

**Minutes of the
Graduate Program Committee
November 24, 2005
11:30 a.m. – 12:45 p.m.
Room ED 562 Boardroom**

Attendees: A. Lavack (chair)
H. Eger
J. Ito
Y. Kim
G. Miller
D. Senkow

1. Guidelines for the GBUS 900 Research Project

MOTION #1: That the document entitled, *Guidelines for the GBUS 900 Research Project*, be approved as amended.
(The amended copy, as approved at this meeting, is attached. This will be sent to the December 9, 2005 Faculty Meeting for final approval.)

2. SWAAC Female Graduate Student Award of Merit

MOTION #2: That Ms. Shawna Penstock be nominated for the SWAAC female graduate student award of merit.
Heidi Eger will prepare the necessary paperwork to put forward this nomination to the Faculty of Graduate Studies & Research.

3. MHRM Program

MOTION #3: That effective May 1, 2006, the MHRM program requirements be reduced from 36 credit hours to 30 credit hours (and that the number of free electives be reduced from three to one). Students currently in the MHRM program would be allowed to switch to these new program requirements, if they wish. Therefore, the new MHRM project-based program requirements will be the following:

MHRM Program Requirements (30 credit hours)

- GBUS 817, 843, and 862
- One of GBUS 838 and EAHR 850
- Three of GBUS 844, 860, 861, 863, 864, and EAHR 811
- GBUS 900 Project (6 credit hours)
- One free elective (may be from GBUS course offerings or from other graduate courses, with prior permission; one free elective may be an approved senior undergraduate class)

MOTION #4: That effective May 1, 2006, a course-based MHRM program be introduced, that would require the student to take 30 credit hours of courses (same courses requirements as currently, but with no project). Students currently in the MHRM program would be allowed to switch to these new program requirements,

if they wish. Therefore, the new MHRM course-based program requirements will be the following:

MHRM Program Requirements (30 credit hours)

- GBUS 817, 843, and 862
- One of GBUS 838 and EAHR 850
- Three of GBUS 844, 860, 861, 863, 864, and EAHR 811
- Three free electives (may be from GBUS course offerings or from other graduate courses, with prior permission; one free elective may be an approved senior undergraduate class)

MOTION #5: That the GBUS 862 course name and description be revised as follows, effective May 1, 2006:

~~**ADMN 862 Human Resources Systems Analysis (3)**~~

~~This course provides the student with an understanding of the methods, processes, and tools used in the analysis of human resources at the systems or organizational level. The topics include job and task analysis, human resource planning, and the measurement of effectiveness which provide a foundation for later courses in human resource management, such as staffing and compensation.~~

GBUS 862 Evaluation of Human Resources Practices and Systems (3)

This course focuses on tools and methods that can be employed by HR practitioners to assess the effectiveness of individual HR practices and of the overall HRM systems. Students develop skills in identifying and employing valid, evidence-based decision criteria to assess HR practice, and also enhance their ability to evaluate information and conduct qualitative research.

Prerequisite: GBUS 838 or EAHR 850

MOTION #6: That the prerequisites for GBUS 863 and GBUS 864 be deleted, effective May 1, 2006. (The present prerequisite is 860, 861 or 862).

4. Update on Promotional Activities

Anne Lavack reported to the committee on the following:

- There were 29 attendees at the November 16 Information Session.
- The next information session is planned for January 18, 2006 at 4:30 p.m.
- Committee members are invited to attend the Unveiling of the Levene Wall on Tuesday, November 29 at 4:30 p.m.
- The Nov/Dec MBA/MHRM Newsletter is now available.
- The Jan/Feb MBA/MHRM Newsletter will feature brief descriptions of the professors teaching in the Winter 2006 semester; it will also likely introduce the Levene Speaker Series.
- In terms of advertising, there is an upcoming ad in Saskatchewan Business (November issue) promoting the MBA/MHRM programs.

- Future advertising is being planned in the Regina Chamber newsletter, HRMA newsletter, U of R Alumni magazine, and three education issues of *Canadian Business*.

5. Update on Partnerships

Anne Lavack reported on a meeting with the Prestwick College International EAP program; the desire is to develop a relationship with this program, since Prestwick will be preparing students to enter MBA programs. Prestwick is favourably impressed with the U of R MBA program because of its relatively low cost, reasonable GMAT entrance requirements, and reasonable GPA entrance requirements. The committee discussed the possibility of discarding the work experience requirement; however, committee members were not in favour of this, and urged that a minimum requirement of one year of work experience be retained.

MOTION #7: That the work experience requirement for students coming from Prestwick College International be reduced to one year IF we are able to organize 3-4 month internships for these students.

Subsequent Note: Having weighed the difficulty of obtaining the desired internships, we are asking Prestwick College International to adhere to our 2-year work experience requirement for now, and we will not institute an Internship Option until some time in the future.

6. Update on Enrolment

Heidi Eger provided an enrolment update for Winter 2006 courses. Several new students have recently been accepted (there may be as many as 8-9 successful new applications for Winter 2006). Our registration statistics for Winter 2006 are already equal to Fall 2005. This indicates that, under the new computerized self-registration system, students are registering for courses earlier than in previous semesters.

7. Adjournment

The meeting was adjourned at 12:45 p.m.

Next meetings: Thursday, December 1 at 11:30 a.m.
 Thursday, December 8 at 11:30 a.m.