



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

New Program Report

Date Submitted:

03/22/2023

Institution

Missouri State University

Site Information

Implementation Date:

8/21/2023 12:00:00 AM

Added Site(s):

Selected Site(s):

Missouri State University, 901 South National, Springfield, MO, 65897

CIP Information

CIP Code:

520201

CIP Description:

A program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision-making.

CIP Program Title:

Business Administration and Management, General

Institution Program Title:

Management and Leadership

Degree Level/Type

Degree Level:

Bachelor's Degree

Degree Type:

Bachelor of Science

Options Added:

Collaborative Program:

N

Mode of Delivery

Current Mode of Delivery

Classroom

Student Preparation

Special Admissions Procedure or Student Qualifications required:

No special preparation is required



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Specific Population Characteristics to be served:
MSU undergraduate students

Faculty Characteristics

Special Requirements for Assignment of Teaching for this Degree/Certificate:
Advanced degrees in management or a closely related discipline

Estimate Percentage of Credit Hours that will be assigned to full time faculty:
>90% full time faculty

Expectations for professional activities, special student contact, teaching/learning innovation:
Typical and normal faculty continued professional development, scholarly activity, and coursepreparation.

Student Enrollment Projections Year One-Five

Year	Full Time	Part Time	Number of Graduates
Year 1	305	0	
Year 2	305	0	
Year 3	305	0	305
Year 4	305	0	
Year 5	305	0	305

Percentage Statement:

n/a

Program Accreditation

Institutional Plans for Accreditation:

There are no academic accreditation programs specific to management, though the College of Business will maintain its current AACSB accreditation.

Program Structure

Total Credits:

120

Residency Requirements:

None beyond the MSU requirements

General Education Total Credits:

45

Major Requirements Total Credits:

45

Course(s) Added

COURSE NUMBER	CREDITS	COURSE TITLE
MKT 367	3	Purchasing and Supply Management (or)
MGT 447	3	International Management (or)



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MGT 3423	0	Leading and Designing Organizations (or)
ENT 584	3	Feasibility Study (or)
MGT 368	3	Supply Chain and Operations Modeling
MGT 345	3	Designing, Managing and Evaluating Human Resources Management Programs
MGT 341	3	Organizational Behavior and Leadership
Pick 2 from: ENT 301	3	Pick 3 from: Principles of Entrepreneurship (or)
MGT 442	3	Selected Topics in Organizational Behavior (or)
ENT 302	3	Creativity, Innovation, and Ideation (or)
MGT 440	3	Leadership Skills Development
LAW 335	3	Business Enterprises, Rights/Liabilities (or)
MGT 465	3	Managing the Human Resource Environment and Employee Relationship
MGT 397	3	Business Report Writing (or)
QBA 337	3	Applied Business Statistics
Acc 311	3	Managerial Cost Accounting

Free Elective Credits:

0

Internship or other Capstone Experience:

None

Assurances

I certify that the program is clearly within the institution's CBHE-approved mission. The proposed new program must be consistent with the institutional mission, as well as the principal planning priorities of the public institution, as set forth in the public institution's approved plan or plan update.

I certify that the program will be offered within the proposing institution's main campus or CBHE-approved off-site location.

I certify that the program will not unnecessarily duplicate an existing program of another Missouri institution in accordance with 6 CSR 10-4.010, subsection (9)(C) Submission of Academic Information, Data and New Programs.

I certify that the program will build upon existing programs and faculty expertise.

I certify that the program can be launched with minimal expense and falls within the institution's current operating budget.



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I certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful. Institutions' decision to implement a program shall be based upon demand and/or need for the program in terms of meeting present and future needs of the locale, state, and nation based upon societal needs, and/or student needs.

Contact Information

First and Last Name: Carol
Green

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Phone: 418-836-4652

Estimated Costs for First Five Years

There are no estimated costs for the Management & Leadership (BS) program for the first five years. We anticipate no estimated costs because we are currently administering the program under a major with options, but are creating standalone majors from those options.

Statement of Rationale

The Management Department currently offers the comprehensive Management BS degree with three major options: Administrative Management, Human Resources Management, and International Business Administration. We have decided to move these three major options to standalone comprehensive majors. The current proposal establishes Management & Leadership (formerly Administrative Management) as one such major and accompanies proposals similarly establishing the other two majors and deleting the Management major in its current form.



- PUBLIC
- INDEPENDENT

NEW PROGRAM PROPOSAL FOR ROUTINE REVIEW

When finished, please save and email to: he.academicprogramactions@dhe.mo.gov

Sponsoring Institution:

Program Title: Management and Leadership

Degree/Certificate:

If other, please list: BS

Options:

Delivery Site: Missouri State University – Springfield Campus

CIP Classification: 52.0201

Implementation Date: 8/21/2023

Is this a new off-site location? Yes No

If yes, is the new location within your institution's current CBHE-approved service region?

