



## EPC PROPOSAL FORM

**Originating Academic Unit:** School of Business

**Date Proposal Submitted:** February 5, 2021

**INSTRUCTIONS:** Upon completing the form, submit the document with all appropriate signatures to the Office of the Provost and copy to the Educational Policies Committee *via* the Faculty Governance Manager at [facgov@plu.edu](mailto:facgov@plu.edu).

**DEADLINES:** Type 1 proposals, being non-substantive, are generally considered on a rolling basis. Type 2 proposals - December 1. Type 3 proposals - October 1.

For specifics on the processing of each type of proposal, read the [Educational Policies Committee Manual](#) in the PLU Faculty Handbook (Section III, Part VI), and the [checklist for Preparing EPC Proposals](#), located on the documents and forms section of the Faculty Governance website.

### **PROPOSAL SUMMARY**

**Provide a summary of the proposal.**

This document has four proposals with respect to the current “Management and Human Resources” concentration of BBA in BUSA:

1. Proposal to change the name of the concentration from “Management and Human Resources” to “Management”
2. Proposal to change the concentration requirements as elaborated below
3. Proposal to delete course BUSA 449 Strategic Human Resource Management and add BUSA 444 Project Management.
4. Proposal to revise course titles and descriptions for BUSA 342 and BUSA 442.

### **TYPE OF PROPOSAL**

**Check all the appropriate boxes.**

**TYPE 1: NON-SUBSTANTIVE CHANGES** *[complete shaded sections and provide signatures]*

Check boxes in this section. Also complete Proposal Summary (above), Catalog/Curriculum Changes section (ahead), and provide chair/dean signatures on final page.

Change course number

Change course title

Delete course with no GenEd element, which is not part of by any other major/minor/concentration

Prerequisite change within the academic unit only

Catalog correction (editorial)

**TYPE 2: SUBSTANTIVE CHANGES** *[complete all sections, including signatures]*

Submit completed form, including signatures. Be sure to check all boxes that apply.

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> ] Change catalog description**      | <input type="checkbox"/> ] Change a course's credit hours                      |
| <input type="checkbox"/> ] Add permanent GenEd course**                 | <input type="checkbox"/> ] Add GenEd Element to existing course**              |
| <input checked="" type="checkbox"/> ] Add permanent non-GenEd course**  | <input type="checkbox"/> ] Delete GenEd course                                 |
| <input type="checkbox"/> ] Change major requirement**                   | <input type="checkbox"/> ] Change minor requirement**                          |
| <input type="checkbox"/> ] Revise curriculum**                          | <input checked="" type="checkbox"/> ] Change concentration requirement**       |
| <input type="checkbox"/> ] Change grading type (e.g. P/F, letter grade) | <input type="checkbox"/> ] Change prerequisite involving another unit's course |
| <input type="checkbox"/> ] Other: _____                                 |  |

**] TYPE 3: CHANGES REQUIRING FACULTY ASSEMBLY APPROVAL *[complete all sections, including signatures]***

Note: These proposals require the approval of the Board of Regents in addition to the Faculty Assembly.

- |   |  |  |   |
|---|--|--|---|
| <input type="checkbox"/> ] New Degree**                                 | <input type="checkbox"/> ] New Major**     | <input type="checkbox"/> ] New Minor**     | <input checked="" type="checkbox"/> ] New Concentration** |
| <input type="checkbox"/> ] Eliminate Degree                             | <input type="checkbox"/> ] Eliminate Major | <input type="checkbox"/> ] Eliminate Minor | <input type="checkbox"/> ] Eliminate Concentration        |
| <input type="checkbox"/> ] Add Certificate (non-Continuing Education)** | <input type="checkbox"/> ] Other: _____    |  |   |

\*\* These changes/proposals require completion of the [EPC Curriculum Change Template](#). The noted Type 3 proposals also require attachment of an [Institutional Impact Evaluation Form](#).

\*\* A course syllabus must be submitted with these course proposals.

**STATEMENT OF RATIONALE**

**Provide a statement of rationale and/or other clarifications. Include information on student learning and outcomes and any General Education Program rationale.**

The management faculty have met frequently since August 2020 to review the management curriculum. These proposed changes involve a number of considerations including current faculty, student population size, assessment insights, and the evolving external environment. As a result, we propose revisions to the concentration name, requirements, and some of the courses. These changes are proposed with the goal to give students opportunities to focus on what interests them most in consultation with their advisor while respecting that we cannot be all things.

