

3-7-1988

Recommended Changes in Personnel Management and Industrial Relations (PMIR) Specialty

The College at Brockport, College Senate

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Resolution #14

TO: President John E. Van de Wetering

FROM: The Faculty Senate Meeting on 3/7/88 (Date)

RE: X I. Formal Resolution (Act of Determination)
 _____ II. Recommendation (Urging the fitness of)
 _____ III. Other (Notice, Request, Report, etc.)

SUBJECT: Recommended Changes in Personnel Management and Industrial Relations (PMIR) Specialty

SUNY
 COLLEGE AT BROCKPORT
 RECEIVED

MAR 29 1988

FACULTY SENATE
 BROCKPORT, NY 14420



Signed Richard B. Hoag Date Sent 3/9/88
 (For the Senate)

TO: The Faculty Senate

FROM: President John E. Van de Wetering

RE: I. Decision and Action Taken on Formal Resolution

a. Accepted. Effective Date Fall 88

b. Deferred for discussion with the Faculty Senate on _____

c. Unacceptable for the reasons contained in the attached explanation:

II., III. a. Received and acknowledged

b. Comment:

DISTRIBUTION: ~~Vice Presidents~~ See attached list - cover page only

Others:

Distribution Date: 3/4/88 Signed: [Signature]
 (President of the College)

Date Received by the Senate: _____

BROCKPORT

State University of New York
College at Brockport
Brockport, New York 14420

Department of
Business Administration and Economics
(716) 395-2623

TO: Richard Frey, President, Faculty Senate
FROM: Business and Economics Department
SUBJECT: Recommended Changes in Personnel Management and
Industrial Relations (PMIR) Specialty
DATE: February 9, 1988

The faculty of the Business and Economics Department seek to change the management specialty (PMIR). The new title would be Management, other changes would include new courses and revisions to existing courses. There will be NO increase in the number of hours required.

This memorandum will explain the rationale for the recommended changes, the goals of the revised curriculum, recommended changes and support for these changes.

Rationale

Contemporary trends, specifically AACSB Guidelines, should be reflected in the Personnel Management and Industrial Relations Curriculum. Our students would be better served by the proposed changes.

Goals of the Revised Curriculum

There are several goals achieved by making the changes recommended:

1. Students will be well grounded in contemporary issues of management consistent with AACSB guidelines.
2. Students will be able to concentrate in one of two areas, Human Resource Management and Management Systems.
3. Students will be better prepared for seeking employment.

Weaknesses of the Existing Program

The current curriculum suffers from the following problems:

1. There is minimal emphasis on contemporary issues in PMIR.
2. There is an overemphasis on the micro perspective.
3. Lack of emphasis on MIS (as required by AACSB).
4. Lack of Small Business emphasis.

Recommendations:

1. Name Changed to Management - reflects the broader focus of the courses which would be offered.
2. Requirements - students would be required to take Production and Operations Management and an introductory course in Management Information Systems (MIS). The Production and Operations Management course will better prepare students in the use of quantitative models. The MIS course will provide all students with an understanding of the role information plays in decision making.
3. Areas of Concentration - studies will focus on two areas - Human Resource Management and Management Systems.

Support for Changes

1. AACSB Guidelines identifies the need for administrative processes, management information systems, organizational theory and design, production processes and small business management as part of the curriculum.
2. A survey of large and small, public and private colleges, and some AACSB schools was done for comparison purposes.
3. The Carnegie Foundation for advancement of teaching recently emphasized the need for more relevant curriculums.

Proposed Curriculum

Management Specialty Area

Students in Management are required to take the two courses under A and two additional courses under either B or C for a total of 12 credits.

A) Required Courses

1. Production and Operations Management (pre-requisite MTH 245)
2. Introduction to Management Information Systems

B) Human Resources Management (2 out of 3)

1. Personnel Administration (pre-requisite BUS 365)
2. Labor Market Analysis (pre-requisites ECN 201, 202) *u. California*
3. ~~Manpower~~ and Industrial Relations (pre-requisite BUS 365)

C) Management Systems (2 out of 3)

1. Systems Analysis and Design (pre-requisite Intro. to MIS)
2. Small Business Management (pre-requisite Senior status)
3. Organization Theory (pre-requisite BUS 365)

New

New

Revised

Current Program

| <u>Courses</u> | <u>Hours</u> |
|--|--------------|
| BUS 367 Manpower and Industrial Relations Administration | |
| BUS 465 Personnel Admin. | 3 |
| BUS 466 Operations Mgt. | 3 |
| BUS 467 Labor Law | 3 |
| ECN 361 Intro. to Labor Ecn. | 3 |
| ECN 362 Collective Bargaining | 3 |
| ECN 461 Human Resource Ecn. | 3 |

Proposed Program

| <u>Courses*</u> | <u>Hours</u> |
|--|--------------|
| BUS 315 Production and Operations Management | 3 |
| BUS 317 Intro. to MIS | 3 |
| BUS 465 Personnel Admin. | 3 |
| ECN 361 Labor Mkt. Analysis (Revised) | 3 |
| BUS 367 Manpower and Industrial Relations Administration | 3 |
| BUS 417 Systems Analysis and Design (NEW) | |
| Small Business Mgmt. (NEW) | 3 |
| BUS 466 Organization Theory (Revised) | 3 |

No more than 12 hours of course work is required.

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*Numbers cannot be assigned by the department.