Work Performance Improvement Certificate Revision
Effective Fall 2021

Rationale:
This proposal is based on a request by the EIU Graduate School to make a correction in the EIU Graduate catalog.

In the EIU Graduate catalog under the section "Requirements for Graduate Certificate Programs" it is stated under 'Requirements' for certificates, the following:

"**5000 Level Semester Hours:** A minimum of 12 semester hours in the certificate program must be in courses numbered 5000 or higher."

The current Work Performance Improvement (WPI) provides only 9 semester hours in the certificate program numbered 5000 or higher. This proposal is recommending changes to the require courses listed for the certificate to meet the Requirements stated in the EIU Graduate Catalog that the program must have a minimum of 12 semester hours in the certificate program of courses numbered 5000 or higher. Below you can find the current and proposed catalog.

Current Catalog:
Course/Curriculum Requirements

The School of Technology Certificate in Work Performance Improvement requires 18 semester hours of study including both required and elective courses. The specific requirements are as follows:
Required Courses

Total. Credits: 18
12 semester hours of required course work are listed below. The remaining 6 semester hours are electives that may be selected from the list below.
- Elective. Credits: 6
- ODL 4845 - Improvement in Organizations Credits: 3
- TEC 5103 - Leadership in Technology Credits: 3
- TEC 5213 - Work Performance Technology. Credits: 3
- TEC 5293 - Strategic Employee Development Credits: 3

Elective Courses

6 semester hours from the following list:
Other special topics ODL 4850, INT 4970, and TEC 5970 courses as approved by the academic advisor.
- ODL 4815 - Conflict in Organizations Credits: 3
- ODL 4820 - Change Strategies in Organizations Credits: 3
- ODL 4825 - Ethical Behavior in Organizations Credits: 3
- ODL 4860 - Facilitating Learning and Project Groups. Credits: 3
- ODL 4870 - Coaching and Mentoring for Critical Thinking in the Workplace Credits: 3
- ODL 4880 - Productive Work Teams. Credits: 3

Proposed Revision:
Course/Curriculum Requirements

The School of Technology Certificate in Work Performance Improvement requires 18 semester hours of study including both required and elective courses. The specific requirements are as follows:
Required Courses

Total. Credits: 18
12 semester hours of required course work are listed below. The remaining 6 semester hours are electives that may be selected from the list below.

- TEC 5103 - Leadership in Technology Credits: 3
- TEC 5213 - Work Performance Technology. Credits: 3
- TEC 5253 – Consulting for Performance Improvement Credits: 3
- TEC 5293 - Strategic Employee Development Credits: 3

Elective Courses

6 semester hours from the following list:
Other special topics ODL 4850, TEC 4970, and TEC 5970 courses as approved by the academic advisor.
- ODL 4815 - Conflict in Organizations Credits: 3
- ODL 4820 - Change Strategies in Organizations Credits: 3
- ODL 4825 - Ethical Behavior in Organizations Credits: 3
- ODL 4845 - Improvement in Organizations Credits: 3
- ODL 4860 - Facilitating Learning and Project Groups Credits: 3
- ODL 4870 - Coaching and Mentoring for Critical Thinking in the Workplace Credits: 3
- ODL 4880 - Productive Work Teams Credits: 3

Date approved by the department or school: 2-4-2021
Date approved by the college curriculum committee: 02-22-21
Date approved by the Honors Council *(if this is an honors course):*
Date approved by CAA: CGS: