# http://www.ric.edu/webcommunications/images/SealWithText_Small_Black.pngUNDERGRADUATE CURRICULUM COMMITTEE (UCC)PROPOSAL FORM

## Cover page scroll over blue text to see further important [instructions](#instructions): please read.

**N.B. DO NOT USE HIGHLIGHT, please DELETE THE WORDS THAT DO NOT APPLY TO YOUR PROPOSAL**

**ALL numbers in section (A) need to be completed, including the impact ones.**

|  |  |  |
| --- | --- | --- |
| A.1. [Course or program](#Proposal) | **Human resource Management Concentration** |  |
| [Replacing](#Ifapplicable)  |  |
| A.2. [Proposal type](#type) | **Program:** [**revision**](#revision) |
| A.3. [Originator](#Originator) | **Julie Urda** | [Home department](#home_dept) | **Management & Marketing**  |
| A.4. [Context and Rationale](#Rationale)  | The Management and Marketing Department proposes to revise the Human Resource Management (HRM) concentration curriculum within the Management major. These changes will complete the program changes made to the rest of the management major’s other three concentrations last year. We propose the following changes to bring the HRM concentration in line with the Society for Human Resource Management’s (SHRM) guidelines for undergraduate curriculum in HRM. Briefly, the SHRM guidelines suggest the following courses that cover the following topics:* Introduction to HRM
* Staffing, Recruiting, & Performance Management
* Employment Law
* Training and Development
* Compensation and Benefits
* Strategic HRM

The following summarizes requested revisions to the HRM concentration:1. Increasing HRM-specific courses to 4 credits. These include: MGT 423: Compensation and Benefits AdministrationMGT 425: Recruitment and selectionMGT 428: Human Resource Development 2. Dropping MGT 424: Employee Relations and Performance Management and dispersing its contents among the above three courses.3. Creating MGT 430: Strategic Human Resource Management4. Dropping the requirement for an additional two restricted electives.Introduction to HRM is covered in MGT 320, which was changed to four credits last year. For MGT 423, 425, and 428, the additional credit hour will be used to accommodate the contents they incorporate from MGT 424. Staffing, recruiting, and performance management will be covered in MGT 425, with the performance management part of MGT 424 being moved to this course. Employment law, the other half of MGT 424, will be covered in MGT 423 and 428. Training and development will be covered in MGT 428. Compensation and benefits will be covered in MGT 423. And finally, a new capstone course in Strategic HRM, MGT 430, will be designed as a four-credit course. With the School of Business’ (SoB) overall initiative toward accreditation, there have been drives toward standardization across disciplines in the SoB within each department’s respective field. To align ourselves with this initiative, the Management and Marketing department decided to standardize the required credits of all its majors and to assure they reflected the pedagogical guidelines of the authoritative bodies in their respective fields. With last year’s switch to 4-credit courses, the HRM concentration increased to 80 credits. And that was with four courses still at three credits. Now that we are increasing the remaining courses to four credits, the HRM concentration would be entirely too large. Removing the two restricted electives will bring the required credits down to 76, making it equal to the other two concentrations in the Management major. |
| A.5. [Student impact](#student_impact) | **All students who elect the HRM concentration starting in Fall 2020 will follow the new program which has 76 credits—four fewer than the current program.****Students who have elected the HRM concentration prior to Fall 2020 will have a choice, depending on how far along they are in the program. Regardless of their choice, all students will have fewer required credits than the existing 80.****If they have already completed MGT 424, they will not have to take MGT 430 but will have to take the remaining three HRM specialty courses (MGT 423, 425, 428) and two restricted electives. This change will have no net impact on overall required credits (increase by one credit for three courses, but reduction of one three-credit course).****Students who have not taken MGT 424 yet may choose to take MGT 430 in its place or have it waived. It will most likely depend on whether they have taken their restricted electives yet. If they have, they will probably waive MGT 424, i.e., stick to the program in which they entered. This will reduce their required credits by three. If they not taken their restricted electives, they will be given the option to take MGT 430 and waive their restricted electives, i.e., switch to the new program. This will reduce their expected required credits by four.****Some of the courses are used by HCA, but the rise in credits on these courses will not affect their overall total credits.** |
| A.6. [Impact on other programs](#impact)  | **None.** |
| A.7. [Resource impact](#Resource) | [*Faculty PT & FT*](#faculty):  | **We have a new full-time professor starting in the fall who will teach all four of the HRM specialty courses. Part-time faculty will not teach these courses. Courses that used to be restricted electives for the HRM program will now have resources freed for an already-overstretched full-time faculty.** |
| [*Library*:](#library) | **None** |
| [*Technology*](#technology) | **None** |
| [*Facilities*](#facilities): | **None** |
| A.8. [Semester effective](#Semester_effective) | **Fall 2020** | A.9. [Rationale if sooner than next Fall](#Semester_effective) |  |
| A.10. INSTRUCTIONS FOR CATALOG COPY: This single file copy must include ALL relevant pages from the college catalog, and show how the catalog will be revised. (1) Go to the “Forms and Information” page on the UCC website. Scroll down until you see the Word files for the current catalog. (2) Download ALL catalog sections relevant for this proposal, including course descriptions and/or other affected programs. (3) Place ALL relevant catalog copy into a single file. Put page breaks between sections and delete any catalog pages not relevant for this proposal. (4) Using the track changes function, revise the catalog pages to demonstrate what the information should look like in next year’s catalog. (5) Check the revised catalog pages against the proposal form, especially making sure that program totals are correct if adding/deleting course credits. If new copy, indicate where it should go in the catalog. If making related proposals a single catalog copy that includes all is acceptable. Send as a separate file along with this form. |

