Curriculum Action Request (CAR) Form
COURSE (New Course, Course Modification, Five Year Review)   Curriculum Proposal # _2015.35_
University of Hawai'i Maui College   *(for CURCOM use only)*

1. Curriculum Action

☐ New Course   ☑ Course Modification   ☐ Five Year Review

2. Proposer

Debasis Bhattacharya

3. Department

☐ Allied Health   ☑ Business & Hospitality   ☐ Career & Tech Education

☐ English   ☐ Humanities   ☐ Social Science

☐ Science/Tech/Eng/Math

4. Course Alpha

MGT

5. Course Number

322

6. Course Title

Org Leadership

7. If this is a course modification or a five year review, please check the curriculum items being modified.

☐ 1. Course Alpha   ☐ 2. Course Number   ☐ 3. Course Title

☐ 4. Credits   ☐ 5. Contact Hours   ☐ 6. Course Description

☑ 7. Prerequisites   ☐ 8. Corequisites   ☐ 9. Rec Prep

☐ 10. Cross-list w other course   ☐ 13. Grading Method   ☐ 14. Repeatable for credit?

☐ 15. SLOs   ☐ 16. Course Competencies   ☐ 17. Content & Timeline

☐ 18. PLOs   ☐ 19. CASLOs   ☐ 21. Method of Delivery

☐ 22. Text and Materials   ☐ 23. Maximum Enrollment   ☐ 29. Course Designation

☐ 31. Catalog Modification

☐ Other [   ]

8. Proposed Semester

Fall 2015

9. Effective Semester (1 Year from Proposed Semester)

Fall 2016

University of Hawaii Maui College
MGT 322 - Organizational Leadership and Management of Change

1. **Course Alpha.**

   MGT

2. **Course Number.**

   322

3. **Course Title/Catalog Title.**

   Organizational Leadership and Management of Change

4. **Number of Credits.**

   3

5. **Contact Hours/Type.**

   - Hour lecture (3)

6. **Course Description.**

   Prepares managers to influence the human side of developing and implementing changes in organizations. Theory, cases, and exercises help managers to understand the socio-technical aspects of change; to see leadership as motivating organizational members; to understand their own ability to influence others; and to understand the leadership successes of noted leaders from all walks of life.

7. **Pre-Requisites.**

   PSY 100 or SOC 100 either with grade C or better, or consent.

8. **Co-requisites.**

   None

9. **Recommended Preparation.**

   None

10. **Is this a cross-listed course?**

    NO

11. **Reason for Proposal. Why is this course being proposed or modified? This question requires specific information as part of the explanation.**

    Modification of the prerequisite to only focus on PSY 100 or SOC 100 as the prerequisite. This will simplify the pathway of ABIT students and allow students from various lower level disciples to transfer to the upper division ABIT program.

12. **Effective Semester and Year.**

13. Grading Method. What grading methods may be used for this course?

- Standard (Letter,Cr/NCr,Audit) (0)

14. Is this course repeatable for credit? How often can this course be counted toward a degree or certificate?

NO

15. Course Student Learning Outcomes (SLOs).

Course SLO/Competency	Create a leadership plan for a changing organization	Analyze the current leadership in an organization and critique its strengths and weaknesses	Create a new organization plan based on Delphi and NGT techniques	Use appropriate tools to conduct such analyses	Demonstrate trend analysis skills in specific situations of organization life
Lead and manage change in various organizational contexts	☑		☑	☑	☑
Identify the human aspects of change management	☑		☑		☑
Apply the principles of leadership and the management of change	☑	☑	☑		
Appraise critically, the contribution of leadership and organization behavior to the development of an entrepreneurial enterprise		☑		☑	☑

Course SLO/PSLO	Apply knowledge of essential business disciplines including accounting, economics, finance, law, management, and marketing, and use business research methods to analyze information in order to develop solid business plans and strategies, and make efficient business decisions.	Use leadership and interpersonal skills to promote business ethics, values, and integrity related to professional activities and personal relationships.	Apply critical thinking skills to evaluate information, solve problems, and make decisions.	Apply quantitative reasoning to enhance independent or group decision-making skills.	Communicate effectively with other utilizing appropriate forms of oral and written communication methods including multimedia presentations that apply information technologies and serve particular audiences and purposes
Lead and manage change in various organizational contexts	☑		☑		☑
Identify the human aspects of change management	☑	☑		☑	☑
Apply the principles of leadership and the management of change	☑	☑	☑	☑	☑
Appraise critically, the contribution of leadership and organization behavior to the development of an entrepreneurial enterprise	☑	☑			☑

16. Course Competencies.

Plan and execute consensus and policy formulation activities such as Delphi or NGT techniques.

