



OFFICE OF THE FACULTY COUNCIL

THE UNIVERSITY OF TEXAS AT AUSTIN

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February 16, 2016

Judith H. Langlois
Interim Executive Vice President and Provost
The University of Texas at Austin
MAI 201
Campus Mail Code: G1000

Dear Dr. Langlois:

Enclosed for your consideration and action is 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* (D 13970-13975). Yesterday, the Faculty Council unanimously approved the legislation. The proposal was classified as being of *general* application and of primary interest more than one college or school. The authority to grant final approval resides with the Texas Higher Education Coordinating Board.

Please let me know if you have questions or if I can provide other information concerning these items of legislation.

Sincerely,

A handwritten signature in black ink, appearing to read "Hillary Hart".

Hillary Hart, Secretary
General Faculty and Faculty Council

HH:dlr

Enclosure

xc: Gregory L. Fenves, president
Janet Dukerich, senior vice provost for faculty affairs

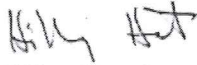
ec: Carol Longoria, deputy to the president
Richard Flores, associate dean for academic affairs, College of Liberal Arts
John St Lawrence, senior administrative associate, liberal arts
Allen Walser, manager of reporting and analysis, IRRIS
Brenda Schumann, associate registrar
Lydia Cornell, program coordinator, provost's office
Michelle George, administrative manager for faculty affairs, provost's office
Linda Dickens, senior director of institutional accreditation and effectiveness
Cindy Cruz, administrative manager, provost's office

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
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

Type of Change Academic Change
 Degree Program Change (THECB 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.

- | | |
|--|---|
| • Is this a new degree program? | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| • Does the program offer courses that will be taught off campus? | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| • Will courses in this program be delivered electronically? | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

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 Liberal 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

AFR 356D: African American Theatre History
 CGS 360: Intro to Cognitive Science
 CRW 325F: Topics in Creative Writing
 E 321P: Shakespeare through Performance
 LIN 373: Speech Play and Verbal Art
 PHL 301: Introduction to Philosophy
 PHL 318: Introduction to Ethics
 PSY 364P: Positive Psychology and the Good Life
 RHE 328: Writing for Entrepreneurs
 RHE 330E: Film as Rhetoric
 SOC 352E: Media Industries and Entrepreneurship
 SOC 366: Deviance

d. Culture and communication

AFR 301: African American Culture
 AFR 375: Community Internship
 ANT 324L: Human Securities/Insecurities
 AAS 320: Topics in Asian American Culture, Literature, and Media Studies
 ECO 350K: Business Strategy
 E 316N: World Literature
 GOV 351J: Might And Right Among Nations
 HIS 365G: Science, Ethics, and Society
 MAS 309: Bilingualism in the Americas
 PSY 341K: Psychology and Religion
 RHE 328: Writing for Nonprofits
 RHE 330D: Rhetoric of Racism
 RS373: Science, Magic, and Religion
 SOC 302 Intro to the Study of Society
 SOC 322V: Race/Gender/Surveillance

3. **THIS PROPOSAL INVOLVES (Please check all that apply)**

- | | | |
|--|---|--|
| <input type="checkbox"/> Courses in other colleges | <input checked="" type="checkbox"/> Courses in proposer's college that are frequently taken by students in other colleges | <input checked="" type="checkbox"/> Flags |
| <input checked="" type="checkbox"/> Course in the core curriculum | <input type="checkbox"/> Change in course sequencing for an existing program | <input checked="" type="checkbox"/> Courses that have to be added to the inventory |
| <input type="checkbox"/> Change in admission requirements (external or internal) | <input checked="" type="checkbox"/> Requirements not explicit in the catalog language (e.g., lists of acceptable courses maintained by department office) | |

4. **SCOPE OF PROPOSED CHANGE**

- a. Does this proposal impact other colleges/schools? Yes No
 If yes, then how?
- b. Do you anticipate a net change in the number of students in your college? Yes No
 If yes, how many more (or fewer) students do you expect?
- c. Do you anticipate a net increase (or decrease) in the number of students from outside of your college taking classes in your college? Yes No
 If yes, please indicate the number of students and/or class seats involved.

- d. Do you anticipate a net increase (or decrease) in the number of students from your college taking courses in other colleges? 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 degree

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

13975

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
