



The University of Georgia

University Council
Athens, Georgia 30602

October 2, 2015

UNIVERSITY CURRICULUM COMMITTEE – 2015-2016

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Undergraduate Student Representative – Ms. Taylor K. Lamb

Graduate Student Representative – Ms. A. June Brawner

Dear Colleagues:

The attached proposal for a new Area of Emphasis in Human Resource Analytics under the major in Management (B.B.A.) will be an agenda item for the October 9, 2015, Full University Curriculum Committee meeting.

Sincerely,

William K. Vencill, Chair
University Curriculum Committee

cc: Provost Pamela S. Whitten
Dr. Rahul Shrivastav



The University of Georgia®

Henry J. Munneke
*Associate Dean for Undergraduate Programs
and C. Herman & Mary Virginia Terry
Distinguished Chair of Business*

Terry College of Business

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September 14, 2015

The University of Georgia
University Council and
University Curriculum Committee
Athens, GA 30602

Members of the University's Curriculum Committee:

The Management Department in the Terry College of Business has proposed a new area of emphasis in Human Resource Analytics. This new area of emphasis will help students focus their studies within the field of management, as well as serve as an acknowledgment of expertise and knowledge of this specific area within the management field. The College's Curriculum Committee (UPC) has approved the proposal by a vote of 7 – 0. The Dean has reviewed and supports this proposal. We now submit this proposal to you, the members of the University Curriculum Committee, for review and approval.

Please note that the proposed area of emphasis contains three proposed (new) courses that serve as electives. These courses have been submitted and approved by the Management Department and College's Curriculum Committee within CAPA and are awaiting action at the University level. We also request that these courses be allowed to be included as part of the list of Management Major Related Courses in the Bulletin.

Please find the Proposal for Area of Emphasis form and supporting materials on the following pages.

Respectfully,

Henry J. Munneke
Associate Dean for Undergraduate Programs

PROPOSAL FOR AREA OF EMPHASIS

1. School/College: Terry College of Business
2. Department/Division: Management Department
3. Major: Management B.B.A.

If major has more than one area of emphasis, submit all areas of emphasis under one major together. A course may appear in more than one area of emphasis, but each area of emphasis should have a distinct focus.

4. Major Requirements: Attach a list of requirements for the major. Undergraduate programs may attach a copy of the major requirements from the online bulletin. Graduate programs may provide a list of general requirements for the major.

See attached

5. Area of Emphasis Title (as it will appear in the *Bulletin*): Human Resource Analytics
6. Proposed starting date: Fall 2016
7. Area of Emphasis Description:
Include prefixes, numbers and titles of required courses, number of credit hours required; residency requirements (if any); and grade requirements (if any). Graduate Areas of Emphasis may refer to groups of courses if necessary.

Required Course:

MGMT 5820, Human Resource Management (3 hours)

Choose three courses from the following:

MGMT 4800, Internship or Cooperative Education (An approved internship in Human Resource Management - 3 hours)

MGMT 4990H, Honors Thesis (3 hours)

MGMT 5440, Business Ethics (3 hours)

* MGMT 5830, Recruitment and Selection (3 hours)

* MGMT 5840, Training and Development (3 hours)

* MGMT 5850, Performance Management and Compensation (3 hours)

MGMT 5970, Organizational Change and Innovation Management (3 hours)

MGMT 5980, Lessons in Leadership (3 hours)

All courses must be satisfied with a grade of "C" (2.0) or higher.

Completion of these requirements will result in recognition on the student's official transcript of an Area of Emphasis in Human Resource Analytics.

Students may apply for this Area of Emphasis after the successful completion of MGMT 3000 with a grade of C or better. Applications are available from the Management advisor.

* These courses have been submitted and approved by the Department and College Curriculum Committee within CAPA and are awaiting action at the University level. We request that these courses also be included as part of the list of Management Major Related Courses in the Bulletin.

IV. WORLD LANGUAGES AND CULTURE, HUMANITIES AND THE ARTS (12 HOURS)

Note: Course credit received as a result of a score on a departmental foreign language placement test will not satisfy the General Education Core Curriculum requirements in Area IV, World Languages and Culture, Humanities and the Arts.

World Languages and Culture (9 hours)

No preferred courses for this area. See Core Curriculum view.

