

January 13, 2016

MEMORANDUM

TO: State Board of Regents

FROM: David L. Buhler

SUBJECT: Utah Valley University – Bachelor of Science in Human Resource Management, Bachelor of Arts in Human Resource Management, Minor in Human Resource Management

Issue

Utah Valley University (UVU) requests approval to offer three new related credentials: 1) Bachelor of Science in Human Resource Management, 2) Bachelor of Arts in Human Resource Management, and 3) Minor in Human Resource Management, effective Fall Semester, 2016. The UVU Board of Trustees approved the programs on October 8, 2015.

Background

These Human Resource Management (HRM) programs are designed to provide practical and applied skills and tools to prepare graduates for HRM careers in business, government, and non-profit organizations. The proposed curriculum provides content in areas such as labor law, workforce planning and staffing, employee development, compensation and benefits, disciplinary action, human resource information systems, and ensuring the health and safety of organizational employees. The programs will be housed in the UVU Department of Management within the Woodbury School of Business.

The minor in HRM consists of 18 credit hours and will be available for students in majors outside of business. It will provide students much of the core HRM discipline that is available in the full baccalaureate degree program. Students earning a baccalaureate degree will have the option of earning either a bachelor of science degree or a bachelor of arts degree. Those pursuing the bachelor of arts program will take 12 credits of foreign language in lieu of a series of program elective courses that are part of the bachelor of science program.

The programs will prepare students to provide services for businesses and other organizations in and related to human resources. The Utah Department of Workforce Services' Occupational Explorer shows the Human Resource Management occupational group (SOC code 11-3121) with median annual income of \$90,240 and 40 estimated annual job openings. The Human Resource Specialist occupational group (SOC code 13-1070) shows median income of \$52,580 and 180 estimated annual job openings.

Utah State University (USU) offers a minor and a master's degree in HRM. Weber State University (WSU) offers an emphasis area within the business administration baccalaureate degree. When fully established, Utah Valley University anticipates 25 graduates per year among all three programs. Given the need for

graduates trained in human resources in UVU's service region and across the state, there appear to be sufficient labor market demand for the UVU program without creating adverse impacts on existing human resource management programs at other Utah System of Higher Education institutions. It is anticipated that some graduates will pursue the USU master's degree program.

Policy Issues

The proposed program has been developed through established institutional procedures and Board of Regents policy. Chief academic officers as well as faculty in related departments from the Utah System of Higher Education institutions have reviewed the proposal and have provided input. There are no additional policy issues that need to be addressed relative to approval of the program.

Commissioner's Recommendation

The Commissioner recommends the Board of Regents approve Utah Valley University's request to offer the Bachelor of Science in Human Resource Management, the Bachelor of Arts in Human Resource Management, and the Minor in Human Resource Management.

David L. Buhler
Commissioner of Higher Education

DLB/BKC
Attachment

Program Description – Full Template
Utah Valley University
Bachelor of Science, Bachelor of Arts, and Minor in Human Resource Management

Section I: The Request

Utah Valley University's Department of Management requests approval to offer a bachelor of science (BS), a bachelor of arts (BA), and a minor in Human Resource Management (HRM) effective Fall Semester, 2016. These programs were approved by the Utah Valley University (UVU) Board of Trustees on October 8, 2015.

Section II: Program Description

Complete Program Description

The HRM program will provide students with practical and applied skills, experience in applying those skills, and a variety of intellectual tools to prepare them for HRM careers in business, government, and non-profit organizations. The proposed classes, engaged pedagogy, and instructors are designed to prepare students to staff organizations, and to establish and implement procedures for recruitment, interviews, and placement. Additionally, students will be prepared to implement disciplinary action, track leave and absences, and ensure the safety, well-being, and development of organizational employees. Human resource graduates will also be prepared to advise company management on labor law issues.

Purpose of Degree

While other similar programs exist within the Utah System of Higher Education (USHE), UVU's proposed HRM programs will fill a growing need for trained professionals within UVU's service region. The programs will help UVU fulfill its mission to meet regional educational and workforce needs. The programs will include service-learning and project-intensive pedagogies.

