

Management

APRC Progress Report 2005-2006

Section 1 of 1

MANAGEMENT DEGREE

PROGRESS REPORT

SUBMITTED BY:

ALEX POMNICHOWSKI

C. J. BOLLING

KAREN NASH

REBECCA KOWALKOSKI

WILLIAM SMITH

INTRODUCTION

The APRC recommendation regarding the Management degree was "Continue with Redirection." A number of suggestions were made, such as to follow the recommendations of the advisory committee and to offer a minor in management for those students outside the College of Business.

The APRC also recommended that action be taken as soon as possible on making changes previously identified as impediments to enrollment, to use the recommendations of the advisory committee as a guide in the change process, develop leadership skills in students enrolled in the program, and to use courses in Arts and Sciences and not duplicate what is in existence. These recommendations were followed and proposals were forwarded to the Management department office Jan 18, 2005.

A report was requested by October 15, 2005 regarding progress of the redirection.

In late July 2005 the new chair of the APRC was contacted regarding format for the report. A chronological format was acceptable. It was proposed that the progress report be provided after positive action in the approval process. The APRC chair indicated that the report should be provided as soon as possible.

While the Management department curriculum committee had completed its initial redirection efforts by Jan 18, 2005, the proposed curriculum changes are still going through the approval process. This will be fully explained in what follows.

It seems best at this time to provide a report of the progress made to date and to provide additional information as the proposals go through the curriculum change process.

MANAGEMENT MAJOR

A Management curriculum committee had been working on the major. The November 17, 2004 report from the APRC recommended that the Management program be Continued with Redirection. This recommendation concerning redirection led to the decision by the committee to develop a strategy that would incorporate the suggestions by the advisory committee and the APRC and have a positive impact on fall 2005 enrollment. And, to continue to consider changes that would take longer to complete, such as a course in project management, or one dealing with business and government. These courses were not part of our offerings and would have to be developed. This would take time.

The work of the committee was completed by Jan 18, 2005 and sent to the department office to be placed on the department meeting agenda as soon as possible. The department faculty meet monthly.

The proposal for the management major was on the agenda for a special department meeting held April 5, 2005. The proposal was approved with two faculty in opposition. One of the faculty members said he wanted it to be known that the reason he was opposed to the changes in the major was because the course he taught was not part of the major. This course is "Supervision and Leadership." This course was not acceptable to the committee because more than 50% of that course is a repeat of what is in Mgmt 301 and Mgmt 302, courses taken by the management major. Mgmt 301 is a core course requirement in the COB. A number of times over the past 10-15 years the matter of repetitiveness has been mentioned, but no change has been made.

The other faculty member did not feel that the communication courses (221 and 421) should be listed as part of the major. That only business courses should be listed as part of the major.

The College of Business curriculum committee was to meet one more time before the end of the semester and the approved proposal for changes in the management major was placed on its agenda.

As a result of the College of Business Curriculum Committee (CCC) discussions, an email with a number of questions was received from the chair. A response was immediately provided to each of the questions. A call was made to the chair to clarify what was involved in some of the questions. There was a hope that the changes would be approved before the end of the winter semester. However, that was the last meeting of the year for the CCC. Nothing more would be considered until the formation of a new committee fall 2005.

The CCC requested information concerning job opportunities. That seemed a bit unusual since the major has been offered since 1970 and thousands of students have graduated from the program and have been successfully employed (as our alumni surveys show). This is shown in the report provided the APRC. It had been the second most popular major in the Management Department for quite a while until various curriculum changes were made making the major unnecessarily more difficult to get into, to complete, and to graduate from. The information gathered for the APRC report was provided. That it was made unnecessarily more difficult was verified by our advisory committee.

Since the COB was not to meet until its reformation fall 2005, information on jobs was provided to the chair of the CCC August 8, 2005. The chair again indicated that the committee would not be meeting until its reformation sometime in September.

In the meantime, the Management Curriculum Committee (MCC) came across a relatively new course offered in the College of Business, MMBA 640 Project Management. Discussion with the coordinator of the COB graduate programs indicated that this graduate course was available to undergraduates, that undergraduates were now taking the course, and that upper-level business students would be prepared to take the course.

A proposal was made to the department faculty members to add MMBA 640, Project Management to the major. This would be accommodated by eliminating a free elective. This

course would add to the managerial skills of the management major. The proposal was on the agenda of the September 20, 2005 department meeting. It was approved with one no and one abstention. The no vote was by one of the same faculty members who voted no in April. The individual indicated that he did not think a student should be forced to take an on-line course should be taken by students. That, as a parent, if he paid tuition for a course for his son/daughter, he would expect a live person teaching the course in a face-to-face situation.

The department approved major was on the agenda of the reformed CCC at a September 22 meeting. An email from the chair indicated that the proposal had been approved by the committee. The chair noted that the committee considered the proposal a major revision.

Present Status

The proposal, approved by the two levels in the College of Business is in the department office being prepared to be sent to the University Curriculum Committee. **See Appendix A for the approved proposal.**

It should be noted that the program has been redirected, following the recommendations of its advisory committee and the suggestions of the APRC.

The major has been refocused to concentrate on **leadership** and the improvement of various **managerial skills**.

Management Minor and Certificate

The material sent to the Management Department office Jan 18, 2005, also included proposals for a minor and a certificate in management.

These proposals were on the department agenda at the regular department meeting on April 12, 2005.

At the meeting, the minor was discussed first. A number of questions were asked and a number of comments were made, including again comments regarding Supervision and Leadership and the Communication courses. These comments were made by the same faculty members who made them at the April 5 meeting. Of interest was the comment that perhaps students in the College of Business would be interested in a management major. Since it was the last department meeting of the year and the MCC wanted to get the minor and certificate on the agenda for the last meeting of the CCC, and to have an impact on fall enrollment, a vote was called. The proposal for a minor was defeated in a very close vote. Because of this and the feeling that the minor and certificate should be part of one proposal, the certificate was pulled off the agenda.

Regarding the vote, two faculty who would have voted for the proposal were not at the meeting, including a member of the MCC Several relatively new faculty members mentioned

after the meeting that there was a full agenda, they were a bit confused about a couple of things, they felt a little pushed, and after talking to a few faculty members after the meeting said that they would vote yes next time.

Two of those who voted no were the same two who voted no regarding the major.

The MCC considered what had been mentioned at the April 12 meeting, and revised the management and certificate proposals. These proposals were on the agenda of the September 20, 2005 department meeting. However, there was no time to consider them.

The APRC recommendation for a minor was based upon the idea that students outside the COB would be interested in a management minor. The comments made at the Management department meeting indicated that there apparently would be interest by students in the College of Business.

The department MCC decided to propose a minor in management and a certificate in management for students outside the College of Business and for those enrolled in the College of Business. Since the educational backgrounds would differ, while many of the courses are taken by both types of students, the remaining contents of the minor and the certificate would vary slightly. The obvious purpose is to provide the best possible management education for students who have various educational backgrounds.

For students outside the COB, Mktg 466, Purchasing and Mktg 472, Supply Chain Management were considered as possible options. They would be good. However, marketing instructors have informed the committee that Marketing 321, Principles of Marketing is a requirement for the courses.

Students in the College of Business have the background to take MMBA 640 Project Management. However, students outside the College of Business do not. Outside of the TACOM students, other students in the College of Business are not eligible to take Mgmt 350, Tools for Decision Making. However, it is an excellent course for students outside the College of Business.

The above matter was discussed with the Chair of the CCC who indicated the above approach of having slight variations for those students outside of the COB and those inside the COB was acceptable. Obviously the point is to have the best minor and certificate possible for both student groups.

The submission of two forms for the business and non-business student was to avoid confusion. It would simplify matters. The department secretary contacted the chair of the University Curriculum Committee who suggested that the approach be considered as two proposals. So, now one becomes two. One for the business student, and the other for the non-business student.

Status

The proposal(s) regarding the minor(s) and certificate(s) in Management will be on the agenda at the next department meeting. **See Appendix B for the proposal(s).**

Summary of status

Following the recommendations/suggestions of the advisory committee and APRC, the management major was redirected. It has a **leadership** focus along with improvement in **managerial skills**. It has been approved within the College of Business and is on its way to the University Curriculum Committee.

Following the suggestion by the APRC, a minor in management was created. Both were previously considered, not approved, have been revised and will be on the agenda of the next department meeting.

Insofar as possible, these also have a **leadership and managerial skills** focus.

