

PROPOSAL SUMMARY AND ROUTING FORM


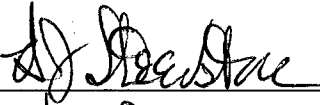

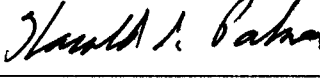
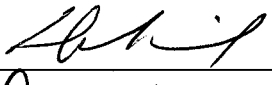

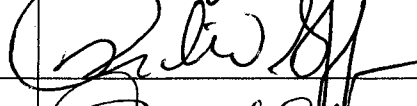

Proposal Title: Business & Management Certificate

Initiating Unit or Individual: Management Department

Contact Person's Name: Karen Ottobre e-mail: ottobrek@ferris.edu phone: 2427

Date or Semester of Proposal Implementation: 08 Spring

- Group I - A – New degree/major or major, or redirection of a current offering
- Group I - B – New minors or concentrations
- Group II - A – Minor curriculum clean-up and course changes
- Group II - B – New Course
- Group III - Certificates
- Group IV – Off-Campus Programs

| Group/Individual | Signature | Date | Vote/Action * |
|---------------------------------|---|---------|---|
| Program Faculty |  | | <input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support |
| Department Faculty |  | | <input checked="" type="checkbox"/> 13 Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> 1 Not Support |
| Department Head |  | | <input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support |
| College Curriculum Committee |  | | <input checked="" type="checkbox"/> 5 Support <input type="checkbox"/> 1 Support with Concerns <input type="checkbox"/> 0 Not Support |
| Dean |  | | <input checked="" type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support |
| University Curriculum Committee |  | 9/24/07 | <input checked="" type="checkbox"/> Support 6-0 <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support |
| Senate |  | 10/2/07 | <input checked="" type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support |
| Academic Affairs |  | 10/2/07 | <input type="checkbox"/> Support <input type="checkbox"/> Support with Concerns <input type="checkbox"/> Not Support |

* Support with Concerns or Not Support must include a list of concerns.

| | | |
|--|--|--|
| To be completed by Academic Affairs | | |
| _____ President (Date Approved) | _____ Board of Trustees (Date Approved) | _____ President's Council (Date Approved) |

REC'D OCT 02 2007

1. Proposal Summary

The Management Department of the College of Business has been offering the Little Traverse Bay Bands of Odawa Indians (LTBB) a series of certificates aimed at enhancing the tribal members' career skills. The tribe has requested an additional certificate to provide their members with foundational skills that would be of immediate value as they enter the managerial ranks. This certificate was developed through a joint effort of the College of Business, the LTBB, and the LTBB's grant issuing agency. This certificate is built upon prior certificates and constitutes one more step in the laddering which can eventually lead to attainment of an associate and/or bachelor degree.

Learning Objectives

The courses within this certificate will introduce the students to:

1. Accounting principles with an emphasis on external reporting and the preparation and use of financial statements.
2. The objectives, functions, and organization of efforts to effectively manage human resources; including job analysis and specifications; employee recruiting, hiring, training and development; performance appraisal, disciplinary systems, and dismissal actions; health, safety and wage salary administration.
3. The broad spectrum of negotiations; from basic everyday negotiating, to specific labor-management bargaining.
4. The ethical and legal ramifications of decisions made in forming business policy, as well as the day-to-day operation of an organization.

Course outcomes:

The student will be able to:

1. Understand the basic content of financial statements and use those statements in decision making.
2. Understand the basic concepts and issues involved in human resource management and apply those concepts to successfully optimize and maintain an organizations' work force.
3. Financially optimize the efficient allocation of the firm's assets through successful negotiations.
4. Recognize and analyze legal ethical and moral issues that arise in the everyday operation of an organization.

The following email is because John voted not to support this proposal, the department head's response follows:

John A Kane/FSU

04/21/2007 04:16 PM

The motion, as amended, was to pass the certificate but eliminate all prerequisites for the courses on the certificate. We were assured by Dr. Boras that only tribe members could take the certificate courses and no other FSU students could enroll.

My no vote was because of the following concerns.

The prerequisite for a course should be the same for every student. at Ferris. I understand that due to extenuating circumstances, we can make exceptions for individual students. No such circumstances were described. We are creating a blanket exception for a group of students based on their ethnicity or national origin.

Treating students differently based on their national origin is contrary to FSU Board policy and state and federal law.

<http://www.ferris.edu/htmls/administration/trustees/boardpolicy/7sub7-3.htm>

As an aside, even if this were a good idea and legal, I find it especially troubling that the faculty in the Management Department are removing the prerequisite for an Accounting class.

Since the time for discussion was short, I hope we can review this matter again.

John A. Kane
Professor
Management Department
College of Business

David J Steenstra/FSU

08/20/2007 12:59 PM

Professor Kane:

In response to your no vote on the certificate for the LTBB tribal program, we offer the clarifications you required. The courses are standard college courses, packaged into a certificate for the tribe. The focus of the subject matter is indeed geared toward the specific needs of the tribal members as they perform their duties relative to their careers within the tribal community. While we should be consistent with course prerequisites in most every situation - and I would agree with your position nearly all of the time - , there are some plausible exceptions for specific purposes, of which this is one. This exception is not based on ethnicity or national origin, but rather the learning outcomes and specific uses of the training as specified by the tribal community.

