**Change Course MGMT 4010**

Specific Course Change type selected: Enrollment restriction

Specific Course Change type selected: Pre or Co-requisites

1. Existing course prefix and number:

MGMT 4010

2. Existing course prerequisites:

Prerequisites and Restrictions:

MGMT 3010 Minimum Grade of D OR

MGMT 301 Minimum Grade of D

3. Proposed course prerequisites:

MGMT 3010 Minimum Grade of D OR

MGMT 301 Minimum Grade of D

AND

MGMT 3011 Minimum grade of D - this course was previously known as MGMT 4020. We have requested a change in course number in change request 'B-2019-MGMT-6.'

4. Existing course corequisites:

No Corequisites exist for MGMT 4010 in term 202040.

5. Proposed course corequisites:

none

6. Proposed course prerequisites that may be taken concurrently (before or at the same time):

none

7. Minimum grade for prerequisites (default grades are D for Undergrad and C for Grad):

D

8. Major and/or minor restrictions:

Include

9. List all the four-digit major and/or minor codes (from Banner) that are to be included or excluded:

Leadership & Business Strategy Majors (LBSJ)

Management (MGTJ)

MANAGEMENT (MGTN)

OR

By consent of instructor

10. Do prerequisites and corequisites for 5000-level courses apply to undergraduates, graduates, or both?

Not Applicable

11. If this change applies to multiple courses, please list them below.

Not Applicable

A. Please choose Yes or No to indicate if this class is a Teacher Education class:

No

B. Please choose the applicable class level:

Undergraduate

C. Please respond Yes if this is a current general education course and/or a course being submitted for the new WMU Essential Studies program. Please respond No if it is neither.

No

D. Explain briefly and clearly the proposed improvement.

Add MGMT 3011 (previously MGMT 4020) to the list of pre-requisites for Management 4010. Students will now take both MGMT 3011 and MGMT 3010 before taking MGMT 4010.

Restrict Management 4010 to Leadership & Business Strategy majors (we recognize that Management majors and minors still have to be included until those students are taught out, and have left those codes under the inclusion list above).

E. Rationale. Give your reason(s) for the proposed improvement. (If your proposal includes prerequisites, justify those, too.).

We believe it is important for students to have taken both MGMT 3011 (the prep course for MGMT 4010) and MGMT 3010 (experiential consulting project) before taking MGMT 4010 (leading the experiential consulting project). It makes sense for students to have preparation and experience as team participants before becoming team leaders.

MGMT 4010 is being restricted to LBS majors in order to help us better balance enrollment between 3010 and 4010.

This proposed change positions 4010 as the pinnacle experience for LBS majors, but also allows for outstanding minors the possibility of getting the experience with the approval of the instructor.

The proposed change also allows LBS minors to take other electives in the management department.

F. List the student learning outcomes for the proposed course or the revised or proposed major, minor, or concentration. These are the outcomes that the department will use for future assessments of the course or program.

1. Leadership

a. Describe generally accepted definitions of leadership.

b. Understand and apply foundational frameworks and theories of leadership in organizations and business.

c. Articulate their own leadership experiences, attitudes, and styles.

d. Create greater self-awareness and self-understanding as a leader.

e. Analyze team-based and organizational-based situations to determine appropriate leadership behaviors.

f. Understand and apply foundational frameworks and theories of effective team performance.

g. Diagnose team dynamics and implement remedies to improve team performance.

2. Strategy

a. Understand foundational concepts, frameworks, and tools of strategic management.

b. Analyze and diagnose strategic issues facing businesses to improve their performance.

c. Identify and evaluate realistic strategic options to improve business performance by applying foundational concepts, frameworks, and tools of strategic management.

d. Create realistic strategic solutions and insights to improve business performance.

e. Formulate implementation plans to execute strategic solutions to improve business performance.

G. Describe how this curriculum change is a response to student learning assessment outcomes that are part of a departmental or college assessment plan or informal assessment activities.

This is a new major beginning Fall 219. As such, learning assessment data has not yet been reported. Plans are being made to begin data collection in Fall 2019.