Appendix A

Proposal for Revision of Management Degree

PROPOSAL SUMMARY AND ROUTING FORM




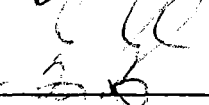
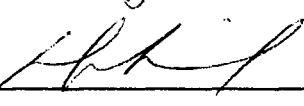
Proposal Title: Revision for Management Program

Initiating Unit or Individual: Alex Pomnichowski

Contact Person's Name: Alex Pomnichowski e-mail: pomnicha@ferris.edu phone: 2467

Date or Semester of Proposal Implementation: 05W

- Group I - A – New degree/major or major, or redirection of a current offering
- Group I - B – New minors or concentrations
- Group II - A – Minor curriculum clean-up and course changes
- Group II - B – New Course
- Group III - Certificates
- Group IV – Off-Campus Programs

Group/Individual	Signature	Date	Vote/Action *
Program Faculty		10/11/05	<input checked="" type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Department Faculty		05/02/05	<input type="checkbox"/> 14 Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> 2 Not Support
Department Head		05/02/05	<input checked="" type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
College Curriculum Committee		10/14/05	<input checked="" type="checkbox"/> 4 Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> 0 Not Support
Dean		10/12/05	<input checked="" type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
University Curriculum Committee			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Senate			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Academic Affairs			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support

* Support with Concerns or Not Support must include a list of concerns.

To be completed by Academic Affairs		
President (Date Approved) _____	Board of Trustees (Date Approved) _____	President's Council (Date Approved) _____

1. Proposal Summary

To revise the Management major approved by the department in April of 2005.

The COB Curriculum Committee felt that there was excessive overlap between MGMT 350 – Tools for Decision Making and other core courses. The approved major gave students a choice between FINC 323, Financial Management 2 or MGMT 350. Thus MGMT 350 is being dropped as a choice leaving FINC 323 as the requirement.

To improve the managerial skills of the major, ISYS 411, Project Management or MMBA 640 - Project Management, both 3 credits, is proposed as a requirement in the major. The "Additional Credit Hours Required" section will be reduced from 12 to 9 credit hours. (The head of the graduate division has indicated that the undergraduate students are eligible to take the course.)

The number of hours required for the degree will remain the same at 121. (Down from 130 currently)

PROGRAM OUTCOMES

Upon completion of the Management major, the student should have knowledge and be able to apply ~~to~~ leadership theories, expectations, responsibilities, and techniques, and understand the relationship between communication and leadership. The student should be able to clearly, concisely, and logically communicate ideas in both oral and written form. The student should understand the factors influencing member's behavior. The student should be able to analyze a situation, make decisions, and solve problems. In addition, the student should be able to prepare and use financial data, know the basic functions of marketing concepts and skills, understand the manager's role in negotiations, be able to analyze the business activities designed to manage an organization, understand the fundamentals of individual and group behavior in organizations, understand the economic principles basic for a free market economy, have knowledge of the laws dealing with and what constitutes good employer-employee relations, have knowledge of the concepts and techniques of strategic management, understand strategic planning and goal setting, have knowledge of management information systems and computer applications, realize the importance of integrity in managing a business -- ethics and social responsibility, have a thorough knowledge of what comprises the internal and external environment (including the global) of a business, and understand the importance of culture, listening, and teamwork to an organization.

OUTCOMES MEASUREMENTS

All of the courses in the program are participatory through individual/group presentations, working as teams on cases, individual work and presentation on cases. Results would indicate the extent to which the above have been learned and applied. The final measurement will be the success on the job achieved by graduates of the major.

Note on the faculty responses below, the problems they both speak of were answered with the undergraduate addition of ISYS 411 - Project Management class as a choice in the curriculum.

Notes from faculty who did not support or supported with concerns:

Regarding my negative vote this morning. I would like to support my colleague, Alex, and can feel his frustration. I have fundamental problems though with requiring a graduate level course for undergraduates, particularly in a certificate & minor, and with requiring a course that is only taught on-line. I think Amy Dorey has found the MBA courses not only very challenging but the on-line format frustrating at times as well.

Lianne Briggs, CHA, Associate Professor
Hospitality Programs

My comments on the project management course for the Management Program follow.

1. MMBA 640 is a project management course that is only offered on-line. It is a 600 level course with graduate status as a prerequisite. This was the course proposed as the project management course for the program. I will not support required graduate courses and on-line only courses in an undergraduate program offered on the Big Rapids campus.
2. The addition of ISYS 411 was offered at the meeting as an alternative to MMBA 640. No information about the course was distributed. Comments were made that it was the same as the MMBA 640 course and that it had been cancelled this semester. I did not feel the information and comments were sufficient to make a judgment on this course.

For the reasons stated above, I abstained from voting.

John Kane, Professor

2. Summary of All Course Action Required*

Selected

d. Addition of existing FSU courses to program

ACCT	205	Managerial Accounting
BLAW	421	Employment Law
COMM	421	Leadership in Communication
COMM	221	Small Group Decision Making
FINC	323	Financial Management 2
ISYS	411	Project Management
MGMT	375	Negotiations
MKTG	466	Purchasing
MKTG	472	Supply Chain Management
MMBA	640	Project Management
PSYC	150	Introduction to Psychology

Spoke

e. Removal of existing FSU courses from the program

ACCT	321	Cost Accounting
COMM	336	Tech and Prof Comm
ISYS	130	Internet Principles and Design
ISYS	303	Systems Analysis Methods
MATH	122	Math Analysis for Business
MATH	132	Calculus for Business
STQM	322	Inference Statistic

Two Semesters of a foreign language

CURRICULUM CONSULTATION FORM

To be completed by each department affected by the proposed change, new degree, new program, new minor, or new course. All returned forms should be included in the packet and notation made of any contacted departments not responding. **NOTE:** The Proposing Department **must** respond to any modifications or concerns by the Responding Department. **The Responding Department must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title Update for Management BS Degree

Initiator(s): <u>Alex Pomnichowski</u> Proposal Contact: <u>Karen Ottobre</u> Date Sent: <u>4/11/05</u> Department: <u>Management</u> Campus Address: <u>Bus 212</u> (Please print)
--

Responding Department : <u>Social Sciences</u> Chair/Head/Coordinator: <u>John Thorp</u> Date Returned: <u>4/15/05</u>

Based upon department faculty review on 4/15/05(date), we

- Support the above proposal.
- Support the above proposal with the modifications and concerns listed below.
- Do not support the proposal for the reasons listed below.

Comment regarding the impact this proposal has on scheduling, room assignments, faculty load, and prerequisites for your department. Use additional pages, if necessary.

See Attached

This proposal does not address the lack of flexibility in program requirements which produces high numbers of actual credits earned for any student who transfers into the university or transfers between programs once here, the continued requirement of specific social awareness courses makes this proposal inadequate to the current situation at Ferris. In reality, for a transfer student who has fulfilled social awareness requirements in another program, this will be a 130 credit major. As is the case with cultural enrichment, the social awareness requirements should be entirely up to the student.

One option that provides flexibility while at the same time fulfills the needs of the program is to *recommend* certain social awareness courses. This is the case in cultural enrichment. It should be the same for social awareness. Requiring that students take Introductory Psychology and economics violates the spirit of general education; strongly recommending it does not.

Perhaps most important, no rationale is given for the actual social awareness courses which are chosen to be required of students. This is particularly important since 6 of the 9 credits are dedicated to macro and micro economics. The learning outcomes for social awareness specify that students should

- have increased knowledge of some aspects of human development and behavior, group dynamics, social institutions, social change, and cultural diversity.
- know several methodologies employed to understand the above.
- be able to employ such knowledge and methodologies to better understand public issues and to act effectively as a citizen,competent professional,...and a person.

Before this much economics is allowed to fulfill general education requirements and therefore results in restricted options for students (especially transfer students), how ECON 221 and ECON 222 contribute to these learning outcomes needs to be made specific.

Response to John Thorp

With respect to the social awareness requirements, the economics requirements – as specified – are essentially necessary in the business arena. An understanding of micro and macro economics (ECON 221 & 222) are expectations in business curricula and are required by our accrediting body (ACBSP). As for PSYC 150, this course is required because a basic understanding of human psychology lies at the core of good management.

