# 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): [if not working select “COMMents on rollover” in your Word preferences under view] please read these.

**N.B. Please do not use highlight to select choices within a category but simply delete the options that do not apply to your proposal (e.g. in A.2 if this is a course revision proposal, just delete the creation and deletion options and the various program ones, so it reads “course revision”) Do not ever delete any of the numbered categories—if they do not apply leave them blank. ALL numbered categories in section (A) must be completed. If there are no resources impacted it is okay to put “none” in A. 7**

|  |  |  |
| --- | --- | --- |
| A.1. [Course or program](#Proposal) | **Mgt 306: managing a diverse workforce** |  |
| [Replacing](#Ifapplicable)  | **Mgt 306: Management of a diverse workforce** |
| A. 1b. Academic unit | **School of Business**  |  |
| A.2. [Proposal type](#type) | **Course: revision**  |  |
| A.3. [Originator](#Originator) | **Julie Urda** | Management and Marketing |  |
| A.4. [Context and Rationale](#Rationale) Note: Must include additional information in smart tip for all [new programs](#type) | **The Management and Marketing department would like to change the prerequisites for MGT 306 from MGT 201, 201W, or 301 to 60 completed credits. Like MGT 341: Business, Government, & Society, MGT 306 is not strictly a management course and does not require students to have a fundamental knowledge of business principles to appreciate the concepts taught in it. By removing the specific course requirement, it will become more available to students in other disciplines who would benefit from learning the history, legislation, and demographics for minority groups in our country and around the world. The 60-credit prerequisite would also allow some general management majors to take the course (one of their requirements) without having to take MGT 201W first, thus freeing them from a bottleneck that could possibly delay graduation. We also hope to offer this more frequently and are adding a Spring offering to the Fall.****The name change is merely to make it concise. It’s easier to write and say and it’s consistent with what everyone calls the course.**  |
| A.5. [Student impact](#student_impact)Must include to explain why this change is being made? | **Dropping the MGT 201, 201W, or 301 course requirement and having only a 60-credit course requirement will allow the course to be more accessible to students across disciplines who could benefit from the material. It could also help some general management majors graduate more expediently.** |
| A.6.a. [Impact on other programs](#impact)  | **MGT 306 is required by the general management major and the CUS in Workplace Diversity (that is also used in the BPS program—so they will need to update how they list the course). Changing the prerequisites will also make it more available to other disciplines.** |
| A.6.b. Will this impact [transfer agreements](file:///C%3A%5CUsers%5Cjurda%5CDownloads%5CCheck%20relevant%20JAAs%2C%202%2B2s%2C%20and%20if%20a%20course%20you%20are%20revising%20or%20deleting%20is%20one%20with%20a%20transfer%20agreement)? Explain how and list what needs to be updated. | **No, it is not currently part of any transfer agreements.** |
| 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 2022** | A.9. [Rationale if sooner than next Fall](#Semester_effective) | **N/A** |
| A.10. INSTRUCTIONS FOR CATALOG COPY: Use the Word copy versions of the catalog sections found on the UCC Forms and Information page. Cut and paste into a single file **ALL the relevant pages from the college catalog that need to be changed.** Use tracked changes feature to show how the catalog will be revised as you type in the revisions. If totally new copy, indicate where it should go in the catalog. If making related proposals a single catalog copy that includes all changes is preferred. Send catalog copy as a separate single Word file along with this form. |
| A.11. List here (with the relevant urls), any RIC website pages that will need to be updated (**to which your department does not have access**) if this proposal is approved, with an explanation as to what needs to be revised: |

B. [NEW OR REVISED COURSES](#delete_if)  **Delete section B if the proposal does not include a new or revised course. As in section A. do not highlight but simply delete suggested options not being used. Always fill in b. 1 and B. 3 for context.**