Institutional Readiness

The programs will be housed in the Department of Management within the Woodbury School of Business. Programs in this school are accredited by AACSB International, attesting to the attention that UVU's business faculty and administrators give to rigor, scholarship, and learning outcomes. The staff and resources are already in place to assess, advise, and support the program. An additional faculty position to support the programs has been funded with existing resources and should be in place by the time the programs are formally offered to students. An HRM track for the degree in business management has been in place at the university for over 11 years

Departmental Faculty

Faculty Category	Faculty Headcount – Prior to Program Implementation	Faculty Additions to Support Program	Faculty Headcount at Full Program Implementation
With Doctoral Degrees (Including MFA and other terminal degrees, as specified by the institution)			
Full-time Tenured	8		8
Full-time Non-Tenured	4		4
Part-time Tenured			
Part-time Non-Tenured			
With Master's Degrees			
Full-time Tenured	1		

Full-time Non-Tenured	4		4
Part-time Tenured			
Part-time Non-Tenured	11		11
With Bachelor's Degrees			
Full-time Tenured			
Full-time Non-Tenured			
Part-time Tenured			
Part-time Non-Tenured	3		3
Other			
Full-time Tenured			
Full-time Non-Tenured			
Part-time Tenured			
Part-time Non-Tenured	3		3
Total Headcount Faculty in the Department			
Full-time Tenured	9	0	9
Full-time Non-Tenured	8	0	8
Part-time Tenured	0		0
Part-time Non-Tenured	17	0	17
Total Department Faculty FTE <i>(As reported in the most recent A-1/S-11 Institutional Cost Study for "prior to program implementation" and using the A-1/S-11 Cost Study Definition for the projected "at full program implementation.")</i>	27.4	0.38	27.78

Staff

The proposed degrees and minor will be housed in the existing Department of Management. No additional administrative staff will be required within the first five years of operations. In addition, the business school has sufficient capacity within its own advisement group that no staff expansion will be required.

Library and Information Resources

The UVU Library currently has access to a collection of eBooks, videos, streamed videos, and books that relate to HRM. HRM related items in the UVU collection span many technologies and professional practices. Major categories of HRM information topics and sources include (but are not limited to) human resources management, employment management, corporations—personnel management, manpower utilization, personnel administration, management, public administration, employees, employment practices liability insurance, supervision of employees, human capital, human assets, human beings—economic value, human resources, manpower policy, employment policy, human resource development, labor market—government policy, labor market policy, manpower utilization, labor policy, human capital—accounting, human resource accounting, human resource professionals, human resource personnel.

Initial "one-stop-shopping" for articles/books/videos relating to HRM can be done by means of the UVU Library website's OneSearch feature, which allows a single search to simultaneously span multiple databases and includes a search of the library catalog's books, eBooks, and videos. (Each individual database can also be searched within the scope of the respective database website.)

Access to HRM articles at the UVU library is available through the following resources:

1. The ABI/INFORM Dateline database provides access to approximately 255 magazines and newspapers concerning regional and local business news, analysis, employment, and more.
2. The ABI/INFORM Global database indexes more than 3,500 journals, magazines, and newspapers.
3. The ABI/INFORM Trade and Industry database includes more than 1,200 newspapers and magazines.
4. The Business Source Premier database offers 2,300 business journals, magazines, newspapers, and peer-

reviewed articles.

5. The Regional Business News database contains 100 newspapers from the United States and Canada.
6. The LexisNexis Academic database provides access to 10,000 newspapers, magazines, and other.
7. 1,600 peer-reviewed journals are searchable in the ScienceDirect Journals database.
8. The Sage Online database offers 1,200 journals.

