

Abilene Approval Chart for Curriculum Changes

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

Course Number: _____ **or Degree Plan(s):** **Management, BBA (MGMT)**

Core updates and rationale:

- In all Management tracks, add ENTR 120 and MGMT 332 as part of the Management degree core.
 - This reflects a COBA-wide vote to remove ENTR 120 from the Business Foundations menu and a management faculty desire to increase student grounding in topics related to people management.
- Various minor track updates to reduce credit hours requirements.
 - This is due to the 3-hour increase in the core.
- A larger track update to change the Human Resource Management track content and title and to close the Leadership track
 - This allows students focused on the human side of management to acquire knowledge in both human dynamics and HR processes. This is aimed at increasing the marketability of students with HR/Leadership focus.

A longer narrative with deeper discussion of the changes and the Catalog strikethrough edit are accompanying the form.

		Dept./School	College	Dean	TEC	AUAC/Grad	Provost
	Campus-Level Academic Review¹						
	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

		Dept./School	College	Dean	TEC	AUAC/Grad	Provost	Campus Faculty	Senior VPAA	President
	Full Review									
	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

		Dept./School	College	Dean	AUAC	Provost	UGEC	University Faculty	Senior VPAA	President
	Change to General Education Requirements for Undergraduates (System)									
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)

Chair Signature	Date
 Phil Vardiman (Apr 8, 2026 11:13:32 CDT)	04/08/2026

Chair/Program Director Signature	Date
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College Academic Council(s)

 Arisoa Randrianasolo (Apr 10, 2026 13:21:35 CDT)	04/10/2026
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Chair Signature	Date
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Chair Signature	Date
	04/10/2026

Dean(s)

Signature	Date
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Signature	Date
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Teacher Education Council

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

Signature	Date
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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

The following changes are proposed for all of the Management tracks.

- **Add ENTR 120 - Foundations of Entrepreneurship** (Credit Hours: 1).
- **Move MGMT 332 – Human Resource Management** from menus in particular tracks to the core. (Credit Hours 3)

This change will ensure that all MGMT students will have a ground in people management functions common to most organizations.

Separately, the COBA faculty voted to remove ENTR 120 - Foundations of Entrepreneurship (1 credit hour) from the Business Foundations menu. It is now included in the Management core.

Changes to the Human Resource Management Track (reduction by 3 hours in lieu of the increased hours in the Management Core – proposed 21 total hours); Proposal to “merge” the Human Resource Management Track and the Leadership Track – this will allow for students more interested in the management of people to gain competencies both in human dynamics and leadership and the common HR functions of a company.

- **Rename the track as Human Resources and Leadership (HRL).** This name captures the essence of the degree and recognizes student desire to highlight leadership in their degree plan as well as future employer understanding of what the degree holds.
- **Remove MGMT 332 – Human Resource Management** from the track as it is now in the MGMT core.
- **Move MGMT 335 – Leadership in Organizations AND IS 324 – Management Information Systems** from the menu options to the list of required classes (This allows students to capture the people and systems nature of HRL.)
- **Create a new menu for students to Choose 3 hours from the following:**
 - **BUSA 435 – Christian Business Leadership Perspectives**
 - **PSYC 388 – Teams and Teams Leadership**
 - **IS 432 – Data Mining**
- **Update the “Functions” Menu as follows:**
 - **Reduce number of hours by 3** – this is because MGMT 335 is now a required course in the HRL track.
 - **Remove MGMT 335 from the “Functions” Menu** – It is now a required part of the HRL track.
 - **Add COMM 486 – Training and Development** as a option within the “Functions” Menu – this will bring our HRL track in line with Society of Human Resource Management recommended course offerings
- **Update the other menu (that includes PSYC courses) as follows:**
 - **Reduce the number of hours by 3** – this is to account for the addition of MGMT 332 in the MGMT core to keep credit hours at the appropriate amount
 - **Remove PSYC 278 – Stress and Its Management, PSYC 305 – Peacemaking, and PSYC 388 – Teams and Team Leadership from the menu** – PSYC 278 is infrequently taken by current students and less applicable to the new HRL track; PSYC 305 has not been taught in the past 1.5 years; PSYC 388 is now moved into a different menu option.
 - **Add the option to take SITC courses into the selection** – This will allow students to choose 2 from business and SITC courses.

Changes to the Leadership Track (removal of the leadership track as it is combined with the Human Resource Management track):

- **Remove the Leadership Track.** To provide for a more robust people management focus, we are proposing a combination of the Leadership Track with the Human Resource Management Track as above.

