

COUNCIL OF CHIEF ACADEMIC OFFICERS Conference Call Agenda

**October 17, 2018
9:00 am**

[Join Skype Meeting](#)

Phone number: (785) 422-6104

Conference ID: 96300914

I. Call To Order

Lynette Olson, Chair

II. Program Request

A. *Master of Human Resource Management (First Reading)* WSU p. 2

III. Act on Department Name Change Request

A. *Change Department Name from Department of Germanic Languages and Literatures to Department of German Studies* KU p. 7

IV. Adjournment

The University Press of Kansas Trustees will meet in executive session upon adjournment of COCAO to discuss personnel matters of non-elected personnel.

<i>COCAO Academic Year 2019 Meeting Dates</i>				
<i>Meeting Dates</i>	<i>Location</i>	<i>Lunch Rotation</i>	<i>Agenda Materials Due</i>	<i>New Program/Degree Requests due</i>
November 7, 2018	Emporia	ESU	October 19, 2018	September 26, 2018
December 12, 2018	Topeka	FHSU	November 20, 2018	October 31, 2018
January 16, 2019	Topeka	KSU	December 28, 2018	December 5, 2018
February 20, 2019	Topeka	KUMC	February 1, 2019	January 9, 2019
March 20, 2019	Topeka	PSU	March 1, 2019	February 6, 2019
April 17, 2019	Lawrence	KU	March 29, 2019	March 6, 2019
May 15, 2019	Topeka	Washburn	April 26, 2019	April 3, 2019
June 19, 2019	Topeka	KSU	May 31, 2019	May 8, 2019

**New Program Proposal: Program Summary
Wichita State University
Master of Human Resource Management (HRM)**

Criteria	Program Summary
1. Program Identification	<p>Title of proposed program: Human Resource Management Degree to be offered: Masters HRM Anticipated date of implementation: Spring 2019 Responsible department(s) or unit(s): Barton School of Business Total Semester Credit Hours: 30 CIP Code: 52.1001 Delivery: Online</p>
2. Program Description	<p>The Barton School of Business at Wichita State University is proposing a new, fully online Master of Human Resource Management (HRM) degree. This new HRM program will produce human resource specialists for the State of Kansas.</p> <p>Human Resource (HR) professionals are responsible for the design and implementation of practices and policies relevant to employees. “Human resources managers plan, direct, and coordinate the administrative functions of an organization. They oversee the recruiting, interviewing, and hiring of new staff; consult with top executives on strategic planning; and serve as a link between an organization’s management and its employees” (¶1).¹ Because the workplace demands are fast changing, so are the needs for new, effective HR practices to address the needs of the new workforce.</p> <p>In the program, students will take a series of classes focusing on key HRM areas, including employee relations, staffing, training, legal environment, workplace policies, and rewards. The program is designed for practicing HR professionals who wish to advance in the profession as well as for managers with HR responsibilities.</p>
3. Demand/Need for the Program	<p>The Bureau of Labor Statistics’ Occupational Outlook Handbook² predicts that the number of jobs for HR Managers is expected to grow by 9% (faster than average) between 2014 and 2024. Consistent with this growth, an Education Advisory Board report³ recently found that there is an increasing nationwide demand for master’s degree programs in Human Resource Management, particularly online programs.</p> <p>Based on this information, the WSU Management Department surveyed the Kansas chapters of the Society for Human Resource Management. Of the 110 survey respondents, 54 indicated they would be interested in enrolling in an online MHRM program offered by WSU, and 38 indicated they would be interested in enrolling by 2022.</p>
4. Locational Advantage	<p>Wichita, the most populated city in Kansas, and the surrounding metropolitan area contain many businesses of various sizes, all potential employers for the Master of Human Resource Management (MHRM) graduates. Because of these businesses, Wichita will provide the MHRM program with a locational advantage compared to a</p>

¹ Bureau of Labor Statistics (April 27, 2018). Occupational handbook: Human resource managers. Retrieved from: <https://www.bls.gov/ooh/management/human-resources-managers.htm>

² Ibid.

³ Diaz, N.A. & Edmonds, L. (2015). Market demand for human resource development graduate programs. Education Advisory Board COE Forum. Retrieved from: <https://www.eab.com/-/media/EAB/Research-and-Insights/COE/Custom/2015/02/Market-Demand-for-Human-Resource-Development-Graduate-Programs.pdf>