Full text access to the thousands of journal articles is licensed to UVU library patrons and 38 HRM journals. The UVU library catalog contains print books, eBooks (Safari, NetLibrary, EBSCO and eBrary), videos (DVD, Blue Ray, VHS) as well as databases of streamed video (Films on Demand, American History in Video, etc.). Most materials for HRM are covered in the Library of Congress call number area HF5549-HF55.49.5 (Personnel Management). Other significant call numbers are: HD4904.7 (Human Capital), HD5713 (Manpower Policy), and HF5681.H8 (Human Capital—Accounting). Additional call numbers may apply as this subject is given attention by numerous minor subject areas.

Current catalog holdings for Human Resource Management are estimated as follows:

Books	539
eBooks	686
Videos	12
Streamed videos	74

A patron may often seek information (articles, books, etc.) that are not directly owned or licensed by the UVU Library. In such cases, a desired item may be accessed from other libraries throughout the United States by means of the Interlibrary Loan service. In addition, UVU Library patrons have access to check out items from partner libraries of higher education in Utah area by means of a Utah Academic Library Consortium agreement.

Admission Requirements

The programs will continue to operate in the existing environment in terms of admission requirements to the Woodbury School of Business (WSB). Students may declare their major as freshmen, but they will be expected to meet further matriculation requirements as they enter their junior year within the same guidelines as other business students.

Student Advisement

Students will be advised through the business school's advisement office.

Justification for Graduation Standards and Number of Credits

Students will be required to earn a C- or higher in all WSB classes (except they need to earn a B- or higher in MKTG 2200), and have an overall GPA of 2.5 or higher. One-hundred-twenty credits will be required for either of the two degrees. The Minor, not intended for WSB students, consists of 18 credits and does not require matriculation to the WSB. These standards are provided in the UVU catalog and are required by AACSB International accreditation.

External Review and Accreditation

The current regimes of AACSB International (for the Woodbury School of Business) and Northwest (for the University) are to be continued.

Projected Program Enrollment and Graduates; Projected Departmental Faculty/Students

Data Category	Current – Prior to New Program Implementation	PROJ YR 1	PROJ YR 2	PROJ YR 3	PROJ YR 4	PROJ YR 5
Data for Proposed Program						
Number of Graduates in Proposed Program	0	5	15	20	25	25
Total # of Declared Majors in Proposed Program	0	25	30	35	40	45
Departmental Data – For All Programs Within the Department						
Total Department Faculty FTE (<i>as reported in Faculty table above</i>)	27.40	27.78	27.78	27.78	27.78	27.78
Total Department Student FTE (<i>Based on Fall Third Week</i>)	611	615	618	618	619	619
Student FTE per Faculty FTE (<i>ratio of Total Department Faculty FTE and Total Department Student FTE above</i>)	22.30	22.13	22.23	22.23	22.26	22.26
Program accreditation-required ratio of Student FTE/Faculty FTE, if applicable: (Provide ratio here: _____)	27.40	27.78	27.78	27.78	27.78	27.78

Expansion of Existing Program

These bachelor's programs are a strengthening of, and a replacement for, an existing track within an emphasis. The minor adds depth in the field of human resources for non-WSB majors.

Section III: Need

Program Need

Human resource management employment is on the rise. The institution reported a 2012 Bureau of Labor Statistics report that showed an 8.3% employment rise from 2010 to 2011. Along with unemployment rates in the state, this has contributed to competition for human resource talent. The necessity for human resource programs that prepare students to enter this field is apparent.

The minor in HRM will be useful for students in majors outside of business due to the exposure it provides in areas such as strategic and systemic thinking, opportunity identification, project management, and applied learning.

Labor Market Demand

The Utah Department of Workforce Services' Occupational Explorer shows the Human Resource Management occupational group (SOC code 11-3121) with median annual income of \$90,240 and 40 estimated annual job openings. The Human Resource Specialist occupational group (SOC code 13-1070) shows median income of \$52,580 and 180 estimated annual job openings.

