

Management and Human Resources

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Degrees offered: Bachelor of Science (BS) and Bachelor of Arts (BA) in Management; BS and BA in Human Resource Management; Master of Science (MS) in Human Resources

The department also participates in the College of Business Master of Business Administration (MBA) Degree. A description of the MBA degree and program requirements can be found on pages 153-154. Graduate-level courses offered by the department are included in the plans of study of graduate students in a wide variety of disciplines. Students can specialize in Entrepreneurship or Human Resource Management in the on-campus MBA program.

Undergraduate Programs

Objectives

The programs in the Department of Management and Human Resources are designed to prepare students for administrative and leadership positions in business, government, and other institutions. Specialized training is provided in Management and Human Resource Management, as well as training directed at understanding the broader aspects of business as it functions within a national and international environment. The study of management is approached from an organizational leadership framework.

Management deals with the skills and attributes of organizational leadership. These include the ability to critically assess issues currently facing one's organization or unit; the ability to develop a vision for the organization and translate it into a mission, objectives, and strategies; and the ability to accomplish these through the acquisition and allocation of resources, and organizing, leading, and empowering people.

Human Resource Management deals with those processes which provide, develop, and maintain a productive workforce. Subject areas include recruiting employees, determining what tasks need to be performed, placing the right person in the right position, determining fair benefits and compensation, evaluating performance, determining current and future employment needs, training and development, labor-management relations, and following legal/ethical practices in employment.

Requirements for Majors

College of Business Requirements. All students majoring in management or human resource management must satisfy the College of Business requirements, provided on pages 101-102. Academic advising about these requirements is available in the College of Business Career and Education Opportunities Center, Business 310A.

All students at the University are required to satisfy the University Studies requirements of the University as described on pages 42-49 of this catalog. Additional requirements for Management and Human Resources majors consist of two basic components.

1. College of Business Core. The following courses are required: MHR 2990; ACCT 2010, 2020; BIS 2450, 2550; ECON 1500, 2010; MATH 1050, 1100; STAT 2300; and PSY 1010 or SOC 1010.

2. Department of Management and Human Resources Prespecialization Requirement. The following courses are required for majors in Management and Human Resource Management: MATH 1100; SOC 1010 or PSY 1010; SPCH 2600, 3050, or BIS 2450.

Completion of 20 credits of university work with a minimum GPA of 2.50 is necessary before a student is allowed to enroll in BIS 2550; ACCT 2010, 2020; and MHR 2990.

Access to 3000-level Management and Human Resources courses is restricted. Only those students who have completed a minimum of forty (40) semester credits with a minimum GPA of 2.67 will be allowed to enroll in 3000-level Management and Human Resources courses.

College of Business Enrollment Restrictions. Admission to the college does not ensure access to the courses required for graduation. The following admission requirements must be met by all USU students:

1. An overall GPA (transfer credits included) of 2.50 and 20 semester credits of college-level work are required for admission into ACCT 2010, 2020; MHR 2990; and BIS 2550.

2. All 3000-, 4000-, and 5000-level courses in the College of Business are restricted to students admitted to the College of Business or another USU major with an overall GPA of at least 2.67 and completion of at least 40 credits.

3. An overall GPA of 2.67, admission to the College of Business, and completion of 84 credits are required for admission into MHR 4880 and 4890.

4. To earn a College of Business bachelor's degree, at least 60 semester credits must be from courses outside the College of Business.

5. Many of the courses in the College of Business require prerequisites. Before registering for courses within the College of Business, students should consult with their advisor or refer to the current *General Catalog* to ensure they have completed the necessary prerequisites.

Freshman Admission. Students may be admitted directly into the College of Business and the Department of Management and Human Resources as incoming freshmen if they have less than 24 earned post-high school college credits and if all of the following conditions are met: (1) admitted to Utah State University; (2) designated a Management *or* Human Resource Management major on USU application or submitted a College of Business application to the College of Business Career and Education Opportunities Center; (3) ACT Composite of 24 or higher; and (4) high school GPA of 3.5 or higher.

All admitted freshmen, regardless of declared College of Business major, must first complete the following four courses, or their equivalents, with a C grade or better in each course, as prerequisites to College of Business courses numbered 3000 and above: ECON 1500, Introduction to Economic Institutions, History, and Principles; MATH 1100, Calculus Techniques; STAT 2300, Business Statistics; and PSY or SOC 1010, General Psychology or Introductory Sociology.

Non-Freshman and Transfer Admission. USU students and transfer students from other accredited colleges and universities may be admitted directly to any College of Business major if they have met the following conditions: (1) admitted to Utah State University; (2) earned 24 or more post-high school college credits with 3.5 GPA or higher; and (3) designated a College of Business major on USU application (transfer students) or submitted a College of Business application to the College of Business Career and Education Opportunities Center (USU continuing students).

