

State of New Hampshire



PERSONNEL APPEALS BOARD

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Appeal of Susan (Barker) Towle
Docket #91-O-25

October 28, 1993

The New Hampshire Personnel Appeals Board (McNicholas, Bennett and Rule) met Wednesday, September 22, 1993, to hear the appeal of Susan (Barker) Towle, an employee of the Department of Transportation. Ms. Towle, who appeared at the hearing pro se, was appealing the Division of Personnel's February 19, 1991 decision denying her certification for the classification of Administrator, Bureau of Human Resources, Department of Transportation (Highway Administrative and Personnel Officer). Virginia Lamberton, Director, appeared on behalf of the Division of Personnel. In her original appeal to this Board, Ms. (Barker) Towle failed to specify any grounds upon which her appeal was being filed.

The specification for Highway Administrative and Personnel Officer which was used for the purpose of certification in this case contains the following statement of minimum requirements for education:

Possession of a Bachelor's degree from a recognized college or university with major study in human resource management, public administration, business administration, personnel management, industrial relations or labor relations.

Ms. Towle argued that her degree was in the appropriate field, referring the Board to a letter dated March 5, 1991 from Douglas Kidd, Director of the Concord Campus of Franklin Pierce College, which stated, "In May 1989, the Franklin Pierce College Division of Business Administration conferred a bachelor of science degree with a major in management for Susan Barker [Towle]."

As evidenced by the appellant's own exhibits, Appendix I - "Major Fields of Study by Discipline" lists a variety of "management" majors under the heading of "Business and Management". They include such "disciplines" as Aviation Management, Contract Management and Procurement/Purchasing, Engineering Management, Enterprise Management and Operations, Food Management, Hotel and Restaurant Management, Management Science, Music Business Management and Sports Management. Also listed in that exhibit were the following majors: Business Management and Administration, Human Resource Development and Personnel Management. Franklin Pierce College did not confer upon the appellant a degree Business Management and Administration, or in human resource development, personnel management, business administration, public administration, or industrial relations. The Board found that the Director of Personnel correctly refused to find that Ms. Towle's education met the minimum qualifications for the posted position. The Board found that the appellant's undergraduate degree in "management" does not satisfy the requirement for a bachelor's degree in human resource management, public administration, business administration, personnel management, industrial relations or labor relations.

(Barker) Towle
91-O-25

cc: Virginia A. Lamberton, Director of Personnel
Susan (Barker) Towle (appellant)
John Scott, Human Resource Administrator, Dept. of Transportation