Humanities and the Arts (3 hours)

Preferred Course(s):

COMM 1100 or COMM 1500 or COMM 1500E or COMM 2150H or COMM 2550H

V. SOCIAL SCIENCES (9 HOURS)

- Students who have not met the Georgia and U.S. Constitution requirement by examination should enroll in POLS 1101 or POLS 1101E.
- A passing grade on an examination on the history of the United States and Georgia is required to satisfy the United States and Georgia History Requirement for all persons receiving a baccalaureate degree from the University, unless exempted by one of the following courses: HIST 2111, HIST 2111H, HIST 2111E, HIST 2112. Examinations are given at University Testing Services. Reexamination is permitted. Contact University Testing Services at (706) 542-3183 for information.

Preferred Course(s): ECON 2100 or ECON 2100E and (ECON 2200 or ECON 2200E or ECON 2200H)

Area VI

ACCT 2101 or ACCT 2101H or ACCT 2101E

ACCT 2102 or ACCT 2102H or ACCT 2102E

ECON 2105 or ECON 2105H or ECON 2105E

ECON 2106 or ECON 2106H or ECON 2106E

LEGL 2700 or LEGL 2700E or LEGL 2800H

MIST 2090 or MIST 2090E or MIST 2190H or CSCI 1100-1100L

If any of the courses in Area VI have been used to satisfy Areas II-V of the Core Curriculum, General Electives may be taken here. (Refer to College-wide requirements when selecting General Electives)

Entrance Requirements

Completion of Core Areas I-V and Area VI, good academic standing (2.0 cumulative UGA G.P.A.), overall grade point average of 2.6, completed MATH 1113 or MATH 1113E and completed or currently enrolled in MSIT 3000 or MSIT 3000H or MSIT 3000E. There is no guarantee of acceptance to any major in the Terry College of Business. Applicants are evaluated on the High-Demand - Selection Criteria listed below. Acceptance in the major is contingent on satisfactory completion of in-progress work.

High-Demand Major–Selection Criteria

- ETS Proficiency Profile (Formerly known as Terry MAPP) - Multiple choice examination that measures academic achievement during the first two years of college programs.
 - Grade in Economics course(s) - - Final course grades in (ECON 2105 or ECON 2105H or ECON 2105E) and/or (ECON 2106 or ECON 2106H or ECON 2106E), or equivalent.
 - Grade in Accounting course(s) - - Final course grades in (ACCT 2101 or ACCT 2101H or ACCT 2101E), or equivalent, and (ACCT 2102 or ACCT 2102H or ACCT 2102E), if completed, or equivalent.
 - Grades in all MATH courses (level of course will be considered)
 - Statement of Purpose in Management - - A brief essay [300-400 words] in which applicant describes his/her interest in the major and his/her future goals.
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MAJOR REQUIREMENTS

A baccalaureate degree program must require at least 21 semester hours of upper division courses in the major field and at least 39 semester hours of upper division work overall.

Required Courses (36 hours)

Terry Foundations First Core (15 hours)

MSIT 3000 or MSIT 3000H or MSIT 3000E (enroll prior to entering Terry College)

FINA 3000 or FINA 3000H or FINA 3000E

MARK 3000 or MARK 3000H or MARK 3000E

MGMT 3000 or MGMT 3000H or MGMT 3000E- grade of "C" (2.0) or higher is required

BUSN 4000

Management Major Required Courses (9 hours)

See UGA Bulletin for prerequisites

Courses must be satisfied with a grade of "C" (2.0) or higher

MGMT 4000 or MGMT 4000H or MGMT 4000E

MGMT 5560 or MGMT 5560E

MGMT 5920 or MGMT 5920E

Management Major Related Courses (12 hours)

See UGA Bulletin for prerequisites

Courses must be satisfied with a grade of "C" (2.0) or higher

Choose four from the following:

MGMT 4230
MGMT 4240
MGMT 4250
MGMT 4260
MGMT 4800
MGMT 4990H
MGMT 5000 (3 hours)
MGMT 5220
MGMT 5440
MGMT 5820
MGMT 5830
MGMT 5840
MGMT 5850
MGMT 5970
MGMT 5980

General Electives (24 hours)

Upper Division General Electives (12 hours)

Twelve hours are required (4 courses) and each course must be three hours each.