Admission for students not meeting the above conditions is competitive based on available space in the College of Business. Application forms, available at the College of Business Career and Education Opportunities Center, may be submitted after completion of at least 24 credits of coursework, including the pre-business course requirements, or equivalent, with a C grade or better. An essay will also be required.

Pre-Business Course Requirements (13 credits). Applicants will be ranked according to an Application GPA that is calculated as follows: one-third weight on 13 credits earned in four required courses (ECON 1500, MATH 1100, STAT 2300, and PSY or SOC 1010); one-third weight on last 24 credits earned; and one-third weight on overall GPA. Essays will be evaluated by the admissions screening committee.

Grades for courses which have been repeated will be discounted one step each time courses are repeated for the College of Business Application GPA (e.g., A- to B+). Students may not repeat a course *more than twice*, and may have *no more than 10 repeats in total* to earn a degree. (College of Business courses are limited to one repeat.)

Matriculation Requirement. No more than 15 USU College of Business credits (ACCT, BA, BIS, BUS, MHR), numbered 2000 and above, earned as a nonbusiness major (before acceptance into the College of Business) can be applied to a College of Business degree. More than 15 business credits can be transferred from other accredited institutions. However, additional USU credits added to previously earned transfer credits may not exceed 15.

Departmental Core for Both Undergraduate Majors. During the initial portion of the Management and Human Resources upper-division programs, all degree seeking students will be required to take the following core classes, which are designed to provide a broad background in the various areas of business: BA 3400, 3500, 3700; BUS 3250; ECON 3400; MHR 3110, 3710,

3820, 4630; MHR 4880 or 4890. Since MHR 4880 and 4890 are both capstone courses, they should not be taken until near the end of the senior year.

During the latter portion of the program, the student working toward a degree in the Department of Management and Human Resources will be devoting his or her efforts toward fulfilling the requirements in one of the two majors: Human Resource Management *or* Management.

Major in Human Resource Management. In addition to the core requirements, students majoring in Human Resource Management must complete two of the following classes: MHR 3720, 3810; PHIL 3520 or MHR 4730; MHR 5640; BIS 4350 or ECON 5660; ECON 5670 or 5680. It is recommended that students wishing to work in a human resource position, and who are not planning to pursue a graduate degree in human resource management, take MHR 3810, BIS 4350 or ECON 5660, and either ECON 5670 or 5680.

Major in Management. In addition to the core requirements, students majoring in Management must complete two of the following classes: MHR 3720, 3810, 4710, 5640; PHIL 3520 or MHR 4730; BIS 4350 or ECON 5660; ECON 5670 or 5680; or other classes as determined through advisement.

If a College of Business student elects to take a minor, he or she is encouraged to select one from outside the College of Business.

Requirements for Minors

A minor in Management and a minor in Human Resource Management are available, as outlined below. Any deviation from the programs as outlined must be submitted in writing, with justification for the changes, to the department head for approval. A 2.50 GPA in the minor courses is required.

Minor in Management. This minor is for students with **majors outside the College of Business** who want to work in an organization where they will assume leadership or management responsibilities. The Management minor consists of 12 credits. MHR 3110 is required. In addition, three courses must be selected from the following: MHR 2990, 3710, 3720, 3810, 3820, 4630, 4730, 5640; PHIL 3520 or MHR 4730; BIS 4350 or ECON 5660; ECON 5670 or 5680; or other classes as determined through advisement.

Minor in Human Resource Management. This minor is for students with **majors outside the College of Business** who want to work in any human resource function of an organization. The Human Resource Management minor consists of 12 credits. MHR 3110 and 4630 are required. In addition, two courses must be selected from the following: MHR 2990, 3710, 3720, 3810, 3820, 5640; ECON 5670 or 5680; PHIL 3520 or MHR 4730; BIS 4350 or ECON 5660; or other classes as determined through advisement.

Minors for Students with majors within the College of Business. Students with majors within the College of Business may elect to take a minor in either Management *or* Human Resource Management. In such cases, in consultation with the head of the Department of Management and Human Resources, an appropriate minor will be determined based on the student's career objectives. Students will be expected to complete 12 credits of related coursework beyond the College of Business Core Requirements. All such minors must be approved by the head of the Department of Management and Human Resources.

