

MEMORANDUM

TO: Mark Zoran, Chair, Graduate Council
FROM: Wendy Boswell ^{WB} Department Head, Department of Management,
Mays Business School
THROUGH: Mary Lea McAnally, Associate Dean for Graduate Programs,
Mays Business School ^{MLM}
DATE: July 29, 2015
SUBJECT: Proposed Change in CIP Code for MS in Management

Approved by GC:

[Signature] 8-11-15

RECEIVED

JUL 31 2015

GRADUATE STUDIES

The Department of Management proposes a change to the name of the Master of Science in Management and the CIP code used to classify the degree. The original CIP code classification was not perfectly descriptive of the program content.

In particular, we propose to change the name from Master of Science in Management (MS-MGMT) to Master of Science in Human Resources Management (MS-HRM) and reclassify from the current CIP code of 52.0201 (Business Administration and Management, General) to 52.1001 (Human Resources Management/Personnel Administration, General).

These change requests, once approved, will create a short-term consequence to another Mays Master's program. Our Professional Program in Accounting (PPA) also uses the current MS-MGMT degree for a program unrelated to Human Resources Management (HRM). PPA students' program relates to entrepreneurship. Thus, the MS-HRM program name and CIP will not be appropriate for the PPA students.

With this memo, we are confirming our intention to create a new MS in Entrepreneurship degree program. Once approved, we will use that degree for PPA students as well as other students interested in such a course of study. However, during AY16, we will continue to use the MS MGMT degree for the PPA students.

We consulted Deena McConnell, Associate Vice President for Administration and Academic Affairs in the Office of the Provost and Executive Vice President, about this plan. In email dated July 22, she stated the following: *"In our follow-up conversation you relayed a plan for a new MS in Entrepreneurship and a change in the current MS-Management to a MS in HR Management – essentially splitting the MS-Management into two degree programs. I believe that this is a good path forward and will accurately reflect the degree programs being offered, while not resulting in unintended consequences...."*

We hope that this provides enough background for the Graduate Council to proceed with the name and CIP code request currently on your agenda for the next meeting.

Mays Business School Graduate Instruction Committee Meeting

June 4, 2015

The Mays GIC approves the CIP code change for the Master of Science in Management program, as attached.

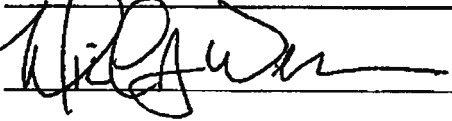
Signatures required:

Annie McGowan – ACCT

Lanny Martindale – FINC

Rogelio Oliva – INFO

Michael Wesson – MGMT



Stephen McDaniel – MKTG

Attachment

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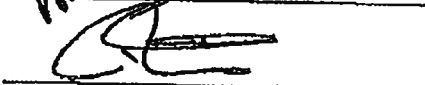
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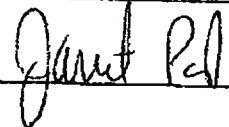
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Rogelio Oliva -- INFO



Michael Wesson -- MGMT

Stephen McDaniel -- MKTG

 for Steve McDaniel

Attachment

**Notification Form for Change to An Existing Degree Program
Texas Higher Education Coordinating Board**

Administrative Information

1. Institution: Texas A&M University, College Station, Texas

2. Description of Degree Program Change:

This proposed administrative change request seeks to change 1) the name and 2) the CIP code for the Master of Science in Management degree program. This change will not alter the curriculum or course content.

We would like to rename the degree program from "Master of Science in Management" to "Master of Science in Human Resource Management." In addition, we propose to reclassify the degree program from the current CIP code of 52.0201 (Business Administration and Management, General) to 52.1001 (Human Resources Management/Personnel Administration, General). The proposed name and CIP code more accurately describe the content of the program being offered to students. This change will not alter the course content, curriculum, or program requirements in any way.

