Present: Julie Bonner, Hongtao Dang, Sayantani Mukherjee, Clem Ehoff, Michael Goerger, Maria Sanders, Benjamin White, Sabrina Juhl, Bernadette Jungblut, Della Gonzalez, Trista Drake-Jones, Scott Robinson, Coco Wu, Mike Harrod, Mike Gimlin, and Mark Samples.

Absent: Alexis Daggett, and Heidi Henschel Pellett

Guest(s): Bill Provaznik, Bob Lupton, and Laura Portolese

Called to order at 3:14 p.m.

Sabrina moved to approve the agenda. Clem seconded and motion was approved.

Sabrina moved to approve the January 9, 2020 minutes. Clem seconded and motion was approved.

Chair updates - Michael reported is working on a draft proposal for a new developmental English class called Stretch English. This is to replace the developmental English course 100T. If the title, description, and learner outcomes are the same it would be an equivalent course and would be just a different way of offering the ENG 101. Michael asked how the committee would like to see this change be addressed through the curriculum process. Michael will talk with the General Education Committee to get their feedback.

Approval log

Maria moved to approve AFRO 101, 102, 103, 201, 202, 203, 301, 302, 302, 401, 402, 403; BIOL 321; BUS 110; CRBW 487; CS 112, 567; ELEM 443, 471; ENG 334, 418, 493; GEOG 449; GEOL 305, 320, 351, 360, 380, 384, 386, 392, 423, 432, 445. 456; HPE 563; LLAS 388; PHIL 251; PUBH 240; RUSS 341, 342, 441; SPAN 301, 310; ACCT 284; ENG 111; ENTP 300, 493; HIST 485; HTE 489; MATH 290; MUS 498; TH 385; Child Development Minor; Computer Science Major, BS; Geography BS, GI Science Specialization; Hospitality, Tourism and Event Management BS, Event Management Specialization; Hospitality, Tourism and Event Management BS, Hospitality Management Specialization; Hospitality, Tourism and Event Management BS, Tourism Management Specialization; Master of Public Health; Mathematics: Middle-Level Education, BA; Mathematics: Secondary Educating, BA; Science: Middle-Level Education, BA; Sport Business Minor; and Tasting Room Management. Sabrina seconded and proposals were approved.

Review log

Course change
#2 ADMG 501 - The course description "to" should be "for". "Demonstrate an understanding of". All outcomes need to be updated with current language.

#5 CS 370 - Displayed outcomes are different than the outcomes in the table. Does there need to be a hyphen between Unix/Linux-like.

#6 CS 426 - This is okay.

#8 CS 465 - Layered course, but doesn't indicate which outcomes are graduate level.

#14 ENG 330 - A lot of outdated outcomes. Uses "Demonstrate knowledge of".

#16 ENG 332 - Same issues as ENG 330.

#17 ENG 333 - Typo in #3 outcome.

#24 FILM 250 - #4 outcome has a typo. Name is spelled wrong and should be corrected. Michael will make the change.

#28 FILM 344 - Description of change says TBD. Maria sent in clarification and she will email to Michael to add in.

#41 GEOG 456 - Grad outcome should be at the bottom instead of the middle. Committee agreed it should be at the bottom. Michael will make the change.

#47 GEOL 415 - No reason for the changes give, just a list of the changes. Description is 39 words.

#52 MSL 101 - First outcome is complicated and jumbled.

#56 PHYS 303 – The committee stopped their review here and did not review this course.

Approval log Entrepreneurship Major, BS - If programs require another degree they will need to add in required credits. Bill indicated they are trying to get non-business disciplines into the program. Michael will work with Bill to change language. The proposal will be put on the February Faculty Senate agenda as pending Curriculum Committee approval.

