

## New Program Proposal

Date Submitted: 01/29/23 4:34 pm

Viewing: **DEIMUM : Diversity, Equity and Inclusion**

## Undergraduate MicroCertificate

Last edit: 02/08/23 11:00 am

Changes proposed by: aellstra

Submitter: User ID: aellstra Phone:  
5-6145

Program Status Active

Academic Level Undergraduate

Type of proposal MicroCertificate

Select a reason for this new program Adding New Undergraduate MicroCertificate

Effective Catalog Year Fall 2023

College/School Code  
Walton College of Business (WCOB)

Department Code  
Department of Management (MGMT)

Program Code DEIMUM

Degree Undergraduate MicroCertificate

CIP Code

### In Workflow

1. WCOB Dean Initial
2. Director of Curriculum Review and Program Assessment
3. Registrar Initial
4. Institutional Research
5. MGMT Chair
6. WCOB Curriculum Committee
7. WCOB Faculty
8. WCOB Dean
9. Global Campus
10. Provost Review
11. Undergraduate Council
12. Faculty Senate
13. Provost Final
14. Registrar Final
15. Catalog Editor Final

### Approval Path

1. 01/29/23 4:35 pm  
Alan Ellstrand (aellstra): Approved for WCOB Dean Initial
2. 01/30/23 10:15 am  
Alice Griffin (agriffin): Approved for Director of Curriculum Review and Program Assessment
3. 01/31/23 3:12 pm  
Gina Daugherty

- (gdaughter):  
Approved for  
Registrar Initial
- 4. 02/08/23 11:02 am  
Doug Miles  
(dmiles): Approved  
for Institutional  
Research
- 5. 02/08/23 4:58 pm  
John Delery  
(jdelery): Approved  
for MGMT Chair
- 6. 02/08/23 4:59 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB  
Curriculum  
Committee
- 7. 02/08/23 5:00 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Faculty
- 8. 02/08/23 5:00 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Dean
- 9. 02/09/23 8:18 am  
Suzanne Kenner  
(skenner): Approved  
for Global Campus
- 10. 02/09/23 8:20 am  
Jim Gigantino  
(jgiganti): Approved  
for Provost Review

52.1099 - Human Resources Management and Services, Other.

Program Title

Diversity, Equity and Inclusion Undergraduate MicroCertificate

Program Delivery

Method

On Campus

Is this program interdisciplinary?

No

Does this proposal impact any courses from another College/School?

No

What are the total hours needed to complete the program? 9

## Program Requirements and Description

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### Requirements

## Diversity, Equity and Inclusion Management Undergraduate MicroCertificate

The Diversity, Equity and Inclusion (DEI) Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the rapidly growing area of DEI within organizations. Students will explore what diversity, equity and inclusion means to organizations and how they can successfully manage these three elements. This includes managing the regulatory environment associated with DEI, along with exploring how DEI influences organizations and organizational outcomes.

## Diversity, Equity and Inclusion Management Undergraduate MicroCertificate Requirements

The DEI Management Undergraduate MicroCertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. The specific requirements are listed below. See an advisor for course selection.

Required Courses	3
<a href="#">MGMT 3653</a> Creating and Leading a Diverse Workforce	
Select two of the following:	6
<a href="#">BUSI 3033</a> The African American Experience in Business	
<a href="#">MGMT 4633</a> Faith, Spirituality, and the Workplace	
<a href="#">SEVI 4583</a> International Management	

Total Hours

9

8-Semester Plan

Program Costs

Uses existing courses and faculty.

Library Resources

Does not require additional library resources

Instructional

Facilities

Uses existing facilities.

Faculty Resources

Does not require additional faculty resources--these classes are already being taught and the additional students anticipated in association with this MicroCertificate should not require additional faculty.

List Existing Certificate or Degree Programs that Support the Proposed Program

<b>Program(s)</b>
HRMGBS - Human Resources Management, Bachelor of Science in Business Administration
MGMTBS-HRMG - Management: Human Resource Management Concentration
MGMTBS - Management, Bachelor of Science in Business Administration

Are Similar Programs available in the area?

No

Estimated Student Demand for Program 20

Scheduled Program Review Date NA

Program Goals and Objectives

**Program Goals and Objectives**

This Undergraduate MicroCertificate will provide students with information to prepare them for the rapidly growing area of diversity, equity and inclusion management within organizations.

Learning Outcomes

### Learning Outcomes

Students will explore what diversity, equity and inclusion means to organizations and how they can successfully manage these three elements. This includes managing the regulatory environment associated with DEI along with exploring how DEI influences organizations and organizational outcomes.

#### Description and Justification for this request

Description of request	Justification for request
Adding an Undergraduate MicroCertificate in Diversity, Equity and Inclusion Management.	Diversity, Equity and Inclusion Management is a rapidly growing area within organizations. This Undergraduate MicroCertificate will provide students with instruction in this key area.

#### Upload attachments

#### Reviewer Comments

**Alice Griffin (agriffin) (01/30/23 10:12 am):** Changing scheduled program review date from 2026 to NA. MicroCetificates are not currently reviewed.

**Alice Griffin (agriffin) (01/30/23 10:15 am):** Removed additional line: "DEI Management MicroCertificate Hours" from program requirements. It is not necessary to declare the MicroCertificate hours are nine hours three times in the catalog copy. Attempting to remove redundancy.

**Alice Griffin (agriffin) (01/30/23 10:26 am):** Inserted Undergraduate into program title to clarify that the program is an Undergraduate MicroCertificate. Revised each usage in program requirements.

**Doug Miles (dmiles) (02/08/23 11:00 am):** Changed CIP code to 52.1099 to better reflect the program's specific focus within the HR area.

Key: 940