TO: President John E. Van de Wetering
FROM: The Faculty Senate

RE: X. 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

MAILED: MAR 29 1988

FACULTY SENATE
BROCKPORT, NY 14420

Signed:\nRichard\_Hag\nDate 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
    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

Others:
Distribution Date: 3/1/88
Signed: (President of the College)
Date Received by the Senate:
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.
February 9, 1988

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 ECE 201, 202, BUS 365)
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)
### Current Program

<table>
<thead>
<tr>
<th>Courses</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>BUS 367 Manpower and Industrial Relations Administration</td>
<td>3</td>
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<tr>
<td>BUS 465 Personnel Admin.</td>
<td>3</td>
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<tr>
<td>BUS 466 Operations Mgt.</td>
<td>3</td>
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<tr>
<td>BUS 467 Labor Law</td>
<td>3</td>
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<tr>
<td>ECN 361 Intro. to Labor Econ.</td>
<td>3</td>
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<tr>
<td>ECN 362 Collective Bargaining</td>
<td>3</td>
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<tr>
<td>ECN 461 Human Resource Econ.</td>
<td>3</td>
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</tbody>
</table>

No more than 12 hours of course work is required.

### Proposed Program

<table>
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<th>Courses</th>
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<tr>
<td>BUS 315 Production and Operations Management</td>
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<tr>
<td>BUS 317 Intro. to MIS</td>
<td>3</td>
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<tr>
<td>BUS 465 Personnel Admin.</td>
<td>3</td>
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<tr>
<td>ECN 361 Labor Mkt. Analysis (Revised)</td>
<td>3</td>
</tr>
<tr>
<td>BUS 367 Manpower and Industrial Relations Administration</td>
<td>3</td>
</tr>
<tr>
<td>BUS 417 Systems Analysis and Design (NEW)</td>
<td>3</td>
</tr>
<tr>
<td>BUS 466 Organization Theory (Revised)</td>
<td>3</td>
</tr>
</tbody>
</table>

No more than 12 hours of course work is required.

*Numbers cannot be assigned by the department.*