

PROPOSAL NUMBER: 99- 102
(9798-247)

CURRICULUM PROPOSAL FORM

DEADLINES:

REGULAR COURSE PROPOSALS: OCTOBER 23, 1998 FOR FALL, 1999 AND FEBRUARY 19, 1999 FOR SPRING, 2000
 SHORT-TERM COURSE PROPOSALS: DECEMBER 11, 1998 FOR FALL, 1999 AND MARCH 26, 1998 FOR SPRING 2000

PROPOSAL TITLE: Organization Behavior

SPONSOR/S: College of Business MBA Curriculum Committee

DEPARTMENT: MBA

0500.500

CHECK ALL THAT APPLY:
 UNDERGRADUATE GRADUATE

COLLEGE: Business

If LAS: History/Humanities
 Math/Sciences
 Social/Behavioral Sciences

* * * * *

TYPE OF PROPOSAL (Check ALL that Apply)

<input type="checkbox"/> General Education	<input type="checkbox"/> New Course (NOT Gen. Ed.)
<input type="checkbox"/> New Course in Bank	<input type="checkbox"/> Name Change (Dept., School, Major)
<input type="checkbox"/> Existing course, Add To Bank	<input type="checkbox"/> Changes in Degree Requirements
<input type="checkbox"/> Multicultural/Global Designation	<input type="checkbox"/> Changes Involve Gen. Ed. requirements
<input type="checkbox"/> Writing Intensive Designation	<input checked="" type="checkbox"/> Minor Changes to Existing Courses
<input type="checkbox"/> New Minor/Concentration/Specialization	<input type="checkbox"/> Course is NOT General Education
<input type="checkbox"/> New Major/Degree Program	<input type="checkbox"/> Course IS General Education
<input type="checkbox"/> Short Term Course Proposal	

See attached for signatures

DEPARTMENT
 (SIGNATURE INDICATES APPROVAL)

DEPT. CURRICULUM CHAIR / DATE DEPT. CHAIRPERSON / DATE

COLLEGE CURRICULUM COMMITTEE
 DATE OF OPEN HEARING (if necessary) 1/21/99

APPROVED
 NOT APPROVED

COMMENTS:

Phillip A. Lewis 1/21/99
 SIGNATURE DATE

ACADEMIC DEAN (& GRADUATE DEAN, for New Graduate Programs Only)

APPROVED
 NOT APPROVED

COMMENTS: *see attached*

 SIGNATURE (Academic Dean) DATE

 SIGNATURE (Graduate Dean) DATE

✓

UNIVERSITY CURRICULUM COMMITTEE

DATE OF OPEN HEARING (if necessary) 1/14/99 (change meeting)

APPROVED

NOT APPROVED

COMMENTS:

Francis R. Rice
SIGNATURE

3/2/99
DATE

SENATE

Date announced at Senate 1/26/99

Voted upon at Senate: **Approved** **Not Approved** **Date:**

EXECUTIVE VICE PRESIDENT/PROVOST

APPROVED

NOT APPROVED If no, reasons are as follows:

STUDENT CREDIT HOURS _____ FACULTY LOAD HOURS _____ EQUALIZED CREDIT HOURS _____

OFFICIAL COPY & APPROVAL SHEET FILED (DATE): _____

DATE/SIGNATURE EXECUTIVE VICE PRESIDENT/PROVOST [Signature]

REGISTRAR

DATE APPROVED COURSE DESCRIPTION RECEIVED _____

HEGIS TAXONOMY & COURSE NUMBER ASSIGNED _____

DATE/SIGNATURE OF REGISTRAR Robert C. Leibel 3/31/99

NOTIFICATION FORWARD:

SENATE CURRICULUM COMMITTEE CHAIRPERSON

DEPARTMENT CHAIRPERSONS

ACADEMIC DEAN(S)

REGISTRAR

SPONSOR(S)

7/17 3/31/99

SENATE CURRICULUM COMMITTEE
MINOR CURRICULAR CHANGE FORM

PROPOSAL TITLE: Organization Behavior

UNDERGRADUATE

GRADUATE

CREDIT HOURS

SPONSOR(S): College of Business MBA Curriculum Committee
DEPARTMENT: MBA
TELEPHONE: 256-4024

CHECK:

CHANGES IN APPROVED MINORS, SPECIALIZATIONS, CONCENTRATIONS

CATALOG DESCRIPTIONS, TITLES, AND/OR PREREQUISITES

SMALL CHANGES IN COURSE CONTENT OF EXISTING COURSES WHICH DO NOT SUBSTANTIALLY VARY THE CURRICULUM

CHANGES IN HEGIS NUMBER

STEP #1 (DEPARTMENT)

Date Approved: 2-2-98

Date NOT Approved: _____

[Signature]
Dept. Curriculum Chairperson signature/date

[Signature]
Dept. Chairperson signature/date

STEP #2 (COLLEGE)

