Date Submitted: 10/08/20 3:25 pm

Viewing: **MGMTBS-HRMG : Management: Human Resource Management Concentration**

Last approved: 05/22/19 11:34 am

Last edit: 11/12/20 2:15 pm

Changes proposed by: kboston

Catalog Pages Using
this Program
[Management B.S.B.A., Human Resources Management Concentration](#)
[Management (MGMT)](#)

Submitter:	User ID:	crsleaf1	Phone:
575-6731			

Program Status   Active

Academic Level   Undergraduate

Type of proposal   Major/Field of Study

Select a reason for this modification
Making Minor Changes to an Existing Degree (e.g. changing 15 or fewer hours, changing admission/graduation requirements, adding/changing Focused Study or Track)

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 2021

College/School Code
    Walton College of Business (WCOB)

In Workflow

1. **WCOB Dean Initial**
2. **Director of Program Assessment and Review**
3. **Registrar Initial**
4. **Institutional Research**
5. **MGMT Chair**
6. **WCOB Curriculum Committee**
7. **WCOB Faculty**
8. **WCOB Dean**
9. **Global Campus**
10. **Provost Review**
11. **University Course and Program Committee**
12. Faculty Senate
13. Provost Final
14. Provost's Office-- Notification of Approval
15. Registrar Final
16. Catalog Editor Final

Approval Path

1. 01/17/20 9:27 am Karen Boston (kboston): Approved for WCOB Dean Initial
2. 01/21/20 12:09 pm Alice Griffin (agriffin): Approved for Director of Program

Department Code

    Department of Management (MGMT)

Program Code   MGMTBS-HRMG

Degree   Bachelor of Science in Business Administration

CIP Code

Assessment and Review

3. 01/22/20 5:35 pm Lisa Kulczak (lkulcza): Approved for Registrar Initial

4. 01/23/20 8:15 am Gary Gunderman (ggunderm): Approved for Institutional Research

5. 04/13/20 2:46 pm John Delery (jdelery): Approved for MGMT Chair

6. 04/13/20 5:36 pm Karen Boston (kboston): Approved for WCOB Curriculum Committee

7. 04/13/20 5:46 pm Karen Boston (kboston): Approved for WCOB Faculty

8. 04/13/20 5:47 pm Karen Boston (kboston): Approved for WCOB Dean

9. 04/13/20 6:57 pm Suzanne Kenner (skenner): Approved for Global Campus

10. 04/14/20 7:33 am Terry Martin (tmartin): Approved for Provost Review

11. 07/17/20 10:56 am Alice Griffin (agriffin): Rollback to Initiator

12. 10/08/20 3:26 pm Karen Boston (kboston): Approved for WCOB Dean Initial

13. 10/14/20 4:47 pm Alice Griffin (agriffin): Approved for Director of Program Assessment and Review

14. 10/16/20 5:23 pm Lisa Kulczak (lkulcza): Approved for Registrar Initial

15. 10/16/20 7:29 pm Gary Gunderman (ggunderm): Approved for Institutional Research

16. 10/19/20 12:50 pm John Delery (jdelery): Approved for MGMT Chair

17. 10/22/20 3:17 pm Karen Boston (kboston): Approved for WCOB Curriculum Committee

18. 10/22/20 3:33 pm Karen Boston (kboston):

Approved for WCOB
Faculty

19. 10/22/20 3:33 pm
Karen Boston
(kboston):
Approved for WCOB
Dean

20. 10/22/20 3:59 pm
Suzanne Kenner
(skenner): Approved
for Global Campus

21. 11/03/20 8:37 am
Terry Martin
(tmartin): Approved
for Provost Review

History

1. Aug 27, 2014 by
   Leepfrog
   Administrator
   (clhelp)
2. Aug 27, 2014 by
   Leepfrog
   Administrator
   (clhelp)
3. Mar 23, 2015 by
   Charlie Alison
   (calison)
4. Jun 10, 2015 by
   Charlie Alison
   (calison)
5. Jul 24, 2015 by
   Charlie Alison
   (calison)
6. May 25, 2017 by
   Karen Turner
   (kjvestal)
7. May 22, 2019 by
   Karen Boston
   (kboston)

52.0201 - Business Administration and Management, General.