Competency
Create a leadership plan for a changing organization
Analyze the current leadership in an organization and critique its strengths and weaknesses

Create a new organization plan based on Delphi and NGT techniques
Use appropriate tools to conduct such analyses
Demonstrate trend analysis skills in specific situations of organization life

17. **Recommended Course Content and Timeline. The course content facilitates the course competencies. Course content may be organized by weeks, units, topics or the like.**

Content
2 – 3 Weeks Models of change
1 -- 2 Weeks Foundations of Leadership
1 – 3 Weeks Recognizing the need for change
1 – 3 Weeks People issues in a changing entrepreneurial enterprise
2 – 3 Weeks Culture and leadership
2 – 4 Weeks Implementing of change models and attendant issues
2 – 3 Weeks Consensus Seeking and Policy Formulation

18. **Program Learning Outcomes.**

Program SLO
Apply knowledge of essential business disciplines including accounting, economics, finance, law, management, and marketing, and use business research methods to analyze information in order to develop solid business plans and strategies, and make efficient business decisions.
Use leadership and interpersonal skills to promote business ethics, values, and integrity related to professional activities and personal relationships.
Apply critical thinking skills to evaluate information, solve problems, and make decisions.
Apply quantitative reasoning to enhance independent or group decision-making skills.
Communicate effectively with other utilizing appropriate forms of oral and written communication methods including multimedia presentations that apply information technologies and serve particular audiences and purposes

19. **College-wide Academic Student Learning Outcomes (CASLOs).**

☑	**Creativity** - Able to express originality through a variety of forms. ☑ Level 2
☑	**Critical Thinking** - Apply critical thinking skills to effectively address the challenges and solve problems. ☑ Level 2
	Information Retrieval and Technology - Access, evaluate, and utilize information effectively, ethically, and responsibly.
☑	**Oral Communication** - Practice ethical and responsible oral communications appropriately to a variety of audiences and purposes. ☑ Level 2
	Quantitative Reasoning - Synthesize and articulate information using appropriate mathematical methods to solve problems of quantative reasoning accurately and appropriately.
☑	**Written Communication** - Write effectively to convey ideas that meet the needs of specific audiences and purposes. ☑ Level 2

20. **Linking.**

21. Method(s) of delivery appropriate for this course.

- Cable TV (0)
- Classroom/Lab (0)
- HITS/Interactive TV (0)
- Hybrid (0)
- Online (0)

22. Text and Materials, Reference Materials, and Auxiliary Materials.

A college level text book that is similar to the following:

Leadership: Theory and Practice
Peter G. Northouse

ISBN-10: 1506311164
ISBN-13: 978-1506311166

23. Maximum enrollment.

35

24. Particular room type requirement. Is this course restricted to particular room type?

NO

25. Special scheduling considerations. Are there special scheduling considerations for this course?

NO

26. Are special or additional resources needed for this course?

No

27. Does this course require special fees to be paid for by students?

NO

28. Does this course change the number of required credit hours in a degree or certificate?

No

29. Course designation(s) for the Liberal Arts A.A. degree and/or for the college's other associate degrees.

Degree	Program	Category
Associate in Arts:	Liberal Arts	DA - Arts
AS:		
AAS:		
BAS:	ABIT	PE - Specialization/Program Electives
Developmental/Remedial:		

30. Course designation(s) for other colleges in the UH system.

Similar course is taught at UHWO as MGT 322 - Leadership in Organizations

31. Indicate the year and page # of UHMC catalog referred to. For new or modified courses, please indicate the catalog pages that need to be modified and provide a sheet outlining those changes.

Update needed in catalog 2015-2016 on page 12 - 13 ABIT requirements and page 130 course descriptions.

