

Proposal Status: Workflow not started

FULL PROPOSAL: Substantive Change(s) to a Program of Study

*Note: New courses included in a program of study change require submission of the **Substantive Change to a Course** proposal.*

Title of proposal (must begin with department abbreviation): MGT

Place an X next to the ones that apply:

<input checked="" type="checkbox"/>	Alteration of requirements for any program of study including majors, minors, concentrations and certificates
<input type="checkbox"/>	Creating a new program or concentration
<input type="checkbox"/>	Changing admission requirements into a program

Effective date: Fall 2015

Contact information:

Spokesperson Name: Kathleen Wheatley	Department: MGT
Building: Fletcher	Office Number: 405
Phone Extension: 2104	Email: Kathleen-Wheatley@utc.edu

Faculty of the originating department approved this proposal on 8-25-14 (date) by a vote of 13 aye votes; 0 nay votes; 0 abstentions; 2 eligible voting members absent

1. Description of proposed changes

MGT - Change Requirements in HRM

1. Add an international requirement (FIN 4120; MKT 3180; MGT 4380; MGT 4950).
2. Eliminate MGT 4140 (Managerial Decision Making) and PSY 3450 - (Psychological Tests and Measurements) as possible electives.
3. Add ECON 3170 (Labor Economics) and ECON 4170 (Women in the Economy) as possible electives.
4. Require students choose at least 2 of their 4 electives from the following group:
 - MGT 4100 (Labor Relations and Negotiations)
 - MGT 4360 (Managing Diversity in Organizations)
 - MGT 4370 (Workplace Learning and Training)

2. Rationale for requested change

Include data from the annual institutional effectiveness cycle or outcomes assessment; information on changes in disciplinary field(s); national, community and workforce development trends; and address any impact on enrollment trends.

The HRM faculty established learning objectives based on the knowledge and competencies deemed most important by the leading professional association in HRM, the Society for Human Resource Management (SHRM) and the Human Resource Management Certification Institute (HRCI). Based on these learning objectives we completed a

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curriculum map. It was determined that the MGT 4140 class did not sufficiently address any of the learning objectives, thus it was eliminated. The PSY 3450 was also eliminated due to it being less relevant and practical for HRM students who will be pursuing entry-level HRM positions. The ECON 3170 and 4170 courses were added because the content addresses three learning objectives (workforce planning and employment; employee and labor relations; compensation and benefits). A restriction was placed on choice of electives (choose two of MGT 41000, MGT 4360, MGT 4370) to ensure maximum coverage of learning objectives. The international business requirement was passed by the entire College of Business for all business concentrations.

3. Current program requirements as listed in the Catalog (current Catalog copy—include all current required courses)

Business Administration: Human Resource Management, B.S.

General Education

(see Certified General Education Courses for list of approved courses)

Rhetoric and Writing: (6 hours)

- Two approved courses in rhetoric and writing

Fine Arts and Humanities: (12 hours)

- Complete one approved course in each subcategory

Historical Understanding (3 hours)

Literature (3 hours)

Thought, Values and Beliefs (3 hours)

Visual and Performing Arts (3 hours)

Natural Sciences: (7-8 hours)

- Two approved natural science courses, at least one including a laboratory component

Behavioral and Social Sciences: (6 hours)

- ECON 1010 - Principles of Economics: Macroeconomics * or

- ECON 1020 - Principles of Economics: Microeconomics *

- ANTH 1000 - Mysteries of the Human Journey * or

- PSY 1010 - Introduction to Psychology * or

- SOC 1510 - Introduction to Sociology *

Mathematics: (3 hours)

- MATH 1130 - College Algebra *

Statistics: (3 hours)

- MGT 2110 - Statistical Methods for Business I *

Non-Western Culture: (3 hours)

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- One approved non-western culture course

Program Requirements

- ECON 1010 - Principles of Economics: Macroeconomics #
- ECON 1020 - Principles of Economics: Microeconomics #
- ANTH 1000 - Mysteries of the Human Journey # or
- PSY 1010 - Introduction to Psychology # or
- SOC 1510 - Introduction to Sociology #
- MGT 1000 - Computers In Business
- MATH 1130 - College Algebra #
- MATH 1830 - Calculus for Management, Life, and Social Sciences
- (if exempted from MATH 1130, student must take MATH 1830)
- THSP 1090 - Public Speaking
- MGT 3100 - Business Communication or
- ENGL 2880 - Professional Writing

34 hours from the College of Business including:

