AND MANAGEMENT, SPRINGFIELD

Action: Establish the Master of Science in Human Resource Management,
College of Business and Management

Funding: No new funding is required to initiate the program. Any future funding for
a new faculty member will be based upon program enrollments.

The Interim Chancellor, University of Illinois Springfield, and Vice
President, University of Illinois System with the advice of the Springfield Senate
recommends approval of a proposal from the College of Business and Management to
establish the Master of Science in Human Resource Management (M.S. HRM).

The proposed M.S. HRM is designed to prepare graduate students to
become organizational leaders, well-equipped to handle the complexities of Human
Resources (HR) in the modern workplace. In addition to learning traditional HR
functions such as Workforce Planning, Labor and Employee Relations, and Employment
Regulations, students will also acquire skills in specialized areas such as HR predictive
analytics and strategic planning. A range of cross-disciplinary electives and experiential
learning will allow students completing the degree to step into an HR Generalist role or
to specialize in areas such as HR Information Systems or International HR Management.

The proposed M.S. HRM 30-hour degree program, which will be housed in the Department of Management, Marketing, and Operations, builds on a successful graduate certificate currently offered by the department. The M.S. HRM is expected to be of interest to students seeking a more specialized graduate degree in business than a Master of Business Administration (MBA). The curriculum is aligned with the professional standards of the Association to Advance Collegiate Schools of Business (AACSB) and the Society for Human Resource Management. The program will be offered in both face-to-face and online delivery modes and courses will be offered in an eight-week format, allowing students to complete the degree program in one calendar year.

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