# Description: http://www.ric.edu/webcommunications/images/SealWithText_Small_Black.pngUNDERGRADUATE CURRICULUM COMMITTEE (UCC) PROPOSAL FORM

## **Cover page** scroll over blue text to see further important [instructions](#instructions): [if not working select “COMMents on rollover” in your Word preferences under view] **please read these.**

**N.B. ALL numbered categories in section (A) must be completed. Please do not use highlight to select choices within a category but simply delete the options that do not apply to your proposal (e.g. in A.2 if this is a course revision proposal, just delete the creation and deletion options and the various program ones, so it reads “course revision”) Do not delete any of the numbered categories—if they do not apply leave them blank. If there are no resources impacted, please put “none” in each A. 7 category.**

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| --- | --- | --- | --- | --- | --- |
| A.1. [Course or program](#Proposal) | **MGT 423 Compensation and Benefits Administration; MGT 425 RECRUITMENT AND SELECTION; MGT 428 Human Resource Development; MGT 430W STRATEGIC HUMAN RESOURCE MANAGEMENT** | | | |  |
| [Replacing](#Ifapplicable) |  | | | |
| A. 1b. Academic unit | **School of Business** | | | |  |
| A.2. [Proposal type](#type) | **Course: Revision** | | | |  |
| A.3. [Originator](#Originator) | **Justin Feeney** | [Home department](#home_dept) | **Management and Marketing** | | |
| A.4. [Context and Rationale](#Rationale) Must include additional information listed in smart tip for all [new programs](#type). If **online** course or program, you need to explain what mode(s) you plan to use and why you need that specific delivery. | **We are proposing to make our human resources (HR) courses more accessible to students within the School of Business and the college by allowing MGT320 OR completion of the Social and Behavioral Science general education requirement. HR courses apply material from a variety of disciplines including organizational behavior, health care administration, psychology, and sociology. We frequently allow students from other disciplines such as HCA or psychology to enter these courses and they excel even without previously taking MGT320.**  **To be consistent with these changes, we propose to change our strategic HR capstone requirements (MGT430W) from “MGT 320 and any two of MGT 423, MGT 425, MGT 428.” to “Any TWO of MGT320, MGT322, MGT423, MGT425, or MGT428.”** | | | | |
| A.5. [Student impact](#student_impact)  Must include to explain why this change is being made? | **This change will make the course more accessible to students.** | | | | |
| A.6. [Impact on other programs](#impact) | **None** | | | | |
| A.7. [Resource impact](#Resource) | [*Faculty PT & FT*](#faculty): | **None** | | | |
| [*Library*:](#library) | **None** | | | |
| *Technology* | **None** | | | |
| [*Facilities*](#facilities): | **None** | | | |
| A.8. [Semester effective](#Semester_effective) | **Fall 2024** | A.9. [Rationale if sooner than next Fall](#Semester_effective) | |  | |
| A.10. INSTRUCTIONS FOR CATALOG COPY: Use the Word copy versions of the catalog sections found on the UCC Forms and Information page. Cut and paste into a single file **ALL the relevant pages from the college catalog that need to be changed.** Use tracked changes feature to show how the catalog will be revised as you type in the revisions. If totally new copy, indicate where it should go in the catalog. If making related proposals a single catalog copy that includes all changes is preferred. Send catalog copy as a separate single Word file along with this form. | | | | | |
| A.11. List here (with the relevant urls), any RIC website pages that will need to be updated (to which your department does not have access) if this proposal is approved, with an explanation as to what needs to be revised: | | | | | |
| A. 12 **Check to see if your proposal will impact any of our** [**transfer** **agreements,**](file:///Users/SAbbotson/Documents/Curriculum/ManualandWebsite/transfer%20agreements) **and if it does explain in what way. Please indicate clearly what will need to be updated, including any changes in prefix numbers/titles for TES.** | | | | | |
| A. 13 Check the section that lists “Possible NECHE considerations” on the UCC Forms and Information page and if any apply, indicate what that might be here and contact Institutional Research for further guidance. | | | | | |

