

## Management Department Hiring Guidelines

<b>CHNG: To teach a course with a CHNG prefix an instructor must satisfy one of the below criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in organizational development, organizational leadership or a related discipline.</li> <li>2. Hold a master's degree in organizational development, organizational Leadership, I/O psychology or related and have five or more years of professional experience as an organizational development or change consultant.</li> </ol>
<b>HRDV: Unless otherwise noted, to teach any HRDV course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in organizational development and change, human resources development, human resources management, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field.</li> <li>2. Hold a master's degree in organizational development and change, human resources development, human resources management, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field and have five or more years of professional experience related to the assigned course.</li> </ol>
<b>HRDV 5680</b>	<b>Ethics, Values, and Legal Issues in Human Resources Development</b> <ol style="list-style-type: none"> <li>1. Hold a JD or a doctorate in ethics, corporate social responsibility or related field.</li> <li>2. Hold a master's degree in ethics, corporate social responsibility or related field and have five or more years of professional experience with legal and/or ethical issues related</li> </ol>
<b>HRMG: Unless otherwise noted, to teach any HRMG course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in human resources management, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field.</li> <li>2. Hold a master's degree in human resources management, industrial-organizational psychology, industrial relations, organizational behavior, or a closely related field and have five or more years of professional experience related to the assigned course.</li> </ol>
<b>HRMG 5700</b>	<b>Employment Law</b> <ol style="list-style-type: none"> <li>1. Hold a JD.</li> <li>2. Hold a graduate degree in human resources management, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field and have five or more years of professional experience related to employment law.</li> </ol>
<b>HRMG 5930</b>	<b>Labor Management Relations</b> <ol style="list-style-type: none"> <li>1. Hold a JD.</li> <li>2. Hold a PhD in human resources management, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field.</li> <li>3. Hold a master's degree in human resources management, industrial-organizational psychology, industrial relations, organizational behavior, or a closely related field and have five or more years of professional experience related to the assigned course.</li> </ol>

<b>HRMG 6000</b>	<b>Integrated Studies in Human Resources Management</b>
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in human resources management, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field and have taught one or more course in the program.</li> <li>2. Hold a master's degree in human resources management, industrial-organizational psychology, industrial relations, organizational behavior, or a closely related field and have five or more years of experience related to the assigned course, and have taught one or more course in the program.</li> </ol>
<b>ITM: Unless otherwise noted, to teach any ITM course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in information technology management, telecommunications management, management information systems, computer resources and information management or a closely related field.</li> <li>2. Hold a master's degree with an emphasis in information technology management, telecommunications management, management information systems, computer resources and information management, management or a closely related field and have five or more years of professional experience related to the assigned course.</li> </ol>
<b>ITM 5200</b>	<b>Project Management of Information Technology</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in project management, information technology management, telecommunications management, management information systems, or a closely related field.</li> <li>2. Hold a master's degree with an emphasis in project management, information technology management, telecommunications management, management information systems, or a closely related field and have five or more years of experience related to the assigned course.</li> </ol>
<b>ITM 5300</b>	<b>Procurement and Contract Management for Information Technology</b> <ol style="list-style-type: none"> <li>1. Hold a JD.</li> <li>2. Hold a graduate degree with an emphasis in information technology management, telecommunications management, management information systems, computer resources and information management, management or a closely related field, have graduate coursework and five or more years of professional experience related to the assigned course.</li> </ol>
<b>ITM 5600</b>	<b>Information and Communications Security</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in information security management, business and organizational security, information technology management, telecommunications management, management information systems or a related field.</li> <li>2. Hold a master's degree with an emphasis in information security management, business and organizational security, information technology management, telecommunications management, management information systems or a related field and have five or more years of professional experience related to the assigned course.</li> </ol>