Program Title

Management: Human Resource Management Concentration

Program Delivery
Method

On Campus

Online/Web-based

Is this program interdisciplinary?

No

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

No

What are the total
hours needed to
complete the
program?   **21** ~~120~~

On-line/Web-based Information

Reason for offering
Web-based Program

To provide an opportunity for students to complete the Human Resources Concentration in an online format.

Maximum Class Size   **45**
for Web-based
Courses

Course delivery
mode

Method(s)
Online

Class interaction
mode

Method(s):
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 will be developed online by the end of summer 2021.**

List Courses Taught by Adjunct Faculty

Upload Memorandum of Understanding Forms (if required)

Program Requirements and Description

Requirements

Human Resources Management Concentration

MGMT 4943	Organizational Staffing	3
MGMT 4953	Organizational Rewards and Compensation	3
Select two of the following:		6
MGMT 3533	Alternative Dispute Resolution	
~~MGMT 3933~~	~~Entrepreneurship and New Venture Development~~	
SEVI 3933 ENTREPRENEURSHIP AND NEW VENTURE DEVELOPMENT	**Course SEVI 3933 ENTREPRENEURSHIP AND NEW VENTURE DEVELOPMENT Not Found**	
MGMT 4103	Special Topics in Management	
MGMT 4253	Leadership	

MGMT 4263	Organizational Change and Development
~~MGMT 4433~~	~~Small Enterprise Management~~
~~MGMT 4583~~	~~International Management~~
~~MGMT 4993~~	~~Entrepreneurship Practicum~~
SEVI 4433 SMALL ENTERPRISE MANAGEMENT	**Course SEVI 4433 SMALL ENTERPRISE MANAGEMENT Not Found**
SEVI 4583 INTERNATIONAL MANAGEMENT	**Course SEVI 4583 INTERNATIONAL MANAGEMENT Not Found**
SEVI 4993 ENTREPRENEURSHIP PRACTICUM	**Course SEVI 4993 ENTREPRENEURSHIP PRACTICUM Not Found**

Select three of the following:		9
ACCT 3723	Intermediate Accounting I	
ECON 3533	Labor Economics	
ECON 4333	Economics of Organizations	
ISYS 2263	Principles of Information Systems	
MKTG 3553	Consumer Behavior	
MKTG 3633	Marketing Research	
MKTG 4853	Marketing Management	
Total Hours		21

8-Semester Plan

Management B.S.B.A., Human Resources Management Concentration

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.

First Year	Units	
	Fall	Spring
ENGL 1013 Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
MATH 2053 Finite Mathematics (Satisfies General Education Outcome 2.1)1	3	
COMM 1313 Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education	3	

Outcomes 1.2 and 5.1)

WCOB 1111 Freshman Business Connection	1
BLAW 2013 The Legal Environment of Business (ACTS Equivalency = BLAW 2003)2	3
~~ISYS 1120 Computer Competency Requirement~~	~~0~~ -
~~U.S. History or Political Science — University Core~~	~~3~~ -
ISYS 1123 Business Application Knowledge - Computer Competency	**3**
ENGL 1023 Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)	3
ACCT 2013 Accounting Principles	3
WCOB 1033 Data Analysis and Interpretation	3
ECON 2023 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
MGMT 2053 Business Foundations	3
ISYS 2103 Business Information Systems2	3
MATH 2043 Survey of Calculus (ACTS Equivalency = MATH 2203)3	3
~~Social Science – University Core~~	~~3~~ -
~~Fine Art/Humanities – University Core~~	~~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)4	**3**
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2)5, 6	**3**
SCMT 2103 Integrated Supply Chain Management2	3
MGMT 2103 Managing People and Organizations2	3
ECON 2013 Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3)3	3
~~Fine Art/Humanities – University Core~~	- ~~3~~
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2)5, 6	**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
FINN 3043 Principles of Finance2	3
MKTG 3433 Introduction to Marketing2	3
MGMT 4243 Ethics and Corporate Responsibility	3
or MGMT 4953 Organizational Rewards and Compensation	

MGMT 4943 Organizational Staffing	3
Junior Senior Business Elective	3
MGMT 3013 Strategic Management (Satisfies General Education Outcome 6.1)	3
MGMT 4953 Organizational Rewards and Compensation	3
or MGMT 4243 Ethics and Corporate Responsibility	
MGMT or Collateral Electives	3
Junior Senior Business Elective	3
U.S. History or Government - State Minimum (Satisfies General Education Outcome 4.2) Core	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:	120

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 MGMT 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, SOCI 2013, SOCI 2013H, or SOCI 2033.

