

# New Program Proposal

Date Submitted: 08/28/22 9:38 am

Viewing: **HRMGBS : Human Resources**

## Management, Bachelor of Science in Business

### Administration

Last edit: 10/20/22 10:15 am

Changes proposed by: aellstra

Submitter: User ID: aellstra Phone: 575-6145

Program Status Active

Academic Level Undergraduate

Type of proposal Major/Field of Study

Select a reason for this new program Adding New Stand-Alone Major from Reconfiguring an Existing Degree--(LON)

Are you adding a concentration? No

Are you adding or modifying a track? No

Are you adding or modifying a focused study? No

Effective Catalog Year Fall 2023

College/School Code Walton College of Business (WCOB)

Department Code Department of Management (MGMT)

Program Code HRMGBS

Degree Bachelor of Science in Business Administration

CIP Code

#### In Workflow

1. WCOB Dean Initial
2. Provost Initial
3. Director of Curriculum Review and Program Assessment
4. Registrar Initial
5. Institutional Research
6. MGMT Chair
7. WCOB Curriculum Committee
8. WCOB Faculty
9. ARSC Dean
10. WCOB Dean
11. Global Campus
12. Provost Review
13. Undergraduate Council
14. Faculty Senate
15. Provost Final
16. Provost's Office-- Documentation sent to System Office
17. Higher Learning Commission
18. Board of Trustees
19. ADHE Final
20. Provost's Office-- Notification of Approval
21. Registrar Final
22. Catalog Editor Final

#### Approval Path

1. 08/28/22 9:39 am Alan Ellstrand

- (aellstra): Approved  
for WCOB Dean  
Initial
2. 08/30/22 9:05 am  
Jim Gigantino  
(jgiganti): Approved  
for Provost Initial
3. 09/06/22 10:15 am  
Alice Griffin  
(agriffin): Approved  
for Director of  
Curriculum Review  
and Program  
Assessment
4. 09/06/22 11:23 am  
Gina Daugherty  
(gdaugher):  
Approved for  
Registrar Initial
5. 09/06/22 11:26 am  
Doug Miles  
(dmiles): Approved  
for Institutional  
Research
6. 09/06/22 11:41 am  
John Delery  
(jdelery): Approved  
for MGMT Chair
7. 09/06/22 2:17 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB  
Curriculum  
Committee
8. 09/06/22 2:23 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Faculty
9. 09/06/22 2:52 pm  
Jeannie Hulen  
(jhulen): Approved  
for ARSC Dean

10. 09/07/22 2:04 am  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Dean
11. 09/07/22 9:12 am  
Suzanne Kenner  
(skenner): Approved  
for Global Campus
12. 10/04/22 4:10 pm  
Jim Gigantino  
(jgiganti): Approved  
for Provost Review
13. 10/28/22 3:45 pm  
Alice Griffin  
(agriffin): Approved  
for Undergraduate  
Council

52.1001 - Human Resources Management/Personnel Administration, General.

Program Title

Human Resources Management, Bachelor of Science in Business Administration

Program Delivery

Method

On Campus

Online/Web-based

Is this program interdisciplinary?

No

Does this proposal impact any courses from another College/School?

Yes

College(s)/School(s)

College/School Name
Fulbright College of Arts and Sciences (ARSC)

What are the total hours needed to complete the program? 120

## On-line/Web-based Information

---

## Reason for offering

## Web-based Program

Human Resources Management is a growing discipline. By offering our Human Resources Management major to students in an online format we hope to attract additional students to our program.

Maximum Class Size 45  
for Web-based  
Courses

Course delivery  
mode

Method(s)
Online

Class interaction  
mode

Method(s):
Electronic Bulletin Boards
E-mail
Chat

Percent Online

100% with No Required Campus Component

Provide a List of  
Services Supplied by  
Consortia Partners or  
Outsourced  
Organization  
N/A

Estimate Costs of the  
Program over the  
First 3 Years

All courses were  
developed for online  
delivery by summer  
2021.

List Courses Taught  
by Adjunct Faculty

Upload  
Memorandum of  
Understanding Forms  
(if required)

## Program Requirements and Description

## Requirements

## Human Resources Management Major

The Human Resource Management Major is designed to prepare students for careers in human resource-related occupations. Among issues and areas addressed are Human Resource analytics, management-employee relations, quality of work life, compensation and other reward systems, talent acquisition, and training and development. The Human Resource Management Major emphasizes the importance of integrating individual goals and organizational objectives.

All Human Resource Management majors must complete the following 6 hours of coursework: [MGMT 4943](#) and [MGMT 4953](#). Students must also take at least 6 hours from the following courses: [MGMT 3653](#), [MGMT 4983](#), and [MGMT 4963](#). An additional 12 hours of credit are required from specified management and non-management courses in order to complete the requirements for the major.

## Human Resource Management Major Requirements

The major in Human Resource Management requires 24 hours of major and collateral courses in the discipline as well as satisfying the other requirements for the B.S.B.A. degree. A maximum of 27 hours is allowed in a management major or discipline field of study (i.e., core, major, electives) unless the extra courses are part of an interdisciplinary minor or collateral track. See an adviser for selection of courses.