<b>MNGT (Undergraduate): Unless otherwise noted, to teach any undergraduate MNGT course (#s 1000-4990) an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate or master's degree in the area of teaching responsibility.</li> <li>2. Hold an out-of-field doctorate with an emphasis in the area of teaching responsibility.</li> <li>3. Hold a master's degree in a business discipline with at least 18 graduate hours in the area of teaching responsibility.</li> <li>4. Hold a master's degree in a related discipline including at least one course in the area of assigned teaching responsibility and have five or more years of professional experience directly related to the assigned course.</li> </ol>
<b>MNGT 3280</b>	<b>Introduction to Business Law</b> <ol style="list-style-type: none"> <li>1. Hold a JD</li> <li>2. Hold a master's degree in a related field and have five or more years of professional experience directly related to the assigned course.</li> </ol>
<b>MNGT 3320</b>	<b>Business Law: International</b> <ol style="list-style-type: none"> <li>1. Hold a JD with coursework in international laws or experience dealing with international laws.</li> <li>2. Hold a master's degree in a related field and have five or more years of professional experience directly related to international law.</li> </ol>
<b>MNGT 4400</b>	<b>Personnel Law</b> <ol style="list-style-type: none"> <li>1. Hold a JD and have experience in personnel law.</li> <li>2. Hold a master's degree in a related field and have five or more years of professional experience working in the field of personnel law.</li> </ol>
<b>MNGT (Graduate): Unless otherwise noted, to teach any graduate MNGT course (#s 5000-6900) an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in management, business administration, human resources management, human resources development, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field.</li> <li>2. Hold an out-of-field doctorate with an emphasis in one of the above fields.</li> <li>3. Hold a master's degree in one of the above fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Must also have five or more years of professional experience directly related to the assigned course.</li> </ol>
<b>MNGT 5650</b>	<b>Management and Strategy</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in strategy.</li> <li>2. Hold an out-of-field doctorate with an emphasis in strategy.</li> <li>3. Hold a graduate degree in management, business administration, human resources management, human resources development, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field. Must have successfully completed at least one graduate course in strategy and have five or more years of professional experience in the field of strategy.</li> </ol>

<b>MNGT 5910</b>	<b>Ethical and Legal Issues in Management</b> <ol style="list-style-type: none"> <li>1. Hold a JD with coursework related to ethics.</li> <li>2. Hold a graduate degree in management, business administration, human resources management, human resources development, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field and have five or more years of professional experience related to the assigned course.</li> </ol>
<b>MNGT 5990</b>	<b>Corporate Social Responsibility and Society</b> <ol style="list-style-type: none"> <li>1. Hold a JD and coursework related to ethics and corporate social responsibility.</li> <li>2. Hold a graduate degree in management, business administration, human resources management, human resources development, industrial-organizational psychology, industrial relations, organizational behavior or a closely related field and have five or more years of professional experience related to the assigned course.</li> </ol>
<b>MRKT: To teach a course with a MRKT prefix an instructor must satisfy one of the below criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in marketing. Plus, show evidence of academic research directly related to the assigned course through publications, peer-reviewed conference presentations or media appearances or have at least two years of professional experience directly related to the assigned course.</li> <li>2. Hold a doctorate in a business discipline with an emphasis in marketing. Plus, show strong evidence of academic research directly related to the assigned course through publications, peer-reviewed conference presentations or media appearances or have at least five years of professional experience directly related to the assigned course.</li> <li>3. Hold a master's degree in marketing or a master's degree in a business discipline with an emphasis in marketing. In addition, must have five or more years of professional experience directly related to the assigned course.</li> <li>4. Hold a business related master's degree or a non-business related master's degree in marketing and have seven or more years of professional experience, directly related to the assigned course.</li> </ol>
<b>NPLR: Unless otherwise noted, to teach any NPLR course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in management, business administration or closely related field and have professional experience involving nonprofit formation and strategic planning.</li> <li>2. Hold a MBA or a master's degree in a business discipline, public administration, social services or other nonprofit oriented field and have five or more years of professional experience as a manager of a nonprofit organization or working closely with nonprofit organizations.</li> </ol>
<b>NPLR 5210</b>	<b>Social Enterprise and Social Entrepreneurship</b> Instructors must have a graduate degree. In addition, they must meet all of the below criteria: <ul style="list-style-type: none"> <li>• Have five or more years of professional experience in finance.</li> <li>• Demonstrate knowledge of innovation and lean launch methodology.</li> <li>• Have fund raising experience.</li> </ul>

