



Graduate Curriculum Approval Form Changes to Degree Programs

Office Use Only
SC: _____
GC: _____
RO: _____
GC: _____

Degree (i.e., M.A. Ph.D., etc.):	M.S.
Name of Program (e.g., Biology.):	Management
Program CIP code: <i>(Look up code)</i>	52.0101
If Creating or Changing a Concentration, note the Name of Concentration (e.g., Botany):	
Proposed Effective Term (e.g., Spring 2010):	Fall 2012
Faculty Contact:	Dr. Sally Riggs Fuller
Email:	sfuller@usf.edu
College:	Business
Dept & Mail Code:	Management & Organization, BSN 3403

APPROVALS	Name	Signature	Action	Date
Dept. Chair	Sally Riggs Fuller		<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Not approved <input type="checkbox"/> Comments attached	11/30/11
COLLEGE APPROVALS				
College Committee Chair	Delroy Hunter		<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Not approved <input type="checkbox"/> Comments attached	12/08/11
College Dean/ Associate Dean	Robert Forsythe		<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Not approved <input type="checkbox"/> Comments attached	12/9/11
Concurrence* Dept: Chair:			<input type="checkbox"/> Not applicable <input type="checkbox"/> Concur <input type="checkbox"/> Doesn't concur <input type="checkbox"/> Comments attached	
Grad Council	Chair or designee		<input type="checkbox"/> Approved <input type="checkbox"/> Not approved <input type="checkbox"/> Tabled <input type="checkbox"/> Comments	
Graduate School	GS Dean or designee		<input type="checkbox"/> Approved <input type="checkbox"/> Not approved	

*Concurrence - Consultation with units and departments providing related offerings or expertise is expected and encouraged.

Follow the guidelines outlined by the Graduate Council at: <http://www.grad.usf.edu/curriculum.asp>.

- BRIEF Summary of Changes: (e.g., "Add plant identification course to Botany Concentration")

Reduce total hours from 32 to 30; reduce required courses from 12 (32 hours) to 5 (12 hours); eliminate cohort requirement; change fall only admission to spring and fall admissions.

- Why are these changes necessary or desired?

They focus the students on the important basics of the discipline, streamline the process of obtaining a degree, bring the number of required courses more in line with other college departments, and assure valid assessment of the program with the capstone course.

MANAGEMENT PROGRAM

Master of Science (M.S.) Degree in the Management Program

~~With a concentration in Leading Sustainable Enterprises*~~

DEGREE INFORMATION

~~Program~~ Domestic Admission Deadlines:

Fall Deadline: July 1
Spring Deadline: November 1

International Deadlines:

Fall: February 1
Spring: July 1

Minimum Total Hours: ~~30~~ **302**
Program Level: Masters
CIP Code: 52.0101
Dept Code: MAN
Program (Major/College): MAN BA
~~Concentration Code:~~ **LSE**

~~Concentrations:~~ _____

~~*Leading Sustainable Enterprises(Inactive)~~

~~Also offered as:~~ _____

~~under Master of Business Administration — as an application area (Management and Advanced Management)~~

CONTACT INFORMATION

College: Business

~~Contact Information:~~ www.grad.usf.edu

~~Other Resources:~~ www.usf4you

CONTACT INFORMATION

College: Business

Department: Management & Organization

Program Director: Dr. Sally Riggs Fuller

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Email: sfuller@usf.edu

Mailing Address:

University of South Florida

College of Business

Dept. of Management & Organization

4202 E. Fowler Ave., BSN 3403

Tampa, FL 33620-5500

PROGRAM INFORMATION

This program develops the skill to lead 21st century organizations. The future requires a very different type of leader than the past. The hierarchical model of scientific management is no longer widely accepted. The leaders of the future must be able to empower others and to facilitate teamwork in diverse groups, to recognize and adapt to the constraints and opportunities of a global economy, and to accommodate the ethical and societal needs of the environment within which the organization functions.

