

University of Minnesota Board of Regents

Mission Fulfillment Committee

October 13, 2022

Public Review Consent Report: New and Changed Academic Plans

I. Request for Approval of New Academic Plans

College of Education and Human Development (Twin Cities Campus)—requests approval to create a Master of Learning and Talent Development degree, effective spring 2023. The Master of Learning and Talent Development is focused on learning, training, and development of human resources in organizational contexts. Aimed for early career and more experienced practitioners with interests in design, development, and delivery of learning and training for individuals, teams, and organizations. The proposed degree is aligned with the urgent needs experienced in almost every mid-sized to large organization where internal staff are employed, or where external consultants are engaged, to lead and provide learning and talent development as a core feature of their business strategy. New coursework has been developed to meet the needs of this prospective group of graduate students with this practice-oriented master's degree. The University of Minnesota offers programs in related, but significantly different, areas of human resources: CSOM offers programs in Human Resource Management (HRM), a broader discipline and field of practice that covers all aspects of people management; and CLA offers a Ph.D. in Industrial/Organizational Psychology. The proposed program makes use of existing resources and will be delivered in a fully-online format.

College of Science and Engineering (Twin Cities Campus)—requests approval to create a Post-Baccalaureate Certificate in Electrification Engineering, effective spring 2023. The Post-Baccalaureate Certificate is designed to provide technologists, engineers, and technically-focused managers with an applied graduate-level credential focusing on the core systems underpinning the electrified world, and which covers the breadth of technologies used to convert traditional mechanical systems into hybrid or electric platforms. This 12-credit program is suitable for industry professionals and new college graduates looking for an applied learning approach with immediately applicable skills, and responds to a growing demand for engineers, technologists, and managers that understand the complexities and nuances of electrification. This demand is driven by the billions of dollars of investments in technologies including electric vehicles, solar power generation systems, and diesel-electric locomotives. The University is uniquely positioned to launch this certificate program, having a strong industrial base suited to this field (Polaris, Thermo King, MTS, Zeus Electric Chassis, Arctic Cat, Wabtec, etc.) and subject matter experts among its faculty, alumni, and corporate partners. A local industry partner is providing resources in the initial investment by funding the development of the curriculum and filling the first cohort of students. Courses in the certificate program will be offered in classroom/in-person and partially online formats.

Carlson School of Management (Twin Cities Campus)—requests approval to create a Managing People in Organizations undergraduate minor, effective spring 2023. The Managing People in Organizations minor focuses on preparing students for moments they encounter in school and work when managing interpersonal dynamics is critical and requires understanding complex issues, navigating change, managing conflict, and motivating and influencing others. The minor prepares students to manage others through a focus on managing people in business organizations (e.g., coaching, performance management, collaboration) with consideration of organizational contexts (e.g., culture, change management, teams). The minor is designed for Carlson undergraduate students as a complement to existing majors. Carlson students develop deep technical expertise in functional content areas (e.g., marketing, finance, accounting, supply chain, strategy, human resources). Pairing functional expertise with effective skills in managing people will better prepare our students to excel in the workplace. The minor makes use of existing resources and will be delivered in a majority in-person/classroom modality.