<b>PADM: Unless otherwise noted, to teach any PADM course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in public administration, management, business administration or closely related field.</li> <li>2. Hold an out-of-field doctorate with an emphasis in one of the above fields.</li> <li>3. Hold a master's degree in public administration, management, business administration, political science with a public administration emphasis or closely related field. Graduate coursework must include one or more courses in the subject matter of the course. Must also have five or more years of professional experience directly related to the assigned course.</li> </ol>
<b>PADM 5830</b>	<b>Administrative Law and Processes</b> <ol style="list-style-type: none"> <li>1. Hold a JD and have knowledge of administrative law.</li> <li>2. Hold a closely related master's degree and five or more years of professional experience in administrative law.</li> </ol>
<b>PROC Unless otherwise noted, to teach any PROC course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in procurement/contracting, supply chain management or related field.</li> <li>2. Hold a doctorate in business administration with an emphasis in procurement/contracting or supply chain management or related field.</li> <li>3. Hold a master's degree in procurement/contracting, supply chain management or related field or a master's degree in business administration with an emphasis in one of these fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience directly related to the assigned course.</li> </ol>
<b>PROC 5810</b>	<b>Acquisitions Law</b> <ol style="list-style-type: none"> <li>1. Hold a JD and have working knowledge of the UCC relevant to acquisitions.</li> <li>2. Hold a closely related master's degree and five or more years of professional experience in acquisitions law.</li> </ol>
<b>PROC 5850</b>	<b>Logistics</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in procurement/contracting, supply chain management or related field.</li> <li>2. Hold a doctorate in business administration with an emphasis in procurement/contracting or supply chain management or related field.</li> <li>3. Hold a master's degree in procurement/contracting, supply chain management or related field or a master's degree in business administration with an emphasis in one of these fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in applying logistics principles in the conduct of executing logistical processes and/or arrangements.</li> </ol>
<b>PROC 5860</b>	<b>Government Contracting</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in procurement/contracting, supply chain management or related field.</li> <li>2. Hold a doctorate in business administration with an emphasis in procurement/contracting or supply chain management or related field.</li> <li>3. Hold a master's degree in procurement/contracting, supply chain management or related field or a master's degree in business administration with an emphasis</li> </ol>

	<p>in one of these fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in developing, executing, and administering federal government contracts and/or arrangements..</p>
<b>PROC 5870</b>	<p><b>Pricing and Contract Integration</b></p> <ol style="list-style-type: none"> <li>1. Hold a doctorate in procurement/contracting, supply chain management or related field.</li> <li>2. Hold a doctorate in business administration with an emphasis in procurement/contracting or supply chain management or related field.</li> <li>3. Hold a master's degree in procurement/contracting, supply chain management or related field or a master's degree in business administration with an emphasis in one of these fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in using cost and pricing data, as well as use of integrated program teams or cross-functional teams in the conduct of executing the procurement/contract or supply chain management function.</li> </ol>
<b>PROC 5880</b>	<p><b>Issues in Procurement and Acquisitions Management</b></p> <ol style="list-style-type: none"> <li>1. Hold a doctorate in procurement/contracting, supply chain management or related field.</li> <li>2. Hold a doctorate in business administration with an emphasis in procurement/contracting or supply chain management or related field.</li> <li>3. Hold a master's degree in procurement/contracting, supply chain management or related field or a master's degree in business administration with an emphasis in one of these fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in relevant issues and problems affecting the conduct of exercising the procurement/contract or supply chain management function.</li> </ol>
<b>PROC 5890</b>	<p><b>Government Procurement Law</b></p> <p>Hold a J.D. and have knowledge of government procurement law. Additionally, must have five or more years of professional experience in the FAR and mutations thereof.</p>
<b>PROC 6000</b>	<p><b>Integrated Studies in Procurement and Acquisitions Management</b></p> <ol style="list-style-type: none"> <li>1. Hold a doctorate in procurement/contracting, supply chain management or related field.</li> <li>2. Hold a doctorate in business administration with an emphasis in procurement/contracting or supply chain management or related field.</li> <li>3. Hold a master's degree in procurement/contracting, supply chain management or related field or a master's degree in business administration with an emphasis in one of these fields. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience as a manager or consultant dealing with various levels of procurement/contracting and supply chain management issues or problems.</li> </ol>