5 The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include: ARCH 1003, ARHS 1003, COMM 1003, DANC 1003, 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, GNST 2003, 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).

Are Similar Programs available in the area?

No

Estimated Student   NA
Demand for Program

Scheduled Program   2021-2022
Review Date

Program Goals and
Objectives

Program Goals and Objectives
See BSBA. ~~NA~~

Learning Outcomes

Learning Outcomes
See BSBA. ~~NA~~

Description and justification of the request

Description of specific change	Justification for this change
- Add ISYS 1123, Business Application Knowledge to first year, fall semester, 8 semester plan - Delete ISYS 1120, Computer Competency Requirement from first year, fall semester, 8 semester plan - Delete 3 hours of general education elective from third year, spring semester, 8 semester plan - Add US History or Political Science - University Core to third year, spring semester, 8 semester plan	Pre-assessment exam scores for incoming freshmen over the past several years have been consistently indicating that only 4% of incoming freshmen have sufficient IT competency (coming out of their High School program) for Walton College courses. Therefore, most incoming Walton freshmen are required to take ISYS 1123, Business Application Knowledge in lieu of ISYS 1120, Computer Competency Requirement which currently does not count toward their degree. This change deletes ISYS 1120 as a pre-business requirement and incorporates ISYS 1123 as a pre-business and degree requirement. Additionally, reducing the total number of General Education Electives from 12 hours to 9 hours.
Offer Human Resource Management Concentration in an online format.	All courses will be developed online by the end of summer 2021.

Description of specific change	Justification for this change
Revised formatting of the eight semester degree plan. Inserted the General Education language. Also added footnotes and hyper-linked courses for access to course details.	To provide consistency with the General Education curriculum language. Footnotes provides list of courses that specifically meets each General Education Outcome on behalf of the college. These Gen Ed changes satisfy the criteria for them to be administratively approved for the fall 2021 catalog. AG

Upload attachments

Reviewer Comments

Alice Griffin (agriffin) (01/21/20 12:05 pm): Changed total hours field from 120 to 21 to reflect total hours for the concentration.

Alice Griffin (agriffin) (01/21/20 12:08 pm): Changed course to a comment for the US Hist/PLSC University Core requirement in the spring of the third year. This action removes the red box error. Also changed fall to spring semester in the third year in the description field.

Alice Griffin (agriffin) (06/02/20 1:12 pm): Changed effective date from fall 2020 to fall 2021. The request did not complete approval in time for the fall 2020 catalog.

Alice Griffin (agriffin) (06/02/20 1:16 pm): Changed University Core language to State Minimum Core for consistency across the catalog.

Alice Griffin (agriffin) (07/17/20 10:56 am): Rollback: Rolling back to update program delivery method.

Alice Griffin (agriffin) (10/14/20 11:55 am): Revised number 4 footnote to include courses that satisfy both outcomes and the diversity requirement.

Alice Griffin (agriffin) (10/14/20 4:30 pm): ATTENTION: The LON and Curriculum documents for approval of online delivery were submitted with the MGMTBS CIM block.

Alice Griffin (agriffin) (10/14/20 4:35 pm): Revised program requirements to include the submitted SEVI courses, including SEVI 3933, SEVI 4433, SEVI 4583, and SEVI 4993. College is encouraged to review for accuracy.

Alice Griffin (agriffin) (10/14/20 4:36 pm): Added notes to program goals and learning outcomes.

Alice Griffin (agriffin) (11/11/20 1:04 pm): Inserted footnotes for learning outcomes 3.1 and 3.2, Fine Arts and Humanities.

Alice Griffin (agriffin) (11/12/20 2:15 pm): Adjusted wording with the Social Sciences requirement in second year, fall semester, to include the Social Issues, Multicultural Environment, and Demographic Diversity Requirement.

Key: 530