|  | Old ([for revisions only](#Revisions))ONLY include information that is being revised, otherwise leave blank.  | NewExamples are provided within some of the boxes for guidance, delete just the examples that do not apply. |
| --- | --- | --- |
| B.1. [Course prefix and number](#cours_title)  |  |  |
| B.2. Cross listing number if any |  |  |
| B.3. [Course title](#title)  | **Management of a Diverse Workforce** | **Managing a Diverse Workforce** |
| B.4. [Course description](#description)  |  |  |
| B.5. [Prerequisite(s)](#prereqs) | MGT 201 or MGT 201W, or MGT 301. | **60 completed credits** |
| B.6. [Offered](#Offered) | **Fal.. (catalog error)** | **Fall | Spring**  |
| B.7. [Contact hours](#contacthours)  |  |  |
| B.8. [Credit hours](#credits) |  |  |
| B.9. [Justify differences if any](#differences) |  |
| B.10. [Grading system](#grading)  |  |  |
| B.11. [Instructional methods](#instr_methods) |  |  |
| B.11.a [Delivery Method](#instr_methods) | **On campus**  | **On campus | Asynchronous |****[Hybrid](#hybrid" \o "Only select if you want the course to be listed in the catalog in this way; this selection means that this course can only be taught in this fashion. Courses that are occasionally hybrid/online only appear that way in the bulletin, not catalog.)** |
| B.12. CATEGORIES 12. a. [How](#required) to be used |  |  |
|  12 b. Is this an Honors  course? |  |  |
|  12. c. [General Education](#ge) N.B. Connections must include at  least 50% Standard Classroom instruction. |  |  |
|  12. d. Writing in the  Discipline (WID) |  |  |
| B.13. [How will student performance be evaluated?](#performance) |  |  |
| B.14 [Recommended class-size](#class_size" \o "Check appendix XVIII in the UCC Manual for Best Practices) |  |  |
| B.15. [Redundancy statement](#competing) |  |  |
| B. 16. Other changes, if any |  |

| B.17**.** [**Course learning outcomes**](#outcomes)**: List each one in a separate row** | [**Professional Org.Standard(s)**](#standards)**, if relevant** | [**How will each outcome be measured**](#measured)**?** |
| --- | --- | --- |
|  |  | Click Tab from here to add rows |

| B.18. [**Topical outline**](#outline)**: DO NOT INSERT WHOLE SYLLABUS, JUST A TWO-TIER TOPIC OUTLINE. Proposals that ignore this request will be returned for revision.** |
| --- |
| 1. Introduction
2. Diversity in organizations
	1. Group memberships
	2. Demographics
	3. Organizational competitiveness
	4. Benefits of diversity
	5. Organizational effectiveness
3. Theories
	1. Minorities
	2. Identity
	3. Privilege
	4. Discrimination and -Isms
	5. Non-dominant groups
4. Racism
	1. Limited perceptions
	2. Ethnocentrism
	3. Stereotypes
	4. Prejudice
	5. Power
	6. Discrimination
5. Sex and Gender
	1. Legislation
	2. Participation & earnings
	3. Socialization
	4. Discrimination
	5. Harassment
	6. Boundaries
	7. Sex, race, & ethnicity
	8. Unique gender issues
6. Age
	1. Older workers
	2. Younger workers
	3. Workforce issues
	4. Education
7. Physical and Mental Abilities
	1. Legislation
	2. Employment
	3. Customers
	4. Attitudes
	5. Accommodations
8. Weight and Appearance
	1. Employment
	2. Appearance
	3. Legislation
	4. Effects on health and costs
	5. Discrimination
9. Social Class
	1. Measurement
	2. Mobility
	3. Education
	4. Cultural capital
	5. Homeownership and neighborhoods
	6. Race and gender effects
10. Work & Family
	1. Earnings
	2. Schedules
	3. Child-care
	4. Same-sex couples
	5. Gender roles
	6. Various family issues
	7. Elder care
	8. Grandparenting
11. Sexual orientation and gender identity
	1. History
	2. Income
	3. Legislation
	4. Research
	5. Organizational policies
	6. Attitudes
12. Religion
	1. Race, ethnicity, and gender roles
	2. Legislation
	3. Identity
	4. Sexual orientation
13. Global Diversity
	1. Discrimination worldwide
	2. Women’s status
	3. People with disabilities
	4. Sexual orientation
	5. Gender identity
	6. Careers in diversity
	7. Facing the future
14. Managing Organizational Diversity
	1. Governance
	2. Programmatic initiatives
	3. Best practices
	4. Bullying
	5. Anti-bullying legislation
	6. Recommendation
 |

## 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 their 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 signature copy of this whole 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. THESE may include multiple departments, e.g., for joint/interdisciplinary proposals.

| Name | Position/affiliation | [Signature](#_Signature" \o "Insert electronic signature, if available, in this column) | Date |
| --- | --- | --- | --- |
| Connie Milbourne | Chair of Management and Marketing | Connie Milbourne | 3/23/22 |
| Alema Karim | Interim Dean of the School of Business | *Alema Karim* | 4/28/2022 |

##### D.2. [Acknowledgements](#acknowledge): REQUIRED from OTHER PROGRAMS/DEPARTMENTS (and their relevant deans if not already included above) that are 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; all faculty are welcome to attend.

| Name | Position/affiliation | [Signature](#Signature_2) | Date |
| --- | --- | --- | --- |
| Jen Giroux | Associate Vice President, Professional Studies & Continuing Education | \*acknowledged by e-mail | 4/28/2022 |