SPECIAL REPORT

of the

ACADEMIC MATTERS, ACADEMIC PRIORITIES,
AND PROGRAM AND BUDGET COUNCILS

concerning a

CONCENTRATION IN HUMAN RESOURCE MANAGEMENT

Presented at the
748th Regular Meeting of the Faculty Senate
April 30, 2015

COUNCIL MEMBERSHIP

ACADEMIC MATTERS COUNCIL

ACADEMIC PRIORITIES COUNCIL
Richard Bogartz (Chair), Nicholas Bromell, Elizabeth Chilton, W. Curt Conner, Suzanne Daly, Kathleen Debevec, Piper Gaubatz, Bryan Harvey, Masoud Hashemi, A Yemisi Jimoh, Nancy Lamb, Ernest May, Deborah Picking, Monroe Rabin, James Rinderle, Barbara Stanley, Peter Stern, Susan Sturgeon, Jerri Willett

PROGRAM AND BUDGET COUNCIL
ACADEMIC MATTERS COUNCIL

This proposal seeks to establish a new 15-credit concentration in Human Resources Management in the Management major. The proposal notes that there is a strong demand among employers for individuals who have backgrounds in Human Resources management. The concentration consists of nine credits of required courses and six credits of electives, and is similar in structure to other concentrations in Management that have been established recently. The concentration courses satisfy existing major requirements, so students pursuing the concentration will not need to take extra courses or credits.

At its meeting on April 11, 2015, the Academic Matters Council voted unanimously to recommend Faculty Senate approval of the Concentration in Human Resource Management. It was submitted as proposal #1771 in the Course and Curriculum Management System.

ACADEMIC PRIORITIES COUNCIL

Through an email vote concluding on Monday, April 13, 2015, the Academic Priorities Council recommended endorsement of this proposal – a Concentration in Human Resource Management.

PROGRAM AND BUDGET COUNCIL

This concentration is aimed at teaching students the various elements of Human Resources Management. The new 15-credit undergraduate concentration will consist of existing courses. It is the third concentration to be added to the Management Department’s curriculum.

With many organizations hiring only those individuals with an HR certification, it is advantageous to have this offering for students interested in Human Resources and to provide a strong concentration within their major.

No new or additional resources are required.

At its meeting on April 15, 2015, the Program and Budget Council unanimously approved the Concentration in Human Resource Management.

MOVED: That the Faculty Senate approve the Concentration in Human Resource Management, as presented in Sen. Doc. No. 15-046.
I. PROPOSAL DEVELOPMENT

A. Describe the Proposal.

The new 15-credit undergraduate concentration will consist of both new and existing courses, and will serve Management majors in the Isenberg School. It is the third concentration added to the Management Department curriculum (the first concentration in Sustainable Business Practices and the second concentration in Entrepreneurship and Innovation Management were passed in the last two years).

Of the 15 credits, nine are required and six are electives chosen from an approved list of Human Resource Management-related courses taught in Isenberg. The 3 required courses are listed and described below:

MANAGMNT 314 Human Resource Management
This course is an overview of Human Resource Management practices. Students will be introduced to many of the key HR practices, such as job analysis, planning, recruitment, selection, training and development, performance evaluation, compensation, and safety and health. Other topics include employment law, labor relations, and employee relations. The emphasis is on best practices in knowledge-based organizations.

MANAGMNT 482 Current Issues in Human Resource Management
This is an upper-level course in Human Resource Management and is concerned with some of the key issues of our day: laws and cases in employment law, treatment of workers, changes in the employment contract, controversial tests and the use of Social Networking Sites in hiring, merit pay, wage inequality and CEO pay, stress and work/family issues. The second part of the course is about self-assessment, employability and individual career management; that is, students will learn how to influence their own career development.

MANAGMNT 330 Organization Behavior
This course serves as an introduction to behavior in organizations. In this course, students learn how human behavior shapes our organizational environments. Concepts discussed include theories of behavior at the individual, group and organization levels, and are used to help build familiarity with contemporary research on these issues. The course also examines our own and others’ organizational experience as a means to apply this knowledge to a variety of organizational contexts. In addition, students in the course analyze organizational environments and identify effective courses of action for solving critical issues. Finally, students learn how to build their own skills for effective participation in organizations and identify opportunities for further learning and development.

Eligible electives for the remaining six credits include:

MANAGMNT 491A (Interpersonal Skills)
MANAGMNT 334 (Compensation Administration)
MANAGMNT 444 (Labor Relations)
MANAGMNT 391B (Women and Men in Organizations)

B. Provide a brief overview of the process for developing the Proposal.

The Department believes there is a need for a concentration in Human Resource Management. In the 1990s, we had a focus in Human Resources, and at that time, it was quite successful. About 15 years ago, we in the Management Department decided that the focus might not be necessary and thus decided to discontinue it. Now, with many organizations hiring only those individuals with an HR certification, we decided there would be an advantage for students interested in HR to have a strong concentration in Human Resource Management.
The proposal was developed with input from the members of the Department’s Curriculum Committee and others who had an interest in and/or taught courses related to Human Resource Management. Throughout, the proposal has had the support and encouragement of the school’s dean, Mark Fuller.

II. PURPOSE AND GOALS

Describe the Proposal’s purpose and the particular knowledge and skills to be acquired.

An organization cannot build a good team of working professionals without good human resources. The key functions of Human Resources Management include recruiting people, training them, performance appraisals, and motivating employees, as well as workplace communication, workplace safety, and much more. All of these are of vital importance to the success of any organization.

This concentration is aimed at teaching students the various elements of Human Resource Management. Students who are interested in a career in HR need a stronger background in the content of HR than they did in the past. In addition, many organizations now require their HR people to hold some type of certification in advancement. Our concentration of both required and elective courses will supply students the content (e.g., staffing, compensation, labor relations) and skills (e.g., interpersonal skills) necessary not only to obtain a job in Human Resource Management, but also to advance within their organization.

III. RESOURCES

If this proposal requires no additional resources, say so and briefly explain why. If this proposal requires additional resources, explain how they will be paid for. For proposals involving instruction, indicate how many new enrollments are expected and whether the courses have room to accommodate them.

Because of the attractiveness of the program to students and potential employers, we expect a significant number of Management majors to pursue the concentration option. That said, current resources should allow us to meet the demand. Thus, no new resources will be required as a result of this concentration program for Management Department majors. Of the required courses, one can be used to fulfill requirements of the major (MANAGMNT 314) while the other two qualify as upper-level electives. In addition, one of the potential electives listed above (MANAGMNT 391B) can also count towards satisfying a major requirement while two other electives (MANAGMNT 491A and MANAGMNT 334) can count as upper-division electives. The net result is that no additional course sections will need to be staffed as a consequence of the requirements of this concentration.

Additionally, there is a local organization (HRMA) of the Society for Human Resource Management (SHRM) in the Springfield area. In the past, a student chapter of SHRM at UMass was linked to HRMA and assisted students to better understand the HR function. Our plan is to link again with this local organization. Doing so will provide our students an external resource for learning about their career, and enhance both their networking and potential for job placement.