

LSC Use Only No:	LSC Action-Date:	UWUCC USE Only No.	UWUCC Action-Date:	Senate Action Date:
		02-79	App - 4/15/03	App 4/29/03

Curriculum Proposal Cover Sheet - University-Wide Undergraduate Curriculum Committee

Contact Person Joette M. Wisnieski	Email Address wisnie@iup.edu
Proposing Department/Unit management	Phone 75912

Check all appropriate lines and complete information as requested. Use a separate cover sheet for each course proposal and for each program proposal.

1. Course Proposals (check all that apply)

New Course Course Prefix Change Course Deletion
 Course Revision Course Number and/or Title Change Catalog Description Change

Current Course prefix, number and full title Proposed course prefix, number and full title, if changing

2. Additional Course Designations: check if appropriate

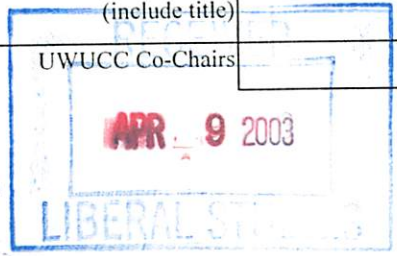
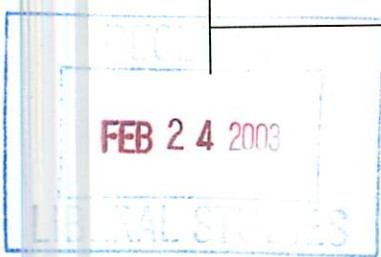
This course is also proposed as a Liberal Studies Course. Other: (e.g., Women's Studies, Pan-African)
 This course is also proposed as an Honors College Course.

3. Program Proposals

New Degree Program Program Title Change Program Revision
 New Minor Program New Track Other
 Catalog Description Change

Current program name Proposed program name, if changing

4. Approvals		Date
Department Curriculum Committee Chair(s)	<i>Joette M. Wisnieski</i>	2/11/03
Department Chair(s)	<i>Paula B. ...</i>	2/11/03
College Curriculum Committee Chair	<i>Joette M. Wisnieski</i>	2/20/03
College Dean	<i>R. Cong</i>	2/20/03
Director of Liberal Studies *		
Director of Honors College *		
Provost *		
Additional signatures as appropriate: (include title)	<i>Gail Schmitt</i>	4/15/03
UWUCC Co-Chairs		



Part II. Description of Curriculum Change

1. Catalog description for the revised program in the appropriate form.—Listed below is the new description for the catalog.

Department of Management

Graduates holding the Bachelor of Science degree in Management may find employment opportunities in both the public and private sectors. Opportunities are expected to be especially plentiful in the services sector (e.g. retailing health care, information technology, finance, and transportation) where these degrees will be especially valuable.

The Department of Management offers 3 separate degree programs Management, Human Resources Management and International Business.

The Bachelor of Science in Management offers three areas students can choose to concentrate on: General Management, Operations Management, and Entrepreneurship and Small Business Management.

General Management. While both management theory and application are taught, the track in General Management is distinguished by its greater flexibility that can be useful to the student who wishes to design a customized management specialization.

Operations Management. Students in the Operations Management track are well grounded in both theory and application, but their focus is more upon production, operations, quality issues and inventory and capacity management.

Entrepreneurship and Small Business Management. Students taking the Entrepreneurship and Small Business Management track will focus on creation and operation of a small business. This track will also be for graduates who will be working in small businesses where the manager often must perform several managerial roles and manage several functions.

The Bachelor of Science in **Human Resource Management** prepares individuals in both the theoretical and applied aspects of managing the human resources function in organizations as a generalist or specialist. Students will gain expertise in areas such as job design, staffing, training, compensation, and performance appraisal.

The Bachelor of Science in **International Business** offers students an opportunity to acquire a thorough understanding of managing global operations in the contemporary business environment. In addition, students develop skills in a traditional functional area. The combination of these two objectives enable students to successfully perform in today's competitive global economy.

