THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE FACULTY SENATE

 Senate Document Number
 5318S

 Date of Senate Approval
 04/05/18

 Statement of Faculty Senate Action:

 APC Document 46 (MGMT):
 Change prerequisite for MGMT 230;

Document 46 (MGMT):Change prerequisite for MGMT 230;
Change description for MGMT 380;
Change description and prerequisite for MGMT 388

Effective Date: Fall 2018

1. Delete: On page 219, the prerequisite entry for MGMT 230:

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

Add: On page 219, in place of deleted entry:

Prerequisite: MGMT 130. Pre- or corequisite: LANG 120. Students with at least 3 hours of MGMT credit may take MGMT 130 and 230 concurrently.

Impact Statement: All students, including those with transfer credits in MGMT, must currently complete MGMT 130 prior to registering for MGMT 230. With this proposed change, students who have transferred in 3 hours in MGMT will now be permitted to enroll in MGMT 130 and MGMT 230 concurrently. This will ensure more timely progression through the degree program.

Rationale: Without an entry course for transfer students (similar to 379s from the ILS), we require MGMT 130 for all of our majors and minors regardless of previous MGMT credit so they be prepared for our upper-level courses and socialized into our rigorous program. Our intentions communicated in the <u>Senate</u> <u>Document 3215S¹</u> remain the same, but this proposed change will permit students with previous MGMT credits will be sufficiently prepared to enroll in MGMT 130 and MGMT 230 during the same semester, which will help this specific student population meet their respective goals for graduation.

- 2. Delete: On page 220, the entry for MGMT 380:
 - **380** Management Science (4)

The application of quantitative methods to decision making. Emphasis is placed on decision theory, program evaluation review technique (PERT), critical path method (CPM), inventory theory and modeling, linear programming and related topics, and forecasting. Students must enroll in both the course and the laboratory concurrently. Prerequisite: STAT 185 or STAT 225 or PSYC 202. Pre- or corequisite: MGMT 230. Fall and Spring.

¹ "The 2-credit hour conversion reflects an intentional effort to offer a preview of department and professional expectations in our field so students can survive and thrive in our program, graduate school, and in organizations (entrepreneurial forms, movements, non-governmental organizations, business, government, etc.). We will also use this course to begin acculturating them into the inter- and multidisciplinary frameworks that guide the study of organizations... While we firmly believe in exposing them to introductory content to understand individual behavior, group phenomenon, environmental forces, and strategic considerations, we also seek to help students learn how to solve problems using critical thinking, theory application, and a healthy critique of current best practices."

Add: On page 220, in place of deleted entry:

380 Management Science (4)

Focuses on the application of both quantitative and qualitative methods to support managerial decision making. Emphasis is placed on a number of techniques that help the student to formulate, analyze, and make recommendations regarding the resolution of complex managerial problems. Prerequisite: STAT 185 or STAT 225 or PSYC 202. Pre- or corequisite: MGMT 230. Fall and Spring.

Impact Statement: The course description and associated course content of MGMT 380 are changing. However, this evolution is a natural outgrowth of course modernization and development, so no resources are necessary. Students should find these changes both meaningful and timely given the practical relevance of the content and methods taught in this course.

Rationale: Changing the MGMT 380 course description is a response to a change in the faculty member in charge of this course and a reemphasis of this course and other associated curriculum changes. The course is being refocused on both quantitative skills traditional of MGMT 380, as well as qualitative skills required of today's organizational leaders. The goal is to make the focus more relevant and useful to the course's traditional student population, which includes students interested in more traditional operations-centric offerings, as well as those who are perhaps more focused on qualitative aspects of management.

3. Delete: On page 221, the entry for MGMT 388:

388 Strategies for Leading Change (2)

Examines theoretical change models, explores the experiences of visionary leaders of change, and investigates the various issues in leading a change initiative. Students, as potential leaders of change, will learn problem-solving strategies for transforming ideas into practice. For students interested in entrepreneurship, leadership, marketing and/or social entrepreneurship. Prerequisite: MGMT 130 and sophomore standing. Spring.

Add: On page 221, in place of deleted entry:

388 Strategies for Leading Change (2)

Examines theoretical change models, explores the experiences of visionary leaders of change, and investigates the various issues in leading a change initiative. Students, as potential leaders of change, will learn problem-solving strategies for transforming ideas into practice. For students interested in social entrepreneurship and leadership in governmental, non-profit, for-profit and community organizations. Prerequisite: sophomore standing. Typically Spring.

Impact Statement: No additional faculty resources will be required given that it is already a current elective. Offering frequency will depend on enrollment demand projections and faculty availability, but we are planning to schedule it once per spring semester according to the attached Course Offerings model. The impact on students will be positive given that we are removing the MGMT 130 prerequisite, which was initially intended to ensure that management majors completed our gateway course prior to MGMT 388. However, the tradeoff created an adverse impact on student participation from across campus. The net effect of this change will be positive from a student learning perspective.

Rationale: When first offered, MGMT 388 had no prerequisites and therefore attracted students from different majors. This allowed richer class discussions, from different perspectives, on the topic of change leadership. With the current state of the world, students are likely to be even more interested in leading change and therefore should have an opportunity to take this course.