Educational Policies Committee Program Proposal, Jon M. Huntsman School of Business, January 24, 2014
Utah State University

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**Institution Submitting Request:** Utah State University  
**Proposed Title:** Master of Human Resources  
**Currently Approved Title:** Master of Science in Human Resources  
**School or Division or Location:** Jon M. Huntsman School of Business  
**Department(s) or Area(s) Location:** Management  
**Recommended Classification of Instructional Programs (CIP) Code\(^1\) (for new programs):** 52.1001  
**Current Classification of Instructional Programs (CIP) Code (for existing programs):** 52.1001  
**Proposed Beginning Date (for new programs):** August 2013 (Fall 2013)  
**Institutional Board of Trustees’ Approval Date:** 11/01/2013

**Proposal Type (check all that apply):**

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<th>R401-5</th>
<th>R401-6</th>
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<td><em>Items submitted will be reviewed by OCHE. If there are any issues, the proposal will be returned for clarification/correction. If no issues, the proposal will be returned with a note of approval and the request will be placed on the General Consent Calendar of the next Regents’ agenda.</em></td>
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<td>Item</td>
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<td>4.1.5.2</td>
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<td>5.1.1.1</td>
<td>New Emphasis on an Existing Degree(^*)</td>
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<td>5.1.2</td>
<td>Certificate of Proficiency Not Eligible for Financial Aid</td>
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<td>5.1.3</td>
<td>Out-of-Service Area Delivery of Programs</td>
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<td>5.1.4</td>
<td>X Name Change of Existing Programs</td>
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\(^*\)Requires “Section VI: Program Curriculum” of Abbreviated Template

**Chief Academic Officer (or Designee) Signature:**  
I certify that all required institutional approvals have been obtained prior to submitting this request to the Office of the Commissioner.

________________________________________________________________________

**Signature**  
Date: __________________________

**Printed Name:** ______________________________________________________________________________________

Renaming the Master of Science in Human Resources
to the Master of Human Resources

Section I: Request

The Department of Management in the Jon M. Huntsman School of Business at Utah State University
seeks to change the name of its Master of Science in Human Resources to Master of Human Resources.

Section II: Need

In a recent review of graduate programs at Utah State University, it was recognized that there were a
number of Master of Science (M.S.) degrees that would be more appropriately designated as professional
degrees. The Master of Science in Human Resources was one of these. This 36 credit graduate program
is designed to prepare students to take professional positions in human resources and organizational
leadership. The degree requirements are fulfilled through completion of coursework approved by
departmental faculty and related to the subject. The MSHR program is one of few across the country that
meet the curricular guidelines specified by the Society for Human Resource Management.

By and large, business degrees are professional degrees, and are designated as such. For instance,
accountants receive a Master of Accounting, and business graduates receive a Master of Business
Administration. In line with this logic, it is proposed that the name of the Master of Science in Human
Resources be changed to “Master of Human Resources.”

Section III: Institutional Impact

The name change of the MSHR will have no significant impact. The faculty, curriculum, and admission
standards will remain the same.

Section IV: Finances

No significant costs or savings are anticipated to result from this name change.
Section V: Program Curriculum

Program Courses

The program is comprised of 36 credits beyond the business core. Key courses include Talent Acquisition and Retention, Employment Law, Applied HR Research, Team and Interpersonal Effectiveness, Managing a Diverse Workforce, Training and Organization Development, Total Rewards and Employee Performance, Leadership and Organizational Effectiveness, Negotiation and Mediation, Employee Relations and the Labor Movement, Principles of Operational Excellence, and Global Strategic Thinking. No change in the curriculum is anticipated associated with the proposed name change.

Program Schedule

The program is available on the Logan Campus for face-to-face delivery. It is also available in an online format, for delivery throughout the State of Utah and beyond.

Faculty

The following faculty from the department of Management will be involved in delivering instruction in this program:

Ronda Callister, Professor, Ph.D.
Alison Cook, Associate Professor, Ph.D.
James Davis, Professor and Department Head, Ph.D.
Timothy Gardner, Associate Professor, Ph.D.
Steven Hanks, Associate Professor and Director of Graduate Studies in Human Resources, Ph.D.
Konrad Lee, Associate Professor, J.D.
Glenn McEvoy, Professor, Ph.D.
Lynne Pettit, Program Administrator, M.S.
David Stephens, Professor, Ph.D.
Alan Warnick, Associate Department Head, and Executive in Residence in HR, M.S.
Bradley Winn, Clinical Associate Professor, Director of the MSHR Executive Program, Ph.D.