Old Program

Bachelor of Science – Human Resources Management

Liberal Studies: As outlined in Liberal Studies section 54-56
 With the following specifications:
Mathematics: MATH 121
Social Sciences: ECON 121, PSYC 101
Liberal Studies Electives: BTED/COSC/IFMG 101,
 ECON 122, MATH 214, no courses with MGMT prefix

College: Business Administration Core 33

Required Courses:

ACCT 201	Accounting Principles I	3sh
ACCT 202	Accounting Principles II	3sh
BLAW 235	Legal Environment of Business	3sh
BTST 321	Business and Interpersonal Communication	3sh
FIN 310	Finance I	3sh
IFMG 300	InfoSystems: Theory and Practice	3sh
MGMT 310	Principles of Management	3sh
MGMT 330	Production and Operations Mgmt	3sh
MGMT 495	Business Policy	3sh
MKTG 320	Principles of Marketing	3sh
QBUS 215	Business Statistics	3sh

Major: Human Resource Management
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Required Courses:

ACCT 300	Managerial Accounting	3sh(1)
MGMT 300	Human Resource Management	3sh
MGMT 400	Compensation Management	3sh
MGMT 428	Seminar in Management	3sh

Controlled Electives:

One course from list: ECON 330 or PSYC 390 3sh
 Two courses from list: MGMT 401 or MGMT 402 3sh
 Three courses from list: ECON 371, ECON 372, 9sh(2)
 ECON 373, ENGL 310, ENGL 312, JRNL 326,
 ILR 426, ILR 480, MGMT 311,
 MGMT 493(3sh max), ECON 330 or PSYC 371,
 PSYC 390 (if not above), SOC 340

Other Requirements: 0

Free Electives: 8-10

Total Degree Requirements: 124

- (1) ACCT 301 may be substituted.
 (2) Note prerequisites for controlled electives in planning sequence.

New Program

Bachelor of Science - Human Resources Management

Liberal Studies: As outlined in Liberal Studies 55
 section with the following specifications:
Mathematics: MATH 115
Social Science: ECON121, PSYC 101
Liberal Studies Electives: 9 cr. MATH 214, ECON 122,
 BTED/COSC/IFMG 101, no courses with MGMT prefix

College: Business Administration Core 33

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BLAW 235	Legal Environment of Business	3cr
BTST 321	Business and Interpersonal Communication	3cr
FIN 310	Finance I	3cr
IFMG 300	Information Systems:Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production andOperations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

Major: Human Resources Management 18

Required Courses

ECON 330	Labor Economics	3sh
MGMT 300	Human Resource Management	3sh
MGMT 305	Organizational Staffing	3sh
MGMT 400	Compensation Management	3sh
MGMT 401	Management Development and Training	3sh
MGMT 402	Seminar in Human Resource Management OR	
MGMT 428	Seminar in Management	3sh

Controlled Electives:

Human Resource Management majors must select any three of the following courses as electives. 9

ACCT 300	Managerial Accounting	3sh
BTST 342	Intercultural Business Communication	3sh
ILR 480	Principles and Practices of Collective Bargaining	3sh
MGMT 311	Human Behavior in Organizations	3sh
MGMT 334	Quality Management	3sh
MGMT 351	International Management	3sh
MGMT 406	Human Resource Management Research	3sh
MGMT 452	Comparative Management	3sh
MGMT 493	Internship	3sh
MGMT/MKTG 432	Business and Society	3sh
PSYC 390	Industrial-Organizational Psychology	3sh
PSYC 411	Psychology of Women	3sh
SAFE 101	Introduction to Occupational Safety and Health	3sh
SOC 340	Sociology of Industry	3sh
SOC 348	Sociology of Work	3sh
SOC 362	Racial and Ethnic Minorities	3sh

Free Electives : (1) 5

(1) Human Resources Management majors are required to take a minimum of 50 percent of their degree requirements --i.e., a minimum of 60 credit hours -- in nonbusiness coursework. The student's first 9 credits of Economics (ECON121, ECON 122, and ECON 330) will be considered "nonbusiness" for purposes of this calculation. Given the foregoing, a minimum of 5 hours of free-electives must be taken in nonbusiness coursework by most Management Department majors.

