

## New Program Proposal

Date Submitted: 08/28/22 9:38 am

# Viewing: **OMGLBS : Organizational Management and Leadership, Bachelor of Science in Business Administration**

Last edit: 10/20/22 10:16 am

Changes proposed by: aellstra

Submitter:	User ID: aellstra	Phone:	
575-6145			
Program Status	Active		
Academic Level	Undergraduate		
Type of proposal	Major/Field of Study		
Select a reason for this new program	Adding New Stand-Alone Major from Reconfiguring an Existing Degree--(LON)		
Are you adding a concentration?	No		
Are you adding or modifying a track?	No		
Are you adding or modifying a focused study?	No		
Effective Catalog Year	Fall 2023		
College/School Code	Walton College of Business (WCOB)		
Department Code	Department of Management (MGMT)		
Program Code	OMGLBS		
Degree	Bachelor of Science in Business Administration		
CIP Code			

### In Workflow

1. WCOB Dean Initial
2. Provost Initial
3. Director of Curriculum Review and Program Assessment
4. Registrar Initial
5. Institutional Research
6. MGMT Chair
7. WCOB Curriculum Committee
8. WCOB Faculty
9. ARSC Dean
10. WCOB Dean
11. Global Campus
12. Provost Review
13. Undergraduate Council
14. Faculty Senate
15. Provost Final
16. Provost's Office-- Documentation sent to System Office
17. Higher Learning Commission
18. Board of Trustees
19. ADHE Final
20. Provost's Office-- Notification of Approval
21. Registrar Final
22. Catalog Editor Final

### Approval Path

1. 08/28/22 9:40 am  
Alan Ellstrand

- (aellstra): Approved  
for WCOB Dean  
Initial
2. 08/30/22 9:05 am  
Jim Gigantino  
(jgiganti): Approved  
for Provost Initial
3. 09/06/22 10:15 am  
Alice Griffin  
(agriffin): Approved  
for Director of  
Curriculum Review  
and Program  
Assessment
4. 09/06/22 11:06 am  
Gina Daugherty  
(gdaugher):  
Approved for  
Registrar Initial
5. 09/06/22 11:21 am  
Doug Miles  
(dmiles): Approved  
for Institutional  
Research
6. 09/06/22 11:41 am  
John Delery  
(jdelery): Approved  
for MGMT Chair
7. 09/06/22 2:18 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB  
Curriculum  
Committee
8. 09/06/22 2:23 pm  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Faculty
9. 09/06/22 2:52 pm  
Jeannie Hulen  
(jhulen): Approved  
for ARSC Dean

- 10. 09/07/22 2:05 am  
Alan Ellstrand  
(aellstra): Approved  
for WCOB Dean
- 11. 09/07/22 9:13 am  
Suzanne Kenner  
(skenner): Approved  
for Global Campus
- 12. 10/04/22 4:25 pm  
Jim Gigantino  
(jgiganti): Approved  
for Provost Review
- 13. 10/28/22 3:45 pm  
Alice Griffin  
(agriffin): Approved  
for Undergraduate  
Council

52.0213 - Organizational Leadership.

Program Title

Organizational Management and Leadership, Bachelor of Science in Business Administration

Program Delivery

Method

On Campus

Is this program interdisciplinary?

No

Does this proposal impact any courses from another College/School?

Yes

College(s)/School(s)

College/School Name
Fulbright College of Arts and Sciences (ARSC)

What are the total hours needed to complete the program?

120

## Program Requirements and Description

Requirements

# Organizational Management and Leadership Major

The Organizational Management and Leadership Major prepares students for leadership positions within organizations. Among the topics explored are employee motivation, how to manage power and influence within organizations, communication, developing and leading effective teams, managing diversity, organizational transformation and change, and globalization.