	<p>program located in a region with fewer businesses.</p> <p>The Barton School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB), the premier business college accrediting agency. Because of its AACSB accreditation, the Barton School will provide the MHRM program with an advantage over a program located in a non-business college, or in a business college that is not AACSB-accredited. This program will be reviewed by AACSB in 2023 as part of the overall assessment of the Barton School of Business’s maintenance of accreditation review, a distinct advantage to ensure program rigor and quality.</p> <p>The WSU Management Department contains several prolific research faculty, award-winning instructors (in both online and face-to-face teaching formats), and administrators with experience at managing multiple degree programs (including an online, undergraduate HRM program).</p>
<p>5. Comparative Advantage</p>	<p>The Regents System program that is closest to the proposed MHRM program is Fort Hays State University’s online Master of Professional Studies (MPS) degree program with an HRM concentration. Additionally, Pittsburg State University’s online Master of Science degree in Human Resource Development is offered by their Department of Technology and Workforce Learning. The proposed WSU MHRM program will be housed in a business college, accredited by the Association to Advance Collegiate Schools of Business, and aligned with the Society for Human Resource Management competencies.</p> <p>Other similar Regents Systems programs include online and traditional Master of Business Administration (MBA) programs. All six Regents’ universities offer an MBA program; KU and FHSU have concentrations in HRM. WSU’s MBA program currently contains no required or elective HRM courses.</p> <p>As for similar online programs in the country, according to the Society for Human Resource Management website, there are 58 <u>online</u> master-level programs similar to the proposed MHRM program. Excluding the FHSU and PSU programs listed above, the closest program is at Wayland Baptist University in Plainview, Texas. There are no online or traditional (i.e., face-to-face) MHRM programs in the states that border Kansas. Locally, Friends University’s MBA program has an online concentration option in HRM.</p>
<p>6. Curriculum</p>	<p>The program consists of 30 semester credit hours. Twenty-four of the hours are composed of eight required courses; the remaining six hours are composed of elective courses with the student’s career interests in mind. If a student is more interested in research, he or she may choose up to six semester credit hours of research in lieu of the same number of semester credit hours of elective courses.</p> <p>Required Human Resource Management Courses – 24 semester credit hours (all required courses are 3 semester credit hours). Five courses have yet to have course codes assigned to them and are listed as TBD (to be determined) below.</p> <p>MGMT 885Advanced Strategic Management 3 hours HRM 665Employment Law 3 hours (TBD) Analytics 3 hours MGMT 862Organizational Behavior 3 hours (TBD)Rewards 3 hours (TBD)Selection 3 hours (TDB)Strategic HRM 3 hours</p>

	(TBD)Talent Development 3 hours
7. Faculty Profile	<p>Existing Barton School faculty members will teach, coordinate the curriculum, advise students, schedule classes, and administer the program. The program faculty consist of the MHRM Program Director, core faculty, and supplemental faculty. The director will be a senior faculty member from the Human Resource Management Department. All faculty members possess doctoral degrees in their academic discipline.</p> <p>Faculty members are representative of the following academic disciplines: Human Resource Management, Business Management, Economics, Business Law, Marketing, Decision Sciences, Management Information Systems, and International Business.</p>
8. Student Profile	<p>Students interested in enrolling in this program may be full-time employees whose job involves some HRM-related tasks, employees who are interested in becoming HR managers, and/or any person interested in improving their HR knowledge and skill set, including recent baccalaureate graduates.</p> <p>Students interested in this major typically exhibit the following characteristics^{4,5}: strong communication skills, solid ethics, critical thinking skills, organizational skills, conflict-management skills, self-motivation, and structured problem-solving.</p>
9. Academic Support	<p>The WSU Office of Online Learning and the WSU Office of Instructional Design & Access will provide teaching and technical support for the program. The Barton School Dean, Associate Deans, and Management Department Chair will provide administrative support for the program; a senior HRM faculty member will serve as the program director.</p> <p>Current WSU Barton School of Business infrastructure is sufficient to support the new Human Resource Management program.</p>
10. Facilities and Equipment	<p>The Barton School of Business anticipates that the facilities are adequate to support the proposed program. The program will leverage WSU's existing computer hardware, software, services, and network. No additional classrooms will be required, and no new faculty or administrative offices will be needed.</p>
11. Program Review, Assessment, Accreditation	<p>Like all WSU degree programs, this program will be reviewed and evaluated according to Kansas Board of Regents' program review requirements. The Barton School Dean and Faculty are committed to ensuring that the program will be of rigor and high quality.</p> <p>In support of this commitment, a student learning assessment process will be created and implemented. The program director and faculty, the Management Department Chair, and Barton School Administrators will conduct regular assessments.</p> <p>Furthermore, the program has been designed to align with the competencies of the Society for Human Resource Management and with the AACSB graduate program guidelines. The program will be reviewed by AACSB in 2023 as part of the overall assessment of the Barton School of Business's maintenance of accreditation review.</p> <p>Additionally, the Society for Human Resource Management (SHRM) maintains a list of HRM programs that are aligned with the SHRM competencies. WSU is committed to having the MHRM program stay in alignment with the SHRM competences as the</p>