- ACC 2010 - Principles of Accounting I
- ACC 2020 - Principles of Accounting II
- FIN 3020 - Essentials of Managerial Finance
- MGT 2110 - Statistical Methods for Business I #
- MGT 2120 - Statistical Methods for Business II
- MGT 3110 - Operations Management
- MGT 3150 - Management Concepts, Theory, and Practice
- MGT 3600 - Management Information Systems
- MGT 4400 - Strategic Management
- MGT 4410 - Senior Seminar
- MKT 3130 - Principles of Marketing
- BUS 3350 - Legal Environment of Business

Human Resource Management Program

15 hours including:

- MGT 3320 - Human Resource Management
- MGT 4110 - Government Regulation of Human Resource Management
- MGT 4340 - Staffing
- MGT 4350 - Compensation and Benefits
- MGT 4440 - Strategic Issues in Human Resource Management

15 hours chosen from:

- MGT 3300 - Concepts in Organizational Behavior
- MGT 3310 - Organizational Motivation and Leadership
- MGT 4100 - Labor Relations and Negotiations
- MGT 4140 - Managerial Decision-Making
- MGT 4360 - Managing Diversity in Organizations
- MGT 4370 - Workplace Learning and Training
- BUS 3900r - Internship
- Only 3 credit hours in BUS 3900r may be used to satisfy program requirements.

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- PSY 3450 - Psychological Tests and Measurements
- PSY 4060 - Industrial/Organizational Psychology

Additional Information and Notes

2.0 GPA in all required major and related courses (including specified General Education courses).

A minimum of 54 hours of the 120 total must be taken at the 3000-4000 level.

Electives to complete 120 hours.

College of Business majors must complete a minimum of 51 hours from outside the College of Business.

At least 50 percent of the business credit hours required for B.S. degree in Business Administration must be earned at UTC.

See Degree and Graduation Requirements for additional requirements.

*Also satisfies requirement in the major.

#Also satisfies general education requirement.

ClearPath Showcase

ClearPath Showcases provide students with an opportunity to see program requirements defined in a semester-by-semester format. The ClearPath Showcases also provide students with important tips, pointers, and suggestions for staying on track with progress toward the degree. Students should also meet regularly with their academic advisor.

Click on the link below for a printable ClearPath Showcase for your academic program:
Business Administration: Human Resource Management, B.S.

4. Proposed new description and program requirements to be listed in the Catalog (**current Catalog copy—include all current required courses**)

Business Administration: Human Resource Management, B.S.

Program Requirements

- ECON 1010 - Principles of Economics: Macroeconomics #
- ECON 1020 - Principles of Economics: Microeconomics #
- ANTH 1000 - Mysteries of the Human Journey # or
- PSY 1010 - Introduction to Psychology # or
- SOC 1510 - Introduction to Sociology #
- MGT 1000 - Computers In Business
- MATH 1130 - College Algebra #
- MATH 1830 - Calculus for Management, Life, and Social Sciences
(if exempted from MATH 1130, student must take MATH 1830)
- THSP 1090 - Public Speaking
- MGT 3100 - Business Communication or
- ENGL 2880 - Professional Writing

34 hours from the College of Business including:

- ACC 2010 - Principles of Accounting I
- ACC 2020 - Principles of Accounting II
- FIN 3020 - Essentials of Managerial Finance
- MGT 2110 - Statistical Methods for Business I #
- MGT 2120 - Statistical Methods for Business II

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- MGT 3110 - Operations Management
- MGT 3150 - Management Concepts, Theory, and Practice
- MGT 3410 – Success Seminar: Career Development
- MGT 3600 - Management Information Systems
- MGT 4400 - Strategic Management
- MKT 3130 - Principles of Marketing
- BUS 3350 - Legal Environment of Business

Human Resource Management Program

15 hours including:

- MGT 3320 - Human Resource Management
- MGT 4110 - Government Regulation of Human Resource Management
- MGT 4340 - Staffing
- MGT 4350 - Compensation and Benefits
- MGT 4440 - Strategic Issues in Human Resource Management

3 hours chosen from:

- MGT 4380 - International Management
- FIN 4120 - International Finance
- MKT 3180 - International Marketing
- MGT 4950r - International Business Experience

12 hours including:

- 6 hours chosen from*:
- MGT 4100 - Labor Relations and Negotiations
- MGT 4360 - Managing Diversity in Organizations
- MGT 4370 - Workplace Learning and Training

*The course not chosen to meet this requirement may be taken in place of one of the courses listed below.

- 6 hours chosen from:
- ECON 3170 - Labor Economics and the Labor Process
- ECON 4170 - Women in the Economy
- MGT 3300 - Concepts in Organizational Behavior OR MGT 3310 - Organizational Motivation and Leadership
- PSY 4060 - Industrial/Organizational Psychology
- MGT 3900r or BUS 3900r - Internship

(Only 3 credit hours in MGT 3900r or BUS 3900r may be used to satisfy program requirements.)