Changes to the Operations Track (reduction by 3 hours in lieu of the increased hours in the Management Core – proposed 21 total hours);

- **Remove “Choose 6 hours from any SITC courses (CS, IS, IT, ITC)”** – these courses will be included as an option in a different menu; this allows for additional operations-focused course options
- **Add SITC courses as an option to the Choose 6 hours from any business courses** – this expands the options provided here
- **Increase the menu requirement from 2 courses to 3 courses and update the menu as follows:**
 - **Add MGMT 459 – Project Management, MGMT 322 – Business and Sustainability, ENGR 317 – Engineering Project Management, and CMGT 215 – Plans and Estimation to the menu** – this represents a growing need for additional focus on project management as well as an inclusion of construction management offerings for students who want that exposure without going the full engineering route
 - **Remove “Any upper level (300-499) MGMT courses”** – This is due to the inclusion of MGMT 332 in the MGMT core.

Changes to the Analytics Track (reduction by 3 hours in lieu of the increased hours in the Management Core – proposed 21 total hours);

- **Reduce “Choose 6 hours of upper-level (300-499) MGMT courses” to “Choose 3”** – This is due to the inclusion of MGMT 332 in the MGMT core and brings the track to the appropriate number of hours.

Changes to the Entrepreneurship Track (reduction by 3 hours in lieu of the increased hours in the Management Core – proposed 21 total hours);

- **Reduce “Choose any combination of business or SITC courses to equal 9 hours from the following...” to “Choose any combination of business or SITC courses to equal 6 hours from the following...”** – This is due to the inclusion of MGMT 332 in the MGMT core and brings the track to the appropriate number of hours. This proposal was discussed with Jim Litton prior to inclusion in this plan.

Changes to the Interdisciplinary Track (reduction by 3 hours in lieu of the increased hours in the Management Core – proposed 21 total hours);

- **Reduce “Choose 6 hours of upper-level (300-499) MGMT courses” to “Choose 3”** – This is due to the inclusion of MGMT 332 in the MGMT core and brings the track to the appropriate number of hours.

Business Foundations

Business Courses

- [ACCT 210 - Financial Accounting](#) Credit Hours: 3
- [BLAW 363 - Introduction to Business Law and Ethics](#) Credit Hours: 3
- [BUSA 120 - Introduction to Business](#) Credit Hours: 2
- ~~[ENTR 120 - Foundations of Entrepreneurship](#) Credit Hours: 1~~
-
- [ECON 260 - Principles of Macroeconomics](#) Credit Hours: 3 *
- *or*
- [ECON 261 - Principles of Microeconomics](#) Credit Hours: 3 *
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- [FIN 310 - Financial Management](#) Credit Hours: 3
- [IS 222 - Analytics 1: Statistics](#) Credit Hours: 3
- [IT 263 - Analytics 2: Data Management and Visualization](#) Credit Hours: 3
- [MGMT 330 - Management and Organizational Behavior](#) Credit Hours: 3
- [MKTG 320 - Principles of Marketing](#) Credit Hours: 3

International Courses

Choose 3 hours:

- [BUSA 311 - Global Business Foundations](#) Credit Hours: 1.5 *
- [BUSA 312 - Global Business in Action](#) Credit Hours: 1.5 *
- [BUSA 319 - International Business](#) Credit Hours: 3 *
- [BUSA 423 - Social Enterprise Consulting](#) Credit Hours: 3 *
- [ENTR 419 - Global Entrepreneur](#) Credit Hours: 3 *
- [MKTG 319 - International Marketing](#) Credit Hours: 3

Math Courses

Choose one:

- [MATH 130 - Finite Math for Applications](#) Credit Hours: 3 *
- [MATH 131 - Calculus for Application](#) Credit Hours: 3 *
- [MATH 185 - Calculus I](#) Credit Hours: 3 *
- [MATH 186 - Calculus II](#) Credit Hours: 3
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*Hours may also fulfill general education requirements and are not included in total major hours.

Total: ~~24-30~~ 23-29 Credit Hours

Management Core

- [MGMT 331 - Operations Management](#) Credit Hours: 3
- [MGMT 439 - Strategic Management](#) Credit Hours: 3 (capstone and writing-intensive course)
- [MGMT 332 – Human Resource Management](#) Credit Hours: 3
- [ENTR 120 – Foundations of Entrepreneurship](#) Credit Hours: 1
- Any ECON course numbered 260-269 not already taken Credit Hours: 3

Accounting/Finance

Choose one:

- [ACCT 211 - Managerial Accounting](#) Credit Hours: 3
- [ACCT 302 - Cost Accounting I](#) Credit Hours: 3
- [FIN 416 - Personal Financial Planning](#) Credit Hours: 3

Internship

Choose one:

- [ACCT 499 - Accounting Internship](#) Credit Hours: 3
- [FIN 499 - Finance Internship](#) Credit Hours: 3
- [IS 499 - Information Systems Internship](#) Credit Hours: 3
- [MGMT 499 - Management Internship](#) Credit Hours: 3
- [MKTG 499 - Marketing Internship](#) Credit Hours: 3