NOTICE:

The next three pages of Form B's were not responded too. (Handled, addressed by Dentist)

CURRICULUM CONSULTATION FORM

To be completed by each department affected by the proposed change, new degree, new program, new minor, or new course. All returned forms should be included in the packet and notation made of any contacted departments not responding. **NOTE:** The Proposing Department **must** respond to any modifications or concerns by the Responding Department. **The Responding Department must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title Update for Management BS Degree

Initiator(s): Alex Pomnichowski

Proposal Contact: Karen Ottobre Date Sent: 4/11/05

Department: Management Campus Address: Bus 212
(Please print)

Responding Department : Communications

Chair/Head/Coordinator: Don Flickenger Date Returned: _____

Based upon department faculty review on _____(date), we

- Support the above proposal.
- Support the above proposal with the modifications and concerns listed below.
- Do not support the proposal for the reasons listed below.

Comment regarding the impact this proposal has on scheduling, room assignments, faculty load, and prerequisites for your department. Use additional pages, if necessary.

CURRICULUM CONSULTATION FORM

To be completed by each department affected by the proposed change, new degree, new program, new minor, or new course. All returned forms should be included in the packet and notation made of any contacted departments not responding. **NOTE:** The Proposing Department **must** respond to any modifications or concerns by the Responding Department. **The Responding Department must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title Update for Management BS Degree

Initiator(s): <u>Alex Pomnichowski</u>
Proposal Contact: <u>Karen Ottobre</u> Date Sent: <u>4/11/05</u>
Department: <u>Management</u> Campus Address: <u>Bus 212</u> (Please print)

Responding Department : <u>Language and Literature</u>
Chair/Head/Coordinator: <u>Reinhold Hill</u> Date Returned: _____

Based upon department faculty review on _____ (date), we

- Support the above proposal.
- Support the above proposal with the modifications and concerns listed below.
- Do not support the proposal for the reasons listed below.

Comment regarding the impact this proposal has on scheduling, room assignments, faculty load, and prerequisites for your department. Use additional pages, if necessary.

CURRICULUM CONSULTATION FORM

To be completed by each department affected by the proposed change, new degree, new program, new minor, or new course. All returned forms should be included in the packet and notation made of any contacted departments not responding. **NOTE:** The Proposing Department **must** respond to any modifications or concerns by the Responding Department. **The Responding Department must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title Update for Management BS Degree

Initiator(s): Alex Pomnichowski

Proposal Contact: Karen Ottobre Date Sent: 4/11/05

Department: Management Campus Address: Bus 212
(Please print)

Responding Department : Math Department

Chair/Head/Coordinator: David Frank Date Returned: _____

Based upon department faculty review on _____ (date), we

- Support the above proposal.
- Support the above proposal with the modifications and concerns listed below.
- Do not support the proposal for the reasons listed below.

Comment regarding the impact this proposal has on scheduling, room assignments, faculty load, and prerequisites for your department. Use additional pages, if necessary.

LIBRARY & INSTRUCTIONAL SERVICES CONSULTATION FORM

To be completed by the liaison librarian and approved by the Dean of LIS. All returned forms should be included in the proposal. **Library & Instructional Services must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title: Update for Management BS Degree

Projected number of students per year affected by proposed change: 20

<p>Initiator(s): <u>Alex Pomnichowski</u></p> <p>Proposal Contact: <u>Karen Ottobre</u> Date Sent: <u>4/8/05</u></p> <p>Department: <u>Management</u> Campus Address: <u>Bus 212</u> (Please print)</p>
--

<p>Liaison Librarian signature: _____ Date: <u>David A. Scott</u> <u>4-13-05</u></p> <p>Dean of LIS Signature: <u>[Signature]</u> Date Returned: <u>4-15-05</u></p>

Based upon our review on 4/13/05 (date), Library & Instructional Services concludes that:

- Library resources to support the proposed curriculum change are currently available.
- Additional Library resources are needed but can be obtained from current funds.
- Support, but significant additional Library funds/resources are required in the amount of \$ _____.
- Does not support the proposal for reasons listed below.

Comment regarding the impact this proposal will have on library resources, collection development, programs, etc. Use additional pages if necessary:

**Ferris State University-College of Business
Bachelor of Science Degree in Business**

MANAGEMENT – 121-122 Credits

Name: _____ SS#: _____

REQUIRED		COURSE TITLE-PREREQUISITES SHOWN IN BRACKETS ()	S.H.	GRADE	GR PTS
COMMUNICATION COMPETENCE - 15 Credits Required					
COMM	121	Fundamentals of Public Speaking (None)	3		
COMM	221	Small Group Decision Making (None)	3		
ENGL	150	English I (ENGL 074 or a minimum score of 14 on ACT or a minimum score of 370 on SAT)	3		
ENGL	250	English II (ENGL 150 with a grade of C- or better)	3		
ENGL	325	Advanced Business Writing (ENGL 250 or 211)	3		
SCIENTIFIC UNDERSTANDING – 7/8 Credits					
Consult the Ferris website: www.ferris.edu/htmls/academics/gened/scicourses.html Select two courses from the scientific understanding subject area (one must be a lab course).					
			4		
			3/4		
QUANTITATIVE SKILLS – 3 Credits Required					
MATH	115	Intermediate Algebra (MATH 110 with a grade of C- or better, or 19 on ACT or 460 on SAT) If MATH ACT is 24 or higher, substitute a general education elective, Math 122 - Math Analysis for Business is recommended.	3		
CULTURAL ENRICHMENT- 9 Credits Required *					
Cultural Enrichment elective, consult the General Education category of the Ferris website: http://www.ferris.edu/htmls/academics/gened/cultcourses.html					
			3		
			3		
		200 Level Cultural Enrichment	3		
SOCIAL AWARENESS – 9 Credits Required *					
Social Awareness is elective, consult the General Education category of the Ferris Website: www.ferris.edu/htmls/academics/gened/soccourses.html					
SOCIAL AWARENESS CATEGORY SATISFIED WITH RELATED COURSE REQUIREMENTS.					
GENERAL EDUCATION ELECTIVES – 3 Credits Required*					
Consult the Ferris website: www.ferris.edu/htmls/academics/gened/gened.html for approved courses.					
		See your advisor for assistance, SOCY 121 & PSYC 325 recommended.	3		
NOTICE REGARDING WITHDRAWAL, RE-ADMISSION AND INTERRUPTION OF STUDIES					
Students who return to the university after interrupted enrollment (not including Summer Semester) must normally meet the requirements of the curriculum which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.					

NOTE: A 2.00 cumulative GPA is required for completion of the MANAGEMENT degree.

*Global Consciousness and Race/Ethnicity or Gender must be met either through Cultural Enrichment, Social Awareness or General Education courses.

Advising Notes:

FSUS 100 requirement satisfied by _____
 Global Consciousness requirement satisfied by _____
 Race, Ethnicity, Gender requirement satisfied by _____

Ferris State University
Management Major

REQUIRED		COURSE TITLE-PREREQUISITES SHOWN IN BRACKETS ()	S.H.	GRADE	GR.PTS
MANAGEMENT MAJOR – 33 Credits Required					
ACCT	205	Managerial Accounting (ACCT 202 with grade of C- or better)	3		
INTB	335	Cross-Cultural Business (ECON 221)	3		
COMM	421	Leadership in Small Group Communication (COMM 105 or COMM 200 & COMM 221)	3		
FINC	323	FINC 323 Financial Management 2 (FINC 322)	3		
BLAW	421	Employment Law (Junior status or instructor approval)	3		
MGMT	302	Organizational Behavior (MGMT 301)	3		
MGMT	373	Human Resource Management (Junior Standing)	3		
MGMT	375	Negotiations (MGMT 373 or Instructor approval)	3		
MGMT	488	Adv Mgmt-Cases & Problems (FINC 322, MGMT 370 & MKTG 321)	3		
Choose one:		MKTG 466 Purchasing (MKTG 321 or Instructor approval) Or MKTG 472 Supply Chain Management (MKTG 321)	3		
Choose one:		ISYS 411 Project Management (Senior Status) Or MMBA 640 Project Management (Graduate Status)	3		
ADDITIONAL – 12 Credits Required					
ISYS	200	Database Design & Implementation (ISYS 105 or Demonstrated Competency in ISYS 105)	3		
		Internship Strongly Recommended – Directed elective – Prior approval of advisor required	3		
		Directed Elective – Prior approval of advisor required	3		
		Directed Elective – Prior approval of advisor required	3		
BUSINESS CORE–30 Credits Required					
ACCT	201	Principles of Accounting 1 (MATH 110 with a grade of C- or better, or 19 on ACT or 460 on SAT)	3		
ACCT	202	Principles of Accounting 2 (ACCT 201 with a grade of C- or better)	3		
BLAW	321	Contracts and Sales (None)	3		
FINC	322	Financial Management 1 (MATH 115 or ACT of 24 or SAT of 560 & ACCT 202)	3		
ISYS	321	Business Information Systems (ACCT 202 & MKTG 321 & MGMT 301)	3		
MGMT	301	Applied Management (None)	3		
MGMT	370	Quality/Operations Management (Sophomore Standing)	3		
BUSN	499	Interdisciplinary Integrating Experience (FINC 322, MGMT370, MKTG 321)	3		
MKTG	321	Principles of Marketing (Sophomore status or higher)	3		
STQM	260	Introduction to Statistics (MATH 115 or MATH 116 or MATH 117 or 24 on ACT or 560 on SAT)	3		
*RELATED COURSES – 9 Credits Required <i>(Included in Social Area)</i>					
ECON	221	Principles of Macroeconomics (MATH 110 with a grade of C- or better or ACT of 19 or SAT of 460)	3		
ECON	222	Principles of Microeconomics (ECON 221)	3		
PSYC	150	Introduction to Psychology (Reading score of 17 ACT of Verbal 430 SAT or READ 106 w/ grade of C/better)	3		

NOTE: A 2.00 GPA is required for both the major and business core.

