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## Proposal for Bachelor of Science Curriculum in Personnel management

University of Rhode Island Faculty Senate

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UNIVERSITY OF RHODE ISLAND  
Kingston, Rhode Island

FACULTY SENATE  
BILL

Adopted by the Faculty Senate

TO: President Frank Newman

FROM: Chairperson of the Faculty Senate

1. The attached BILL, titled Proposal for Bachelor of Science Curriculum  
in Personnel Management

is forwarded for your consideration.

2. The original and two copies for your use are included.
3. This BILL was adopted by vote of the Faculty Senate on May 12, 1983  
(date).
4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Governors, completing the appropriate endorsement below.
5. In accordance with Section 10, paragraph 4 of the Senate's By-Laws, this bill will become effective on June 2, 1983 (date), three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Regents for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Governors, it will not become effective until approved by the Board.

May 13, 1983  
(date)

James Findlay  
James Findlay  
Chairperson of the Faculty Senate

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ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

1. Returned.
2. a. Approved \_\_\_\_\_.
- b. Approved subject to final approval by Board of Governors \* ✓.
- c. Disapproved \_\_\_\_\_.

5/23/83  
(date)

F. Newman  
President

\* Approved by Board of Governors on August 22, 1983

UNIVERSITY OF RHODE ISLAND  
Kingston, Rhode Island

FACULTY SENATE

CURRICULAR AFFAIRS COMMITTEE

Proposal for a Bachelor of Science Curriculum in Personnel Management

College of Business Administration

Department of Management

ADD: B.S. Curriculum in Personnel Management

A. Proposal

1. Description of Curriculum:

Personnel Management. The Department of Management offers a curriculum in Personnel Management leading to the Bachelor of Science (B.S.) degree. The field of Personnel Management is concerned with the management and effective utilization of human resources in traditional functions such as recruitment, selection, development, motivation and compensation and the the industrial relations areas of collective bargaining, labor dispute settlement, labor history, and labor organizations. Additionally, the legal, social and organizational frameworks and requirements are focused upon with required courses in labor relations law, social security and protective labor legislation (OSHA, unemployment and workers compensation, EEO, etc.), organizational behavior, labor economics and recommended courses in business and labor history.

The Personnel Management curriculum provides a broad, but rigorous and structured preparation for professional opportunities in Personnel Management within large and small industrial or service organizations the public sector (federal, state, local), not-for-profit organizations and for professional staff positions within trade unions and other employee organizations. Additionally qualified students will be encouraged to continue their studies within specialized Masters and Ph. D. programs.

Freshman Year

First Semester: 15 credits

MGS 101 (3), PSY 113 (3) is recommended as a liberal elective, one elective each from groups A (3), F (3) and N (3).

Freshman Year

Second Semester: 15 credits

MGS 102 (3), HIS 143\* (3) is recommended as a Group L elective, and one elective each from Groups A (3), F (3), and N (3).

Sophomore Year

First Semester: 15 credits

ACC 201 (3), ECN 125 (3), MGS 201 (3), MGS 207 (3), and a group C (3) elective.

Sophomore Year *Speech*

Second Semester: 15 credits

ACC 202 (3), ECN 126 (3), MGS 102 (3), MGT 227 (3), and HIS 348\*\* (3) is recommended as a Group L elective.

Junior Year

First Semester: 15 credits

FIN 301 (3), MGT 301 (3), MKT 301 (3), MGT 303 (3), and MGT 321 (3).

Junior Year

Second Semester: 15 credits

MGS 309 (3), MGT 304 (3), MGT 422 (3), MGT 437 (3) and BLS 333 (3).

Senior Year

First Semester: 15 credits

MGT 410 (3), MGT 423 (3), MGT 435 (3), MGT 436 (3) and INS 433 (3).

Senior Year

Second Semester: 15 credits

MGT 424 (3), MGT 439 (3), a course in Managerial Communications (3) and two free electives (6).

\* HIS 143 F Business History

\*\* Pending approval of HIS 348X as a permanent course

2. Proposed new courses:

- a. MGT 424 Advanced Cases and Problems in Collective Bargaining (I and II,3) The examination, discussion and solving of private and public sector grievance cases and simulated group collective bargaining negotiation problems. (Lec. 2, Lab. 2) Pre: 422, 423 or concurrent registration. Not for graduate credit. Staff
- b. MGT 435 Compensation Administration (I and II,3) Concepts, models, theories and legislation related to the employee compensation process. Discussion and skill acquisition in job analysis, job evaluation, wage surveys, and performance appraisal. (Lec. 3) Pre: ECN 301, MGT 303 or permission of instructor. Not for graduate credit. Staff
- c. MGT 437 Human Resource Planning, Selection and Placement (I and II,3) Recruitment, selection and placement of human resources. Integration of human resource plans with organizational strategic plans. Career planning and development. Affirmative Action and EEO aspects of selection and placement. (Lec. 3) Pre: ECN 301, MGT 303 or permission of instructor. Not for graduate credit. Staff
- d. MGT 439 Seminar: Problems and Issues in Personnel and Industrial Relations (I and II,3) Central issues, recent developments, review, and integration of functional aspects of Personnel and Industrial Relations (PAIR) career planning for PAIR professionals. Includes written comprehensive examination for PAIR majors. (Lec. 3) Pre: Senior standing, Personnel Management majors only or permission of instructor. Not for graduate credit. Staff

B. Rationale

In examining the curriculums offered by the College of Business it can be seen that the only functional area of business in which students cannot become trained adequately for a career is Personnel Management.

The Bureau of Labor Statistics predicts substantial growth in the number of Personnel professionals through the 1980's. We are finding both the status and importance of the Personnel function rapidly increasing. While a number of New England universities offer concentrations in Personnel Management, many are too general to provide the student with specific skill and conceptual understanding of the many important Personnel responsibilities. Not only are careers available for

the Personnel generalist, but specialist positions are commonly found in the areas of Staffing, Personnel Maintenance and Counselling, Labor Relations, Training and Development, Compensation Administration, Employment Communications, Personnel Policy and Planning, and Personnel Research.

The growing demand by business for qualified Personnel professionals and the student demand for training in this area has prompted the Management Department to develop this new curriculum in Personnel.

C. Staff and Facilities

The Curricular Affairs Committee has been assured that the Management department has adequate staff and facilities to offer this curriculum.

D. Cost

The Curricular Affairs Committee has been assured that there are no additional costs associated with this curriculum.