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| For Academic Affairs and Research Use Only |
| Proposal Number |  |
| CIP Code:  |  |
| Degree Code: |  |

**Program Modification Form**

**[x] Undergraduate Curriculum Council**

**[ ] Graduate Council**

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| **Modification Type: [ ]Admissions, [ ]Curricular Sequence, or [ ]Other**  |

Signed paper copies of proposals submitted for consideration are no longer required. Please type approver name and enter date of approval.

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| Melodie Philhours | 10/23/2020 |

**Department Curriculum Committee Chair** |

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**COPE Chair (if applicable)** |
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| Sharon D. James  | 10/23/2020 |

**Department Chair**  |

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**Head of Unit (if applicable)**   |
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| Melodie Philhours | 10/28/2020 |

**College Curriculum Committee Chair** |

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**Undergraduate Curriculum Council Chair** |
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**Director of Assessment** *(only for changes impacting assessment)* |

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**Graduate Curriculum Committee Chair** |
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| Melody Lo | 10/28/2020 |

**College Dean** |

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**Vice Chancellor for Academic Affairs** |
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**General Education Committee Chair (if applicable)**   |  |

1. **Contact Person** (Name, Email Address, Phone Number)

Dr. Sharon James, Department Chair, Management and Marketing, Neil Griffin College of Business; sjames@astate.edu, 870-972-3430

1. **Proposed Change** (for undergraduate curricular changes please provide an 8-semester plan (appendix A), if applicable)

Update names of MGMT 4173: Compensation and Benefits (previously titled Compensation Management), MGMT 3173: Contemporary Issues in Human Resources (previously titled Special Topics in Human Resources), and MGMT 3163: Labor Relations & Negotiations (previously titled Labor Relations & Collective Bargaining) to reflect changes in other proposals under consideration. [These changes proposed on separate proposals]

Require MGMT 3173: Contemporary Issues in Human Resources (previously titled Special Topics in Human Resources) instead of offering it as an elective option.

Remove requirement of MKTG 3023: Applied Research.

Update the options for the 6 credits of HR MGMT Electives to remove BCOM 3573: Managerial Communications and MGMT 3173: Contemporary Issues in Human Resources (previously titled Special Topics in Human Resources) and add MKTG 3023: Applied Research.

1. **Effective Date**

Spring, 2021

1. **Justification –** *Please provide details as to why this change is necessary.*

These changes are intended to align the degree plan more effectively with changes made to course names in other proposals, similar programs at benchmark institutions, and feedback received from HR Managers and employers.

Replacing MKTG 3023 with MGMT 3173 in the major requirements is intended to gain our students more depth in their content knowledge around HR, particularly with reference to current trends. While best practices in HR maintain relatively stable underlying tenets rooted in individual and team cognitions, emotions, and social dynamics, the circumstances in which these tenets must be applied can change drastically with legislative, social, and workforce shifts. By requiring students to engage with these shifts in a Contemporary Issues course, their understanding of these tenets and how they can be applied in varied situations grow, and they will be more prepared for the reality they enter in the workforce immediately out of school as well as be more prepared to think critically as they adapt to future changes.

Additionally, we seek to keep the elective options for this major emphasis a targeted list that are most relevant to future careers in HR. By allowing students who seek a more data-driven position in HR to elect into taking MKTG 3023: Applied Research, we are intending to leave room for students to elect to prepare themselves for various trajectories within HR practice.

**Bulletin Changes**

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| **Instructions**  |
| **Please visit** [**http://www.astate.edu/a/registrar/students/bulletins/index.dot**](http://www.astate.edu/a/registrar/students/bulletins/index.dot) **and select the most recent version of the bulletin. Copy and paste all bulletin pages this proposal affects below. Please include a before (with changed areas highlighted) and after of all affected sections.** **\*Please note: Courses are often listed in multiple sections of the bulletin. To ensure that all affected sections have been located, please search the bulletin (ctrl+F) for the appropriate courses before submission of this form.**  |

