General Curriculum Report #274

UNIVERSITY OF IDAHO - REGISTRAR'S OFFICE
May 9, 2014

TO: MEMBERS OF THE UNIVERSITY OF IDAHO FACULTY

The items listed below, approved by the University Curriculum Committee, will be considered to have the necessary faculty approvals unless a petition requesting further consideration of specific items is signed by five faculty members and submitted to the chair of the Faculty Senate within 14 calendar days after the date of circulation. If no petition is received within 14 days, the entire report will be submitted to the president for approval and transmittal to the regents, if regents' action is required. If a petition is received, the items in the report for which further consideration is requested will be referred to the Faculty Senate and the remainder of the report will move forward. On items referred to it, the council may: (1) affirm the action and report it to a meeting of the university faculty, (2) amend the action and report it to a meeting of the university faculty, or (3) rescind the action. *Note:* If a petition concerns courses or curricula in the College of Letters, Arts and Social Sciences or in the College of Agricultural and Life Sciences, and is signed by five faculty members of the respective college, those items will be returned to the college concerned for further consideration.

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Business

1. Add the following courses [**Effective**: Summer 2014]

Bus 411 Acquiring Human Capital (3 cr)
An organization's ability to develop and sustain a competitive advantage through human resources begins with successfully attracting and acquiring talented and motivated human capital. This course addresses recruitment and selection practices and their theoretical underpinnings, including such topics as individual differences theories, decision-making heuristics and biases, human perception, staffing strategies, human resource planning, strategic human resource management, EEO and legal issues, job analysis and competency modeling, recruitment methods, selection techniques, and selection validation.
Prereq: *Bus 290*

Bus 417 Deploying and Developing Human Capital (3 cr)
Managers work with and through others to achieve organizational goals; therefore, managers must be able to assess and develop an organization's human resources. This course addresses training, development and performance management practices and their theoretical underpinnings, including such topics as motivation theories (e.g., goal setting theory, expectancy theory), learning theories, leadership, employee orientation, needs assessment, training and development methods, evaluating training effectiveness, performance measurement, the HR Scorecard and delivering performance feedback.
Prereq: *Bus 290*

Short Course Title: Developing Human Capital

2. Change the following courses [**Effective**: Summer 2014]

Bus 413 ~~Leadership and~~ Organizational Behavior (3 cr)
Micro oriented treatment of areas including communication, motivation, group process, conflict, leadership style.
Prereq: *AgEc 278, Bus 290, or Bus 311*

Bus 416 ~~Staffing and Compensation~~Developing and Managing Reward Systems (3 cr)
A key factor in accomplishing organizational goals is the ability to retain and motivate talented human resources. This course addresses compensation and benefits practices and their theoretical underpinnings, including such topics as motivation theories (e.g., equity theory), learning theories, job evaluation, monetary-nonmonetary reward programs, individual, group and organizational incentives.~~Specialized human resource management topics including selection, placement, and career development of employees; development and administration of monetary-nonmonetary reward programs, job evaluation systems, and wage incentive plans.~~
Prereq: *Bus ~~412~~290*

Short Course Title: Managing Reward Systems

Bus 441 Maintaining Employee and Labor Relations (3 cr)
Effective employer-employee relationships contribute to successful productivity, motivation, morale and retention. This course addresses employee and labor relations practices and their theoretical underpinnings, including such topics organizational culture and climate, intergroup conflict, communication, conflict resolution, investigating and resolving complaints, unionization and collective bargaining, applying and interpreting employment and labor laws, and maintaining positive relationships.~~Evolution, structure, and procedures of contemporary labor-management relations; unionization, other concerted activity and employment at will.~~
Prereq: *Bus 290 or Bus 311*

Short Course Title: Employee and Labor Relations

Bus 452 Business Telecommunications Management (3 cr)
Survey of telecommunications management issues in a business environment; topics include local and wide area networks, telephony, public networks, and application of telecommunications technology in strategic business management.
Prereq: *~~Bus 250 and~~ Bus 350, Bus 353, or Bus 355*

3. Change the curricular requirements of **Management and Human Resources** (B.S.Bus.) [**Effective**: Summer 2014]

Required course work includes the university requirements (see regulation J-3), the college requirements, and:

Bus 411 Acquiring Human Capital (3 cr)

~~Bus 412 Human Resource Management (3 cr)~~
~~Bus 413 Leadership and Organizational Behavior (3cr)~~
Bus 417 Deploying and Developing Human Capitol (3 cr)
~~Bus 418 Organization Design and Changes (3 cr)~~

And one of the following emphases:

A. Management Emphasis

Operations Management Elective: select one of the following courses (3 cr):
Bus 416 Staffing and Compensation (3 cr)
Bus 418 Organization Design and Changes (3 cr)
Bus 441 Maintaining Employee and Labor Relations (3 cr)

