# http://www.ric.edu/webcommunications/images/SealWithText_Small_Black.pnggraduate COMMITTEE curriculum PROPOSAL FORM

## Cover page Scroll over blue text to see further [instructions](#instructions)

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| --- | --- | --- | --- | --- | --- | --- |
| A.1. [Course or program](#Proposal) | **MGT 536 Creating and leading High-Performance Teams** | | | | |  |
| [Replacing](#Ifapplicable) | **MGT 510 Managing productivity** **MGT 515 Leading Change and Innovation** **MGT 520 Developing High-Performance Teams** | | | | |  |
| A.2. [Proposal type](#type) | **Course: creation** | | | | |  |
| A.3. [Originator](#Originator) | **Paul Jacques** | | [Home department](#home_dept) | | **Management and Marketing** | |
| A.4. [Rationale](#Rationale)/Context | **This proposal combines elements of MGT510, MGT515 and MGT520. The objective of this proposal is to both eliminate redundancies between the three courses and, via streamlining the curriculum, to also achieve greater synergy in the content of the courses by integrating instruction, showing examples and gain skill in applications that cover the complete spectrum of the combined set of learning objectives in the three existing courses.**  **By combining these three courses, students will have a more realistic, integrated and holistic understanding of how an array of selected leadership tools and principles can be successfully applied in situations and contexts where Operations Managers and other professionals targeted by the MS Operations Management are employed.**  **MGT 510, 515, and 520 will be deleted.** | | | | | |
| A.5. [Student impact](#student_impact) | **The student will be positively impacted by this proposal in that the learning objectives will be achieved in a single 4 credit hour course as opposed to the current instructional equivalent of three 3 credit hour courses. This proposal will afford the opportunity for students in the MS Operations Management to complete the program with a reduction of the number of courses required to complete the program (reduction of two courses).** | | | | | |
| A.6. Impact on other programs | **None** | | | | | |
| A.7. [Resource impact](#Resource) | *[Faculty PT & FT](#faculty" \o "Need to hire new full-time or part-time faculty? This is where you indicate if this proposal will be affecting FLH in your department/program.)*: | **Faculty will teach fewer courses for the same FTE.** | | | | |
|  | [*Library*:](#library) | **No impact.** | | | | |
|  | [*Technology*](#technology) | **No impact.** | | | | |
|  | [*Facilities*](#facilities): | **Classroom in the evening will be needed** | | | | |
|  | Promotion/ Marketing needs | **None…part of overall MS Operations Management promotion package.** | | | | |
| A.8. [Semester effective](#Semester_effective) | **Fall, 2018** | A.9. Rationale if sooner than next fall | |  | | |

B. [NEW OR REVISED COURSES](#delete_if" \o "Delete this entire section if it is not applicable to  your proposal. If revising a course, you need only fill in the before and after details of those aspects you would like to change, and just leave the rest blank.):

|  | Old ([for revisions only](#Revisions) – list only information that is being revised) | New |
| --- | --- | --- |
| B.1. [Course prefix and number](#cours_title) |  | **MGT536** |
| B.2. Cross listing number if any |  |  |
| B.3. [Course title](#title) |  | **Creating and leading High-Performance Teams** |
| B.4. [Course description](#description) |  | **This course will give students an understanding of work design principles that lead to productive workplaces, effective change management, and enhanced team collaboration and innovation.** |
| B.5. [Prerequisite(s)](#prereqs) |  | **Graduate status** |
| B.6. [Offered](#Offered) |  | **Annually** |
| B.7. [Contact hours](#contacthours) |  | **4** |
| B.8. [Credit hours](#credits) |  | **4** |
| B.9. [Justify differences if any](#differences) |  | |
| B.10. [Grading system](#grading) |  | **Letter grade** |
| B.11. [Instructional methods](#instr_methods) |  | **Lecture Seminar Small group Individual** |
| B.12.[Categories](#required) |  | **Required for program; Requirement for CGS in Supply Chain Management** |
| B.13. [How will student performance be evaluated?](#performance) |  | **| Class participation | Exams | Presentations | Papers |**  **Class Work Quizzes |** |
| B.14. [Redundancy with, existing courses](#competing) |  |  |
| B. 15. Other changes, if any |  | |

| B.16**.** [**Course learning outcomes**](#outcomes)**: List each outcome in a separate row** | [**Professional organization standard(s)**](#standards)**, if relevant** | [**How will the outcome be measured?**](#measured) |
| --- | --- | --- |
| *Learning Objectives:*   1. Learn work design principles as these have applied, assessed and adapted in varying contexts. 2. Identify factors that have contributed to work design successes and failures 3. Prepare for workplace leadership opportunities by developing self-awareness and knowledge of leadership techniques that have been successfully employed in productive workplaces. 4. Design and facilitate change management efforts such as negotiation, facilitation and education. 5. Assess organizational and individual need for accountability, resources and feedback. 6. Demonstrate effective teambuilding, networking and collaborative efforts in an organization. | Collectively, the course learning objectives reflect the Project Management Institute’s Body of Knowledge for Project Management Professionals. The scope of this course partially addresses the 6th of 10 knowledge areas – Project Resource Management | Student achievement of the targeted course learning outcomes will be measured via performance on tests, quizzes and assignments that specifically relate to the course learning objectives as addressed in the suggested course texts. |
|  |  |  |
|  |  | Click Tab from here to add rows |

| B.17. [**Topical outline**](#outline)**: Do NOT insert a full syllabus, only the topical outline** |
| --- |
| Part 1: Leading Productive Workplaces:   * People and task alignment – selecting the right people * Motivating others (individual, dyad and collective levels) * Managing intergroup, intragroup and extragroup conflict * Measuring and improving performance and productivity   Part 2: Managing Change and Innovation:   * Leading change * Unique challenges facing change agents * Leading Positive change * Creativity and Innovation in Teams * Organizational level change * Theories of Effective Change Implementation   Part 3: Enterprise Excellence through High-Performance Teams   * Types of teams * Designing the team * Leading teams * Team cohesion and trust * Team decision making processes and dynamics * Managing team conflict * Unique advantages associated with multicultural teams * Unique challenges associated with multicultural teams * Virtual team dynamics as contrasted with face-to-face team dynamics |

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| **INSTRUCTIONS FOR PREPARING THE CATALOG COPY**: The proposal must include all relevant pages from the college catalog, and must show how the catalog will be revised. (1) Go to the “Forms and Information” page on the Graduate Committee 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. |

## D. Signatures

* 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).
* 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 [graduatecommittee@ric.edu](mailto:graduatecommittee@ric.edu) and a printed or electronic signature copy of this form to the current Chair of Graduate Committee. Check Graduate Committee 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 |
| --- | --- | --- | --- |
| Paul Jacques | Director, MS Operations Management Program |  |  |
| Mike Casey | Chair of Management and Marketing |  |  |
| Jeffrey Mello | Dean of the 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. List all other programs and departments affected by this proposal. Signatures from these departments are required in the signature section. CONCERNS SHOULD BE BROUGHT TO THE GRADUATE COMMITTEE MEETING FOR DISCUSSION.

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