



Graduate Certificate in Human Resource Management

All students residing in Oregon must review and sign this fact sheet prior to enrollment.

Total Cost of the Program¹	Program Length²	Average time students take to graduate by program³	Graduation rate⁴
\$14,998	12 Months	25 Months	n/a(<10)

Median borrowing - Loans⁵	Median annual loan payments of students – Total⁶	Loan default rate⁷	Job placement success which is defined as a percent of students who are employed in the field of study (by program)⁸	Median starting salary for graduates⁹	Gainful Employment Results¹⁰
\$9,955	\$1,336.59	0%	7%	n/a(<10)	N/A

The graduate employment rate is 2% when counting only new in-field employment obtained no earlier than six months prior to graduation⁸.

Institutional Accreditation

DeVry University is accredited by The Higher Learning Commission (HLC), www.hlcommission.org. The University's Keller Graduate School of Management is included in this accreditation.

The HLC is a national agency that accredits U.S. colleges and universities at the institutional level; is recognized by both the U.S. Department of Education and the Council for Higher Education Accreditation. Accreditation provides assurance to the public and to prospective students that standards of quality have been met.

DeVry University is a member of the [Council for Higher Education Accreditation](http://www.chea.org) (CHEA), a national advocate and institutional voice for self-regulation of academic quality through accreditation. CHEA, an association of 3,000 degree-granting colleges and universities, recognizes 60 institutional and programmatic accrediting organizations.

Transfer Credit

Transfer credit acceptance is at the discretion of the receiving institution.

To facilitate ease of transferring credits to DeVry, the University maintains articulation agreements with many colleges and universities, as well as with entities such as the military. Applicable course equivalencies resulting from these agreements are reflected on students' transfer credit evaluations. Information on agreements maintained by DeVry is available at <https://www.devry.edu/admissions/transfer-students/community-college-transfers.html> and by contacting ArticulationInfo@devry.edu.

Programmatic Accreditation and Recognition

ACBSP

The following DeVry University and Keller Graduate School of Management programs have achieved voluntary accreditation from the Accreditation Council for Business Schools and Programs (ACBSP), www.acbsp.org, demonstrating that they have met standards of business education that promote teaching excellence: Bachelor of Science in Business Administration; Bachelor of Science in Technical Management; Master of Business Administration; Master of Human Resource Management; Master of Project Management; Master of Public Administration; Master of Information Systems Management; and the Master of Network & Communications Management.

The ACBSP has also granted specialized accounting accreditation to the following established DeVry University degree programs: Bachelor of Science in Accounting, Bachelor of Science in Business Administration with a specialization in accounting; Bachelor of Science in Technical Management with a specialization in Accounting; Master of Science in Accounting; Master of Business Administration with a specialization in accounting; and Master of Accounting & Financial Management.

PMI

DeVry University's Bachelor of Science in Business Administration program, when completed with a project management major/concentration, is accredited by the Project Management Institute (PMI)'s Global Accreditation Center, as is the Bachelor of Science in Technical Management program, when completed with a project management technical specialty. More information on this accreditation is available via www.pmi.org. The following Keller programs are also accredited by the Project Management Institute's Global Accreditation Center: Master of Business Administration with a concentration in Project Management; Master of Information Systems Management with a Concentration in Project Management; Master of Network and Communications Management with a concentration in Project Management; and Master of Project Management.

SHRM

The Society for Human Resource Management (SHRM) has acknowledged that the following programs fully align with SHRM's *HR Curriculum Guidebook and Templates*: Bachelor of Science in Business Administration, with human resource management major/concentration; Bachelor of Science in Management, with human resource management concentration; Bachelor of Science in Technical Management, with human resource management technical specialty. The following Keller programs are included in this acknowledgement: Master of Human Resource Management and the Master of Business Administration with a Concentration in Human Resources are included. More information on SHRM is available at www.shrm.org.

CAHIIM

DeVry University's online Associate of Applied Science in Health Information Technology program (HIT) and online Bachelor of Science in Technical Management program with Health Information Management specialty (BSTM) are accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM), www.cahiim.org. The most recent information on CAHIIM accreditation of the HIT program, or of the BSTM program with a technical specialty in health information management, is available at www.devry.edu.