Both the profit and not-for-profit communities have recognized these changes and have demanded that business schools provide a modified and improved leader for the future - a leader who succeeds by facilitating the performance of others. Ethical and virtuous behavior as well as technical skills are promoted. These values lead to organizational behavior that is both effective and ethical. Intrapersonal, interpersonal, and organizational competencies are enhanced. The M.S.M. faculty members blend scholarly activity and applied skills. It is the goal of the faculty to prepare graduates for successful careers as leaders in the real world.

This is an extremely progressive, dynamic, well-focused program. It is designed to help you reach career goals. The M.S.M. curriculum proceeds through understanding of interpersonal and organizational dynamics, to planned change and implementation. Leadership, teamwork, communication skills and organizational change are emphasized. Much of the curriculum is delivered through case studies, class discussion, exercises, group projects, video taped role-playing, simulations, and prominent guest speakers from the local business and non-profit community. Emphasis is placed on student participation and teamwork. All courses include writing, presentation, and critical thinking skills

M.S. in Management: Leading Sustainable Enterprises

~~For updated details, please consult our website at www.coba.usf.edu. This program develops the skill to lead 21st century organizations. It is targeted for experienced, successful working managers—people who are already good at their jobs and who can be promoted to higher leadership and executive positions within or outside their present organizations. It is not intended for recent graduates seeking entry-level managerial positions. The future requires a very different type of leader than the past. The hierarchical model of scientific management is no longer widely accepted. The leaders of the future must be able to empower others and to facilitate teamwork in diverse groups, to recognize and adapt to the constraints and opportunities of a global economy, and to accommodate the ethical and societal needs of the environment within which the organization functions. The program focuses on the triple bottom line of sustainable economic performance, corporate social responsibility, and concern for the natural environment.~~

~~Both the profit and not-for-profit communities have recognized these changes and have demanded that business schools provide a modified and improved manager for the future—a manager who succeeds by facilitating the performance of others. This manager must be successful in leadership and organizational effectiveness. Ethical and virtuous behavior as well as technical skills are promoted. These values lead to organizational behavior that is both effective and ethical. Intrapersonal, interpersonal, and organizational competencies are enhanced. The M.S.M. faculty members blend scholarly activity and applied skills. It is the goal of the faculty to prepare graduates for successful careers as leaders in the real world.~~

~~This is an extremely progressive, dynamic, well-focused program. It is designed to help you reach career goals. The M.S.M. is a 32-credit hour program offered in cohort format. The program is designed around the needs of working managers. Classes meet Monday and Tuesday evenings for twenty-one months. All students begin in the fall semester. The curriculum proceeds from encompassing perspective to skills development through understanding of interpersonal and organizational dynamics, to planned change and implementation. Sections are limited to thirty students. Course offerings and section availability are guaranteed to cohort members. All majors are eligible and welcome.~~

Accreditation:

Accredited by the Commission on Colleges of the Southern Association of College and Schools (SACS). AACSB International -The Association to Advance Collegiate Schools of Business.

Major Research Areas:

~~Leadership, Organizational Effectiveness, Strategic Management~~

ADMISSION INFORMATION

Must meet University requirements (see Graduate Admissions) as well as requirements listed below.

Program Admission Requirements

Students are admitted to the M.S. in Management program based on the evaluation of their application in its entirety, including prior college level academic grades earned, GMAT or GRE scores, TOEFL scores (for international students only), letters of recommendation, statement of purpose, and relevant work experience.

- ~~• Must have a 3.00 or higher upper level GPA and a GMAT score of 500 or higher GMAT; lower totals may be offset by score of 28 or higher on V and 4.0 on analytical writing on the GMAT;~~
- ~~• Leadership ability, five years of managerial experience, and personal statement.~~
- ~~• International applicants from non English-speaking countries must also have a TOEFL score of 550 or higher on the written version, a minimum score of 213 on the computer based test or a 79 on the internet based test.~~
- ~~• Competitive based on GMAT and personal statement.~~

DEGREE PROGRAM REQUIREMENTS

The program requires a minimum of 30 hours of coursework and may be taken either full-time or part-time. Early in the first semester, a student and the program advisor will work together to complete a formal Program of Study that will define a coherent sequence of courses to satisfy the student's objectives.