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**Major in Management**

**Bachelor of Science**

**Emphasis in Human Resource Management**

A complete 8-semester degree plan is available at https://www.astate.edu/info/academics/degrees/

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| **University Requirements:**  |
| See University General Requirements for Baccalaureate degrees (p. 42) *(For Neil Griffin College of Business requirements, see p. 125)*  |
| **First Year Making Connections Course:**  | **Sem. Hrs.**  |
| BUSN 1003, First Year Experience Business  | **3**  |
| **General Education Requirements:**  | **Sem. Hrs.**  |
| See General Education Curriculum for Baccalaureate degrees (p. 78) **Students with this major must take the following:** *A “C” or better in MATH 2143, Business Calculus* ***OR*** *MATH 2194, Survey of Calculus* ***OR*** *MATH 2204, Calculus I* *ECON 2313, Principles of Macroeconomics* *COMS 1203, Oral Communication (Required Departmental Gen. Ed. Option)*  | **35**  |
| **Neil Griffin College of Business Core Courses:**  | **Sem. Hrs.**  |
| (See Beginning of Business Section)  | **39**  |
| **Major Requirements:**  | **Sem. Hrs.**  |
| MGMT 3143, Human Resource Management  | 3  |
| MGMT 3153, Organizational Behavior  | 3  |
| MGMT 4123, International Management  | 3  |
| ~~MKTG 3023, Applied Research~~  | ~~3~~  |
|  |  |
| **Sub-total**  | **9** |
| **Emphasis Area (Human Resource Management):**  | **Sem. Hrs.**  |
| LAW 4053, Employment Law  | 3  |
| MGMT 3163, Labor Relations ~~and Collective Bargaining~~ and Negotiations | 3  |
| MGMT 4173, Compensation ~~Management~~ and BenefitsMGMT 3173, Contemporary Issues in Human Resources  | 3 3 |
| **Select two of the following:** ~~BCOM 3573, Managerial Communication~~ ~~MGMT 3173, Special Topics in Human Resources~~ MGMT 3193, Social Impact Management MGMT 4143, Organizational Change and Development MGMT 419V, Management Internship  | 6  |
| MKTG 3023, Business Research Tools |  |
| **Sub-total**  | **18** |
| **Electives:**  | **Sem. Hrs.**  |
| Electives (must include at least 3 upper-level hours)  | **16** |
| **Total Required Hours:**  | **120** |

**Appendix A, 8-Semester Plan**

(**Referenced in #2** - **Undergraduate Proposals Only)**

*Instructions: Please identify new courses in italics*.

