

FS P&BC Report to FS APC (11/29/2023)

on Proposed new Undergrad Certificate in Diversity, Inclusion, Community Engagement, and Equity in the Workplace (DICEEW) in CEHD

Overview (taken from Revised Proposal & Budget received from CEHD on Nov 21, 2023):

This proposes an online 12 credit-hour undergraduate certificate in Diversity, Inclusion, Community Engagement and Equity in the Workplace (DICEEW) in the College of Education and Human Development (CEHD). This certificate program is intended for part-time adult students who are working in leadership roles, especially those with some college but have not earned a college degree, who seek specialization in DICEE.

The curriculum consists of one 3-cr-hr course in each of 4 areas: Diversity (1 required course), Inclusion (1 of 3 possible electives), Community Engagement (1 required course), and Equity (1 of 3 possible electives). These are existing on-line courses with 8-week terms such that a student can complete the Certificate in 4 8-week terms (within 1 year). Certificate Graduates will be highly qualified for positions as Diversity Recruitment, Chief Diversity Officer, Talent Acquisition Recruiter, Diversity & Inclusion Director, Manager, Diversity, and Inclusion, and Human Resources Director (Specialist).

Assessment:

The revised proposed budget spreadsheet now gives calculations, details and justifications for each budget item. The revised budget proposes 5, 10, 20, 25, 30 as enrollment projections over the first 5 years. The projected Unit Tuition-Share is appropriate at \$331 per credit-hour with assumption that a student will complete the 12 credit-hour certificate within one year.

The proposed certificate curriculum has 2 required courses (6 cr-hrs) which every student will take, and 2 elective courses in 2 specified categories that each have 3 possible elective courses, 1 taught by CEHD faculty and 2 possible elective courses taught by A&S faculty.

All of the CEHD required and elective certificate courses are already taught as on-line courses at less than full capacity so there are no associated increased costs for added enrollment of part-time adult learners until year 3 when the 2 required CEHD on-line courses will be at capacity to require additional sections (and one added personnel). The possible A&S electives are currently taught as face-to-face courses. If these are developed by A&S for on-line, then CEHD certificate students who take A&S electives would generate tuition-share for A&S.

Tentative Conclusion: The proposed Certificate program is very unlikely to become a “cost center” to CEHD or to the University. It is likely to add net revenues for CEHD and be a new revenue source for A&S, which makes this certificate proposal a reasonable fiscal endeavor.

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