

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE  
FACULTY SENATE

Senate Document Number 2717S  
Date of Senate Approval 03/02/17

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Statement of Faculty Senate Action:

**APC Document 24 (MGMT):**      **Changes to Prerequisites for MGMT 323, 352, 363, 380, 386, 398, 489, 499, and ACCT 499.**

**Effective Date: Fall 2017**

**1a. Delete:** On page 218, the prerequisite for **MGMT 323, Human Resource Management:**

Prerequisite: MGMT 230.

**Add:** On page 218, in place of deleted entry in MGMT 323:

Pre-or corequisite: MGMT 230.

**1b. Delete:** On page 218, the prerequisite for **MGMT 352, Applied Research:**

Prerequisite: MGMT 230; STAT 185 or STAT 225, and junior standing.

**Add:** On page 218, in place of deleted entry in MGMT 352:

Prerequisite: STAT 185 or STAT 225; pre-or corequisite: MGMT 230.

**1c. Delete:** On page 219, the prerequisite for **MGMT 380, Management Science:**

Prerequisite: MGMT 230; STAT 185 or STAT 225 or PSYC 202.

**Add:** On page 219, in place of deleted entry in MGMT 380:

Prerequisite: STAT 185 or STAT 225 or PSYC 202; pre-or corequisite: MGMT 230.

**1d. Delete:** On page 219, the prerequisite for **MGMT 386, Management Information Systems:**

Prerequisite: ACCT 215 and MGMT 230; pre-or corequisite: ACCT 216.

**Add:** On page 219, in place of deleted entry in MGMT 386:

Prerequisite: ACCT 215; Pre-or corequisite: MGMT 230 and ACCT 216.

**1e. Delete:** On page 219, the prerequisite for **MGMT 398, Global Management:**

Prerequisite: MGMT 230 and junior standing.

**Add:** On page 219, in place of deleted entry in MGMT 398:

Prerequisite: junior standing; pre-or corequisite: MGMT 230.

**Resource Statement:** This change will afford students more flexibility in implementing their four-year plans, especially for those minoring in MGMT or majoring in ACCT. In addition, transfer students will experience less delay in completing 300-level requirements once they have satisfied MGMT 130. This change will permit them to enroll in the aforementioned upper-level courses after or concurrently with MGMT 230. We anticipate a more efficient utilization of faculty resources since enrollments will be disbursed across courses. Currently, we are experiencing higher than typical demand for MGMT 230 and uneven or lower enrollments in some 300-level courses. The proposed prerequisite should alter the backlog and free up students to take other courses.

**Rationale:** These changes are due to some unintended consequences from the 2014-15 curriculum revision. First, students have experienced a delay when seeking to enroll in upper-level courses, especially those who transferred to UNC Asheville and have been under a tighter timeline to graduation. Second, after reflection, the faculty believe that students enrolling in MGMT 230, or have completed the course, will have sufficient preparation to learn the content in these select 300-level courses.

**2. Delete:** On page 218, the prerequisite for **MGMT 363, The Entrepreneurial Experience:**

Prerequisite: MGMT 360; Junior standing or permission of instructor.

**Add:** On page 218, in place of deleted entry in MGMT 363:

Prerequisite: MGMT 360; Junior standing or permission of instructor; Pre-or corequisite: ACCT 215.

**Resource Statement:** In the initial one or two years after this change is implemented, we may observe a slight increase in demand for ACCT 215 among management majors and minors earlier in their academic careers (Sophomore or Junior status). That said, we have sufficient Accounting faculty resources to support this demand. Additionally, students may transfer course credit for ACCT 215 from other institutions. From 2013 to 2016, an average of 42 transfer students per year completed ACCT 215 at another institution.

**Rationale:** In MGMT 363, students are required to make financial projections and construct financial statements for a start-up business idea. In addition, students should have familiarity with cash flow statements and should exhibit basic financial competencies (for example, understanding the difference between debt and equity, components of the balance sheet equation, time value of money, etc.). Since the financial statements are not required to be completed until the end of the term, and this course is always offered in the second term of the fall semester, students may either have completed or be enrolled concurrently in ACCT 215.