**B.** [**NEW OR REVISED COURSES**](#delete_if) **FOR WHICH FULL CONTACT HOURS ARE MET IN PERSON and listed as such in the catalog. If the course will be also taught in other modes just fill out the questions that are noted at the top of sections C and/or D, as applicable.**

**Delete section B. if the proposal does not include a new or revised IN-PERSON course. As in section A. do not highlight but simply delete suggested options not being used. Always fill in b. 1 and B. 3 for context. NOTE: course learning outcomes and topical outlines only needed for new or substantially revised courses.**

|  | Old ([for revisions only](#Revisions)) ONLY include information that is being revised, otherwise leave blank. | New Examples are provided within some of the boxes for guidance, delete just the examples that do not apply. |
| --- | --- | --- |
| B.1. [Course prefix and number](#cours_title) | **MGT423; MGT425; MGT428; MGT430W** |  |
| B.2. Cross listing number if any |  |  |
| B.3. [Course title](#title) | **MGT 423 COMPENSATION AND BENEFITS ADMINISTRATION; MGT 425 RECRUITMENT AND SELECTION; MGT 428 HUMAN RESOURCE DEVELOPMENT; MGT 430 STRATEGIC HUMAN RESOURCE MANAGEMENT** |  |
| B.4. [Course description](#description) |  |  |
| B.5. [Prerequisite(s)](#prereqs) | **(423, 425, 428): MGT320; MGT320; MGT320;**  **(430W) MGT 320 and any two of MGT 423, MGT 425, MGT 428** | **(ALL) MGT 320 or completion of the Social and Behavioral Sciences (SB) general education requirement.**  **Any TWO of MGT 320, MGT 322, MGT 423, MGT 425, or MGT 428.** |
| B.6. [Offered](#Offered) please read the screen tips to do this correctly, alternate years needs to be assigned odd/even, and a specific semester. |  |  |
| B.7. [Contact hours](#contacthours) |  |  |
| B.8. [Credit hours](#credits) |  |  |
| B.9. [Justify differences if any](#differences) |  | |

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| B.10. [Grading system](#grading) |  |  |
| B.11. [Type of cours](#instr_methods)e |  |  |
| B.12. CATEGORIES  12. a. [How](#required) to be used | **Required for major** |  |
| 12 b. Is this an Honors  course? | **no** |  |
| 12. c. [General Education](#ge)  N.B. Connections must include at  least 50% Standard Classroom  instruction. | **no** |  |
| 12. d. Writing in the  Discipline (WID) | **NO MGT 423, 425, and 428**  **YES MGT 430** |  |
| B.13. [How will student performance be evaluated?](#performance) |  |  |
| B.14 [Recommended class-size](#class_size) |  |  |
| B.15. [Redundancy statement](#competing) |  |  |
| B. 16. Other changes, if any |  | |

**G. Signatures**

* **Changes that affect General Education in any way MUST be approved by ALL Deans and COGE Chair**.
* Changes that directly impact more than one department/program MUST have the signatures of all relevant department chairs, program directors, and their relevant dean (e.g. when creating/revising a program using courses from other departments/programs). Check UCC manual 4.2 for further guidelines on whether the signatures need to be approval or acknowledgement.
* Proposals that do not have appropriate approval signatures will not be considered.
* Type in name of person signing and their position/affiliation.
* Send electronic files of this proposal and accompanying catalog copy to [curriculum@ric.edu](mailto:curriculum@ric.edu) to the current Chair of UCC. Check UCC website for due dates. **Do NOT convert to a .pdf.**

##### G.1. Approvals: required from programs/departments/deans who originate the proposal. THESE may include multiple departments, e.g., for joint/interdisciplinary proposals.

| Name | Position/affiliation | [Signature](#_Signature" \o "Insert electronic signature, if available, in this column) | Date |
| --- | --- | --- | --- |
| Justin Feeney | Chair of Management and Marketing | \*approved by email | 4/26/24 |
| Marianne Raimondo | Dean of School of Business | \*approved by email | 4/26/24 |