Major Course Requirements	6
<a href="#">MGMT 4943</a> Talent Acquisition and Management	
<a href="#">MGMT 4953</a> Organizational Rewards and Compensation	
Select at least two of the following:	6 or 9
<a href="#">MGMT 3653</a> Creating and Leading a Diverse Workforce	
<a href="#">MGMT 4963</a> People Analytics	
<a href="#">MGMT 4983</a> Talent Development	
Select three or four of the following:	9 or 12
<a href="#">MGMT 3533</a> Alternative Dispute Resolution	
<a href="#">MGMT 4103</a> Special Topics in Management	
<a href="#">MGMT 4243</a> Ethics and Corporate Responsibility	
<a href="#">MGMT 4253</a> Leadership	
<a href="#">MGMT 4263</a> Organizational Change and Development	
<a href="#">MGMT 4633</a> Faith, Spirituality, and the Workplace	
<a href="#">MGMT 4273</a> Leading Groups and Teams	
<a href="#">SEVI 3233</a> Corporate Innovation	

<a href="#">SEVI 3673</a>	Social Entrepreneurship
<a href="#">SEVI 3933</a>	Entrepreneurship and New Venture Development
<a href="#">SEVI 4433</a>	Small Enterprise Management
<a href="#">SEVI 4583</a>	International Management
<a href="#">SEVI 4993</a>	Entrepreneurship Practicum
<a href="#">ECON 3533</a>	Labor Economics
<a href="#">ECON 4333</a>	Economics of Organizations
<a href="#">HIST 4943</a>	U.S. Labor History, from 1877-present
<a href="#">PSYC 3013</a>	Social Psychology
<a href="#">PSYC 3063</a>	Psychology of Diversity
Total Hours	24

## 8-Semester Plan

**Human Resources Management B.S.B.A.****Eight-Semester Degree Program**

Students wishing to follow the eight-semester degree plan should see the [Eight-Semester Degree Policy](#) for university requirements of the program.

Courses in **BOLD** must be taken in the designated semester. Courses in *ITALIC* may be taken in varied sequences as long as other designated requirements for these courses are met. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

	Units	
	Fall	Spring
<b>ENGL 1013</b> Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
<b>MATH 2053</b> Finite Mathematics (Satisfies General Education Outcome 2.1) <sup>1</sup>	3	
<b>COMM 1313</b> Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)	3	
<b>WCOB 1111</b> Freshman Business Connection		1
<b>BLAW 2013</b> The Legal Environment of Business (ACTS Equivalency = BLAW 2003) <sup>2</sup>	3	
<b>ISYS 1123</b> Business Application Knowledge - Computer Competency		3
<b>ENGL 1023</b> Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)		3
<b>ACCT 2013</b> Accounting Principles		3
<b>WCOB 1033</b> Data Analysis and Interpretation		3
<b>ECON 2023</b> Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Satisfies General Education Outcome 3.3)		3
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)		4
Year Total:	16	16

Second Year	Units	
	Fall	Spring
<a href="#">SEVI 2053</a> Business Foundations	3	
<a href="#">ISYS 2103</a> Business Information Systems <sup>2</sup>	3	
<a href="#">MATH 2043</a> Survey of Calculus (ACTS Equivalency = MATH 2203) <sup>3</sup>	3	
Social Sciences – State Minimum Core (Satisfies General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement) <sup>4</sup>	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5, 6</sup>	3	
<a href="#">SCMT 2103</a> Integrated Supply Chain Management <sup>2</sup>		3
<a href="#">MGMT 2103</a> Managing People and Organizations <sup>2</sup>		3
<a href="#">ECON 2013</a> Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3) <sup>3</sup>	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5, 6</sup>	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)		4
ALL pre-business requirements should be met by end of term		
Year Total:	15	16
Third Year	Units	
	Fall	Spring
<a href="#">FINN 2043</a> Principles of Finance <sup>2</sup>	3	
<a href="#">MKTG 3433</a> Introduction to Marketing <sup>2</sup>	3	
<a href="#">MGMT 4943</a> Talent Acquisition and Management	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
<a href="#">SEVI 3013</a> Strategic Management (Satisfies General Education Outcome 6.1)		3
<a href="#">MGMT 4953</a> Organizational Rewards and Compensation		3
MGMT or Collateral Electives		3
Junior Senior Business Elective		3
U.S. History or Government - State Minimum Core (Satisfies General Education Outcome 4.2)		3
Year Total:	15	15
Fourth Year	Units	
	Fall	Spring
MGMT Electives	6	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
General Education Electives	3	
MGMT or Collateral Elective		3
Junior Senior Business Electives		3
General Education Electives		6
Year Total:	15	12

Total Units in Sequence:

1

Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for [MATH 2053](#).

2

Must be completed prior to [SEVI 3013](#).

3

Must be completed prior to taking any 3000 or 4000 level business courses.

4

The Social Sciences Elective courses which satisfy the General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement include:

[ANTH 1023](#), [HIST 1113](#), [HIST 1123](#), [SOC 2013](#), [SOC 2013H](#), or [SOC 2033](#).