3. Degree Program Inventory Change:

Current:

MAYS BUSINESS SCHOOL 03 0490				
DEPARTMENT OF MANAGEMENT 1780				
MANAGEMENT	52.0201.00	BBA (120 SCH)	MS (32 SCH)	PHD (96 SCH)

Proposed Changes:

MAYS BUSINESS SCHOOL 03 0490				
DEPARTMENT OF MANAGEMENT 1780				
MANAGEMENT	52.0201.00	BBA (120 SCH)	MS (32 SCH)	PHD (96 SCH)
HUMAN RESOURCE MANAGEMENT	52.1001.00		MS (32 SCH)	

Final:

MAYS BUSINESS SCHOOL 03 0490				
DEPARTMENT OF MANAGEMENT 1780				
MANAGEMENT	52.0201.00	BBA (120 SCH)		PHD (96 SCH)
HUMAN RESOURCE MANAGEMENT			MS (32 SCH)	

4. Implementation Date: September 1, 2015

5. Phase Out Date: Not applicable

6. Contact Person:

Name: Murray Barrick
 Title: University Distinguished Professor, Paul M. & Rosalie Robertson Chair in Business, Director of Center for Human Resource Management
 Email: mbarrick@mays.tamu.edu
 Phone: 979.845.0329

Signature Page

Institutional Approval:

Karan L. Watson
Provost and Executive Vice President

Date

The Texas A&M University System Approval:

James R. Hallmark
Vice Chancellor for Academic Affairs
The Texas A&M University System

Date

Administrative Change Request Change to An Existing Degree Program

I. Current Degree Information:

Master of Science in Management

CIP Code 52.0201: Business Administration and Management, General.

The program is administered entirely by the Department of Management at Mays Business School.

II. Proposed Change:

A. Program Identification:

We propose two changes to the MS in Management degree program:

1. Change the name from Master of Science in Management to Master of Science in Human Resource Management.
2. Reclassify the degree program from the current CIP code of 52.0201 (Business Administration and Management, General) to 52.1001 (Human Resources Management/Personnel Administration, General).

The original name and CIP code classification is no longer appropriately descriptive of the program content. Changes in the program's content that have occurred are a product of our efforts to provide students with the skills required to succeed as human resource management professionals. There is strong student demand to gain these skills and there is strong demand among employers to hire graduates from our program.

B. Justification for Change:

The existing degree program, as originally authorized by the Coordinating Board, is to cover managerial tools, techniques, and concepts through which individuals enhance various skills including those related to planning, organizing, directing, and controlling. In addition to conveying knowledge regarding management theory, organization and production, and purchasing and logistics, the originally authorized degree program includes a focus on human resources management and behavior.

Across time and in light of enhanced interests from students, the content of the MS in Management degree program has shifted to concentrate more specifically on Human Resource Management as a part of the managerial process. The change in degree program name and CIP code allows us to more precisely capture the nature of the program that serves an expressed need from students.

We request that the name of the degree program be changed to Master of Science in Human Resource Management and that the CIP code for our degree program be changed to 52.1001: Human Resources Management / Personnel Administration, General. (*Definition:* A program that generally prepares individuals to manage the development of human capital in organizations, and to provide related services to individuals and groups. Includes instruction in personnel and organization policy, human resource dynamics and flows, labor relations, sex roles, civil rights, human resources law

and regulations, motivation and compensation systems, work systems, career management, employee testing and assessment, recruitment and selection, managing employee and job training programs, and the management of human resources programs and operations.¹) This name and code more accurately describes the degree program being offered to masters' students.

The requested changes would not alter the course content, curriculum, or program requirements in any way.

C. Other Changes Associated With Request.

1. Focus/purpose or objectives/mission of degree. **NONE**
2. Additional areas of employment available to graduates. **NONE**

D. Describe changes in the curriculum:

1. Degree completion requirements. **NONE**
2. Additional new courses to be added: **NONE**
3. Changes to existing courses: **NONE**
4. Courses common to all students in the degree plan: **NONE**
5. How will the set of courses required of all students in the degree program change? **NO SUCH CHANGE**
6. New specializations (tracks, concentrations, focus areas, emphases, etc.): **NONE**

E. Describe new accreditation, licensure & certification

1. What new program accreditation would become available? **NONE**
2. What new professional licensure or certification would become available? **NONE**

F. Describe changes needed in core faculty

1. New faculty needed to implement proposed change: **NONE**
2. New areas of expertise sought in additional faculty during past three years that have contributed to degree program change: **NONE**
3. New areas of expertise in additional faculty that will be hired during the upcoming three year: **NONE**
4. Existing faculty that will be reassigned to a different program or terminated. Other faculty that would become responsible for program delivery: **NONE**

G. Cost:

1. Please indicate new costs that will be incurred with the modification to the degree program during the first five years after the changes: **NONE**
2. How will these costs be met? **NO ADDITIONAL COSTS**

¹ National Center for Education Statistics, Classification of Instructional Programs, available at <http://nces.ed.gov/ipeds/cipcode/>