

Resolution 2021-22I
Resolution to Approve New Major, Human Resource Management, in Bachelor of Science in Business in Management

Recommended for approval by the Commission on Undergraduate Studies & Policies:

First Reading: February 28, 2022

Faculty Senate:

AP Faculty Senate:

Staff Senate:

Graduate and Professional Student Senate:

Undergraduate Student Senate:

Second Reading:

Approved by University Council:

Approved by the President:

First Effective Date to Declare Major: Summer 2022

First Effective Date to Graduate: Spring 2023

WHEREAS, Human Resource Management (MHR) has been an option within the Management major under the BS in Business degree (approved 2006, effective for the graduating class of 2010); and

WHEREAS, a recent report by the job site Indeed, found that the number of Human Resources (HR) job postings increased by 52% since February 2000, compared to 30% overall (Source: Indeed.com), and the prospects for future growth remain strong; and

WHEREAS, the Management department's curriculum prepares students interested in a career in HR with core competencies that have been identified by academics and HR professionals as critical to their success (Source: SHRM.com); and

WHEREAS, making MHR a major rather than an option will increase the visibility and help spotlight Virginia Tech's Pamplin College of Business as a place that provides students with high-quality, rigorous training in both HR and business; and

WHEREAS, making MHR a major rather than an option will allow students to certify to prospective employers their education in MHR as the name of the major is represented on both the academic transcript and the diploma; and

WHEREAS, making MHR a major rather than an option will allow the department to gain additional recognition from external sources for our expertise and strengths in HR; and

WHEREAS, making MHR a major rather than an option will help the department facilitate affinity from alumni of the major; and

WHEREAS, currently, the Human Resource Management option has approximately 70 students. Elevating this option to a major will allow the department to increase enrollment over time as a result of increased visibility of the major to prospective students and employers.

THEREFORE, BE IT RESOLVED that the Major in Human Resource Management under the Bachelor of Science in Business in Management within the Pamplin College of Business be approved effective Summer 2022 and the proposal forwarded through University governance to the President for approval.