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**(A) Why is the program being revised?\***

As a result of our 5 year review and the Departments desire to be a "certified" degree program the Department is requesting this degree name change. Currently there is no accreditation for programs for Employment Relations. The Society for Human Resource Management (we have a graduate chapter) now "certifies" program as Human Resource programs. As currently delivered, our degree, while having the courses needed to seek certification with the exception of one course, Organizational Behavior, can't submit for certification because we do not have the words Human Resources in our title. The current name of the program also came up during our recent 5 year review. External reviewer Dr. Paul Clark from Penn State University, suggested that the ELR program follow in the footsteps our Peer Institutions, Penn State University, Michigan State University and locally Saint Francis University and change the degree from a dedicated "Employment Relations" program to a program that teaches both Human Resource practitioners as well as practitioners in Employment Relations. To do this, the ELR Department needs to create a course in Organizational Behavior, require ELR 632 Compensation, and remove the requirement of ELR 613 Fundamentals in Labor Relations. By making these changes and using our current courses in the department as "electives", the ELR Department will be able to seek SHRM certification and then provide a Master's degree option for Human Resource Undergraduates (currently 104 at IUP alone) that is discipline specific to both majors. Presently Human Resource students do not have that option. Their current option for graduate school at IUP consists of either a degree in Employment Relations or an MBA degree with a concentration in Human Resource. The ELR Department is the program most able to deliver this degree since our current course options can create this new degree that will be similar to Penn State and Michigan State, by simply adding a course in Organizational Behavior class and a few changes to our current required course sequence from our elective sequence.

We are hoping to begin offering this program in the Summer of 2019, when our new students start the program year.







| <b>(G) Supporting Documents*</b>                                      | Are you making a major change?  |      |          |   |  |  |  |
|---|---|------|----------|---|--|--|--|
|   | NO  |      |          |   |  |  |  |
|   | If making a major change, please attach a document with a summary of any/all changes.<br>Please clearly label the attachment as Supporting Documentation.   |      |          |   |  |  |  |
|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%; text-align: left;">File</th> <th style="width: 30%; text-align: left;">Modified</th> </tr> </thead> <tbody> <tr> <td>Microsoft Word Document Curriculum Proposal ELR before and after.docx</td> <td></td> </tr> <tr> <td> </td> <td> </td> </tr> </tbody> </table> | File | Modified | Microsoft Word Document Curriculum Proposal ELR before and after.docx |  |  |  |
| File  | Modified  |      |          |   |  |  |  |
| Microsoft Word Document Curriculum Proposal ELR before and after.docx |   |      |          |   |  |  |  |
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- Complete this section only for a new Liberal Studies course or Liberal Studies course revision

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| <b>If Completing this Section, Check the Box to the Right:</b> | <b>NOTE: you must check this box if the Course/Program has previously been approved for Liberal Studies</b> |
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| <b>Knowledge Area:</b>                         |   |
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|  | <i>Please mark the designation(s) that apply - must meet at least one</i>   |
| <b>Expected Undergraduate Student (EUSLOs)</b> | <i>Empowered Learners and/or Responsible Learners</i><br><i>See <a href="http://www.iup.edu/8uBrg.16">http://www.iup.edu/8uBrg.16</a> (Setiown29/7is Section,)Tj ET BT /F1 7.5 Tf 1 0 0 1 55.88 54 7.5 Tf 1 0 0 1 55.88 351.2</i> |
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