

Library Resource Form Required for New Non-Gen-Ed

Submission Deadlines: Fall - October 11, 2005 Spring - February 14, 2006

TITLE *Remove Prerequisite in Org. Behavior*
~~Proposal to Designate Sections of Organizational Behavior as the~~
~~Rowan Seminar Course for the College of Business~~

Sponsor(s) Kathleen L. Pereles *pereles@rowan.edu*
DEPARTMENT Department of Management/MIS
College College of Business

If **LAS** -check: History/Humanities Social/Behavioral Sciences
 Math/Science

UNDERGRADUATE GRADUATE

New non gen-ed Major

Short-Term non gen-ed

Minor curricular changes (fewer than three) to:

Existing non gen-ed course

Non gen-ed degree requirements

Major

Minor, specialization, concentration, track, certificate program

Signatures Required: representing approval before submission to Office of the Senate

Department Chair: *[Signature]* Date: *10/10/05*
Department CURRICULUM Chair: *[Signature]* Date: *10/10/05*
Academic DEAN: *[Signature]* Date: *10/10/05*

COLLEGE CURRICULUM COMMITTEE: Open Hearing Date: *10/28/05*
Approved: _____
Not Approved: _____

Signature: College Curriculum Chair *[Signature]* *12/12/05*

Signature: SENATE CURRICULUM CHAIR *[Signature]*
Date: *3/27/06*

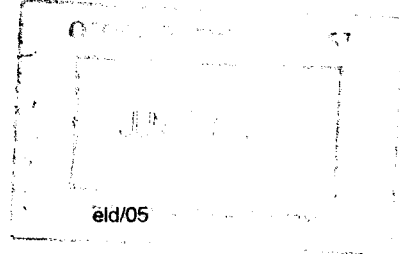
Comments: _____

Signature: Executive Vice President/Provost: *[Signature]*
Date: *3/27/06*

Approved:
Not Approved:

Signature: REGISTRAR *[Signature]*
Date: *5/30/06* Course Description Received & Approved
Hegis Taxonomy & Course # *MGT 06.300*

Notification Forward:
 SCC CHAIR Academic Dean
 IR Department Chair
 CAP VP/Student Affairs
 Registrar Other-



Abstract
Minor Curricular Change to College of Business Core Course
Eliminating the Pre-requisite from Organizational Behavior (0506300xx)
Kathleen Pereles, Management/MIS

Change Requested:

The purpose of this proposal is to request that the pre-requisite of 57 semester hours earned be removed from Organizational Behavior (0506300xx) so that OB can be used as the Rowan Seminar (RS) course for all freshman accepted into the College of Business (COB).

Relationship to Department and School: Organizational Behavior is currently a Core course in the College of Business required by all students graduating with degrees from the College of Business. OB would remain a Core course in the COB and all students graduating with either Bachelor's degrees in Business or Minors in Business would still be required to complete the course.

Summary of the Curriculum Change: This proposal is intended to provide freshman College of Business students (a) with an opportunity to begin their business curriculum in their freshman year with a course which focuses on the basic topic of managing and becoming a manager; and (b) with an opportunity to complete an additional three semester hours toward their business degrees during the first two years of their college careers at Rowan and thus save three semester hours for electives later on during their degree completion. In addition, the content of Organizational Behavior is completely compatible with the objectives of the Rowan Seminar; and therefore, the content of OB would not have to be altered in order to give students a complete RS experience (unlike the current RS business courses in which the RS content must be "added" to the course content).

Implementation Time Frame: The changes will be in effect for students entering the fall, 2006, semester.

Resources Required: During the transition (2006/2007 and 2007/2008), up to five additional sections of OB would need to be taught each year and the financial resources needed for the faculty would need to be provided. Once the transition is complete, no additional resources would be needed. The Letter of Support from Edward Schoen, Dean of the College of Business states that such support is available.

