

Abilene Approval Chart for Curriculum Changes

A = Approve I = Information Item R = Respond In Writing

Course Number: SOCW 745 Leading and Managing Change in Nonprofit Organizations **or Degree Plan(s):**

Rationale: This is an elective in the MSSW degree plan. Since the MSSW faculty redesigned the entire curriculum to include a Nonprofit Management track (forthcoming), we've identified the need to revamp this course, so it more clearly delineates from SOCW 744 Nonprofit Management. We also needed to update the course outcomes to align with CSWE EPAS 2022 competencies. The course title, student learning outcomes, catalogue description have been updated.

New Course Title: SOCW 745 Strategic Leadership and Change Management in Nonprofits

Current Catalog Description: Develops knowledge and skills for managing change in a social service agency; prepares students to use selected strategies for organizational change using a problem-solving/decision-making approach to organizational behavior. Attention is given to leadership issues in non-profit management and resource development (grant and contract writing and management). Same as GERO 745.

New Catalog Description: Students will examine the dual role of the nonprofit professional as both a strategic leader of change and an operational manager of transition. Using a culturally responsive lens, students will address the ethics of power in change management, fostering resilience, and leading inclusive teams through periods of uncertainty.

Current Outcomes:

1. Be familiar with leadership styles commonly described in the literature [EPAS 1, EPAS 3, EPAS 4, EPAS 6, EPAS 7, EPAS 8, EPAS 9];
 0. Be able to analyze, classify and describe leadership styles of administrators in social service organizations [EPAS 1, EPAS 2, EPAS 6, EPAS 7];
 0. Understand and be able to classify major types of planned change as described in the organization development literature [EPAS 4, EPAS 6, EPAS 7, EPAS 8, EPAS 9];
 0. Assess an organization-wide problem, identify an evidence-based change strategy, develop an appropriate intervention plan, and construct an evaluation plan for an organization development intervention [EPAS 1, EPAS 3 EPAS 4, EPAS 5, EPAS 6, EPAS 7, EPAS 8, EPAS 9].
 0. Understand management strategies for change in human service organizations, and be able to select change strategies based on situational assessments [EPAS 1, EPAS 2, EPAS 3, EPAS 4, EPAS 5, EPAS 6, EPAS 7, EPAS 8, EPAS 9];
 0. Have experience with the procedures and techniques of developing and receiving grants, contracts and/or appropriations [EPAS 4]; and,
 0. Be able to research, select and cultivate funding sources, including actual grant or contract preparation [EPAS 3, EPAS 4, EPAS 6].

New Outcomes:

Program Learning Outcomes (Competency)	Student Learning Outcomes (Competency Descriptors)	Dimension (K/V/S/CAP)	Measurement (Assignment)
Adv Competency 1: Demonstrate Ethical and Professional Behavior	C1.D1. Demonstrate the capacity to navigate complex ethical issues to arrive at ethically informed decision-making in interdisciplinary contexts.	K/CAP	Concept Map Organizational Development/ Change Case Study Presentation
	C1.D4. Provide leadership on the necessary roles of a social worker within an interprofessional practice and identify the roles of other professionals.	S	Leadership vs Management Paper Class Presentation
Adv Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	C2.D2. Promote a society where all individuals experience physical and psychological safety and security.	V/CAP	Required Reading Responses Class Presentation
	C2.D5. Employ participatory and empowerment practices with clients and constituencies to ensure the rights and dignity of the most marginalized and racialized are prioritized.	V/S	Leadership Training Annotated Bibliographies
Adv Competency 7: Assess Individuals, Families, Groups, Organizations, & Communities	C7.D1. Have the capacity to evaluate and recommend relevant tools and strategies for assessing a variety of client systems with individuals, families, groups, organizations, and communities.	K/S	Organizational Development/ Change Case Study Presentation
	C7.D3. Are informed by person-in-environment theory, human-behavior theory, and strengths-based theory within an interprofessional collaborative process to inform and direct decision-making.	K/V	Reading Responses Concept Map Annotated Bibliographies
Adv Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, & Communities	C9.D1. Evaluate practice, critically interpret results, and examine outcomes to identify implications at the personal, institutional, and public and social policy levels to guide decision-making.	K/S	Organizational Development/ Change Case Study Presentation
	C9.D2. Understand the impact of professional use of their roles and responsibilities on program effectiveness.	CAP	Required Reading Responses