David Steenstra, Ph.D.
Management Department Head
College of Business

2. Summary of All Course Action Required*

d. Addition of existing FSU courses to program

| Prefix | Number | Title |
|--------|--------|---|
| ACCT | 201 | Principles of Accounting |
| MGMT | 373 | Human Resource Management |
| MGMT | 375 | Negotiations |
| MGMT | 447 | Business Ethics & Social Responsibility |

*Contact Senate Secretary or UCC Chair if spaces for additional courses are needed.

Ferris State University – College of Business
Management Department

BUSINESS & MANAGEMENT CERTIFICATE - 12 Credits

Name: _____ ID#: _____ Major: _____

| Required | | Prerequisites Shown in Brackets () | Course Title | S.H. | Grade | Gr. Pts. |
|----------|-----|---|--------------|------|-------|----------|
| ACCT | 201 | Principles of Accounting 1 (MATH 110 w/C- or better or 19 ACT or 460 SAT) | | 3 | | |
| MGMT | 373 | Human Resource Management (Junior status or instructor approval) | | 3 | | |
| MGMT | 375 | Negotiations (MGMT 373 or instructor approval) | | 3 | | |
| MGMT | 447 | Business Ethics & Social Responsibility (Senior status) | | 3 | | |

Note: No more than 50% of the credits in this certificate may be transferred from another institution, nor, will this certificate be granted if more than 50% of the certificate credits are required in the program.

For more information, please contact the Management Department (231) 591-2427.

Notice Regarding Withdrawal, Re-admission and Interruption of Studies

Students who return to the university after an interrupted enrollment (more than two consecutive semesters) must normally meet the requirements of the certificate which are in effect at the time of their return, not the requirements which were in effect when they were originally admitted.

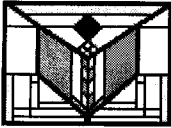
NOTE: a 2.00 cumulative GPA is required for completion of the Advanced Business & Management Certificate.

Student: _____ Date: _____

International Business Advisor: _____ Date: _____

Management Dept. Chair: _____ Date: _____

(To receive this certificate, you must complete a certificate clearance in the College of Business-Room 200)



David Nicol/FSU
09/13/2007 02:06 PM

To Karen M Ottobre/FSU@FERRIS
cc David J Steenstra/FSU@FERRIS
bcc
Subject Certificate Proposal

Concern has been expressed, suggesting that the requirements for the Management Certificate have been altered on the basis of cultural differences. In fact, the outcomes associated with these courses have not been changed in any way. The learning expectations are the same as for the administration of those same courses in any other setting. It is true that since we are dealing with a 4-course certificate, rather than a full spectrum of coursework typically associated with a degree program, the capacity to require pre-req coursework is constrained. This is a function of it being a certificate; not of who is pursuing the certificate. Since the course outcomes haven't changed, the burden is fielded jointly by the student and faculty to fill in any knowledge not typically part of the course, but necessary to enable achievement of the course outcomes. That is understood.


Hopefully, my comments allay any fears that we are, in some way, inappropriately discriminating, or 'dumming down' for a particular group. We are not, in any way, expecting any less of the graduates of this coursework.

Dave

David M. Nicol, Ph.D.
Dean, College of Business
Professor of Management
Ferris State University
BUS 200F, 119 South Street, Big Rapids, MI 49307
Phone: (231) 591-2422 FAX: (231) 591-3548
Email: Nicold@ferris.edu

Harold G Palmer/FSU
09/12/2007 02:09 PM

To Karen M Ottobre/FSU@FERRIS
cc
bcc
Subject Certificate Proposal

History:  This message has been forwarded.

Karen,

The CCC passed the Business Management Proposal with a vote of 5 in favor, 1 in favor with Concerns and 1 abstaining.

The concerns expressed related to the concerns expressed by the management department that cultural groups were being treated differently and that the certificate requirements were different than existing degree requirements.

I'll stop by the office tomorrow or Friday and sign the proposal.

Hal



Leonard Johnson/FSU

09/19/2007 10:35 AM

To Karen M Ottobre/FSU@FERRIS

Sandra L Alspach/FSU@FERRIS, Chuck
cc Drake/FSU@Ferris, Leonard Johnson/FSU@Ferris, Roy
McLean/FSU@FERRIS, Andrew L Purvis/FSU@FERRIS,

bcc

Subject Business & Management Certificate

Hi Karen

The UCC met today and discussed the proposal to create a Business & Management Certificate. There were serious concerns with the proposal as submitted. Should you wish the UCC to consider the proposal as is, it will be forwarded to the Senate for a vote without the support of the UCC. However, should the proposal be revised in a way that removes all exclusionary language, it will be forwarded to the Senate with the support of the UCC. In addition, we'd like to request that Dr. Vonderosten be consulted on how best to revise the learning objectives and course outcomes statements.

Thanks.

Leonard

Leonard R. Johnson, Ph.D

Professor

Ferris State University

1349 Cramer Circle

Big Rapids, Michigan 49307

(231) 591-2134

<http://www.ferris.edu/education/education>