

Department of 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 178-179. 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 focuses on the development of entrepreneurial and leadership capabilities. These include recognizing viable business opportunities and developing business concepts that allow firms to take advantage of unique competencies and capabilities. In addition, there is substantial emphasis on the acquisition and allocation of resources, as well as on 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.

Departmental Honors

See *Honors in Business* description in the College of Business section of this catalog (page 105).

Learning Objectives and Assessment

Assessment information for the Management and Human Resources Department can be found online at:
http://www.usu.edu/cob/mhr/dept_info/assess.htm

College of Business Requirements

All students majoring in management or human resource management must satisfy the College of Business requirements, provided on pages 105-106. Academic advising about these requirements is available in the College of Business Career and Education Opportunities Center, Business 309.

All students at the University are required to satisfy the University Studies requirements of the University as described on pages 46-54 of this catalog.

Matriculation Requirement and Transfer Limitation

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 College of Business credits added to previously earned transfer business credits may not exceed a combined total of 15. Furthermore, to earn a bachelor's degree in a College of Business major, at least 50 percent of the required College of Business credits must be earned from coursework taken from the Utah State University College of Business.

USU Credits and Business Credits

At least 30 of the last 60 semester credits must be taken from Utah State University, 10 of which must be included within the last 40 credits presented for the degree. At least 50 percent of the College of Business credits required for a College of Business degree must be taken from the Utah State University College of Business or its departments, which include: School of Accountancy, Business Administration, Business Information Systems, Economics, and Management and Human Resources.

College of Business Core

All majors in the Department of Management and Human Resources must complete the following prerequisite courses and business core courses, in addition to the specific courses listed for the major.

Business majors must take these courses as prerequisite to 3000-, 4000-, and 5000-level courses in the College of Business.

Pre-Business Course Requirements (13 credits)

ECON 1500 (BAI) Introduction to Economic Institutions, History, and Principles (F,Sp)	3
MATH 1100 (QL) Calculus Techniques (F, Sp, Su)	3
STAT 2300 (QL) Business Statistics (F, Sp, Su)	4
PSY 1010 (BSS) General Psychology (F, Sp, Su) (3 cr) or	
SOC 1010 (BSS) Introductory Sociology (F, Sp) (3 cr)	3

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.

Department of Management and Human Resources

College of Business Core (37 credits)

ACCT 2010 Survey of Accounting I (F, Sp, Su)	3
ACCT 2020 Survey of Accounting II (F, Sp, Su)	3
BA 3400 (QI) Corporate Finance (F, Sp, Su)	3
BA 3500 Fundamentals of Marketing (F, Sp, Su)	3
BA 3700 Operations Management (F, Sp, Su)	3
BIS 2450 Spreadsheets and Databases for Business (F, Sp, Su)	3
BIS 2550 (CI) Business Communication (F, Sp, Su)	3
BUS 3250 Discussions With Business Leaders (F, Sp)	1
ECON 2010 (BSS) Introduction to Microeconomics (F, Sp)	3
ECON 3400 International Economics for Business (F, Sp, Su)	3
MHR 2990 Legal and Ethical Environment of Business (F, Sp, Su)	3
MHR 3110 Managing Organizations and People (F, Sp, Su)	3
MHR 4880 (CI) Business Strategy in an Entrepreneurial Context (F, Sp) (3 cr) or	
MHR 4890 (CI) Business Strategy in a Global Context (F, Sp, Su) (3 cr)	3

Requirements for Majors

Management (15 credits)

MHR 3510 Fundamentals of Entrepreneurship (F)	3
MHR 3520 Relationship and Organizational Competencies for Entrepreneurs (Sp)	3
MHR 3710 Developing Team and Interpersonal Skills (F,Sp)	3
MHR 3820 International Management (F,Sp)	3
MHR 4510 Senior Seminar in Entrepreneurship (F)	3

Students completing the Management major requirements must take **MHR 4880** as their senior capstone course in the Business Core requirements. Students should also note that **MHR 3510 and 3520** should be taken prior to **MHR 4510**.

Human Resource Management (9 credits)

MHR 3710 Developing Team and Interpersonal Skills (F,Sp)	3
MHR 3820 International Management (F,Sp)	3
MHR 4630 Human Resource Management (F,Sp)	3

Human Resource Management Major Electives (6 credits)

Students must complete at least **two** of the following:

MHR 3720 Leading Organization Change	3
MHR 3810 Employment Law and Policy Development (F,Sp)	3
MHR 4730 Business and Society (3 cr) or	
PHIL 3520 (DHA) Business Ethics (Sp) (3 cr)	3
MHR 5640 Selected Topics in Management and Human Resources	3
ECON 5680 Labor Economics (Sp)	3
BIS 4350 Introduction to Training and Development (Sp) (3 cr) or	
ECON 5660 Training and Organizational Development (Sp) (2 cr)	2 or 3

Elective Course Requirements

Because the University requires a minimum of 120 credits for a bachelor's degree, students will need to take some elective credits. These credits may be chosen from any course (1000-level or above) offered by the University. If a student wants to complete a minor or a dual major in another department, the use of elective credits should be planned carefully with an advisor in the other department.

