

Board Meeting
January 31, 2019

ESTABLISH THE BACHELOR OF SCIENCE IN HUMAN RESOURCES
MANAGEMENT, COLLEGE OF BUSINESS ADMINISTRATION, CHICAGO

Action: Establish the Bachelor of Science in Human Resources Management,
College of Business Administration

Funding: No New Funding Required

The Chancellor, University of Illinois at Chicago, and Vice President,
University of Illinois with the advice of the Chicago Senate and the College of Business
Administration recommends the establishment of the Bachelor of Science in Human
Resources Management.

The B.S. in Human Resources Management (HRM) builds upon and will
replace the Concentration in Human Resources Management in the B.S. in Management.
Since the concentration was establishment in 2015, the percentage of management majors
choosing the concentration has climbed to 42 percent, thus reflecting the strong demand
for this area of study. Further, a 2017 survey conducted by the Society for Human
Resource Management showed that 70 percent of employers prefer to hire graduates with
a degree in HRM rather than just a concentration. The new degree will provide
foundational and advanced knowledge in HRM, along with skills needed for specialist
and generalist positions in HRM (e.g., recruiter, benefits manager, trainer, job analyst,
compensation analyst, diversity manager).

The degree was designed to be in alignment with Society for Human Resource Management curriculum standards, and will allow qualified students to apply for certification as a SHRM Certified Professional during their final year of study. It will be the seventh bachelor of science degree offered by the College of Business Administration. All B.S. degrees in the college require 120 hours and share the same general and basic course requirements (48 hours) and business core (45 hours), the latter of which is comprised of coursework in accounting, managerial communication, finance, information and decision sciences, management, marketing, advanced quantitative skills, and global business perspectives. HRM students will also complete 18 hours in the major, including required courses in organizational behavior, HRM, talent management and global human resources, and 9 hours of business electives. The degree has a projected enrollment of 218, and 308 once fully implemented.

The Board action recommended in this item complies in all material respect with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The Executive Vice President and Vice President for Academic Affairs concurs with this recommendation. The University Senates Conference has indicated that no further Senate jurisdiction is involved.

The President of the University recommends approval. This action is subject to further review and approval by the Illinois Board of Higher Education.