Student Demand

Presently, human resources is offered as a track within an emphasis of the general business major. Consistently there have been approximately 20+ students enrolled in the core emphasis courses (Training and Development, Organizational Development and Change, Staffing and Performance Management, and Compensation and Benefits),

with literally hundreds of students enrolling each semester in the Introduction to Human Resource Management, Organizational Behavior, and Employment Law courses (also part of the current emphasis requirements). Additionally, the general business management major is the largest major, with the most graduates, of any major offered in the Woodbury School of Business, graduating hundreds of students every year.

It is anticipated that the majority of students declaring a new human resource BS or BA would come from the already existing general management pool of students by allowing students to graduate with a recognizable value-added, specialty degree. It is reasonable to anticipate an opening cohort of 25-35 students in the first year, with anticipated growth of up to 40-45 students by the end of the fifth year.

Similar Programs

Throughout the United States, HRM is a frequently offered degree in business schools, along with accounting, finance, marketing, and management. Weber State University has a degree in Business Administration with an emphasis in HRM, while Utah State University offers an undergraduate HRM minor and master's degree.

Collaboration with and Impact on Other USHE Institutions

The programs have been reviewed by the other USHE institutions and received clearance from the Chief Academic Officers to move forward to the Board of Regents.

Benefits

The availability of a HRM degree will contribute to the ongoing effort of UVU to become a comprehensive undergraduate institution in its service region. The continued expansion of population in Utah County, including the need for a broader offering of education opportunities, is met in part by stronger, more competitive programs such as the BS/BA in HRM that teaches and provides practice of skills learned in real-world settings. The HRM degree is useful for students seeking graduate study. Graduates of UVU's human resource track are already enrolled and graduated from USU's Master's in HRM program.

Consistency with Institutional Mission

These new offerings will help UVU meet regional educational needs by graduating more competent professionals in a field with increasing workforce need. The programs are in line with the Regent Policy (R312) description of UVU's mission.

Section IV: Program and Student Assessment

Program Assessment

The WSB, which will be responsible for the administration of the new HRM programs, has completed a successful accreditation process through AACSB International. One of the hallmark characteristics of AACSB International accreditation is the requirement that participating institutions focus on the measurement of learning outcomes of students. This includes an expectation that program objectives will be articulated and efforts made to continually improve the processes critical to defining and meeting those objectives for all of the stakeholders.

Expected Standards of Performance

Program Goals:

1. Faculty recruitment and development will be sustained in accordance with guidelines established through existing AACSB International accreditation requirements.
2. Curriculum will be evaluated and updated to maintain a quality level consistent with the standards currently available in the discipline.

3. Student learning and satisfaction will be monitored. Evaluation criteria will be conducted to assure student learning, graduation levels, and post-graduation success.
4. Employers and graduate institutions will be surveyed to determine the quality of program graduates.

Goal Measurement:

1. Periodic Assessments of faculty teaching and scholarship activities will be monitored and recommendations for improvement provided.
2. Students will be evaluated through varied assessment measures including discipline specific exams, written reviews, and personal interviews.
3. Students will be monitored in terms of successful scholarly activities achieved throughout the course of their academic experience.
4. Enrollment and graduation trends will be monitored.
5. Post-graduation employment and graduate degree placement will be monitored.

Student Assessment Educational Objectives:

1. Students should have basic discipline knowledge and be able to apply that knowledge and demonstrate skill at using it in critical problem-solving situations.
2. Students should be able to adapt to changing economic and social environments.
3. Students should have strong oral and written communication capability.
4. Students should develop expertise in research and scholarly activities.
5. Students should be prepared for employment or graduate education.

In addition to the overall student assessment outlined above, some basic general learning competencies will be tracked that focus on an evaluation of program and student outcomes in connection with core course competencies for all WSB graduates. These will include the following:

1. Adaptability and lifelong learning
2. Critical and analytical thinking
3. Discipline-specific skills
4. Diverse environment of business
5. Ethical and legal perspectives
6. Information technology
7. Quantitative analysis
8. Collaborative skills
9. Verbal and written communication
10. Engaged learning and community engagement

A variety of methods will be used to assess the learning outcomes of students in the HRM program as a part of the broader WSB learning outcomes assessment process. In addition, UVU institutional effectiveness officials will be consulted in the ongoing evaluation of methods and processes appropriate to these activities. This will include: content/learning, post-graduation outcomes, and measures of student satisfaction.