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 who expect to work in an organization where they will assume supervisory or management responsibilities. The Management minor consists of a minimum of 12 credits.

Required:

MHR 3110 Managing Organizations and People (F,Sp,Su)	3
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Select three courses from the following:

MHR 2990 Legal and Ethical Environment of Business (F,Sp,Su)	3
MHR 3710 Developing Team and Interpersonal Skills (F,Sp)	3
MHR 3720 Leading Organization Change	3
MHR 3810 Employment Law and Policy Development (Prerequisite: MHR 2990) (F,Sp)	3
MHR 3820 International Management (F,Sp)	3
MHR 4630 Human Resource Management (F,Sp)	3
MHR 4730 Business and Society (3 cr) or	
PHIL 3520 (DHA) Business Ethics (Sp) (3 cr)	3
MHR 5640 Selected Topics in Management and Human Resources	3
BIS 4350 Introduction to Training and Development (Sp) (3 cr) or	
ECON 5660 Training and Organizational Development (Sp) (2 cr)	2 or 3
ECON 5680 Labor Economics (Sp)	3

Minor in Human Resource Management

This minor is for students who want to work in any of the human resource functions of an organization. The Human Resource Management minor consists of a minimum of 12 credits.

Required:

MHR 3110 Managing Organizations and People (F,Sp,Su)	3
MHR 4630 Human Resource Management (F,Sp)	3

Select two courses from the following:

MHR 2990 Legal and Ethical Environment of Business (F,Sp,Su)	3
MHR 3710 Developing Team and Interpersonal Skills (F,Sp)	3
MHR 3720 Leading Organization Change	3
MHR 3810 Employment Law and Policy Development (Prerequisite: MHR 2990) (F,Sp)	3
MHR 3820 International Management (F,Sp)	3
MHR 4730 Business and Society (3 cr) or	
PHIL 3520 (DHA) Business Ethics (Sp) (3 cr)	3
MHR 5640 Selected Topics in Management and Human Resources	3
BIS 4350 Introduction to Training and Development (Sp) (3 cr) or	
ECON 5660 Training and Organizational Development (Sp) (2 cr)	2 or 3
ECON 5680 Labor Economics (Sp)	3

Note: An overall GPA of 2.67 and admission into a degree-seeking major are required for enrollment in 3000- or 4000-level courses in 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. 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.

Department of Management and Human Resources

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 309.

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.

Additional Information

A major requirement sheet, which includes further information about career opportunities and course requirements for the majors and minors within the Management and Human Resources Department, can be found online at: <http://www.usu.edu/ats/majorsheets/>

Further information about undergraduate programs in the College of Business can be obtained from the Career and Education Opportunities Center, Business 309, or found on the Web at: <http://www.usu.edu/cobceo>

Graduate Programs

Master of Science in Human Resources (MS HR)

Objectives

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, career planning, training and organizational development, labor and employee relations, ethical/legal employment practices, statistical methods, and program evaluation.

Admission Requirements

See Admission Procedures on pages 93-94. 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.

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 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 47 for students without an undergraduate business degree or commensurate work experience. Coursework includes MHR 6330, 6550, 6620, 6630, 6650, 6670, 6680, 6690, 6760; BUS 6250; and MHR 6310 or one 3-credit elective approved by the steering committee. Students with applicable and relevant work experience may substitute MHR 6900 for BUS 6250 (Graduate Internship) on approval of the MS in Human Resources steering committee. Students with an undergraduate degree from an AACSB-International accredited business school or equivalent work experience will not be required to take the business core. 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.

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 178-179 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
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

Department of Management and Human Resources

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
Ross E. Robson, lean manufacturing, management

Adjunct Associate Professor

Steven H. Hanks, business strategy, management, and entrepreneurship

Assistant Professors

Alison Cook, organizational behavior, human resource management
Dawn DeTienne, entrepreneurship
James Hayton, management, human resources

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

Adjunct Senior Lecturers

Mary Jo Blahna, organizational behavior, management, human resources
Shari Tarnutzer, international management

Principal Lecturer

Alan P. Warnick, human resource management

Lecturer

David G. Herrmann, management and entrepreneurship

Course Descriptions

Management and Human Resources (MHR), pages 549-551