BUS422A-21: Arbitration and Mediation
Credits: 2
Prerequisites: BUS215
Exploration Area: None
Major/Minor Requirements: 2 credits toward an elective for the BA major or BA minor
This course is an introduction to the theory and practice of alternative dispute resolution - primarily the tools of mediation and arbitration. This course will present some theory of ADR, but will primarily focus on learning the tools of mediation and arbitration by role-playing conflict cases.

ESS201A-22: Nutrition
Credits: 3
Prerequisites: None
Exploration Area: Wellness
Same course as SCI201 in curriculum guide.

ESS350A-21: Sport Nutrition
Credits: 3
Prerequisites: ESS100 or SCI201
Exploration Area: None
Major/Minor Requirements: ES elective for ES major
Sport nutrition combines the sciences of exercise physiology and nutrition. Students will enhance their exercise physiology knowledge with an understanding of the relationship among essential nutrients, energy metabolism and optimal sport performance. Students will enhance nutrition knowledge with an understanding of the different nutritional needs and energy demands of different sports.

HRM301A-21: Employment Law and Ethical Issues in Organizations
Credits: 3
Prerequisites: BUS215
Exploration Area: None
Major/Minor Requirements: 3 credits toward an elective for BA major or BA minor
The complexities of the issues surrounding human resources and management necessitate a good understanding both of the interrelationship between state and federal legislation and court decisions and of the daily activities of the human resources function. This course explores issues that affect workplace policies, such as the Americans with Disabilities Act, AIDS, alcohol and drugs, sexual harassment, privacy rights, and related matters. Employment legislation such as FLSA, Title VII of the Civil Rights Act, and the Equal Pay Act will be investigated and applied to different work environments. You will learn who regulates which laws, how violations are investigated, processed, and penalized and how to comply with the laws appropriately. You will also explore ethical questions that confront a business when it is faced with social, political, and legal issues while examining the role of business in formulating social conscience.

HRM310A-22: Employee Recruitment and Selection
Credits: 3
Prerequisites: BUS215
Exploration Area: None
Major/Minor Requirements: 3 credits toward an elective for BA major or BA minor
This course is an exploration of recruiting and selecting the right people in the right jobs at the right time. Processes and practices required to ensure effective selection and utilization of talent to enhance organizational competitiveness, while also increasing employee capability to contribute to both organizational and professional objectives will be covered. We will also discuss issues such as external and internal forces that affect recruitment, selection and the planning process. Particular
attention will be paid to identifying and placing talent, preparing the organization to leverage the benefits of an effective selection and succession management process and to linking these approaches to organizational objectives.

**HRM410A-2I: Total Rewards**

**Credits:** 2  
**Prerequisites:** BUS316  
**Exploration Area:** None  
**Major/Minor Requirements:** 2 credits toward an elective for the BA major or BA minor

This course explores four strategic choices in managing compensation: concerns for internal consistency, external competitiveness, employee contributions, and administration. Each of these strategic decisions is examined in terms of the major compensation issues requiring resolution. The examination is made in the context of related theories, research, and state-of-the-art practices that can guide compensation decision-making.