Content/learning will be evaluated at the school level as well as within the degree program and within individual courses. Seniors will participate in cognitive evaluations using multiple-choice exams and written case study evaluations. These reviews will assess skill levels in core business subjects as well as specific business discipline-related material. There will be an ongoing review of post-graduation outcomes which will assess student success in both employment and graduate school attendance. Alumni and employers will be surveyed as well as faculty and administrators of graduate programs where applicable. Finally, student satisfaction surveys will be conducted again at all three levels of the program (students, alumni, and employers).

Faculty, students, and advisors will be active participants in ongoing learning outcomes assessment and program evaluation processes. Goals and objectives will be reviewed, data collected and analyzed, evaluation processes implemented, and feedback utilized in an effort to generate continuous improvement in all these activities.

Section V: Finance

Department Budget

Three-Year Budget Projection							
Departmental Data	Current Departmental Budget – Prior to New Program Implementation	Departmental Budget					
		Year 1(2016-17)		Year 2(2017-18)		Year 3(2018-19)	
		Addition to Budget	Total Budget	Addition to Budget	Total Budget	Addition to Budget	Total Budget
Personnel Expense							
Salaries and Wages	\$1,315,702	\$25,523	\$1,341,225	\$0	\$1,341,225	\$0	\$1,341,225
Benefits	\$508,444	\$9,820	\$518,264	\$0	\$518,264	\$0	\$518,264
Total Personnel Expense	\$1,824,146	\$35,343	\$1,859,489	\$0	\$1,859,489	\$0	\$1,859,489
Non-Personnel Expense							
Travel	\$2,000	\$0	\$2,000	\$0	\$2,000	\$0	\$2,000
Capital	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Library	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Current Expense	\$32,922	\$2,000	\$34,922	\$37,343	\$72,265	\$37,343	\$109,608
Total Non-Personnel Expense	\$34,922	\$2,000	\$36,922	\$37,343	\$74,265	\$37,343	\$111,608
Total Expense (Personnel + Current)	\$1,859,068	\$37,343	\$1,896,411	\$37,343	\$1,933,754	\$37,343	\$1,971,097
Departmental Funding							
Appropriated Fund	\$1,859,068	\$37,343	\$1,896,411	\$37,343	\$1,933,754	\$37,343	\$1,971,097
Other:							
Special Legislative							

Appropriation							
Grants and Contracts							
Special Fees / Differential Tuition							
Total Revenue	\$1,859,068	\$37,343	\$1,896,411	\$37,343	\$1,933,754	\$37,343	\$1,971,097
Difference							
Revenue-Expense	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Departmental Instructional Cost / Student Credit Hour* <i>(as reported in institutional Cost Study for "current" and using the same Cost Study Definition for "projected")</i>	\$101		\$103		\$104		\$106

Funding Sources

Budgetary impact of the new degrees will be modest. The proposed programs will be administered by the Department of Management, and will not require additional advising personnel, administrative staff, or other related administrative expenditures during the initial years of operation. As this proposal is to create a minor and baccalaureate degrees from existing courses with only two new courses proposed, this degree will require minimal new funds.

Reallocation

No reallocation of resources are anticipated.

Impact on Existing Budgets

Aside from an additional faculty position that is planned to be filled by the start of the program, there will be a little or no impact on existing budgets. Funding for this position has been identified from insitutional resources.