## Organizational Management and Leadership Major Requirements

All Organizational Management and Leadership majors must complete the following 6 hours of coursework: [MGMT 4253](#), [MGMT 4273](#). Students must also complete at least 6 hours of coursework from the following: [MGMT 3653](#), [MGMT 4983](#), and [MGMT 4243](#). An additional 12 hours of credit are required from specified management and non-management courses in order to complete the requirements for the major.

The major in Organizational Management and Leadership requires 24 hours of major and collateral courses in the discipline as well as satisfying the other requirements for the B.S.B.A. degree. A maximum of 27 hours is allowed in a management major or discipline field of study (i.e., core, major, electives) unless the extra courses are part of an interdisciplinary minor or collateral track. See an adviser for selection of courses.

Required Courses		6
<a href="#">MGMT 4253</a>	Leadership	
<a href="#">MGMT 4273</a>	Leading Groups and Teams	
Select at least two of the following:		6 or 9
<a href="#">MGMT 3653</a>	Creating and Leading a Diverse Workforce	
<a href="#">MGMT 4243</a>	Ethics and Corporate Responsibility	
<a href="#">MGMT 4983</a>	Talent Development	
Select three or four of the following:		9 or 12
<a href="#">MGMT 3533</a>	Alternative Dispute Resolution	
<a href="#">MGMT 4103</a>	Special Topics in Management	
<a href="#">MGMT 4263</a>	Organizational Change and Development	
<a href="#">MGMT 4633</a>	Faith, Spirituality, and the Workplace	
<a href="#">MGMT 4943</a>	Talent Acquisition and Management	
<a href="#">MGMT 4953</a>	Organizational Rewards and Compensation	
<a href="#">MGMT 4963</a>	People Analytics	
<a href="#">SEVI 3233</a>	Corporate Innovation	
<a href="#">SEVI 3673</a>	Social Entrepreneurship	
<a href="#">SEVI 3933</a>	Entrepreneurship and New Venture Development	

<a href="#"><u>SEVI 4433</u></a>	Small Enterprise Management
<a href="#"><u>SEVI 4583</u></a>	International Management
<a href="#"><u>SEVI 4993</u></a>	Entrepreneurship Practicum
<a href="#"><u>ACCT 3533</u></a>	Accounting Technology
<a href="#"><u>ECON 3533</u></a>	Labor Economics
<a href="#"><u>ECON 4333</u></a>	Economics of Organizations
<a href="#"><u>FINN 3623</u></a>	Risk Management
<a href="#"><u>FINN 3703</u></a>	International Finance
<a href="#"><u>FINN 3933</u></a>	Real Estate Principles
<a href="#"><u>ISYS 2263</u></a>	Principles of Information Systems
<a href="#"><u>ISYS 4193</u></a>	Business Analytics and Visualization
<a href="#"><u>ISYS 4213</u></a>	ERP Fundamentals
<a href="#"><u>MKTG 3553</u></a>	Consumer Behavior
<a href="#"><u>MKTG 3633</u></a>	Marketing Research
<a href="#"><u>MKTG 4233</u></a>	Integrated Marketing Communications
<a href="#"><u>SCMT 3443</u></a>	DELIVER: Transportation and Distribution Management
<a href="#"><u>SCMT 3613</u></a>	SOURCE: Procurement and Supply Management
<a href="#"><u>WCOB 3023</u></a>	Sustainability in Business
<a href="#"><u>WCOB 3033</u></a>	The African American Experience in Business
<a href="#"><u>WCOB 3053</u></a>	Diversity in the Workforce
<a href="#"><u>COMM 3373</u></a>	Leadership Communication
<a href="#"><u>COMM 3703</u></a>	Organizational Communication

Total Hours

24

## 8-Semester Plan

**Organizational Management and Leadership B.S.B.A.****Eight-Semester Degree Program**

Students wishing to follow the eight-semester degree plan should see the [Eight-Semester Degree Policy](#) for university requirements of the program.