This proposal removes 'human resources' from a portion of the title of the concentration. As we streamline the curriculum there is not as much depth in human resources as a discipline. However, we have identified a possible path for students who wish to explore human resources. We propose deleting the course BUSA 449 Strategic Human Resource Management. This course has long been an enrollment challenge because the prerequisite is also an elective (BUSA 342). Although it would be nice to continue to emphasize human resources in the concentration, we feel it is time to broaden the focus without proliferating courses. Related to this change is that Economics will no longer be offering BUSA 321 Labor Economics which was related to the HR path in the concentration. We propose a new project management course which has been tested through the special topics process.

We have purposefully created some possible management concentration paths but are not calling these "tracks" or required courses. The purpose of listing some interest areas and paths is to help students with a framework in considering possibilities. Management courses are offered in every second or third semester. We recognize there may be times in the future, as there are now, when students may not have access to every course listed in the concentration.

The proposed actions in this change include the following:

1. Proposal to change the name of the concentration from "Management and Human Resources" to "Management"
2. Proposal to change the concentration requirements as described.
3. Proposal to delete course BUSA 449 Strategic Human Resource Management and add BUSA 444 Project Management.
4. Proposal to revise course titles and descriptions for BUSA 342 and BUSA 442. There is no change in the course content or syllabus for these two courses.

## **CATALOG/CURRICULUM CHANGES**

### **Current Catalog Language:**

#### **1. CONCENTRATION REQUIREMENTS CURRENT LANGUAGE**

Management and Human Resources 16 semester hours

BUSA 342 Managing Human Resources (4)

And 12 semester hours from the following (at least 8 semester hours from BUSA):

BUSA 340 Nonprofit Management (4)

BUSA 352 Global Management (4)

BUSA 358 Entrepreneurship (4)

BUSA 442: Leading Organizational Improvement (4)

BUSA 449 Strategic Human Resource Management (4)

ECON 321 Labor Economics (4)

Note: Recommended track for human resource professional includes: BUSA 342, 440, 442, 449, and ECON 321.

## 2. COURSE DESCRIPTIONS CURRENT LANGUAGE

### BUSA 342 Managing Human Resources

HR's changing role in organizations, workforce planning, job analysis and design, staffing, talent and performance management, total rewards, retention, risk management, and employee and labor relations, with emphasis on employment law and managing diversity. Integration of globalization, ethics, HR metrics, and HR's use of technology. Prerequisite: BUSA 305. (4)

### BUSA 442 Leading Organizational Improvement

Development of leader competencies and practices that promote organizational development and change, employee involvement and teamwork, culture change, and continuous organization learning and problem solving. Prerequisite: BUSA 305. (4)

## Proposed Catalog Language: (note changes in **Blue Bold** and ~~Blue Strikeout~~)

### 1. CONCENTRATION PROPOSED TITLE AND LANGUAGE

**Management** 16 semester hours **from the following in a purposeful selection:**

BUSA 340 Nonprofit Management (4)

~~BUSA 342 Managing Human Resources (4)~~

**BUSA 342 Human Resource Management (4)**

BUSA 352 Global Management (4)

BUSA 358 Entrepreneurship (4)

~~BUSA 442: Leading Organizational Improvement (4)~~

**BUSA 442 Leadership and Change (4)**

~~BUSA 449 Strategic Human Resource Management (4)~~

**BUSA 444 Project Management (4)**

~~ECON 321 Labor Economics (4)~~

**ECON 325 Industrial Organization, Management Strategy, and Market Structure (4)**

**Approved BUSA Special Topics courses**

~~Note: Recommended track for human resource professional includes: BUSA 342, 440, 442, 449, and ECON 321~~

**Management concentration students are encouraged to tailor their course of study in consultation with their faculty advisor to gain the knowledge and skills needed for the type of organization or management function they envision will fit their post-graduation interests. Although there are many possible options, example courses of study include:**

- **Entrepreneurship or Family Business: BUSA 342, 358, 442 and one management concentration course of student's choice.**
- **Global Corporate Business: BUSA 342, 352, 442 and either 444 or ECON 325**
- **Human Resource Management: BUSA 342, 442, 444 and one management concentration course of student's choice.**
- **Nonprofit Management: BUSA 340, 342, 442 and one management concentration course of student's choice.**

### 2. PROPOSED PERMANENT ADDITION OF COURSE

## BUSA 444 Project Management

**Applications and experiences in planning, scheduling, organizing, and managing projects for a variety of settings. Emphasis on the project management process and tools. Specific outcomes include understanding concepts, techniques, and decision tools available to project managers, how to apply work breakdown structures and networks to projects, how to recognize and manage problems that can occur on projects, and how to effectively participate as a project team member. Focus is on learning and applying practical tools that are valuable in the workplace. Prerequisite BUSA 305. (4)**