Section VI: Program Curriculum

All Program Courses (with New Courses in Bold)

Course Prefix and Number	Title	Credit Hours
General Education Requirements		
ENGL 1010	Introduction to Writing	3.0
ENGL 2010 or ENGL 2020	Intermediate Writing – Humanities/Social Sciences or Intermediate Writing – Science and Technology	3.0
MATH 1050	College Algebra or Advanced Placement (AP) Mathematics Test with a score of three or higher	4.0

Course Prefix and Number	Title	Credit Hours
Complete one of the following: HIST 2700 and HIST 2710 or HIST 1700 HIST 1740 POLS 1000 POLS 1100	US History to 1877 and US History since 1877 American Civilization US Economic History American Heritage American National Government	3.0
PHIL 2050	Ethics and Values	3.0
HLTH 1100 or PES 1097	Personal Health and Wellness or Fitness for Life	2.0
ECON 2020	Macroeconomics (fulfills Social/Behavioral Science credit)	3.0
Biology		3.0
Physical Science		3.0
Additional Biology or Physical Science		3.0
Humanities Distribution (BS) Foreign Language 2020/202G (BA)		3.0/4.0
Fine Arts Distribution		3.0
Sub-Total		36/37
Business Foundation Courses (required for Matriculation)		
ACC 2010	Financial Accounting	3.0
ACC 2020	Managerial Accounting	3.0
ECON 2010	Microeconomics	3.0
MGMT 2240 or MATH 1100	Business Quantitative Analysis (3.0) or Introduction to Calculus (4.0)	3.0
MKTG 2200	Written Business Communication (Complete with a grade of B- or higher.)	3.0
MGMT 2340	Business Statistics I	3.0
MKTG 2390	Professional Business Presentations	3.0
Business Core Requirements:		
FIN 3100	Principles of Finance	3.0
LEGL 3000	Business Law	3.0
MGMT 3000	Organizational Behavior	3.0
HR 4050	Human Resource Information Systems	3.0
MGMT 330G or MGMT 332G or ECON 305G or MKTG 335G	Survey of International Business or Cross-Cultural Communications for International Business or International Economics or International Marketing	3.0

Course Prefix and Number	Title	Credit Hours
MGMT 3450	Operations Management	3.0
MKTG 3600	Principles of Marketing	3.0
MKTG 3890	Career Preparation	3.0
MGMT 4860	Business Strategy Formulation and Implementation	4.0
MGMT 495R	Executive Lecture Series	1.0
HRM Core Requirements:		
HR 3430	Introduction to Human Resource Management	3.0
HR 3550	Organization Development	3.0
HR 3570	Training and Development	3.0
HR 4000	Total Compensation I – Pay and Incentives	3.0
HR 4010	Total Compensation II – Benefits	3.0
HR 4610	Workforce Planning and Staffing	3.0
Sub-Total		68
Elective Courses		
Select 10 credits from the following (BS degree)	<ul style="list-style-type: none"> • Any 3000-4000 level WSB courses • MGMT 481R Internship (1.0) (up to 3.0) Approval needed by WSB Internship Coordinator 	10.0
Select 6 credits	Of any non-Woodbury School of Business courses	6.0
Or		
Complete 12 credits of any foreign language course 1010, 1020, 2010 sequence (BA degree)		12.0
MGMT 481 R	Internship (1.0) (Must be taken for 3 credits)	3.0
Sub-Total		16/15
Total Number of Credits		120

Program Courses for Minor

Course Prefix and Number	Title	Credit Hours
Discipline Core Requirements		
HR 3430	Introduction to Human Resource Management	3.0
HR 3530	Employment and Labor Law	3.0
HR 4000	Total Compensation I – Pay and Incentives	3.0
HR 4610	Workforce Planning and Staffing	3.0
HR 4010	Total Compensation II – Benefits	3.0
HR 4050	Human Resource Information Systems	3.0
Total Number of Credits		18

Program Schedule (BS Degree)

