

Department of Management and Human Resources

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Degrees offered: Bachelor of Science (BS) and Bachelor of Arts (BA) in Entrepreneurship; 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 202-203. 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 Entrepreneurship 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.

Entrepreneurship 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 114).

Learning Objectives and Assessment

Assessment information for the Management and Human Resources Department can be found online at:
<http://www.usu.edu/cob/mhr/assessment/index.cfm>

College of Business Admission Requirements

All students majoring in entrepreneurship or human resource management must satisfy the College of Business admission requirements, provided on pages 114-115. Academic advising about these requirements is available in the College of Business Career and Education Opportunities Center, Business 309.

All students enrolled at USU are required to satisfy the General Education requirements and the University Studies Depth Education requirements of the University, as described on pages 49-59 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, at least 20 of which must be completed in upper-division courses, of which at least 10 credits must be completed in courses required by the student's major. 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, Economics, Management and Human Resources, and Management Information Systems.

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

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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.

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 2100 Principles of Management Information Systems (F,Sp,Su)	3
BIS 2200 (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 2050 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,Su) (3 cr) or	
MHR 4890 (CI) Business Strategy in a Global Context (F,Sp,Su) (3 cr)	3

Requirements for Majors

Entrepreneurship (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 Entrepreneurship 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** must be taken prior to **MHR 4510**.

Human Resource Management (15 credits)

Required Courses (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

Elective Courses (select 6 credits)

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

MHR 3810 (DSS) Employment Law and Policy Development (F,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
ECON 5680 Labor Economics (Sp)	3
PUBH 3310 Occupational Health and Safety (F)	3
ANTH 3200 (DSS/CI) Perspectives on Race (Sp)	3
SOC 3500 Social Psychology (F,Sp)	3
SPCH 3250 (CI) Organizational Communication (F) (3 cr) or	
SPCH 3330 (DSS) Intercultural Communication (F) (3 cr) or	
SPCH 3600 Communication and Conflict (F) (3 cr)	3
PHIL 3520 (DHA) Business Ethics (Sp)	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.

Four-Year Degree Plans (8 Semesters)

Four-year degree plans for majors in the Management and Human Resources Department can be found on pages 385-386 and at: <http://www.usu.edu/cobssc/web/fouryeardegreeplans.htm>

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 2050 Legal and Ethical Environment of Business (F,Sp,Su)	3
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 3810 Employment Law and Policy Development (Prerequisite: MHR 2050) (F,Sp)	3
MHR 3820 International Management (F,Sp)	3
MHR 4510 Senior Seminar in Entrepreneurship (Prerequisites: MHR 3510 and 3520) (F)	3
MHR 4630 Human Resource Management (F,Sp)	3
PHIL 3520 (DHA) Business Ethics (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
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 2050 Legal and Ethical Environment of Business (F,Sp,Su)	3
MHR 3710 Developing Team and Interpersonal Skills (F,Sp)	3
MHR 3810 Employment Law and Policy Development (Prerequisite: MHR 2050) (F,Sp)	3
MHR 3820 International Management (F,Sp)	3
PHIL 3520 (DHA) Business Ethics (Sp)	3

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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
PUBH 3310 Occupational Health and Safety (F)	3
ANTH 3200 (DSS/CI) Perspectives on Race (Sp)	3
SOC 3500 Social Psychology (F,Sp).....	3
SPCH 3250 (CI) Organizational Communication (F) (3 cr) or SPCH 3330 (DSS) Intercultural Communication (F) (3 cr) or SPCH 3600 Communication and Conflict (F) (3 cr)	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 College of Business core and major requirement 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.

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 Organizations

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

Collegiate Entrepreneurs' Association (CEO) is the premier global entrepreneurship network serving more than 500 colleges and universities.

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/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>

Four-Year Degree Plans (8 Semesters)

The following are suggested four-year plans for majors offered by the Department of Management and Human Resources.

Suggested Four-year Course of Study for Entrepreneurship Major

The following curriculum is required for the BS degree in entrepreneurship. Students enrolled in the entrepreneurship major should consult with their advisor to determine which breadth, depth, and elective courses they should complete. Each student should also consult with his or her advisor to develop an individualized plan of study that is applicable to his or her own interests.

