

No Action Taken

JAN 27 1994

95-1

LSC Use Only
Number _____
Action _____
Date _____

UWUCC USE Only
Number 93-74 ~~94-16~~
Action _____
Date _____

CURRICULUM PROPOSAL COVER SHEET
University-Wide Undergraduate Curriculum Committee

I. TITLE/AUTHOR OF PROPOSAL

Course/Program Title: BS in Human Resource Management
Suggested 20 character course title: _____
Department: Department of Management
Contact Person: Dr. John N. Orife; or Dr. Manmohan Chaubey

ii. If a course, is it being proposed for:

- _____ Course Approval/Revision Only
- _____ Course Approval/Revision and Liberal Studies Approval
- _____ Liberal Studies Approval Only (course previously approved by Senate.)

III. APPROVALS

S.W. Orife
Department Curriculum Committee
S.W. Orife
College Curriculum Committee

Manmohan Chaubey
Department Chairperson
John C. Camp
* College Dean

Director of Liberal Studies
(where applicable)

Provost (where applicable)

* EACH COLLEGE DEAN MUST CONSULT WITH THE PROVOST BEFORE APPROVING CURRICULUM CHANGES. APPROVAL BY COLLEGE DEAN INDICATES THE PROPOSED CHANGE IS CONSISTENT WITH LONG RANGE PLANNING DOCUMENTS, ALL REQUESTS FOR RESOURCES IN THE PROPOSAL CAN BE MET, AND THE PROPOSAL HAS THE SUPPORT OF THE UNIVERSITY ADMINISTRATION.

III. TIMETABLE

Date Submitted:
to LSC _____
to UWUCC _____

Semester to be
implemented:
Fall 1994

Date to be
published
in Catalog
Summer 1994

PART II - Description of Curriculum Change

95-1

1. Bachelor of Science--Human Resource Management

Liberal Studies: As outlined in Liberal Studies section with the following specifications: 54-56
 Mathematics: MA121
 Social Science: EC121, PC101
 Liberal Studies Electives: MA214, EC122, BE/CO/IM101,
 no courses with MG prefix

College: Business Administration Core 33

Required Courses:

AD321	Business and Interpersonal Communications	3sh
AG201	Principles of Accounting I	3sh
AG202	Principles of Accounting II	3sh
BL235	Introduction to Business Law	3sh
FI310	Finance I	3sh
IM300	Information Systems: Theory and Practice	3sh
MG310	Principles of Management	3sh
MG330	Production and Operations Management	3sh
MG495	Business Policy	3sh
MK320	Principles of Marketing	3sh
QB215	Business Statistics	3sh

Major: Human Resource Management 27

Required Courses:

AG300	Managerial Accounting	3sh
MG300	Human Resource Management	3sh
MG311	Human Behavior in Organizations	3sh
MG400	Compensation Management	3sh
MG401	Training and Development	3sh
MG402	Seminar in Human Resource Management	3sh

Electives:

The HRM major should select three (3) courses as electives, and select at least one (1) from each group of electives:

Group A

MG/MK432	Business and Society	3sh
MG351	International Management	3sh
SO332	Racial and Ethnic Minorities	3sh
SO354	Sexual Inequalities in Human Societies	3sh
PC411	Psychology of Women	3sh

Group B

LR480	Collective Bargaining	3sh
	or	
EC330	Labor Economics	
MG305	Organizational Staffing	3sh
MG306	HRM Legislation	3sh
MG406	HRM Research	3sh
MG493	Internship	3sh
SA101	Introduction to Occupational Safety	3sh
SO340	Sociology of Industry	3sh
	or	
SO348	Sociology of Work	

Other Requirements: 0
 Free Electives 8-10
 Total Degree Requirements: 124

2. The current human resource management curriculum was approved in 1979 when the then Department of Business Administration was reorganized into three new departments. At that time due to limited faculty resources the department could only offer four HRM courses. The existing HRM curriculum requires only nine hours of HRM courses to major in the area. This is less than what is required for a minor in most other programs.

In the past few years, the Department has successfully recruited new faculty with expertise in the HRM area. The Department now has the resources to offer an up-to-date curriculum to our students and to prepare them for a professional HRM career in an ever complex and changing environment.

It is the first time in over a decade that the HRM curriculum is being revised.

Additional reasons and justifications for the proposed revisions are as follows:

- (i) The College of Business is in the process of acquiring American Assembly of Collegiate Schools of Business (AACSB) accreditation. The AACSB standards require a mission oriented, up-to-date curriculum. The proposed revision, including the new courses, incorporates the contemporary theories and practices in the field. It will help the College meet accreditation standards in the curriculum area.
- (ii) The existing HRM curriculum is lacking in content. The proposed changes will enrich the course offerings and better prepare students in the functional area.
- (iii) 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 the fact that the current HRM curriculum does not meet the needs of the business world. The need for HRM curriculum revision is pressing also because it has not kept pace with the developments in the field. The proposed changes and new courses will bridge this gap.
- (iv) Beset by the ever-increasing foreign competition, U.S. organizations are attempting to manage their human resources more effectively. An organization's human resources can be a source of important competitive advantage. It is imperative that IUP produces Human Resource Management graduates who can tackle the challenges posed by global competition. The Department, at this time, has the faculty resources to support the revised curriculum.

