**Proposal for HRM Minor**

**Total Credits Required for Minor: 18 Credits**

The HRM minor is open to Geneseo students across campus, i.e. majors in and outside the School of Business are welcome (same applies to Geneseo SHRM). All students in the HRM minor must complete **18 credit hours** by meeting the following requirements:

**Required Courses: 12 Credits**

* PHIL 237 Ethical Issues in Business (3 credits)
* MGMT 263 Business Law (3)
* MGMT 300 Organizational Behavior (3)
* MGMT 346 Human Resources Management (3), Prerequisite: MGMT 300

**Elective Courses, Choose Two from Below: 6 credits**

* MGMT 363 Employment Law (3), offered in Spring semester odd years only
* MGMT 388 Experimental Course on Anti-Discrimination Law (3), being offered in Spring 2021 and hopefully in future Spring semesters
* MGMT 360 Labor Relations (3), offered in Spring only, Prerequisite: MGMT 300
* Any one of the following classes will count as an elective for the HRM minor:
	+ PSYC 265 Industrial & Organizational Psychology (3)
	+ COMN 317 Intercultural Communication (3), Pre-requisite: Comn 103
	+ COMN 346 Conflict, Negotiation & Mediation (3), Pre-requisite: junior standing
	+ COMN 379 Communication: Integrated Applications(3), Pre-requisite: Jr./Sr. standing
	+ Psyc 452 Advanced Research in Intrinsic Motivation. Note: this course has a number of pre-requisites; therefore it would only be appropriate for Psychology majors who are completing the HRM minor.
	+ INTD 325 Commercial Ideation
* MGMT 395 Internship (3) Prerequisites: 2.75 cum GPA, Jr./Sr. standing, permission of Internship Director – must be an HR internship. Strongly recommended for students interested in pursuing a career in HR.
* MGMT 347 Special Topics in Personnel and Human Resources (3), Prerequisite: MGMT 346. When Mgmt 347 is not offered, could substitute with Mgmt 399 Directed Study in Human Resources (3) Prerequisite: MGMT 346, Jr./Sr. standing, and permission of the instructor; the directed study must be based on a substantial first-hand research (requires gathering data through interviews and/or surveys) project on HRM topics.

Program Notes:

* Students majoring in Business Administration or Accounting may not count any of the courses taken for the HRM minor toward their major electives.
* Students should carefully note and complete all related courses that are prerequisites for courses in the HRM minor.
* A minimum of 12 credits, 9 of which must be 300-level courses, in the minor must be taken at Geneseo.
* Internship, for one of the HRM minor elective courses must be an HR internship. The learning activities and experience must be approved prior to starting the internship. No student will be permitted to get credit for a past internship (after the fact) in fulfillment of the HRM minor.