Details:

a. Change Requested (From and To)

This curriculum change would eliminate the pre-requisite of 57 semester hours earned from Organizational Behavior (OB) HEGIS 0506300. OB is currently a required course in the Core Courses in the College of Business. All students earning degrees from the College of Business (both majors and minors) are required to take OB. This proposal is requesting that pre-requisite be eliminated in order that Organizational Behavior can be used as the Rowan Seminar course for College of Business freshman. OB would still remain as a requirement in the COB Core.

b. Sponsors

Kathleen Pereles, Management/MIS

Rationale:

a. Need for such a change.

The most important reason for the requested change is to provide freshman business majors with a Rowan Seminar (RS) which is both within their proposed course of study and can incorporate the elements of the RS without reducing the specific course content. A secondary reason for the requested change is to move a required business CORE course to a freshman level so that business students can preserve their non-programmatic and free electives until they have enough educational experience to use these electives effectively.

The primary RS objectives are to help students transition to college and to enable students to use their college experience wisely. Using a “luggage” analogy, each student comes to college with a suitcase of ideas, assumptions, and behavior patterns. During the college experience, the students should “unpack” their suitcases and examine the contents for the purpose of selecting which ideas, assumptions and behavior patterns they want to take with them into their adult life, which ideas they would like to discard, and what new ideas and behavior patterns they would like to “pack” in the suitcase. The RS courses help students understand and implement this concept, help them learn to construct effective team learning experience and provide them with basic career development experiences.

The content of Organizational Behavior (OB) is clearly a good “fit” with the RS components for a number of reasons.

First, OB is a field of study which gives managers the information needed to manage a workforce in order to improve organizational effectiveness. The design, development, and performance of teams is one of the primary OB topics. Students study different ways to design effective teams based on the characteristics of the workers (e.g., learning style, values, skills, personality types, etc.). OB has always had a semester long team project in which students not only perform a team task (such as developing and presenting a training program or doing a research project) but also analyze the operations of the team itself in the area of conflict resolution, time management, etc. Introducing students to the topic of effective team design and a successful team experience early in a student’s college career would be much more helpful to

students than waiting until they were juniors to learn and apply these concepts (and perhaps having to “unlearn” the lessons taught by unsuccessful team experiences).

Second, career development is also a topic normally included in OB. The use of the Myers-Briggs Type Indicator (we have qualified administrators in the Management/MIS Department), the Learning Combination Inventory, the book What Color is Your Parachute (Bolles) are included in OB as it is taught now. Again, having students have these learning experiences earlier in their college careers would be an advantage.

Addressing the secondary reason for moving OB to the freshman level, moving this Core course to the freshman level would mean that students could “save” their non-program and free electives until later in their college careers. Rather than fulfilling all of their electives without active thought (based on schedule availability or convenience or on friends’ schedules) students would have had the time to think about whether they want to use these electives to acquire a coherent and cohesive body of knowledge other than their degree program (e.g., a minor, another specialization, a concentration, or simply a number of courses in a specific area) or whether they want to use these electives to experiment with a variety of different subject matters. At this point, the restrictions on taking business courses prevent students from “saving” these electives. In addition, the career development elements of OB could be used to help students develop a way to use these electives productively.

b. Statement of Curricular Effect:

There would be four effects of this change although these effects would not change – in any major way – any specialization program now being offered in the College of Business.

First, during the transition period (2006/2007 and 2007/2008), the COB would have to offer enough sections of OB to meet the need for both the freshman sections of OB-RS and the upper level sections of OB usually provided (since students currently “in-process” toward their BSBA would need to take the course).

Second, after the transition period, the COB would have to offer enough OB sections in order to provide sections for the freshman RS sections, the internal transfer students, students for whom OB is an articulated elective or a requirement (e.g., the Leadership concentration) with the opportunity to complete the course, and for external transfer students.

Third, the current pre-requisite of OB –completing 57 semester hours– would have to be eliminated for Organizational Behavior.

Fourth, the individual specializations in the COB would need to provide on-going reinforcement for the elements of OB which are required for a successful business education and for assessment purposes.

Results of Consultation

a. Parties consulted

Carol Welsh, Chair of the Accounting and Finance Department
Berhe Habte-Giorgis, Chair of the Marketing Department
Edward Schoen, Dean of the College of Business

b. Letters of consultation

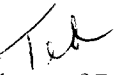
Letters of consultation from each of the parties consulted in support of the proposal are attached.