Additional Information and Notes

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2.0 GPA in all required major and related courses (including specified General Education courses).

A minimum of 54 hours of the 120 total must be taken at the 3000-4000 level.

Electives to complete 120 hours.

College of Business majors must complete a minimum of 51 hours from outside the College of Business.

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See Degree and Graduation Requirements for additional requirements.

*Also satisfies requirement in the major.

#Also satisfies general education requirement.

5. Outline the student learning outcomes—a statement of the minimum expectations of students as they complete the program. You must list at least three outcomes.
 1. Demonstrate knowledge of the functional areas within HRM including:
 - a. Business Management & Strategy (contributing to and supporting the organization's mission, vision, values, strategic goals and objectives; formulating policies; facilitating the change process; evaluating organizational effectiveness as an organizational leader; and developing an awareness of the importance of cultural differences in developing HR policies and practices for multinational firms with a global workforce)
 - b. Workforce Planning and Employment (developing, implementing, and evaluating recruitment, selection, on-boarding, succession planning, retention, and organizational exit programs necessary to ensure the workforce's ability to achieve the organization's goals and objectives)
 - c. Human Resource Development (assessing the need for, developing, implementing, and evaluating interventions and programs that address employee training and development, performance review, and talent and performance management to ensure that the knowledge, skills, abilities, attitudes, and performance of the workforce meet current and future organizational and individual needs)
 - d. Compensation and Benefits (designing, developing, implementing/administering, and evaluating compensation systems, benefit programs, and alternative rewards for all employee groups in order to support the organization's goals, objectives, and values)
 - e. Employee and Labor Relations (developing, implementing/administering, and evaluating workplace attitudes in order to maintain relationships and working conditions that balance employer/employee needs and rights in support of the organization's goals and objectives)
 - f. Risk Management (developing, implementing/administering, and evaluating programs, procedures, and policies to ensure compliance with employment laws and provide a safe and secure working environment)
 2. Demonstrate a working level of relevant quantitative/analytical skills and when/how to use them appropriately in the HRM decision making process.
 3. Demonstrate the ability to effectively communicate ideas and concepts in oral presentations, interpersonal relations, and in written formats.
6. How will students be assessed on the program learning outcomes?

Students will be assessed using embedded measures in the courses including exams, projects, and cases.
7. Attach a curriculum map for the new program/concentration.

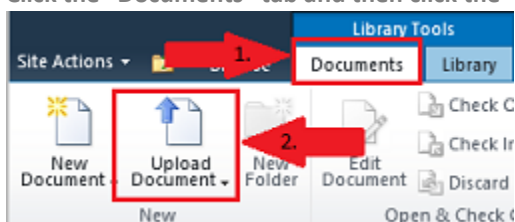
Please see the direction at the end of this proposal for how to upload your curriculum map document.

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8. Does this change require new resources from the originating department or other departments (including the library)? If yes, please explain.
No
9. Will the proposed changes impact the ability of students to complete degree requirements in a timely manner? How will the proposed changes impact requirements in other departments or programs?
The proposed changes will not impact the ability of students to complete the degree requirements in a timely manner. This proposal will not impact the requirements in other departments or programs.
10. Attach a Clear Path Showcase for the new program/concentration.
Please see the directions at the end of this proposal for how to upload your clear path document.

Direction for uploading supporting documents:

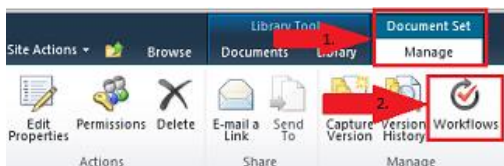
1. To upload your model syllabus to the folder for your proposal go to <https://spaces.utc.edu/sites/UndergraduateProposal>.
2. Next, click on the name of your proposal under "My Proposals".
3. Click the "Documents" tab and then click the "Upload Document" tab.



Important: After completing your proposal you must start the *Curriculum Proposal Workflow*.

To begin workflow:

1. Click on the name of your proposal below.
2. Next, click the "Document Set Manage" tab in the ribbon at the top of the page and select the "Workflows" button.



3. Under "Start a New Workflow" click "Curriculum Proposal Workflow" and then click the "Start" button.

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Workflow Sequence for Full Proposal –Program Changes

1. Department Head
2. College Curriculum Committee
3. College Dean
4. Other Areas Affected (If any)
5. Records Office
6. Associate Provost
7. Provost (if a fee will be assessed)
8. Faculty Senate Curriculum Committee
9. Faculty Senate