Recommend To Approve/date: *[Signature]*

Recommend NOT To Approve/date: _____

Comments: _____

[Signature]
College Curriculum Chairperson Signature
/date

STEP #3 (ACADEMIC DEAN)

Recommended

NOT Recommended

[Signature]
Dean of College Signature/date

STEP #4 (CURRICULUM COMMITTEE)

SCC# 978-247
2-20-98

APPROVED:

NOT APPROVED

Curriculum Committee Chairperson Signature/date

STEP #5 EXECUTIVE VP/PROVOST

Approved _____

NOT Approved _____

Signature /Date

REGISTRAR'S SIGNATURE/DATE

COLLEGE OF BUSINESS
PROPOSAL FOR MINOR CURRICULAR CHANGE
ORGANIZATION BEHAVIOR

1. **Details**

- a. Course Title: Organizational Behavior
- b. Sponsors: College of Business MBA Curriculum Committee
- c. Credit Hours: 3 credit hours
- d. Course Level: Graduate
- e. Prerequisites: Concurrent enrollment in or completion of Integrative Managerial Skills course.
- f. Suggested time and scale of implementation: One section to be offered Each semester beginning in the spring of 1999.
- g. Curricular Effect: Required of all MBA students.
- h. Adequacy of the present staff, resources, space needs, and any other requirements for implementation: There will be no changes in need for resources.
- i. Recommended Library Resources: No new resources will be required.
- j. Short-term Evaluations: Assessment will be done each semester the course is taught.

2. **Rationale**

The management of organizations requires sophisticated knowledge and skill in organizational behavior. The modern practice of management is based upon theories in behavioral science, human relations, and organization theory.

The need for revision of this course is in order to enable it to build upon the work done in the Integrative Managerial Skills course. Topics introduced there will be expanded and will be supplemented with additional topics and skills related to behavior in organizations.

3. **Essence of the course**

a. Objectives

As a result of this course students will:

1. Develop an increased personal awareness of their cognitive styles, interpersonal styles, orientation toward change, and personal values and moral maturity.
2. Learn how to manage stress more effectively.
3. Increase ability to solve problems rationally in the face of risk and uncertainty.
4. Develop interpersonal skills in supportive listening.
5. Understand the difference between counseling and coaching.
6. Learn how to deal with issues of power and influence.
7. Learn how to motivate others, to understand individual differences, and to Develop a motivating work environment.
8. Learn how to manage conflict constructively.
9. Develop skills in leading and being a member of groups.
10. Learn how to manage boundary activities between groups.

b. Topic outline contents

Course topics will include:

- a. Personal self-awareness and skill, awareness of effect of personal Culture on self-concept, and methods for increasing self-awareness.
- b. Management of time and stress.
- c. Creative and rational problem solving.
- d. Interpersonal communication, knowledge of the difference Between counseling and coaching, developing skill in Supportive communication.
- e. Theories of power and influence, managing and gaining power and Influence in the organization.
- f. Principles of motivation, knowledge of theories of motivation, Development of skill in motivating others, empowering others.
- g. Managing conflict, ability to analyze sources of conflict.
- h. Stages of group development, working in teams and groups, Understanding the difference between the dynamics of small Groups and larger groups or organizations.

c. Evaluation and Grading

Students in this course will be evaluated on a combination of term papers and shorter written presentations of research topics and experience, oral

presentations in class, participation in classroom activities and discussions, and examinations.

d. Course Evaluation

Evaluation methods currently in use in the MBA program for all courses will be applied to this course.

4. **Consultation**

The proposal presented here was developed by a committee formed of all specializations in the College of Business. The committee studied practices of schools comparable in size and mission to Rowan.

CATALOGUE DESCRIPTION

ORGANIZATION BEHAVIOR

Students will study and develop skill in interpersonal behavior in organizations and groups. They will learn about issues in leadership, how groups function, elements of power and influence, conflict management, management of time and stress, creative and rational problem solving in groups. They will study theories of motivation and methods of empowerment in organizations.

Prerequisite: Completion of, or concurrent with, Integrative Management Skills.

0501.518

OVERVIEW OF MINOR COURSE REVISION **ORGANIZATION BEHAVIOR**

The changes preserve the spirit and primary objective of the course. The language used to describe the objectives and topics has been modified to reflect the current frames of reference and terminology in the subject area. Minor alterations have been made to the topics in keeping with the shift in emphasis within the discipline.

These alterations include:

1. Removing certain elements of group development due to the inclusion of that work in the Introductory keystone course. The emphasis in Organizational Development will be on deepening and adding a theoretical framework for understanding group dynamics.
2. Greater emphasis upon the study of leadership in organizations, with special attention to providing students with skill in developing their own leadership abilities.
3. More complete coverage of issues of stress management.
4. Greater emphasis upon development of personal skill in active listening, interpersonal communication, negotiation skills, and understanding of power and influence.