REQUEST FOR PROGRAM CHANGE(S)
University of Central Oklahoma

Please note: All information contained in this form will be reviewed by persons outside of your college. Please use clear and concise language when completing this form.

Name of program-major or minor to be changed: (maximum of 30 spaces)
Existing Name: MANAGEMENT

Proposed Name: (if changing)(maximum of 30 spaces)
*Remember when abbreviating names, this is how they will appear on student's transcripts.

Proposed Name: (full name of program/major if longer than 30 spaces)

Is this a: Program ~ Major ~ Minor ~ Sequence of Courses

Proposed change:
   ___ Name Change
   ___ Degree Designation
   ___ Admission Requirement
   ___ Curriculum Change
   ___ GPA Requirement
   ___ Other:

Is this program: ___ Undergraduate ~ ___ Graduate

Is this a teacher preparation program? (All courses required for any teacher preparation program must have approval from the Council on Teacher Education (CTE) before approval from AACC or Graduate Council.)
   ___ Yes ___ No  If yes, send copy of proposal to the Director of Teacher Education, Dr. Bryan Duke.
   CTE Approval (Stamp or Initial)

MANAGEMENT
Department submitting the proposal

LALIT MANRAL  Imanral@uco.edu  2811
Person to contact with questions  email address  Ext. number

Approved by:

Geoff Willis  Digitally signed by Geoff Willis
Date: 2020.09.30 11:09:22 -05'00'

College Curriculum Committee Chair  Date
(Please notify department chair when proposal is forwarded to dean.)

Academic Affairs Curriculum or Graduate Council  Date

Office of Academic Affairs  Date

Effective Term (assigned by AA)
1. Does the requested program change affect other programs or departments?
   If yes, provide name(s) of department chair(s) contacted, date(s), and results of discussion(s).

   X Yes ___ No

   Lalit Manral (to Bambi) Jun 22, 2020: We are in the process of submitting the program change form for both Management major and Strategy minor. (If approved the changes will be effective Fall 2021.) We have ACCT 3113 Managerial Accounting as a "required" course in both the Management major and Strategy minor. In the case of management major, we would like to change the status of ACCT 3113 Managerial Accounting from "required" to a "guided elective". We are reducing the number of "required" courses from six to four so as to redesign the major in such a way that it allows the students seeking to major in Management to earn a minor as well. The logic was to include only those courses offered by our department as "required" since we control neither the content nor the delivery, and not even the assessment, of courses offered by other departments.

   Bambi Hora (to Lalit) Jun 22, 2020: The Managerial Accounting Course was originally designed for the management department because they recognized that the students who were going to be managing operations needed to have a broader breadth of Accounting skills than what they received in just Accounting principles. It was designed so that the students did not have to take the Cost Accounting class in order to obtain the basics of managing detailed budgets, more in-depth Cost-Volume-Profit scenarios, Relevant costing issues, and Capital budgeting and planning skills generally needed by managers but at a less detailed accounting level than was found in the cost class. If the students no longer need this skills and background to do management issues then I would say you can put it as an elective, but realize that if the enrollment drops that we may eliminate offering this course designed for your majors and then their only option will be Cost Accounting to gain the skills. I would say that based on the Management students' scores on the capstone test in Accounting that they are not great in this skill set now so if you eliminate this course your will need to come up with some other place you're going to teach and reinforce the skills here.

   Lalit (Jun 22, 2020): It will remain as a "guided elective". The advisors will recommend the course to the students.

   Bambi (Jun 22, 2020): I know students and accounting – if they aren't a major they aren't real likely to take it – as soon as your first group that it isn't required for comes through it is likely the class will no longer have sufficient enrollment and when that occurs it will then go to having to be cost.

   Lalit (Jun 22, 2020): In the proposed Fall 2021, catalog the students do have to take a guided elective. We just don't want to force them to take ACCT 3113. We want to give them a choice of ACCT 3113 or FIN 3603 Financial Statement Analysis or ISOM 3363 Business Problem Solving with Software.

2. Proposed curriculum change(s):
   (Please include entire major/minor as it exists and as it is proposed. Italicize and bold changes.)

   FROM

   (Existing Catalog Requirements)

   Management ................................................................................. 30
   Required courses ........................................................................ 18
   ACCT 3113 Managerial Accounting
   MGMT 3112 Business Ethics
   MGMT 3133 Human Resource Management
   MGMT 4203 Organizational Behavior
   MGMT 4213 Management Theory
   MGMT 4623 Art of Leadership
   Guided Electives (Select 1 course from below) .............................. 3
   ENTR 3203 Entrepreneurs: Startup Now
   ISOM 4333 Project Management
   MRKT 4453 Retail Management
   Elective Business (Select from below) ........................................... 9
   ECON 3382 Workforce Economics OR
   ECON 4513 Labor Economics and Public Policy
   ISOM 3363 Business Problem Solving with Software
   MGMT 3413 Legal Environment of Human Resource Compliance
   MGMT 4173 Employee Relations Management
   MGMT 4253 International Business
   MGMT 4263 Small Business Management
   MGMT 4483 Cross Cultural Diversity Management

