



University of Washington Office of the President, Box 351230

April 26, 2004

Dean Yash Gupta
Business School
Box 353200

Dear Yash:

Based on the recommendation of its Subcommittee on Admissions and Programs, the Faculty Council on Academic Standards has recommended approval of a new Human Resources Management option within the Bachelor of Arts degree in Business Administration. A description of the option is attached.

I am writing to inform you that the Business School is authorized to offer this option beginning summer quarter 2004.

The revised requirements should be incorporated in printed statements and in individual department websites as soon as possible. The *General Catalog* website will be updated accordingly by the Registrar's Office.

Sincerely yours,

Lee L. Huntsman
President

Enclosure

cc: Professor Thomas M. Jones (with enclosure)
Professor V. Vance Roley (with enclosure)
✓ Mr. W. W. Washburn (with enclosure)
Mr. Robert Corbett (with enclosure) *MANOR6 - 021504*



MAJORG-021504

Creating & Changing Undergraduate Academic Programs

College: Business School Department or Unit: Management and Organization Date: 2/15/04

New Programs

- Leading to a Bachelor of _____ in _____ degree
- Leading to a Bachelor of _____ degree with a major in _____
- Leading to a Human Resources Management Option within the existing Bachelor of Arts with a major in Business Administration
- Leading to a Minor in _____

Changes to existing programs

- New Admission Requirements for the Major in _____ within the Bachelor of _____
- Revised Admission Requirements for the Major in _____ within the Bachelor of _____
- Revised Program Requirements for the Major in _____ within the Bachelor of _____
- Revised Requirements for the Option in _____ within the major in _____
- Revised Requirements for the Minor in _____

Other Changes

- Change name of program from _____ to _____
- New or Revised Continuation Policy for _____
- Eliminate program in _____

Proposed Effective Date: (quarter/year) Summer/Autumn 2004

Contact Person	Phone Number	Email
Dr. Vandra L. Huber	206.543.5365	vandra@u.washington.edu

1. Explanation of and Rationale for Proposed Change: (Please use additional pages if necessary. For new programs, please include any relevant supporting documentation such as student learning outcomes, projected enrollments, letters of support, and departmental handouts.)

With the shift from a manufacturing to service economy, the management of human assets has become increasingly important. Despite the importance of Human Resources to organizations generally, and the field of business administration specifically, the Business School currently does not offer an option in human resources management for undergraduate students. This stands in stark contrast to schools such as Northwestern, Cornell, Ohio State, Marquette, and locally Western Washington University, Central Washington University, Washington State University and Seattle University which all offer majors in Human Resources Management (HRM). The purpose of offering a HRM Option is to fill this void. Without a defined course of study which covers the fundamentals of HRM, University of Washington students are unlikely to be competitive in the "credentialed" job market.

According to the U.S. Department of Labor (DOL), employment in the human resources management field requires a college degree. As projected by the DOL, legislation and court rulings set standards in various areas which require implementation and monitoring. This will increase the demand for HRM, training, and labor relations specialists. Rising health care costs spur demand for specialists to develop creative compensation and benefits plans. As more firms move to arbitration and mediation as a conflict resolution strategy, the demand for negotiation specialists also will increase. Additional job growth will come from international expansion and human resources information systems. Thus, there is a strong demand for entry level personnel with specialized human resources management training.

Creating & Changing Undergraduate Academic Programs

Catalog Copy

A. Catalog Copy as Currently Written *(Include only sections/paragraphs that would be changed if your request is approved. Please cross out or otherwise highlight any deletions.)*

B. Proposed Catalog Copy, Reflecting Requested Changes *(Include exact wording as you wish it to be shown in the printed catalog. Please underline or otherwise highlight any additions. If needed, attach a separate, expanded version of the changes that might appear in department publications.)*

Human Resources Management Option: The notation "Human Resources Management" will be indicated on the transcript of a student who graduates with a degree of Bachelor of Arts in Business Administration and who completes the following courses with a minimum cumulative GPA of at least 2.50: MGMT 311, MGMT 411, MGMT 412, and two of the following courses: MGMT 323, 401, 402, 403, 404, or 413.

3. Signatures *(required)*

Chair/Program Director <i>Thomas Jones</i>	Date <i>3/16/04</i>	Dean <i>V. Janne Coley</i>	Date <i>3/22/04</i>
College Committee <i>D.P. McRae</i>	Date <i>3/19/04</i>	Faculty Council on Academic Standards <i>Carol Ch...</i>	Date <i>4/16/04</i>