# http://www.ric.edu/webcommunications/images/SealWithText_Small_Black.pngUNDERGRADUATE CURRICULUM COMMITTEE (UCC)PROPOSAL FORM

## Cover page scroll over blue text to see further important [instructions](#instructions): please read.

**N.B. DO NOT USE HIGHLIGHT, please DELETE THE WORDS THAT DO NOT APPLY TO YOUR PROPOSAL**

**ALL numbers in section (A) need to be completed, including the impact ones.**

|  |  |  |
| --- | --- | --- |
| A.1. [Course or program](#Proposal) | **Management major – human resources concentration** |  |
| [Replacing](#Ifapplicable)  |  |
| A.2. [Proposal type](#type) | **Program:** [**revision**](#revision) |
| A.3. [Originator](#Originator) | **Julie Urda** | [Home department](#home_dept) | **Management & Marketing**  |
| A.4. [Context and Rationale](#Rationale)  | **To allow faculty to spend more in-class time engaging students in active learning, writing in the discipline, and the content of the course itself, and in accordance with the direction of the majority of RIC’s curriculum and the current scheduling pattern of the College, the Management and Marketing department has decided to move most of its general management, operations management, and marketing curriculum from 3-credit to 4-credit courses.** **In doing so we have also updated the management and marketing majors and minors to reflect requirements of accreditation boards both within their respective fields and across the field of business in general.** **The major will go from 70-72 credits to 83-84.** |
| A.5. [Student impact](#student_impact) | **Students will have to take more credits than they had originally planned as their courses move from three- to four-credit courses.** |
| A.6. [Impact on other programs](#impact)  | **None.** |
| A.7. [Resource impact](#Resource) | [*Faculty PT & FT*](#faculty):  | **None** |
| [*Library*:](#library) | **None** |
| [*Technology*](#technology) | **None** |
| [*Facilities*](#facilities): | **None** |
| A.8. [Semester effective](#Semester_effective) | **Fall 2019** | A.9. [Rationale if sooner than next Fall](#Semester_effective) |  |
| A.10. INSTRUCTIONS FOR CATALOG COPY: This single file copy must include ALL relevant pages from the college catalog, and show how the catalog will be revised. (1) Go to the “Forms and Information” page on the UCC website. Scroll down until you see the Word files for the current catalog. (2) Download ALL catalog sections relevant for this proposal, including course descriptions and/or other affected programs. (3) Place ALL relevant catalog copy into a single file. Put page breaks between sections and delete any catalog pages not relevant for this proposal. (4) Using the track changes function, revise the catalog pages to demonstrate what the information should look like in next year’s catalog. (5) Check the revised catalog pages against the proposal form, especially making sure that program totals are correct if adding/deleting course credits. If new copy, indicate where it should go in the catalog. If making related proposals a single catalog copy that includes all is acceptable. Send as a separate file along with this form. |

### C. [Program Proposals](#program_proposals) **complete only what is relevant to your proposal Delete this whole page if the proposal is not revising, creating, deleting or suspending any progam.**

|  | [Old (for revisions only)](#old_program) | New/revised |
| --- | --- | --- |
| C.1. [Enrollments](#enrollments) |  |  |
| C.2. [Admission requirements](#admissions) |  |  |
| C.3. [Retention requirements](#retention) |  |  |
| C.4. [Course requirements](#course_reqs) for each program option | Course RequirementsCourses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201 | Foundations of Management | 3 | F, Sp, Su |
| MGT 249 | Business Statistics II | 3 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 3 | F, Sp, Su |
| MGT 341 | Business, Government, and Society | 3 | F, Sp, Su |
| MGT 348 | Operations Management | 3 | F, Sp, Su |
| MGT 461 | Seminar in Strategic Management | 3 | F, Sp |
| MKT 201 | Introduction to Marketing | 3 | F, Sp, Su |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177: Fulfills the Mathematics category of General Education.Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 3 | F, Sp, Su |
| MGT 423 | Compensation and Benefits Administration | 3 | F |
| MGT 424 | Employee Relations and Performance Management | 3 | Sp |
| MGT 425 | Recruitment and Selection | 3 | F |
| MGT 428 | Human Resource Development | 3 | Sp |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 431 | Labor Economics | 4 | As needed |
| MGT 306 | Management of a Diverse Workforce | 3 | Sp |
| MGT 331 | Occupational and Environmental Safety Management | 3 | F |
| MGT 333 | Negotiation and Conflict Resolution | 3 | As needed |
| MGT 465 | Organizational Theory | 4 | Sp |
| MGT 467 | Directed Internship | 3 | F, Sp, Su |
| MGT 490 | Directed Study | 3 | As needed |
| MGT 491 | Independent Study I | 3 | As needed |
| MGT 492 | Independent Study II | 3 | As needed |
| PSYC 422 | Psychological Testing | 4 | Annually |
|  | A course approved by advisor | 3 |  |

