

## HRM Minor Form Attachments

**2. Description of the proposed minor:** The HRM minor is a proposed 12-credit minor housed in the Management department. It has two required courses (MGMT 330 and MGMT 340) and students must choose two electives from a set of MGMT classes covering HRM content. Students must complete also all necessary pre-requisites (i.e., MGMT 325). MGMT 325 is required for majors in the business school, health service administration majors, training specialist majors, and is an elective for leadership majors. However, for students who choose to minor in HRM and are not required to take MGMT 325 through their major, they will need to take MGMT 325 before they can complete the 12-credits required for the minor.

- This is similar to the requirements for the entrepreneurship minor (“ENTR 201S is a prerequisite for the minor and is not included in the calculation of the grade point average for the minor”) and the psychology minor (“PSYC 201S must be completed as a prerequisite for the minor in psychology and is not included in the calculation of the grade point average for the minor”):
  - <https://catalog.odu.edu/undergraduate/business/management/entrepreneurship-minor/#requirementstext>
  - <https://catalog.odu.edu/undergraduate/sciences/psychology/psychology-minor/>

**5. Projected enrollment and why:** 100. Although we expect that enrollment in the HRM minor will be less than this number for the first couple of years while advisors/students are learning about the minor, we anticipate reaching this enrollment projection by Fall 2028. The Management minor had 100 students in the Fall 2023 – Summer 2024 AY; we believe the HRM minor will have similar enrollment.

As three examples for why we feel this number is achievable:

- Health Service Administration students already take 6 credits from the HR minor as part of their major and must take ~18 additional credits as electives in order to graduate.
- Leadership majors may choose to take 6 credits from the HRM minor as part of their major electives and require an additional ~40 credits to graduate.
- Psychology students, particularly those interested in Industrial/Organizational Psychology, are also well positioned to pick up an HRM minor, as they need to take ~30 additional credits as electives to graduate.
- Anecdotally, we have already heard from a handful of Business Analytics and Management majors that want to pick up an HRM minor when it becomes available.

**Table 1. Fall 2023 Full-Time Undergraduate Majors:**

Major	Number of Majors
Health Service Administration	226
Management	622
Leadership	424

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Psychology	953
Training Specialist	29
Business Analytics	239

**8. Program requirements:** This will be a 12-credit minor, with two required courses and two elective courses (not including MGMT 325 which is a pre-requisite for most courses). MGMT 325 is required for majors in the business school, health service administration majors, training specialist majors, and is an elective for leadership majors. However, for students who choose to minor in HRM and are not required to take MGMT 325 through their major, they will need to take MGMT 325 in addition to the 12-credits required for the minor.

**Required courses for the minor:**

- MGMT 330     Organizational Behavior (PREREQ: MGMT325)
- MGMT 340     Human Resource Management (PREREQ: MGMT325 / COREQ: MGMT330)

**Select two of the following HR electives for the minor:**

- MGMT 350     Employee Relations Problems and Practices (NONE)
- MGMT 360     Labor Management Relations (PREREQ: MGMT340)
- MGMT 417     Employment Law (PREREQ: MGMT325)
- MGMT 418     Advanced Human Resource Management: Contemporary Issues (PREREQ: MGMT325, MGMT340)
- MGMT 430     Compensation Management (PREREQ: MGMT325, MGMT340)
- MGMT 440     Human Resource Staffing Strategies (PREREQ: MGMT325, MGMT330, MGMT340)
- MGMT 450     Performance Measurement and Management (PREREQ: MGMT325, MGMT330, MGMT340)
- MGMT 460     Human Resource Analytics (PREREQ: MGMT325, MGMT330, MGMT340)
- MGMT 465     SHRM Learning System (PREREQ: MGMT325, MGMT330, MGMT340)
- INBU 437     International Human Resource Management (PREREQ: MGMT325)

**9. Catalog Description:**

**Overview:** A Human Resource Management (HRM) minor is ideal for students who want to develop essential skills in managing people and understanding workplace dynamics. A minor in HRM focuses on preparing students to manage the human side of organizations, fostering environments where individuals and teams can thrive. The curriculum includes foundational courses in human resource management and organizational behavior, with electives offering opportunities to gain specialized knowledge in areas such as employee compensation, HR analytics, performance management, and staffing.

**Requirements:** MGMT 325 must be completed as a prerequisite for the human resource management (HRM) minor and is not included in the calculation of the grade point average for the minor. The minor in HRM requires the completion of MGMT 330, and MGMT 340 plus

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6 hours of 300- or 400-level management courses focused in HRM. For completion of a minor, a student must have a minimum overall cumulative grade point average of 2.00 in all courses specified as a requirement for the minor exclusive of prerequisite courses. In addition, a grade of C- or better is required in all human resource management courses counted toward the minor. A minimum of six hours in upper-level courses in the minor must be taken through courses offered by Old Dominion University. **Please note that no more than six credits from the minor may “share” with other areas of the student’s curriculum.**

**10. Schedule for course offerings:** Required courses (MGMT 330 and MGMT 340) are offered both in-person and online. There are also several electives that are offered in-person (MGMT 350, MGMT 418, MGMT 430, MGMT 460, MGMT 465) and online (MGMT 350, MGMT 360, MGMT 417, MGMT 440, MGMT 450, MGMT 460, MGMT 465, INBU 437). Therefore, regardless of whether a student is primarily on-campus or online, they should be able to complete the minor within two years or faster.

**Table 2. Schedule of course offerings:**

Course	Offered
MGMT 330 Organizational Behavior	Fall (in-person, online), Spring (in-person, online), Summer (online)
MGMT 340 Human Resource Management	Fall (in-person and online), Spring (in-person, online), Summer (online)
MGMT 350 Employee Relations Problems and Practices	Fall (in-person, online), Spring (in-person, online), Summer (online)
MGMT 360 Labor Management Relations	Fall (online), Spring (online), Summer (online)
MGMT 417 Employment Law	Fall (online), Spring (online)
MGMT 418 Advanced Human Resource Management: Contemporary Issues	Spring (in-person)
MGMT 430 Compensation Management	Spring (in-person)
MGMT 440 Human Resource Staffing Strategies	Summer (online)
MGMT 450 Performance Measurement and Management	Spring (online)
MGMT 460 Human Resource Analytics	Fall (in-person, online)
MGMT 465 SHRM Learning System	Fall (in-person, online)
INBU 437 International HRM	Fall (online)