*College of Business
Office of the Dean*

October 3, 2005

To: Kathleen Pereles, Ph.D.
Associate Professor of Management

From: Edward J. Schoen 
Dean, Rohrer College of Business

Subject: Support for the Curriculum Proposal - Designating Organizational Behavior as the
COB Rowan Seminar

The purpose of this memorandum is to demonstrate my support the curriculum proposal of the Management/MIS Department (Department) to make Organizational Behavior (OB) the designated Rowan Seminar (RS) of the COB.

After deliberation and consultation, the COB faculty approved this curriculum change for a number of reasons. First, the COB needs a designated RS course which will introduce all of the COB freshmen to many of the concepts of business. OB meets this criterion, because it is a core course required for all COB students and its content focus is on the development good management skills, which can be used in all of the areas of specialization in which the COB offers degrees. Second, the content of OB is the most compatible with the content of the RS. Team Design and Career Development are two of the topics of OB. In OB, the RS content would not to be “added on” to content but would be a “part of” the content. Third, the faculty members in the Department are willing to teach the course.

Notably, the implementation of this course proposal will require that the COB provide support and resources to the Department during the transition. There will be two primary types of support needed.

First, if OB becomes a freshman level course (with a HEGIS number of 0506100xx), the community colleges will need to be encouraged to offer courses that will be transferable and guided as they prepare those courses. COB staff will undertake this effort during our annual meetings with representatives of the five area county colleges. Second, if OB becomes a freshman level course and four sections are offered, temporary faculty will need to be hired for two years to cover the sections currently being taught by the Management faculty who will be assigned to teach OB-RS (approximately 5 sections per year) using the 2005-2006 teaching schedule plan.



TO: Dr. Kathleen Pereles
Department of Management and MIS

CC: Accounting/Finance Faculty

FROM: Carol N. Welsh, Chairperson *CNW*
Accounting & Finance Department

DATE: September 23, 2005

SUBJECT: Organizational Behavior as a Rowan Seminar Curriculum Proposal
Consultation

The Department of Accounting & Finance faculty have reviewed the curriculum proposal making Organizational Behavior a Rowan seminar. The faculty are supportive of the proposal and understand the need for the Rowan seminar reaching our students early in their education. We are also aware that Organizational Behavior will no longer be designated as a writing intensive course and will revise our advising to students so that they appropriately course select a writing intensive course.



*College of Business
Department of Marketing*

TO: Dr. Kathleen Pereles
Department of Management and MIS

CC: Marketing Department Faculty

FROM: Harold Lucius, Acting Chair *Harold W. Lucius*
Marketing Department

DATE: October 11, 2005

SUBJECT: Curriculum Proposal:
Organizational Behavior offered as a Rowan Seminar

The Marketing Department has discussed the curriculum proposal from the Management and MIS Department making some sections Rowan Seminars. The department is supportive of the proposal and agrees that it is important to reach students early in their college career. The Marketing Department is also submitting a proposal for a Rowan Seminar to serve freshman specializing in marketing. We are aware that Organizational Behavior will no longer be designated as writing intensive (WI) and have already designated a course in the marketing program as WI.

Mosto, Patricia

From: Tahamont, Maria
Sent: Monday, April 24, 2006 9:42 AM
To: Mosto, Patricia; Pereles, Kathleen Lynn Ha
Cc: Tahamont, Maria
Subject: Organizational Behavior as RS


Dear Pat,

Kathleen Pereles has asked me to write in support of designating Organizational Behavior as the Rowan Seminar for the College of Business. I understand that they have rewritten the prerequisites for this course to make it easily accessible to first year students. The College of Business has been a strong supporter of the Rowan Seminar program and worked to find just the right course for their first year students.

The members of the college continue to be thoughtful about what course will best serve their students. They have tried several iterations of RS and have found Organizational Behavior to best suit the students needs at this time. I fully support their selection of Organizational Behavior as the RS course for their students.

Sincerely,
Maria

Maria V. Tahamont, Ph.D.
Professor
Biological Sciences
Rowan University
856-256-4500 ext 3584

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