The Department of Management strongly believes that the proposed curriculum overcomes the shortcomings of the existing curriculum, and will help produce better prepared students.

Human Resource Management

Old Program

New Program

Bachelor of Science--Human Resource Management

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Liberal Studies: As outlined in Liberal Studies section with the following specifications: 54-56
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 Liberal Studies Electives: MA214, EC122, BE/CO/IM101, no courses with MG prefix

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MG310	Principles of Management	3sh
MG330	Production and Operations Mgt	3sh
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MG330	Production and Operations Mgt	3sh
MG495	Business Policy	3sh
MK320	Principles of Marketing	3sh
QB215	Business Statistics	3sh

Major: Human Resource Management 27

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Required Courses:

AG300	Managerial Accounting	3sh
MG300	Human Resource Management	3sh
MG428	Seminars in Management	3sh
MG400	Wage and Salary Admin	3sh

Required Courses:

AG300	Managerial Accounting	3sh
MG300	Human Resource Management	3sh
MG311	Human Behav in Org	3sh
MG400	Compensation Management	3sh
MG401	Training and Development	3sh
MG402	Seminar in HRM (W Intensive)	3sh

Controlled electives:

One course from list:

EC330	Labor Economics	3sh
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or

PC420	Psychology of Organizations	3sh
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One course from list:

MG401	Training and Development	3sh
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or

MG402	Seminar in HRM	3sh
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Three courses from list:

EC371	Economics of Labor Legislation	3sh
EC372	Econ of Wages and Employment	3sh
EC373	Economics of Human Resources	3sh
EN310	Public Speaking	3sh
EN312	Speech-Persuasion	3sh
JN326	Public Relations I	3sh
LR426	Case Studies in LMR	3sh
LR480	Collective Bargaining	3sh
SO340	Sociology of Industry	3sh
MG311	Human Behav in Organizations	3sh
MG493	Internship (3sh max.)	3sh
PC371	Human Motivation	3sh

Electives:

The HRM major should select three (3) courses as electives, and select at least one (1) from each group of electives:

Group A

MG/MK432	Business and Society	3sh
MG351	International Management	3sh
SO332	Racial and Ethnic Minorities	3sh
SO354	Sexual Inequalities in Soc	3sh
PC411	Psychology of Women	3sh

Group B

LR480	Collective Bargaining	3sh
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or

EC330	Labor Economics	3sh
MG305	Organizational Staffing	3sh
MG306	HRM Legislation	3sh
MG406	HRM Research	3sh
MG493	Internship	3sh
SA101	Intro to Occupational Safety	3sh
SO340	Sociology of Industry	3sh

or

SO348	Sociology of Work	3sh
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Free Electives 8-10

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Total Degree Requirement: 124

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The following courses are required for all HRM majors:

95-1

AG 300 - Managerial Accounting
MG 300 - Human Resource Management
MG 311 - Human Behavior in Organizations
MG 400 - Compensation Management
MG 401 - Training and Development
MG 402 - Seminar in HRM (Writing Intensive)

Electives:

The HRM major should select three (3) courses as electives, consisting of at least one (1) from each group of electives:

Group A

MG/MK 432 - Business and Society
MG 351 - International Management
SO 332 - Racial and Ethnic Minorities
SO 354 - Sexual Inequalities in Human Societies
PC 411 - Psychology of Women

Group B

LR 480 - Principles and Practices of Collective Bargaining OR EC 330 Labor Economics
MG 305 - Organizational Staffing
MG 306 - HRM Legislation
MG 406 - HRM Research
MG 493 - Internship
SA 101 - Introduction to Occupational Safety
SO 340 - Sociology of Industry OR SO 348 Sociology of Work

Two courses from controlled electives are added to the required courses:

MG 311 - Human Behavior in Organizations
MG 402 - Seminar in HRM

Nine courses have been added to the electives:

MG 305 - Organizational Staffing
MG 306 - HRM Legislation
MG 406 - HRM Research
MG 351 - International Management
MG/MK 432 - Business and Society
MH 493 - Internship
SO 332 - Racial and Ethnic Minorities
SO 354 - Sexual Inequalities in Human Societies
PC 411 - Psychology of Women

Nine courses have been unlisted from requirements

MG 428 - Seminar in Management
EC 371 - Economics of Labor Legislation
EC 372 - Economics of Wages and Employment
EN 310 - Public Speaking
EN 312 - Speech Persuasion
JN 326 - Public Relations I
LR 426 - Case Studies in Labor-Management Relations
PC 420 - Psychology of Organizations
MG 400 - Wage and Salary Administration is changed to MG 400 Compensation Management to reflect current terminology.

Due to the similarities in the old and the revised curriculum, the students in the program will have no problems moving to this new program; no additional credit hours are required for graduation.

PART III

The proposals for the new courses and the change of course title are attached.