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| **Arkansas State University-Jonesboro****Degree: Bachelor of Science****Major: Management, Human Resource****Year: 2020-2021** |
| Students requiring developmental course work based on low entrance exam scores (ACT, SAT, ASSET, COMPASS) may not be able to complete this program of study in eight (8) semesters. Developmental courses do not count toward total degree hours. **Students having completed college level courses prior to enrollment will be assisted by their advisor in making appropriate substitutions. In most cases, general education courses may be interchanged between semesters.** A minimum of 45 hours of upper division credit (3000-4000 level) is required for this degree. |
| **Year 1** |  | **Year 1** |
| **Fall Semester** |  | **Spring Semester** |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| **BIOL 1003** | Biology | **3** | X |  | **ART or MUS or THEA 2503** | Fine Arts Visual, Musical, or Theatre | **3** | X |
| **BIOL 1001** | Biology Lab | **1** | X |  | **ENG 1013** | Composition II | **3** | X |
| **BUSN 1003** | Freshman Year Experience Business | **3** | X |  | **MATH 2143** | Business Calculus | **3** | X |
| **CIT 1503** | Microcomputer Applications | **3** |  |  | **PHSC 1203** | Physical Science | **3** | X |
| **ENG 1003** | Composition I | **3** | X |  | **PHSC 1201** | Physical Science Lab | **1** | X |
| **MATH 1023 or Elective** | College Algebra or Elective | **3** |  |  | **Social Science Course** | Pick one of the following: ANTH 2233, CMAC 1003, ECON 2333, GEOG 2613, HIST 1013, HIST 1023, POSC 1003, PSY 2013, SOC 2213 | **3** | X |
| **Total Hours** |   | **16** |  |  | **Total Hours** |   | **16** |   |
| **Year 2** |  | **Year 2** |
| **Fall Semester** |  | **Spring Semester** |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| **ACCT 2033** | Intro to Financial Accounting | **3** |  |  | **ACCT 2133** | Intro to Managerial Accounting | **3** |   |
| **COMS 1203** | Oral Communications | **3** | X |  | **BCOM 2563** | Business Communications | **3** |   |
| **ECON 2313** | Principles of Macroeconomics | **3** | X |  | **ECON 2323** | Prin of Microeconomics | **3** |   |
| **ENG 2003 orENG 2013 or PHIL 1103** | World Literature I, World Literature II, or Intro to Philosophy  | **3** | X |  | **ECON 2113 orSTAT 3233** | Business Statistics or Applied Statistics | **3** |   |
| **HIST 2763 orHIST 2773 or POSC 2103** | US History to 1876, US History from 1876, or Intro to US Gov. | **3** | X |  | **LAW 2023** | Legal Environment Business | **3** |   |
| **Total Hours** |   | **15** |  |  | **Total Hours** |   | **15** |   |
| **Year 3** |  | **Year 3** |
| **Fall Semester** |  | **Spring Semester** |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| **CIT 3013** | Management Information Systems | **3** |   |  | **CIT 3523** | Operations Management | **3** |   |
| **FIN 3713** | Business Finance | **3** |   |  | **Elective** | Any Elective | **3** |   |
| **MGMT 3123** | Principles of Management | **3** |   |  | **MGMT 3143** | Human Resources Management | **3** |   |
| **MGMT 3153** | Organizational Behavior | **3** |   |  | **MGMT 4123** | International Management | **3** |   |
| **MKTG 3013** | Marketing | **3** |   |  | **Elective** | Any Elective | **3** |   |
| **Total Hours** |   | **15** |   |  | **Total Hours** |   | **15** |   |
| **Year 4** |  | **Year 4** |
| **Fall Semester** |  | **Spring Semester** |
| **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |  | **Course No.** | **Course Name** | **Hrs** | **Gen Ed** |
| **Elective** | Any Elective | **3** |   |  | **Elective** | Any Elective | **1** |   |
|  ***MGMT 3173*** | *Contemporary Issues in HR* | **3** |   |  | **LAW 4053** | Employment Law | **3** |   |
| **Elective** | Upper Level Elective | **3** |   |  | ***MGMT 4173*** | *Compensation and Benefits* | ***3*** |  |
| ***MGMT 3163*** | *Labor Relations and Negotiations* | **3** |   |  | **MGMT 4813**  | Strategic Management | **3** |   |
| **HR MGMT Elective** | *Select One of the Following: MGMT 3193, MGMT 4143, MGMT 419V, MKTG 3023* | **3** |   |  | **HR MGMTElective** | *Select One of the Following: MGMT 3193, MGMT 4143, MGMT 419V, MKTG 3023* | **3** |   |
| **Total Hours** |   | **15** |   |  | **Total Hours** |   | **13** |   |
| **Total Jr/Sr Hours 45 Total Degree Hours 120** |
| **Graduation Requirements:**Completion of HIST 2763 or HIST 2773 or POSC 2103 English Proficiency (Grade of C or better in ENG 1003 and ENG 1013) 2.25 in major or at least a "C" in each course in major 2.25 overall and at least 2.00 GPA at ASU 2.25 in business core or at least a "C" in each core course 50 % of business requirements completed at ASU-Jonesboro Maximum of 30 credit hours via correspondence, extension, examination, PLA, Military or similar means; CLEP (30 hrs max) 45 JR/SR Hours after completing 30 hours 120 Total Credit Hours 30 of last 36 hours at ASU-Jonesboro 32 ASU residence hours Must have grade of C or better in MATH 2143, ACCT 2033, and CIT 1503.  |