Hold Hearing ADMG 383

Management, Bill Provaznik – Bill indicated that HRM 381 is a Human Resource Management class. This course provides fundamental elements for HR programs everywhere dealing with organization, federal, state, and local context. As a result, HR classes use the same textbooks. Bill explained his exhibit that compared the two courses. The course description is pretty much the same between the two courses. The outcomes are articulated in a different way, but are the same concepts. The Human Resources program class and instructors are 20 years in the making. Instructors are academic researchers and noted for HR research and pedagogy. Their Advisory Board provided feedback that they felt that they were the same course. An alumni who is on their advisory board and is a HR Manager at Microsoft also indicated it appeared to be the same course. Would like to see them use HRM 381 in the program, if this is what they want.

ITAM, Laura Portolese – Laura indicated that on the surface, ADMG 383, class seems similar but they feel it is quite a bit different. HRM 381 is an introductory HR course. This is not the intention of their course. The students get the information in ADMG 371 class. IT students are different than business students. Since they are in IT a lot of out sourcing and contract employees and they are not a purely HR. Class is focused on management, not human resources and do not need to be trained in the specialized area, but will need to manage employees to be effective. Of the 16 chapters of the text recommended there are only nine chapters that are related for IT students. The book is quite expensive and not appropriate for the IT students. They are not teaching them to be a human resource manager, but to help them manage employees. Bob Lupton indicated the reality is ITAM has a very positive program and have our own advisory board.

Committee questions: How many students in HR classes? They have 2-3 sections for an approximate total of 70 per quarter. What are pre-reqs for the HRM 381 course? HRM 381 does not any pre-requisites. ADMG would be a major only course and would be required to have taken the ADM 371 course. Does ADMG 383 focus on IT management vs overall HR management? The course does apply to IT managers as they work with a number of contracted employee's vs regular employees. Does HRM 381 cover contract employees? HRM 381 does cover contract employees as this type of employee has been around for many years. The Jenn Schoop letter does provide context for this. Some students who take HRM 381, take it for management skills vs actually planning on going into HR. This course is not particular to any specific industry. What is the outcome that ADMG 383 is trying to achieve that maybe HRM doesn't provide? The learning objectives are very different. ADMG 383 focuses on motivation and effective communication with employees. It helps people to be better managers to develop their people skills. HRM 381 is the more formal side of Human Resources. The text talks about human resource strategy and not something that a general manager would need to know on a regular basis. This course is too deep for many of our students and doesn't meet the outcomes of our program. Would ADMG 383 be required for ADMG students? ADMG 371 is a pre-req for this course. The course would be offered online. Both courses are dealing with HR issues, the question is how much content is different? The communication and how to motivate employee's especially with virtual employees which is quite common in IT and is different than HRM 381.

Coco indicated that if you look at the letter from Advisory Board member from Microsoft her words speak more than anyone on how they handle the context. ADMG 383 doesn't seem that specific and seems like it is broad.

What would the ADMG students be missing if they took HRM? There are some learning objectives that the students wouldn't receive. Discussion on outsourced employees. Don't see this in the table of contents of the HRM 381 textbook and think it is just briefly mentioned.

Mike Harrod asked "What makes IT radically different than other areas"? Bob Lupton responded that the advisory board has talked about this for the past year. They are IT professionals, this is our life, and livelihood and have the program has almost 1300 students. We need a class that is for our students. If we thought we could collaborate with CB we would have done that. Laura responded they could get some of the information out of this course, however, the learning objectives of HRM 381 don't meet what the advisory board has set out for them. If you are looking at using the textbook used in HRM 381, they will only use half of is a waste of money.

Michael indicated there are different student populations here. ITAM is using management in a different context and teaching different things. Michael asked if the committee could work with ITAM on ADMG 383 to help focus the learner outcomes on the more topical issues. It doesn't seem to be duplicate HRM 381 and wouldn't be competing for student populations. The outcomes talk about demonstrating practice and work.

Julie asked if the College of Business teaches MIS. Yes, but it is a higher level and the instructor needs to have a PhD.

Sayantani asked where the line is on expertise vs duplication.

Maria moved to request a revision of the outcomes for the FSCC review. Sabrina seconded and motion was approved.

Michael indicated the committee will meet next Thursday to finish the review log.

Meeting was adjourned at 5:17 p.m.