Courses in BOLD must be taken in the designated semester. Courses in ITALIC may be taken in varied sequences as long as other designated requirements for these courses are met. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

First Year	Units	
	Fall	Spring
<a href="#">ENGL 1013</a> Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
<a href="#">MATH 2053</a> Finite Mathematics (Satisfies General Education Outcome 2.1) <sup>1</sup>	3	
<a href="#">COMM 1313</a> Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)	3	
<a href="#">WCOB 1111</a> Freshman Business Connection		1
<a href="#">BLAW 2013</a> The Legal Environment of Business (ACTS Equivalency = BLAW 2003) <sup>2</sup>	3	
<a href="#">ISYS 1123</a> Business Application Knowledge - Computer Competency		3
<a href="#">ENGL 1023</a> Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)		3
<a href="#">ACCT 2013</a> Accounting Principles		3
<a href="#">WCOB 1033</a> Data Analysis and Interpretation		3
<a href="#">ECON 2023</a> Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Satisfies General Education Outcome 3.3)		3
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)		4
Year Total:	16	16
Second Year	Units	
	Fall	Spring
<a href="#">SEVI 2053</a> Business Foundations	3	
<a href="#">ISYS 2103</a> Business Information Systems <sup>2</sup>	3	
<a href="#">MATH 2043</a> Survey of Calculus (ACTS Equivalency = MATH 2203) <sup>3</sup>	3	
Social Sciences – State Minimum Core (Satisfies General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement) <sup>4</sup>	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5, 6</sup>		3
<a href="#">SCMT 2103</a> Integrated Supply Chain Management <sup>2</sup>		3
<a href="#">MGMT 2103</a> Managing People and Organizations <sup>2</sup>		3
<a href="#">ECON 2013</a> Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3) <sup>3</sup>		3
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5, 6</sup>		3
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)		4
ALL pre-business requirements should be met by end of term		
Year Total:	15	16
Third Year	Units	
	Fall	Spring
<a href="#">FINN 2043</a> Principles of Finance <sup>2</sup>	3	
<a href="#">MKTG 3433</a> Introduction to Marketing <sup>2</sup>	3	
<a href="#">MGMT 4253</a> Leadership	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
<a href="#">SEVI 3013</a> Strategic Management (Satisfies General Education Outcome 6.1)		3
<a href="#">MGMT 4273</a> Leading Groups and Teams		3

MGMT or Collateral Electives	3
Junior Senior Business Elective	3
U.S. History or Government - State Minimum Core (Satisfies General Education Outcome 4.2)	3
Year Total:	15 15
Fourth Year	Units
	FallSpring
MGMT Electives	6
MGMT or Collateral Electives	3
Junior Senior Business Elective	3
General Education Electives	3
MGMT or Collateral Elective	3
Junior Senior Business Electives	3
General Education Electives	6
Year Total:	15 12
Total Units in Sequence:	120

1

Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for [MATH 2053](#).

2

Must be completed prior to [SEVI 3013](#).

3

Must be completed prior to taking any 3000 or 4000 level business courses.

4

The Social Sciences Elective courses which satisfy General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement include:

[ANTH 1023](#), [HIST 1113](#), [HIST 1123](#), [SOCI 2013](#), [SOCI 2013H](#), or [SOCI 2033](#).

5

The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include:

[ARCH 1003](#), [ARHS 1003](#), [COMM 1003](#), [DANC 1003](#), [ENGL 2023](#), [LARC 1003](#), [MLIT 1003](#), [MLIT 1003H](#), [MLIT 1013](#), [MLIT 1013H](#), [MLIT 1333](#), [THTR 1003](#), [THTR 1013](#), or [THTR 1013H](#).

