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## Program Deactivation Proposal

Date Submitted: 06/29/23 4:14 pm

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

### Management Concentration

Last approved: 03/17/23 4:00 pm

Last edit: 07/12/23 8:29 am

Changes proposed by: aellstra

End Catalog                      Fall 2024

No new students  
admitted after:

Fall 2023

Allow students in  
program to complete  
through:

Spring 2026

Number of students  
still enrolled:

130

Courses Deleted as a  
result of this action:

How will students in  
the deleted program  
be accommodated?

Current Management: Human Resource Management Concentration students will be accommodated by either having the option to complete the current Management: Human Resource Management Concentration program in the next several years (spring 2026) or they will be allowed to enroll in the new Human Resources Management Bachelor of Science in Business Administration degree program.

How will funds from  
the deleted program  
be reallocated?

Funds from the deleted program will be reallocated to support the new degree program in Human Resources Management.

Deactivation  
attachments

#### 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. WCOB Dean
10. Global Campus
11. Provost Review
12. Undergraduate Council
13. Faculty Senate
14. Provost Final
15. Registrar Final
16. Catalog Editor Final

#### Approval Path

1. 06/29/23 4:28 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Dean  
Initial
2. 06/29/23 4:51 pm  
Jim Gigantino  
(jgiganti): Approved  
for Provost Initial
3. 07/11/23 5:56 pm  
Lisa Kulczak  
(lkulcza): Approved  
for Director of  
Curriculum Review  
and Program  
Assessment
4. 07/12/23 8:31 am  
Gina Daugherty

Justification for this request

After benchmarking against other academic programs the faculty in the Department of Management determined that the Management Bachelor of Science in Business Administration degree Human Resource Management Concentration program curriculum did not have the depth or breath necessary to best prepare our students for careers in Human Resources Management. Thus, a new Human Resources Management Degree program was has been approved that includes a greater focus on Human Resources Management while offering a broader array of classes from supporting fields to provide a more well rounded curriculum to prepare students for careers in Human Resources Management.

Submitter: User ID: aellstra Phone: 575-6145

Program Status Active

Academic Level Undergraduate

Type of proposal Concentration Major/Field of Study

Effective Catalog Year Fall 2024

College/School Code Walton College of Business (WCOB)

Department Code  
Department of Management (MGMT)

Program Code MGMTBS-HRMG

Degree Bachelor of Science in Business Administration

CIP Code  
52.0201 - Business Administration and Management, General.

Program Title

- (gdaugher):  
Approved for  
Registrar Initial
5. 07/12/23 9:25 am  
Doug Miles  
(dmiles): Approved  
for Institutional  
Research
  6. 07/12/23 10:45 am  
John Delery  
(jdelery): Approved  
for MGMT Chair
  7. 07/12/23 11:22 am  
Alan Ellstrand  
(aellstra): Approved  
for WCOB  
Curriculum  
Committee
  8. 07/12/23 11:22 am  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Faculty
  9. 07/12/23 11:23 am  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Dean
  10. 07/12/23 12:09 pm  
Suzanne Kenner  
(skenner): Approved  
for Global Campus
  11. 07/12/23 1:12 pm  
Jim Gigantino  
(jgiganti): 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)
8. May 18, 2021 by Karen Boston (kboston)
9. Mar 21, 2022 by Gina Daugherty (gdaugher)
10. Mar 17, 2023 by Alan Ellstrand (aellstra)

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

## **On-line/Web-based Information**

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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	<b>Method(s)</b>
	Online

Class interaction mode	<b>Method(s):</b>
	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**

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Requirements

### **Human Resources Management Concentration**

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<u>MGMT 4943</u>	Talent Acquisition and Management	3
<u>MGMT 4953</u>	Organizational Rewards and Compensation	3
Select two of the following:		6
<u>MGMT 3533</u>	Alternative Dispute Resolution	
<u>SEVI 3933</u>	Entrepreneurship and New Venture Development	
<u>MGMT 4103</u>	Special Topics in Management	
<u>MGMT 4253</u>	Leadership	

<a href="#"><u>MGMT 4263</u></a>	Organizational Change and Development	
<a href="#"><u>SEVI 4433</u></a>	Small Enterprise Management	
<a href="#"><u>SEVI 4583</u></a>	International Management	
<a href="#"><u>SEVI 4993</u></a>	Entrepreneurship Practicum	
Select three of the following:		9
<a href="#"><u>ACCT 3723</u></a>	Intermediate Accounting I	
<a href="#"><u>ECON 3533</u></a>	Labor Economics	
<a href="#"><u>ECON 4333</u></a>	Economics of Organizations	
<a href="#"><u>ISYS 2263</u></a>	Principles of Information Systems	
<a href="#"><u>MKTG 3553</u></a>	Consumer Behavior	
<a href="#"><u>MKTG 3633</u></a>	Marketing Research	
<a href="#"><u>MKTG 4853</u></a>	Marketing Management	
Total Hours		21