**Ferris State University-College of Business
Bachelor of Science Degree in Business**

MANAGEMENT - 130 Credits

Name: _____ Student #: _____

REQUIRED		COURSE TITLE-PREREQUISITES SHOWN IN BRACKETS ()	S.H.	GRADE	GR PTS
COMMUNICATION COMPETENCE - 12 Credits Required					
COMM	121	Fundamentals of Public Speaking (None)	3		
ENGL	150	English I (ENGL 074 or a minimum score of 14 on ACT or a minimum score of 370 on SAT)	3		
ENGL	250	English II (ENGL 150 with a grade of C- or better)	3		
ENGL	325	Advanced Business Writing (ENGL 211/250)	3		
SCIENTIFIC UNDERSTANDING - 8 Credits Required					
Consult the Ferris website: www.ferris.edu/htmls/academics/gened/scicourses.html Select two courses from the scientific understanding subject area.					
			4		
			4		
QUANTITATIVE SKILLS – 6 Credits Required					
MATH	122	Mathematical Analysis for Business (Math 115 with a grade of C- or better, or 24 on ACT or 560 on SAT)	3		
MATH	132	Calculus for Business (MATH 120 or 122 or 126 grade of C- or better, or 26 on ACT or 590 on SAT)	3		
CULTURAL ENRICHMENT-11 Credits Required					
Cultural Enrichment elective, consult the General Education category of the Ferris website: www.ferris.edu/htmls/academics/gened/cultcourses.html					
PART OF CULTURAL ENRICHMENT CATEGORY SATISFIED WITH RELATED COURSE REQUIREMENTS.					
		Cultural Enrichment (200 Level or above)	3		
SOCIAL AWARENESS – 9 Credits Required					
Social Awareness elective, consult the General Education category of the Ferris website: www.ferris.edu/htmls/academics/gened/socccourses.html					
PART OF SOCIAL AWARENESS CATEGORY SATISFIED WITH RELATED COURSE REQUIREMENTS.					
		Social Awareness Elective	3		
RELATED COURSES – 17 Credits Required					
COMM	336	Technical & Professional Communications (COMM 121 or COMH 121 or COMM 201)	3		
ECON	221	Principles of Economics 1 (MATH 110 with a grade of C- or better or ACT of 19 or SAT of 460)	3		
ECON	222	Principles of Economics 2 (ECON 221)	3		
	101	Two semesters of either French, German or Spanish	4		
	102	Two semesters of either French, German or Spanish	4		
NOTICE REGARDING WITHDRAWAL, RE-ADMISSION AND INTERRUPTION OF STUDIES					
Students who return to the university after interrupted enrollment (not including Summer Semester) must normally meet the requirements of the curriculum which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.					

*Global Consciousness and Race/Ethnicity or Gender requirements must be met either through Cultural Enrichment, Social Awareness or General Education courses.

Advising Notes:

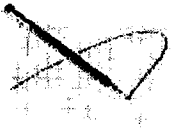
FSUS 100 requirement satisfied by _____
 Global Consciousness requirement satisfied by _____
 Race, Ethnicity, Gender requirement satisfied by _____

**Ferris State University
Management Major**

REQUIRED		COURSE TITLE-PREREQUISITES SHOWN IN BRACKETS ()	S.H.	GRADE	GR.PTS.
MANAGEMENT MAJOR – 24 Credits Required					
ACCT	321	Cost Accounting 1 (ACCT 202 w/grade of C- or better)	3		
FINC	323	Financial Management 2 (FINC 322)	3		
INTB	335	Cross-Cultural Business (None)	3		
MGMT	302	Organizational Behavior (MGMT 301 or instructor permit)	3		
MGMT	373	Human Resource Management (Junior Status or instructor permit)	3		
MGMT	488	Adv Mgmt-Cases & Problems (FINC 322, MGMT 370 & MKTG 321)	3		
MKTG	466	Purchasing (MKTG 321 or instructor approval)	3		
STQM	322	Inference Statistics (STQM 260)	3		
ADDITIONAL – 18 Credits Required * (Must see program advisor)					
		Directed Elective	3		
		Directed Elective	3		
		Directed Elective	3		
		Directed Elective	3		
		Directed Elective	3		
		Directed Elective	3		
BUSINESS CORE – 30 Credits Required					
ACCT	201	Principles of Accounting 1 (MATH 110 with a grade of C- or better, or 19 on ACT or 460 on SAT)	3		
ACCT	202	Principles of Accounting 2 (ACCT201 with a grade of C- or better)	3		
BLAW	321	Contracts and Sales (None)	3		
FINC	322	Financial Management 1 (ACCT 202, Math 115 or MATH 116 or MATH117 or MATH ACT 24)	3		
ISYS	321	Business Information Systems (ACCT 202, MKTG 321, MGMT 301)	3		
MGMT	301	Applied Management (None)	3		
MGMT	370	Quality/Operations Management (Sophomore Standing)	3		
BUSN	499	Interdisciplinary Integrating Experience (FINC 322, MGMT370, MKTG 321 & senior standing)	3		
MKTG	321	Principles of Marketing (Sophomore status or higher)	3		
STQM	260	Introduction to Statistics (MATH 115 or MATH 116 or MATH 117 or 24 on ACT or 560 on SAT)	3		
e-BUSINESS – 9 Credits Required					
ISYS	130	Internet Principles and Design (ISYS 105 or course competency)	3		
ISYS	200	Database Design & Implementation (ISYS 105 or course competency)	3		
ISYS	303	Systems Analysis Methods (ISYS 202)	3		

***A Minor and/or Internship experience is strongly recommended.**

NOTE: A 2.00cumulative GPA is required for the major, business core and a 2.00 cumulative GPA is required for the completion of the Management Degree.



Lianne B Briggs/FSU

09/20/2005 12:16 PM

To Karen M Ottobre/FSU@FERRIS

cc William E Smith/FSU@FERRIS

bcc

Subject: Proposals

History:

✉ This message has been replied to.

Karen, regarding my negative vote this morning. I would like to support my colleague, Alex, and can feel his frustration. I have fundamental problems though with requiring a graduate level course for undergraduates, particularly in a certificate & minor, and with requiring a course that is only taught on-line. I think Amy Dorey has found the MBA courses not only very challenging but the on-line format frustrating at times as well.

Lianne Briggs, CHA
Associate Professor
Hospitality Programs
Ferris State University
1319 Cramer Circle, 106 W.C.
Big Rapids, MI 49307
Phone: 231-591-2384
FAX: 231-591-2998

John A Kane/FSU
10/04/2005 03:04 PM

To Karen M Ottobre/FSU@FERRIS
cc
bcc
Subject Management changes

Karen, My comments on the project management course for the Management Program follow .

1. MMBA 640 is a project management course that is only offered on-line. It is a 600 level course with graduate status as a prerequisite. This was the course proposed as the project management course for the program. I will not support required graduate courses and on-line only courses in an undergraduate program offered on the Big Rapids campus.
2. The addition of ISYS 411 was offered at the meeting as an alternative to MMBA 640. No information about the course was distributed. Comments were made that it was the same as the MMBA 640 course and that it had been cancelled this semester. I did not feel the information and comments were sufficient to make a judgment on this course.

For the reasons stated above, I abstained from voting .