A task force of 6 MGMT faculty conducted a deep strategic analysis of the MGMT major and minor in Fall 2017 and Winter 2018. This included collecting and analyzing the following data: surveys of skills required by recruiters, Town Hall meeting of current management majors, analysis of peer and aspirant schools, Haworth College of Business Post Graduation Activity Reports, surveys of alumni, departmental meeting, informal feedback from various stakeholders including faculty, Haworth College of Business Dean, Chair of Management Department, career center, advising, students, and companies at Career fair, consideration of Haworth College of Business and WMU current strategic objectives, consideration of previous reviews of the major by Provost Greene, and consideration of faculty expertise.

H. Effect on other colleges, departments or programs. If consultation with others is required, attach evidence of consultation and support. If objections have been raised, document the resolution. Demonstrate that the program you propose is not a duplication of an existing one.

No effects on other colleges, departments, or programs.

I. Effect on your department's programs. Show how the proposed change fits with other departmental offerings.

This proposed change allows for more effective sequencing for LBS and Management students. The exclusion of LBS minors from this course (except by special consent) does allow those students to take more electives within the management department if they choose.

J. Effects on enrolled students: are program conflicts avoided? Will your proposal make it easier or harder for students to meet graduation requirements? Can students complete the program in a reasonable time? Show that you have considered scheduling needs and demands on students' time. If a required course will be offered during summer only, provide a rationale.

This will not have a negative effect on students. It just switches the course sequencing so that students have to have MGMT 3011 and MGMT 3010 before taking MGMT 4010. This is part of the re-imagining of MGMT 3011 as a prep course for MGMT 4010. It would not make sense for students to take the prep course after the actual experience.

Further, restricting the course to LBS majors allows MGMT 4010 to become the pinnacle experience for students co-majoring in LBS. They will have a unique, course-driven experience that sets them apart from their peers - a differentiation that is consistent with the program's goals and objectives.

K. Student or external market demand. What is your anticipated student audience? What evidence of student or market demand or need exists? What is the estimated enrollment? What other factors make your proposal beneficial to students?

Students will be better prepared for MGMT 4010 having had both MGMT 3010 and MGMT 3011.

L. Effects on resources. Explain how your proposal would affect department and University resources, including faculty, equipment, space, technology, and library holdings. Tell how you will staff additions to the program. If more advising will be needed, how will you provide for it? How often will course(s) be offered? What will be the initial one-time costs and the ongoing base-funding costs for the proposed program? (Attach additional pages, as necessary.)

We do not anticipate any change in resources. Both pre-requisite courses for MGMT 4010 are currently being offered regularly.

M. With the change from General Education to WMU Essential Studies, this question is no longer used.

For courses requesting approval as a WMU Essential Studies course, a syllabus identifying the student learning outcomes and an action plan for assessing the student learning outcomes must be attached in the Banner Workflow system.

Not Applicable

N. (Undergraduate proposals only) Describe, in detail, how this curriculum change affects transfer articulation for Michigan community colleges. For course changes, include detail on necessary changes to transfer articulation from Michigan community college courses. For new majors or minors, describe transfer guidelines to be developed with Michigan community colleges. For revisions to majors or minors, describe necessary revisions to Michigan community college guidelines. Department chairs should seek assistance from college advising directors or from the admissions office in completing this section.

No anticipated effect on transfer articulation.

O. Current catalog copy:

MGMT 4010 Project Leadership Students acquire the knowledge, tools, and experience to lead project teams through a combination of lectures and experiential learning. This class emphasizes advanced project management skills and concepts crucial to successful leadership such as motivation, decision making, and negotiation. Students apply the concepts learned by assuming leadership roles for the project teams in MGMT 3010. Restricted to majors/minors across multiple departments. Please see advisor for specific program restrictions. Prerequisite: MGMT 3010 3 hours

P. Proposed catalog copy:

MGMT 4010 Project Leadership Students acquire the knowledge, tools, and experience to lead project teams through a combination of lectures and experiential learning. This class emphasizes advanced project management skills and concepts crucial to successful leadership such as motivation, decision making, and negotiation. Students apply the concepts learned by assuming leadership roles for the project teams in MGMT 3010. Restricted to Leadership & Business Strategy majors. Please see advisor for specific program restrictions. Prerequisite: MGMT 3010 MGMT 3011 3 hours