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**MANA 5350**  
**Strategic Human Resource Management**

2024, Fall, Section 001

COB 214

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### **I. PREREQUISITES**

No prerequisites are listed in the UT Tyler 2024-2025 Undergraduate & Graduate Catalog for MANA 5350.

### **II. COURSE DESCRIPTION & OBJECTIVES**

The UT Tyler 2024-2025 Undergraduate & Graduate Catalog describes the course as follows:

*Focus is on the role of HR managers and practices in developing competitive advantage for the firm. Considers the role of both specific HR practices and the overall HR architecture in enhancing firm performance.*

The primary objective of this course is to help you develop a comprehensive understanding of how to leverage human capital to enhance organizational competitive advantage. In other words, upon completion of this course, you will be able to effectively analyze and implement strategic human resource practices that align with organizational goals and that enhance organizational performance.

### **III. REQUIRED AND/OR RECOMMENDED COURSE MATERIALS**

You must have access to the course on Canvas. These materials are also required:

*Mello, J. A. (2019). Strategic Human Resource Management (5th ed.). Cengage Learning. ISBN-10: 133761999X; ISBN-13 : 978-1337619998.*

(Note: You are required to purchase electronic access to this textbook and associated learning materials from Cengage, see the “Buying Course Materials” PDF on Canvas for more details.)

*MacMillan, K. T., & Beal, B. D. (n.d.). AtlasAir: The turnaround. Unpublished manuscript.*

(Note: Physical copies will be provided.)

All other readings and other materials, if required, will be posted on Canvas.

#### IV. LATE WORK

If you want to submit late work, please contact me.

Please familiarize yourself with the course schedule. It is also important that you monitor your patriots email account and the course's announcement board on Canvas for updates.

For additional information, see the UT at Tyler Handbook of Operating Procedures, Section 5.10.2 (<https://www.uttyler.edu/hop/>) and/or a list of student rights and responsibilities on the Student Services website (under Campus Resources): <http://www.uttyler.edu/wellness/>.

#### V. COURSEWORK AND GRADING

##### A. Summary of Grading Categories

Grades are assigned to the following categories. These categories are weighted as indicated:

<b>Module Reports</b>	<b>10%</b>
<b>Chapter Quizzes &amp; Miscellaneous Assignments</b>	<b>20%</b>
<b>Online Discussions</b>	<b>35%</b>
<b>Class Project</b>	<b>35%</b>
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<b>Total</b>	<b>100%</b>

##### Tentative Grade Ranges:

- 90%+ = A
- 80%+ = B
- 70%+ = C
- 60%+ = D
- <60% = F

*[Note: I reserve the right to lower grade cutoffs points, but I will not raise them. For example, I may decide at the end of the course that 89%+ is sufficient for an "A" or that 78% is sufficient for a "B," but I will not raise the cutoff for an "A" above 90% or the cutoff for a "B" above 80%, etc.]*

##### B. Module Reports (10%)

This course is divided into ten modules (see the course on Canvas). Each module includes a module report. This report gives you an opportunity to indicate that you have completed the tasks outlined in the "Do and/or Deliver" section of each module. Links to these reports are included in each module on Canvas.

### **C. Chapter Quizzes & Other Assignments (20%)**

There is an online quiz for each assigned chapter in the primary textbook. These quizzes are randomly generated from a pool of multiple-choice questions. Other assignments that don't fall into one of the other grading categories (e.g., peer review assignments, if assigned) are also included in this category.

### **D. Online & In-Class Discussions (35%)**

Online and in-class discussions will focus broadly on course learning objectives and will draw on assigned course materials. See the *Course Schedule* and the *Discussion Guide* for more details.

### **E. Class Project (35%)**

The class project consists of selecting, summarizing, and then using course content (and other relevant materials) to analyze a situation from *Hazel Learns to Lead*. More details will be provided on Canvas.

### **F. Grading Feedback and Notification**

In almost all cases, I will grade submitted work within 3 business days. Grades will be posted on Canvas.

## **V. AI COURSE POLICY**

Beginning in Fall 2024, AI course policies must be included in course syllabi.

UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools' ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler's Honor Code. Faculty and students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course (see below) is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler's Academic Integrity Policy.

For this course, I encourage you to explore using artificial intelligence (AI) tools, such as ChatGPT. Use should be appropriately acknowledged and cited following the guidelines established by the APA Style Guide (<https://apastyle.apa.org/blog/how-to-cite-chatgpt>), including the specific version of the tool used. Because AI-generated content is not necessarily accurate or appropriate, you must assess the validity and applicability of any submitted AI output. You will not earn full credit if inaccurate, invalid, or inappropriate information is found in your work.

## VI. UNIVERSITY POLICIES AND INFORMATION

- **Withdrawing from Class:** Withdrawing from Class - Students are allowed to withdraw (<https://www.uttyler.edu/registrar/registration/withdrawals.php>) (drop) from a course through the University's Withdrawal Portal. Texas law prohibits students who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. The number includes courses dropped at other 2-year or 4-year Texas public colleges and universities. Make sure to consider the impact withdrawing from any course has on your academic progress as well as the financial implications. We encourage you to consult your advisor(s) and financial aid for additional guidance. CAUTION #1: Withdrawing before census day does not mean students receive a full refund. Please see the Tuition and Fee Refund Schedule (<https://www.uttyler.edu/cashiers/refund/>). CAUTION #2: All international student must check with the Office of International Programs (<https://www.uttyler.edu/oip/>) before withdrawing. All international students are required to enroll full-time for fall and spring terms.