Choose from 4000-5000 level Terry College prefix courses outside the Management major: ACCT, ECON, ENTR, FINA, ILAD, INTB, LEGL, MARK, MBUS, MIST, MSIT, REAL, or RMIN (also includes MBUS 3000 level) . Exception: MGMT 4800 may satisfy 3 hours of this requirement and a maximum of two courses (6 hours) of MGMT prefix courses (3000-5000 level) may be used with permission of the major advisor.

In addition, students may also choose 3000-level or above course(s) other than a Terry College prefix and any 3000-level or above transfer course(s), other than MGMT , may be used to satisfy Upper Division General Electives.

Arts and Sciences Electives (12 hours)

Terry College majors are required to satisfy 12 hours (1000-5000 level) of Arts and Sciences Electives. Transfer coursework is accepted. Choose from the following prefixes:

AFAM, AFST, AMHA, ANTH, ARAB, ARED, ARGD, ARHI, ARID, ARST, ARTI, ARTS, ASTR, BCMB, BENG, BINF, BIOL, CBIO, CHEM, CHNS, CLAS, CMLT, COMM, CSCI, DRAM, DANC, ECON, ECOL, EMUS, ENGL, ENTO, FANR, FCID, FILM, FREN, FRES, FYOS, GENE, GEOG, GEOL, GPST, GREK, GRMN, HEBR, HIST, HNDI, HONS, INDO, INTS, ISCI, ITAL, INTL, JPNS, KREN, LACS, LATN, LING, MAND, MARS, MATH, MIBO, MUSI, NAMS, PASH, PBIO, PERS, PHIL, PHYS, POLS, PORT, PSYC, PTSP, RELI, ROML, RUSS, SEMI, SCAN, SLAV, SOCI, SPAN, STAT, SWAH, THEA, TURK, URDU, VIET, WMST, YORB, ZULU.

Additional courses that count as Arts and Sciences electives: AIRS 2001, AIRS 2001L, AIRS 2002, AIRS 2002L, AIRS 3001, AIRS 3001L, AIRS 3002, AIRS 3002L, AIRS 4001, AIRS 4001L, AIRS 4002, AIRS 4002L, MILS 3010, MILS 3010L, MILS 3020, MILS 3020L, MILS 4010, MILS 4010L, MILS 4020, MILS 4020L, MILS 5010, MILS 5020 .

Additional Terry College Graduation Requirements

COMM 1100 or COMM 1500 or COMM 1500E or COMM 3200

ECON 2100 or ECON 2100E or ECON 2200 or ECON 2200H or ECON 2200E

2.00 Terry College grade point average (Terry College prefix courses satisfied at UGA for BBA degree requirements)

Area of Emphasis in Operations/Supply Chain Management (12 hours):

Students must complete MGMT 4230, Supply Chain Management (3 hours), plus three additional courses from the following list. All courses must be satisfied with a grade of "C" (2.0) or higher.

MGMT 4240, Quality Management (3 hours)

MGMT 4260, Service Operations Management (3 hours)

MGMT 4800, Internship or Cooperative Education (An approved internship in Operations or Supply Chain Management) (3 hours)

MGMT 5220, Project Management (3 hours)

Completion of these requirements will result in recognition on the student's official transcript of an Area of Emphasis in Operations/Supply Chain Management.

Students may apply for this Area of Emphasis after the successful completion of MGMT 3000 or MGMT 3000H or MGMT 3000E. Applications are available from the Management advisor.

Area of Emphasis in Human Resource Analytics (12 hours):

Students must complete MGMT 5820, Human Resource Management (3 hours), plus three additional courses from the following list. All courses must be satisfied with a grade of "C" (2.0) or higher.

MGMT 4800, Internship or Cooperative Education (An approved internship in Human Resource Management - 3 hours)

MGMT 4990H, Honors Thesis (3 hours)

MGMT 5440, Business Ethics (3 hours)

MGMT 5830, Recruitment and Selection (3 hours)

MGMT 5840, Training and Development (3 hours)

MGMT 5850, Performance Management and Compensation (3 hours)

MGMT 5970, Organizational Change and Innovation Management (3 hours)

MGMT 5980, Lessons in Leadership (3 hours)

Completion of these requirements will result in recognition on the student's official transcript of an Area of Emphasis in Human Resource Analytics.

Students may apply for this Area of Emphasis after the successful completion of MGMT 3000 or MGMT 3000H or MGMT 3000E with a grade of C or better. Applications are available from the Management advisor.

(This total does not include the 1-hour P.E. requirement)