Appendix B

Proposals for Management Minors and
Certificates for Business & Non-
Business Majors

PROPOSAL SUMMARY AND ROUTING FORM

Proposal Title: New Minor and Certificate in Management for Non- Business Students

Initiating Unit or Individual: Alex Pomnichowski

Contact Person's Name: Alex Pomnichowski e-mail: pomnichoa@ferris.edu phone: 2467

Date or Semester of Proposal Implementation: 06W

- Group I - A – New degree/major or major, or redirection of a current offering
- Group I - B – New minors or concentrations
- Group II - A – Minor curriculum clean-up and course changes
- Group II - B – New Course
- Group III - Certificates
- Group IV – Off-Campus Programs

Group/Individual	Signature	Date	Vote/Action *
Program Faculty			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Department Faculty			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Department Head			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
College Curriculum Committee			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Dean			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
University Curriculum Committee			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Senate			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Academic Affairs			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support

* Support with Concerns or Not Support must include a list of concerns.

To be completed by Academic Affairs		
President (Date Approved)	Board of Trustees (Date Approved)	President's Council (Date Approved)

1. Proposal Summary

The APRC recommended that a minor be created. They felt that students outside the College of Business would be interested. A minor and certificate were recommended to the department in April. A number of suggestions were made by faculty.

These revised proposals for a minor and certificate reflect the comments by faculty and also that both students enrolled in programs not in the College of Business and those enrolled in the College of Business would be interested in a minor or certificate. The proposals are for a minor in Management for those students not in the College of Business and for those in the College of Business. Also, a certificate in Management for those students not in the College of Business and for those students in the College of Business.

There are slight differences in the programs reflecting the background of students outside and in the College of Business.

The chair of the COB curriculum committee was contacted concerning the above and indicated the foregoing approach was acceptable.

2. Summary of All Course Action Required*

d. Addition of existing FSU courses to program

Prefix	Number	Title
BLAW	421	Employment Law
COMM	221	Small Group Decision Making
COMM	421	Leadership in Small Group Communication
MGMT	301	Applied Management
MGMT	302	Organizational Behavior
MGMT	350	Tools for Decision Making
MGMT	373	Human Resource Management
MGMT	375	Negotiations
MKTG	466	Purchasing
MKTG	472	Supply Chain Management

*Contact Senate Secretary or UCC Chair if spaces for additional courses are needed.

LIBRARY & INSTRUCTIONAL SERVICES CONSULTATION FORM

To be completed by the liaison librarian and approved by the Dean of LIS. All returned forms should be included in the proposal. **Library & Instructional Services must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title: New Management Minor & Certificate for Non-Business Students

Projected number of students per year affected by proposed change: 20-30 ?

<p>Initiator(s): <u>Alex Pomnichowski</u></p> <p>Proposal Contact: <u>Alex Pomnichowski</u> Date Sent: <u>10/14/05</u></p> <p>Department: <u>Management</u> Campus Address: <u>Bus 212</u> (Please print)</p>

<p>Liaison Librarian signature: _____ Date: _____</p> <p>Dean of LIS Signature: _____ Date Returned: _____</p>
--

Based upon our review on _____ (date), Library & Instructional Services concludes that:

- Library resources to support the proposed curriculum change are currently available.
- Additional Library resources are needed but can be obtained from current funds.
- Support, but significant additional Library funds/resources are required in the amount of \$_____.
- Does not support the proposal for reasons listed below.

Comment regarding the impact this proposal will have on library resources, collection development, programs, etc. Use additional pages if necessary:

**Ferris State University
Management Department**

MANAGEMENT MINOR for NON-BUSINESS STUDENTS – 18 Credits

NAME: _____ **Major:** _____ **SS#:** _____

REQUIRED	COURSE TITLE	CREDITS	S.H.	GRADE
REQUIRED COURSES				
COMM	221	Small Group Decision Making (None)	3	
COMM	421	Leadership in Small Group Communication (COMM 105 or COMM 200 & COMM 221)	3	
MGMT	301	Applied Management (None)	3	
MGMT	350	Tools for Decision Making (None)		
MGMT	373	Human Resource Management (Jr status or instructor approval)	3	
Choose one:				
MGMT	302	Organizational Behavior (MGMT 301 or instructor approval)	3	
MGMT	375	Negotiations (MGMT 373 or instructor approval)	3	
MKTG	466	Purchasing (MKTG 321 or instructor approval)	3	
MKTG	472	Supply Chain Management (MKTG 321)	3	

1. In consultation with a member of the management faculty, the student will complete a management minor checksheet, indicating the courses he/she plans to complete. Signatures of the student and management advisor are required.
2. The completed management minor checksheet will be forwarded to the Management Department Chair for approval. The approved checksheet will then be forwarded to Student Records in the College of Business.
3. Grades of the completed courses for the management minor will be posted on the student's checksheet.
4. Upon completion of the management minor program, the student will notify the Graduation Secretary in the College of Business, BUS 200. Upon verification that the student has completed the bachelor's degree requirements, the Dean's Office will then notify the Registrar who will note the completion of the management minor on the student's official transcript.

NOTE: No more than 50% of the credits in this minor may be transferred from another institution, nor, will this minor be granted if more than 6 of the minor credits are specifically required in the students major.

NOTICE REGARDING WITHDRAWAL, RE-ADMISSION AND INTERRUPTION OF STUDIES

Students who return to the university after an interrupted enrollment (not including summer semester) must normally meet the requirements of the curriculum which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.

NOTE: A 2.00 GPA is required for completion of the Management Minor.

Student: _____ **Date:** _____

Management Advisor: _____ **Date:** _____

Management Dept. Chair: _____ **Date:** _____

Ferris State University

Management Department

MANAGEMENT CERTIFICATE for NON-BUSINESS STUDENTS – 12 Credits

NAME: _____ **Major:** _____ **SS#:** _____

REQUIRED	COURSE TITLE	PREREQUISITES (S, D, O, S, D, O)	S.H.	GRADE
REQUIRED COURSES – 12 Credits Required				
COMM	221	Small Group Decision Making (None)	3	
MGMT	301	Applied Management (None)	3	
MGMT	302	Organizational Behavior (MGMT 301 or Instructor permit)	3	
Choose One:		COMM 421 Leadership in Small Group Communication (COMM 105 or COMM 200 & COMM 221) or MGMT 350 Tools for Decision Making (None)	3	

NOTE: No more than 50% of the credits in this certificate may be transferred from another institution, nor, will this certificate be granted if more than 6 of the certificate credits are specifically required in the students major.

NOTICE REGARDING WITHDRAWAL OR AN INTERUPTION OF STUDIES
 Students who return to the university after an interrupted enrollment (not including summer semester) must normally meet the requirements of the curriculum which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.

NOTE: A 2.00 GPA is required for completion of the Management Certificate.

Student: _____ **Date:** _____

Management Advisor: _____ **Date:** _____

Management Dept. Chair: _____ **Date:** _____

PROPOSAL SUMMARY AND ROUTING FORM

Proposal Title: New Minor and Certificate in Management for Business Students

Initiating Unit or Individual: Alex Pomnichowski

Contact Person's Name: Alex Pomnichowski e-mail: pomnichoa@ferris.edu phone: 2467

Date or Semester of Proposal Implementation: 06W

- Group I - A – New degree/major or major, or redirection of a current offering
- Group I - B – New minors or concentrations
- Group II - A – Minor curriculum clean-up and course changes
- Group II - B – New Course
- Group III - Certificates
- Group IV – Off-Campus Programs

Group/Individual	Signature	Date	Vote/Action *
Program Faculty			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Department Faculty			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Department Head			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
College Curriculum Committee			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Dean			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
University Curriculum Committee			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Senate			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support
Academic Affairs			<input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support

* Support with Concerns or Not Support must include a list of concerns.

To be completed by Academic Affairs		
President (Date Approved) _____	Board of Trustees (Date Approved) _____	President's Council (Date Approved) _____

1. Proposal Summary

The APRC recommended that a minor be created. They felt that students outside the College of Business would be interested. A minor and certificate were recommended to the department in April. A number of suggestions were made by faculty.

These revised proposals for a minor and certificate reflect the comments by faculty and also that both students enrolled in programs not in the College of Business and those enrolled in the College of Business would be interested in a minor or certificate. The proposals are for a minor in Management for those students not in the College of Business and for those in the College of Business. Also, a certificate in Management for those students not in the College of Business and for those students in the College of Business.

There are slight differences in the programs reflecting the background of students outside and in the College of Business.

The chair of the COB curriculum committee was contacted concerning the above and indicated the foregoing approach was acceptable.