Fall of First Year (Course Prefix and Number)	Course Title	Credit Hours
ENGL 1010	Introduction to Writing	3.0
Elective non-WSB		6.0
Physical Science Distribution		3.0
Fine Arts Distribution		3.0
	Semester total:	15.0
Spring of First Year (Course Prefix and Number)	Course Title	Credit Hours
ENGL 2020	Intermediate Writing	3.0
MATH 1050	College Algebra	4.0
American Institutions		3.0
Biology Distribution		3.0
	Semester total:	13.0
Fall of Second Year (Course Prefix and Number)	Course Title	Credit Hours
Additional Biology or Physical Science		3.0
ACC 2010	Financial Accounting	3.0
MGMT 2240 or MATH 1100	Business Quantitative Analysis or Introduction to Calculus (4)	3.0
ECON 2010	Microeconomics	3.0
MKTG 2200	Written Business Communication	3.0
	Semester total:	15.0
Spring of Second Year (Course Prefix and Number)	Course Title	Credit Hours
PHIL 2050	Ethics and Values	3.0
Humanities Distribution		3.0
ACC 2020	Managerial Accounting	3.0
ECON 2020	Macroeconomics	3.0
MGMT 2340	Business Statistics I	3.0
	Semester total:	15.0

Fall of Third Year (Course Prefix and Number)	Course Title	Credit Hours
MKTG 2390	Professional Business Presentations	3.0
MGMT 3000	Organizational Behavior	3.0
HLTH 1100 or PES 1097	Personal Health and Wellness or Fitness for Life	2.0
MKTG 3600	Principles of Marketing	3.0
HR 3430	Introduction to Human Resource Management	3.0
MGMT 495R	Executive Lecture Series	1.0
	Semester total:	15.0
Spring of Third Year (Course Prefix and Number)	Course Title	Credit Hours
FIN 3100	Principles of Finance	3.0
MGMT 3450	Operations Management	3.0
HR 4050	Human Resource Information Systems	3.0
LEGL 3000	Business Law	3.0
HR 3550	Organization Development	3.0
	Semester total:	15.0
Fall of Fourth Year (Course Prefix and Number)	Course Title	Credit Hours
MGMT 330G OR MGMT 332G or ECON 305G or MKTG 335G	Survey of International Business or Cross-cultural Communications for International Business or International Economics or International Marketing	3.0
HR 3570	Training and Development	3.0
HR 4000	Total Compensation I – Pay and Incentives	3.0
Elective 1	(From the list of optional classes)	3.0
Elective 2	(From the list of optional classes)	4.0
	Semester total:	16.0
Spring of Fourth Year (Course Prefix and Number)	Course Title	Credit Hours
MGMT 4860	Business Strategy Formulation and Implementation	4.0
HR 4010	Total Compensation II – Benefits	3.0
HR 4610	Workforce Planning and Staffing	3.0
MKTG 3890	Career Preparation	3.0
Elective 3	(From the list of optional classes)	3.0
	Semester total:	16.0

Non-WSB electives can be taken in any order

Program Schedule (BA Degree)

Fall of First Year (Course Prefix and Number)	Course Title	Credit Hours
ENGL 1010	Introduction to Writing	3.0
Foreign Language 1010		4.0
Physical Science Distribution		3.0
Fine Arts Distribution		3.0
	Semester total:	13.0
Spring of First Year (Course Prefix and Number)	Course Title	Credit Hours
ENGL 2010	Intermediate Writing	3.0
Biology Distribution		3.0
Foreign Language 1020		4.0
MATH 1050	College Algebra	4.0
	Semester total:	14.0
Fall of Second Year (Course Prefix and Number)	Course Title	Credit Hours
Foreign Language 2010		4.0
ACC 2010	Financial Accounting	3.0
MGMT 2240 or MATH 1100	Business Quantitative Analysis or Introduction to Calculus	3.0
ECON 2010	Microeconomics	3.0
MKTG 2200	Written Business Communication	3.0
	Semester total:	16.0
Spring of Second Year (Course Prefix and Number)	Course Title	Credit Hours
PHIL 2050	Ethics and Values	3.0
Foreign Language 202G	(Fulfills Humanities Distribution)	4.0
ACC 2020	Managerial Accounting	3.0