<b>SECR: Unless otherwise noted, to teach any SECR course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in management business, or related field with an emphasis in security management.</li> <li>2. Hold a master's degree in business and organizational security management, criminal justice, or a closely related field. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in developing and implementing business continuity and incident management plans, risk initiation and management, and business impact analyses.</li> </ol>
<b>SECR 5010</b>	<b>Legal and Ethical Issues in Security Management</b> <ol style="list-style-type: none"> <li>1. Hold a JD, a doctorate in ethics or corporate social responsibility or related.</li> <li>2. Hold a master's degree in a related field and have five or more years of experience related to the assigned course.</li> </ol>
<b>SPSM: Unless otherwise noted, to teach any SPSM course an instructor must satisfy one of the following criteria:</b>	
	<ol style="list-style-type: none"> <li>1. Hold a doctorate in an area closely related to space systems operations management or a subfield of space systems operations management and three or more years of professional experience directly related to the assigned course.</li> <li>2. Hold a master's degree in space systems management or a closely related field (aerospace engineering, ground control segment operations, spacecraft operations, operations research, and space communications.) Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience related to the assigned course.</li> </ol>
<b>SPSM 5710</b>	<b>Space Communications Systems</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in an area closely related to space systems operations management or a subfield of space systems operations management and three or more years of professional experience directly related to the assigned course.</li> <li>2. Hold a master's degree in space systems management or a closely related field (aerospace engineering, ground control segment operations, spacecraft operations, operations research, and space communications.) Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in government or commercial bio-astronautics.</li> </ol>
<b>SPSM 5900</b>	<b>Space Commercialization</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in an area closely related to space systems operations management or a subfield of space systems operations management and three or more years of professional experience directly related to the assigned course.</li> <li>2. Hold a master's degree in space systems management or a closely related field (aerospace engineering, ground control segment operations, spacecraft operations, operations research, and space communications.) Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience as a space systems contractor, NASA employee or government or commercial space systems acquisition or program manager.</li> </ol>

<b>SPSM 5910</b>	<b>Space Systems Integration</b> See SPSM 5900
<b>SPSM 5950</b>	<b>Space Systems Project Management</b> See SPSM 5900
<b>WSBT: To teach a WSBT course an instructor must satisfy one of the corresponding criteria.</b>	
<b>WSBT 2000</b>	<b>Career Exploration for Professional Success</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in organization development and change, human resources development, human resources management industrial-organizational psychology, industrial relations, organizational behavior or a closely related field.</li> <li>2. Hold a master's degree in one of the above areas and have five or more years of professional experience in recruitment, hiring, training and development, career development consultations or university career office.</li> </ol>
<b>WSBT 5000</b>	<b>Career Success for the 21<sup>st</sup> Century</b> <ol style="list-style-type: none"> <li>1. Hold a doctorate in organization development and change, human resources development, human resources management industrial-organizational psychology, industrial relations, organizational behavior or a closely related field and have three or more years of relevant professional experience.</li> <li>2. Hold a master's degree in one of the above areas. Graduate coursework must include one or more courses in the subject matter of the assigned course. Instructors must also have five or more years of professional experience in recruitment, hiring, training and development, career development consultations or university career office.</li> </ol>