2. Summary of All Course Action Required*

d. Addition of existing FSU courses to program

Prefix	Number	Title
COMM	221	Small Group Decision Making
COMM	421	Leadership in Small Group Communication
MGMT	302	Organizational Behavior
MGMT	373	Human Resource Management
MGMT	375	Negotiations
MKTG	466	Purchasing
MKTG	472	Supply Chain Management
MMBA	640	Project Management

*Contact Senate Secretary or UCC Chair if spaces for additional courses are needed.

LIBRARY & INSTRUCTIONAL SERVICES CONSULTATION FORM

To be completed by the liaison librarian and approved by the Dean of LIS. All returned forms should be included in the proposal. **Library & Instructional Services must respond within 20 calendar days of receipt of this form to insure that the form is included in the final proposal.**

FAILURE TO RESPOND IS CONSIDERED AS SUPPORT OF THE CHANGE.

RE: Proposal Title: New Management Minor & Certificate for Business Students

Projected number of students per year affected by proposed change: 20-30

Initiator(s): Alex Pomnichowski

Proposal Contact: Alex Pomnichowski **Date Sent:** 10/14/05

Department: Management **Campus Address:** Bus 212
(Please print)

Liaison Librarian signature: _____ **Date:** _____

Dean of LIS Signature: _____ **Date Returned:** _____

Based upon our review on _____ (date), Library & Instructional Services concludes that:

- Library resources to support the proposed curriculum change are currently available.
- Additional Library resources are needed but can be obtained from current funds.
- Support, but significant additional Library funds/resources are required in the amount of \$_____.
- Does not support the proposal for reasons listed below.

Comment regarding the impact this proposal will have on library resources, collection development, programs, etc. Use additional pages if necessary:

Ferris State University

Management Department

MANAGEMENT MINOR for BUSINESS STUDENTS– 18 Credits

NAME: _____

Major: _____

SS#: _____

REQUIRED	COURSE TITLE	PREREQUISITES (NONE IN THIS MINOR)	S.H.	GRADE
REQUIRED COURSES (All Required)				
COMM	221	Small Group Decision Making (None)	3	
COMM	421	Leadership in Small Group Communication (COMM 105 or COMM 200 & COMM 221)	3	
MGMT	373	Human Resource Management (Jr status or instructor approval)	3	
Choose one:				
MGMT	302	Organizational Behavior (MGMT 301 or instructor approval)	3	
MGMT	375	Negotiations (MGMT 373 or instructor approval)	3	
Choose One:				
MKTG	466	Purchasing (MKTG 321 or instructor approval)	3	
MKTG	472	Supply Chain Management (MKTG 321)	3	
Choose One:				
ISYS	411	Project Management (Senior Status)	3	
MMBA	640	Project Management (Graduate Status)	3	

1. In consultation with a member of the management faculty, the student will complete a management minor checksheet, indicating the courses he/she plans to complete. Signatures of the student and management advisor are required.
2. The completed management minor checksheet will be forwarded to the Management Department Chair for approval. The approved checksheet will then be forwarded to Student Records in the College of Business.
3. Grades of the completed courses for the management minor will be posted on the student's checksheet.
4. Upon completion of the management minor program, the student will notify the Graduation Secretary in the College of Business, BUS 200. Upon verification that the student has completed the bachelor's degree requirements, the Dean's Office will then notify the Registrar who will note the completion of the management minor on the student's official transcript.

NOTE: No more than 50% of the credits in this minor may be transferred from another institution, nor, will this minor be granted if more than 6 of the minor credits are specifically required in the students major.

NOTICE REGARDING WITHDRAWAL, RE-ADMISSION, AND INTERRUPTION OF STUDIES
 Students who return to the university after an interrupted enrollment (not including summer semester) must normally meet the requirements of the curriculum which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.

NOTE: A 2.00 GPA is required for completion of the Management Minor.

Student: _____ **Date:** _____

Management Advisor: _____ **Date:** _____

Management Dept. Chair: _____ **Date:** _____

Ferris State University

Management Department

MANAGEMENT CERTIFICATE for BUSINESS STUDENTS – 12 Credits

NAME: _____ **Major:** _____ **SS#:** _____

REQUIRED	COURSE TITLE - PREREQUISITES (COURSES)	S.H.	GRADE
REQUIRED COURSES (12 CREDITS)			
COMM	221 Small Group Decision Making (None)	3	
COMM	421 Leadership in Small Group Communication (COMM 105 or COMM 200 & COMM 221)		
MGMT	302 Organizational Behavior (MGMT 301 or Instructor permit)	3	
MMBA	640 Project Management (Graduate Status)	3	

NOTE: No more than 50% of the credits in this certificate may be transferred from another institution, nor, will this certificate be granted if more than 6 of the certificate credits are specifically required in the students major.

NOTICE REGARDING WITHDRAWAL, RE-ENROLLMENT AND INTERRUPTION OF STUDIES
 Students who return to the university after an interrupted enrollment (not including summer semester) must normally meet the requirements of the curriculum which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.

NOTE: A 2.00 GPA is required for completion of the Management Certificate.

Student: _____ **Date:** _____

Management Advisor: _____ **Date:** _____

Management Dept. Chair: _____ **Date:** _____

MANAGEMENT DEGREE PROGRESS REPORT (SUPPLEMENT)

SUBMITTED BY

**ALEX POMNICHOWSKI
C. J. BOLLING
KAREN NASH
REBECCA KOWALKOSKI
WILLIAM SMITH**

INTRODUCTION

**THIS IS A BRIEF STATEMENT OF WHAT HAS OCCURRED SINCE THE OCTOBER 15
PROGRESS REPORT.**

MANAGEMENT MAJOR

**THE MANAGEMENT PROPOSAL WAS SENT TO THE UNIVERSITY CURRICULUM
COMMITTEE. THEY MADE SEVERAL REQUESTS INCLUDING PROVIDING ADDITIONAL
RATIONALE AND SUPPLYING A SEMESTER-BY-SEMESTER PLAN OF WHAT A STUDENT
WOULD TAKE FOR THE NEW MAJOR. THEY ALSO INDICATED THE PROPOSAL WAS A
MAJOR REVISION.**

**A RESPONSE WAS IMMEDIATELY MADE. SEE THE ADDITIONAL RATIONALE
UNDER APPENDIX A.**

**THE CHAIR OF THE UCC SENT AN E-MAIL ACKNOWLEDGING RECEIPT OF
THE DATA REQUESTED AND THANKING US FOR RESPONDING SO QUICKLY.
THAT WAS NICE TO RECEIVE.**

**WITH THEIR ORIGINAL REQUEST, A COMMENT WAS MADE BY THE UCC
THAT THEY FELT THE CHANGES COULD BE OPERATIONAL WINTER 2006.**

**THE UCC MET ON 10/27. A 10/31 E-MAIL INDICATES THAT THE MANAGEMENT PROPOSAL
WAS APPROVED, "PENDING RECEIPT OF A NEW CHECKSHEET AND SEMESTER-BY-SEMESTER
PLAN THAT CLEARLY SHOWS COMM 105. (IT IS A PREREQUISITE FOR COMM 421, BUT SHOULD
BE INCLUDED IN THE CALCULATION OF NUMBER OF CREDITS NEEDED TO COMPLETE THE
PROGRAM.)"**

"UPON RECEIPT OF THOSE FORMS, THE PROPOSAL WILL BE ADDED TO THE

12/06 ACADEMIC SENATE AGENDA FOR ACTION.”

PRIOR TO PREPARATION OF THE MANAGEMENT PROPOSAL, DISCUSSIONS WERE HELD WITH THE FACULTY MEMBER TEACHING THE COURSE. HE INDICATED THAT “PERMISSION OF INSTRUCTOR” WOULD WAIVE THE COMM 105 PREREQUISITE. WITH COMM 105, THERE ARE THREE COURSES SERVING AS PREREQUISITES FOR COMM 421.

THE FACULTY MEMBER WILL HAVE TO BE CONTACTED AGAIN. A CHECKSHEET AND SEMESTER-BY-SEMESTER PLAN WERE ORIGINALLY PROVIDED. THE NEW ONES WOULD REFLECT THE COMM 105.