### C. [Program Proposals](#program_proposals) **complete only what is relevant to your proposal Delete this whole page if the proposal is not revising, creating, deleting or suspending any progam.**

|  | [Old (for revisions only)](#old_program) | New/revised |
| --- | --- | --- |
| C.1. [Enrollments](#enrollments) | **37** | **41** |
| C.2. [Admission requirements](#admissions) |  |  |
| C.3. [Retention requirements](#retention) |  |  |
| C.4. [Course requirements](#course_reqs) for each program option | Core Courses:

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 |  |
| ACCT 202 | Principles of Accounting II: Managerial | 3 |  |
| CIS 252 | Introduction to Information Systems | 4 |  |
| ECON 214 | Principles of Microeconomics | 3 |  |
| ECON 215 | Principles of Macroeconomics | 3 |  |
| FIN 301 | Financial Management | 4 |  |
| MGT 201 | Foundations of Management | 4 |  |
| MGT 249 | Business Statistics II | 4 |  |
| MGT 322 | Organizational Behavior | 4 |  |
| MGT 341 | Business, Government, and Society | 4 |  |
| MGT 348 | Operations Management | 4 |  |
| MGT 461 | Seminar in Strategic Management | 4 |  |
| MKT 201 | Introduction to Marketing | 4 |  |
| MATH 177 | Quantitative Business Analysis I | 4 |  |
| MATH 248 | Business Statistics I | 4 |  |

Note: MATH 177: Fulfills the Mathematics category of General Education.Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 4 |  |
| MGT 423 | Compensation and Benefits Administration | 3 |  |
| MGT 424 | Employee Relations and Performance Management | 3 |  |
| MGT 425 | Recruitment and Selection | 3 |  |
| MGT 428 | Human Resource Development | 3 |  |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 431 | Labor Economics | 4 |  |
| MGT 306 | Management of a Diverse Workforce | 4 |  |
| MGT 331 | Occupational and Environmental Safety Management | 4 |  |
| MGT 333 | Negotiation and Conflict Resolution | 4 |  |
| MGT 465 | Organizational Theory | 4 |  |
| MGT 467 | Directed Internship | 4 |  |
| MGT 490 | Directed Study | 4 |  |
| MGT 491 | Independent Study I | 4 |  |
| MGT 492 | Independent Study II | 4 |  |
| PSYC 422 | Psychological Testing | 4 |  |
|  | A course approved by advisor | 3-4 |  |

 | Core Courses:

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 |  |
| ACCT 202 | Principles of Accounting II: Managerial | 3 |  |
| CIS 252 | Introduction to Information Systems | 4 |  |
| ECON 214 | Principles of Microeconomics | 3 |  |
| ECON 215 | Principles of Macroeconomics | 3 |  |
| FIN 301 | Financial Management | 4 |  |
| MGT 201 | Foundations of Management | 4 |  |
| MGT 249 | Business Statistics II | 4 |  |
| MGT 322 | Organizational Behavior | 4 |  |
| MGT 341 | Business, Government, and Society | 4 |  |
| MGT 348 | Operations Management | 4 |  |
| MGT 461 | Seminar in Strategic Management | 4 |  |
| MKT 201 | Introduction to Marketing | 4 |  |
| MATH 177 | Quantitative Business Analysis I | 4 |  |
| MATH 248 | Business Statistics I | 4 |  |

Note: MATH 177: Fulfills the Mathematics category of General Education.Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 4 |  |
| MGT 423 | Compensation and Benefits Administration | 4 |  |
| MGT 425 | Recruitment and Selection | 4 |  |
| MGT 428 | Human Resource Development | 4 |  |
| MGT 430 | Strategic Human Resource Management | 4 |  |

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| C.5. [Credit count](#credit_count) for each program option | **HR management: 79-80** | **HR management: 76** |
| C.6. Other changes if any |  |  |

D. Signatures

* Changes that affect General Education in any way MUST be approved by ALL Deans and COGE Chair.
* Changes that directly impact more than one department/program MUST have the signatures of all relevant department chairs, program directors, and relevant dean (e.g. when creating/revising a program using courses from other departments/programs). Check UCC manual 4.2 for further guidelines on whether the signatures need to be approval or acknowledgement.
* Proposals that do not have appropriate approval signatures will not be considered.
* Type in name of person signing and their position/affiliation.
* Send electronic files of this proposal and accompanying catalog copy to curriculum@ric.edu and a printed or electronic signature copy of this form to the current Chair of UCC. Check UCC website for due dates.

##### D.1. Approvals: required from programs/departments/deans who originate the proposal. may include multiple departments, e.g., for joint/interdisciplinary prposals.

| Name | Position/affiliation | [Signature](#_Signature" \o "Insert electronic signature, if available, in this column) | Date |
| --- | --- | --- | --- |
| Jeffrey Mello | Dean of School of Business |  |  |
| Constance Milbourne | Chair of Management & Marketing |  |  |