



The University of Georgia

University Council
Athens, Georgia 30602

October 2, 2015

UNIVERSITY CURRICULUM COMMITTEE – 2015-2016

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Ex-Officio - Provost Pamela S. Whitten

Undergraduate Student Representative – Ms. Taylor K. Lamb

Graduate Student Representative – Ms. A. June Brawner

Dear Colleagues:

The attached proposal for a new minor in Public Policy and Management will be an agenda item for the October 9, 2015, Full University Curriculum Committee meeting.

Sincerely,

William K. Vencill, Chair
University Curriculum Committee

cc: Provost Pamela S. Whitten
Dr. Rahul Shrivastav



The University of Georgia

School of Public and International Affairs
Office of the Dean

September 10, 2015

Dear Members of the University Curriculum Committee:

I have attached a proposal for a new minor in Public Policy and Management within the Department of Public Administration and Policy. The proposal was approved unanimously by the Department faculty and by the SPIA Curriculum Committee.

Currently PADP largely serves graduate students at the masters and doctoral level. It performs this role well: its programs are ranked 4th in the nation by *U.S. News and World Report* and its research productivity is rated 5th in the discipline according to *Academic Analytics*. Our hope is to allow our undergraduates greater access to this outstanding faculty. Moreover, the nature of the program is consistent with the spirit of the new Experiential Learning Requirement although most of the constituent courses will not in themselves fulfill that requirement.

As indicated in the proposal, there are currently sufficient courses available to initiate the minor this Spring semester. However, we have noted two additional courses we hope to add.

Sincerely,

Robert Grafstein
Associate Dean and Georgia Athletic
Association Professor

PROPOSAL FOR MINOR PROGRAM OF STUDY

School/College: School of Public and International Affairs

Department/Division: Department of Public Administration and Policy

Proposed Program: Public Policy and Management

Proposed Starting Date for Program: Spring Semester 2016

Rationale:

The University of Georgia's highly ranked graduate program in Public Administration and Policy (ranked #4 by *U.S. News & World Report*) has trained many faculty and administrators in government, nonprofit, and public organizations around the world. This proposal extends the department's faculty expertise and experience to an undergraduate program with a minor in Public Policy and Management. The minor will help communities and public service organizations have access to a pool of quality employees for positions that do not necessarily require a graduate-level education.

There is current employer demand for graduates with Public Policy and Management training in the public, private, and nonprofit sectors. The Federal government, for example, has over two million civilian employees on its payroll, including over 1.2 million administrative and professional employees. The Federal non-postal civilian workforce grew by 14% (nearly 259,000 jobs) between 2004 and 2012, with the administrative and professional jobs accounting for over 95% of that growth, according to a report prepared by the Government Accountability Office. Furthermore, demand for graduates will only rise in the future. There are critical employment gaps looming on the horizon as the public workforce ages. By 2017, 31% of the federal workforce will be eligible to retire, leaving many positions that need to be filled.¹ An even larger number of public sector personnel are found at the local level. In 2012, there were over nineteen million workers active in state and local governments nationwide. State and local government employment increased by over 350,000 jobs between 2002 and 2012 and is projected to add over 925,000 new jobs between 2012 and 2022.²

In addition to employer demand, there is also student interest. A National Association of Colleges and Employers 2014 survey of 10,210 graduating seniors found that more than 50% expressed an interest in working for government and more than 35% expressed an interest in nonprofit employment. Moreover, fully 13% of respondents identified the government as their preferred employer, with similar numbers of respondents choosing human services (12%) and social services (nearly 10%).³

Universities are responding to the employer demand and student interest by developing undergraduate programs in Public Policy and Management. Of the institutions offering the top ten graduate programs in Public Affairs according to *U.S. News & World Report* rankings, eight of these institutions currently offer an undergraduate major and/or minor and nearly half of these programs have been established within the last decade.

¹ <http://www.gao.gov/products/GAO-14-215>

² http://www.bls.gov/emp/ep_table_201.htm

³ <http://career.sa.ucsb.edu/files/docs/handouts/2014-student-survey.pdf>

Similarly, eleven of the University of Georgia's twelve aspirational peer institutions boast an undergraduate program in Public Policy and Management.

Program Description:

The primary objectives of the new minor in Public Management and Policy are to prepare graduates for careers in public service and private not-for-profit sectors and to prepare select students to further their education at the post-graduate level. The proposed minor will emphasize attributes and skills identified as "high demand" in the Governor's High Demand Career Initiative Report published in 2014, including project management, problem solving, teamwork and organization/planning skills.⁴ These skills will be advanced through coursework and practical examples in public personnel, budgeting and finance, nonprofit administration, policy process, policy analysis, and program evaluation. Teaching pedagogies will emphasize critical thinking, quantitative analysis methods, communication (verbal and written), cooperative group work, and hands-on service learning. Just as importantly, to prepare students for professional positions in public service organizations, these professional competencies will be developed with an emphasis on the important public service values of accountability, transparency, equity, due process, and representation.

Of the proposed courses, five already exist in the course catalog, one (PADP 4200) is awaiting UCC Executive Committee Review, and two others are under development. No additional faculty will be needed to teach the courses for the minor.

Select 15 hours (5 courses) from the following:

PADP 3000	Introduction to Public Administration (3)
PADP 3XXX	Introduction to Policy Analysis (3)
PADP 4640	Introduction to the Nonprofit Sector (3)
PADP 4630	Politics and the Budgeting Process (3)
PADP 4650	Policy Process (3)
PADP 4690	Bureaucracy and the Law (3)
PADP 4XXX	Program Evaluation (3)
PADP 4200	Selected Topics in Public Administration and Policy (3)

Total Hours: 15

⁴ <http://www.georgia.org/wp-content/uploads/2014/04/HDCI-Report.pdf>