

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 2214S

Date of Senate Approval 1/23/14

Statement of Faculty Senate Action:

APC Document 10:

**Add two new courses to the Management curriculum:
MGMT 423, Seminar in Public Management and Leadership
MGMT 424, Seminar in Organizational Power and Politics**

Effective Date: Fall 2014

1. Add: On page 209, new course, **MGMT 423:**

423 Seminar in Public Management and Leadership (3)

This upper-level seminar course examines the study and practice of managing and leading in the public sector. Special attention is given to the exploration of a diverse array of issues that influence the work of public managers from both the macro organization theory and micro organization behavior perspectives. Such topics include bureaucratic discretion, the performance and accountability paradox, employee motivation, intra- and interorganizational power dynamics, and human resource management and development, among others. Seminal and contemporary readings, along with topical case studies, are explored with an emphasis on theory application and problem solving at the local, state, and federal levels. Prerequisites: Junior standing and any 200-level or higher course in MGMT, ECON, POLS or SOC. Even years Fall.

2. Add: On page 209, new course, **MGMT 424:**

424 Seminar in Organizational Power and Politics (3)

This upper-level seminar course examines political behavior within and among organizations in the public, private, and non-profit sectors. Students will explore the varying sources of power in organizational life and how individuals, groups, and organizations use political tactics and strategies to shape agendas and achieve goals. Classical and modern writings on power and politics in society, government, and business, with special attention to leadership, unethical behaviors, and group dynamics are explored. Prerequisites: Junior standing and any 200-level or higher course in MGMT, ECON, POLS, PSYC or SOC. Odd years Fall.

2. Delete: On page 204, under Management Concentrations:

Business Management and Administration

12 hours: MGMT 323 and two courses from MGMT 316, 343, 352, 360, 361, 362, 388, 481; either MGMT 460 or 464.

Add: On page 204, in place of deleted entry:

Business Management and Administration

12 hours: MGMT 323 and two courses from MGMT 316, 343, 352, 360, 361, 362, 388, 423, 424, 481; either MGMT 460 or 464.

Impact: MGMT 423 and 424 will offer additional 'options courses' to the list of electives available to students majoring in Management with a concentration in Business Management and Administration. There will be minimal adverse impact on the resources and staffing of this addition. The proposed courses would be taught alternate fall semesters as a concentration elective in accordance with existing departmental course scheduling. A qualified faculty member with a terminal degree in public administration and policy is a current member of the department. This faculty member will continue teaching courses in the department and in the ILS program.

Rationale: The proposed courses are inter- and multidisciplinary in nature, and therefore align with the shared values of teaching and learning across disciplines. In addition, the prerequisites afford a number of students with interests in studying and practicing organizational politics (MGMT 424) or gaining a deeper appreciation for the public sector context (MGMT 423) the opportunity to enroll. Those include students in the humanities, environmental studies, economics, management, accounting, psychology, sociology and/or political science. The seminar design and 400-level designation will translate into a richer, more in-depth course experience whereby students will explore, debate, and apply. The proposed courses also align with the UNC Asheville Student Learning Outcomes (e.g., "making connections among disciplines; application of knowledge to new settings; creative solutions to increasing complex problems") and the University Mission (e.g., "students undertake concentrated study in one area while simultaneously developing an understanding of the connections among disciplines"). Lastly, since the term 'management' applies to business, non-profit, and government settings, the two courses help achieve the departmental objective of exposing students to a diversity of organizational environments, decision problem areas, and institutional contexts.