



Form A

# Academic Affairs - Course Proposal

CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Academic Unit: EDLP		Department Chair: Dr. Edmund Lee	
Type of Course Proposal: New <input checked="" type="checkbox"/> Change <input type="checkbox"/> Deletion <input type="checkbox"/>		Date: September 18, 2006	
Does this course fulfill a requirement for single-subject or multiple subject credential students? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		For Catalog Copy: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	CCE: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
		Semester Effective: Fall 2007 <input type="checkbox"/> Spring <input type="checkbox"/> Summer <input type="checkbox"/>	
Prefix & No. EDD 609	Title: Human Resource Management for Educational Leaders	Units: 3	

Change to:

Prefix & No.	Title:	Units:
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### JUSTIFICATION:

There is a growing realization, supported by the research of high performance organizations, that the effective utilization of human resources can strengthen educational goals and outcomes. Effectively applying human resource management strategies and building a leader's human resource managerial capabilities and skills can enhance k-12 schools and community college performance.

### NEW COURSE DESCRIPTION: (Not to exceed 80 words, and language should conform to catalog copy.)

See <http://www.csus.edu/acaf/univmanual/crspsl.htm> - Guidelines for Catalog Course Description

This course examines how to manage human resources effectively in the dynamic legal, social, and economic environment currently impacting educational institutions. Among the topics included are: formulation and implementation of human resource strategy, job analysis, methods of recruitment and selection, techniques for training and development, performance appraisal, compensation and benefits, and the evaluation of the effectiveness of human resource management frameworks and practices. Class participants will be expected to demonstrate understanding of Human Resource Management (HRM) competencies through assignments, exercises and case analyses.

Note:	
Prerequisite: Admission into the CSUS Ed. D. in Educational Leadership Program	
Corequisite:	
CAN (California Articulation Number):	
Graded: Letter <input checked="" type="checkbox"/> Credit/No Credit <input type="checkbox"/>	Instructor Approval? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Course Classification: C-05	Title for SIS+ (not more than 25 characters) Human Resource Management
Cross Listed? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	If yes, with what course:
How Many Times Can This Course be Taken for Credit? Once	

## FOR NEW COURSE PROPOSALS OR SUBSTANTIVE CHANGES ONLY:

**Description of the Expected Learning Outcomes:** Describe outcomes using the following format: "Students will be able to: 1), 2), etc." See the example at <http://www.csus.edu/acad/example.htm>

Students will be able to:

- demonstrate an understanding of the role of personnel management in an organization and its role in motivating employees;
- appreciate the need for equal opportunity in employment and apply principles learned to the implementation of equal employment opportunity in the organization;
- provide an understanding of the roles and responsibilities of HR professionals from a systemic, strategic perspective;
- provide an integrative understanding of how the primary functions of HRM relate to each other and to the broader institution's mission, goals, and strategic plan;
- understand the role played by HRM in organizational change efforts;
- develop skills in evaluating the value and appropriateness of HRM functions and programs within specific organizational settings;
- develop an understanding of relevant theories and frameworks to the management of people in organizations;
- understand important issues related to collective bargaining, performance appraisal procedures, compensation, facilities, and fringe packages.

\*\*Attach a list of the required/recommended course readings and activities [Note: it is understood that these are updated and modified as needed by the instructor(s).] This attachment should be forwarded only to your Dean's office, not Academic Affairs.

**Assessment Strategies:** A description of the assessment strategies (e.g., portfolios, examinations, performances, pre- and post-tests, conferences with students, student papers) which will be used by the instructor to determine the extent to which students have achieved the learning outcomes noted above:

Model Assignments and Web-Based Discussions:	30%
Participation	10%
Resource Paper or Case Analysis	30
Human Resource Site Assignment	30%

**For whom is this course being developed?**

**Students in the CSUS Ed. D. in Educational Leadership Program**

Majors in the Dept\_\_\_ Majors of other Depts\_\_\_ Minors in the Dept\_\_\_ General Education\_\_\_ Other X

Is this course required in a degree program (major, minor, graduate degree, certificate)? Yes X No \_\_\_

If yes, identify program(s): CSUS Ed. D. in Educational Leadership Program

Does the proposed change or addition cause a significant increase in the use of College or University resources (lab room, computer facilities, faculty, etc.)? Yes\_\_\_ No X

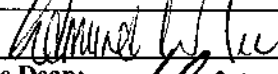
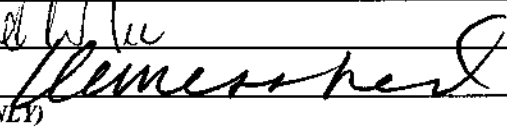
If yes, attach a description of resources needed and verify that resources are available.

Indicate which department or programs will be affected by the proposed course (if any). \_\_\_\_\_

**The Department Chair's signature below indicates that affected programs have been sent a copy of this proposal form.**

**Approvals:** If proposed change, new course or deletion is approved, sign and date below. If not approved, forward without signing to the next reviewing authority, and attach an explanatory memorandum to the original copy.

**Signatures:**

	Date
Department Chair: 	9-18-2006
College Dean or Associate Dean: 	9/18/2006
CPSP (for school personnel courses ONLY)	
Associate Vice President and Dean for Academic Programs	

**Distribution:** Academic Affairs (original), Department Chair and College Dean. Dean's office to send original after approval to Jerri McAtee, at zip 6016. An electronic copy must also be sent to [mcateeji@csus.edu](mailto:mcateeji@csus.edu).

**Reading List**

Young, I.P. & Castetter, W.B. (2004). *The human resource function in educational administration* (8<sup>th</sup> Ed.), Columbus: Merrill Prentice Hall.

Mathis, R. L., & Jackson, J. H. (2006). *Human resource management* (11th ed.). Thomson/Southwestern. (ISBN 0324289588)

Nkomo, S. M., Fottler, M. D., & McAfee, R. B. (2005). *Applications in human resource management: Cases, Exercises, and Skill Builders* (5th ed.). Thomson/Southwestern. (ISBN 0-324-20081-1)

Ulrich, D., & W. Brockbank. (2005). *The HR Value Proposition*. Boston: Harvard Business School Press.(ISBN 1-59139-707-3)

Jackson, S. E. & Schuler, R. S. (1999). *Strategic Human Resource Management*. Blackwell Publishing.

Hartline, M. D. & Bejou (2004). *Internal Relationship Management: Linking Human Resources to Marketing*. Haworth Press.

Bratton, J. & Gold, J. (2001). *Human Resource Management: Theory and Practice* (2<sup>nd</sup> Ed.). Lawrence Erlbaum