Operations Management Elective: select one of the following courses (3 cr):
Bus 378 Project Management (3 cr)
Bus 439 Systems and Simulation (4 cr)
Bus 456 Quality Management (3 cr)
Bus 470 Purchasing and Materials Management (3 cr)
Bus 472 Operations Planning and Scheduling (3 cr)
IndT 362 Behavior Based Safety (3 cr)
Psyc 446 Engineering Psychology (3 cr)

Marketing & Entrepreneurship Elective: select one of the following courses (3 cr):
AgEc 333 Introduction to Sales (3 cr)
Bus 324 Consumer Behavior (3 cr)
Bus 414 Entrepreneurship (3 cr)
Bus 415 New Venture Creation (3 cr)
Bus 420 Promotional Strategy (3 cr)
Bus 421 Marketing Research and Analysis (3 cr)
Bus 422 Personal Selling and Sales Force Management (3 cr)
Bus 424 Pricing Strategy and Tactics (3 cr)
Bus 425 Retail Distribution Management (3 cr)
Bus 426 Marketing Channels Management (3 cr)
Bus 427 Services Marketing (3 cr)
Bus 482 International Marketing (3 cr)
Bus 495 Product Development and Brand Management (3 cr)

Accounting & Finance~~/Information Systems~~ Elective: select one of the following courses (3 cr):
Acct 305 Accounting Information Systems (3 cr)
Acct 315 Intermediate Financial Accounting I (3 cr)
Acct 385 Cost and Management Accounting (3 cr)
Acct 482 Enterprise Accounting (3 cr)
Acct 483 Fundamentals of Federal Taxation (3 cr)
Bus 302 Intermediate Financial Management (3 cr)
~~Bus 351 Introduction to Electronic Commerce (3 cr)~~
~~Bus 353 Data and Information Management (3 cr)~~
~~Bus 355 Systems Analysis and Design (3 cr)~~
Bus 381 International Finance (3 cr)
~~Bus 407 Financial Institutions (3 cr)~~

Information Systems Elective: select one of the following courses (3 cr):
Bus 353 Application Development (3 cr)
Bus 355 Systems Analysis & Administration (3 cr)
Bus 452 Business Telecommunications Management (3 cr)
Bus 453 Database Design (3 cr)
Bus 454 Issues in Information Systems (3 cr)
Geog 385 GIS Primer (3 cr)

~~One additional course selected from those not taken in the three groups above (3 cr)~~

~~Entrepreneurship Elective: select one of the following courses (3 cr):~~
~~Bus 414 Entrepreneurship (3 cr)~~
~~Bus 415 New Venture Creation (3 cr)~~
~~Bus 495 Product Development and Brand Management (3 cr)~~

~~Supporting Elective: select one of the following courses (3 cr):~~
~~Anth 462 Human Issues in International Development (3 cr)~~
~~Comm 233 Interpersonal Communication (3 cr)~~
~~Comm 235 Organizational Communication (3 cr)~~
~~Comm 335 Intercultural Communication (3 cr)~~
~~Comm 410 Conflict Management (3 cr)~~
~~Comm 432 Gender and Communication (3 cr)~~
~~Comm 433 Organizational Communication Theory, Research, and Application (3 cr)~~
~~Comm 491 Communication and Aging (3 cr)~~

~~Psyc 320~~ ~~Introduction to Social Psychology (3 cr)~~
~~Soc 301~~ ~~Introduction to Diversity and Stratification (3cr)~~
~~Soc 427~~ ~~Race and Ethnic Relations (3 cr)~~

~~Research elective: select a total of three credits from the following courses (3 cr):~~
~~Anth 410~~ ~~Research Methods in Anthropology (3 cr)~~
~~Bus 421~~ ~~Marketing Research and Analysis (3 cr)~~
~~Comm 455~~ ~~Communication Research Methods (3 cr)~~
~~Math 160~~ ~~Survey of Calculus (4 cr)*~~
~~Math 170~~ ~~Analytic Geometry and Calculus I (4 cr)*~~
~~Math 330~~ ~~Linear Algebra (3 cr)~~
~~Math 451~~ ~~Probability Theory (3 cr)~~
~~OrgS 444~~ ~~Methods and Analysis in Organizational Science (4 cr)~~
~~Psyc 218~~ ~~Introduction to Research in the Behavioral Sciences (4 cr)~~
~~Psyc 430~~ ~~Tests and Measurements (3 cr)~~
~~Soc 310~~ ~~Methods of Social Research (3 cr)~~
~~Stat 422~~ ~~Sample Survey Methods (3 cr)~~
~~Stat 431~~ ~~Statistical Analysis (3 cr)~~
~~Stat 433~~ ~~Econometrics (3 cr)**~~
~~Stat 514~~ ~~Nonparametric Statistics (3 cr)~~

Courses to total 120 credits for this degree

**Note: Students may elect to use Math 160 or Math 170, but not both, to complete their research elective.*

***Note: Stat 433/Econ 453 Econometrics does not satisfy the Upper Division Economics requirement.*

B. Human Resources Management Emphasis

Bus 416 Developing and Managing Reward Systems~~Staffing and Compensation~~ (3 cr)
Bus 418 Organization Design and Changes (3 cr)
Bus 441 Maintaining Employee and Labor Relations (3 cr)~~Labor Relations (3 cr)~~

