

SIGNATURE PAGE
Curriculum Proposal Form #1

NEW DEGREE, MAJOR, MINOR, OR SUBMAJOR/EMPHASIS

DEGREE / PROGRAM TITLE: MBA - Human Resource Management (Submajor)

Richard Wagner, HR Coordinator 4/15/98
Proposal Sponsor Date of Submission

Christina Clements Mgmt 4/20/98
Chair of Sponsoring Department Department Approval Date

Donald K. Bahr 4/23/98
Chair, College Curriculum Committee Approval Date

J. D. [Signature] B&E 4-23-98
Dean of College College Approval Date

FOR UNDERGRADUATE ACTIONS:

Chair, University Curriculum Committee Approved
 Not Approved
Date

Chair, Faculty Senate Approved
 Not Approved
Date

FOR GRADUATE ACTIONS:

X [Signature] Approved
 Not Approved 5-7-98
Date

FINAL APPROVAL:

Provost & Vice Chancellor for Academic Affairs
Date Received

RECORD OF OTHER ACADEMIC UNITS CONSULTED:

ACADEMIC UNITS	SIGNATURE	DATE	*ACTION

(*for graduate course only - indicate "Approve", "No Contest", or "Disapprove")

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Chair, Graduate Council Not Approved Date

FINAL APPROVAL:

[Signature] 6/1/98
Provost & Vice Chancellor for Academic Affairs Date Received

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_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

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CURRICULUM PROPOSAL FORM #1
University of Wisconsin-Whitewater

NEW DEGREE, MAJOR, MINOR, OR SUBMAJOR/EMPHASIS

DEGREE/PROGRAM TITLE: Master of Business Administration - Human Resource Management

SPONSOR(S): P.Anderson, M. Pulich, R. Wagner, J. Werner

DEPARTMENT(S): Management

COLLEGE(S): Business and Economics

EFFECTIVE TERM: Fall 1998

CHECK IF:

New Degree: Prepare in ACIS-1, Format B

New Major: Prepare in ACIS-1, Format B

New Minor: Prepare in ACIS-1, Format C

New Submajor: Prepare in ACIS-1, Format C

ATTACH THE FOLLOWING:

- I. The proposal (In Format B or C).
- II. A proposed APR system, if a new graduate program.
- III. A 5-year plan of course offerings, if a new graduate program.

NOTE: YOU MUST FIRST RECEIVE APPROVAL FROM SYSTEM FOR A PRELIMINARY ENTITLEMENT TO PLAN A NEW DEGREE/MAJOR. SEE ACIS-1.

CURRICULUM PROPOSAL FORM #1 ATTACHMENT

NEW SUBMAJOR/EMPHASIS: MBA-Human Resource Management

I. Description

The objective of the MBA-Human Resource Management emphasis is to provide students with the opportunity to develop knowledge, skills, and abilities in the functional areas of human resource management. The emphasis is designed to give students the foundation to work effectively in a variety of human resource positions.

II. Relationship to the Mission of the Institution

The select mission of the University of Wisconsin-Whitewater includes "offering graduate education built clearly upon its undergraduate emphases and strengths with particular emphasis in the fields of business and education."

Undergraduate majors in Human Resource Management, Business Education, Organizational Communication, Psychology, Public Policy and Administration, Safety Education, and Sociology are complemented by this graduate program emphasis.

III. List of Courses

A. Common Body of Knowledge - 0-33 credits

Actg	210701 Accounting Foundations <u>and</u>
	210725 Profit Planning and Control
	OR
	210726 Management Cost Accounting
Econ	230703 Statistics Foundations
	230704 Economics Foundations
Fin	240718 Financial Management
	240721 Legal Environment of Business
Mgmt	250705 Information System Foundations
	250719 Operations Management
	250721 Managerial & Organizational Behavior
Mktg	260702 Mathematics Foundations
	260716 Marketing

B. Breadth Requirement - 18-27 credits

220738	Seminar in Business Communication
230736	Business Conditions Analysis <u>OR</u>
230737	Managerial Economics
250745	Management and Organization Theory
250788	Business Policy
260731	Advanced Statistical Methods <u>OR</u>
260732	Operations Research

3-12 Elective credits from Business courses outside the Emphasis

C. Human Resource Management Emphasis - 9 credits

250751	Seminar in Human Resource Management
	Select two of the following courses:
250752	Current Issues in Compensation & Benefits
250753	Training & Development
250758	Management & Labor Relations

The courses listed for this curriculum already exist and are offered on a regular basis.

IV. Cost Implications

The faculty members needed to teach these courses are already tenured or in tenure track positions. There would be no need to hire additional faculty/staff since the courses are currently offered with appropriate frequency. The necessary capital equipment is already on hand and is being used; no additional capital equipment would be needed. There would be no additional supplies and expenses associated with the proposed submajor/emphasis.

V. Rationale

The area of human resource management has grown in scope and depth with the past two decades. The passing of laws concerning areas such as employment discrimination and benefits and compensation means that those preparing for the HR profession can no longer learn only on the job.

Additionally, the Human Resource Certification Institute presently gives certification exams two times a year. More companies are requiring the certification for entry-level positions and for individuals currently in exempt positions. To pass the exam, it is necessary to have a sound educational background in the subject matter or five to ten years of experience in all functional areas.

The rapid pace at which knowledge is expanding in human resources requires that professionals have educational programs available at the graduate level which can provide this knowledge. Many professionals in the field have degrees in Letters and Sciences, Education, or technical fields, and do not have formal education in human resource management and business. An MBA program with this emphasis would provide the necessary scope of knowledge for these individuals as well as business undergraduates to develop competence in the human resource body of knowledge to meet this human resource knowledge explosion which is demanding increasing research and analytical skills.