CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

ACADEMIC PROGRAMS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

AP-010-234

New Self-Support Master of Science in Human Resources Leadership

Academic Programs Committee	**Date: 03/06/2024**
Executive Committee **Received and Forwarded**	**Date: 03/06/2024**
Academic Senate	**Date: 03/13/2024** <u>**First Reading**</u>

BACKGROUND: The Management and Human Resources (MHR) Department in the College of Business Administration currently offers a BS degree option in Human Resources under the Bachelor of Science in Management and Human Resources. There is high demand for graduate education in HR, and especially for graduate programs that are more affordable for students than those offered by USC and Pepperdine, currently the only two campuses in California that offer such a program.

In collaboration, the Colleges of Business Administration (CBA) and Professional and Global Education (CPGE; formerly the Extended University) have proposed a new self-support MS in Human Resources Leadership. This proposed program is 33 units, including a capstone 3-unit Human Resources Project (MHR 6950). The program's CIP code is STEM-designated, which is advantageous for recruiting international students.

RESOURCES CONSULTED:
Associate Deans, all colleges
Dr. Sandeep Krishnamurthy (Dean, College of Business Administration)
Senate Budget Committee
Dr. Xuguang (Steve) Guo (MHR Department Chair)

DISCUSSION:
After receiving this referral, the Academic Programs Committee conducted campus-wide consultations. The Senate Budget Committee raised concerns about sustainability in view of non-teaching workloads and in terms of faculty overloads. This issue was addressed in the committee deliberations with Dr. Guo (see below). One commenter requested a budget scenario for 7-15 student enrollment. The AP committee feels that such a scenario is unnecessary. This will be the only graduate HR program in the CSU and of Cal Poly Pomona MHR students alone, fully 50% indicated a desire to take this graduate program when polled in 2023. We feel that the enrollment targets are already conservative at 75%.

In its own investigation, the AP Committee concentrated on two key questions: the potential supplanting issues, and the absence of part-time students in the budget calculations.

Regarding supplanting, the courses will be taught as overloads, subject to the usual CSU caps on overload, ensuring that faculty time and effort are not shifted away from existing state-support programs, and will be taught using CPGE facilities. While the mental bandwidth of program faculty is a finite resource that could always be at risk of supplanting, the department chair is aware of this potential issue, and is committed to assigning program tenure-track faculty no more than 1 self-support course per academic year, to avoid strain on faculty time and attention. As many faculty are already connected to the HR industry, many of the extracurricular events proposed for the program will be drawing on existing relationships and infrastructure.

Finally, the AP Committee reviewed the budget. It is constructed on the assumption that the first cohort will be 15 students, 75% of the usual target of 20 students. Under these

assumptions the program still meets its costs and produces a surplus. The support model for faculty time and program administration is consistent with the usual practices for joint programs between CPGE and CBA. Additionally, the department constructed alternative scenarios in which some students only pursue the program part-time, and found that the program would still be sustainable over the students' longer horizon to completion. The conservative assumptions here give the AP Committee confidence that this program is sustainable.

The most important factor for sustainability is, of course, the ability to attract sufficient enrollment. The MHR faulty note that the program cost is roughly 1/2 of the $56,000 cost of USC/Pepperdine competitors. Moreover, there are no peer programs in the CSU system at this time. These factors give the AP Committee high confidence that the program can attract enough students to be financially sustainable.

RECOMMENDATION:

The Academic Programs Committee recommends approval of the new Self-Support Master of Science in Human Resources Leadership.