APC Document 35: Changing title of MGMT 360; changing MGMT 413 to MGMT 323; changing title and description of MGMT 394; adding MGMT 481; changing description of ACCT 301, ACCT 302

Effective Date: Fall 2005

1. **Delete**: On pg. 162, title for MGMT 360, Small Business Management (3)

   **Add**: On pg. 162, in place of deleted entry:
   
   360  Introduction to Entrepreneurship (3)

   **Impact**: None.
   **Rationale**: The change of title more effectively reflects the focus of the course.

2. **Delete**: On pg. 163, entry for MGMT 413, Human Resources Development (3)

   **Add**: On pg. 162, new course
   
   323  Human Resources Management (3)

   Introduces students to key Human Resource Management (HRM) processes/systems in organizations (job analysis, recruitment, selection, training, employee development, and compensation) and topics related to legal issues, labor relations and global issues. The strategic implications of HRM as a competitive advantage will be a central theme. Each topic will be presented in the context of the managerial functions of planning, leading, organizing and controlling. Prerequisite: MGMT 220. Spring.

   **Impact**: None.
   **Rationale**: This course is designed to present an overview of the HRM functions (job analysis, recruitment, selection, training, employee development, employee separation and retention, and compensation). It also covers labor relations, legal issues, and global HR issues. MGMT 220 should be the only prerequisite for this course as it provides an adequate foundation for these topics.

3. **Delete**: On pg. 163, title and description for MGMT 394.

   **Add**: On pg. 163, in place of the deleted entry:
   
   394  Project Management (3)

   Principles and concepts of project management as they relate to the quantitative skills of PERT, CPM and other network methods of scheduling projects. Fundamentals of forecasting are explored as they relate to the planning cycle. Course emphasis is placed on using these techniques in planning and on qualitative factors as well as traditional quantitative methods. Computer-aided as well as manual approaches are presented. Prerequisite: PSYC 202 or STAT 185 or 225. Even years Spring.

   **Impact**: None.
   **Rationale**: By removing reference to occupational safety, the focus of the course can be made more relevant to students whose focus is outside the manufacturing sector.
4. **Add:** On pg. 164, new title and description for MGMT 481

**481 Leadership in Organizations (3)**
Provides students with a thorough overview of various leadership perspectives, styles, and theories. The goal will be to develop an understanding of effective leadership development at the individual, group/team, and organizational level. Leadership principles will be applied to many management topics, including motivation, diversity, ethics, team dynamics, international business, and organization change. Concepts will be reinforced with assigned readings, case analyses and interactive exercises. Prerequisite: MGMT 313. See department chair.

**Impact:** This course will be offered as one of these four choices students in the Business Management and Administration concentration can make toward fulfilling the requirements for the major. MGMT 316 Team Dynamics, which is currently a required course, also will become one of the choices. Since MGMT 316 has been offered every semester in recent years, there should be negligible resource impact. The department will commit to having one of the four choice courses offered each semester.

**Rationale:** The course addresses topics that are considered highly appropriate to current issues in management. While the course builds on earlier courses, it will supply the students with a better background in leadership theories than possible under the current program.

5. **Delete:** On pg. 159, description for ACCT 301

**Add:** On pg. 159, in place of deleted entry:

**301 Intermediate Accounting I (3)**
A study of the understanding and application of generally accepted accounting principles and the theory underlying those principles as they relate to the preparation and understanding of financial statements. The course requires critical thinking and problem identification to apply generally accepted accounting principles to business situations. Prerequisite: ACCT 215. Fall and Spring.

**Impact:** None

**Rationale:** Three sequential accounting courses are to be condensed into two. While there remains a great deal of work to determine exactly how this will be done, the description provided is broad enough to encompass that change.

6. **Delete:** On pg. 160, description for ACCT 302

**Add:** On pg. 160, in place of deleted entry:

**302 Intermediate Accounting II (3)**
ACCT 302 is a continuation of ACCT 301. A study of the understanding and application of generally accepted accounting principles and the theory underlying those principles as they relate to the preparation and understanding of financial statements. The course requires critical thinking and problem identification to apply generally accepted accounting principles to business situations. Prerequisite: ACCT 301. Fall and Spring.

**Impact:** None

**Rationale:** Three sequential accounting courses are to be condensed into two. While there remains a great deal of work to determine exactly how this will be done, the description provided is broad enough to encompass that change.