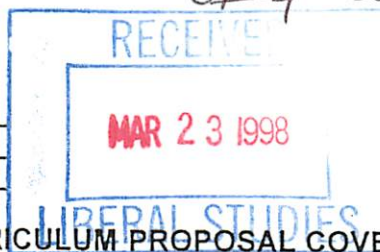


LSC Use Only
Number: _____
Submission Date: _____
Action-Date: _____



UWUCC USE Only
Number: _____
Submission Date: _____
Action-Date: _____

CURRICULUM PROPOSAL COVER SHEET
University-Wide Undergraduate Curriculum Committee

Withdrawn
2/24/03
See 02-79

I. CONTACT

Contact Person Dr. John Orife Phone 7563
Department Management

II. PROPOSAL TYPE (Check All Appropriate Lines)

 COURSE _____
Suggested 20 character title

 New Course * _____
Course Number and Full Title

 Course Revision _____
Course Number and Full Title

 Liberal Studies Approval + _____
for new or existing course Course Number and Full Title

 Course Deletion _____
Course Number and Full Title

 Number and/or Title Change _____
Old Number and/or Full Old Title

_____ New Number and/or Full New Title

 Course or Catalog Description Change _____
Course Number and Full Title

 X **PROGRAM:** X Major Minor Track

 New Program * _____
Program Name

 X Program Revision* Human Resources Management
Program Name

 Program Deletion* _____
Program Name

 Title Change _____
Old Program Name

_____ New Program Name

III. Approvals (signatures and date)

Fred P. Anderson 4/03/97
Department Curriculum Committee

Kevin D. Dula 4/3/97
College Curriculum Committee

John Orife 04-03-97
Department Chair

Lawrence C. Carg 2/10/98
College Dean

W. Sluts 3/25/98
Provost (where applicable)

+ Director of Liberal Studies (where applicable)

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:** BEDU/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 Principle II	3sh
ADMS 321	Business and Interpersonal Comm	3sh
BLAW 235	Introduction to Business Law	3sh
FIN 310	Finance I	3sh
IFMG 300	Info Systems: Theory and Practice	3sh
MGMT 310	Principles of Management	3sh
MGMT 330	Production and Operations Mgmt	3sh
MGMT 495	Business Policy	3sh
MKMT 320	Principles of Marketing	3sh
QBUS 215	Business Statistics	3sh

Major: Human Resource Management **27****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: (2)One course from list: ECON 330 or PSYC 300 **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 section with the following specifications: **55-57****Mathematics:** MATH 115**Social Science:** ECON121, PSYC 101**Liberal Studies Electives:** MATH 214, ECON 122,
BEDU/COSC/IFMG 101, no courses with MGMT prefix**College: Business Administration Core** **33**

ACCT 201	Principles of Accounting I	3sh
ACCT 202	Principles of Accounting II	3sh
ADMS 321	Bus. & Interpersonal Communic.	3sh
BLAW 235	Introduction to Business Law	3sh
FIN 310	Finance I	3sh
IFMG 300	Info. Systems: Theory & Practice	3sh
MGMT 310	Principles of Management	3sh
MGMT 330	Production & Operations Mgmt.	3sh
MGMT 495	Business Policy	3sh
MKMT 320	Principles of Marketing	3sh
QBUS 215	Business Statistics	3sh

Major: Human Resources Management **27****Required Courses:**

ECON 330	Labor Economics	3sh
MGMT 300	Human Resources Management	3sh
MGMT 305	Organizational Staffing	3sh
MGMT 400	Compensation Management	3sh
MGMT 401	Mgmt. Development & Training	3sh
MGMT 402	Seminar in HRM OR	
MGMT 428	Seminar in Management	3sh

Controlled Electives:The HRM major should select any three (3) of
the following courses as electives.

ADMS 342	Intercultural Business Communic.	3sh
ACCT 300	Managerial Accounting	3sh
IFMG 260	Bus. Computer Applic. Project	3sh
ILR480	Collective Bargaining	3sh
MGMT 311	Human Behavior in Organiz.s	3sh
MGMT 334	Quality Management	3sh
MGMT 351	International Management	3sh
MGMT 406	HRM Research	3sh
MGMT 452	Comparative Management	3sh
MGMT 493	Internship	3sh
MGMT/MKMT 432	Business and Society	3sh
PSYC 411	Psychology of Women	3sh
PSYC 390	Industrial-Organizational Psych.	3sh
SAFE 101	Intro. to Occupational Safety	3sh
SOC 340	Sociology of Industry	3sh
SOC 348	Sociology of Work	3sh
SOC 362	Racial and Ethnic Minorities	3sh

Other Requirements: **0****Free Electives:** **7-9**Human Resources Management majors are required to take a
minimum of 50 percent of their degree requirements --i.e., a
minimum of 62 credit hours -- in nonbusiness course-work. The
student's first 9 credits of Economics (EC121, EC122, & EC330)
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:** **124**

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

Department of Management

Prashanth B. Nagendra, Chairperson; Ali, Anderson, Ashamalla, Falcone, Gibbs, Mohamed. Orife, Osborne, J. Ryan, Slack, Soni, Wisnieski; and professors emeriti McGovern, Stevenson

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.

Currently, the Department of Management offers 3 separate degree programs General Management, Human Resource Management and International Business.

The Bachelor of Science in General 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 concentration 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 concentration 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 concentration will focus on creation and operation of a small business. This concentration will also be for graduates who will be working in small businesses where the manager often must wear several hats.

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.

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.

2. b. Discussion of Course 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.

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

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

ACCT 300	PSYC 390
IFMG 260	SAFE 101
MGMT 334	SOC 348
MGMT 351	SOC 362
MGMT 406	
MGMT 452	
MGMT/MKMT 432	

3. Rationale for Change

The current Human Resources Management (HRM) 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 9 hours of HRM courses to major in the area. This is less than the credits 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 more complex and changing environment.

This 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 limited 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 produce Human Resources 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.

PART III - IMPLEMENTATION

- (1) The students in the current program will be encouraged, but not required, to shift to the new requirements. Nor does this change delete any of the previously required or elective courses. Many of these students are already taking the new courses and hence should have no problems moving to this new program.
- (2) The two newly required courses (EC330 and MG401) are already being offered (and, in many cases, taken) as electives, and so should provoke only marginal changes in faculty teaching loads. Until the seminar course MG402 can be made writing intensive, students may still take the other seminar course, MG428 /W/: Hence this should have a negligible immediate effect on workload within the Department. And even when that change is worked, the only effect will be to shift workload within the Department of Management.
- (3) Other resources (space, equipment, supplies, etc.) are adequate.
- (4) The Department sees this change as primarily a strengthening of the program being offered to our current Human Resources Management majors. While a stronger program may attract a few additional majors, substantially building enrollment is not its primary intent nor its expected effect.