Total Degree Requirements: 120

Part II. 3. Rationale for Change

The current Human Resource management curriculum was created in 1979 when the old Business Administration major was reorganized across three new departments in the College of Business. . Since then, the curriculum has not been updated. The reasons and justifications for the proposed revisions are the following:

- (1) The Eberly College of Business and Information Technology has acquired Association to Advance Collegiate Schools of Business-Int (AACSB) accreditation. The AACSB standards require a mission oriented, up-to-date curriculum. The proposed revision incorporates the contemporary theories and practices in the field. It will help the College maintain accreditation standards in the curriculum area.
- (2) The current curriculum lacks focus and its content is mostly peripheral to the field. As a matter of fact, there are few required Management courses in that curriculum. The proposed changes will bring structure and focus to the program.
- (3) The AACSB further requires that the curriculum development process involve inputs from stakeholders, such as employers and alumni. Regular communications with our alumni, COB Advisory Board, and industry leaders and managers have brought out the fact that the current General Management curriculum does not meet the needs of the business world. The need for Management curriculum revision is pressing because it has not kept pace with the developments in the field. The proposed changes will bridge this gap.

Specific Justifications for proposed changes:

The Liberal Studies math requirement for math has been changed from Math 121 to Math 115. A new course was developed by the math department and the College of Business to specifically meet the needs of business students.

The change of Liberal Studies section of 54-56 to 55-57. This is not a change but an error in the catalog.

ACCT 300 requirement has been dropped. The accounting department has recently revised ACCT 201 and 202. These two courses meet the needs of the majority of our majors. Students wishing may still select ACCT 300 as a controlled elective.

A specific writing intensive course MGMT 402 Seminar in Human Resource Management has been developed. This course has been added to the list of required courses. Students may choose to take this new seminar or course or MGMT 428 Seminar in Management which was required under the old curriculum. It was decided to allow students a choice to provide them some flexibility.

ECON 330 is no longer a controlled elective but a required course for these majors.

MGMT 401 and 402 are now required courses. It was possible under the previous curriculum for Human Resource Management majors to receive a degree with only three management courses more than other business students. This did not provide sufficient depth of knowledge in their major. MGMT 305 has also been added for this reason.

Free electives have changed to 5 credits to meet new mandated standards.

The following courses have been dropped from the controlled electives list:

ECON 371
ECON 372
ECON 373
ENGL 310
ENGL 312
JRNL 326
IRL 426
PYSC 371
ECON 330

They are no longer relative as newer courses have been developed.

The following courses have been added to the controlled elective list: ACCT 300 Managerial

Accounting
BTST 342 Intercultural Business Communic.
ILR 480 Collective Bargaining
MGMT 311 Human Behavior in Organiz
MGMT 334 Quality Management
MGMT 351 International Management
MGMT 406 HRM Research
MGMT 452 Comparative Management
MGMT 493 Internship
MGMT/MKMT 432 Business and Society
PSYC 390 Industrial-Organizational Psych.

PSYC 411 Psychology of Women
SAFE 101 Intro. to Occupational Safety
SOC 340 Sociology of Industry
SOC 348 Sociology of Work
SOC 362 Racial and Ethnic Minorities

These courses better represent human resource management theory.

PART III - IMPLEMENTATION

- a. Students already admitted to the degree program will not be affected by the changes
- b. Faculty teaching loads will not change. Additional complement should not be necessary.
- c. Current resources are adequate.
- d. We expect no change in the number of students.

controlled electives from sociology

Subject: controlled electives from sociology

Date: Thu, 04 May 2000 16:14:00 -0500

From: Stephen Sanderson <SkSander@grove.iup.edu>

To: wisnie@grove.iup.edu

It is acceptable to me that your department list SO 340, SO 348, and SO 362 as controlled electives for the Human Resources Management major in the Management Department. Permission is granted on the assumption that no more than approximately 5-10 of your students per year will be enrolling in these courses.

Stephen K. Sanderson
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4/27/00

MEMO

TO: Joette Wisniewski, Ph.D.
Department of Management

FROM: Lon Ferguson, Ed.D., Chairperson
Department of Safety Sciences

SUBJECT: Curriculum Change

The Department of Safety Sciences strongly supports the Department of Management's proposed curriculum change, which includes SA 101 as a controlled elective.

Please contact me if I can provide additional information.

LHF/js