UNIVERSITY CURRICULUM COMMITTEE
2013-14 Meeting #14, March 10, 2014

Present: Gail Eckwright, Annette Folwell (Chair), Rodney Frey, Tim Johnson, Nancy Krogh, Jon Miller, Kathleen Monks, Jeanne Stevenson, Todd Thorsteinson, Kerri Vierling, Matt Wappett.
Absent: Max Cowan, Rachel Fujita, Joe Law, Tim Prather, Tess Wolfenson.
Others Present: Heather Chemak, Dan Eveleth, Dwaine Hubbard, Philip Scruggs, Charles Tibbals, Bob Tripepi.

Call to order: A quorum being present, the chair called the meeting to order at 3:32 p.m. in the SUB Cataldo room. The minutes of the January 27, 2014 meeting were approved.

Other Business:

Old Business:

New Business:

UCC-14-052 College of Natural Resources
Natural Resources: It was motioned and seconded to approve the proposed change to Natural Resources. Committee member Vierling reviewed the proposed changes. Committee chair Folwell asked is NR 407 is a required credit for student or a free elective. Vierling indicated it is a free elective. Hearing no further questions the motion to approve the proposed changes passed unanimously.

1. Change the following course [Effective: Summer 2015]

NR 407 Natural Resource Ambassador Practicum (1-2 cr, max 12)
Student ambassadors are selected through an application and interview process to represent CNR to future students at recruiting activities and functions. Students will learn skills in leadership, communication, networking, public speaking, and time management. Students will be responsible for visiting high schools, attending college and career fairs, recruiting events on campus.
Prereq: Permission

UCC-14-053 College of Business and Economics
Business: It was motioned and seconded to approve the proposed changes to Business. Committee chair Folwell noted that many items had been previously reviewed by the committee and would be dropped from the presented item as unnecessary. Committee member Miller and Dan Eveleth reviewed the proposed changes. Hearing no questions the motion to approve the proposed changes passed unanimously.

1. Add the following courses [Effective: Summer 2015]

Bus 411 Acquiring Human Capital (3 cr)
An organization’s ability to develop and sustain a competitive advantage through human resources begins with successfully attracting and acquiring talented and motivated human capital. This course addresses recruitment and selection practices and their theoretical underpinnings, including such topics as individual differences theories, decision-making heuristics and biases, human perception, staffing strategies, human resource planning, strategic human resource management, EEO and legal issues, job analysis and competency modeling, recruitment methods, selection techniques, and selection validation.
Prereq: Bus 290

Bus 417 Deploying and Developing Human Capital (3 cr)
Managers work with and through others to achieve organizational goals; therefore, managers must be able to assess and develop an organization’s human resources. This course addresses training, development and performance management practices and their theoretical underpinnings, including such topics as motivation theories (e.g., goal setting theory, expectancy theory), learning theories, leadership, employee orientation, needs assessment, training and development methods, evaluating training effectiveness, performance measurement, the HR Scorecard and delivering performance feedback.
Prereq: Bus 290

Short Course Title: Developing Human Capital

2. Change the following courses [Effective: Summer 2015]

Bus 413 Leadership and Organizational Behavior (3 cr)
Micro oriented treatment of areas including communication, motivation, group process, conflict, leadership style.
Prereq: AgEc 278, Bus 290, or Bus 311
Bus 416  **Staffing and Compensation***Developing and Managing Reward Systems** (3 cr)
A key factor in accomplishing organizational goals is the ability to retain and motivate talented human resources. This course addresses compensation and benefits practices and their theoretical underpinnings, including such topics as motivation theories (e.g., equity theory), learning theories, job evaluation, monetary-nonmonetary reward programs, individual, group and organizational incentives. Specialized human resource management topics including selection, placement, and career development of employees, development and administration of monetary nonmonetary reward programs, job evaluation systems, and wage incentive plans.
Prereq: Bus 412

