

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 6716S
Date of Senate Approval 03/17/16

Statement of Faculty Senate Action:

APC Document 56 (MGMT) Changes to Prerequisites for MGMT 130, 230, 300, 388 and 480

Effective Date: Fall 2016

1a. Delete: On page 209, the prerequisite for **MGMT 130, Introductory Seminar in Organizations:**

Pre- or corequisite: LANG 120.

1b. Delete: On page 209, the prerequisite for **MGMT 230, Organizational Behavior and Theory:**

Prerequisite: MGMT 130.

Add: On page 209, in place of deleted entry in MGMT 230:

Prerequisite: MGMT 130; Pre- or corequisite: LANG 120.

Impact: Students yet to have completed LANG 120 are currently subject to taking MGMT 130 at a later point in their first or second year. This could severely place them behind in progress to graduation. Therefore, this change will allow transfer and first-year students to enroll in MGMT 130 early in their career. There are no anticipated adverse implications on faculty resources.

Rationale: During the 2014-15 curriculum transition, the LANG 120 pre- or corequisite was left in place when we replaced MGMT 220 with MGMT 130. This was done in error as hold-over language from the 2013-14 catalog. Also, we now recognize that LANG 120 is best placed as a pre- or corequisite to MGMT 230. Students' written communication skills are assessed in MGMT 230 as part of our AACSB Assurance of Learning and University Assessment Plans.

2. Delete: On page 209, the prerequisite for **MGMT 300, Legal and Ethical Environment:**

Prerequisites: ACCT 216, MGMT 230 and junior standing or permission of instructor.

Add: On page 209, in place of deleted entry:

Prerequisites: Junior standing and at least 6-credit hours in MGMT and/or ACCT.

Impact: This will afford students more flexibility in implementing their four-year plan, especially for those minoring in MGMT or majoring in ACCT. There are no anticipated adverse implications on faculty resources.

Rationale: This change reflects some unintended consequences to the 2014-15 curriculum revision. First, students have experienced an unnecessary delay when seeking to enroll in MGMT 300, especially those who transferred to UNC Asheville and have been under a tighter timeline to graduation. Second, the prerequisites were intended to ensure that students complete introductory courses prior to enrolling in MGMT 300, but the faculty believe that any 6 credits in MGMT and/or ACCT and Junior standing will offer a sufficient foundation to learn the course content. Lastly, the current catalog reflects a hidden prerequisite (ACCT 216) for students minoring in management, which is problematic since ACCT 216 is not currently required in the minor. This was unintended. Also, ACCT majors are not currently required to complete ACCT 216, but are required to enroll in MGMT 300. Therefore, this hidden prerequisite problem in the management minor and accounting major has prompted a number of waivers and overrides.

3. Delete: On page 211, the prerequisite for **MGMT 388, Strategies for Leading Change:**

Prerequisite: Sophomore standing.

Add: On page 211, in place of deleted entry:

Prerequisite: MGMT 130; Sophomore standing.

Impact: This will afford students foundational content knowledge and preparation prior to enrolling MGMT 388. Given that both MGMT 130 and 388 are offered as term courses, students could conceivably enroll in MGMT 130 in the first term and then complete MGMT 388 in the second term within the same semester. Therefore, this change would create minimal inconvenience on non-majors wishing to enroll in MGMT 388. There are no anticipated adverse implications on faculty resources.

Rationale: We have found that students need exposure to introductory knowledge of individual behavior, social interactions, and environmental forces in the context of organizations. This will prepare them to learn and apply the theories, concepts, and best practices associated with leading complex organizational change.

4. Delete: On page 212, the prerequisite for **MGMT 480, Strategic Management and Policy:**

Prerequisite: Senior standing; ACCT 216, ECON 306, MGMT 300 and 386.

Add: On page 212, in place of deleted entry:

Prerequisite: Senior standing; ACCT 216 or 301; ECON 306; MGMT 300, 386.

Impact: There is no anticipated negative impact. Adding ACCT 301 as an option to ACCT 216 will correct an oversight in our 2014-15 curriculum revision.

Rationale: This change reflects some unintended consequences to the 2014-15 curriculum revision. ACCT majors are not currently required to complete ACCT 216, but are required to enroll in MGMT 480. Therefore, this hidden prerequisite problem has prompted a number of waivers and overrides for students majoring in Accounting.