

experience. Each student will pursue in depth an area of special interest that has arisen through the Human Resources Management curriculum and demonstrate how critical thinking, communication, technology, globalization, legal and ethical principles, and functional areas of business contribute to decision-making in that area.

iii. ORG 316 Social Psychology and the Workplace

1. Proposed modifications (attached in a separate motion)

- a. Change course title to “Social Psychology in the Multicultural Workplace”
- b. Change course description to: The primary focus of this course is on the behavior of individuals in social groups and how it applies to a multicultural workplace. The course examines how people think, influence, and relate to one another when there are differences in culture, ethnicity, sexual orientation, age, social class, and nationality. Topics include attribution theory, attitudes, persuasion, conformity, prejudice, altruism, and challenges of globalization.

iv. ORG 311 Professional Communication Techniques

1. Proposed Modifications (attached in a separate motion):

- a. Change description to: This course examines the critical role of communications within contemporary business organizations, with particular emphasis on written communications. Basic principles of effective writing, oral communication, presentations, communication in a team, and communication across cultures are examined and applied. Strategies for communicating clearly, concisely, and effectively in order to meet business objectives are stressed.

c. Modification of the following course within the ECGBPS to be added to the BOS program:

i. BUS 247 Negotiation Skills in Business

1. Proposed modification (attached in a separate motion): decrease from 3 credit hours to 1 credit hour

d. Creation of the following courses to be added to the BOS program:

i. ORG325 Compensation and Benefits (attached in a separate motion)

1. Credit Hours: 2
2. Description: This course focuses on the use of pay systems and benefit plans to help organizations achieve strategic goals. In this course, students will learn about job design, job evaluation, compensation design, and benefit design and administration, and use these techniques to make effective organizational decisions.
Prereq: BUS331

Additional courses proposed to be created and added to the BOS program are on the following page

- ii. ORG 404 Accounting and Finance for Non-Financial Managers
 - 1. This is based on a course that is currently in our Master of Management program: MGT 504 Accounting and Finance for Non-Financial Managers. We are also proposing in a separate motion to GACC to modify the title and description of MGT 504 to:
 - a. Change course title to “Economics and Finance for Non-Financial Managers”
 - b. Change description to: An overview of the basic principles and language of economics and finance, focusing on the use and application of economic and financial data for planning, control, and decision making. Topics include the business cycle, interest rates, inflation, risk analysis, and use of financial ratios.
 - 2. ORG 404 will include the same proposed new title and new description for MGT 504
- iii. ORG 407 Budgeting and Accounting for Managers
 - 1. This is based on a course that is currently in our Master of Management program: MGT 507 Budgeting. We are also proposing in a separate motion to GACC to modify the title and description of MGT 507 to:
 - a. Proposed Course Title: Budgeting and Accounting for Managers
 - b. Proposed New Description: This course examines the relationship of the accounting and budgeting processes to the organization’s strategic plan and goals, and emphasizes the use of an organization’s accounting information for decision-making. It includes an overview of the basic principles and language of accounting, budgeting process, various analytical techniques used to prepare and evaluate budgets, and ethical considerations in accounting and budgeting. Throughout the course, a managerial viewpoint is stressed.
 - 2. ORG 407 will include the same proposed new title and new description for MGT 507.
- iv. ORG420 Strategic Human Resource Management
 - 1. Credit Hours: 3
 - 2. Description: Focuses on the ability of human resource managers to contribute to the organization’s strategic plan. This includes interpreting information from internal and external sources, aligning the human resource management plan with the strategic plan, and consideration for risk management, stakeholder impact, organizational mission, and budget management.

Rationale/Evidence of Need. Include how this new program aligns with Fontbonne's mission and strategic plan.

Based on discussions with Human Resources professionals outside of OPTIONS, Adjunct Instructors within OPTIONS, OPTIONS Admissions, OPTIONS Assessment Coordinator, OPTIONS Student Services Department, ECGBPS Full-Time Faculty, and the OPTIONS Faculty & Curriculum Services Department the following conclusions were made:

- 1) A high percentage of students who enter the BOS program have a desire to work in Human Resources. However, the following issues arise:
 - a. Students who do wish to work in Human Resources upon receipt of the BOS degree are missing several key content areas including accounting, negotiation skills, and administration of compensation and benefits packages.
 - b. The degree title is vague and makes it difficult to attract students who wish to enter Human Resources to the program; and
 - c. The degree title is not easily interpreted by prospective employers of our BOS program graduates creating a barrier for employment.
- 2) The current BOS program does not meet accreditation standards with Accreditation Council for Business Schools and Programs (ACBSP), but with the addition of courses that have been recommended to provide a quality Human Resources Management program, the program would meet ACBSP guidelines.
- 3) Through the revisions of the BOS program discussed in above section of this motion, a Human Resources Management program could be created that adequately prepares students for the Professional in Human Resources certification administered by the Human Resources Certification Institute.
- 4) Fontbonne University would be the only university in the area to offer a Bachelor's Degree in Human Resources Management in an eight-week blended format which would allow the university to gain a large share of a growing market.