Short Course Title: Managing Reward Systems

Bus 441  **Maintaining Employee and Labor Relations** (3 cr)
Effective employer-employee relationships contribute to successful productivity, motivation, morale and retention. This course addresses employee and labor relations practices and their theoretical underpinnings, including such topics organizational culture and climate, intergroup conflict, communication, conflict resolution, investigating and resolving complaints, unionization and collective bargaining, applying and interpreting employment and labor laws, and maintaining positive relationships. Evolution, structure, and procedures of contemporary labor-management relations; unionization, other concerted activity and employment at will.
Prereq: Bus 290 or Bus 311

Short Course Title: Employee and Labor Relations

Bus 452  **Business Telecommunications Management** (3 cr)
Survey of telecommunications management issues in a business environment; topics include local and wide area networks, telephony, public networks, and application of telecommunications technology in strategic business management.
Prereq: Bus 250 and Bus 350, Bus 353, or Bus 355

3. Change the curricular requirements of **Management and Human Resources** (B.S.Bus.) [Effective: Summer 2015]

Required course work includes the university requirements (see regulation J-3), the college requirements, and:

**Bus 411**  Acquiring Human Capital (3 cr)
**Bus 412**  Human Resource Management (3 cr)
**Bus 413**  Leadership and Organizational Behavior (3 cr)
**Bus 417**  Deploying and Developing Human Capital (3 cr)
**Bus 418**  Organization Design and Changes (3 cr)

And one of the following emphases:

**A. Management Emphasis**

Operations Management Elective: select one of the following courses (3 cr):
**Bus 416**  Staffing and Compensation (3 cr)
**Bus 418**  Organization Design and Changes (3 cr)
**Bus 441**  Maintaining Employee and Labor Relations (3 cr)

Operations Management Elective: select one of the following courses (3 cr):
**Bus 378**  Project Management (3 cr)
**Bus 439**  Systems and Simulation (4 cr)
**Bus 456**  Quality Management (3 cr)
**Bus 470**  Purchasing and Materials Management (3 cr)
**Bus 472**  Operations Planning and Scheduling (3 cr)
**IndT 362**  Behavior Based Safety (3 cr)
**Psyc 446**  Engineering Psychology (3 cr)

Marketing & Entrepreneurship Elective: select one of the following courses (3 cr):
**AgEc 333**  Introduction to Sales (3 cr)
**Bus 324**  Consumer Behavior (3 cr)
**Bus 414**  Entrepreneurship (3 cr)
**Bus 415**  New Venture Creation (3 cr)
**Bus 420**  Promotional Strategy (3 cr)
**Bus 421**  Marketing Research and Analysis (3 cr)
**Bus 422**  Personal Selling and Sales Force Management (3 cr)
**Bus 424**  Pricing Strategy and Tactics (3 cr)
**Bus 425**  Retail Distribution Management (3 cr)
**Bus 426**  Marketing Channels Management (3 cr)
**Bus 427**  Services Marketing (3 cr)
**Bus 482**  International Marketing (3 cr)
**Bus 495**  Product Development and Brand Management (3 cr)

Accounting & Finance/Information Systems Elective: select one of the following courses (3 cr):
**Acct 305**  Accounting Information Systems (3 cr)
**Acct 315**  Intermediate Financial Accounting I (3 cr)

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Acct 385  Cost and Management Accounting (3 cr)
Acct 482  Enterprise Accounting (3 cr)
Acct 483  Fundamentals of Federal Taxation (3 cr)
Bus 302  Intermediate Financial Management (3 cr)
Bus 351  Introduction to Electronic Commerce (3 cr)
Bus 363  Data and Information Management (3 cr)
Bus 355  Systems Analysis and Design (3 cr)
Bus 381  International Finance (3 cr)
Bus 407  Financial Institutions (3 cr)