   TO

   (Proposed Catalog Requirements)

   Management ................................................................................. 30
   Required courses ........................................................................ 12
   MGMT 3113 Human Resource Management
   MGMT 4203 Organizational Behavior
   MGMT 4213 Management Theory
   MGMT 4623 Art of Leadership
   Guided Electives Business (Select from below) .............................. 3
   ACCT 3113 Managerial Accounting
   FIN 3603 Financial Statement Analysis
   ISOM 3363 Business Problem Solving with Software
   Any 3000/4000 level course from ACCT, MRKT, FIN, ISOM
   (3 hours)
   Elective Management (Select from below) .................................... 15
   ENTR 3203 Entrepreneurs: Startup Now
   ENTR 3213 Innovation and Creativity
   ENTR 3223 Innovation and Creating Wealth
   ENTR 4233 Idea to Opportunity
   MGMT 3133 Business Ethics
   MGMT 3413 Human Resource Compliance
   MGMT 4173 Employee Relations Management
   MGMT 4253 International Business
   MGMT 4263 Small Business Management
   MGMT 4443 Innovation Management
   MGMT 4483 Cross Cultural Diversity Management
   MGMT 4423 HR Training and Development
   MGMT 4503 Recruitment and Selection
   MGMT 4513 Compensation & Benefits
   MGMT 4723 Strategic Human Resource Management
   MGMT 4823 Technology Strategy
   MGMT 4833 Corporate Strategy
   Any 3000/4000 level course from ENTR or MGMT

Academic Affairs Form
July, 2019

Functional review NLM 9.10.2020
(undergraduate proposals only)
3. Degree Designation: (Example, B.A. to B.F.A.)
   Existing Designation: _______ To: _______

4. Change(s) in Minimum GPA Requirements:
   FROM (Existing Catalog Requirements) TO (Proposed Catalog Requirements)

5. Change(s) in Admission Requirements for the Program/Major:
   FROM (Existing Catalog Requirements) TO (Proposed Catalog Requirements)

6. Other requested action:

7. Will requested change require additional funds?  Yes  X No
   If yes, please specify the amount of the additional costs, the source of the funds, and how they will be expended over the next three years, including new or re-allocated full or part time faculty/staff.

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<th>Additional Funds</th>
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8. Will requested change impact an embedded certificate?  Yes  X No
   Impacted Certificate: N/A
   If this change impacts any requirement of the embedded certificate, complete and submit a Certificate Change proposals.

9. Please provide a summary of the requested changes. (This is a listing of the changes requested) (This information will be submitted to the OSRHE)
   We would like to reduce the number of required courses from six (18 hours) to four (12 hours). We would like to offer more choices to students as to what courses they can take for their(a) guided elective business (3 hours), and (b) elective management (15 hours). This change allows students to minor in one additional area within the management discipline without any increase in the total credit hours required for the degree and even minor in two areas with a minimal increase in total credit hours. The optionality and flexibility for management majors to also minor in one or two areas will set them apart from their peers in the job market.

10. The reason(s) for this change are based on which of the following: (Check all that apply; explain and document in Question #11)
    - Specialized Accreditation
    - SSCI (Self Study for Continuous Improvement)
    - Benchmark (e.g. comparison to peer institutions)
    X Assessment Data
    X Faculty Knowledge/Discipline Expertise
    X Advisory Board/Outside Professional Group
    - Other

11. For all items checked in Question #10, please provide a concise, yet comprehensive, statement that explains the reasons for requesting the change including any necessary documentation.
   (The information provided here will be submitted to the OSRHE)
   The proposed revisions to the structure of the management major are motivated by similar changed in peer institutions, feedback from our students, and our advisory board.
Please answer these three math questions and attach this page to all program change proposals

For undergraduate degree programs only

As part of the broader work of the Mathematics Success Initiative, the Math Pathways Task Force has identified four gateway mathematics courses that are suitable general education mathematics course options. These courses, College Algebra/Pre-Calculus, Introduction to Statistics, Functions and Modeling, and Quantitative Reasoning, are included on the Course Equivalency Project transfer matrix and provide rigorous mathematical content that is more relevant and appropriate for specific academic majors.

Please respond to the following questions:

1. Which mathematics course is required as part of the general education requirements? If the program allows for multiple gateway mathematics course options, provide a rationale for each.
   College Algebra/Pre-Calculus & Functions and Modeling

2. Describe how the mathematics course was selected and how it best meets the needs of the program’s students.
   Math Department representatives met with the department chairs in the College of Business and reviewed skills developed in these two courses and compared them with skills required for success in the quantitatively-oriented courses offered in the college. After much debate, the group decided that these two courses provided the requisite mathematical tools for students and would usher in a mathematical renaissance.

3. How does this mathematics course articulate with your partner institutions?
   These courses are offered at our partner institutions, albeit with a different name in the case of functions and modeling – UCO has elected to go with the more dignified nom de calculer of Applied Algebra rather than Functions and Modeling.