MANAGEMENT MINOR/CERTIFICATE

THE MANAGEMENT MAJOR AND MINOR WERE DISCUSSED AT THE OCTOBER 18 DEPARTMENT MEETING. SEVERAL COMMENTS WERE MADE, TWO BY THE SAME INDIVIDUALS WHO OPPOSED THE MANAGEMENT MAJOR. ONE OF THE INDIVIDUALS INDICATED THAT HE DID NOT THINK THERE SHOULD BE ANY MINORS AND PARTICULARLY NO CERTIFICATES. THE OTHER INDIVIDUAL HAD A LIST OF ITEMS DEALING WITH CHANGES, INCLUDING THE SAME MATTER OF NOT OFFERING ANY MINOR TO STUDENTS OUTSIDE THE COLLEGE OF BUSINESS, AND NOT INCLUDING IN THE MINOR ANY COURSES THAT ARE OUTSIDE THE COLLEGE OF BUSINESS.

THE DECISION WAS MADE TO TABLE THE PROPOSALS, ASKING THOSE WHO HAD SUGGESTIONS TO SEND THEM TO THE COMMITTEE. ONE E-MAIL WAS RECEIVED. INTERESTINGLY, ONE WAS RECEIVED FROM ONE OF THE TWO INDIVIDUALS. THE SUGGESTED CHANGES GO BACK TO WHERE WE WERE IN APRIL, THERE IS NO IMPROVEMENT OF MANAGERIAL SKILLS, AND NOTHING ON LEADERSHIP.

THE PROPOSAL WILL BE BACK ON THE DEPARTMENT AGENDA IN NOVEMBER.

SUMMARY

IT IS DISAPPOINTING NOT TO HAVE ANYTHING COMPLETED.

WE CONCLUDED OUR DELIBERATIONS ON REVISING THE MAJOR AND CREATING A MINOR AND A CERTIFICATE FOR BOTH CATEGORIES OF STUDENTS, IN AND OUT OF THE COLLEGE OF BUSINESS, IN EARLY JANUARY OF THIS YEAR. WE THOUGHT SOME ACTION WOULD BE TAKEN AND THE CHANGES WOULD BE IN EFFECT FOR FALL 2005. BUT, THEY ARE STILL WORKING THEIR

WAY THROUGH THE CHANGE PROCESS.

IT IS DISAPPOINTING TO HAVE CHANGE TAKE SO LONG. IN THE COLLEGE OF BUSINESS THERE ARE A NUMBER OF LEVELS TO PASS THROUGH AND EACH COULD REQUEST ADDITIONAL INFORMATION. AND, THEY USUALLY DO.

CHANGE IS A VERY TIME-CONSUMING PROCESS. ONE CAN'T HELP BUT WONDER IF THE CHANGE PROCESS COULD BE SHORTENED SOMEWHAT.

WE ARE ALSO DISAPPOINTED IN NOT BEING ABLE TO KEEP MGMT 350, TOOLS FOR DECISION MAKING IN THE MANAGEMENT MAJOR NOR IN THE MINOR FOR BUSINESS STUDENTS. IT IS A GOOD APPLICATIONS COURSE.

APPENDIX A

(ADDITIONAL RATIONALE)

IN 2001, CHANGES WERE MADE TO THE MANAGEMENT MAJOR TO ATTRACT THE MORE QUALIFIED STUDENT. THE GPA ENTRANCE REQUIREMENTS WERE RAISED AS WELL AS THE GPA GRADUATION REQUIREMENT. THE MAJOR WAS SUBSTANTIALLY CHANGED, ADDING COURSES AND DROPPING OTHERS. THE CHANGES WERE ADOPTED BY THE DEPARTMENT.

IN 2003, CHANGES WERE MADE TO ELIMINATE SOME OF THE CHANGES MADE EARLIER. THE PROPOSAL WAS TO ELIMINATE CALCULUS, ONE-YEAR OF A FOREIGN LANGUAGE, ISYS 130 AND 303, AND THE GPA ENTRANCE AND GRADUATION REQUIREMENTS. TO HAVE THE GPA REQUIREMENTS SIMILAR TO ALL OTHER PROGRAMS IN THE COLLEGE OF BUSINESS. THE HOURS REQUIRED FOR GRADUATION IN THE MAJOR WAS REDUCED TO 124.

THE CHANGES WERE UNANIMOUSLY APPROVED BY THE DEPARTMENT. IN APRIL 2003, NOTIFICATION WAS RECEIVED FROM THE COLLEGE OF BUSINESS CURRICULUM COMMITTEE THAT THE CHANGES IN THE MAJOR WERE NOT APPROVED. A NUMBER OF QUESTIONS WERE TO BE ADDRESSED:

- A. NOT ENOUGH DIFFERENCE BETWEEN THE BUS ADM AND MGMT MAJORS.
- B. SUPPORTING DOCUMENTATION WAS NEEDED – ADVISORY COMMITTEE, ALUMNI.

IN WINTER 2004, A COMMITTEE WAS FORMED TO ADDRESS THE QUESTIONS RAISED BY THE COB CURRICULUM COMMITTEE. FOR A TIME THE COMMITTEE SERVED AS BOTH CURRICULUM COMMITTEE AND PART OF A PROGRAM REVIEW PANEL FOR THE MANAGEMENT MAJOR. SURVEYS WERE CONDUCTED. AN ADVISORY COMMITTEE MEETING WAS HELD SEPTEMBER 10, 2004. ADDITIONAL EMPLOYERS WERE SURVEYED BY E-MAIL. AN APRC REPORT WAS PREPARED AND THE PRP MET WITH THE APRC IN OCTOBER.

THE RECOMMENDATION OF THE APRC WAS THAT THE MANAGEMENT MAJOR BE "CONTINUED WITH REDIRECTION." THE APRC FURTHER RECOMMENDED A VARIETY OF STEPS BE TAKEN BY THE FACULTY AND ADMINISTRATION OF THE PROGRAM:

- A. ACTION SHOULD BE TAKEN AS SOON AS POSSIBLE ON MAKING CHANGES PREVIOUSLY IDENTIFIED AS IMPEDIMENTS TO ENROLLMENT.
- B. REVIEW THE PROGRAM TO SEE IF SUFFICIENT CHANGES CAN BE MADE TO DISTINGUISH THE MGMT MAJOR FROM THE BUS ADM MAJOR. THE FACULTY SHOULD USE THE RECOMMENDATIONS OF THE ADVISORY COMMITTEE AS A GUIDE IN THE PROCESS. THE FACULTY SHOULD INVESTIGATE DEVELOPING LEADERSHIP SKILLS IN STUDENTS ENROLLED IN THE PROGRAM AS THAT IS A CRITICAL DIFFERENCE BETWEEN MGMT AND THE BUS ADM DEGREE. USE COURSES IN ARTS AND SCIENCES AND NOT DUPLICATE WHAT IS ALREADY IN EXISTENCE. STRONGLY CONSIDER REQUIRING INTERNSHIPS.
- C. THE PANEL SHOULD SUBMIT A REPORT TO THE CHAIR OF THE ACADEMIC PROGRAM REVIEW COUNCIL, THE DEAN, AND THE VP OF ACADEMIC AFFAIRS NO LATER THAN OCTOBER 15, 2005, DESCRIBING THE RESULTS OF THEIR CURRICULAR REVIEW AND DOCUMENTING CHANGES THAT HAVE BEEN IMPLEMENTED.
- D. IF THERE IS NO EVIDENCE THAT THE PROGRAM HAS TAKEN SIGNIFICANT STEPS TO INCREASE ENROLLMENT IN THE PROGRAM AND/OR HAS DEVELOPED NO ACCEPTABLE PLAN FOR REDIRECTION BY THE DUE DATE, THE APRC WILL RECOMMEND TO THE ACADEMIC SENATE THAT THE PROGRAM BE CLOSED.

PART OF THE PRP ONCE AGAIN BECAME THE MGMT CURRICULUM COMMITTEE. THE PROPOSED CHANGES INCORPORATE THOSE UNANIMOUSLY ADOPTED BY THE DEPARTMENT IN 2003 BUT NOT APPROVED BY THE COF B CURRICULUM COMMITTEE, THOSE SUGGESTED BY THE ADVISORY COMMITTEE, AND THE GUIDELINES FROM THE APRC. THESE CHANGES INCLUDE REMOVING THE 3.5 AND 2.75 GPA GRADUATION AND ENTRANCE REQUIREMENT AND MOVING IT TO THE CURRENT STANDARD OF 2.5. THE APRC RECOMMENDED ADDING A MINOR IN MANAGEMENT. THIS IS ALSO BEING PROPOSED, ALONG WITH A CERTIFICATE IN MANAGEMENT.

RESPONSE TO APRC QUESTIONS

1. INTERNSHIPS

INTERNSHIPS HAVE BEEN CONSIDERED FOR THE MANAGEMENT MAJOR SINCE THE INCEPTION OF THE MAJOR IN 1970. AT THAT TIME, AND SINCE, ADVISORY COMMITTEES HAVE ALWAYS MENTIONED INTERNSHIPS AND WE HAVE ALWAYS STRONGLY RECOMMENDED THEM TO STUDENTS.

