### DOCUMENTS OF THE GENERAL FACULTY

# PROPOSED ADDITION OF THE BACHELOR OF ARTS IN HUMAN DIMENSIONS OF ORGANIZATIONS DEGREE PROGRAM IN THE COLLEGE OF LIBERAL ARTS CHAPTER IN THE UNDERGRADUATE CATALOG 2016-2018

Dean Sharon L. Wood in the Cockrell School of Engineering has filed with the secretary of the Faculty Council the following addition to the *Undergraduate Catalog*, 2016-2018. The secretary has classified this proposal as legislation of *general* interest to more than one college or school.

The Committee on Undergraduate Degree Program Review recommended approval of the degree program on November 5, 2015, and forwarded the proposal to the Office of the General Faculty. The Faculty Council has the authority to approve this legislation on behalf of the General Faculty. It will be considered by the Faculty Council at its meeting on February 15, 2016. The authority to grant final approval on this legislation resides with the Texas Higher Education Coordinating Board.

Hillary Hart, Secretary

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General Faculty and Faculty Council

# PROPOSED ADDITION OF THE BACHELOR OF ARTS IN HUMAN DIMENSIONS OF ORGANIZATIONS DEGREE PROGRAM IN THE COLLEGE OF LIBERAL ARTS CHAPTER IN THE UNDERGRADUATE CATALOG 2016-2018

, i	Academic Chang Degree Program	,	form required)				
Proposed classification	☐ Exclusive	⊠ General	☐ Major				
1. IF THE ANSWER TO ANY OF THE FOLLOWING QUESTIONS IS YES, THE COLLEGE MUST CONSULT LINDA DICKENS, DIRECTOR OF ACCREDITATION AND ASSESSMENT, TO DETERMINE IF SACS-COC APPROVAL IS REQUIRED.							
<ul> <li>Is this a new de</li> </ul>	gree program?			Yes 🖂 No 🗌			
• Does the program offer courses that will be taught off campus?			off campus?	Yes 🗌 No 🖂			
<ul> <li>Will courses in</li> </ul>	this program be de	elivered electronic	ally?	Yes 🗌 No 🖂			

# 2. EXPLAIN CHANGE TO DEGREE PROGRAM AND GIVE A DETAILED RATIONALE FOR EACH INDIVIDUAL CHANGE:

The primary educational objective of this new degree program—a Bachelor of Arts degree in Human Dimensions of Organizations—is to teach undergraduates to explore, learn, and articulate the ways the liberal arts and social/behavioral sciences can address practical problems facing organizations. These disciplines are key to fully analyzing various challenges that arise from the people and cultures influencing an organization internally and externally. Elements such as workplace culture, innovative thinking, communication, qualitative reasoning, quantitative analysis, are crucial to the healthy operation of any business or nonprofit. Likewise, external forces such as globalization, regulations, linguistic diversity, cultural differences shape an organization and its workers. The disciplines of the humanities and social and behavioral sciences are well suited to provide insights into these types of complex problems, which undergraduates will face in the workplace.

This new BA degree will be granted by the College of Liberal Arts, so student advising will be provided through COLA as well. Unlike many new degree program proposals, this undergraduate degree proposal is preceded by a Master of Arts degree in HDO, which currently is welcoming its third cohort of graduate students. The proposed degree will be housed in the College of Liberals Arts' Human Dimensions of Organizations program offices, out of which the Master of Arts degree is currently situated. HDO's current faculty director is Psychology Professor Art Markman. While he will oversee both MA and BA degrees, an associate director (Amy Ware, staff) and an undergraduate advisor (John Traphagan, professor) will coordinate with faculty, departments, etc. The HDO undergraduate degree will be further shaped and overseen by an advisory committee that includes faculty.

HDO will offer three required courses related specifically to the roles of the social/behavioral sciences and the humanities in the workplace. These courses include:

### HDO 301: Introduction to the Human Dimensions of Organizations

In this course, students are introduced to what organizations are and how the liberal arts can examine, analyze, and change them. The course will define an organization from a liberal arts standpoint; survey various approaches to understanding organizations, and explore career opportunities related to the human dimensions of organizations. This course will provide a series of demonstrations of ways that liberal arts disciplines can be used to provide insight into organizational problems.

#### HDO 320: Multidisciplinary Methods for Exploring Organizations

In this course, students will learn how to analyze and synthesize organizational studies from a liberal arts viewpoint. They will examine types of organizations, explore problems these organizations face, and consider the ways distinct methodologies might address these problems.

#### HDO 379: Applying the Human Dimensions of Organizations

In this course, students will engage in a connecting experience that allows them to apply the multidisciplinary methods of the Human Dimensions of Organizations with an external entity. These individual projects enable students to broaden their understanding of the role of the liberal arts viewpoint in practical settings.

#### HDO 359H and 379H: Honors Research in Human Dimensions of Organizations

Students in the honors track will complete an extended connecting experience that they develop in consultation with a member of the faculty. In this connecting experience, they will describe an organizational problem that they witnessed and do an extended thesis that uses one or more disciplines to provide insight into how this problem can be addressed. The program will culminate in a poster session in which honors students present their work to faculty and students.

HDO301 is open to all undergraduates; other HDO-specific courses are restricted to majors.