5

The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include:

[ARCH 1003](#), [ARHS 1003](#), [COMM 1003](#), [DANC 1003](#), [ENGL 2023](#), [LARC 1003](#), [MLIT 1003](#), [MLIT 1003H](#), [MLIT 1013](#), [MLIT 1013H](#), [MLIT 1333](#), [THTR 1003](#), [THTR 1013](#), or [THTR 1013H](#).

6

The Humanities Elective courses which satisfy the General Education Outcome 3.2 include:

[AAST 2023](#), [ANTH 1033](#), [ARCH 1013](#), [CLST 1003](#), [CLST 1003H](#), [CLST 1013](#), [COMM 1233](#), [DANC 1003](#), [ENGL 1213](#), [ENGL 2023](#), [GNST 2003](#), [GNST 2003H](#), [HIST 1113](#), [HIST 1113H](#), [HIST 1123](#), [HIST 1123H](#), [HIST 2003](#), [HIST 2013](#), [HUMN 1124H](#), [HUMN 2213](#), [LALS 2013](#), [MRST 2013](#), [MUSY 2003](#), [MUSY 2003H](#), [PHIL 2003](#), [PHIL 2003C](#), [PHIL 2003H](#), [PHIL 2103](#), [PHIL 2103C](#), [PHIL 2303](#), [THTR 1003](#), [THTR 1013](#), [THTR 1013H](#), [WLIT 1113](#), [WLIT 1123](#), or intermediate-level world language (usually 2003-level).

#### Program Costs

No additional costs--the program uses existing faculty and facilities.

#### Library Resources

No additional library resources required.

#### Instructional

##### Facilities

No additional instructional facilities required.

#### Faculty Resources

No additional faculty required--uses existing faculty.

#### List Existing Certificate or Degree Programs

that Support the Proposed Program

Program(s)
ACCTBS - Accounting, Bachelor of Science in Business Administration
FINNBS - Finance, Bachelor of Science in Business Administration
ISYSBS - Information Systems, Bachelor of Science in Business Administration
MKTGBS - Marketing, Bachelor of Science in Business Administration

<b>Program(s)</b>
SCMTBS - Supply Chain Management, Bachelor of Science in Business Administration
COMMBA - Communication, Bachelor of Arts

Are Similar Programs available in the area?

No

Estimated Student Demand for Program      20-50

Scheduled Program Review Date      2026-27

Program Goals and Objectives

**Program Goals and Objectives**

The Human Resource Management Major is designed to prepare students for careers in human resource-related occupations. Among issues and areas addressed are Human Resource analytics, management-employee relations, quality of work life, compensation and other reward systems, talent acquisition, and training and development. The Human Resource Management Major emphasizes the importance of integrating individual goals and organizational objectives.

All Human Resource Management majors must complete the following 6 hours of coursework: MGMT 4943 and MGMT 4953. Students must also take at least 6 hours from the following courses: MGMT 3653, MGMT 4933, and MGMT 4963. An additional 12 hours of credit are required from specified management and non-management courses in order to complete the requirements for the major.

Learning Outcomes

**Learning Outcomes**

Students in the Human Resource Management major will learn how organizations attract talent through recruitment and selection systems, and ensure this talent remains motivated and attached to the organization through compensation and rewards systems. Students can also explore how organizations can manage workforce diversity and talent development, along with the use of analytics focusing on workforce behaviors and outcomes. Finally, students will enhance this knowledge through other course work related to the management of people in organizations and the broader economy.

Description and Justification for this request

<b>Description of request</b>	<b>Justification for request</b>
-------------------------------	----------------------------------

Description of request	Justification for request
Reconfiguration of Human Resources Management concentration to a Human Resources Management major.	Reconfiguring from a concentration to a major allows for more human resources management content to be available to students, strengthening the degree program.

## Upload attachments

[HRMGBS-MGMTBS - Reconfiguration - Curriculum.docx](#)

[HRMGBS-MGMTBS - Reconfiguration - Workforce Analysis Request.docx](#)

[HRMGBS-MGMTBS - Reconfiguration - Degree Costs and Salary Earnings.docx](#)

[HRMGBS-MGMTBS - Reconfiguration - Ltr of Notification.pdf](#)

## Reviewer Comments

**Alice Griffin (agriffin) (08/30/22 2:17 pm):** Clean up language with state minimum core for US History or Government in spring of third year, for consistency with catalog copy.

**Alice Griffin (agriffin) (09/01/22 10:23 am):** Revised footnotes with additional classes and made minor edits to student learning outcomes with permission from college.

**Alice Griffin (agriffin) (09/06/22 9:37 am):** Adjusted formatting and included minor edits in consultation with college. Renamed documents to match BOT naming convention.

**Alice Griffin (agriffin) (09/06/22 10:15 am):** Workforce Analysis Request Form, sent to the state.

**Alice Griffin (agriffin) (10/05/22 8:33 am):** ADHE revised format of LON. Uploading revised version with college's information.

**Alice Griffin (agriffin) (10/20/22 10:09 am):** Inserted concentration into the LON program title.

Key: 912