			Leadership vs. Management Paper
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	Campus-Level Academic Review ¹	D e p t . / S c h o o l	C o l l e g e	D e a n	T E C	A U A C / G r a d	P r o v o s t
	Change to a Course Include signatures from all chairs/program directors for cross-listed courses. ¹						
1.	Title (description unchanged)	A	A	A	I	I	I
2.	Description (not affecting content)	A	A	A	I	I	I
3.	Course term(s)	A	I	A	I	I	I
4.	Content (change of course outcomes)	A	A	A	I	I	A
5.	Number of credit hours	A	A	A	A	A	A
6.	Course number within the hundred	A	A	I	I	I	I
7.	Course number beyond the hundred	A	A	A	A	A	A
8.	Prerequisites	A	A	A	I	I	I
9.	Course restriction (e.g., majors only, junior standing)	A	A	A	A	A	A
10.	Level change (U to G or G to U)	A	A	A	A	A	A
11.	Cross list course	A	A	A	A	A	A
12.	Department of record	A	A	A	A	A	A
13.	Open or close a course	A	A	A	A	A	A
	Change to a Degree Plan						
14.	Educational Program — Revise	A	A	A	A	A	A
15.	Educational Program — Adopt/revise admission requirements	A	A	A	A	A	A
16.	GPA — Revise program-required GPA	A	A	A	A	A	A
17.	Minor — Revise	A	A	A	A	A	A

	Full Review	De pt. /Sc hool	Col leg e	De an	TE C	AU AC /Gr ad	Pro vos t	Ca mp us Fac ult y	Se nio r VP AA	Pre sid ent
	Change to Catalog Information (for Campus)									
18.	General requirements for Bachelor's and Associate Degrees	-	-	-	-	A	A	A	A	I
19.	Policies governing academic probation and suspension	-	-	-	-	A	A	A	A	I
20.	Requirements for graduating with honors	-	-	-	-	A	A	A	A	I
	Change to a Degree Plan									
21.	Educational Program — Add or Discontinue ²³	A	A	A	A	A	A	A	A	I
22.	Educational Program — Discontinue (Provost-proposed)	R	-	R	A	A	A	A	A	I
23.	Minor — Add or Discontinue	A	A	A	A	A	A	-	A	I
24.	Minor — Discontinue (Provost-proposed)	R	-	R	A	A	A	-	A	I
25.	Degree — Add or Discontinue	A	A	A	A	A	A	A	A	I
26.	Degree — Discontinue (Provost-proposed)	R	-	R	A	A	A	A	A	I

	Change to General Education Requirements for Undergraduates (System)	De pt. /Sch ool	Col leg e	Dea n	AU AC	Pro vos t	UG EC	Uni ver sity Fac ult y	Se ni or VP AA	Pre sid ent
27.	Change course outcomes of an included course	A	A	A	A	A	A	-	A	I
28.	Add or drop a required course from the General Education Requirements	A	-	A	-	A	A	A	A	I
29.	Add or drop a course from a menu within the General Education Requirements	A	-	A	-	A	A	-	A	I
30.	Comprehensive revision of General Education Requirements	-	-	-	-	A	A	A	A	I

Notes

² Any change to a cross-listed course requires the signature of both department chairs or program directors overseeing the course to ensure that the courses stay in sync. This includes courses taught at other campuses (e.g. BIBL 101 and BIBO 101).

³ For undergraduate majors, a minimum of 30 hours is required. These programs must have a minimum of 6 elective hours, unless the requirements of external accrediting bodies make it impossible. Master's programs must include a minimum of 30 hours, and doctoral programs must include a minimum of 30 hours beyond the master's.

⁴ When a department/school or dean proposes closing a program, approval routing follows the typical process beginning with the department/school. An administrative proposal by the provost or senior vice president for academic affairs would follow the "provost-proposed" routing on the chart.

Updated 8/1/2023

Department/School(s)



04/10/26

Chair Signature

Date



04/10/26

Chair/Program Director Signature

Date

College Academic Council(s)



05/01/2026

Chair Signature

Date

Chair Signature

Date

Dean(s)



05/02/2026

J. Dirk Nelson (May 2, 2026 08:27:27 CDT)

Signature

Date

Signature

Date

Teacher Education Council

Signature

Date

**Campus Academic Council:
Abilene Undergraduate or Abilene Graduate**

Signature

Date

Provost

Signature

Date

University General Education Council

Signature

Date

University Faculty

Abilene Faculty Senate Chair signature

Date

Dallas Faculty Council Chair signature

Date

Senior Vice President for Academic Affairs

Signature

Date

President

Signature

Date