Total: ~~19~~5 Credit Hours

Analytics (BANL)

- CS 115 - Introduction to Programming Using Scripting Credit Hours: 3
- CS 116 - Scripting for Analytics Credit Hours: 3
- IS 432 - Analytics 3: Data Mining Credit Hours: 3
- IS 442 - Analytics 4: Business Analytics Projects Credit Hours: 3
- Choose ~~36~~ hours of upper-level (300-499) MGMT courses
- Choose 6 hours from any business or SITC courses (ACCT, FIN, BLAW, BUSA, CS, ECON, ENTR, IS, IT, ITC, MGMT, MKTG, ~~DET~~)

Total: ~~24~~21 Credit Hours

Entrepreneurship (EN)

- ENTR 305 - Entrepreneurial Mindset Credit Hours: 1.5
- ENTR 315 - Business Models Credit Hours: 1.5
- ENTR 325 - Raising Capital Credit Hours: 1.5
- ENTR 335 - Building Startup Teams Credit Hours: 1.5
- ENTR 420 - Entrepreneurial Journey Credit Hours: 1
- ENTR 430 - Topics in Entrepreneurship Credit Hours: 1 (must be taken twice with different topics)
- Choose 3 additional hours of ENTR courses Credit Hours: 3
-
- IS 324 - Management Information Systems Credit Hours: 3
- *or*
- Upper-level (300-499) IS selection

Business or SITC Selections

Choose any combination of business or SITC courses to equal ~~9~~6 hours from the following: ACCT, FIN, BLAW, BUSA, ECON, ENTR, MGMT, MKTG, CS, IS, IT, ITC, ~~DET~~.

Total: ~~24~~21 Credit Hours

Human Resources and Leadership (HRL) Management (HR)

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- ~~MGMT 332 – Human Resource Management Credit Hours: 3~~
 - ~~MGMT 335 – Leadership in Organizations Credit Hours: 3~~
 - ~~IS 324 - Management Information Systems Credit Hours: 3~~

Choose 3 hours from the following:

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- ~~BUSA 435 – Christian Business Leadership Perspectives Credit Hours: 3~~
 - ~~PSYC 388 – Teams and Teams Leadership Credit Hours: 3~~
 - ~~IS 432 – Data Mining Credit Hours: 3~~
 - ~~IS 324 – Management Information Systems Credit Hours: 3~~
 - ~~Upper level (300-499) IS selection~~

Choose 69 hours from the following:

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- ~~MGMT 335 – Leadership in Organizations Credit Hours: 3~~
 - ~~MGMT 337 - Safety, Health and Security Credit Hours: 3~~
 - ~~MGMT 373 - Employee Planning, Recruitment and Selection Credit Hours: 3~~
 - ~~MGMT 447 - Compensation and Benefits Management Credit Hours: 3~~
 - ~~COMM 486 – Training and Development Credit Hours: 3~~

Choose 69 hours from the following:

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- ~~PSYC 278 – Stress and Its Management Credit Hours: 3~~
 - ~~PSYC 305 – Peacemaking Credit Hours: 3~~
 - ~~PSYC 388 – Teams and Team Leadership Credit Hours: 3~~
 - Any business or SITC courses (ACCT, FIN, BLAW, BUSA, CS, DET, ECON, ENTR, IS, IT, ITC, MGMT, MKTG)

Total: 24-21 Credit Hours

Interdisciplinary (BIND)

- Choose ~~36~~ hours of upper-level (300-499) MGMT courses
- Choose 3 hours from any upper-level (300-499) business course (ACCT, FIN, BLAW, BUSA, ECON, ENTR, IS, MGMT, MKTG)
- Choose 3 hours from the following:
 - IS 324 - Management Information Systems Credit Hours: 3
 - Upper-level (300-499) IS selection Credit Hours: 3
- Choose 12 hours from any combination of courses

Total: ~~24~~21 Credit Hours

Operations (BOPR)

- IS 405 - Systems Analysis and Design Credit Hours: 3
- MGMT 452 - Logistics and Supply Chain Management Credit Hours: 3
- ~~Choose 6 hours from any SITC courses (CS, IS, IT, ITC)~~
- Choose 6 hours from any business or SITC courses (ACCT, FIN, BLAW, BUSA, ECON, ENTR, MGMT, MKTG, CS, IS, IT, ITC, DET)

Choose **32** of the following:

- IS 432 - Analytics 3: Data Mining Credit Hours: 3
- IS 442 - Analytics 4: Business Analytics Projects Credit Hours: 3
- MGMT 459 – Project Management Credit Hours: 3
- MGMT 322 – Business and Sustainability Credit Hours: 3
- ENGR 317 – Engineering Project Management Credit Hours: 3
- CMGT 215 – Plans and Estimation Credit Hours: 3
- ~~Any upper-level (300-499) MGMT courses~~

Total: **24-21** Credit Hours