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Curricular Report No. 2001-2002-4B from the Graduate Council to the Faculty Senate: Proposed Certificate Programs in Labor Relations + Human Resources

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UNIVERSITY OF RHODE ISLAND

MEMORANDUM

OFFICE OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Carlotti Administration Building

Kingston Rhode Island 02881-0806

Phone 401-874-4408 or 4410 Fax 401-874-7149

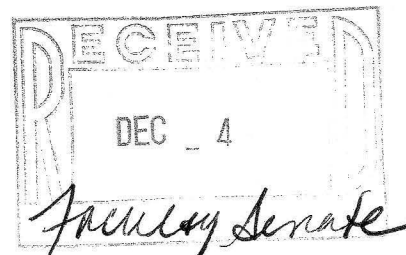
TO: Harold D. Bibb, Associate Dean, Graduate School
FROM: M. Beverly Swan, Provost and Vice President for Academic Affairs
DATE: November 23, 2001
SUBJECT: Post-baccalaureate Certificate in Labor Relations or Human Resources

On Wednesday, November 21, 2001, the Council of Deans reviewed the proposal for a Post-baccalaureate Certificate in Labor Relations or Human Resources. The Council unanimously endorsed the proposal. The group felt that this would be an excellent opportunity for professionals in the field to learn more about labor relations and human resources, and that such knowledge would be beneficial in their employment. The Council also felt that this could be a good recruiting tool for graduate programs.

We look forward to positive action on this proposal.

rbh

- c: C. B. Peters
S. B. Grubman
T. L. Thomason
J. H. McCray
R. C. Rhodes





Faculty Senate

Serial Number #01-02--11

TO: President Robert L. Carothers

FROM: Chairperson of the Faculty Senate

- The attached BILL, titled Curricular Report No. 2001-2002-4B from the Graduate Council to the Faculty Senate: Proposed Certificate Programs in Labor Relations Human Resources is forwarded for your consideration.
- The original and two copies for your use are included.
- This BILL was adopted by vote of the Faculty Senate on January 24, 2002.
- After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Governors, completing the appropriate endorsement below.
- In accordance with Section 10, paragraph 4 of the Senate's By-Laws, this bill will become effective February 14, 2002 three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Governors for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Governors, it will not become effective until approved by the Board.

January 25, 2002
(date)

C. B. Peters
Chairperson of the Faculty Senate

ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

Returned.

- Approved .
- Approved subject to final approval by Board of Governors .
- Disapproved .

2/1/02
(date)

President

**UNIVERSITY OF RHODE ISLAND
The Graduate School**

**Curricular Report from the Graduate Council to the Faculty Senate
Report No. 2001-2002-4 B
Post-baccalaureate Certificate program in Labor Relations and Human
Resources
As approved by the Faculty Senate on January 24, 2002**

At Meeting No. 375 held on 7 December, 2001, the Graduate Council approved the following proposal that is now submitted to the Faculty Senate.

**SECTION I
BACKGROUND INFORMATION**

ABSTRACT

The Graduate Council approved a proposal from the Labor Research Center for a Post-baccalaureate Certificate program in Labor Relations and Human Resources. The program is designed to provide students with a fundamental understanding of labor relations and human resources, and targets both experienced students and new graduates who possess a Bachelor's degree. Because no new resources are required for the implementation of the proposal, and because the proposal was deemed to be of significant merit, it is forwarded at the Class A* level.

BACKGROUND

The Post-baccalaureate Certificate program in Labor Relations and Human Resources aims to serve the needs of students who aspire to a labor relations or human resources position with management, labor unions, or government agencies, as well as those who may be working in a non-Human Resources or Labor Relations position, but whose job nonetheless requires some understanding of issues related to these areas. The specific program of study pursued by individual students will be designed to meet the student's unique needs and interests as determined by the student in consultation with the Director of the Schmidt Labor Research Center and LRC faculty.

The proposal was reviewed under the process established by the Faculty Senate in which the Graduate Council serves as the Coordinating and Review Committee. Announcements of the receipt of the proposal were sent to the President and Joint Educational Policy Committee, the Provost and the Council of Deans, the Budget Office, and Department Chairs and Directors. Recommendations were sought from each of these, and the comments received are appended. Comments and recommendations have been kept on file in the Graduate School.

The Budget Office reviewed the proposal and found that no additional resources would be required for its implementation. The proposal also received the support of the Joint Educational Policy Committee and the Council of Deans. The Council of Deans observed that the program provides an excellent opportunity for professionals in the field to learn more about labor relations and human resources and also felt that the program could be a good recruiting tool for the graduate program.

*Approved at Class C level.

SECTION II RECOMMENDATION

The Graduate Council approved the proposal for the Post-baccalaureate Certificate program in Labor Relations and Human Resources at its meeting number 375 on 7 December, 2001, and forwards it to the Faculty Senate at the Class A* level.