MANAGEMENT CORE (12 hours)

The following four courses provide a solid understanding of state-of-the-art research and practice covering the primary areas in the domain of Management.

GEB 6445–Social, Ethical, Legal Systems (2 Cr.)

MAN 6055–Human Behavior and Organizations (2 Cr.)

MAN 6140–Decision Making & Problem Solving (2 Cr.)

MAN 6289–Organizational Change and Development (3 Cr.)

Capstone Course (3 credits)

MAN 6950–Capstone Experience: Leading Sustainable Enterprise (3 Cr.)

This course is considered to be the capstone of the M.S.in Management program and as such it must be taken during one of the last two semesters of the student's program. This course integrates the topics covered in the four other core courses. Students will conduct an applied analysis of an organization, identifying areas needing improvement, and defining recommendations. The four other core courses are prerequisites for MAN 6950.

ELECTIVES (18 credits)

Elective courses may be selected from additional management courses or (with prior approval by the academic advisor) other areas of specialization such as sociology,

psychology, sustainability, etc. With these elective courses, students may concentrate their M.S. degree in an area such as global management, strategy, leadership, or sustainability. The following courses are potential electives, depending on semester and offerings.

- MAN 6107–Leadership Perspectives (2 Cr.)
- MAN 6116–Diversity and Organizational Justice (3 Cr.)
- MAN 6147–Leadership/Management Concepts (2 Cr.)
- MAN 6149–Leadership and Teams (3 Cr.)
- MAN 6204–Organization Design and Structure (3 Cr.)
- MAN 6256–Politics and Control in Organizations (3 Cr.)
- MAN 6305–Human Resource Management (3 Cr.)
- MAN 6448–Negotiating Agreement and Resolving Conflict (3 Cr.)
- MAN 6456–Improvisation in Business (3 Cr.)
- MAN 6518–Sustainable Production Systems (3 Cr.)
- MAN 6601–International Management (3 Cr.)
- MAN 6607–Managing International Cultural Differences (3 Cr.)
- MAN 6726–Strategic Planning (3 Cr.)
- MAN 6746–Designing Sustainable Enterprise (3 Cr.)
- MAN 6748–Assessing Performance in Sustainable Enterprises (3 Cr.)
- GEB 6457–Ethics, Law and Sustainable Business Practices (3 Cr.)

Students take the same twelve required courses. The cohort format is structured as follows:

GEB 6445 — Social, Ethical, Legal Systems	2
MAN 6147 — Leadership Concepts	2
MAN 6107 — Leading Sustainable Enterprises: Goals and Processes	2
MAN 6748 — Assessing Performance in Sustainable Organizations	3
MAN 6055 — Human Behavior and Organizations	2
MAN 6448 — Negotiating Agreement and Resolving Conflict	3
MAN 6746 — Designing Sustainable Enterprise	3
MAN 6116 — Diversity and Organizational Justice	3
MAN 6256 — Politics and Control in Organization	3
MAN 6950 — Capstone Experience in Leading Sustainable Enterprises	3
MAN 6518 — Sustainable Production Systems	3
GEB 6457 — Ethics, Law, and Sustainable Business Practices	3
Program Total:	32 credits minimum

Additional Information Regarding Curriculum

Leadership, teamwork, communication skills and organizational change are emphasized. Much of the curriculum is delivered through case studies, class discussion, exercises, group projects, video taped role playing, simulations, and prominent guest speakers from the local business and non-profit community. Emphasis is placed on student participation and teamwork. All courses include writing, presentation, and critical thinking skills. Leadership, teamwork, communication skills, and organizational change to promote sustainable organizational performance are emphasized.

COURSES

See <http://www.ugs.usf.edu/sab/sabs.cfm>

