

# **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.**

**\*Approved at Class C level**

##### **ACKGROUND**

**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.

## **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.

**\*Approved at Class C 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 nonHuman Resource or Labor Relations position, but whose job 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 Pr