Proposal for a Graduate Certificate in Labor Relations or Human Resources

A. General Information

1. Name of department:

Charles T. Schmidt Labor Research Center

2. Title of proposed program:

Graduate Certificate in Labor Relations and Human Resources

3. Intended date of implementation:

January 2002

4. Anticipated date of granting first certificate:

December 2002

5. Intended location of program:

Kingston

6. Description of the program

a. Rationale: This program is designed to provide students with a fundamental understanding of labor relations and human resources. The target group is students (both experienced and new graduates) who possess a Bachelor's degree from an accredited institution of higher learning in any field who wish to study Labor Relations or Human Resources at the post-graduate level and who (a) at the time of application do not seek admission to the M.S. degree program; or (b) at the time of application seek to explore these fields of study, with possible plans to later apply for admission to the M.S. degree program. Some of these students may have professional experience in Labor Relations or Human Resources.

As outlined below, students may choose from a wide array of courses related to labor relations and human resources. The specific program of study pursued by individual students will be geared to meet the student's individual needs and interests, as determined by the student in consultation with the Director of the Schmidt Labor Research Center and LRC faculty.

b. Workforce or professional development need: It is anticipated that the Graduate Certificate Program in Labor Relations and Human Resources will serve the needs of mature students who are aspiring to a labor relations or human resources position with management, labor unions, or government agencies as well as those who may be working in a non-Human Resource or Labor Relations position, but whose job
*Approved at Class C level.

nonetheless requires some understanding of Human Resources or Labor Relations issues. The Graduate Certificate program is designed to provide these individuals with the fundamental background in Labor Relations and/or Human Resources relevant for their position.

c. Existing graduate curriculum: As outlined below, all courses in the Graduate Certificate Program will be drawn from currently existing courses offered by the Schmidt LRC as part of its Master's degree program.

d. Other potential benefits: Mature students are often reluctant to make the commitment required by a full-fledged Master's degree program such as the one currently offered by the LRC. At the same time, the completion of non-degree coursework provides students with little recognition and, consequently, fewer incentives to pursue post-graduate work. It is anticipated that by awarding a Graduate Certificate will encourage these students to pursue further professional development. Furthermore, it is expected that some students will apply to the Master's degree program subsequent to their completion of Graduate Certificate Program.

e. Admissions requirements: Admission requirements would be identical to those currently in effect for the M.S. degree program. Students may be admitted with full status or as "promising students".

f. Completion requirements: A minimum of four courses from those listed below, completed within a 2-year period with a GPA of at least 3.0. No grades below "B" will be counted toward the four-course certificate minimum. All rules respecting scholastic standing as promulgated by the Graduate school and described in the University Catalog are applicable to the certificate program.

No transfer courses from other institutions will be accepted as fulfilling these requirements.

g. Faculty: Full-time and adjunct faculty currently associated with and teaching in the Master's degree program offered by the LRC.

h. Delivery format: Initially traditional, although the LRC expects to explore the efficacy of alternative delivery formats in the future.

i. Monitoring of student progress: Students will complete a program of study in consultation with the LRC Director. The Director will evaluate the student's progress toward the completion of that program of study each semester and advise the student accordingly.

j. Administration of program: The Graduate Certificate Program will be administered by the Director of the Labor Research Center as a part of existing duties.

k. Assessment and Evaluation of Program Outcomes: Program outcomes will be evaluated on the basis of application and graduation rates and on the extent to which Certificate recipients apply for the Master of Science degree program in Labor Relations and Human Resources. In addition, the LRC will survey existing students and alumni of the program to assess the strengths, weaknesses, and overall success of the program.

l. Time Frame of Program Initiation: Spring Semester 2002.

m. Additional Considerations - Transfer to the M.S. Degree Program:

Since admission requirements are identical to those for the M.S. Degree Program, students who successfully earn a Graduate Certificate will automatically be admitted to the M.S. program with full standing.

Course List

I. Labor Relations Graduate Certificate (choose four of the following)

- a. LRS/SOC 432 Industrial Sociology
- b. LRS/MGT 500 Labor Relations and Human Resources
- c. LRS 520 Developments in Worker Representation
- d. LRS/PSC 521 Comparative Labor Relations Systems
- e. LRS/ECN 526 Economics of Labor Markets
- f. LRS 531 Employment Law
- g. LRS 532 Seminar in Employment Law
- h. LRS 533 Pensions, Health Care, and Employee Benefit Programs
- i. LRS 541 Labor Law
- j. LRS 542 Collective Bargaining
- k. LRS/PSC 543 Public Sector Labor Relations
- l. LRS 545 Arbitration and Mediations of Labor and Employment Disputes
- m. LRS 546 Negotiations and Alternative Dispute Resolution
- n. LRS/EDC 579 Labor Relations and Collective Bargaining in Education

2. Human Resources Graduate Certificate (choose four of the following)

- a. LRS/MGT 500 Labor Relations and Human Resources
- b. LRS/ECN 526 Economics of Labor Markets
- c. LRS 531 Employment Law
- d. LRS 532 Seminar in Employment Law
- e. LRS 533 Pensions, Health Care, and Employee Benefit Programs
- f. LRS/MGT 551 Human Resource Strategy
- g. LRS 541 Labor Law
- h. MGT 630 Organizational Behavior
- i. MGT 640 Compensation Administration
- j. MGT 641 Human Resource Development
- k. PSC/LRS 503 Problems in Public Personnel Administration