 | Course RequirementsCourses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201 | Foundations of Management | 4 | F, Sp, Su |
| MGT 249 | Business Statistics II | 4 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 4 | F, Sp, Su |
| MGT 341 | Business, Government, and Society | 4 | F, Sp, Su |
| MGT 348 | Operations Management | 4 | F, Sp, Su |
| MGT 461 | Seminar in Strategic Management | 4 | F, Sp |
| MKT 201 | Introduction to Marketing | 4 | F, Sp, Su |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177: Fulfills the Mathematics category of General Education.Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 423 | Compensation and Benefits Administration | 4 | F |
| MGT 424 | Employee Relations and Performance Management | 4 | Sp |
| MGT 425 | Recruitment and Selection | 4 | F |
| MGT 428 | Human Resource Development | 4 | Sp |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 431 | Labor Economics | 4 | As needed |
| MGT 306 | Management of a Diverse Workforce | 4 | Sp |
| MGT 331 | Occupational and Environmental Safety Management | 4 | F |
| MGT 333 | Negotiation and Conflict Resolution | 4 | As needed |
| MGT 465 | Organizational Theory | 4 | Sp |
| MGT 467 | Directed Internship | 4 | F, Sp, Su |
| MGT 490 | Directed Study | 4 | As needed |
| MGT 491 | Independent Study I | 4 | As needed |
| MGT 492 | Independent Study II | 4 | As needed |
| PSYC 422 | Psychological Testing | 4 | Annually |
|  | A course approved by advisor | 3-4 |  |

 |
| C.5. [Credit count](#credit_count) for each program option | **70-72** | **83-84** |
| C.6. Other changes if any |  |  |
| C.7 [Program goals](file://Users/sabbotson/Desktop/Program%20goals)Needed for all new programs |  |  |

D. Signatures

* Changes that affect General Education in any way MUST be approved by ALL Deans and COGE Chair.
* Changes that directly impact more than one department/program MUST have the signatures of all relevant department chairs, program directors, and relevant dean (e.g. when creating/revising a program using courses from other departments/programs). Check UCC manual 4.2 for further guidelines on whether the signatures need to be approval or acknowledgement.
* Proposals that do not have appropriate approval signatures will not be considered.
* Type in name of person signing and their position/affiliation.
* Send electronic files of this proposal and accompanying catalog copy to curriculum@ric.edu and a printed or electronic signature copy of this form to the current Chair of UCC. Check UCC website for due dates.

##### D.1. Approvals: required from programs/departments/deans who originate the proposal. may include multiple departments, e.g., for joint/interdisciplinary prposals.

| Name | Position/affiliation | [Signature](#_Signature" \o "Insert electronic signature, if available, in this column) | Date |
| --- | --- | --- | --- |
| Constance Milbourne | Chair of Management & Marketing |  |  |
| Jeffrey Mello | Dean of School of Business |  |  |

##### D.2. [Acknowledgements](#acknowledge): REQUIRED from OTHER PROGRAMS/DEPARTMENTS IMPACTED BY THE PROPOSAL. SIGNATURE DOES NOT INDICATE APPROVAL, ONLY AWARENESS THAT THE PROPOSAL IS BEING SUBMITTED. CONCERNS SHOULD BE BROUGHT TO THE UCC COMMITTEE MEETING FOR DISCUSSION

| Name | Position/affiliation | [Signature](#Signature_2) | Date |
| --- | --- | --- | --- |
|  |  |  |  |