ECON 2020	Macroeconomics	3.0
MGMT 2340	Business Statistics I	3.0
	Semester total:	16.0
Fall of Third Year (Course Prefix and Number)	Course Title	Credit Hours
MGMT 2390	Professional Business Presentations	3.0
Additional Biology or Physical Science		3.0
HLTH 1100 or PES 1097	Personal Health and Wellness or Fitness for Life	2.0
American Institutions		3.0
HR 3430	Introduction to Human Resource Management	3.0
MGMT 495R	Executive Lecture Series	1.0
	Semester total:	15.0
Spring of Third Year (Course Prefix and Number)	Course Title	Credit Hours
MGMT 3000	Organizational Behavior	3.0
MKTG 3600	Principles of Marketing	3.0
		3.0
HR 4050	Human Resource Information Systems	
LEGL 3000	Business Law	3.0
HR 3550	Organization Development	3.0
	Semester total:	15.0
Fall of Fourth Year (Course Prefix and Number)	Course Title	Credit Hours
MGMT 330G OR MGMT 332G or ECON 305G or MKTG 335G	Survey of International Business or Cross-cultural Communications for International Business or International Economics or International Marketing	3.0
HR 3570	Training and Development	3.0
HR 4000	Total Compensation I – Pay and Incentives	3.0
FIN 3100	Principles of Finance	3.0
MGMT 3450	Operations Management	3.0
	Semester total:	15.0
Spring of Fourth Year (Course Prefix and Number)	Course Title	Credit Hours
MKTG 3890	Career Preparation	3.0
MGMT 4860	Business Strategy Formulation and Implementation	4.0
HR 4010	Total Compensation II – Benefits	3.0
HR 4610	Workforce Planning and Staffing	3.0

MGMT 481R	Internship (1.0) Approval needed by WSB Internship Coordinator	3.0
	Semester total:	16.0

Non-WSB electives can be taken in any order

Program for Minor

Semester 3	Title	Credit Hours
HR 3430	Introduction to Human Resource Management	3.0
HR 3530	Employment and Labor Law	3.0
Semester 4	Title	Credit Hours
HR 4000	Total Compensation I – Pay and Incentives	3.0
HR 4610	Workforce Planning and Staffing	3.0
Semester 5	Title	Credit Hours
HR 4010	Total Compensation II – Benefits	3.0
Semester 6	Title	Credit Hours
HR 4050	Human Resource Information Systems	3.0
Total Number of Credits		18.0

Section VII: Faculty

Current Faculty / Full Time Tenured or Tenure Track

Kupka, Bernd (Associate Professor)
Ph D, University of Otago, 2008.

MS, Radford University, 2003.
Major: Corporate and Professional Communication

BA, University of Hawaii at Hilo, 2001.
Major: Communication

Westover, Jon H (Associate Professor)
Ph D, University of Utah, 2011.

Major: Sociology
Supporting Areas of Emphasis: Sociology of Work and Organizations; Comparative International Sociology; International Political Economy
Dissertation Title: The International Political Economy of Job Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis

MS, University of Utah, 2007.

Major: Sociology
Supporting Areas of Emphasis: Work and Organizations
Dissertation Title: A Cross-National Comparative Analysis of Job Quality Characteristics & Perceived Job Satisfaction: From Post and Neo-Fordist Perspectives

Graduate Demography Certificate, University of Utah, 2007.

Major: Demography

Supporting Areas of Emphasis: Socio-economic Status and Occupational Differences

Dissertation Title: Worker Health and Occupational Differences in the Experience of Mortality

Graduate Higher Education Teaching Specialist Certificate, University of Utah, 2007.

Major: Higher Education Teaching

Supporting Areas of Emphasis: Engaged Learning

Master of Public Administration, Brigham Young University, 2005.

Major: Public Administration

Supporting Areas of Emphasis: Human Resource Management and Organizational Behavior

BS, Brigham Young University, 2003.

Major: Sociology: Research and Analysis

Supporting Areas of Emphasis: Business Management Minor; Korean Language Minor