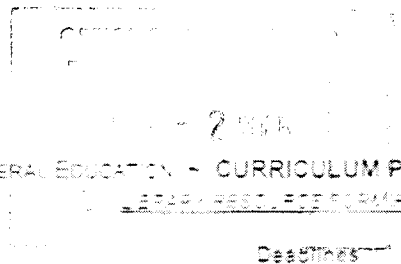


PROCESS A NON-GENERAL EDUCATION - CURRICULUM PROPOSAL

SCC #04-05- 104



October 1, 2004 to be implemented Fall 2005 - February 11, 2005 to be implemented Spring 2006

PROPOSAL TITLE: STRATEGIC HUMAN RESOURCE MANAGEMENT

Sponsors: JILL RUBIN E-Mail: RUBINJ@SCFWA.EDU Ext: 5429

DEPARTMENT: MANAGEMENT/MIS

COLLEGE: BUSINESS

If Liberal Arts & Sciences CHECK: History/Humanities Math/Sciences Social/Behavioral Sciences
 UNDERGRADUATE GRADUATE

THE ATTACHED NON-GEN-ED PROPOSAL IS BEST DESCRIBED BY THE ITEM(S) CHECKED

- New non-gen-ed course
- Short-term non-gen-ed course
- Minor curricular changes (fewer than three) to
- Existing non-gen-ed course
- Non-gen-ed degree requirements
- Major
- Minor, specialization, concentration, track, certificate program

THE FOLLOWING SIGNATURES REPRESENT APPROVAL

Department Chair: [Signature] Date: 10/15/04
 Department Curriculum Chair: [Signature] Date: 10/15/04
 Academic Dean: Edward J. Olsen Date: 10/15/04

COLLEGE CURRICULUM COMMITTEE

OPEN HEARING Date: 11/29/04 Approved Not Approved
 COLLEGE CURRICULUM CHAIR: Mamuel Ponte
 Senate Curriculum Chair Signature: [Signature] Date: Senate Announcement
 Comments: _____

EXECUTIVE VICE PRESIDENT/PROVOST Signature: [Signature] Date: 1/7/05

Approved Not Approved

REGISTRAR
 Date: 3/31/05 Course Description Received & Approved - Reg's Taxonomy & Course #: 0506605
 Registrar Signature: [Signature]

NOTIFICATION FORWARD

SCC Chair Academic Dean Department Chair Registrar IIR CAP
 VP Student Affairs Others

[Handwritten initials]

COURSE PROPOSAL

ails

- a. Course Title: **Strategic Human Resource Management**
- b. Sponsor(s): Dr. Joel Rudin
- c. Credit Hours: 3 s.h.
- d. Course Level: Graduate 600 level
- e. Prerequisites: Integrative Managerial Skills (0501.518)
- f. Suggested time and scale of implementation: The course would be offered every two or three summers.

Curricular Effect

Impact on other Departments, College, and University.

This course would serve as an elective towards the Master of Business Administration (MBA) degree.

Adequacy: Several members of the Department are qualified to teach the course. Space needs include a "smart classroom." There are no additional requirements for implementation.

Commended Library Resources: The library holdings were demonstrated to be sufficient to support the Human Resource Management specialization that was approved starting in Fall 2003, and should therefore be sufficient to support this course.

Short-term Evaluations: This course was offered on a short-term basis in Summer 2004. Students completed a questionnaire that was immediately delivered to the MBA Director, asking them if they felt that this course would be a useful MBA elective. Every student answered "yes".

Rationale

The rationale for this course is to increase the students' understanding of the transformation of human resource management from a clerical function to an integral strategic partner of top management.

Essence of the Course

- a. Objectives of the course in relation to student outcomes. Statements of what a student is to learn as a result of completing the course.

The objective of this course is to explore planned activities which are designed to increase organizational effectiveness and efficiency. This course will focus on evolving (1) roles of human resource managers, (2) federal and state legislation affecting human resource management, and (3) the impact of human resource management practices on organizations.

- b. Topical Outline/Content:

1. Managing HR Today
2. Managing EEO
3. Managing Diversity
4. Recruitment
5. Selection
6. Training
7. Performance Management
8. Compensation
9. Labor Relations
 - Safety & Health
10. HRM Ethics

- c. Evaluation of students and grading procedure.

Grades will be based on class participation in case analysis, discussions, and exercises.

- d. Course Evaluation: Procedures that will be used to assess the success of the course in meeting the goals and objectives of the college as well as the objectives of the course (e.g., student evaluations, departmental curriculum review, program review).

Results of Consultations

- a. Letters of consultation:

A letter from Rick Parker, MBA Director, is attached.

Catalog Description

Prerequisites: Integrative Managerial Skills (0501.518)

Strategic Human Resource Management (0506.6XX)– Human Resource Management consists of planned organizational activities designed to increase organizational effectiveness and equity. This course outlines the transformation of HRM from a clerical function to an important strategic partner of top management. It focuses on the ability of HRM to provide a source of competitive advantage to forward-thinking organizations.



*College of Business
MBA Office*

September 27, 2004

To: Dr. Joel Rudin, Professor of Management

From: Dr. Richard Parker, MBA Director

Date: September 27, 2004

Re: Curriculum Proposal for "Strategic Human Resource Management" Course

I strongly support your curriculum proposal to establish a new MBA elective entitled "Strategic Human Resource Management." I believe that there is strong intellectual justification for such a course in our program.

I also believe that there will be substantial student interest in such a course. Evidence for this was based on the Strategic Human Resource Management course you taught this past summer to our MBA students as a Special Topics in Business Administration course. On the last day of the class, you administered a survey to your students, asking them if they felt that this class would be a useful MBA elective. Every one of the students in your class indicated that they felt that it would be a useful MBA elective.

I am certain that this course will be an asset to our program.

Rowan University
CURRICULUM PROPOSAL
LIBRARY RESOURCE FORM

The purpose of this form is to provide a channel of communication between the library and faculty changing and designing new courses/programs. The information will be used to assess the resources available in the library, and to identify resources the library should acquire to support the course/program. The information will also provide rationale for institutional support for library acquisitions.

This form should be completed in a coordinated effort between the course sponsors, and the academic department liaison librarian. THIS FORM MUST BE COMPLETED FOR ALL CURRICULUM PROPOSALS.

- The sponsors, complete parts A & B. If assistance is required to complete parts A & B, please notify the liaison librarian.
- Forward this form to the librarian who will complete parts C, D & E.

This form must be completed and attached to the original curriculum proposal before being approved by the Senate Curriculum Committee

A. College Burlington Department Management
 Proposed by _____ Date _____
 Course Title _____
 Anticipated Date for Course/Program Offering: _____

B. List specific resources that should be acquired to support this course

C. Describe the resources available in the library to support this course/program, including reference, monographic, electronic databases, audio-visual materials, etc. A summary statement is sufficient.

*WBT
 Emerald
 Science Direct
 Academic Search Premier*

D. List key periodicals available in the library to support this course/program

*HR Magazine
 Human Resource Management Journal
 Human Resource Training
 Personnel
 Journal of Management
 Personnel Psychology*

E. Librarian comments and recommendations

*With the nature of breadth of coverage provided in the course, a library
 would not be able to provide the library has made a concerted effort to support the
 proposed program and graduate course.*

Name LIBRARIAN LIAISON Cynthia A. Williams Librarian Signature [Signature]