Freshman Year (30 credits)

Fall Semester (15 credits)

ECON 1500 (BAI) Introduction to Economic Institutions, History, and Principles	3
MATH 1050 (QL) College Algebra.....	4
USU 1010 University Connections.....	2
OSS 1400² Microcomputer Applications (3 cr) or Passing scores on Computer and Information Literacy (CIL) exams (0 cr).....	0-3
(Note: Although OSS 1400 includes the CIL exams, the CIL requirement is met <i>only</i> by passing all six exams, <i>not</i> by simply passing OSS 1400.)	
Breadth Creative Arts (BCA) course ¹	3
Elective course(s) ²	0-3

Spring Semester (15 credits)

ECON 2010 (BSS) Introduction to Microeconomics	3
ENGL 1010 (CL) Introduction to Writing: Academic Prose	3
MATH 1100 (QL) Calculus Techniques	3
PSY 1010 (BSS) General Psychology (3 cr) or SOC 1010 (BSS) Introductory Sociology (3 cr).....	3
Breadth Humanities (BHU) course ¹	3

Sophomore Year (31 credits)

Fall Semester (16 credits)

ACCT 2010 Survey of Accounting I.....	3
BIS 2100 Principles of Management Information Systems	3
MHR 2050 Legal and Ethical Environment of Business	3
STAT 2300 (QL) Business Statistics	4
Breadth Life Sciences (BLS) course ¹	3

Spring Semester (15 credits)

ACCT 2020 Survey of Accounting II.....	3
BIS 2200 (CI) Business Communication	3
MHR 3110 Managing Organizations and People	3
Breadth Physical Sciences (BPS) course ¹	3
Elective course(s).....	3

Junior Year (29 credits)

Fall Semester (15 credits)

BA 3400 (QI) Corporate Finance	3
ENGL 2010 (CL2) Intermediate Writing: Research Writing in a Persuasive Mode.....	3
MHR 3510 Fundamentals of Entrepreneurship	3
Elective courses	6

Spring Semester (14 credits)

BA 3700 Operations Management.....	3
BUS 3250 Discussions With Business Leaders	1
ECON 3400 International Economics for Business	3
MHR 3520 Relationship and Organizational Competencies for Entrepreneurs	3
Elective courses	4

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Senior Year (30 credits)

Fall Semester (15 credits)

BA 3500 Fundamentals of Marketing	3
MHR 3710 Developing Team and Interpersonal Skills	3
MHR 4510 Senior Seminar in Entrepreneurship	3
Depth Humanities and Creative Arts (DHA) course	3
Elective course(s)	3

Spring Semester (15 credits)

MHR 3820 International Management	3
MHR 4880 (CI) Business Strategy in an Entrepreneurial Context	3
Depth Life and Physical Sciences (DSC) course	3
Elective courses	6

Suggested Four-year Course of Study for Human Resource Management Major

The following curriculum is required for the BS degree in human resource management. Students enrolled in the human resource management major should consult with their advisor to determine which breadth, depth, and elective courses they should complete. Each student should also consult with his or her advisor to develop an individualized plan of study that is applicable to his or her own interests.

Freshman Year (30 credits)

Fall Semester (15 credits)

ECON 1500 (BAI) Introduction to Economic Institutions, History, and Principles	3
MATH 1050 (QL) College Algebra	4
USU 1010 University Connections	2
OSS 1400 ² Microcomputer Applications (3 cr) or Passing scores on Computer and Information Literacy (CIL) exams (0 cr)	0-3
(Note: Although OSS 1400 includes the CIL exams, the CIL requirement is met <i>only</i> by passing all six exams, <i>not</i> by simply passing OSS 1400.)	
Breadth Creative Arts (BCA) course ¹	3
Elective course(s) ²	0-3

Spring Semester (15 credits)

ECON 2010 (BSS) Introduction to Microeconomics	3
ENGL 1010 (CL) Introduction to Writing: Academic Prose	3
MATH 1100 (QL) Calculus Techniques	3
PSY 1010 (BSS) General Psychology (3 cr) or SOC 1010 (BSS) Introductory Sociology (3 cr)	3
Breadth Humanities (BHU) course ¹	3