Information Systems Elective: select one of the following courses (3 cr):
Bus 363  Application Development (3 cr)
Bus 355  Systems Analysis & Administration (3 cr)
Bus 452  Business Telecommunications Management (3 cr)
Bus 453  Database Design (3 cr)
Bus 454  Issues in Information Systems (3 cr)
GeoG 385  GIS Primer (3 cr)

One additional course selected from those not taken in the three groups above (3 cr)

Entrepreneurship Elective: select one of the following courses (3 cr):
Bus 414  Entrepreneurship (3 cr)
Bus 415  New Venture Creation (3 cr)
Bus 495  Product Development and Brand Management (3 cr)

Supporting Elective: select one of the following courses (3 cr):
Anth 462  Human Issues in International Development (3 cr)
Comm 233  Interpersonal Communication (3 cr)
Comm 235  Organizational Communication (3 cr)
Comm 335  Intercultural Communication (3 cr)
Comm 410  Conflict Management (3 cr)
Comm 432  Gender and Communication (3 cr)
Comm 433  Organizational Communication Theory, Research, and Application (3 cr)
Comm 491  Communication and Aging (3 cr)
Psy 320  Introduction to Social Psychology (3 cr)
Soc 301  Introduction to Diversity and Stratification (3 cr)
Soc 427  Race and Ethnic Relations (3 cr)

Research elective: select a total of three credits from the following courses (3 cr):
Anth 410  Research Methods in Anthropology (3 cr)
Bus 421  Marketing Research and Analysis (3 cr)
Comm 455  Communication Research Methods (3 cr)
Math 160  Survey of Calculus (4 cr)*
Math 170  Analytic Geometry and Calculus I (4 cr)*
Math 330  Linear Algebra (3 cr)
Math 451  Probability Theory (3 cr)
OrgS 444  Methods and Analysis in Organizational Science (4 cr)
Psy 218  Introduction to Research in the Behavioral Sciences (4 cr)
Psy 430  Tests and Measurements (3 cr)
Soc 310  Methods of Social Research (3 cr)
Stat 423  Sample Survey Methods (3 cr)
Stat 431  Statistical Analysis (3 cr)
Stat 433  Econometrics (3 cr)**
Stat 514  Nonparametric Statistics (3 cr)

Courses to total 120 credits for this degree

*Note: Students may elect to use Math 160 or Math 170, but not both, to complete their research elective.

**Note: Stat 433/Econ 453 Econometrics does not satisfy the Upper Division Economics requirement.

B. Human Resources Management Emphasis

Bus 416  Developing and Managing Reward Systems, Staffing and Compensation (3 cr)
Bus 418  Organization Design and Changes (3 cr)
Bus 441  Maintaining Employee and Labor Relations (3 cr)

Specialized Elective: select one of the following courses (3 cr):
Psych 416  Industrial/Organizational Psychology (3 cr)
Psych 430  Tests and Measurements (3 cr)
Psych 435  Personnel (3 cr)
Psych 450  Training and Performance Support (3 cr)
Bus 461  Retirement Planning and Employee Benefits (3 cr)
### HR Decision-Making elective: select one of the following courses (3 cr):

- Acct 385 Cost and Management Accounting (3 cr)
- Acct 482 Enterprise Accounting (3 cr)
- Bus 353 Application Development (3 cr)
- Bus 355 Systems Analysis & Administration (3 cr)
- Bus 421 Marketing Research and Analysis (3 cr)
- Bus 439 Systems and Simulation (4 cr)
- Bus 453 Database Design (3 cr)
- Econ 453 Econometrics (3 cr)
- Geog 385 GIS Primer (3 cr)
- OrgS 444 Methods and Analysis in Organizational Science (4 cr)
- Psyc 218 Introduction to Research in the Behavioral Sciences (3 cr)
- Psyc 430 Tests and Measurements (3 cr)
- Soc 310 Methods of Social Research (3 cr)

**Supporting Specialized Electives: select two of the following courses (at least one selection must be an upper-division course) (6 cr):**