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

### Eight-Semester Degree Program

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

Courses in **BOLD** must be taken in the designated semester. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

	Units	
	Fall	Spring
First Year		
<b>ENGL 1013</b> Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1) <sup>3</sup>	3	
<b>MATH 2053</b> Finite Mathematics (Satisfies General Education Outcome 2.1) <sup>1,3</sup>	3	
<b>BUSI 1111</b> Freshman Business Connection <sup>3</sup>	1	
<b>SCMT 2103</b> Integrated Supply Chain Management <sup>2</sup>	3	
<b>MGMT 2103</b> Managing People and Organizations <sup>2</sup>	3	
<b>ISYS 1123</b> Business Application Knowledge - Computer Competency <sup>3</sup>	3	
<b>BLAW 2013</b> The Legal Environment of Business (ACTS Equivalency = BLAW 2003) <sup>2</sup>		3
<b>COMM 1313</b> Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1) <sup>3</sup>		3
<b>ACCT 2013</b> Accounting Principles <sup>3</sup>		3
<b>BUSI 1033</b> Data Analysis and Interpretation <sup>3</sup>		3
Satisfies General Education Outcome 3.3:		
<b>ECON 2023</b> Principles of Microeconomics (ACTS Equivalency = ECON 2203) <sup>3</sup>		3
or <b>ECON 2013</b> Principles of Macroeconomics (ACTS Equivalency = ECON 2103)		
Year Total:	16	15
Second Year		
<b>SEVI 2053</b> Business Foundations <sup>3</sup>		3
or <b>ACCT 2023</b> Accounting Principles II		
Select one of the following:		3
<b>ISYS 2103</b> Business Information Systems <sup>2</sup>		
<b>FINN 2043</b> Principles of Finance <sup>2</sup>		
<b>MKTG 3433</b> Introduction to Marketing <sup>2</sup>		
Satisfies General Education Outcome 3.3:		
<b>ECON 2013</b> Principles of Macroeconomics (ACTS Equivalency = ECON 2103) <sup>3</sup>		3
or <b>ECON 2023</b> Principles of Microeconomics (ACTS Equivalency = ECON 2203)		
<b>ENGL 1023</b> Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1) <sup>3</sup>		3
Fine Art/Humanities - State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5,6</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
<b>MATH 2043</b> Survey of Calculus (ACTS Equivalency = MATH 2203) <sup>3</sup>		3
3 hours general education elective		3
Select one of the following:		3
<b>ISYS 2103</b> Business Information Systems <sup>2</sup>		
<b>FINN 2043</b> Principles of Finance <sup>2</sup>		
<b>MKTG 3433</b> Introduction to Marketing <sup>2</sup>		
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  
FallSpring

Select one of the following: 3

[ISYS 2103](#) Business Information Systems<sup>2</sup>

[FINN 2043](#) Principles of Finance<sup>2</sup>

[MKTG 3433](#) Introduction to Marketing (whichever was not taken earlier)<sup>2</sup>

Fine Art/Humanities - State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2<sup>5, 6</sup>) 3

[MGMT 4243](#) Ethics and Corporate Responsibility 3

or [MGMT 4953](#) Organizational Rewards and Compensation

[MGMT 4943](#) Talent Acquisition and Management 3

Junior Senior Business Elective 3

[SEVI 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  
FallSpring

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

3 hours general education electives 3

Science - State Minimum Core (Satisfies General Education Outcome 3.4) 4

Year Total: 15 13

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 [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](#), [LARC 1003](#), [MLIT 1003](#), [MLIT 1003H](#), [MLIT 1013](#), [MLIT 1013H](#), [MLIT 1333](#), [THTR 1003](#), [THTR 1013](#), or [THTR 1013H](#).



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.

Learning Outcomes

**Learning Outcomes**

See BSBA.

Upload attachments

Reviewer Comments **Lisa Kulczak (lkulcza) (07/11/23 5:55 pm):** ATTENTION REGISTRAR: Please remove workflow steps 15-19, as deactivating concentrations can be done via campus approval.

**Gina Daugherty (gdaugher) (07/12/23 8:29 am):** Updated workflow for campus approval only.