Sophomore Year (31 credits)

Fall Semester (16 credits)

ACCT 2010 Survey of Accounting I	3
BIS 2100 Principles of Management Information Systems	3
MHR 2050 Legal and Ethical Environment of Business	3
STAT 2300 (QL) Business Statistics	4
Breadth Life Sciences (BLS) course ¹	3

Spring Semester (15 credits)

ACCT 2020 Survey of Accounting II	3
BIS 2200 (CI) Business Communication	3
MHR 3110 Managing Organizations and People	3
Breadth Physical Sciences (BPS) course ¹	3
Elective course(s)	3

Junior Year (29 credits)

Fall Semester (15 credits)

BA 3400 (QI) Corporate Finance	3
ENGL 2010 (CL2) Intermediate Writing: Research Writing in a Persuasive Mode	3
MHR 3710 Developing Team and Interpersonal Skills	3
Elective courses	6

Spring Semester (14 credits)

BA 3700 Operations Management	3
BUS 3250 Discussions With Business Leaders	1
ECON 3400 International Economics for Business	3
MHR 3820 International Management	3
Elective courses	4

Senior Year (30 credits)

Fall Semester (15 credits)

BA 3500 Fundamentals of Marketing	3
MHR 4630 Human Resource Management	3
Human Resource Management approved elective ³	3
Depth Humanities and Creative Arts (DHA) course	3
Elective course(s)	3

Spring Semester (15 credits)

MHR 4880 (CI) Business Strategy in an Entrepreneurial Content (3 cr) or MHR 4890 (CI) Business Strategy in a Global Context (3 cr)	3
Depth Life and Physical Sciences (DSC) course	3
Human Resource Management approved elective ³	3
Elective courses	6

¹At least two of the required Breadth courses *must* be University Studies courses having a USU prefix.

²If opting out of OSS 1400, students must take an extra 3 elective credits.

³For approved courses, students should contact the Human Resource Management advisor.

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, performance management, 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 101-102. Students are required to submit scores on the Graduate Management Admissions Test (GMAT) or the Graduate Record Examination (GRE). 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

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steering committee will serve as facilitators to help secure internship opportunities. The Human Resource Certification Institute (HRCI) exam will be included as part of coursework.

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 MS in Human Resources degree requires a minimum of 36 credits beyond the Business Core taken as part of an AACSB-International accredited undergraduate business degree. The total number of credits is typically 50 for students without an undergraduate business degree. See *Accelerated Business Core* (in Master of Business Administration section, page 202) for information about satisfying the Business Core requirements. Coursework beyond the Business Core includes MHR 6310, 6330; MHR 6510 or 6680; MHR 6550, 6620, 6630, 6650, 6670, 6690, 6760; BUS 6250; and one 3-credit elective approved by the steering committee. Students 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 will not be required to take the business core. Students will take the HRCI (Human Resource Certification Institute) exam as part of coursework.

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 online through the School of Graduate Studies. More information can be found at: <http://www.usu.edu/gradsch/financial/assistantships.cfm>
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 202-203 of this catalog.

Management and Human Resources Faculty

Professors

Douglas D. Anderson, strategy, leadership, and change
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
Gary B. Hansen
Leon R. McCarrey
Y. Krishna Shetty

Associate Professors

Ronda R. Callister, management, organizational behavior, international management
Ross E. Robson, lean manufacturing, management

Adjunct Associate Professor

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

Associate Professor Emeritus

David R. Daines

Assistant Professors

Alison Cook, organizational behavior, human resource management
Konrad S. Lee, employment law, business law
Troy V. Mumford, organizational behavior, human resource management, compensation
Brenda C. Sun, strategic and international management

Principal Lecturer

Alan P. Warnick, human resource management

Lecturers

Chester F. Brough, business law
David G. Herrmann, management and entrepreneurship
Henry Nowak, entrepreneurship

Course Descriptions

Management and Human Resources (MHR), pages 666-668