- Anth 462 Human Issues in Human Development (3 cr)
- Comm 233 Interpersonal Communication (3 cr)
- Comm 235 Organizational Communication (3 cr)
- Comm 332 Communication and the Small Group (3 cr)
- Comm 335 Intercultural Communication (3 cr)
- AOLL 560 Career Development in Organizations (3 cr)
- Bus 454 Issues in Information Systems (3 cr)
- Comm 347 Persuasion (3 cr)
- Comm 410 Conflict Management (3 cr)
- Comm 433 Organizational Communication Theory, Research, and Application (3 cr)
- Comm 432 Gender and Communication (3 cr)
- Comm 431 Communication and Aging (3 cr)
- CTE 472 Teaching and Learning in Occupation Education (3 cr)
- Econ 441 Labor Economics (3 cr)
- EDCI 301 Learning, Development, and Assessment (3 cr)
- IndT 362 Behavior Based Safety (3 cr)
- Intr 316 Explore Mentoring & Leadership (3 cr)
- JAMM 350 Public Relations Writing and Production (3 cr)
- OrgS 305 Nonprofit Organizations (3 cr)
- Psyc 390 Psychology of Learning (3 cr)
- Psyc 440 Psychology of Judgment and Decision Making (3 cr)
- Psyc 496 Applied Behavior Analysis (3 cr)
- Psyc 541 Social Psychology in the Workplace (3 cr)
- Soc 301 Introduction to Diversity and Stratification (3 cr)
- Soc 427 Racial and Ethnic Relations (3 cr)

**Research elective: select a total of three credits from the following courses (3 cr):**

- Anth 410 Research Methods in Anthropology (3 cr)
- Bus 421 Marketing Research and Analysis (3 cr)
- Comm 455 Communication Research Methods (3 cr)
- Math 160 Survey of Calculus (4 cr)*
- Math 170 Analytic Geometry and Calculus I (4 cr)*
- Math 230 Linear Algebra (3 cr)
- Math 451 Probability Theory (3 cr)
- OrgS 444 Methods and Analysis in Organizational Science (4 cr)
- Psyc 218 Introduction to Research in the Behavioral Sciences (3 cr)
- Psyc 430 Tests and Measurements (3 cr)
- Soc 410 Methods of Social Research (3 cr)
- Stat 422 Sample Survey Methods (3 cr)
- Stat 424 Statistical Analysis (3 cr)
- Stat 433 Econometrics (3 cr)**
- Stat 514 Nonparametric Statistics (3 cr)

Courses to total 120 credits for this degree

*Note: Students may elect to use Math 160 or Math 170, but not both, to complete their research elective.

**Note: Stat 433/Econ 453 Econometrics does not satisfy the Upper Division Economics requirement.
**Curriculum and Instruction:** It was motioned and seconded to approve the proposed changes to Curriculum and Instruction. Committee member Wappett reviewed the proposed changes. Committee member Frey asked if the Daceo Center would offer workshops to UI faculty. Wappett did not believe so at the time, but felt that might be something that will happen in the future. Committee member Miller asked if the Library is aware of the proposed Library Science courses being discontinued. Committee member Eckwright said she felt secure that the associated personnel in the Library are aware of this change. Hearing no further questions the motion to approve the proposed changes passed unanimously.

1. **Drop the following courses [Effective: Summer 2015]**

   **LibS C415 Technical Services for Small Libraries (1 cr)**
   Examine library technical services of the small or one-person public or school library. Explore techniques for finding sources for material, using cataloging systems to provide access, and processing materials to get them ready for use. Print, multimedia, and electronic formats, automatic systems and networking will be discussed. Recommended Preparation: LibS 425.

   Recommended Equivalency: None

   **LibS C416 Library Services to Rural Areas (1 cr)**
   Explore the administration and programming of rural public libraries, including historical and social context, financing and governance, staffing, and programming for the community. Recommended Preparation: LibS 425.