Graduation Requirements

To be recommended by the department for graduation, majors in the Department of Management and Human Resources must have a grade point average of at least 2.50 in their upper-division core and specialization courses, as well as an overall GPA of 2.50. This includes transfer credits. The College of Business requires that at least 60 semester credits be taken in courses taught outside the College of Business. Up to 9 semester credits of economics and 6 semester credits of statistics can be considered as courses taught outside the College of Business. At least fifty percent of the business credits required for a business degree must be taken on the Utah State University campus or at a designated residence center.

Financial Assistance

The Department of Management and Human Resources and the College of Business award scholarships in addition to those available through the University Financial Aid Office. Information and application forms are available from the College of Business Career and Education Opportunities Center, Business 310A.

Student Organization

The department sponsors a student organization. Membership in the organization is open to all students, both undergraduate and graduate, who meet the membership requirements.

Society for Human Resource Management (SHRM) is the professional Human Resource Management organization co-sponsored by the Bridgerland Chapter of SHRM.

Graduate Programs

Master of Science in Human Resources (MS HR)

The MS in Human Resources degree prepares students for professional careers in the field of Human Resource Management. The instruction is designed to teach students to assume a strategic role in helping organizations gain competitive advantage by building employee commitment, competence, and effectiveness. Required subject areas include human resource planning, recruiting, selection, placement, compensation and benefits, performance management, career planning, training and organizational development, labor and employee relations, ethical/legal employment practices, statistical methods, and program evaluation.

Students without sufficient relevant work experience are required to complete an approved internship. The executive in residence in the MHR Department and/or the MS in Human Resources steering committee will serve as facilitators to help secure internship opportunities. All students are strongly encouraged to take the certification exam of the Human Resource Certification Institute (HRCI).

Students are expected to be admitted to the program as matriculated students before taking coursework leading to the degree.

Degree Requirements. Students are held responsible for meeting requirements as outlined in this catalog. Requirements specific to this degree are outlined below. It is the student's responsibility to be aware of all requirements and initiate the resolution of apparent inconsistencies.

The typical degree option is Plan C, which includes coursework to meet the degree requirements. The student should consult with the graduate program director if the Plan B option is being considered.

The MS in Human Resources degree usually requires 33 credits beyond the Business Core. The total number of credits is 51 for students without an undergraduate business degree or commensurate work experience. Coursework includes MHR 6330, 6360, 6510, 6550, 6620, 6630, 6640, 6650, 6670, 6690, 6760; BUS 6160, 6250; and one 3-credit elective approved by the steering committee. Students with applicable and relevant work experience may waive BUS 6250 (Graduate Internship) on approval of the MS in Human Resources steering committee. Students with an undergraduate degree from an AACSB-accredited business school or equivalent work experience will not be required to take BUS 6160. Students are also strongly encouraged to take the HRCI (Human Resource Certification Institute) exam.

Additional information about the MS in Human Resources degree may be obtained by contacting the Department of Management and Human Resources.

Admission Requirements

See Admission Procedures on pages 90-91. Students are required to submit scores on either the Graduate Record Examination (GRE) or the Graduate Management Admissions Test (GMAT). Prospective students may request information on the expected test performance standards for acceptance. Applicants are expected to have strong written and oral communication skills.

Financial Assistance and Assistantships

A limited number of graduate assistantships, scholarships, and other departmental awards are provided to outstanding on-campus students on a competitive basis. Acceptance to the program does not guarantee financial assistance. Application forms are available from the MHR Department. The deadline for financial aid assistance is March 15.

Master of Business Administration (MBA)

The department also participates with other departments in the College of Business in offering the Master of Business Administration (MBA) Degree. A description of the MBA degree and program requirements can be found on pages 153-154 of this catalog.

Management and Human Resources Faculty

Professors

Caryn L. Beck-Dudley, Dean of College of Business, business law, employment law, and social responsibility

Gaylen N. Chandler, entrepreneurship, management, human resources

Glenn M. McEvoy, human resources, organizational behavior, management

David B. Stephens, business strategy and labor relations

Professors Emeritus

Vernon M. Buehler

Howard M. Carlisle

John R. Cragun
Gary B. Hansen
Leon R. McCarrey
Y. Krishna Shetty

Associate Professors

Ronda R. Callister, management, organizational behavior, international management
David R. Daines, business law, employment law, and social responsibility
Steven H. Hanks, business strategy, management, and entrepreneurship
Ross E. Robson, lean manufacturing, management

Assistant Professors

Dawn DeTienne, entrepreneurship
David L. Dickinson, labor and employee relations, labor economics

James Hayton, management, human resources
Konrad S. Lee, employment law, business law
Troy V. Mumford, organizational behavior, human resource management, compensation

Adjunct Assistant Professor

Shari Tarnutzer, international management

Senior Lecturer

Alan P. Warnick, human resource management

Course Descriptions

Management and Human Resources (MHR), pages 437-439