### 3. PROPOSED CHANGES TO COURSE TITLES AND DESCRIPTIONS

BUSA 342 ~~Managing Human Resources~~– **Human Resource Management (4)**

**Introduction to the essential skills necessary to hire, retain and manage the right people for the right job at the right time in organizations. Topics include** workforce planning, job analysis and design, staffing, talent and performance management, **diversity, compensation**, retention, risk management, and employee and labor relations **in the global environment. Integration of globalization, ethics, HR metrics, and HR's use of technology** Prerequisite BUSA 305. (4)

BUSA 442 ~~Leading Organizational Improvement~~ **Leadership and Change (4)**

**Developing leaders and leadership competencies in individual and organizational context with emphasis on creating change in organizations. Learning leadership skills to advance change through systemic learning, respect for diversity, organizational culture change, cross cultural perspective, coaching others, and organizational development. Development of leader competencies and practices that promote organizational development and change, employee involvement and teamwork, culture change, and continuous organization learning and problem solving.** Prerequisite: BUSA 305. (4)

#### Additional information for courses:

Is this a course that because of variable content could be repeated for credit?	<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	?	Times [If yes, the parameters must be clear in course description]	<input checked="" type="checkbox"/>	No [Default is 'no.' Note that does not exclude a student's option to repeat a course for a better grade to replace the initial one.]
Grade Type:	<input checked="" type="checkbox"/>	Standard Letter	<input type="checkbox"/>			<input type="checkbox"/>	Pass/Fail
Anticipated Enrollment:	25						
Course Syllabus Attached**:	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>			<input type="checkbox"/>	No

\*\*Required for new courses, and other proposals as indicated above.

#### Does the proposal include the addition to a course of one or more General Education Program elements (GenEd)?

**Yes** (Check the appropriate boxes below)

If more than one course is proposed, make sure the proposal makes clear which GenEd elements, if any, are proposed for each course.

**No**

- |   |  |
|---|--|
| <input type="checkbox"/> Alternative Perspectives <b>A</b>          | <input type="checkbox"/> Physical Activity <b>PE</b>                                       |
| <input type="checkbox"/> Art, Music, Theatre <b>AR</b>              | <input type="checkbox"/> Philosophy <b>PH</b>  |
| <input type="checkbox"/> Cross Cultural Perspective <b>C</b>        | <input type="checkbox"/> Religion: Christian Traditions <b>RC</b>                          |
| <input type="checkbox"/> International Honors (100-level) <b>H1</b> | <input type="checkbox"/> Religion: Global Religious Traditions <b>RG</b>                   |
| <input type="checkbox"/> International Honors (200-level) <b>H2</b> | <input type="checkbox"/> Science and Scientific Method <b>SM</b>                           |
| <input type="checkbox"/> International Honors (300-level) <b>H3</b> | <input type="checkbox"/> Investigating Human Behavior, Culture, and Institutions <b>SO</b> |
| <input type="checkbox"/> Literature <b>LT</b>                       |  |

- Inquiry Seminar (FYEP) **F**
- Mathematical Reasoning **MR**
- Natural Sciences, Mathematics, or  
Computer Science **NS**

- Senior Seminar/Project **SR**
- Writing Seminar (FYEP) **FW**

**NOTE:** Submissions will be forwarded to the Core Curriculum Committee for its review and recommendation. Diversity courses have specific learning objectives that must be included in the syllabus.

**STAFFING & BUDGETARY IMPLICATIONS**

**Has this proposal been formally approved by at least 2/3 of the full-time teaching faculty in your academic unit?**

- Yes**
- No** (Indicate why the proposal is being forwarded to EPC)

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**Does this proposal impact any other academic unit?**

- Yes** (List below and indicate if 2/3 of the full-time faculty in that area support the proposal)  
ECON321 from economics is replaced with ECON325, and the economics department has indicated its agreement with the proposal.
- No**

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**Does this proposal require the commitment of new or substantially different support services (e.g., Library acquisitions, Information and Technology Services, Wang Center)?**

- Yes** (Explain and indicate if support services have been consulted)
- No**

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**Explain how the proposed change(s) will be staffed. Revised 2-Year Course Cycle must be attached.**

There are no additional staffing requirements. One course is deleted and another, added. The number of courses remains the same.

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**Are special budgetary arrangements and funding required? If “no”, explain how the proposed changes will be integrated without added personnel or budgetary requirements.**

- Yes** (Explain what types of support will be used to meet the budgetary requirements of the proposed change(s). Include the source(s) of funding, percentage of costs covered, and time frame covered.)

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- No**

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**NOTE:** Budgetary considerations will be reviewed/approved by Dean and Provost.

**REQUIRED SIGNATURES**



5 February 2021

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Department Chair/Program Chair/Associate Dean

(Date)



5 February 2021

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Dean

(Date)

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Provost

(Date)

- Forwarded with Endorsement
- Forwarded with Reservations