- **Final Exam Policy:** Final examinations are administered as scheduled. If unusual circumstances require that special arrangements be made for an individual student or class, the dean of the appropriate college, after consultation with the faculty member involved, may authorize an exception to the schedule. Faculty members are required to maintain student final examination papers for a minimum of three months following the examination date.

- **Incomplete Grade Policy:** If a student, because of extenuating circumstances, is unable to complete course requirements by the end of the semester, then the instructor may recommend an Incomplete (I) for the course. The "I" may be assigned in lieu of a grade only when all of the following conditions are met: (a) the student has been making satisfactory progress in the course; (b) the student is unable to complete all course work or final exam due to unusual circumstances that are beyond personal control and are acceptable to the instructor; and (c) the student presents these reasons prior to the time that the final grade roster is due. The semester credit hours for an Incomplete will not be used to calculate the grade point average for a student. The student and the instructor must submit an Incomplete Form detailing the work required and the time by which the work must be completed to their respective department chair or college dean for approval. The time limit established must not exceed one year. Should the student fail to complete the work for the course within the time limit, the instructor may assign zeros to the unfinished work, compute the course average for the student, and assign the appropriate grade. If a grade has not been assigned within one year, then the Incomplete will be changed to an F or to NC, if the course was initially taken under the CR/NC grading basis.

- **Grade Appeal Policy:** - UT Tyler's Grade Appeal policy requires the completion of a Grade Appeal form for this action to take place. The grade appeal begins with the instructor of the course. If a student does not agree with the decision of the instructor, the student may then

move the appeal to the department chair/school director for that course. If the student is still dissatisfied with the decision of the chair/director, the appeal moves to the Dean of the College offering that course, who has the final decision. Grade appeals must be initiated within sixty (60) days from the date of receiving the final course grade. The Grade Appeal form is found on the Registrar's Form Library.

- **Disability/Accessibility Services:** In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA), The University of Texas at Tyler offers accommodations to students with learning, physical and/or psychological disabilities. If a student has a disability, including a non-visible diagnosis such as a learning disorder, chronic illness, TBI, PTSD, ADHD, or a history of modifications or accommodations in a previous educational environment, the student is encouraged to visit <https://hood.accessiblelearning.com/UTTyler> and fill out the New Student application. The Student Accessibility and Resources (SAR) office will contact the student when the application has been submitted and schedule an appointment with the Assistant Director Student Accessibility and Resources/ADA Coordinator. For more information, including filling out an application for services, please visit the SAR webpage at <https://www.uttyler.edu/academics/success-services/disability-services/>, the SAR office located in the University Center, # 3150 or call 903.566.7079.”

- **Military Affiliated Students:** UT Tyler honors the service and sacrifices of our military-affiliated students. If you are a student who is a veteran, on active duty, in the reserves or National Guard, or a military spouse or dependent, please stay in contact with your faculty member if any aspect of your present or prior service or family situation makes it difficult for you to fulfill the requirements of a course or creates disruption in your academic progress. It is important to make your faculty member aware of any complications as far in advance as possible. Your faculty member is willing to work with you and, if needed, put you in contact with university staff who are trained to assist you. Campus resources for military-affiliated students are in the Military and Veterans Success Center (MVSC). The MVSC can be reached at MVSC@uttyler.edu or via phone at 903.565.5972.

- **Academic Honesty and Academic Misconduct:** The UT Tyler community comes together to pledge that “Honor and integrity will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.” Therefore, we enforce the Student Conduct and Discipline policy in the Student Manual of Operating Procedures (Section 8).

- **FERPA:** UT Tyler follows the Family Educational Rights and Privacy Act (FERPA) as noted in University Policy 5.2.3. The course instructor will follow all requirements in protecting your confidential information.

- **Recording of Class Sessions:** Class sessions may be recorded by the instructor for use by students enrolled in the course. Recordings that contain personally identifiable information or other information subject to FERPA shall not be shared with individuals not enrolled in

the course unless appropriate consent is obtained from all relevant students. Class recordings are reserved only for the use of students enrolled in the course and only for educational purposes. Course recordings should not be shared outside of the course in any form without express permission.

- **Absence for Official University Events or Activities:** All courses follow the practices related to approved absences as noted by the Student Manual of Operating Procedures (Sec. 1 -501).
- **Absence for Religious Holidays:** Students who anticipate being absent from class due to a religious holiday are requested to inform the instructor by the second class meeting of the semester.
- **Campus Carry:** We respect the right and privacy of students who are duly licensed to carry concealed weapons in all courses. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at <http://www.utt Tyler.edu/about/campus-carry/index.php>.

*Note: An electronic version of these statements and policies can be found here:*  
[https://www.utt Tyler.edu/offices/academic-affairs/files/syllabus information 2021.pdf](https://www.utt Tyler.edu/offices/academic-affairs/files/syllabus_information_2021.pdf)