# 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) | **MGT 430 Strategic human resource management** | | | |  |
| [Replacing](#Ifapplicable) |  | | | |
| A.2. [Proposal type](#type) | **Course:** **creation** | | | |
| A.3. [Originator](#Originator) | **Julie Urda** | [Home department](#home_dept) | **Management & Marketing** | | |
| A.4. [Context and Rationale](#Rationale) | **The Management and Marketing department is updating its Human Resource Management (HRM) concentration to bring it in line with the rest of the management concentrations, which were updated last year. We would like to develop a program according to the Society of Human Resource Management standards for an undergraduate curriculum in HRM. To do so, we need to create a Strategic Human Resources course as a capstone to the HRM concentration. Such a course is sorely missing from our HRM program and is necessary if we are to keep it competitive for our students.** | | | | |
| A.5. [Student impact](#student_impact) | **Students will be served by having a more current and competitive HRM program.** | | | | |
| A.6. [Impact on other programs](#impact) | **Healthcare Administration will gain one restricted elective option.** | | | | |
| A.7. [Resource impact](#Resource) | [*Faculty PT & FT*](#faculty): | **None** | | | |
| *Library:* | **None** | | | |
| *Technology:* | **None** | | | |
| [*Facilities*](#facilities): | **None** | | | |
| A.8. [Semester effective](#Semester_effective) | **Fall 2020** | A.9. | |  | |
| 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. | | | | | |

B. [NEW OR REVISED COURSES](#delete_if)  **DO NOT use highlight. Delete this whole page if the proposal does not include a new or revised course.**

|  | Old ([for revisions only](#Revisions)) Only include information that is being revised, otherwise leave blank (delete provided examples that do not apply) | | | New Examples are provided for guidance, delete the ones that do not apply |
| --- | --- | --- | --- | --- |
| B.1. [Course prefix and number](#cours_title) |  | | | **MGT 430** |
| B.2. Cross listing number if any |  | | |  |
| B.3. [Course title](#title) |  | | | **Strategic Human Resource Management** |
| B.4. [Course description](#description) |  | | | Seminar focusing on timely challenges organizations face and the strategic role of human resource management in addressing them |
| B.5. [Prerequisite(s)](#prereqs) |  | | | **MGT 320 and any two of MGT 423, 425, 428** |
| B.6. [Offered](#Offered) |  | | | **Spring** |
| B.7. [Contact hours](#contacthours) |  | | | **4** |
| B.8. [Credit hours](#credits) |  | | | **4** |
| B.9. [Justify differences if any](#differences) |  | | | |
| B.10. [Grading system](#grading) |  | | | **Letter grade** |
| B.11. [Instructional methods](#instr_methods) |  | | | **Seminar** |
| B.12.[Categories](#required) |  | | | **Required for major in HRM; Restricted elective for major in HCA** |
| B.13. Is this an Honors course? |  | | | **no** |
| B.14. [General Education](#ge)  N.B. Connections must include at least 50% Standard Classroom instruction. |  | | |  |
| B.15. [How will student performance be evaluated?](#performance) |  | | | **Attendance | Class participation | Exams | Presentations | Papers |**  **Class work | Quizzes | Projects |** |
| B.16. [Redundancy statement](#competing) |  | | |  |
| B. 17. Other changes, if any |  | | | |
| B.18**.** [**Course learning outcomes**](#outcomes)**: List each one in a separate row** | | [**Professional Org.Standard(s)**](#standards)**, if relevant** | [**How will each outcome be measured**](#measured)**?** | |
| Change management | |  | Likely covered by a test or quiz, but could possibly be the topic of a project, paper, or graded in-class activity or presentation | |
| Communication | | SHRM competency | Likely covered by a test or quiz, but could possibly be the topic of a project, paper, or graded in-class activity or presentation | |
| Competitive strategy | | SHRM competency | Likely to be the topic of a project or paper, but could also be covered by a test, quiz, or graded in-class activity or presentation | |
| HR strategy | | SHRM competency | Likely to be the topic of a project or paper, but could also be covered by a test, quiz, or graded in-class activity or presentation | |
| Managing workforce changes | |  | Likely to be the topic of a project or paper, but could also be covered by a test, quiz, or graded in-class activity or presentation | |
| Sustainability/CSR | |  | Likely covered by a test or quiz, but could possibly be the topic of a project, paper, or graded in-class activity or presentation | |
|  | |  |  | |

| B.19. [**Topical outline**](#outline)**: Do NOT insert whole syllabus, we just need a two-tier outline** |
| --- |
| Strategic approach to HRM  The evolution of HRM  What is HRM strategy?  The role of HR in competitive advantage  People, roles, & rewards  HR systems  Organizational fit  Nonfinancial performance measurement  Evaluating & communicating HR initiatives  Measuring HR  Investing in HR  The liaison of HR with the ideas of accounting and finance  HR planning & recruitment  Integrating HR planning and organizational strategy  Employee recruitment  Using social media in recruitment  Strategic staffing & selection: Overview  Staffing in the 21st century  Hiring superstars  Talent spotting  When people don’t fit their jobs  Strategic staffing & selection: Diversity  Managing workforce diversity  Managing cultural diversity  Impacts on competitiveness and firm performance  Strategic employee training & development  The science of training & development  Development for service employees  Strategic retention  Evidence-based strategies  Market-based approaches  Change the deal, keep the people  Strategic performance management  Using performance management to get good talent  The social context of performance management  360 degree feedback  Strategic compensation & benefits  Research on compensation  Myths about pay  Monetary rewards  Individual vs. group rewards  Rewarding the right thing  Employee benefits  Mergers & Acquisitions  Capturing HR value  HR due diligence  Downsizing  Strategies for responsible restructuring  Communicating layoffs  Helping survivors of layoffs be more effective  Ways to avoid layoffs |

## 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](mailto: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 |  |  |

##### D.2. [Acknowledgements](#acknowledge): REQUIRED from OTHER PROGRAMS/DEPARTMENTS IMPACTED BY THE PROPOSAL. SIGNATURE DOES NOT INDICATE APPROVAL, ONLY AWARENESS THAT THE PROPOSAL IS BEING SUBMITTED. CONCERNS SHOULD BE BROUGHT TO THE UCC COMMITTEE MEETING FOR DISCUSSION

| Name | Position/affiliation | [Signature](#Signature_2) | Date |
| --- | --- | --- | --- |
| Marianne Raimondo | Director, Healthcare Administration |  |  |