

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE  
FACULTY SENATE

Senate Document Number SD4521S  
Date of Senate Approval 04/29/2021

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Statement of Faculty Senate Action:

**APC Document 38 (MGMT):**

**Change the description for MGMT 130**

**Effective Date: Fall 2021**

**1. Delete:** On page 222, the entry for **MGMT 130:**

**130 Introductory Seminar in Organizations (2)**

Introduces students to the complex nature of managing, leading, and interacting with organizations in society. Focus will be on simultaneously learning and challenging the historical roots of management and leadership theory related to individual behavior, social interaction, and environmental forces (i.e., political, economic, technological, and cultural). Students will also learn foundational skills in disciplinary writing, project management, oral communication, critical reading, and self- and social-awareness. Emphasis will be on introducing students to departmental and professional expectations in the field. Fall and Spring.

**Add:** On page 222, in place of deleted entry:

**130 Introductory Seminar in Organizations (2)**

Introduces students to the complex nature of managing, leading, and interacting with organizations in society. Focus will be on simultaneously learning and challenging the historical roots of management and leadership theory related to individual behavior, social interaction, and environmental forces (i.e., political, economic, technological, and cultural). Students will also learn foundational skills in disciplinary writing, project management, oral communication, critical reading, and self- and social-awareness. Emphasis will be on introducing students to departmental and professional expectations in the field. Intended for first- or second-year students and transfer students interested in the Management, Accounting, or Arts Management and Entrepreneurship major and/or minor. Fall and Spring.

**Impact:** There would not be an impact that would increase the need for staffing, as the same or fewer number of course sections will continue to be offered. There should be some but limited impact on enrollment, but 3-5 sections of this course fill each semester, so this impact would not create a problem for sufficiently filling the course. A reduction in the number of seniors that are taking the course just to fulfill a 2-credit hour requirement should free up faculty to teach more electives, including in the liberal arts core and diversity intensives. Given a nearly 40 percent reduction in faculty and high turnover in the Department of Management & Accountancy, MGMT130 sections have had to be covered by adjuncts in the past. Any reduction in the number of sections necessary to offer would allow only longer term FTE such as long term lecturers and tenure track faculty in the department to teach the course. This is important for onboarding all DMA students and enculturating them to our department and faculty by having the course be taught by those familiar with our faculty, curriculum and programming. The change in description really seeks to further clarify that the course is most appropriate for students earlier in their academic career by adding “Intended for first- or second-year students and transfer students interested in or considering the Management, Accounting, or Arts Management and Entrepreneurship major and/or minor.”

**Rationale:** The additional sentence in the course description helps further indicate that this is a course intended for students who might be interested in pursuing relevant majors. The description change seeks to dissuade junior and senior-level students (with the exception of transfer students) from taking this course just to fill hours or at the end of their major. The course is most relevant to students seeking to explore and potentially enter the associated majors and minors.

According to the table below, about 12 percent of the students that have taken this 100-level class since it was added to the curriculum in fall 2015 have been Seniors. Over five percent (5.5%) of the Senior students (66 total) that have taken the course represent 21 majors and minors that do not require MGMT 130. While the Department of Management and Accountancy supports the interdisciplinary nature of this campus and encourages students to take other courses in our programs, the material for this 100-level course is largely focused on freshman, sophomores, and transfer students entering the major. It is estimated that our department has taught an extra 3 to 4 sections of this course for non-major or minor seniors. While we understand the added language in the description won't prevent non-majors and Seniors from registering for the class, we hope that it will convey the intended audience of the course.

<b>Classification</b>	<b>Count</b>
DL (Distance Learning)	13
FR (Freshman)	285
JR (Junior)	370
PB (Post-bac second degree)	6
SO (Sophomore)	365
SP (Non-Degree)	3
SR (Senior)	145
VS (Visiting)	9
<b>Grand Total</b>	<b>1196</b>