THE ADVANTAGES OF AN INTERNSHIP ARE WELL-KNOWN TO THE PROGRAM FACULTY, WITH SOME OF THEM HAVING SERVED AS COORDINATORS. THE MATTER OF INTERNSHIPS WAS FULLY DISCUSSED WHEN THE MAJOR WAS ESTABLISHED AND WAS THOROUGHLY DISCUSSED WHEN THE MAJOR WAS RECENTLY MODIFIED.

STUDENTS WERE MORE PRONE TO CONSIDER AN INTERNSHIP WHEN THEY COULD EARN UP TO 16 QUARTER HOURS OF CREDIT. THAT WAS UNDER THE QUARTER SYSTEM. ESTABLISHING CONTACT WITH THE EMPLOYER AND THE PAPERWORK INVOLVED WAS COMPLETE BUT SIMPLE. UNDER THE CURRENT STRUCTURE, STUDENTS CAN TYPICALLY EARN THREE TO SIX CREDITS FOR AN INTERNSHIP, DEPENDING ON THE JOB.

AT A RECENT MEETING OF THE COLLEGE OF BUSINESS FACULTY, SEVERAL COMMENTED ON THE AMOUNT OF PAPERWORK INVOLVED IN THE INTERNSHIP. THAT SEEMS TO BE A CONCERN OF OTHER FACULTY. APPARENTLY, STUDENTS HAVE ALSO EXPRESSED CONCERN.

STUDENTS HAVE EXPRESSED CONCERN ABOUT THE COST TO THEM (LIVING EXPENSES), LOCATION (HAVING TO LOCATE HOUSING), AND EFFECT UPON THE TIME INVOLVED IN GETTING THEIR DEGREE SINCE THE INTERNSHIP IS LESS THAN A FULL LOAD FOR THE SEMESTER. STUDENTS WOULD LIKE AN INTERNSHIP IN THEIR HOMETOWN IN THE SUMMER. IT IS CONVENIENT AND WOULD HAVE NEGLIGENT EFFECT UPON THE TIME REQUIRED TO COMPLETE THEIR DEGREE. INTERNSHIP STATIONS IN THE LARGER CITIES (GR, FLINT/SAGINAW, DETROIT) ARE NOT VERY APPEALING FOR THE REASONS CITED ABOVE. STUDENTS ARE ENCOURAGED TO INTERN AT SOME COMPANY, BUT FOR THE MOST PART HAVE CONSIDERED THE PROBLEMS/DISADVANTAGES TO THEM OUTWEIGHING THE ADVANTAGES.

THE PROCESS INVOLVED IN INTERNSHIPS HAS TO BE THOROUGHLY DISCUSSED BEFORE REQUIRING THEM FOR STUDENTS.

2. FOREIGN LANGUAGE

EXPERIENCE IN THE GLOBAL BUSINESS ENVIRONMENT UNDOUBTEDLY SUGGESTS THAT CROSS-CULTURAL ENRICHMENT, INCLUDING FOREIGN LANGUAGE IS A PLUS. BUT CONDITIONS HAVE CHANGED REGARDING FOREIGN LANGUAGE MASTERY. AS INTERNATIONAL TRADE HAS EVOLVED FROM "REGIONAL" TO "GLOBAL", COUNTRY-SPECIFIC ADVANTAGES HAVE GREATLY DIMINISHED. AND PARALLELING THE ABSORPTION OF NATIONAL ECONOMIES INTO THE GLOBAL ECONOMY, ENGLISH HAS EMERGED AS THE GLOBAL LANGUAGE OF COMMERCE. OWING TO THIS, OUR VIEW IS THAT

FOREIGN LANGUAGE STUDY IS OF LESSER IMPORTANCE THAN THE OTHER AVAILABLE COURSES OF INTERNATIONAL BUSINESS STUDY.

3. ISYS 411/MMBA 640, PROJECT MANAGEMENT

IN DISCUSSIONS WITH THE HEAD OF THE GRADUATE DIVISION AT THE COLLEGE OF BUSINESS, HE INDICATES THAT UNDERGRADUATE STUDENTS TAKING A GRADUATE-LEVEL COURSE PAY THE UNDERGRADUATE TUITION.

ISYS 411 AND MMBA 640 ARE ESSENTIALLY THE SAME COURSE. STUDENTS REGISTER FOR 411, BUT WHEN THE CLASS IS NOT FILLED, THE CLASSES ARE COMBINED.

4. CURRENT ENROLLMENT

CURRENT ENROLLMENT IN THE MANAGEMENT MAJOR IS 19.

DOG DAYS ARE COMING. THIS IS WHEN STUDENTS WHO HAVE INDICATED AN INTEREST IN A MAJOR COME TO CAMPUS TO LEARN ABOUT THE UNIVERSITY AND THEIR PROGRAM.

OF THE 46 WHO TO DATE HAVE INDICATED THEY WILL BE COMING TO CAMPUS, 3 HAVE INDICATED AN INTEREST IN MANAGEMENT. STUDENTS HAVE NOT INDICATED AN INTEREST IN A NUMBER OF PROGRAMS.

SINCE THE CHANGES IN THE MAJOR HAVE NOT YET BEEN APPROVED BY THE UCC, WE ARE STILL OPERATING UNDER THE OLD CHECK SHEET, WITH ITS NUMEROUS IMPEDIMENTS TO ENTRANCE AND EXIT.

IT IS INTERESTING TO TRACK ENROLLMENT IN THE MANAGEMENT MAJOR. SHORTLY AFTER ITS INCEPTION IN 1970, IT HAD THE SECOND HIGHEST ENROLLMENT OF THE 10 BS PROGRAMS IN THE DEPARTMENT. AT ONE TIME IT HAD 260 STUDENTS, WHILE THE HIGHEST ENROLLED PROGRAM HAD 625. It retained this relationship (second place) through the substantial drop experienced by the COB due to the change to semesters until the changes made in 2001, when the enrollment dropped to 50% of what it was the year before. Those changes required a high grade point to enter the program, calculus, and other courses that the advisory committee indicated were not necessary. The department attempted to eliminate what were felt to be impediments to the program, was not successful in getting the changes through the College of Business curriculum committee in 2003, but continued to work on changes. Leading to where we are today, with the major being substantially revised and awaiting action by the UCC.

5. COMPARISON WITH BUSINESS ADMINISTRATION

When looking at comparisons between majors, it is important to keep in mind two things. First, every BS program in the College of Business requires that every student take what is called the Business Core. There are 30 hours (10 courses) that everyone takes.

Second, the department decided a while ago that, because of their importance, every Management department major should be required to take three

courses: Mgmt 302, Organization Behavior, Mgmt 373, Human Resource Management, and Mgmt 488, Advanced Management – Cases and Problems.

Those three courses are listed as required under the various majors as: Business Administration, Hotel Management, Resort Management, Operations And Supply Management, Small Business and Entrepreneurship, International Business, Management, and Human Resource Management. Therefore, there will be some similarities between these programs. Namely, the three courses.

Looking beyond the above, there are substantial differences in the programs. The Management major, following the strong comments by our advisory committee, has more of a leadership orientation. That is why there are two communication courses, Comm 221, Small Group Decision Making, and Comm 421, Leadership in Small Group Communication.

The advisory committee emphasized the fact that managers deal with people, not things. Therefore, the Psych 150, Introduction to Psychology, Mgmt 375, Negotiations, BLaw 421, Employment Law, and Mgmt 335, Cross-cultural Business courses.

Managers should possess various skills, therefore the Mktg 466, Purchasing, Mktg 472, Supply Chain Management, and ISYS 411 (MMBA 640) Project Management courses.

We are very disappointed that Mgmt 350, Tools for Decision Making, did not meet with the approval of the College of Business curriculum committee. The contents are an ideal course for application of the knowledge gained in accounting and finance. There appears to be some confusion between the CofB administration and CoB curriculum committee regarding its acceptability.

6. Minor/Certificate

The minor and certificate were on the department meeting agenda in October. They were discussed, several suggestions were made, and the same two faculty who opposed the major again voiced their opposition based on somewhat similar grounds.

While the proposals most likely would have been approved, it was thought best to solicit additional comments, to incorporate them, if possible, in the proposals, and then seek a vote.

The minor and certificate proposals were tabled until the November Department meeting.