ETAC of ABET

DeVry University's baccalaureate engineering technology program online is accredited by the Engineering Technology Accreditation Commission (ETAC) of the Accreditation Board for Engineering and Technology (ABET), www.abet.org. The most recent information on the ETAC of ABET accreditation is available at www.devry.edu.

Average Time to Complete

The average time that a graduate of a program from 2021-2022 took to complete a program by award level is found in the chart below:

Award Level	Average time to complete in months
Undergraduate Certificate	17
Associate Degree	31
Bachelor's Degree	54
Graduate Certificate	26
Master's Degree	39

Footnotes:

¹ For matriculated students at current tuition rates, credit hours shown and full-time attendance; includes \$30 application fee, nonrefundable student services charge, per-course course resource fee, and average estimated textbook and equipment expense.

² The number of months that the program is designed to be completed in. Some students may complete in a longer time, others may complete in less time, and some students may not complete the program at all. For Certificate programs, the length displayed assumes enrollment in 11-14 credit hours per semester and attending 3 semesters per year. For Associate and Bachelor programs the length displayed assumes enrollment in 15-16 credit hours per semester and attending 2 semesters per year; enrollment in 17-20 credit hours may be needed in some semesters. For Graduate programs, the length displayed assumes enrollment full-time, year-round, and without breaks.

³ The average time to complete the program of online students that completed the program. This is measured from the time of a student's first enrollment date until graduation.

⁴ The percentage of all new full-time students including transfer students from the Fall 2016 cohort who completed the program within 150% of the program length.

⁵ The median cumulative amount of debt of students who utilized Title IV aid and graduated within program length includes Title IV loans, private loans and institutional debt.

⁶ The amount the typical graduate may expect to pay annually given the median total debt amount, for 2022-2023 a 4.99% interest rate for undergraduate and 6.54% interest rate for graduate students, and a 10-year repayment period.

⁷ The Fiscal Year 2020 (most recent) cohort default rate as provided by the U.S. Department of Education.

⁸ Self-reported by online students who graduated from 9/1/2021 through 8/31/2022. The job placement rates are calculated by dividing "total graduates employed in-field" by "total graduates available for employment" as further defined below.

"Total Graduates Employed In-Field" means all students included in "total graduates available for employment" who had existing in-field employment or found new in-field employment within six months of graduation and includes both those that were actively assisted in obtaining their job by the school, and those that were not.

"New Employment" is defined as employment obtained no earlier than 6 months prior to graduation.

"Existing Employment" is defined as employment that existed at the time of enrollment or was obtained more than 6 months prior to graduation.

"Total Graduates Available for Employment" means all online students who graduated between 09/1/2021 and 08/31/2022 excluding those who entered another postsecondary education program or the military full-time, were incarcerated, or died.

⁹ The median annual earnings of individuals who received federal financial aid during their studies and completed an award at the indicated field of study for the 2017 and 2018 calendar years. Adjustment for inflation has been updated to 2020. To be included in the median earnings calculation, the individuals needed to be working and not enrolled in school during the year when earnings are measured. Median earnings are measured in the first full year after the student completed their award. These data elements are based on school-reported information about students' program of completion. The U.S. Department of Education Department cannot fully confirm the completeness of these reported data for this school. This information is based on data from all DeVry University and Keller Graduate School of Management locations.

¹⁰ On October 10, 2023, the U.S. Department of Education amended regulations related to gainful employment (88 FR 70004). The rules are effective July 1, 2024. Institutions are required to begin issuing gainful employment warnings effective July 1, 2026.

n/a<10: This program is too new or there were fewer than 10 graduates in this program. Average time to graduate, graduation rate, median borrowing, median annual loan payments, job placement success and median starting salaries are withheld, where applicable, to preserve the confidentiality of graduates.

My signature below certifies that I have read and understand the information contained in this addendum and that I have received an exact copy.

Student's Name (print)

Student's DSI#

Student's Signature

Date