

ISDS Department Statement concerning the qualifications & credentials of faculty to Teach Management Program Courses

Developed and approved by ISDS Faculty, September 2019

From the original creation of this department in 1984, the goal was to provide coursework and research coverage drawn from a multidisciplinary continuum of academic areas whose common focus was the effective utilization of management skills to transform business outcomes. To facilitate these goals, we offer courses in relevant areas that include but are not limited to: Principles of Management, Organizational Behavior Analysis, Human Resource Management, Negotiations, Leadership, International Management, People Analytics, Creativity, Collaboration and Sustainability.

The strategy of the ISDS Department has been to incorporate these areas into a series of course offerings and programs in Management that further the science and application of management skills in the business world in terms of being effective leaders and decision makers, predicting employee behaviors and its effect on organizational bottom lines, creating successful relationships with employees and associations from different cultures, and effectively utilizing the power of creativity and teams to transform businesses.

Faculties recruited for positions in the ISDS Department are chosen on the basis of their academic background in one or more of these fields so as to facilitate this multidisciplinary approach to our curricula and, as a result, current faculty have doctoral degrees in many interrelated disciplines including organizational behavior, human-resource management, industrial/organizational psychology, leadership, and social psychology.

Faculty teaching undergraduate courses are required to have a master's degree with 18 hours of graduate work in the field they are teaching or a related discipline such as organizational behavior, labor and industrial relations, industrial/organizational psychology, human resources, communications, leadership, sociology, and psychology.

Faculty teaching graduate courses are required to have a doctoral/terminal degree in management or a related discipline such as organizational behavior, labor and industrial relations, industrial/organizational psychology, human resources, communications, leadership, sociology, and psychology. The disciplines listed above are viewed as related disciplines of each other for credentialing graduate faculty. As these disciplines are very practice-oriented, in exceptional circumstances, working professionals with significant work experiences in the field with Masters degree can be recruited to teach specific Master's level courses in the field subject to approval by the faculties and the Dean's office on a case by case basis. Such approvals from the ISDS faculties can be obtained electronically through an electronic voting system (such as outlook vote). Those "working professionals" referred to above would only be allowed to teach courses where regular faculty are not available and/or want to teach them.