In addition to the above courses, majors will be required to take 3 hours in (a) quantitative reasoning; (b) qualitative reasoning; (c) creativity and innovation; and (d) culture and communication. Each major must take an additional 9 hours in one of these topics. The HDO undergraduate advisor reviews all COLA courses and marks those that qualify for each focus area. A selection of these courses follows (note: This is not an exhaustive list; a complete list is available on request):

#### a. Quantitative reasoning

AFR 302M: Numbering Race

ECO 363C: Computational Economics ECO 304K: Intro to Microeconomics ECO 304L: Intro to Macroeconomics

GOV 350K: Statistical Analysis in Political Science

LIN 350: Computational Semantics

LIN 350: Analyzing Text Data: Linguistic Statistics

PSY 418: Statistics and Research Design PSY 458: Experimental Psychology

SOC 317M: Introduction to Social Research

#### b. Qualitative reasoning

AHC 378: Writing Ancient History Today

CC 304C: Ancient Philosophy

CC 307D Introduction to Roman Archeology

ECO 354K: Introductory Game Theory

GSD 360: Freud, Feminism, and Queer Theory

HIS 317N: Thinking Like a Historian LIN 306: Intro to the Study of Language

RHE 309S: Critical Reading and Persuasive Writing

RHE 321: Principles of Rhetoric

	c.	Creativity and innovation	<u>on</u>		
		AFR 356D: African Ar	merican Theatre History		
		CGS 360: Intro to Cogn	nitive Science		
		CRW 325F: Topics in C			
		E 321P: Shakespeare th	_		
		LIN 373: Speech Play a	2		
		PHL 301: Introduction			
		PHL 318: Introduction	- ·		
			ychology and the Good Life		
		RHE 328: Writing for I			
		RHE 330E: Film as Rh	*		
			istries and Entrepreneurship		
		SOC 366: Deviance	istries and Entrepreneursinp		
		SOC 300. Deviance			
	d.	Culture and communic	ation_		
		AFR 301: African Ame	erican Culture		
		AFR 375: Community	Internship		
		ANT 324L: Human Sec	curities/Insecurities		
		AAS 320: Topics in As	sian American Culture, Literature, and Med	dia Studies	
		ECO 350K: Business S			
		E 316N: World Literatu	<b>.</b>		
		GOV 351J: Might And	Right Among Nations		
		HIS 365G: Science, Etl			
		MAS 309: Bilingualisn	-		
		PSY 341K: Psychology			
		RHE 328: Writing for I	_		
		RHE 330D: Rhetoric of	•		
		RS373: Science, Magic			
		SOC 302 Intro to the St			
		SOC 322V: Race/Gend			
		500 522 V. Rucci Gend	on our vernance		
3.			lease check all that apply)	_	
	☐ Cour	ses in other colleges	Courses in proposer's college that		
			are frequently taken by students in		
	⊠ Cour	se in the core	other colleges  Change in course sequencing for		
		culum	an existing program	added to the inventory	
		ge in admission	Requirements not explicit in the		
		rements (external or	catalog language (e.g., lists of		
	intern	nal)	acceptable courses maintained by		
			department office)		
4.	SCOPE OF PROPOSED CHANGE				
	a. Does th	is proposal impact other	Yes 🗌 No 🖂		
	If yes, then how?				
			n the number of students in your college?	Yes 🗌 No 🖂	
			r) students do you expect?		
		anticipate a net increase classes in your college?	(or decrease) in the number of students from	om outside of your college  Yes □ No ☒	
			er of students and/or class seats involved.	162 🖂 140 🖾	
	1-5,				

d. Do you anticipate a net increase (or decrease) in the number of <u>students from your college</u> taking <u>courses in other colleges</u>? Yes ☐ No ☒

If yes, please indicate the number of students and/or class seats involved.

If 4 a, b, c, or d was answered with yes, please answer the following questions. If the proposal has potential budgetary impacts for another college/school, such as requiring new sections or a non-negligible increase in the number of seats offered, at least one contact must be at the college-level.

How many students do you expect to be impacted?

Impacted schools must be contacted and their response(s) included:

Person communicated with:

Date of communication:

Response:

e. Does this proposal involve changes to the core curriculum or other basic education requirements (42-hour core, signature courses, flags)? If yes, explain: No.

## If yes, undergraduate studies must be informed of the proposed changes and their response included:

Person communicated with:

Date of communication:

Response:

f. Will this proposal change the number of hours required for degree completion? If yes, explain:

#### 5. COLLEGE/SCHOOL APPROVAL PROCESS

Department approval date: May 3, 2013 College approval date: May 10, 2013 Dean approval date: August 28, 2013

#### PROPOSED NEW CATALOG TEXT:

#### **Human Dimensions Of Organizations Honors Program**

Majors who plan to seek special honors in human dimensions of organizations should apply to the honors adviser for admission to the honors program at least one full academic year before they expect to graduate. A University grade point average of at least 3.00 is required for admission, as is a grade point average of at least 3.50 in all coursework required for the major that the student has completed. The requirements for graduation with special honors, which are in addition to the requirements of the major, are

- Human Dimensions Of Organizations 359H and 379H, *Honors Tutorial Courses*, with approval of the student's thesis topic by the director of human dimensions of organizations, and a grade of at least *A* in each half. Students will take these two courses instead of HDO379.
- A University grade point average of at least 3.00 and a grade point average of at least 3.50 in the coursework required for the major and for honors

Completion in residence at the University of at least sixty semester hours of coursework counted toward the <u>degree</u>

## **HUMAN DIMENSIONS OF ORGANIZATIONS**

#### Major

Thirty semester hours of human dimensions of organizations, at least eighteen of which must be upper-division, including

- 1. Human Dimensions of Organizations 301
- 2. Human Dimensions of Organizations 320

3. At least three hours in each of the following four fields. Lists of courses are available in the Advisor's office:

Quantitative reasoning
Qualitative reasoning
Creativity and innovation
Culture and communication

- 4. Nine additional semester hours from item 3
- 5. Human Dimensions of Organizations 379