32. College-wide Academic Student Learner Outcomes (CASLOs).

Standard 1 - Written Communication Write effectively to convey ideas that meet the needs of specific audiences and purposes.	
Outcome 1.1 - Use writing to discover and articulate ideas.	2
Outcome 1.2 - Identify and analyze the audience and purpose for any intended communication.	2
Outcome 1.3 - Choose language, style, and organization appropriate to particular purposes and audiences.	2
Outcome 1.4 - Gather information and document sources appropriately.	1
Outcome 1.5 - Express a main idea as a thesis, hypothesis, or other appropriate statement.	2
Outcome 1.6 - Develop a main idea clearly and concisely with appropriate content.	2
Outcome 1.7 - Demonstrate a mastery of the conventions of writing, including grammar, spelling, and mechanics.	2
Outcome 1.8 - Demonstrate proficiency in revision and editing.	1
Outcome 1.9 - Develop a personal voice in written communication.	1
Standard 2 - Quantitative Reasoning Synthesize and articulate information using appropriate mathematical methods to solve problems of quantative reasoning accurately and appropriately.	
Outcome 2.1 - Apply numeric, graphic, and symbolic skills and other forms of quantitative reasoning accurately and appropriately.	1
Outcome 2.2 - Demonstrate mastery of mathematical concepts, skills, and applications, using technology when appropriate.	1
Outcome 2.3 - Communicate clearly and concisely the methods and results of quantitative problem solving.	1
Outcome 2.4 - Formulate and test hypotheses using numerical experimentation.	1
Outcome 2.5 - Define quantitative issues and problems, gather relevant information, analyze that information, and present results.	1
Outcome 2.6 - Assess the validity of statistical conclusions.	1
Standard 3 - Information Retrieval and Technology. Access, evaluate, and utilize information effectively, ethically, and responsibly.	
Outcome 3.1 - Use print and electronic information technology ethically and responsibly.	1
Outcome 3.2 - Demonstrate knowledge of basic vocabulary, concepts, and operations of information retrieval and technology.	1
Outcome 3.3 - Recognize, identify, and define an information need.	1
Outcome 3.4 - Access and retrieve information through print and electronic media, evaluating the accuracy and authenticity of that information.	1
Outcome 3.5 - Create, manage, organize, and communicate information through electronic media.	2
Outcome 3.6 - Recognize changing technologies and make informed choices about their appropriateness and use.	2
Standard 4 - Oral Communication Practice ethical and responsible oral communications appropriately to a variety of audiences and purposes.	
Outcome 4.1 - Identify and analyze the audience and purpose of any intended communication.	3
Outcome 4.2 - Gather, evaluate, select, and organize information for the communication.	3
Outcome 4.3 - Use language, techniques, and strategies appropriate to the audience and occasion.	3
Outcome 4.4 - Speak clearly and confidently, using the voice, volume, tone, and articulation appropriate to the audience and occasion.	3
Outcome 4.5 - Summarize, analyze, and evaluate oral communications and ask coherent questions as needed.	3
Outcome 4.6 - Use competent oral expression to initiate and sustain discussions.	3
Standard 5 - Critical Thinking	

Apply critical thinking skills to effectively address the challenges and solve problems.	
Outcome 5.1 - Identify and state problems, issues, arguments, and questions contained in a body of information.	3
Outcome 5.2 - Identify and analyze assumptions and underlying points of view relating to an issue or problem.	3
Outcome 5.3 - Formulate research questions that require descriptive and explanatory analyses.	3
Outcome 5.4 - Recognize and understand multiple modes of inquiry, including investigative methods based on observation and analysis.	3
Outcome 5.5 - Evaluate a problem, distinguishing between relevant and irrelevant facts, opinions, assumptions, issues, values, and biases through the use of appropriate evidence.	3
Outcome 5.6 - Apply problem-solving techniques and skills, including the rules of logic and logical sequence.	3
Outcome 5.7 - Synthesize information from various sources, drawing appropriate conclusions.	3
Outcome 5.8 - Communicate clearly and concisely the methods and results of logical reasoning.	3
Outcome 5.9 - Reflect upon and evaluate their thought processes, value system, and world views in comparison to those of others.	3
Standard 6 - Creativity Able to express originality through a variety of forms.	
Outcome 6.1: Generate responses to problems and challenges through intuition and non-linear thinking.	2
Outcome 6.2: Explore diverse approaches to solving a problem or addressing a challenge.	2
Outcome 6.3: Sustain engagement in activities without a preconceived purpose.	2
Outcome 6.4: Apply creative principles to discover and express new ideas.	2
Outcome 6.5: Demonstrate the ability to trust and follow one's instincts in the absence of external direction	2
Outcome 6.6: Build upon or adapt the ideas of others to create novel expressions or new solutions.	2

33. Additional Information