   Recommended Equivalency: None

2. **Add the following courses [Effective: Summer 2015]**

   **EDCI 581 Theoretical Foundations of Online Learning (3 cr)**
   This course provides an overview of theoretical issues surrounding online learning, including considerations of new technologies, socio-cultural diversity, learning theories, pedagogical approaches, and emerging trends.
   *Prereq: Senior-status in teacher preparation program with sufficient GPA or Graduate-status in an education-related field*  
   Recommended Short Course Title: Theor Found Online Learning

   **EDCI 582 Online Course Design (3 cr)**
   This course teaches students the course design process and provides them with opportunities to design, develop, and evaluate online course modules.
   *Prereq: EDCI 581; and Senior-status in teacher preparation program with sufficient GPA or Graduate-status in an education-related field*

   **EDCI 583 Open Education (3 cr)**
   This course addresses ethical, legal, and behavioral issues related to online learning, including social participation, copyright, internet safety, and etiquette and provides students with opportunities to apply their knowledge to practice.
   *Prereq: EDCI 581; and Senior-status in teacher preparation program with sufficient GPA or Graduate-status in an education-related field*

   **EDCI 595 Practicum in Online Learning (3 cr)**
   This practicum is taught in conjunction with Idaho Distance Learning Academy (IDLA) and provides students with opportunities to teach and assess K12 students in an authentic online setting.
   *Prereq: EDCI 582 and EDCI 583; and Senior-status in teacher preparation program with sufficient GPA or Graduate-status in an education-related field*

**Education:** It was motioned and seconded to approve the proposed change to Education. Committee member Wappett reviewed the proposed changes. Hearing further questions the motion to approve the proposed change passed unanimously.

1. **Add the following course [Effective: Summer 2015]**

   **ED 620 Grant Writing (3 cr)**
   The reality in today’s context is that organizations are resource challenged. Increasingly organizations are dependent on garnering external resources to be able to successful accomplish their missions. In this course students are guided from developing ideas and identifying potential funding sources to the submission of proposals as well as follow up techniques.

**Movement Sciences:** It was motioned and seconded to approve the proposed change to Movement Sciences. Philip Scruggs reviewed the proposed changes. Scruggs noted that the Turfgrass course is being taught by PGA.
personnel. Tripepi expressed interest in PSES students being able to take this course. Hearing no further questions the motion to approve the proposed change passed with one abstention.

1. Add the following course [Effective: Summer 2015]

   **Rec 415 Turfgrass Management (3 cr)**
   Turfgrass science, cultivation and management for a wide variety of golf course applications.

**UCC-14-055 College of Education**
It was motioned and seconded to approve the proposal from the Department of Curriculum and Instruction to create a new Teaching minor (endorsement) in Online Teaching. Committee member Wappett introduced the proposal. Committee member Krogh asked if this endorsement was being directed at undergraduate or graduate students. Wappett indicated that the target group is graduate students, but that a senior preparing for graduate work might pursue this endorsement as well. Hearing no additional questions the motion to approve the proposal passed unanimously and will be forwarded to Faculty Senate for review.

**UCC-14-056 2014-2015 Final Exam Schedule and Regulation H**
It was motioned and seconded to approve the proposed Final Exam Schedule for the 2014-2015 academic year and some accompanying edits to Regulation H to comply with the proposed Final Exam Schedule. Charles Tibbals introduced the proposal and Dwaine Hubbard provided the rationale for why this proposal was coming back to the committee a second time. Committee member Stevenson asked about the necessity of the Provost's signature to deviate from the Final Exam Schedule. The committee as a whole felt that the extra level of review above the college level was appropriate. Hearing no additional questions the motion to approve the proposal passed unanimously and will be forwarded to Faculty Senate for review.

The next UCC meeting will be in February. This meeting was adjourned at 4:06pm.

Charles Tibbals, UCC Secretary