We feel that these changes will further our undergraduate students' appreciation for learning and allow the ECGBPS further offer a program that has a commitment to personal concern for our students.

Proposed Date of Implementation: Fall 2012

Projected Enrollment: Based on discussions with the OPTIONS Admissions staff and our research of degree offerings of universities in the area, we expect that the revision of the BOS program to a Human Resources Management program will provide Fontbonne University with a large share of a growing market leading to an increase in enrollment.

Financial Impact (describe/list projected amounts):

- **Faculty:** No impact
- **New Library Holdings:** No impact
- **Equipment:** No impact
- **Audio-visual / software:** No impact

Effect on currently enrolled students: Students who are enrolled in the BOS program prior to the proposed implementation of the Human Resources Management program (Fall 2012) will have taken some, or all, of the courses that are either being proposed to be removed from the required core or revised. If those students have a desire to receive a Bachelor's degree in Human

Resources Management instead of Organizational Studies, they would have to take the courses that are proposed to be added to the program: BUS 203, BUS 247, ORG 404, ORG 407, ORG 325 and ORG 420 Strategic Human Resource Management.

Does the proposed program replace an existing one? Yes, Bachelor of Science in Organizational Studies.

New Program Objectives/Outcomes:

Ethics/Legal

Examine the role that ethical and legal principles play in making socially and fiscally responsible decisions throughout the employment relationship including the hiring process, training, evaluation, and termination.

Global

Evaluate how training on multicultural awareness and a commitment to creating a diverse workforce can assist an organization in its ability to function effectively in a global environment.

Communication

Effectively express organization viewpoints through written and oral communication throughout the employment relationship including disclosure organizational decisions to employees, drafting job descriptions and employment policies, conducting interviews of prospective employees, facilitating employee training sessions, and implementing performance reviews.

Critical Thinking

Analyze financial statements, organizational and department structures, and plans for production to effectively assess staff efficiency, forecast staffing needs, and design compensation and benefits systems that promote business viability and employee motivation.

Technology

Value the importance of technology in the human resources environment and effectively incorporate it into human resources forecasting and planning, payroll and benefits administration, employee evaluations, and both the recruitment and retention of employees.

Functional Areas

Demonstrate an understanding of the key functional areas of business including accounting, economics, finance, management, and marketing and their effect on human resources decision-environment.

Old Program Objectives/Outcomes:

1. Obtain the foundation for more in-depth study of specific organizational studies topics.
2. Develop leadership and administrative qualities to assume managerial positions.
3. Examine management, motivational, and communication techniques used in leadership roles.
4. Acquire competencies needed for positions in business or advancement in their current jobs

Course Listings for New Program:

List all courses required for the new program. Include course number/title and credit hours for each course. If new courses are being proposed, please complete the Motion to Modify, Add, or Drop a Course Form for each course.

<u>Existing Courses</u>	<u>Credit Hours</u>
BUS 230 Management Principles	3
BUS 310 Organizational Behavior	3
BUS 331 Human Resources Management	3
BUS 410 Management Information Systems	3
ORG 311 Professional Communication Techniques	3
ORG 312 Management and Business Ethics	3
ORG 314 Employment Law	3
ORG 315 Applications in Modern Math	3
ORG 316 Social Psychology & the Workplace	3
ORG 409 Seminar in Human Resources Management	3
ORG 435 Seminar in Organizational Studies	3
<i>BUS 101 Introduction to Business</i>	3
<i>ORG 401 Managing in the Multicultural Workplace</i>	3
<i>ORG 410 Organizational Communication for Managers</i>	3
<i>BUS 471 Leadership: Managing in a Changing Environment</i>	3
TOTAL	45

<u>New Courses</u>	<u>Credit Hours</u>
BUS 230 Management Principles	3
BUS 310 Organizational Behavior	3
BUS 331 Human Resources Management	3
BUS 410 Management Information Systems	3
ORG 312 Management and Business Ethics	3
ORG 314 Employment Law	3
ORG 315 Applications in Modern Math	3
ORG 409 Seminar in Human Resources Management	3
ORG 435 Seminar in Organizational Studies	3
<i>ORG 311 Professional Communication Techniques</i>	3
<i>ORG 316 Social Psychology & the Multicultural Workplace</i>	3
<i>ORG 404 Economics and Finance for Non-Financial Managers</i>	3
<i>ORG 407 Budgeting and Accounting for Managers</i>	3
<i>BUS 247 Negotiation Skills in Business</i>	1
<i>ORG325 Compensation and Benefits</i>	2
<i>ORG 420 Strategic Human Resource Management</i>	3
TOTAL	45

Does this new program affect another department/college? YES NO

If yes, has this department/college approved of this new program?

Additional information:

If approved, distribute to the following:

- Catalog
- Registrar
- Fontbonne Policy Manual Volume I
- Advisors' Manual
- Student Handbook
- Part-time Faculty Manual
- Staff Handbook
- Other:

Please note, all forms must be submitted to GACC by the Department Chair/College Dean.