**If no, public institutions should consult the comprehensive review process*

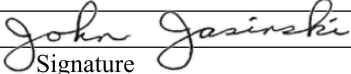
Is this a collaborative program? Yes No

**If yes, please complete the collaborative programs form on last page.*

CERTIFICATIONS

- The program is within the institution's CBHE approved mission. *(public only)*
- The program will be offered within the institution's CBHE approved service region. *(public only)*
- The program builds upon existing programs and faculty expertise
- The program does not unnecessarily duplicate an existing program in the geographically-applicable area.
- The program can be launched with minimal expense and falls within the institution's current operating budget. *(public only)*

AUTHORIZATION

John Jasinski, Provost		3/21/2023
Name/Title of Institutional Officer	Signature	Date

PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Although all of the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below.

Quantification of performance goals should be included wherever possible.

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.
No special preparation is required

- Characteristics of a specific population to be served, if applicable.
MSU undergraduate students

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.
Advanced degrees in management or a closely related discipline

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.
>90% full time faculty

- Expectations for professional activities, special student contact, teaching/learning innovation. Typical and normal faculty continued professional development, scholarly activity, and course preparation.

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.
305

- Percent of full time and part time enrollment by the end of five years.
100% full time / 0% part time

STUDENT ENROLLMENT PROJECTIONS

YEAR	1	2	3	4	5
Full Time	305	305	305	305	305
Part Time	0	0	0	0	0
Total	305	305	305	305	305

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.
305

- Special skills specific to the program.

Students will develop the skills to become a future manager and strong leader. They will learn leadership theories and management practices that will be implemented in the workplace.

- Proportion of students who will achieve licensing, certification, or registration.
None, no licensing, certification, or registration in international business currently exists.
- Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

Like all students in the College of Business, International Business majors will complete the Major Fields Test (MFT) during their strategic management course (MGT487). Anticipated results are similar to those from current College and Department majors.

- Placement rates in related fields, in other fields, unemployed.
>85% placement in related fields based on Missouri State University graduate outcomes data from 2020-2021 for a comparable degree (B.S. Management with Option in Administrative Management)
- Transfer rates, continuous study.
[Click here to enter text](#)

5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide rationale.
There are no academic accreditation programs specific to management, though the College of Business will maintain its current AACSB accreditation.

6. Program Structure

- A. Total credits required for graduation: 120
- B. Residency requirements, if any:
None beyond the MSU requirements
- C. General education: Total credits:
45-49

Courses (specific courses OR distribution area and credits)

Distribution Area	Credits	Course Title
Foundations	2	First-Year Seminar
	3	Written Communication & Info Literacy
	3	Oral Communication
	3-5	Quantitative Literacy
	3	Written Comm. & Integrative & Applied Learning
Natural World	3-4	Life Sciences
	3-5	Physical Sciences
Human Cultures	6	Social and Behavioral Sciences

	3	Humanities
	3	The Arts
Public Affairs	6	US & MO Constitutions/American History and Institutions
	3	Cultural Competence
	3	Public Issues

D. Major requirements: Total credits: 23-24

Course Number	Credits	Course Title
ACC 311	3	Managerial Cost Accounting
MGT 341	3	Organizational Behavior and Leadership
MGT 345	3	Designing, Managing and Evaluating Human Resources Management Programs
MGT 440	3	Leadership Skills Development
MGT 465	3	Managing the Human Resource Environment and Employee Relationship
QBA 337	3	Applied Business Statistics
Total	18	
Pick two from:		
ENT301	3	Principles of Entrepreneurship
ENT 302	3	Creativity, Innovation, and Ideation
ENT 584	3	Feasibility Study
LAW 335	2	Business Enterprises, Rights/Liabilities
MGT 342	3	Leading and Designing Organizations
MGT 397	3	Business Report Writing
MGT 442	3	Selected Topics in Organizational Behavior
MGT 447	3	International Management
MKT 367	3	Purchasing and Supply Management
MGT 368	3	Supply Chain and Operations Modeling
Total Major	23-24	

E. Free elective credits: 0

(sum of C, D, and E should equal A)

F. Requirements for thesis, internship or other capstone experience:

None

G. Any unique features such as interdepartmental cooperation:

None

7. Need/Demand

Student demand

Market demand

Societal demand

I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.

On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.

COLLABORATIVE PROGRAMS

- **Sponsoring Institution One:**
- **Sponsoring Institution Two:**
- **Other Collaborative Institutions:**
- **Length of Agreement:**
- **Which institution(s) will have degree-granting authority?**
- **Which institution(s) will have the authority for faculty hiring, course assignment, evaluation and reappointment decisions?**
- **What agreements exist to ensure that faculty from all participating institutions will be involved in decisions about the curriculum, admissions standards, exit requirements?**
- **Which institution(s) will be responsible for academic and student-support services, e.g., registration, advising, library, academic assistance, financial aid, etc.?**
- **What agreements exist to ensure that the academic calendars of the participating institutions have been aligned as needed?**

Please save and email this form to: he.academicprogramactions@dhe.mo.gov