⁴ Concordia St. Paul (August 18, 2016). *6 qualities of an hr manager*. Retrieved from: <https://online.csp.edu/blog/business/6-key-qualities-of-an-hr-manager>

⁵ Knisley, Rhonda (2018). *E-Skill: What 6 qualities make a good human resources professional?* Retrieved from: <http://blog.eskill.com/qualities-human-resources-professional/>

	<p>competencies change. The Program Director will ensure that the program remains aligned.</p>
<p>12. Costs/Financing</p>	<p>No new General Use resources are needed for this Master of Human Resource Management degree.</p> <p>Funds generated from online and business school course fees will support this program. The Barton School of Business receives funds from a \$35 per semester credit hour (sch) undergraduate program fee, and a \$50 per sch graduate program fee. Additional funds come from a \$94.50 per sch online course fee.</p> <p>These funds will be used to compensate the program director (\$3,600/year, with fringe), new clinical assistant professor (\$108,000/year with fringe), and marketing expenses (\$5,000/year).</p> <p>No Graduate Assistants are required for this program.</p> <p>Additional and existing current Barton School faculty staffing is sufficient to develop, offer, and administer the MHRM program. The current staffing in the WSU Online Learning and Instructional Design & Access Offices are sufficient to provide teaching and technical support.</p>

**New Program Proposal: Curriculum Summary
Wichita State University**

Master of Human Resource Management (MHRM)

Anticipated date of implementation: Spring 2019
Responsible department(s) or unit(s): Barton School of Business
Total number of semester credit hours: 30

Program Curriculum

The program consists of 30 credit hours. Twenty-four of the hours are composed of eight required courses; the remaining six hours are composed of elective courses. If a student is more interested in research, he or she may choose up to six credit hours of research in lieu of the same number of elective semester credit hours. The titles of the required and elective courses are listed below. Five courses have yet to have course codes assigned to them and are listed as TBD (to be determined) below.

Required Courses (24 hours)

1. MGMT 885	Advanced Strategic Management	3 hours
2. HRM 665	Employment Law	3 hours
3. (TBD)	Analytics	3 hours
4. MGMT 862	Organizational Behavior	3 hours
5. (TBD)	Rewards	3 hours
6. (TBD)	Selection	3 hours
7. (TDB)	Strategic HRM	3 hours
8. (TBD)	Talent Development	3 hours

Electives (6 hours)

1. IB 836	International Bus & Competition	3 hours
2. BLAW 810	Law and Ethics for Business	3 hours
3. ECON 804	Managerial Economics	3 hours
4. MGMT 662	Managing in Diverse Organizations	3 hours
5. MKT 803	Marketing Analysis	3 hours
6. DS 850	Operations Management	3 hours
7. MIS 874	Management Information Systems	3 Hours
8. HRM 891	Directed Studies	up to 6 hours

October 1, 2018

Dear Dr. Redeker,

On behalf of the University of Kansas, I am writing to endorse the following request for a change to a department name, as proposed by Interim Dean Clarence Lang.

- Change from the Department of Germanic Languages & Literatures to the Department of German Studies

This change aligns the department's name with that of its Bachelor and Master of Arts degrees and best reflects the interdisciplinary nature of the curriculum.

Thank you in advance for your consideration.

Sincerely,



Carl W. Lejuez, PhD
Interim Provost & Executive Vice Chancellor
University of Kansas

Prof. Clarence Lang
Interim Dean
College of Liberal Arts and Sciences
200 Strong Hall

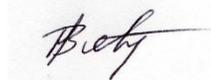
June 18, 2018

Re.: Department name change request

Dear Dean Lang,

The Department of Germanic Languages & Literatures at the University of Kansas wishes to change its name to the **Department of German Studies**. This change would align the department's name with that of its BA and MA degrees. We implemented a new undergraduate German Studies curriculum in August 2013 and subsequently changed the name of our BA Major and Minor to German Studies. We made this change because German Studies best reflected the interdisciplinary nature of our new curriculum. Students can count toward the major two courses with significant content related to German-speaking Europe offered by other departments; minors may count one such course. Furthermore, students in our senior capstone course are encouraged to complete research projects that draw not only on their academic interests in German Studies but also on coursework they have completed in a second major or minor. Students this past spring researched the Wadden Sea ecosystem (a German Studies and Biology major) and Swiss national identity and humanitarianism (a German Studies and History major), for example. These are topics outside the traditional Germanic languages & literatures curriculum, but they are topics that underscore the relevance of the German language and German-speaking Europe to our world today. Furthermore, our MA degree changed its name to German Studies in 2016. Although our graduate program has temporarily been suspended, we hope to re-establish our reconfigured MA program in the not-too-distant future with strong ties to partner departments and programs.

Sincerely,



Nina Vyatkina
Associate Professor and Chair