

Human Resource Management Certificate (Undergraduate)  
**Massachusetts Program Disclosure**

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**GRADUATION TIME:**

The average student attending this program graduates in 7 months.

940 CMR 31.03 defines graduation time as the median duration of attendance in months, rounded to the nearest month, of all students who obtained a certificate, diploma, or degree from a program during the last two calendar years. A Graduation Time of "N/A" indicates that there were no students who obtained a certificate, diploma, or degree from a program during the last two calendar years.

**YOUR LOAN DEBT:**

You must repay money that you borrow as student loans to pay for this program, including interest. You must repay any portion of the money you borrow to pay for this program, even if you fail to complete or drop out of the program. Failure to repay student loans is likely to have a serious negative effect on your credit, future earnings, and your ability to obtain future student loans.

84.4%\* of University of Phoenix students defaulted on, or failed to repay, their loans during the period October 1, 2019 and September 30, 2022.

The "Loan Nonpayment Percentage" stated above is defined in 940 CMR 31.03 as the sum of: (1) the most recent federal cohort default rate; (2) the percentage of students within the cohort whose Stafford loans, at the time the most recent cohort default rate was calculated, were in deferment or forbearance; and (3) the percentage of student borrowers in the cohort who defaulted under the terms of institutional loans during the cohort default period.

University of Phoenix official federal cohort default rate for the period above is 0.0%. The percentage of University of Phoenix borrowers who had at least one of their federal loans in deferment or forbearance is 84.4%\*. Deferment and forbearance are not default, but



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**PLACEMENT RATES:**

Graduate Placement Rate: 0% of graduates during 2022-2023 obtained full-time, non-temporary jobs in their field of study.

Total Placement Rate: 0% of students that enrolled in the program during 2022-2023 obtained full-time, non-temporary jobs in their field of study.

Employment statistics substantiating these placement rates are available for inspection on request. The University collected this information via survey from students graduating during 2022 and 2023. The University notes that despite reasonable efforts taken to gather employment data from graduates, many graduates do not respond to the survey. The overall response rate of Massachusetts graduates across all University of Phoenix programs to the survey was 63%.

For purposes of computing the graduate placement rate, only graduates who affirmatively responded to the survey and indicated that they obtained full-time (at least 32 hours per week), non-temporary employment in the field of study are counted as employed.

A Graduate Placement Rate and Total Placement Rate of "NA" indicates that a program had no graduates in 2022 or 2023. A Total Placement Rate of NULL indicates that the graduation rate, as computed based on the definition of graduation rate found in 940 CMR 31.03, was "100+"%.

940 CMR 31.03 defines "Graduate Placement Rate" as the number of students obtaining full time (at least 32 hours per week) and non-temporary employment in the field of study during the latest two calendar years for which the school has obtained verification, divided by the number of all students graduating from the program during the latest two calendar years.

"Employment in the Field of Study" is defined as employment in the job specified in the name of the program or certificate, diploma, or degree conferred by a school upon graduation from the program, or the reasonable equivalent thereof, such as those set forth in the "Sample of reported job titles" and "Related Occupations" listed in the Summary Report for each Standard Occupational Classification (SOC) code obtained by entering the program's Classification of Instructiona