**3. Delete:** On page 221, the prerequisite for **MGMT 489, Project-Based Professional Internship:**

Prerequisite: Minimum 2.0 grade point average overall and in major courses; permission of the Department Internship coordinator.

**Add:** On page 221, in place of deleted entry in MGMT 489:

Prerequisite: a minimum of 30 credit hours required in the Management major (courses may be from MGMT, ACCT, and/or ECON); and permission of the Department Internship coordinator.

**Resource Statement:** We should see an improvement in our ability to predict enrollments in MGMT 489 given the change in prerequisites. This will also assist the department when managing faculty resources and scheduling a number of sections of MGMT 489 offered in a given academic year and summer. Additionally, students will now have greater clarity on when to enroll in MGMT 489 when constructing

their academic plan. If students are more aware of the expectations, then we anticipate that they will be more likely to work with their respective advisers on efficiently completing their degree on time.

**Rationale:** This change in prerequisites aligns with the learning objectives in the course. MGMT 489 students must write in-depth journal entries in their e-portfolios that requires them, among other things, to analyze and reflect on the ways in which their fieldwork relates to their coursework. This provides a valuable learning opportunity for students to critically apply theory with practical application in the workplace. Without reflection on applicable coursework, the fieldwork would simply be an experience, rather than an opportunity for deep, multidimensional learning in their major. A minimum of 30 earned credit hours in the major suggests that the students will have a breadth and depth of coursework sufficient to engage in a meaningful learning experience in the field.

**4a. Delete:** On page 221, the prerequisite for **MGMT 499, Undergraduate Research in Management:**

Prerequisite: Permission of the supervising departmental faculty member. MGMT 352 is highly recommended.

**Add:** On page 221, in place of deleted entry in MGMT 499:

Prerequisite: MGMT 352 or an appropriate social science methods course approved by the chairperson; submission and approval of research proposal by the supervising departmental faculty member and chairperson (see <https://mgmtacct.unca.edu/undergraduate-research>).

**4b.** On page 217, the prerequisite for **ACCT 499, Undergraduate Research in Accounting:**

**Add:** On page 217, to the course description in ACCT 499:

Prerequisite: MGMT 352 or an appropriate social science methods course approved by the chairperson; submission and approval of research proposal by the supervising departmental faculty member and chairperson (see <https://mgmtacct.unca.edu/undergraduate-research>).

**Resource Statement:** The department is committed to offering MGMT 352 on a more regular basis. With his proposed requirement, we anticipate an increase in demand for MGMT 352. We also plan to have sufficient FTE faculty resources available to support this offering. While MGMT 352 is an optional elective for some of the Management Emphasis Areas, students will be informed that enrolling in MGMT 352 as a prerequisite to 499 is a choice and could mean additional credit hours outside of the Emphasis Areas in instances where it is not listed as an elective option. That said, since management majors may choose from a variety of experiential learning options, and ACCT 499 is not required of majors, students should be fully aware of the trade-offs of incurring additional credit hours (MGMT 352 or other social science methods courses) and the valuable experience of completing an undergraduate research project. In terms of students enrolling in an appropriate social science methods course in lieu of MGMT 352, this will afford them some flexibility if they are or plan to minor in one of the related social sciences (ECON, SOC, PSYC, etc.) in which they have or plan to complete a methods course.

**Rationale:** This change will ensure that students are appropriately prepared to conduct a research project (conceptual, empirical, or applied). Currently, faculty are spending considerable time independently teaching students about applicable methods rather than diving into the project itself. This may still occur in instances when a method and design approach are different or modified from what a student learned in MGMT 352 or other methods courses. However, we anticipate that this change will ensure that a student will be more prepared to construct their proposal and begin the process of engaging content as it relates to their project.