6

The Humanities Elective courses which satisfy the General Education Outcome 3.2 include:

[AAST 2023](#), [ANTH 1033](#), [ARCH 1013](#), [CLST 1003](#), [CLST 1003H](#), [CLST 1013](#), [COMM 1233](#), [DANC 1003](#), [ENGL 1213](#), [ENGL 2023](#), [GNST 2003](#), [GNST 2003H](#), [HIST 1113](#), [HIST 1113H](#), [HIST 1123](#), [HIST 1123H](#), [HIST 2003](#), [HIST 2013](#), [HUMN 1124H](#), [HUMN 2213](#), [LALS 2013](#), [MRST 2013](#), [MUSY 2003](#), [MUSY 2003H](#), [PHIL 2003](#), [PHIL 2003C](#), [PHIL 2003H](#), [PHIL 2103](#), [PHIL 2103C](#), [PHIL 2303](#), [THTR 1003](#), [THTR 1013](#), [THTR 1013H](#), [WLIT 1113](#), [WLIT 1123](#), or intermediate-level world language (usually 2003-level).

#### Program Costs

No additional costs--uses existing courses, faculty and facilities.

#### Library Resources

No additional library resources required.

Instructional

Facilities

No additional instructional facilities required.

Faculty Resources

No additional faculty required.

List Existing Certificate or Degree Programs that Support the Proposed Program

<b>Program(s)</b>
ACCTBS - Accounting, Bachelor of Science in Business Administration
FINNBS - Finance, Bachelor of Science in Business Administration
ISYSBS - Information Systems, Bachelor of Science in Business Administration
MKTGBS - Marketing, Bachelor of Science in Business Administration
SCMTBS - Supply Chain Management, Bachelor of Science in Business Administration
COMMBA - Communication, Bachelor of Arts

Are Similar Programs available in the area?

No

Estimated Student Demand for Program      20-50

Scheduled Program Review Date      2026-27

Program Goals and Objectives

**Program Goals and Objectives**

The Organizational Management and Leadership Major prepares new students for leadership positions within organizations. Among the topics explored are employee motivation, how to manage power and influence within organizations, communication, developing and leading effective teams, managing diversity, organizational transformation and change, and globalization.

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Learning Outcomes

### Learning Outcomes

Students in the Organizational Management and Leadership major will learn various leadership theories and perspectives and how organizations and individuals can enhance leadership skills, especially in leading groups and teams. Students will also have the opportunity to learn how organizations can manage ethics, talent development, and workforce diversity to achieve organizational objectives. Additionally, students can supplement their leadership knowledge with a variety of other topics related to management and business.

#### Description and Justification for this request

Description of request	Justification for request
Reconfiguration of our organizational leadership concentration to a stand-alone major in Organizational Management and Leadership.	By reconfiguring our concentration in organizational leadership into a stand-alone major, it allows us to provide greater leadership and management content to our students.

#### Upload attachments

- [OMGLBS-MGMTBS - Reconfiguration - Curriculum.docx](#)
- [OMGLBS-MGMTBS - Reconfiguration - Workforce Analysis Request form.docx](#)
- [OMGLBS-MGMTBS - Reconfiguration - Degree Cost and Salary Earnings.docx](#)
- [OMGLBS-MGMTBS - Reconfiguration - Ltr of Notification.pdf](#)

#### Reviewer Comments

**Alice Griffin (agriffin) (09/01/22 1:33 pm):** Inserted additional courses approved for General Education Outcomes for 3.1 and 3.2, with permission from the college.

**Alice Griffin (agriffin) (09/06/22 9:41 am):** Adjusted formatting and included minor edits in consultation with college. Renamed documents to match BOT naming convention.

**Alice Griffin (agriffin) (09/06/22 10:15 am):** Workforce Analysis Request Form, sent to the state.

**Jim Gigantino (jgiganti) (10/04/22 4:24 pm):** Updated LON

**Alice Griffin (agriffin) (10/05/22 8:18 am):** Swapping Letter of Notification with requested revised version from the college. Also took the liberty to apply revisions to the new LON format.

**Alice Griffin (agriffin) (10/20/22 10:16 am):** Entered concentration title into the LON.