~~Specialized Elective: select one of the following courses (3 cr):~~
~~Psyc 416~~ ~~Industrial/Organizational Psychology (3 cr)~~
~~Psyc 430~~ ~~Tests and Measurements (3 cr)~~
~~Psyc 435~~ ~~Personnel (3 cr)~~
~~Psyc 450~~ ~~Training and Performance Support (3 cr)~~
~~Bus 461~~ ~~Retirement Planning and Employee Benefits (3 cr)~~

HR Decision-Making elective: select one of the following courses (3 cr):
Acct 385 Cost and Management Accounting (3 cr)
Acct 482 Enterprise Accounting (3 cr)
Bus 353 Application Development (3 cr)
Bus 355 Systems Analysis & Administration (3 cr)
Bus 421 Marketing Research and Analysis (3 cr)
Bus 439 Systems and Simulation (4 cr)
Bus 453 Database Design (3 cr)
Econ 453 Econometrics (3 cr)
Geog 385 GIS Primer (3 cr)
OrgS 444 Methods and Analysis in Organizational Science (4 cr)
Psyc 218 Introduction to Research in the Behavioral Sciences (4 cr)
Psyc 430 Tests and Measurements (3 cr)
Soc 310 Methods of Social Research (3 cr)

~~Supporting~~ Specialized Electives: select ~~two~~ one of the following courses ~~(at least one selection must be an upper-division course)~~ (~~6~~ 3 cr):
Anth 462 Human Issues in Human Development (3 cr)
Comm 233 Interpersonal Communication (3 cr)
Comm 235 Organizational Communication (3 cr)
Comm 332 Communication and the Small Group (3 cr)
Comm 335 Intercultural Communication (3 cr)
AOLL 560 Career Development in Organizations (3 cr)
Bus 454 Issues in Information Systems (3 cr)
Comm 347 Persuasion (3 cr)
Comm 410 Conflict Management (3 cr)
Comm 433 Organizational Communication Theory, Research, and Application (3 cr)
~~Comm 432~~ ~~Gender and Communication (3 cr)~~
~~Comm 491~~ ~~Communication and Aging (3 cr)~~
CTE 472 Teaching and Learning in Occupation Education (3 cr)
Econ 441 Labor Economics (3 cr)
EDCI 301 Learning, Development, and Assessment (3 cr)
IndT 362 Behavior Based Safety (3 cr)
Intr 316 Explore Mentoring & Leadership (3 cr)
JAMM 350 Public Relations Writing and Production (3 cr)
OrgS 305 Nonprofit Organizations (3 cr)

PolS 451	Public Administration (3 cr)
Psyc 390	Psychology of Learning (3 cr)
Psyc 440	Psychology of Judgment and Decision Making (3 cr)
Psyc 496	Applied Behavior Analysis (3 cr)
Psyc 541	Social Psychology in the Workplace (3 cr)
Soc 301	Introduction to Diversity and Stratification (3 cr)
~~Soc 427~~	~~Racial and Ethnic Relations (3 cr)~~

~~Research elective: select a total of three credits from the following courses (3 cr):~~

~~Anth 410~~	~~Research Methods in Anthropology (3 cr)~~
~~Bus 421~~	~~Marketing Research and Analysis (3 cr)~~
~~Comm 455~~	~~Communication Research Methods (3 cr)~~
~~Math 160~~	~~Survey of Calculus (4 cr)*~~
~~Math 170~~	~~Analytic Geometry and Calculus I (4 cr)*~~
~~Math 330~~	~~Linear Algebra (3 cr)~~
~~Math 451~~	~~Probability Theory (3 cr)~~
~~OrgS 444~~	~~Methods and Analysis in Organizational Science (4 cr)~~
~~Psyc 218~~	~~Introduction to Research in the Behavioral Sciences (4 cr)~~
~~Psyc 430~~	~~Tests and Measurements (3 cr)~~
~~Soc 310~~	~~Methods of Social Research (3 cr)~~
~~Stat 422~~	~~Sample Survey Methods (3 cr)~~
~~Stat 431~~	~~Statistical Analysis (3 cr)~~
~~Stat 433~~	~~Econometrics (3 cr)**~~
~~Stat 514~~	~~Nonparametric Statistics (3 cr)~~

Courses to total 120 credits for this degree

~~*Note: Students may elect to use Math 160 or Math 170, but not both, to complete their research elective.~~

~~**Note: Stat 433/Econ 453 Econometrics does not satisfy the Upper Division Economics requirement.~~

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FOR THE FACULTY'S INFORMATION

Correction to General Curriculum Report 273:

Changes to Cooperative Courses Approved Since Last General Curriculum Report:
(ID = taught only at UI; WS = taught only at WSU, LC = taught only at LCSC; ID&WS = can be taught at both UI & WSU; ID&LC = can be taught at both UI & LCSC)

Other Informational Changes: