

**Georgia Southwestern State University**  
**General Faculty Meeting**

Thursday, December 7, 2023 at 3:15 p.m.

Wheatley 127

**1. Call to Order**

- a. Approval of Agenda

**2. Approval of Minutes**

- a. May 4, 2023

**3. Brief Reports**

- a. President Neal Weaver
- b. Provost Jill Drake

**4. Discussion Items**

- a. Dr. Bryan Davis – Core IMPACTS / SACSCOC Accreditation
- b. Dr. Paul Dahlgren – QEP

**5. Standing Committee Activity Reports**

- a. Academic Affairs – Chuchu Wu
- b. Business and Finance – Samuel Peavy
- c. Faculty Affairs – John LeJeune
- d. Faculty Development – Anish Dave
- e. Global Engagement and High Impact Practices – Beau Palmer
- f. Graduate Affairs – Michelle Dykes
- g. Institutional Effectiveness – Alaina Kaus
- h. Institutional Review Board – Michael Crosby
- i. Instructional Technology – Lee Wright
- j. Student Affairs – Jonathan Carter
- k. Faculty Senate – John LeJeune

**6. New Business**

**a. Academic Affairs**

**i. New Degrees, Certificates, Minors**

- 1. COBAC:** Bachelor of Business Admin. in Project Management
- 2. COBAC:** Minor in Project Management
- 3. COBAC:** Certificate in Financial Technology
- 4. A+S/Bio:** Certificate in Wildlife Biology

## **ii. Curriculum Changes**

- 1. Accounting:** Update to major course requirements
- 2. Accounting:** Update to minor course requirements
- 3. COBAC:** Human Resource Management Major
- 4. COBAC:** Human Resource Management Minor
- 5. Sociology:** Area F and Major Core

## **b. Faculty Affairs**

### **i. Handbook Changes**

- 1. Tenure/Pre-Tenure Language**
- 2. Absences, Remote Work, and Sick Leave Policy**

## **c. Graduate Affairs**

### **i. New Programs and Program Changes**

- 1. Nursing:** Post MSN FNP Certificate
- 2. COBAC:** Deactivation of Executive MBA

### **ii. Curriculum Changes**

- 1. Nursing:** MSN Nursing Informatics Track
- 2. Nursing:** MSN Nursing Education Track
- 3. Nursing:** MSN Nursing Leadership Track

### **iii. Graduate Faculty Status Applications**

- 1. COBAC:** Dr. Soumendra Banerjee
- 2. English:** Dr. Alaina Kaus

## **7. Additional Concerns**

## **8. Announcements**

## **9. Adjourn**

# General Faculty Meeting

May 4, 2023 at 9:30 pm

1. Call to order –Evan Kutzler called the meeting to order at 9:30. He began by announcing several upcoming events on campus.
2. Approval of the minutes of the fall 2023 general faculty meeting

Bryan Smith made a motion to approve the fall 2023 faculty meeting minutes. The motion passed.

3. Brief Reports

- a. President – Neal Weaver

- President Weaver remarked that GSW is in a positive position regarding enrollment and is one of only five USG institutions not getting smaller. Enrollment is up this summer and is trending up in the fall.
- GSW added several new degree programs this year, including ASN and EMBA.
- Recent highlights include the English symposium, study abroad to Bulgaria, new Dean Laughlin, three Peach Belt championship teams, and interim provost Dr. Jill Drake.
- The USG has extended the SAT/ACT waiver for incoming freshmen.
- The library renovation was approved by the legislature.

Questions

- Dr. Gurnack asked for an update on the science building. Dr. Weaver noted that it is our first priority, and that system personnel have visited the building.

- b. Interim Provost – Jill Drake

- Dr. Drake reported that the Faculty Handbook update is nearing completion. QEP is in Phase 2, the writing process. The writing team and implementation team have been selected. The summer contracts template has been created, and the goal is to put them in Dynamic Forms.

4. Standing Committee activity reports

- a. Academic Affairs – Carol Bishop

Dr. Bishop reported that Academic Affairs met three times and had 18 new or revised courses and 12 curriculum changes.

b. Business and Finance – Amber Stovall

Mrs. Stovall reported that the committee met a few times. Their main meeting was for budget hearings. They ranked the requests and made recommendations to Jeff Hall.

c. Faculty Affairs – Brian Smith

Dr. Smith reported that the committee met to discuss tenure and promotion work, and faculty awards. He encouraged the faculty to consider conducting faculty active shooter training next year.

d. Faculty Development – Anish Dave

The committee met once this semester to consider Faculty Development Grants and Faculty instruction grants. They were able to meet each request.

e. Graduate Affairs – Jim Aller

Dr. Aller reported that Graduate Affairs reviewed the applications for graduate professors and made a slight modification to the MBA curriculum to include a requirement for an exit exam.

f. Institutional Review Board – Michael Crosby

Dr. Crosby reported that the IRB reviewed over 30 applications from faculty and students this year.

g. Institutional Effectiveness – Jamie MacLennan

The committee met twice this semester. They created and approved bylaws for the committee. They also reviewed survey results regarding the freshmen experience and perceptions on campus.

h. Instructional Technology – Royce Hackett for Olga Godoy

Royce Hackett reported that the committee met three times this semester. They discussed and approved technology purchases funded out of the student technology fee. They surveyed faculty regarding their technology needs and met with student government to discuss this year's technology fee expenditures and plans for next year.

i. Global Engagement and High Impact Practices – Jennifer Ryer

Dr. Ryer reported that the committee met twice this semester. They revised their charge, funded six HIPP grants, and presented the Taste to the World event.

j. Student Affairs – Jonathan Carter

Jonathan Carter reported that the committee met once during the semester and other times via email. They updated their charge.

k. Faculty Senate – Evan Kutzler

Dr. Kutzler reported that Faculty Senate met nine times face-to-face this year. They created bylaws, made changes to the annual evaluation and post tenure review process, and met with the Provost candidates. Additionally, the Senate was reapportioned to represent the faculty. The Senate recommended that diversity, equity, and inclusion be incorporated into each committee. The officers for the 2023/2024 year are President John LeJeune, Vice-President Amber Stovall, and Secretary Ashley Jones.

6. Ad hoc committee activity reports

a. President Jimmy Carter Leadership Program – no report.

Evan Kutzler noted that the committee has not met in 3 almost years and its continued existence should be evaluated.

b. SACS-QEP Ad Hoc Committee – Jill Drake (was addressed above)

7. USG Faculty Council Report – Elizabeth Gurnack

Dr. Gurnack reported that she attended the USG faculty council meeting in late April. The council met with the USG chief academic officer, chief fiscal officer, chief legal officer, and Chancellor Sonny Perdue.

Topics included upcoming predictions of decreased enrollment, the importance of retention, the upcoming GenEd refresh, the budget, changes to PTR, attempts to remove the AAUP censure on the USG, and strategic tuition increases.

8. New Business

a. Academic Affairs Committee

i. The following curriculum changes from Arts and Sciences were considered as a block upon a motion by Brian Smith and approved as a block upon Anne Jacob's motion.

1. English minor curriculum change
2. Geology in Area D curriculum change
3. WGSS certificate curriculum change
4. Biology BS curriculum change
5. Biology in Area D curriculum change
6. Communications and Emerging Media BA curriculum change

7. Strategic Communication certificate curriculum change
  8. Popular Culture certificate change
  9. Mass Communication certificate curriculum change
  10. Certificate in Digital Media and Technology curriculum change
  11. Political Science BS curriculum change
  12. English BA (online) curriculum change
- ii. The following curriculum changes from Nursing and Health Sciences were considered as a block upon a motion by Benjamin Meador and approved as a block upon Brian Smith's motion.
1. Exercise Physiology Endorsement
  2. Exercise Science Certificate

iii. Academic Policies

The following academic policy change was approved after a motion from Sam Peavy.

1. General Baccalaureate Requirement #7

b. Graduate Affairs

i. Curriculum

Item 1 was approved after a motion by Brian Smith. Item 2 was also approved after a motion from Brian Smith.

1. BUSA 6192 Major Fields Test new course and curriculum change
2. MBA curriculum change

ii. Graduate Faculty Applications

The following graduate faculty applications were considered as a block after Brian Smith's motion and were considered as a block upon Michael Moir's motion.

1. Alexander Yemelyanov (Computing)
2. Manoj Kumar Thapa (Math)
3. Teresa Teasley (Nursing)
4. Michael Alan Crosby (Education)
5. Martha Dodd (Nursing)
6. Paula Bryant (Nursing)

c. Handbook and Statutes Changes

i. Small changes

Small changes to the handbook from the Academic Affairs, Faculty Affairs, and Committee on Institutional Effectiveness committees were considered as a block

upon Benjamin Meador's motion and were approved as a block upon Elizabeth Gurnack's motion. The Faculty Senate's proposed changes to the handbook (including a proposed regular two-year timeline revision schedule) were approved upon a motion from Elizabeth Gurnack. Each vote was unanimous with a vote count of 79.

ii. Significant Changes

1. Post-Tenure Review changes to the handbook (proposed by BOR) were unanimously approved upon Benjamin Meador's motion with a vote count of 79.
2. Standing committee revisions from the Committee on Student Affairs and the Global Engagement and HIP Committee were considered as a block upon a motion from Anne Jacobs and unanimously approved as a block upon a motion from Anne Jacobs. The vote count was 79.

iii. Incomplete changes

1. The Business and Finance committee's changes were incomplete. Brian Smith made a motion to authorize the Faculty Senate to work with GSW administration to make further changes to the Business and Finance section. The motion was unanimously approved with a vote count of 79 upon a motion from Brian Smith.

9. Announcements

10. Adjournment General Faculty Meeting

The meeting was adjourned at 10:52.

Respectfully submitted,

Carol Bishop, Secretary of Faculty Senate



Proposal For A New Program

Disclaimer

The Formal Proposal must be approved at all applicable levels of faculty governance before being submitted to the University System of Georgia.

Form fields for: Degree / Program Name, Faculty Member Submitting Proposal, Department Chair/Unit Head email address for approval, Undergraduate or Graduate Program?, Semester to be Effective, Year to be Effective.

Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Justification options: Improving student learning outcomes, Adopting current best practice(s) in field, Meeting mandates of State/Federal/Outside Accrediting Agencies, Other, Supporting Data.

Source of Data to Support Suggested Change

Source of Data options: Indirect measures, Direct Measures, Source(s) of Data.

Assessment Plan

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Assessment Plan options: Indirect measures, Direct Measures, Other.



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Accept\*

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*Carol Bishop*

10/06/2023, 1:59 PM

Faculty Member Signature:

Date:

...3030333835

*Gaynor Cheekas*

10/06/2023, 2:01 PM

Unit Head Signature:

Date:

...3137303735

*Bryan Davis*

10/06/2023, 2:02 PM

GSW SACSCOC Liaison Signature:

Date:

Committee on Academic Affairs  
Signature:

Date:

Committee on Graduate Affairs  
Signature:

Date:

Secretary of Faculty Senate Signature:

Date:

Dean of the Faculty Signature:

Date:

# B.B.A. in PROJECT MANAGEMENT

NAME \_\_\_\_\_

gswID# \_\_\_\_\_

ADVISOR \_\_\_\_\_

Effective Catalog Year: 2024-2025

## AREAS A-F: 60 HOURS

Area A (9 hrs) (Min Grade of C Required)	Hrs	Term	Grade
ENGL 1101 Composition I	3		
ENGL 1102 Composition II	3		
MATH 1101, 1111, 1113, or 1120	3		
**Area B (4-5 hrs)	Hrs	Term	Grade
<b>Select 4-5 hours from list below:</b>			
	3		
	3		
CIS 1000(3), COMM 1110 (3), ENGL 2200(3), Foreign Lang(2000 level)(3), HIST 2600 (2), HIST 2800(3), INTL 2000 (1-3), LEAD 2020(2), LIBR 1101(2), POLS 2400(3), SOCI 1200(3), SOSO 1101(3), THEA 1110(3), WGSS 2000(3)			
Area C (6 hrs)	Hrs	Term	Grade
ENGL 2111, 2112, 2121, 2122, 2131, or 2132	3		
ARTC 1100, MUSC 1100 or THEA 1100	3		
**Area D (10 hrs min)	Hrs	Term	Grade
Lab Science-List A	3		
Lab (if CHEM or BIOL)	1		
NonLab/Lab Science-List A or B	3		
Lab (if CHEM or BIOL)	1		
Course from List A, B, or C	3		
Area E (12 hrs)	Hrs	Term	Grade
POLS 1101 American Government	3		
HIST 1111 or 1112 World Civ I or II	3		
HIST 2111 or 2112 US Hist I or II	3		
<b>Select one:</b>	3		
SOCI 1101, PSYC 1101, HIST 1111 or 1112			
Area F (18 hrs)	Hrs	Term	Grade
ACCT 2101 Accounting Principles I	3		
ACCT 2102 Accounting Principles II	3		
BUSA 2010 Microcomputer App in Business	3		
BUSA 2106 The Environment of Business	3		
ECON 2105 Principles of Macroeconomics	3		
ECON 2106 Principles of Microeconomics	3		

Physical Education (4 hrs)	Hrs	Term	Grade
PEDS 1010 Lifetime Fitness	1		
PEDS 2000 CPR/First Aid	2		
PEDS (Activity)	1		

Additional Requirements	
_____ GA HISTORY	_____ US HISTORY
_____ GA CONSTITUTION	_____ US CONSTITUTION
_____ UNIV 1000	_____ W2W Requirement

Effective Fall 2014:  
 BUSA 2106 is equivalent to BUSA 3106.  
 BUSA 3105 is equivalent to BUSA 2105.

Effective Fall 2018:  
 HRMT 3670 and MGNT 3670 are equivalent courses.  
 HRMT 4690 and MGNT 4690 are equivalent courses.

## MAJOR/ELECTIVE REQUIREMENTS: 60 HOURS

Business Core (21 hrs)	Hrs	Term	Grade
BUSA 3050 Business Statistics	3		
BUSA 3060 Quantitative Management	3		
BUSA 3105 Communications in Bus Env	3		
BUSA 3150 Business Finance	3		
MKTG 3800 Principles of Marketing	3		
MGNT 3600 Principles of Management	3		
MGNT 3650 Intro to International Business	3		
Major (30 hrs)	Hrs	Term	Grade
MGNT 3610 Operations Mgmt	3		
MGNT 3620 Supply Chain Mgmt	3		
PMGT 3500 Foundations of Project Mgmt	3		
PMGT 3570 Project Mgmt Tools	3		
PMGT 3640 Project Cost & Procurement Mgmt	3		
PMGT 4180 Project Risk & Control Mgmt	3		
*PMGT 4410 Strategic Pjt Mgmt-CAPSTONE	3		
<b>Select one:</b>	3		
PMGT 4110 Project Management Leadership	3		
PMGT 4970 Project Management Internship	3		
<b>Select Two:</b>			
Approved Business Course	3		
Approved Business Course	3		
Free Electives (9 hrs)	Hrs	Term	Grade

**ADDITIONAL REQUIREMENTS**

Minimum grade of "C" required in Area A, Area F, Business Core and Major courses. At least 50% of the semester credit hours in business required for the School of Business Administration undergraduate programs must be completed at GSW. Students are considered PACT, PHRM, PMGT, PMKT or PPMT until the SoBA Request to Declare Undergraduate Major form is submitted and all requirements have been met. See SoBA website.

\*PMGT 4410 should be taken after completing PMGT 3500, PMGT 3570, and PMGT 3640.

**UNIVERSITY POLICIES AND PRACTICES**

Minimum grade of "C" required in Area A, Area F and all major courses. A minimum of 120 semester hours must be completed for graduation. 39 semester hours must be upper division work at the 3000-4000 level. If MATH 1120 is taken in Area A, the extra hour earned will count in Free Electives.

\*\*Hours from Area B plus hours from Area D must equal 15 hours. If more than 15 hours are earned, the extra hours will count in Free Electives.

Hours earned to fulfill PE requirements and UNIV 1000 cannot be used to meet the 120 hours needed for a degree.

Major: \_\_\_\_\_

Earned at: \_\_\_\_\_

Comments: \_\_\_\_\_

TRANS EVAL Completed by: \_\_\_\_\_ Date: \_\_\_\_\_

## Proposal For a Curriculum Change

### Curriculum Change Information

Select Area of Change: \*  Specify: \*

Faculty Member Submitting Proposal: \*

Department Chair/Unit Head email address for approval: \*

Undergraduate or Graduate Program?: \*

Proposed Effective Date for Curriculum Change: \*  Degree & Program Name (e.g. BFA, Art): \*

Present Requirements: \*

Proposed Requirements: \*

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:

Supporting Data:

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Source(s) of Data:

### Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Other:

Attach a copy of the current curriculum sheet and the proposed curriculum sheet: \*PM minor curriculum\_pmgmt\_2425.xlsx

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Accept \*

...3337373838

Carol Bishop  
Faculty Member:

11/01/2023

Date:

...3139313637

Haynor Cheokas  
Department Chair/Unit Head  
Signature:

11/01/2023, 4:55 PM

Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs Chair:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:

GSW SACSCOC  
Representative Signature

Electronically signed by Bryan Davis on 11/02/2023 7:27:11 AM

**PROJECT MANAGEMENT MINOR**

NAME \_\_\_\_\_  
 ADVISOR \_\_\_\_\_

gswid# \_\_\_\_\_  
 Effective Catalog Year: 2024-2025

**18 Hours**

<b>Required Courses (6 cr hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>
PMGT 3500 Foundations of Project Mgmt	3		
PMGT 3570 Project Mgmt Tools	3		
<b>Select 4 Courses (12 cr hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>
MGNT 3600 Principles of Management	3		
MGNT 3610 Operations Mgmt	3		
MGNT 3620 Supply Chain Mgmt	3		
PMGT 3640 Project Cost and Procurement Management	3		
PMGT 4110 Project Mgmt Leadership	3		
PMGT 4180 Project Risk & Control Management	3		
PMGT 4970 Project Management Internship	3		

<b>Additional Requirements:</b>
Minimum grade of "C" in all course work counted toward minor. No 3000-4000 level course can be used to satisfy requirements in both a major and a minor program.

Students should meet with a Project Management advisor to discuss a plan to complete the PMGT minor. The required courses are not offered every term.

\_\_\_\_\_  
 Advisor Signature Date  
 \_\_\_\_\_  
 Business School Signature Date

Degree/ Major: _____
Earned at: _____
Comments: _____ _____
Completed by: _____ Date: _____



## Proposal For A New Program

### Disclaimer

The Formal Proposal must be approved at all applicable levels of faculty governance before being submitted to the University System of Georgia.

Degree / Program Name: \*Certificate in Financial Technology

Faculty Member Submitting Proposal: \*Shannon Perry

Department Chair/Unit Head email address for approval: \*Business - Gaynor Cheokas

Undergraduate or Graduate Program?: \*Undergraduate Course

Semester to be Effective: \*Spring

Year to be Effective: \*2024

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:  Fin Tech is one of Governor Kemp's high-need career fields, and this program is taught through eMajor by GSU faculty as part of a consortium. GSW would not need to develop any courses or supply any faculty; we would just point interested students towards the certificate program.

Supporting Data:

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:  Directive by Georgia Governor to place increased focus on programs which provide training on financial technology.

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)

Source(s) of Data:

### Assessment Plan

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)

Other:

Attach a copy of the proposed curriculum sheet: \*cert\_fintech.xlsx

exposed to unauthorized access, report your suspicion to [techsupp@gsw.edu](mailto:techsupp@gsw.edu). Otherwise, questions concerning general data privacy can be sent to [dataprivacy@gsw.edu](mailto:dataprivacy@gsw.edu). Signature (below) and submission of this form provides consent to and acknowledgement of the USG Data Privacy and Legal Notice and relative policies.

Accept\*

...333333230

Shannon Perry

10/26/2023, 10:24 AM

Faculty Member Signature:

Date:

...3938393030

Gaynor Cheekas

10/26/2023, 10:28 AM

Unit Head Signature:

Date:

...3331333039

Bryan Davis

10/26/2023, 10:30 AM

GSW SACSCOC Liaison Signature:

Date:

\_\_\_\_\_  
Committee on Academic Affairs

Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs

Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of Faculty Senate Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:

# FINANCIAL TECHNOLOGY CERTIFICATE

NAME \_\_\_\_\_

gswID# \_\_\_\_\_

ADVISOR \_\_\_\_\_

Effective Catalog Year: 2023-2024

## 18 Hours Minimum

Required Courses (15 hrs)	Hrs	Term	Grade
FTA 4001 Foundations of FinTech	3		
FTA 4002 Financial Technologoes	3		
FTA 4003 Commercial Banking and FinTech	3		
FTA 4005 Intro to Financial Data Analytics	3		
FTA 4100 Intro to Info Security for FinTech	3		
Elective Course (3 hrs)	Hrs	Term	Grade
Select one:			
FTA 4200 FinTech Practicum	3		
CSCI 1301 Intro to Programming I	4		

Additional Requirements
Minimum grade of "C" in all course work counted towards certificate.
Admission Requirements
Acceptance and admission to Georgia Southwestern State University.

Degree/ Major: _____
Earned at: _____
Comments: _____
Completed by: _____ Date: _____





## Proposal For A New Program

### Disclaimer

The Formal Proposal must be approved at all applicable levels of faculty governance before being submitted to the University System of Georgia.

Degree / Program Name: \*Certificate in Wildlife Biology

Faculty Member Submitting Proposal: \*Stephanie Harvey

Department Chair/Unit Head email address for approval: \*Arts and Sciences - Mark Laughlin

Undergraduate or Graduate Program?: \*Undergraduate Course

Semester to be Effective: \*Fall

Year to be Effective: \*2024

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:  To provide students interesting in wildlife/field biology with a pathway that focuses on whole organisms and their environment rather chemistry and cellular biology.

Supporting Data: Wildlife Biology Certificate.docx

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:  inquires by current non-major, former biology majors and prospective students.

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)

Source(s) of Data:

### Assessment Plan

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.  Student feedback

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)  Students will be given a survey to complete; Projects from the students archived for annual evaluation.

Other:

Attach a copy of the proposed curriculum sheet:  \*Wildlife Certificate.xlsx

acknowledgement of the USG Data Privacy and Legal Notice and relative policies.

Accept\*

...3638373438

Stephanie Harvey  
Faculty Member Signature:

10/24/2023, 4:52 PM

Date:

...3835323631

Mark Laughlin  
Unit Head Signature:

10/24/2023, 4:55 PM

Date:

...3235353733

Bryan Davis

GSW SACSCOC Liaison Signature:

10/25/2023, 7:26 AM

Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs  
Signature:

\_\_\_\_\_  
Date:

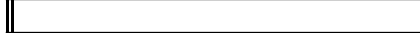
\_\_\_\_\_  
Secretary of Faculty Senate Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:







Proposal For a Curriculum Change

Curriculum Change Information

Select Area of Change: Major Curriculum
Faculty Member Submitting Proposal: Joni Hammond
Department Chair/Unit Head email address for approval: Business - Gaynor Cheokas
Undergraduate or Graduate Program?: Undergraduate Course
Proposed Effective Date for Curriculum Change: 08/01/2024
Degree & Program Name (e.g. BFA, Art): BBA, Accounting

Present Requirements:
Present Requirements: 24 credit hours
Required major courses (21 hours)
ACCT 3250 Intermediate Accounting I
ACCT 3260 Intermediate Accounting II
ACCT 3270 Intermediate Accounting III
ACCT 3280 Cost Accounting
ACCT 4210 Accounting Systems
ACCT 4230 Taxation for Individuals
ACCT 4290 Auditing
Elective major courses - Choose one (3 hours)
ACCT 3285 Fraud Examination
ACCT 4235 Taxation for Business Entities
ACCT 4240 Governmental Accounting
ACCT 4280 Contemporary Issues in Accounting

Proposed Requirements:
Proposed Requirements: 24 credit hours
Required major courses (15 hours)
ACCT 3250 Intermediate Accounting I
ACCT 3260 Intermediate Accounting II
ACCT 4220 Data Analytics in Accounting
ACCT 4230 Taxation for Individuals
ACCT 4290 Auditing
Elective major courses - Choose three (9 hours)
ACCT 3270 Intermediate Accounting III
ACCT 3280 Cost Accounting
ACCT 3285 Fraud Examination
ACCT 4210 Accounting Systems
ACCT 4235 Taxation for Business Entities
ACCT 4240 Governmental Accounting
ACCT 4280 Contemporary Issues in Accounting

Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:
The Accounting faculty reviewed similar institution degree requirements and saw a shift in offering students the ability to have a more tailor degree focus with their course selection, and a move to include Data Analytics in the major curriculum. The Accounting CPA Exam has been updated and has tailored the exam to allow test takers to choose specialties for examination. By allowing students the ability to choose more major electives, our curriculum mirrors the format of the professional exam.

Adopting current best practice(s) in field:
The Accounting faculty reviewed similar institution degree requirements and saw a shift in offering students the ability to have a more tailor degree focus with their course selection, and a move to include Data Analytics in the major curriculum. The Accounting CPA Exam has been updated and has tailored the exam to allow test takers to choose specialties for examination. By allowing students the ability to choose more major electives, our curriculum mirrors the format of the professional exam.

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:

Supporting Data:

Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.: Industry demand and review of similar institutions.

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)

Source(s) of Data:

Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.: Industry demand; student, employer, or alumni

feedback, etc.

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Empty text box with up/down arrows

Other:

Empty text box with up/down arrows

Attach a copy of the current curriculum sheet and the proposed curriculum sheet:

BBA ACCT Curriculum - PROPOSE and CURRENT\_two tabs.xls

All personal data and special categories of sensitive personal data collected or processed by Georgia Southwestern State University must comply with the University System of Georgia's (USG) Cybersecurity Plan, as authorized by the Board of Regents Policy Manual Section 10.4 Cybersecurity: [www.usg.edu/policies](http://www.usg.edu/policies). Anyone suspecting their sensitive personal data has been exposed to unauthorized access, report your suspicion to [techsupp@gsw.edu](mailto:techsupp@gsw.edu). Otherwise, questions concerning general data privacy can be sent to [dataprivacy@gsw.edu](mailto:dataprivacy@gsw.edu). Signature (below) and submission of this form provides consent to and acknowledgement of the USG Data Privacy and Legal Notice and relative policies.

Accept\*

...3530303435

*Joni Hammond*

Faculty Member:

10/04/2023

Date:

...3435363830

*Haynor Cheokas*

Department Chair/Unit Head  
Signature:

10/05/2023, 12:39 PM

Date:

Committee on Academic Affairs  
Signature:

Date:

Committee on Graduate Affairs Chair:

Date:

Secretary of the Faculty Senate  
Signature:

Date:

Dean of the Faculty Signature:

Date:

GSW SACSCOC  
Representative Signature

Electronically signed by Bryan Davis on 10/05/2023 12:43:08 PM

# CURRENT B.B.A. in ACCOUNTING

NAME \_\_\_\_\_  
ADVISOR \_\_\_\_\_

gswID# \_\_\_\_\_  
Effective Catalog Year: 2023 - 2024

## AREAS A-F: 60 HOURS

Area A (9 hrs) (Min Grade of C Required)	Hrs	Term	Grade	
ENGL 1101 Composition I	3			
ENGL 1102 Composition II	3			
MATH 1101, 1111, 1113, or 1120	3			
**Area B (4-5 hrs)	Hrs	Term	Grade	
<b>Select 4-5 hours from list below:</b>				
CIS 1000(3), COMM 1110 (3), ENGL 2200(3), Foreign Lang(2000 level)(3), HIST 2600 (2), HIST 2800(3), INTL 2000 (1-3), LEAD 2020(2), LIBR 1101(2), POLS 2401 SOCI 1200(3), SOSC 1101(3), THEA 1110(3), WGSS 2001				
Area C (6 hrs)	Hrs	Term	Grade	
ENGL 2111, 2112, 2121, 2122, 2131, or 2132	3			
ARTC 1100, MUSC 1100 or THEA 1100	3			
**Area D (10 hrs min)	Area D Lists	Hrs	Term	Grade
Lab Science-List A				
Lab (if CHEM or BIOL)				
NonLab/Lab Science-List A or B				
Lab (if CHEM or BIOL)				
Course from List A, B, or C				
Area E (12 hrs)	Hrs	Term	Grade	
POLS 1101 American Government	3			
HIST 1111 or 1112 World Civ I or II	3			
HIST 2111 or 2112 US Hist I or II	3			
<b>Select one:</b>	3			
SOCI 1101, PSYC 1101, HIST 1111 or 1112				
Area F (18 hrs)	Hrs	Term	Grade	
ACCT 2101 Accounting Principles I	3			
ACCT 2102 Accounting Principles II	3			
BUSA 2010 Microcomputer App in Business	3			
BUSA 2106 The Environment of Business	3			
ECON 2105 Principles of Macroeconomics	3			
ECON 2106 Principles of Microeconomics	3			

Physical Education (4 hrs)	Hrs	Term	Grade
PEDS 1010 Lifetime Fitness	1		
PEDS 2000 CPR/First Aid	2		
PEDS _____ (Activity)	1		

Additional Requirements	
_____ GA HISTORY	_____ US HISTORY
_____ GA CONSTITUTION	_____ US CONSTITUTION
_____ UNIV 1000	_____ W2W Requirement

Effective Fall 2014:  
BUSA 2106 is equivalent to BUSA 3106.  
BUSA 3105 is equivalent to BUSA 2105.

## MAJOR/ELECTIVE REQUIREMENTS: 60 HOURS

Business Core (24 hrs)	Hrs	Term	Grade
BUSA 3050 Business Statistics	3		
BUSA 3060 Quantitative Management	3		
BUSA 3105 Communications in Bus Env	3		
BUSA 3150 Business Finance	3		
MKTG 3800 Principles of Marketing	3		
MGNT 3600 Principles of Management	3		
MGNT 3650 Intro to International Business	3		
*MGNT 4190 Strategic Mgmt-CAPSTONE	3		
Major (24 hrs)	Hrs	Term	Grade
ACCT 3250 Intermediate Acct I	3		
ACCT 3260 Intermediate Acct II	3		
ACCT 3270 Intermediate Acct III	3		
ACCT 3280 Cost Accounting	3		
ACCT 4210 Accounting Systems	3		
ACCT 4230 Taxation for Individuals	3		
ACCT 4290 Auditing	3		
<b>Select one:</b>			
ACCT 3285 Fraud Examination	3		
ACCT 4235 Taxation for Business Entities	3		
ACCT 4240 Governmental Accounting	3		
ACCT 4280 Contemp Issues in Accounting or approved 3000-4000 accounting course	3		
Free Electives (12 hrs)	Hrs	Term	Grade

**ADDITIONAL REQUIREMENTS**

Minimum grade of "C" required in Area A, Area F, Business Core and Major courses. At least 50% of the semester credit hours in business required for the School of Business Administration undergraduate programs must be completed at GSW. Students are considered PACT, PHRM, PMGT, or PMKT until the SoBA Request to Declare Undergraduate Major form is submitted and all requirements have been met. See SoBA website.

\*MGNT 4190 should be taken after completing BUSA 3050, BUSA 3150, MGNT 3600 and MKTG 3800.

**UNIVERSITY POLICIES AND PRACTICES**

Minimum grade of "C" required in Area A, Area F and all major courses. A minimum of 120 semester hours must be completed for graduation. 39 semester hours must be upper division work at the 3000-4000 level. If MATH 1120 is taken in Area A, the extra hour earned will count in Free Electives. \*\*Hours from Area B plus hours from Area D must equal 15 hours. If more than 15 hours are earned, the extra hours will count in Free Electives. Hours earned to fulfill PE requirements and UNIV 1000 cannot be used to meet the 120 hours needed for a degree.

Prior Degree/  
Major: \_\_\_\_\_

Earned at: \_\_\_\_\_

Comments: \_\_\_\_\_

TRANS EVAL  
Completed by: \_\_\_\_\_ Date: \_\_\_\_\_



Proposal For a Curriculum Change

Curriculum Change Information

Select Area of Change: Other Curriculum Specify: Minor
Faculty Member Submitting Proposal: Joni Hammond
Department Chair/Unit Head email address for approval: Business - Gaynor Cheokas
Undergraduate or Graduate Program?: Undergraduate Course
Proposed Effective Date for Curriculum Change: 08/01/2024 Degree & Program Name (e.g. BFA, Art): Minor, Accounting

Present Requirements:
Present Requirements: 18 credit hours
Required courses
ACCT 2101 Accounting Principles I
ACCT 2102 Accounting Principles II
ACCT 3250 Intermediate Accounting I
ACCT 3260 Intermediate Accounting II
Choose two (6 hours)
ACCT 3270 Intermediate Accounting III
ACCT 3280 Cost Accounting
ACCT 4210 Accounting Systems
ACCT 4230 Taxation for Individuals

Proposed Requirements:
Proposed Requirements: 18 credit hours
Required courses
ACCT 2101 Accounting Principles I
ACCT 2102 Accounting Principles II
ACCT 3250 Intermediate Accounting I
ACCT 3260 Intermediate Accounting II
Choose two (6 hours)
ACCT 3270 Intermediate Accounting III
ACCT 4220 Data Analytics in Accounting
ACCT 4230 Taxation for Individuals
ACCT 4290 Auditing
Or an approved accounting elective

Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes: The Accounting faculty are updating the courses listed for students seeking a minor in Accounting to align with curriculum changes being made.
Adopting current best practice(s) in field: The Accounting faculty are updating the courses listed for students seeking a minor in Accounting to align with curriculum changes being made.
Meeting mandates of State/Federal/Outside Accrediting Agencies:
Other:

Supporting Data:

Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.: Industry demand and review of similar institutions.
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):
Source(s) of Data:

Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.: Industry demand; student, employer, or alumni feedback, etc.
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):
Other:

Attach a copy of the current curriculum sheet and the proposed curriculum sheet:

ACCT Minor Curriculum - PROPOSED and Current-two tabs.xls



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Accept \*

...3832363333

Joni Hammond  
Faculty Member:

10/04/2023

Date:

...3039383137

Gaynor Cheokas  
Department Chair/Unit Head  
Signature:

10/05/2023, 12:38 PM

Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs Chair:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:

GSW SACSCOC  
Representative Signature

Electronically signed by Bryan Davis on 10/05/2023 12:40:53 PM

# ACCOUNTING MINOR

NAME \_\_\_\_\_

gswID# \_\_\_\_\_

ADVISOR \_\_\_\_\_

Effective Catalog Year: 2023-2024

**18 Hours**

Required Courses (18 cr)	Hrs	Term	Grade
ACCT 2101 Accounting Principles I	3		
ACCT 2102 Accounting Principles II	3		
ACCT 3250 Intermediate Accounting I	3		
ACCT 3260 Intermediate Accounting II	3		
<b>Select two:</b>			
ACCT 3270 Intermediate Accounting III	3		
ACCT 3280 Cost Accounting	3		
ACCT 4210 Accounting Systems	3		
ACCT 4230 Taxation for Individuals	3		

Additional Requirements:
Minimum grade of "C" in all course work counted toward minor. No 3000-4000 level course can be used to satisfy requirements in both a major and a minor program.

\_\_\_\_\_  
Advisor Signature Date

\_\_\_\_\_  
Business School Signature Date

Degree/ Major:	_____
Earned at:	_____
Comments:	_____ _____
Completed by:	_____ Date: _____



## Proposal For a Curriculum Change

### Curriculum Change Information

Select Area of Change:

Faculty Member Submitting Proposal:

Department Chair/Unit Head email address for approval:

Undergraduate or Graduate Program?:

Proposed Effective Date for Curriculum Change:  Degree & Program Name (e.g. BFA, Art):

#### Present Requirements:

- \* HRMT 3390 HR Law/Employment Law
- HRMT 3670 Intro to HR Management
- MGNT 3680 Organiz Thry & Behavior
- HRMT 4650 Performance MGNT
- HRMT 4670 HR Staffing
- HRMT 4680 Compensation MGNT
- HRMT 4790 Current Issues in HR
- Select TWO approved business courses

#### Proposed Requirements:

- \* Required (9 hours)
- HRMT 3670 Intro to HR Management
- HRMT 3390 HR Law/Employment Law
- HRMT 4990 HR in Practice (capstone)
- Select three (9 hours)
- MGNT 3680 Organiz Thry & Behavior
- HRMT 3850 Talent Development
- HRMT 4650 Performance MGNT
- HRMT 4670 HR Staffing
- HRMT 4690 Labor Management Relations
- Select THREE approved business courses (9 hours)
- HRMT 4680 Compensation MGNT

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:

Supporting Data:

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Source(s) of Data:

### Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Other:

Attach a copy of the current curriculum sheet and the proposed curriculum sheet:

\*HR major curric.pdf

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Accept \*

...3131393332

*Mark Grimes*

Faculty Member:

11/02/2023

Date:

...3831323630

*Haynor Cheokas*

Department Chair/Unit Head  
Signature:

11/07/2023, 10:09 PM

Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs Chair:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:

# B.B.A. in HUMAN RESOURCE MANAGEMENT

NAME \_\_\_\_\_

gswid# \_\_\_\_\_

ADVISOR \_\_\_\_\_

Effective Catalog Year: **2023-2024**

## AREAS A-F: 60 HOURS

Area A (9 hrs) (Min Grade of C Required)	Hrs	Term	Grade	
ENGL 1101 Composition I	3			
ENGL 1102 Composition II	3			
MATH 1101, 1111, 1113, or 1120	3			
**Area B (4-5 hrs)	Hrs	Term	Grade	
<b>Select 4-5 hours from list below:</b>				
CIS 1000(3), COMM 1110 (3), ENGL 2200(3), Foreign Lang(2000 level)(3), HIST 2600 (2), HIST 2800(3), INTL 2000 (1-3), LEAD 2020(2), LIBR 1101(2), POLS 240 SOCI 1200(3), SOSOC 1101(3), THEA 1110(3), WGSS 20				
Area C (6 hrs)	Hrs	Term	Grade	
ENGL 2111, 2112, 2121, 2122, 2131, or 2132	3			
ARTC 1100, MUSC 1100 or THEA 1100	3			
**Area D (10 hrs min)	Area D Lists	Hrs	Term	Grade
Lab Science-List A Lab (if CHEM or BIOL)				
NonLab/Lab Science-List A or B Lab (if CHEM or BIOL)				
Course from List A, B, or C				
Area E (12 hrs)	Hrs	Term	Grade	
POLS 1101 American Government	3			
HIST 1111 or 1112 World Civ I or II	3			
HIST 2111 or 2112 US Hist I or II	3			
<b>Select one:</b>	3			
SOCI 1101, PSYC 1101, HIST 1111 or 1112				
Area F (18 hrs)	Hrs	Term	Grade	
ACCT 2101 Accounting Principles I	3			
ACCT 2102 Accounting Principles II	3			
BUSA 2010 Microcomputer App in Business	3			
BUSA 2106 The Environment of Business	3			
ECON 2105 Principles of Macroeconomics	3			
ECON 2106 Principles of Microeconomics	3			

Physical Education (4 hrs)	Hrs	Term	Grade
PEDS 1010 Lifetime Fitness	1		
PEDS 2000 CPR/First Aid	2		
PEDS (Activity)	1		

Additional Requirements	
_____ GA HISTORY	_____ US HISTORY
_____ GA CONSTITUTION	_____ US CONSTITUTION
_____ UNIV 1000	

Effective Fall 2014:  
 BUSA 2106 is equivalent to BUSA 3106.  
 BUSA 3105 is equivalent to BUSA 2105.

Effective Fall 2018:  
 HRMT 3390 and MGNT 3390 are equivalent courses.  
 HRMT 3670 and MGNT 3670 are equivalent courses.  
 HRMT 4650 and MGNT 4650 are equivalent courses.  
 HRMT 4670 and MGNT 4670 are equivalent courses.  
 HRMT 4680 and MGNT 4680 are equivalent courses.  
 HRMT 4790 and MGNT 4790 are equivalent courses.

## MAJOR/ELECTIVE REQUIREMENTS: 60 HOURS

Business Core (24 hrs)	Hrs	Term	Grade
BUSA 3050 Business Statistics	3		
BUSA 3060 Quantitative Management	3		
BUSA 3105 Communications in Bus Env	3		
BUSA 3150 Business Finance	3		
MKTG 3800 Principles of Marketing	3		
MGNT 3600 Principles of Management	3		
MGNT 3650 Intro to International Business	3		
*MGNT 4190 Strategic Mgmt-CAPSTONE	3		
Major (27 hrs)	Hrs	Term	Grade
HRMT 3390 HRLaw/Employment Law	3		
HRMT 3670 Into to HR Management	3		
MGNT 3680 Organiz Thry & Behavior	3		
HRMT 4650 Performance MGNT	3		
HRMT 4670 HR Staffing	3		
HRMT 4680 Compensation MGNT	3		
HRMT 4790 Current Issues in HR	3		
<b>Select Two:</b>			
Approved Business Course	3		
Approved Business Course	3		
Free Electives (9 hrs)	Hrs	Term	Grade

**ADDITIONAL REQUIREMENTS**

Minimum grade of "C" required in Area A, Area F, Business Core and Major courses. At least 50% of the semester credit hours in business required for the School of Business Administration undergraduate programs must be completed at GSW. Students are considered PACT, PHRM, PMGT, or PMKT until the SoBA Request to Declare Undergraduate Major form is submitted and all requirements have been met. See SoBA website.

\* MGNT 4190 should be taken after completing BUSA 3050, BUSA 3150, MGNT 3600 and MKTG 3800.

**UNIVERSITY POLICIES AND PRACTICES**

Minimum grade of "C" required in Area A, Area F and all major courses.

A minimum of 120 semester hours must be completed for graduation.

39 semester hours must be upper division work at the 3000-4000 level.

If MATH 1120 is taken in Area A, the extra hour earned will count in Free Electives.

\*\*Hours from Area B plus hours from Area D must equal 15 hours. If more than 15 hours are earned, the extra hours will count in Free Electives.

Hours earned to fulfill PE requirements and UNIV 1000 cannot be used to meet the 120 hours needed for a degree.

Prior Degree/  
Major: \_\_\_\_\_

Earned at: \_\_\_\_\_

Comments: \_\_\_\_\_

TRANS EVAL Completed by: \_\_\_\_\_ Date: \_\_\_\_\_

## B.B.A. in HUMAN RESOURCE MANAGEMENT

NAME \_\_\_\_\_  
 ADVISOR \_\_\_\_\_

gswID# \_\_\_\_\_  
 Effective Catalog Year: **2024-2025**

### AREAS A-F: 60 HOURS

Area A (9 hrs) (Min Grade of C Required)	Hrs	Term	Grade	
ENGL 1101 Composition I	3			
ENGL 1102 Composition II	3			
MATH 1101, 1111, 1113, or 1120	3			
**Area B (4-5 hrs)	Hrs	Term	Grade	
<b>Select 4-5 hours from list below:</b>				
CIS 1000(3), COMM 1110 (3), ENGL 2200(3), Foreign Lang(2000 level)(3), HIST 2800(3), INTL 2000 (1-3), LIBR 1101(2), POLS 2401(3), SOCI 1200(3), SOSC 1101(3), THEA 1110(3), WGSS 2001(3)				
Area C (6 hrs)	Hrs	Term	Grade	
ENGL 2111, 2112, 2121, 2122, 2131, or 2132	3			
ARTC 1100, MUSC 1100 or THEA 1100	3			
**Area D (10 hrs min)	Area D Lists	Hrs	Term	Grade
Lab Science-List A				
Lab (if CHEM or BIOL)				
NonLab/Lab Science-List A or B				
Lab (if CHEM or BIOL)				
Course from List A, B, or C				
Area E (12 hrs)	Hrs	Term	Grade	
POLS 1101 American Government	3			
HIST 1111 or 1112 World Civ I or II	3			
HIST 2111 or 2112 US Hist I or II	3			
<b>Select one:</b>	3			
SOCI 1101, PSYC 1101, HIST 1111 or 1112				
Area F (18 hrs)	Hrs	Term	Grade	
ACCT 2101 Accounting Principles I	3			
ACCT 2102 Accounting Principles II	3			
BUSA 2010 Microcomputer App in Business	3			
BUSA 2106 The Environment of Business	3			
ECON 2105 Principles of Macroeconomics	3			
ECON 2106 Principles of Microeconomics	3			

Physical Education (4 hrs)	Hrs	Term	Grade
PEDS 1010 Lifetime Fitness	1		
PEDS 2000 CPR/First Aid	2		
PEDS _____ (Activity)	1		

Additional Requirements	
_____ GA HISTORY	_____ US HISTORY
_____ GA CONSTITUTION	_____ US CONSTITUTION
_____ UNIV 1000	

### MAJOR/ELECTIVE REQUIREMENTS: 60 HOURS

Business Core (24 hrs)	Hrs	Term	Grade
BUSA 3050 Business Statistics	3		
BUSA 3060 Quantitative Management	3		
BUSA 3105 Communications in Bus Env	3		
BUSA 3150 Business Finance	3		
MKTG 3800 Principles of Marketing	3		
MGNT 3600 Principles of Management	3		
MGNT 3650 Intro to International Business	3		
*MGNT 4190 Strategic Mgmt-CAPSTONE	3		
Major (27 hrs)	Hrs	Term	Grade
HRMT 3670 Intro to HR Management	3		
HRMT 3390 Employment Law	3		
HRMT 4990 HR in Practice (capstone)	3		
<b>Select Three:</b>	9		
MGNT 3680 Organiz Thry & Behavior			
<b>HRMT 3850 Talent Development</b>			
HRMT 4650 Performance Management			
HRMT 4670 HR Staffing			
HRMT 4680 Compensation Management			
HRMT 4690 Labor Management Relations			
<b>Select Three:</b>	9		
Approved Business Course			
Approved Business Course			
Approved Business Course			
Free Electives (9 hrs)	Hrs	Term	Grade

ADDITIONAL REQUIREMENTS
* HRMT 4990 capstone should be taken in the final Spring of the student's studies.
* At least 50% of the _____ credit hours in business required for COBAC undergraduate programs _____ completed at GSW.
* Students are considered PHR _____ until the COBAC Request to Declare Undergraduate Major form is submitted and all requirements have been met.. See COBAC website.
* Students must have a minimum overall 2.25 GPA in Area A and business classes to graduate.

UNIVERSITY POLICIES AND PRACTICES
* Minimum grade of "C" required in Area A, Area F and all major courses.
* A minimum of 120 semester hours must be completed for graduation.
* 39 semester hours must be upper division work at the 3000-4000 level.
* If MATH 1120 is taken in Area A, the extra hour earned will count in Free Electives.
** Hours from Area B plus hours from Area D must equal 15 hours. If more than 15 hours are earned, the extra hours will count in Free Electives.
* Hours earned to fulfill PE requirements and UNIV 1000 cannot be used to meet the 120 hours needed for a degree.



Proposal For a Curriculum Change

Curriculum Change Information

Select Area of Change: Other Curriculum Specify: Minor
Faculty Member Submitting Proposal: Mark Grimes
Department Chair/Unit Head email address for approval: Business - Gaynor Cheokas
Undergraduate or Graduate Program?: Undergraduate Course
Proposed Effective Date for Curriculum Change: 08/01/2024 Degree & Program Name (e.g. BFA, Art): Minor in HR

Present Requirements:
Required courses (18 hours)
HRMT 3390 HR Law / Employment Law
MGNT 3600 Principles of Management
HRMT 3670 Intro to Human Resource Mgmt
MGNT 3680 Org Theory & Behavior
HRMT 4670 HR Staffing
HRMT 4680 Compensation Management

Proposed Requirements:
Required courses (6 hours)
HRMT Intro to Human Resource Mgmt
HRMT 3390 HR Law / Employment Law
Select four (12 hours)
MGNT 3600 Principles of Management
MGNT 3680 Org Theory & Behavior
HRMT 3850 Talent Development
HRMT 4650 Performance Management
HRMT 4670 HR Staffing
HRMT 4680 Compensation Management

Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:
Adopting current best practice(s) in field: Best practices in HR show that HR professionals either pursue a generalist position (master-of-all-trades) or a specialist position, focusing in one area. With a minor, allowing students to focus in on an area of interest, after taking the foundational courses, will allow them to customize their education.
Meeting mandates of State/Federal/Outside Accrediting Agencies:
Other:

Supporting Data:

Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):
Source(s) of Data:

Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.: Review of best practices from the Society for Human Resource Management
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):
Other: Conversations with graduates and employers after the fact.
Attach a copy of the current curriculum sheet and the proposed curriculum sheet: \*HR minor curric.pdf

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Accept\*

...3530323233

Mark Grimes

Faculty Member:

11/02/2023

Date:

...3039353230

Gaynor Cheekas

Department Chair/Unit Head  
Signature:

11/07/2023, 10:07 PM

Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs Chair:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:



# HUMAN RESOURCE MANAGEMENT MINOR

NAME \_\_\_\_\_

gswID# \_\_\_\_\_

ADVISOR \_\_\_\_\_

Effective Catalog Year: 2023-2024

## 18 Hours

Required Courses (18 cr)	Hrs	Term	Grade
HRMT 3390 HRLaw/Employment Law	3		
MGNT 3600 Principles of Management	3		
HRMT 3670 Intro to Human Resource Mgmt	3		
MGNT 3680 Org Theory & Behavior	3		
HRMT 4670 HR Staffing	3		
HRMT 4680 Compensation Management	3		

Additional Requirements:
Minimum grade of "C" in all course work counted toward minor. No 3000-4000 level course can be used to satisfy requirements in both a major and a minor program.

Students should meet with a Human Resources advisor to discuss a plan to complete the HR minor. The required courses are not offered every term. The subject codes changed from MGNT to HRMT effective Fall 2018. Students will receive appropriate credit for the HRMT or course taken with the same course number.

- Effective Fall 2018:
- HRMT 3390 and MGNT 3390 are equivalent courses.
  - HRMT 3670 and MGNT 3670 are equivalent courses.
  - HRMT 4670 and MGNT 4670 are equivalent courses.
  - HRMT 4680 and MGNT 4680 are equivalent courses.

\_\_\_\_\_  
Advisor Signature Date

\_\_\_\_\_  
Business School Signature Date

Degree/  
Major: \_\_\_\_\_

Earned at: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

Completed by: \_\_\_\_\_ Date: \_\_\_\_\_

## HUMAN RESOURCE MANAGEMENT MINOR

NAME \_\_\_\_\_  
 ADVISOR \_\_\_\_\_

gswID# \_\_\_\_\_  
 Effective Catalog Year: 2024-2025

**18 Hours**

Required Courses (18 cr)	Hrs	Term	Grade
HRMT 3670 Intro to Human Resource Mgmt	3		
HRMT 3390 HR Law / Employment Law	3		
<b>Select four:</b>			
MGNT 3600 Principles of Management	3		
MGNT 3680 Org Theory & Behavior	3		
HRMT 3850 Talent Development	3		
HRMT 4650 Performance Management	3		
HRMT 4670 HR Staffing	3		
HRMT 4680 Compensation Management	3		

<b>Additional Requirements:</b> Minimum grade of "C" in all course work counted toward minor. No 3000-4000 level course can be used to satisfy requirements in both a major and a minor program.
---

Students should meet with a Human Resources advisor to discuss a plan to complete the HR minor. The required courses are not offered every term. The subject codes changed from MGNT to HRMT effective Fall 2018. Students will receive appropriate credit for the HRMT or MGNT course taken with the same course number.

\_\_\_\_\_  
 Advisor Signature Date

\_\_\_\_\_  
 Business School Signature Date

Degree/  
 Major: \_\_\_\_\_

Earned at: \_\_\_\_\_

Comments: \_\_\_\_\_  
 \_\_\_\_\_

Completed by: \_\_\_\_\_ Date: \_\_\_\_\_



## Proposal For a Curriculum Change

### Curriculum Change Information

Select Area of Change: \*

Faculty Member Submitting Proposal: \*

Department Chair/Unit Head email address for approval: \*

Undergraduate or Graduate Program?: \*

Proposed Effective Date for Curriculum Change: \*  Degree & Program Name (e.g. BFA, Art): \*

Present Requirements:  Proposed Requirements:

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:

Supporting Data:

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Source(s) of Data:

### Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Other:

Attach a copy of the current curriculum sheet and the proposed curriculum sheet: \*

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Accept \*

...3837303232

Jamie MacLennan  
Faculty Member:

10/22/2023

Date:

...3030383339

Charles Huffman  
Department Chair/Unit Head  
Signature:

10/22/2023, 2:21 PM

Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_

Date:

\_\_\_\_\_  
Committee on Graduate Affairs Chair:

\_\_\_\_\_

Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_

Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_

Date:

GSW SACSCOC  
Representative Signature

Electronically signed by Bryan Davis on 10/23/2023 7:14:15 AM

# B.S. in SOCIOLOGY

NAME \_\_\_\_\_  
 ADVISOR \_\_\_\_\_

gswID# \_\_\_\_\_  
 Effective Catalog Year: **2023-2024**

## AREAS A-F: 60 HOURS

Area A (9 hrs) (Min Grade of C Required)	Hrs	Term	Grade
ENGL 1101 Composition I	3		
ENGL 1102 Composition II	3		
MATH 1001,1101, 1111, 1113,1120,1401	3		
Area B (4-5 hrs)	Hrs	Term	Grade
<b>Select 4-5 hours from list below:</b>			
CIS 1000(3), COMM 1110 (3), ENGL 2200(3), Foreign Lang(2000 level)(3), HIST 2600 (2), HIST 2800(3), INTL 2000 (1-3), LEAD 2020(2), LIBR 1101(2),POLS 2401(3), SOCI 1200(3), SOSC 1101(3), THEA 1110(3), WGSS 2001(3)			
Area C (6 hrs)	Hrs	Term	Grade
ENGL 2111, 2112, 2121, 2122, 2131, or 2132	3		
ARTC 1100, MUSC 1100 or THEA 1100	3		
Area D (10 hrs min) <span style="color: blue;">Area D Lists</span>	Hrs	Term	Grade
Lab Science-List A			
Lab (if CHEM or BIOL)			
NonLab/Lab Science-List A or B			
Optional Lab (if CHEM or BIOL)			
Course from List A, B, or C			
Area E (12 hrs)	Hrs	Term	Grade
POLS 1101 American Government	3		
HIST 1111 or 1112 Wrld Civ I or II	3		
HIST 2111 or 2112 US Hist I or II	3		
<b>Select one:</b>	3		
PSYC 1101, ECON 2105, HIST 1111 OR 1112			
Area F (18 hrs)	Hrs	Term	Grade
SOCI 1101 Introductory Sociology	3		
SOCI 1160 Social Problems	3		
SOCI 2293 Sociology of the Family	3		
<b>Select 9 lower level elective hours from:</b>			
	3		
	3		
	3		
ART, BIOL, CHEM, CHIN, COMM, CRJU, CSCI, ECON ENGL, ENV5, FREN, GEOL, HIST, MATH, MUSC, PHYS, POLS, PSYC, SOSC, SPAN, THEA, WGSS			

Physical Education (4 hrs)	Hrs	Term	Grade
PEDS 1010 Lifetime Fitness	1		
PEDS 2000 CPR/First Aid	2		
PEDS _____ (Activity)	1		

Additional Requirements			
_____ GA HISTORY	_____	_____ US HISTORY	
_____ GA CONSTITUTION	_____	_____ US CONSTITUTION	
_____ UNIV 1000			

Courses Not Listed Above:	Hrs	Term	Grade

## MAJOR/ELECTIVE REQUIREMENTS: 60 HOURS

Major Core (27 hrs)	Hrs	Term	Grade
*SOCI 3331 Sociological Statistics	3		
SOCI 4420 Develop of Sociological Theory	3		
SOCI 4440 Methods of Social Research	3		
SOCI 4450 Seminar in Sociology	3		
<b>Choose 5 of the following courses (15 hrs):</b>			
*SOCI 3308 Psychosocial Asp Of Aging	3		
*SOCI 3309 Human Sexuality	3		
*SOCI 3311 Social Psychology	3		
SOCI 3318 Sociology of Religion	3		
SOCI 3319 Sociology of Paranormal Belief	3		
*SOCI 3340 Mass Media	3		
SOCI 3350 Criminology	3		
SOCI 4230 Soc of Health and Medicine	3		
SOCI 4350 Family Violence	3		
SOCI 4411 Race/Minority	3		
SOCI 4417 Gender and Society	3		
SOCI 4445 Deviant Social Behavior	3		
SOCI 4460 Environmental Sociology	3		
SOCI 4465 Soc & Natural Resources	3		
SOCI 449A Special Topics	3		
SOCI 4492 Sociology Internship	3		
SOCI 4498 Research	3		
Minor, Cert or Free Elect (15-18 hrs)	Hrs	Term	Grade
Free Electives (15-18 hrs)	Hrs	Term	Grade
Free Elective			
Free Elective			
Free Elective			
Free Elective			
Free Elective			

**Minor, Certificate, and Elective Hours**  
 Minor, certificate, and/or electives must include a minimum total of 12 semester hours of 3000 level or above coursework.

**ADDITIONAL REQUIREMENTS**  
 Minimum grades of "C" required in Area F and all major and minor courses.  
 Only 3 hours of tutorial courses (internships, special topics, senior research) can be used towards major requirements.  
 \*Equivalent Psychology classes may be substituted for these major Sociology courses.

**UNIVERSITY POLICIES AND PRACTICES**  
 Minimum grade of "C" required in Area A, Area F and all major courses.  
 A minimum of 120 semester hours must be completed for graduation.  
 39 semester hours must be upper division work at the 3000-4000 level.  
 If MATH 1120 is taken in Area A, the extra hour earned will count in Free Electives.  
 Hours from Area B plus hours from Area D must equal 15 hours. If more than 15 hours are earned, the extra hours will count in Free Electives.  
 Hours earned to fulfill PE requirements and UNIV 1000 cannot be used to meet the 120 hours needed for a degree.

Prior Degree/ Major:	_____
Earned at:	_____
Comments:	_____ _____
Completed by:	_____ Date: _____

**PROPOSED - B.S. in SOCIOLOGY**

NAME \_\_\_\_\_  
 ADVISOR \_\_\_\_\_

gswID# \_\_\_\_\_

Effective Catalog Year: 2024-2025

**AREAS A-F: 60 HOURS**

**MAJOR/ELECTIVE REQUIREMENTS: 60 HOURS**

Area A (9 hrs) (Min Grade of C Required)	Hrs	Term	Grade	Major Core (27 hrs)	Hrs	Term	Grade
ENGL 1101 Composition I	3			*SOCI 3331 Sociological Statistics	3		
ENGL 1102 Composition II	3			SOCI 4420 Develop of Sociological	3		
MATH 1001,1101, 1111, 1113 or 1120	3			SOCI 4440 Methods of Social Reses	3		
<b>Area B (4-5 hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>	SOCI 4450 Seminar in Sociology	3		
<b>Select 4-5 hours from list below:</b>				<b>Choose 5 of the following courses (15 hrs):</b>			
CIS 1000(3), COMM 1110 (3), ENGL 2200(3), Foreign				*SOCI 3308 Psych Asp of Aging	3		
Lang(2000 level)(3), HIST 2800(3), INTL 2000 (1-3),				*SOCI 3309 Human Sexuality	3		
LIBR 1101(2),POLS 2401(3), SOCI 1200(3), SOSC 1101(3),				SOCI 3293 Sociology of the Family	3		
THEA 1110(3), WGSS 2001(3)				*SOCI 3311 Social Psychology	3		
<b>Area C (6 hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>	SOCI 3319 Soc of Paranormal Belief	3		
ENGL 2111, 2112, 2121, 2122, 2131, or 2132	3			SOCI 3318 Sociology of Religion	3		
ARTC 1100, MUSC 1100 or THEA 1100	3			*SOCI 3340 Mass Media	3		
<b>Area D (10 hrs min)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>	SOCI 3350 Criminology	3		
Lab Science-List A				SOCI 4230 Soc of Health & Medicin	3		
Lab (if CHEM or BIOL)				SOCI 4350 Family Violence	3		
NonLab/Lab Science-List A or B				SOCI 4411 Race/Minority	3		
Optional Lab (if CHEM or BIOL)				SOCI 4417 Gender and Society	3		
Course from List A, B, or C				SOCI 4445 Deviant Social Behavior	3		
<b>Area E (12 hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>	SOCI 4460 Environmental Sociology	3		
POLS 1101 American Government	3			SOCI 4465 Soc & Natural Resource	3		
HIST 1111 or 1112 Wrld Civ I or II	3			SOCI 449A Special Topics	3		
HIST 2111 or 2112 US Hist I or II	3			SOCI 4492 Sociology Internship	3		
<b>Select one:</b>	3			SOCI 4498 Research	3		
PSYC 1101, ECON 2105,				<b>Minor, Cert or Free Elect (15-18)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>
HIST 1111 OR 1112							
<b>Area F (18 hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>				
SOCI 1101 Introductory Sociology	3						
SOCI 1160 Social Problems	3			<b>Free Electives (15-18 hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>
SOCI 2101 Professional Development in the Social Sciences	3			Free Elective			
<b>Select 9 lower level elective hours from:</b>				Free Elective			
	3			Free Elective			
	3			Free Elective			
	3			Free Elective			
ART, BIOL, CHEM, CHIN, COMM, CRJU, CSCI, ECON,							
ENGL, ENVS, FREN, GEOL, HIST, MATH, MUSC,				<b>Minor, Certificate, and Elective Hours</b>			
PHYS, POLS, PSYC, SOSC, SPAN, THEA, WGSS				Minor, certificate, and/or electives must include a minimum total of 12 semester hours of 3000 level or above coursework.			
<b>Physical Education (4 hrs)</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>	<b>ADDITIONAL REQUIREMENTS</b>			
PEDS 1010 Lifetime Fitness	1			Minimum grades of "C" required in Area F and all major and minor courses.			
PEDS 2000 CPR/First Aid	2			Only 3 hours of tutorial courses (internships, special topics, senior research) can be used towards major requirements.			
PEDS _____ (Activity)	1			*Equivalent Psychology classes may be substituted for these major Sociology courses.			
<b>Additional Requirements</b>				<b>UNIVERSITY POLICIES AND PRACTICES</b>			
_____ GA HISTORY				Minimum grade of "C" required in Area A, Area F and all major courses.			
_____ GA CONSTITUTION				A <u>minimum</u> of 120 semester hours must be completed for graduation.			
_____ UNIV 1000				39 semester hours must be upper division work at the 3000-4000 level.			
				If MATH 1120 is taken in Area A, the extra hour earned will count in Free Electives.			
				Hours from Area B plus hours from Area D must equal 15 hours. If more than 15 hours are earned, the extra hours will count in Free Electives.			
				Hours earned to fulfill PE requirements and UNIV 1000 cannot be used to meet the 120 hours needed for a degree.			
<b>Courses Not Listed Above:</b>	<b>Hrs</b>	<b>Term</b>	<b>Grade</b>	Prior Degree/ Major: _____			
				Earned at: _____			
				Comments: _____			
				Completed by: _____ Date: _____			

**Recommendation from Faculty Affairs regarding Changes to Tenure/Pre-Tenure Review Language:**

**Original Faculty Handbook Language, p. 35:**

All dossiers for pre-tenure review, promotion, tenure, and post-tenure review will be based on scores from their five prior Annual evaluations (three in the case of Pre-Tenure Review) on each of the five areas (Teaching, Service, Scholarship, Student Success Activities, and Faculty Development Activities).

**Suggested Revision, with changes highlighted:**

All dossiers for pre-tenure review, promotion, tenure, and post-tenure review will be based on scores from **up to** five prior Annual evaluations **at GSW** (**two** in the case of Pre-Tenure Review) on each of the five areas (Teaching, Service, Scholarship, Student Success Activities, and Faculty Development Activities).

## Recommendation from Faculty Affairs Regarding Absences and Sick Leave

### Proposed Handbook Changes (Alterations in RED)

#### Pg. 28: Faculty Absences

Faculty members are expected to meet every class as scheduled by the department chair or academic dean and to participate in academic advising of students. **Alterations to this schedule, which may include alternate class times and/or delivery modes under reasonable and limited circumstances, should be approved by the department chair or academic deans if they are not to be recorded as absences.** Any faculty member who must miss a scheduled class should have that absence approved in advance by his/her department chair or academic dean whenever possible. Faculty members should avoid being absent from class for personal reasons.

Absences from class should be recorded through OneUSG Connect. Faculty should also follow departmental policy regarding other parties (e.g., department chair) to whom absences should be reported. See sick leave policy on Section IV.

#### Pg. 52: Interpretations of Sick Leave Policy for Full Time Faculty

The following provisions for the reporting of sick leave shall apply to all full time faculty, employed by institutions of the University System of Georgia, who serve primarily in assignments defined by faculty roles in instruction, research and scholarly activity, and service.

- (1) Faculty are responsible for informing their Chair of any illness that prohibits them from meeting their assigned responsibilities in instruction, research, and service.
- (2) In reporting sick leave, academic year faculty will report leave based on the number of whole hours sick as defined by the BOR Policy 802.08, with a full day being eight (8) hours, a half day being four (4) hours, and less than a half day based on whole hours missed, with a full week being the equivalent of a forty-hour workweek.
- (3) Nothing in this policy shall be interpreted to indicate that faculty work on a standardized schedule.
- (4) A faculty member who, by agreement with the department chair or academic dean, continues to perform their teaching and advising duties during a time of stay-at-home illness (as, for example, by moving instruction and advising online) shall not be required to report sick leave.**





Division of Academic Affairs  
800 GSW State University Drive  
Americus, GA 31709  
229-928-1361

## Proposal For A New Program

### Disclaimer

The Formal Proposal must be approved at all applicable levels of faculty governance before being submitted to the University System of Georgia.

Degree / Program Name:	* <input type="text" value="Post MSN FNP Certificate"/>
Faculty Member Submitting Proposal:	* <input type="text" value="Ramona Mulleins-Foreman"/>
Department Chair/Unit Head email address for approval:	* <input type="text" value="Nursing Graduate - Paula Bryant"/>
Undergraduate or Graduate Program?:	* <input type="text" value="Graduate Course"/>
Semester to be Effective:	* <input type="text" value="Fall"/>
Year to be Effective:	* <input type="text" value="2024"/>

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:	<input type="text"/>
Adopting current best practice(s) in field:	<input type="text"/>
Meeting mandates of State/Federal/Outside Accrediting Agencies:	<input type="text"/>
Other:	<input type="text" value="Meet workforce needs in Southwest Georgia area. Does not require any new courses or faculty at this point"/>
Supporting Data:	<input type="button" value="Attach File"/>

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:	<input type="text" value="Requests from outside providers wanting to get a post Master's certificate in FNP"/>
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)	<input type="text"/>
Source(s) of Data:	<input type="button" value="Attach File"/>

### Assessment Plan

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.	<input type="text" value="Will use student course evaluations and post graduate surveys."/>
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)	<input type="text"/>
Other:	<input type="text" value="The students would be required to only take the courses specific for the Family Nurse Practitioner program"/>
Attach a copy of the proposed curriculum sheet:	<a href="#">Post Masters FNP Proposal.pdf</a>

All personal data and special categories of sensitive personal data collected or processed by Georgia Southwestern State University must comply with the University System of Georgia's (USG) Cybersecurity Plan, as authorized by the Board of Regents Policy Manual Section 10.4 Cybersecurity: [www.usg.edu/policies](http://www.usg.edu/policies). Anyone suspecting their sensitive personal data has been exposed to unauthorized access, report your suspicion to [techsupp@gsu.edu](mailto:techsupp@gsu.edu). Otherwise, questions concerning general data privacy can be sent to [dataprivacy@gsu.edu](mailto:dataprivacy@gsu.edu). Signature (below) and submission of this form provides consent to and acknowledgement of the USG Data Privacy and Legal Notice and relative policies.

Accept \*

...3639373339

*Ramona Mulleins-Foreman*

10/12/2023, 9:56 AM

Faculty Member Signature:

Date:

...3230373139

*Paula Bryant*

10/12/2023, 1:39 PM

Unit Head Signature:

Date:

...3732383738

*Bryan Davis*

10/12/2023, 1:42 PM

GSW SACSCOC Liaison Signature:

Date:

Committee on Academic Affairs  
Signature:

Date:

(click to sign)

Committee on Graduate Affairs  
Signature:

Date:

Secretary of Faculty Senate Signature:

Date:

Dean of the Faculty Signature:

Date:

Save Progress

Submit Form

## Post Masters Certification Family Nurse Practitioner Track

NAME \_\_\_\_\_  
ADVISOR \_\_\_\_\_

gswID# \_\_\_\_\_

Effective Catalog Year: 2022-2023

### 32 Hours Minimum

Required Specialty Courses (26 hrs)	Hrs	Term	Grade
NURS 6127 Scientific Underpinnings of the APRN Role	3		
NURS 6129 Hlth Care Delivery Models, Econ & Policy	2		
NURS 6226 Diagnostic & Clinical Reasoning for APNs	2		
NURS 6422 Prim Care of Adlts Across the Lifespan1	6		
NURS 6423 Prim Care of Adlts Across the Lifespan2	6		
NURS 6424 Primary Care of Ob & Ped Population	7		

Nurse Practitioner Practicum (6 hrs)	Hrs	Term	Grade
NURS 6425 Nurse Practitioner Practicum	6		

**Total Program Hours: 32**

Additional Requirements:	
Date of Admission:	
Professional Core Complete:	
Additional Information:	
Date Program Began:	
Readmit Date (if applicable):	
Prior Degree/Major:	
Earned at:	

UNIVERSITY POLICIES FOR GRADUATE STUDIES
A 3.0 cumulative GPA must be maintained.
To progress in the graduate nursing program, a Grade of A or B must be earned in all courses.
No course with a grade of C will be used to complete program requirements.
All degree requirements must be completed within 5 years from the date of initial enrollment in graduate course work.
Graduate students who fail to maintain academic standards will be placed under academic review at the end of the semester in which their status falls below the required standards.

Georgia Southwestern State University  
 Post-Master's FNP certificate

<b>Semester One (Fall Year 1)</b>	<b>Semester Two (Spring)</b>
NURS 6226 Diagnostic & Clinical Reasoning for Advance Practice Nurses (2-0-2)	NURS 6422 Primary Care of Adults Across the Lifespan 1 (3-9-6) Clinical requirement 135 hours
NURS 6129 Health Care Delivery Models, Economics and Policy** (2-0-2)	NURS 6127 Scientific Underpinnings (3-0-3)
<b>Total Semester credits</b>	<b>Total Semester credits</b>
<b>4</b>	<b>9</b>
<b>Semester Three (Summer)</b>	<b>Semester Four (Fall Year 2)</b>
NURS 6423 Primary Care of Adults Across the Lifespan II (3-9-6) Clinical requirement 135 hours	NURS 6424 Primary Care of OB & Pediatrics (3-12-7) Clinical requirement 180 hours (150 pediatrics 30 Virtual OB)
<b>Total Semester credits</b>	<b>Total Semester credits</b>
<b>6</b>	<b>7</b>
<b>Semester Five (Spring Year 2)</b>	
NURS 6425 Nurse Practitioner Practicum (0-18-6) Clinical Requirement 270 hours	
<b>Total Semester credits</b>	
<b>6</b>	

\*\* if not taken an equivalent class.

## Post MSN FNP Certificate

Candidates for the Master of Science in Nursing degree must meet the following standards.

Admission requirements:

- I. Hold a graduate MSN APRN degree from an accredited program.
- II. A graduate GPA of 3.0 on a 4.0 scale. Applicants with a graduate GPA of 2.75-2.99 on a 4.0 scale in the graduate nursing courses may be conditionally accepted.
- III. Three completed recommendation forms from professional associates
- IV. Current professional resume
- V. Current active, encumbered RN license and APRN license

Post -Master's Certificate Nurse Practitioner applicants who did not complete Advanced Pathophysiology, Advanced Pharmacology, and/or Advanced Physical Assessment during their previous graduate studies or prior to admission will be required to take these courses. A gap analysis for courses taken greater than 5 years ago will be conducted to determine what/if any additional courses are required for the respective program and will be completed by the Program Director upon admission.



Division of Academic Affairs  
800 GSW State University Drive  
Americus, GA 31709  
229-928-1361

## Proposal For Course Deactivation

Course Deactivation Information		
Department Initiating Proposal:	* COBAC	
Semester to be Effective:	* Spring	
Year to be Effective:	* 2024	
Faculty Member Submitting Proposal:	* James Aller	
Department Chair/Unit Head email address for approval:	* Business - Gaynor Cheokas	
Undergraduate or Graduate Program?:	* Graduate Course	
List item(s) to be deactivated:		
Course(s)	ProgramTrack(s)	Program(s)
<input type="text"/>	<input type="text"/>	Executive MBA

Justification	
Select one or more of the following to indicate why the proposed deactivation will be beneficial, giving your justification. Include and/or append relevant supporting data.	
Improving student learning outcomes:	<input type="text"/>
Adopting current best practice(s) in field:	<input type="text"/>
Meeting mandates of State/Federal/Outside Accrediting Agencies:	<input type="text"/>
Other:	Deactivating the Executive MBA program is due to a lack of interest driven by a combination of educational, financial and strategic considerations. This decision to deactivate is made with the long term sustainability and reputation of GSW in mind. COBAC recognizes that it is important to communicate transparently with all affected stakeholders, including students and staff to ensure a
Supporting Data:	<input type="button" value="Attach File"/>

Source of Data to Support Suggested Change	
Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:	Low enrollment interest
Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)	<input type="text"/>
Source(s) of Data:	<input type="button" value="Attach File"/>

\* ...3339393533  
James Aller  
Faculty Member Signature:

GSW SACSCOC Liaison Signature:	
* ...3736343834 <u>Gaynor Cheokas</u> Department Chair/Unit Head Signature:	10/30/2023, 1:00 PM Date:
* Committee on Academic Affairs Signature:	 Date:

\* (click to sign)

Committee on Graduate Affairs Chair:

\_\_\_\_\_

Date:

\*

Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_

Date:

\*

Dean of the Faculty Signature:

\_\_\_\_\_

Date:

Save Progress

Return for Revision

Submit Form



## Proposal For a Curriculum Change

### Curriculum Change Information

Select Area of Change: \* Graduate Curriculum

Faculty Member Submitting Proposal: \* Michelle Dykes

Department Chair/Unit Head email address for approval: \* Nursing Graduate - Paula Bryant

Undergraduate or Graduate Program?: \* Graduate Course

Proposed Effective Date for Curriculum Change: \* 08/01/2024 Degree & Program Name (e.g. BFA, Art): \* MSN Nursing Informatics

**Present Requirements:**  
\* MSN Core: NURS 6104; NURS 6105; NURS 6106; NURS 6107; NURS 6421  
Informatics Track:  
NURS 6720 Applied Statistics and Data Mining  
NURS 6730 Process Improvement for Health Care  
NURS 6740 Health Information and Exchange Standards & Models  
NURS 6750 Health Systems Project Management  
NURS 6760 Clinical Decision Support Systems  
NURS 6405 Practicum  
NURS 6999 Focused Project in Nursing

**Proposed Requirements:**  
\* MSN Core: NURS 6104; NURS 6105; NURS 6106; NURS 6107; NURS 6421 - NO CHANGES  
Informatics Track:  
NURS 6700 Principles of Clinical Informatics  
NURS 6710 Concepts of Clinical Informatics I  
NURS 6711 Concepts of Clinical Informatics II  
NURS 6731 Process Improvement & Quality in HealthCare  
NURS 6750 Health Systems Project Management  
NURS 6910 Practicum I  
NURS 6920 Practicum II

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:   
Based on the 2021 Essentials, all advanced level programs will need to include a minimum of 500 practice hours focused on attaining the Level 2 sub-competencies. The 500 practice hours includes both direct and indirect practice experiences. The 500 practice hours are the minimum number of hours a student will need to complete to demonstrate the advanced-level competencies delineated in the Essentials. This practice hour requirement applies to all students in any advanced-level program.

Other:   
New ANCC Certification in Nursing Informatics Test Plan was released. This supported the need for a revised curriculum.

Supporting Data: Essentials Revision Frequently Asked Questions.pdf

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)   
Nursing Informatics Certification Exam changes and new ANA Essentials Requirements for Clinical Hours

Source(s) of Data: ANCC Informatics Certification Test Plan.pdf

### Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:   
End of course surveys, Alumni surveys, Employer surveys

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):   
Student Portfolios, Written Assignments, Clinical evaluations

Other:



Attach a copy of the current curriculum sheet and the proposed curriculum sheet:

Informatics Curriculum Sheets.pdf

All personal data and special categories of sensitive personal data collected or processed by Georgia Southwestern State University must comply with the University System of Georgia's (USG) Cybersecurity Plan, as authorized by the Board of Regents Policy Manual Section 10.4 Cybersecurity: [www.usg.edu/policies](http://www.usg.edu/policies). Anyone suspecting their sensitive personal data has been exposed to unauthorized access, report your suspicion to [techsupp@gsw.edu](mailto:techsupp@gsw.edu). Otherwise, questions concerning general data privacy can be sent to [dataprivacy@gsw.edu](mailto:dataprivacy@gsw.edu). Signature (below) and submission of this form provides consent to and acknowledgement of the USG Data Privacy and Legal Notice and relative policies.

Accept \*

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*Michelle Dykes*  
Faculty Member:

10/13/2023

Date:

\_\_\_\_\_  
Department Chair/Unit Head  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Graduate Affairs Chair:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:

**Georgia Southwestern State University**  
**MSN INFORMATICS TRACK**  
**Full Time Schema - Current**

YEAR ONE		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6104	Theory for Graduate Nursing Practice (3-0-3)	NURS 6106 Advanced Pharmacology (3-0-3)
NURS 6107	Advanced Pathophysiology (3-0-3)	NURS 6740 Health Information Exchange Standards & Models (3-0-3)
NURS 6720	Applied Statistics & Data Mining (3-0-3)	NURS 6730 Process Improvement for Health Care (3-0-3)
<b>Total Semester Credits 9</b>		
<b>Total Semester Credits 9</b>		
YEAR TWO		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6105	Research for Evidence Based Practice (3-0-3)	NURS 6750 Health Systems Project Management (3-0-3)
NURS 6421	Advanced Health Assessment (2-3-3)	NURS 6407 Practicum (0-9-3)
NURS 6760	Clinical Decision Support Systems (3-0-3)	NURS 6999 Focused Project (0-0-3)
<b>Total Semester Credits 9</b>		
<b>Total Semester Credits 9</b>		

**Total Program Hours 36**

**Georgia Southwestern State University**  
**MSN INFORMATICS TRACK**  
**Full Time Schema - Revised**

YEAR ONE		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6104	Theory for Graduate Nursing Practice (3-0-3)	NURS 6106 Advanced Pharmacology (3-0-3)
NURS 6107	Advanced Pathophysiology (3-0-3)	NURS 6710 Concepts of Clinical Informatics I (3-0-3)
NURS 6700	Principles of Clinical Informatics (3-0-3)	NURS 6105 Research for Evidence Based Practice (3-0-3)
<b>Total Semester Credits 9</b>		
<b>Total Semester Credits 9</b>		
YEAR TWO		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6731	Process Improvement & Quality in Healthcare (3-0-3)	NURS 6711 Concepts of Clinical Informatics II (3-0-3)
NURS 6421	Advanced Health Assessment (2-3-3)	NURS 6750 Health Systems Project Management ( 3-0-3)
NURS 6910	Practicum I (0-15-5)	NURS 6920 Practicum II (0-18-6)
<b>Total Semester Credits 11</b>		
<b>Total Semester Credits 11</b>		<b>Total Semester Credits 12</b>

**Total Program Hours 41**

Test Content Outline  
 Effective Date: May 3, 2023

Informatics Nursing  
 Board Certification Examination

There are 150 questions on this examination. Of these, 125 are scored questions and 25 are pretest questions that are not scored. Pretest questions are included to determine how well these questions will perform before they are used on the scored portion of the examination. The pretest questions cannot be distinguished from those that will be scored, so it is important for a candidate to answer all questions. A candidate's score, however, is based solely on the 125 scored questions. Performance on pretest questions does not affect a candidate's score.

This Test Content Outline identifies the areas that are included on the examination. The percentage and number of questions in each of the major categories of the scored portion of the examination are also shown. *Note: The examples in parentheses are not all-inclusive and do not indicate importance.*

Category	Content Domain	Number of Questions	Percentage
I	Foundations of Practice	45	36%
II	System Design Lifecycle	44	35%
III	Data Management and Healthcare Technology	36	29%
<b>TOTAL</b>		<b>125</b>	<b>100%</b>

## **I Foundations of Practice**

### **A. Professional Practice**

Knowledge of:

1. Nursing informatics scope and standards of practice
2. General management fundamentals (e.g., leadership and management principles, strategic planning, mentoring, budgeting)
3. Policy promotion and public advocacy for health equity (e.g., promoting community-level health equity awareness, social determinants of health [SDOH], population [e.g., geographical] health and risk stratification)

Skills in:

4. Applying evidence-based practice of informatics solutions (e.g., literature reviews and evaluations, clinical practice guidelines, clinical protocols, emerging trends)
5. Self-development strategies for informatics nurses (e.g., performance goal setting, continuing education, competency development, evaluation methodologies, informatics professional organizations, promoting informatics)

### **B. Methodologies and Theories**

Knowledge of:

1. Foundations of nursing informatics (e.g., computer science, information science, nursing science)
2. Concepts or theories that support practice (e.g., Data Information Knowledge Wisdom [DIKW], organizational behavior, communication systems, safety cultures and processes, systems theory, information processing systems)

Skills in:

3. Applying common change management and process improvement techniques (e.g., Institute for Healthcare Improvement [IHI], Agile, total quality management [TQM], process excellence, systems thinking, high reliability organizations)

### **C. Rules, Regulations, and Requirements**

Knowledge of:

1. Regulatory, reimbursement, and accreditation requirements (e.g., clinical processes involving revenue cycles, The Joint Commission, Centers for Medicare & Medicaid Services [CMS], Health Information Technology for Economic and Clinical Health [HITECH] Act)
2. Legal issues (e.g., malpractice, scope of practice, proprietary data misuse, copyright permissions)
3. Security, privacy, and confidentiality regulations, laws, and principles (e.g., Health Insurance Portability and Accountability Act [HIPAA], security threat assessment and mitigation, Coronavirus Aid, Relief, and Economic Security [CARES] Act, 21st Century Cures Act)

Skills in:

4. Applying ethical practices related to data informatics solutions
5. Crafting and reviewing policies and procedures for relevance to professional practice regulations

#### **D. Interprofessional Collaboration**

Knowledge of:

1. Communication strategies and techniques (e.g., change communication, systems-based communication, communication timing) inside and outside of the organization

Skills in:

2. Selecting appropriate modes of communication for the situation (e.g., face-to-face, written, verbal, electronic, body language)
3. Applying team building principles and skills (e.g., promoting accountability, assigning roles, coordinating workgroups and interprofessional teams, managing and resolving conflict)

## **II System Design Lifecycle**

#### **A. Planning and Analysis**

Knowledge of:

1. System planning, including needs assessments (e.g., building user stories and defining requirements), system-wide impact analysis, gap analysis, feasibility studies, vendor analysis, process mapping (e.g., current versus future state comparisons)
2. Project management fundamentals

Skills in:

3. Analyzing interactions between clinical workflows and clinical systems (i.e., interaction of people, processes, and technology)
4. Utilizing various data/process diagramming techniques (e.g., decision trees, swimlane diagrams, flowcharts, database diagrams)

#### **B. Designing and Building**

Knowledge of:

1. Clinical content building techniques (e.g., dashboards, templates, flowcharts)

Skills in:

2. Providing report criteria for collection of data and information
3. Designing systems to support workflows (e.g., incorporating evidence-based care into clinical decision support [CDS] logic, using prototypes, developing workflow maps)

### C. Testing, Training, and Implementation

Knowledge of:

1. System implementation techniques and concerns (e.g., conversion, migration from legacy systems, upgrades, optimizations, backout plans)
2. Testing fundamentals (e.g., functional testing [unit, integration, regression], non-functional testing [user acceptance], test script development, creating and evaluating test scenarios)
3. Training fundamentals (e.g., training needs analysis, adult learning methodologies, training modalities, evaluation techniques)

Skills in:

4. Planning education and training (e.g., setting objectives, designing materials)

### D. Monitoring, Maintaining, Supporting, and Evaluating

Knowledge of:

1. Technical maintenance (e.g., hardware, backup procedures) and system maintenance (e.g., maintaining test, training, and production environments)
2. System documentation procedures and software version control systems

Skills in:

3. Evaluating user experience, adoption, and satisfaction (e.g., usability heuristics, ergonomics)
4. Supporting end-users and leadership (e.g., optimization, user manuals, help desk tickets, basic change governance processes and procedures)
5. Managing downtime for routine/scheduled upgrades, maintenance, and disaster and emergency (i.e., unplanned incidents/events) recovery
6. Monitoring system performance

## III Data Management and Healthcare Technology

### A. Data Standards

Knowledge of:

1. Metadata and semantic representation
2. Standardized nomenclatures (e.g., data element sets such as Nursing Minimum Data Set [NMDS], nurse-developed terminologies such as the Clinical Care Classification [CCC] system and Perioperative Nursing Data Set [PNDS], multidisciplinary terminologies such as Logical Observation Identifiers Names and Codes [LOINC] and Systematized Nomenclature of Medicine [SNOMED])
3. Concepts related to technical standards (e.g., Health Level Seven [HL7], Fast Healthcare Interoperability Resources [FHIR], Digital Imaging and Communications in Medicine [DICOM])

## B. Data Management

Knowledge of:

1. Database types, data integration, and data warehousing (e.g., Big Data)
2. Data archiving concepts and principles
3. Patient-generated data (e.g., patient portal, mobile health)

Skills in:

4. Data migration, data backloading, and monitoring data integrity

## C. Data Analysis, Application, and Transformation

Knowledge of:

1. Metastructures such as data, information, knowledge, and wisdom (including evidence-based practice)
2. Database querying, reporting (e.g., Structured Query Language [SQL]), and data manipulation

Skills in:

3. Applying analytics tools and techniques to support operational decision making, patient safety, quality, and risk-management-related activities (e.g., root cause analysis, failure mode effect analysis [FMEA])
4. Using data visualization/representation techniques (e.g., graphs, charts, images, reports, dashboards)

## D. Hardware, Software, and Peripherals

Knowledge of:

1. Hardware device strategy, including selection of device types that are appropriate to different clinical scenarios
2. Healthcare technology trends (e.g., mobile device strategies, wearable devices, telehealth, Internet of Things [IoT], home medical devices, predictive analytics, real-time locating system [RTLS], natural language processing [NLP])

Skills in:

3. Clinical device and equipment management (e.g., electronic beds, smart pumps, physiological monitoring devices, barcode scanners, automatic dispensing cabinets, biometrics, integration technology)
4. Using communication technologies (e.g., smart devices, networks, secure messaging/encryption, wireless connectivity, Radio Frequency Identification [RFID], mobile printers such as those supporting home care services)
5. Troubleshooting hardware- and software-related issues for patients and clinical end-users (e.g., single sign-on [SSO])
6. Evaluating and recommending hardware and software solutions, enhancements, and optimizations to support the nursing process
7. Applying technology to clinical simulation scenarios (e.g., workflows, education, professional development)



## Proposal For a Curriculum Change

### Curriculum Change Information

Select Area of Change: \*

Faculty Member Submitting Proposal: \*

Department Chair/Unit Head email address for approval: \*

Undergraduate or Graduate Program?: \*

Proposed Effective Date for Curriculum Change: \*  Degree & Program Name (e.g. BFA, Art): \*

**Present Requirements:**

- \* MSN Core: NURS 6104, NURS 6105, NURS 6106, NURS 6107, NURS 6421
- Education Track
- NURS 6110 Principles of Education in Nursing
- NURS 6220 Effective Teaching/Learning Strategies
- NURS 6330 Evaluation of Learning
- NURS 6440 Curriculum Development
- NURS 6119 Information Technology in Healthcare
- NURS 6407 Practicum
- NURS 6999 Focused Project

**Proposed Requirements:**

- \* MSN Core: NURS 6104, NURS 6105, NURS 6106, NURS 6107, NURS 6421
- Education Track
- NURS 6110 Principles of Education in Nursing
- NURS 6220 Effective Teaching/Learning Strategies
- NURS 6330 Evaluation of Learning
- NURS 6440 Curriculum Development
- NURS 6119 Information Technology in Healthcare
- NURS 6910 Practicum I
- NURS 6920 Practicum II

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:

Other:

Supporting Data:

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Source(s) of Data:

### Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Other:

All personal data and special categories of sensitive personal data collected or processed by Georgia Southwestern State University must comply with the University System of Georgia's (USG) Cybersecurity Plan, as authorized by the Board of Regents Policy Manual Section 10.4 Cybersecurity: [www.usg.edu/policies](http://www.usg.edu/policies). Anyone suspecting their sensitive personal data has been exposed to unauthorized access, report your suspicion to [techsupp@gsw.edu](mailto:techsupp@gsw.edu). Otherwise, questions concerning general data privacy can be sent to [dataprivacy@gsw.edu](mailto:dataprivacy@gsw.edu). Signature (below) and submission of this form provides consent to and acknowledgement of the USG Data Privacy and Legal Notice and relative policies.

Accept \*

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Michelle Dykes  
Faculty Member:

10/24/2023

Date:

\_\_\_\_\_  
Department Chair/Unit Head  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

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Date:

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Committee on Graduate Affairs Chair:

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Date:

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Secretary of the Faculty Senate  
Signature:

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Date:

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Dean of the Faculty Signature:

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Date:

**Georgia Southwestern State  
University MSN EDUCATION TRACK  
Full Time Schema - Current**

YEAR ONE		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6104	Theory for Graduate Nursing Practice (3-0-3)	NURS 6106 Advanced Pharmacology (3-0-3)
NURS 6107	Advanced Pathophysiology (3-0-3)	NURS 6119 Information Technology in Healthcare (3-0-3)
NURS 6110	Principles of Education in Nursing (3-0-3)	NURS 6220 Effective Teaching/Learning Strategies (3-0-3)
<b>Total Semester Credits 9</b>		
<b>Total Semester Credits 9</b>		
YEAR TWO		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6105	Research for Evidence Based Practice (3-0-3)	NURS 6330 Evaluation of Learning (3-0-3)
NURS 6421	Advanced Health Assessment (2-3-3)	NURS 6407 Practicum (0-9-3)
NURS 6440	Curriculum Development (3-0-3)	NURS 6999 Focused Project (0-0-3)
<b>Total Semester Credits 9</b>		
<b>Total Semester Credits 9</b>		

**Total Program Hours 36**

**Georgia Southwestern State  
University MSN EDUCATION TRACK  
Full Time Schema - Revised**

YEAR ONE		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6104	Theory for Graduate Nursing Practice (3-0-3)	NURS 6106 Advanced Pharmacology (3-0-3)
NURS 6107	Advanced Pathophysiology (3-0-3)	NURS 6105 Research for Evidence Based Practice (3-0-3)
NURS 6110	Principles of Education in Nursing (3-0-3)	NURS 6220 Effective Teaching/Learning Strategies (3-0-3)
<b>Total Semester Credits 9</b>		
<b>Total Semester Credits 9</b>		
YEAR TWO		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6330	Evaluation of Learning (3-0-3)	NURS 6119 Information Technology in Healthcare (3-0-3)
NURS 6421	Advanced Health Assessment (2-3-3)	NURS 6440 Curriculum Development ( 3-0-3)
NURS 6910	Practicum I (0-15-5)	NURS 6920 Practicum II (0-18-6)
<b>Total Semester Credits 11</b>		
<b>Total Semester Credits 11</b>		<b>Total Semester Credits 12</b>

**Total Program Hours 41**



## Proposal For a Curriculum Change

### Curriculum Change Information

Select Area of Change: \*

Faculty Member Submitting Proposal: \*

Department Chair/Unit Head email address for approval: \*

Undergraduate or Graduate Program?: \*

Proposed Effective Date for Curriculum Change: \*  Degree & Program Name (e.g. BFA, Art): \*

#### Present Requirements:

\* MSN Core: NURS 6104, NURS 6105, NURS 6106, NURS 6107, NURS 6421

Leadership track:  
 NURS 6110 Principles of Leadership & Management Within Health Care Organizations  
 NURS 6230 Health Care Delivery Systems  
 NURS 6210 Management of Human Resources in Health Care  
 NURS 6240 Health Care Finance  
 NURS 6119 Information Technology in Healthcare  
 NURS 6407 Practicum  
 NURS 6999 Focused Project

#### Proposed Requirements:

\* MSN Core: NURS 6104, NURS 6105, NURS 6106, NURS 6107, NURS 6421

Leadership track:  
 NURS 6110 Principles of Leadership & Management Within Health Care Organizations  
 NURS 6230 Health Care Delivery Systems  
 NURS 6210 Management of Human Resources in Health Care  
 NURS 6240 Health Care Finance  
 NURS 6119 Information Technology in Healthcare  
 NURS 6910 Practicum I  
 NURS 6920 Practicum II

### Justification

Select one or more of the following to indicate why the proposed course will be beneficial, giving your justification. Include and/or append relevant supporting data.

Improving student learning outcomes:

Adopting current best practice(s) in field:

Meeting mandates of State/Federal/Outside Accrediting Agencies:   
 practice hours focused on attaining the Level 2 sub-competencies. The 500 practice hours include both direct and indirect practice experiences. The 500 practice hours are the minimum number of hours a student will need to complete to demonstrate the advanced-level competencies delineated in the Essentials. This practice hour requirement applies to all students in any advanced-level program.

Other:

Supporting Data:

### Source of Data to Support Suggested Change

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.)

Source(s) of Data:

### Plans for assessing the effectiveness of the course in meeting the program's learning outcomes

(i.e., how does this course fit within the current program assessment plan and what sorts of data will be collected and evaluated to determine if the course is meeting stated program or course outcomes?)

Indirect measures: Student opinionnaires; student, employers, or alumni surveys, etc.:

End of course surveys, Alumni surveys, Employer surveys

Direct Measures: Materials collected and evaluated for program assessments purposes: (tests, portfolios, assignments, etc.):

Student Portfolios, Written Assignments, Clinical evaluations

Other:

Empty text box with scroll arrows on the right side.

Attach a copy of the current curriculum sheet and the proposed curriculum sheet:

\*Leadership Curriculum Sheets.pdf

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Accept \*

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Michelle Dykes  
Faculty Member:

10/24/2023

Date:

\_\_\_\_\_  
Department Chair/Unit Head  
Signature:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Committee on Academic Affairs  
Signature:

\_\_\_\_\_  
Date:

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Committee on Graduate Affairs Chair:

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Secretary of the Faculty Senate  
Signature:

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Date:

\_\_\_\_\_  
Dean of the Faculty Signature:

\_\_\_\_\_  
Date:

**Georgia Southwestern State  
University MSN LEADERSHIP TRACK  
Full Time Schema - Current**

YEAR ONE		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6104	Theory for Graduate Nursing Practice (3-0-3)	NURS 6106 Advanced Pharmacology (3-0-3)
NURS 6107	Advanced Pathophysiology (3-0-3)	NURS 6119 Information Technology in Healthcare (3-0-3)
NURS 6100	Principles of Leadership & Management Within Health Care organizations (3-0-3)	NURS 6230 Health Care Delivery Systems (3-0-3)
<b>Total Semester Credits 9</b>		<b>Total Semester Credits 9</b>
YEAR TWO		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6105	Research for Evidence Based Practice (3-0-3)	NURS 6240 Health Care Finance (3-0-3)
NURS 6421	Advanced Health Assessment (2-3-3)	NURS 6407 Practicum (0-9-3)
NURS 6210	Management of Human Resources in Health Care (3-0-3)	NURS 6999 Focused Project (0-0-3)
<b>Total Semester Credits 9</b>		<b>Total Semester Credits 9</b>
<b>Total Program Hours 36</b>		

**Georgia Southwestern State  
University MSN LEADERSHIP TRACK  
Full Time Schema - Revised**

YEAR ONE		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6104	Theory for Graduate Nursing Practice (3-0-3)	NURS 6106 Advanced Pharmacology (3-0-3)
NURS 6107	Advanced Pathophysiology (3-0-3)	NURS 6230 Health Care Delivery Systems (3-0-3)
NURS 6110	Principles of Leadership & Management Within Health Care Organizations (3-0-3)	NURS 6105 Research for Evidence Based Practice (3-0-3)
<b>Total Semester Credits 9</b>		<b>Total Semester Credits 9</b>
YEAR TWO		
<b>Fall Semester</b>		<b>Spring Semester</b>
NURS 6210	Management of Human Resources in Health Care (3-0-3)	NURS 6119 Information Technology in Healthcare (3-0-3)
NURS 6421	Advanced Health Assessment (2-3-3)	NURS 6240 Health Care Finance ( 3-0-3)
NURS 6910	Practicum I (0-15-5)	NURS 6920 Practicum II (0-18-6)
<b>Total Semester Credits 11</b>		<b>Total Semester Credits 12</b>

**Total Program Hours 41**





GEORGIA SOUTHWESTERN STATE UNIVERSITY

APPLICATION FOR GRADUATE FACULTY MEMBERSHIP

Name: Soumendra Nath Banerjee

Department: Management

Campus phone: 229-931-2883 Campus email: soumendra.banerjee@gsw.edu

Highest degree held: Ph.D.

Is this a terminal degree in your teaching discipline? Yes X No

If not, please indicate other justification for graduate faculty membership. See faculty handbook, Section II, B, 1.

How have you demonstrated exemplary competence in teaching and mentoring of students?

I've been in academia since Fall 2011 on full-time basis. I've experience in teaching various courses

How have you demonstrated exemplary competence in scholarship and professional activities? See faculty handbook, Section II, B, 3.

I've 15 peer-reviewed journal publications, peer-reviewer experience, on average two presentations

Attach a current CV.

Based upon the evidence presented, we recommend this candidate for Graduate Faculty Membership.

Dean [Signature] Date 8-24-23

Provost [Signature] Date 12/6/23

Nominated by Graduate Council on 9/19/23. [Signature] Chair, Graduate Council

Elected by General Faculty on \_\_\_\_\_.

**Soumendra Nath Banerjee**  
[soumendra.banerjee@gsw.edu](mailto:soumendra.banerjee@gsw.edu)

**University Contact Information**  
College of Business & Computing  
Americus, GA 31709  
Phone: (229)931-2883

**Home Contact Information**  
108 Frieda Lane, Apt. A  
Americus, GA 31709  
Mobile: (508)762-8188

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## Academic Credentials

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### Education

<b>Ph.D.</b>	Economics	Clark University, MA	October 2011
<b>Dissertation</b> — <i>Environmental Regulation and Economic Performance in the U.S.: Industries, Firms, and Plants</i>			
<b>M.A.</b>	Economics	Clark University, MA	December 2008
<b>M.A.</b>	Economics	Jawaharlal Nehru University	July 2005
<b>B.Sc.</b>	Economics	University of Calcutta	July 2003

### Staff Privileges

<b>Economist Consultant</b> , Center for Community Research and Consulting, Bloomsburg University of Pennsylvania	January 2012 – May 2014
<b>Research Assistant</b> , Department of Economics, Clark University, MA	Fall 2009 – Spring 2011
<b>Academic Probation Adviser</b> , Clark University, MA	Fall 2009 – Spring 2011
<b>Surveyor &amp; Data Enterer</b> , Foundation for Agrarian Studies, India	Winter 2005
<b>Intern</b> , National Institute of Public Finance and Policy (NIPFP), India	Summer 2004

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## Teaching

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### Experience

<b>Associate Professor</b> , College of Business & Computing, Georgia Southwestern State University	August 2023 – Present
<b>Associate Professor</b> , Business Department, Misericordia University	August 2020 – July 2023
<b>Assistant Professor</b> , Business Department, Misericordia University	August 2015 – August 2020
<b>Assistant professor</b> , Division of Social Sciences and Business, University of Science and Arts of Oklahoma	June 2014 – April 2015
<b>Visiting Instructor</b> , Department of Economics, Bloomsburg University of Pennsylvania	August 2011 – May 2014
<b>Teaching Assistant</b> , Department of Economics, Clark University	Fall 2007 – Spring 2009

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## Scholarship

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### Peer-Reviewed Publications

- Al-Shammari, M.A., Brown, L., Banerjee, S. N., and Harris, C., (2023). Who Needs the Government? An Analysis of Managerial Ability and Corporate Political Activity. *Group*



## SBANERJEE: CURRICULUM VITA

& *Organization Management* (Accepted).

- Al-Shammari, M.A., Banerjee, S. N., Al-Shammari, H., and Doty, H., (2023). The Interplay of CEO Ability and Governance Robustness on the Performance Effects of Corporate Social Responsibility. *Management Decision*, Vol. ahead-of-print No. ahead-of-print.
- Al-Shammari, M.A., Banerjee, S. N., Caldas, M., and Swimberghe, K., (2023). The differential impact of CEO tenure on the firm's external and internal CSR: The moderating effects of firm's visibility and slack. *Business Ethics, Environment and Responsibility*, Vol. ahead-of-print No. ahead-of-print.
- Al-Shammari, M.A., Banerjee, S., Shah, T., Doty, H. and Al-Shammari, H., (2023). The value of expertise: how chief executive officer and board corporate social responsibility expertise enhance the financial effects of firms' corporate social responsibility initiatives. *Society and Business Review*, 18(1): 1-27.
- Al-Shammari, M.A., Al-Shammari, H., Banerjee, S.N., and Doty, D. H., (2022). The Effect of Chief Executive Officer and Board Prior Corporate Social Responsibility Experiences on Their Focal Firm's Corporate Social Responsibility: The Moderating Effect of Chief Executive Officer Overconfidence. *Frontiers in Psychology*, Vol. 13.
- Al-Shammari, M.A., Al-Shammari, H. and Banerjee, S.N., (2022). CSR discrepancies, firm visibility and performance: a mediated moderation analysis. *Management Decision*.
- Al-Shammari, M., Rasheed, A. & Banerjee, S., (2022). Are All Narcissistic CEOs Socially Responsible? An Empirical Investigation of an Inverted U-Shaped Relationship between CEO Narcissism and Corporate Social Responsibility. *Group & Organization Management*, 10596011211040665.
- Banerjee, S., Roy, J. & Yasar, M., (2021). Exporting and Pollution Abatement Expenditure: Evidence from Firm-Level Data. *The Journal of Environmental Economics and Management*, 105: 102403.
- Al-Shammari, M., Banerjee, S. & Rasheed, A., (2021). Corporate Social Responsibility & Firm Performance: A Theory of Dual Responsibility. *Management Decision*.
- Banerjee, S. & Chatterjee, B., (2020). Cities versus Suburbs: The Post 2000 Dynamics of Population and Employment in U.S. Metro Areas. *Applied Econometrics and International Development*, 20(1): 63-85.
- Banerjee, S., (2016). Economic and Environmental Performances in the U.S. Manufacturing Industries between 1988 and 2005. *Pennsylvania Economic Review*, 23(2): 62-75
- Banerjee, S., (2016). The impact of EPA regulations on the U.S. manufacturing industries. *Southwestern Economic Review*, 43(1): 151-163
- Banerjee, S. & Chatterjee, B., (2015). Characterizing India's exports to the U.S.: The post liberalization dynamics. *Global Economic Observer*, 3(1): 10-20
- Banerjee, S. & Chatterjee, B., (2014). Changes in India's import basket: An exploratory analysis of the U.S. export data. *Journal of Global Economy*, 10(4): 247-264
- Banerjee, S., (2013). Plant-level environmental performance and owner firm characteristics. *International Journal of Business and Applied Sciences*, 2(1): 20-48

### Under Review

- Firm Performance Feedback and Organizational Impression Management: The Moderating Role of CEO Overconfidence. (*Journal of Management & Organization*)
- Sameness and/or Otherness: What Matters More for Narcissist CEOs in the Context of



Non-Market Strategy? (*Journal of Business Ethics*)

- Do female CEOs promote behavioral consistency in firm's nonmarket strategy: The moderating effect of board gender diversity (*Group & Organization Management*)

### **Works-in-Progress**

- Corporate Diversification Estimation in Stata Using Jacquemin-Berry Entropy Measure
- Impact on Green Innovation of Exporting
- The Relationship between CEO Ability and Lobbying in Case of the US Firms
- Does Corporate Sentiment Impact Firm Visibility?
- Perceived Political Risk and Corporate Strategic Risk Taking
- Impact of Corporate Financial Performance on Corporate Sentiment
- CEO Compensation Structure and CSR Practice: The Role of CEO Turnover
- Role of Firm age and Financial Slack in the Strategic Change-CEO Ability Relationship
- Are Abled CEOs More Consistent with CSR?
- Does an Abled CEO Encourage Corporate Strategic Change?
- What Influence Does Strategic Change have on CSR Conformity and Differentiation?
- More Abled CEOs and Following Industry CSR Convention

### **Peer-Reviewer**

Energy Economics, Journal of Innovation & Knowledge, Technological Forecasting & Social Change, Business & Society, International Economic Journal, Financial Innovation, Applied Economics, Business Research Quarterly, Management Decision, Cogent Economics and Finance, Cogent Business and Management, Journal of Managerial Psychology, Land, Sustainability, Energies, Journal of Risk and Financial Management, Pennsylvania Economic Review, European Journal of Management Issues.

### **Awards**

Dean's Club Research Prize 2022, Walker College of Business, Appalachian State University for the best research paper.

### **Peer-Reviewed Presentations**

Presented paper – The Impact of Managerial Ability on Firm Optimal Distinctiveness: The Moderating Effect of CEO Tenure

- Western Economic Association International (WEAI), 98<sup>th</sup> International Conference, virtual, July 2023

Presented paper – The Impact of Managerial Ability on Firm Optimal Distinctiveness: The Moderating Effect of CEO Tenure

- Pennsylvania Economic Association (PEA), 37<sup>th</sup> Annual Conference, Washington, PA, June 2023

Presented paper – The Strategic Change-Managerial Ability Relationship and the Moderating Effects of Firm Age and Slack

- Pennsylvania Economic Association (PEA), 36<sup>th</sup> Annual Conference, Erie, PA, June 2022

Presented paper – CEO Pay and Strategic Distinctiveness of Firm's Policies: How CEO Pay Structure affect the Firm's CSR Scope Conformity and CSR Emphases Differentiation?

- Western Economic Association International (WEAI), 96<sup>th</sup> International Conference, virtual, March 2021

Presented paper – CEO Tenure, External and Internal CSRs: The Moderating Effects of Firm's Visibility and Slack



## *SBANERJEE: CURRICULUM VITA*

- Western Economic Association International (WEAI), 95<sup>th</sup> Annual Conference, virtual, June 2020
- Presented paper – Trends in Housing Affordability in U.S. Metropolitan Areas: 1980 to 2015
  - Western Economic Association International (WEAI), 94<sup>th</sup> Annual Conference, San Francisco, CA, June 2019
- Presented paper – Does CSR Hurt or Help a Typical U.S. Manufacturing Firm?
  - The Institute for Business and Finance Research (IBFR), 26<sup>th</sup> Global Conference, Las Vegas, NV, January 2019
- Presented paper – Exporting and Pollution Abatement Expenditure: Evidence from Firm-Level Data
  - International Atlantic Economic Society (IAES), 86<sup>th</sup> Annual Conference, New York, NY, October 2018
- Presented paper – Exporting and Pollution Abatement Expenditure: Evidence from Firm-Level Data
  - Pennsylvania Economic Association (PEA), Altoona, PA, June 2018
- Presented paper – Corporate Sustainable and Financial Performances and Job-Outsourcing
  - Western Economic Association International (WEAI), 92<sup>nd</sup> Annual Conference, San Diego, CA, June 2017
- Presented paper – Vanilla cities chocolate suburbs?: Analyzing the post 2000 trend in suburbanization
  - Pennsylvania Economic Association (PEA), Reading, PA, June 2017
- Presented paper – Vanilla cities chocolate suburbs?: Analyzing the post 2000 trend in suburbanization
  - Western Economic Association International (WEAI), 91<sup>st</sup> Annual Conference, Portland, OR, July 2016
- Presented paper – Do explained and unexplained conform in measuring multi-dimensional performances in the U.S. manufacturing?
  - Pennsylvania Economic Association (PEA), Slippery Rock, PA, June 2016
- Presented paper – Economic and Environmental Performances in the U.S. Manufacturing Industries between 1988 and 2005
  - Eastern Economic Association (EEA), 42<sup>nd</sup> Annual Meeting, Washington, DC, February 2016
- Presented paper – OSHA, EPA regulations and productivity in the U.S. manufacturing industries
  - International Atlantic Economic Society (IAES), 76<sup>th</sup> Annual Meeting, Philadelphia, PA, October 2013
  - Northeast Business and Economic Association, Philadelphia, PA, November 2011
- Presented paper – The determinants of corporate social responsibility: Firm characteristics, input choices, and financial performance
  - Southern Economic Association (SEA), 81<sup>st</sup> Annual meeting, Washington D.C., November 2011

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### **Professional Affiliations**

<b>President</b> , Pennsylvania Economics Association	June 2023 – June 2024
<b>Member (Board)</b> , Pennsylvania Economic Association	January (October) 2016 – Present
<b>Member (Editorial Board)</b> , Pennsylvania Economic Review	Fall 2022
<b>Member</b> , Western Economic Association International	January 2016 – Present

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**Professional Contribution**

**Misericordia University**

**Session Chair** – Environmental Economics

Western Economic Association International (WEAI), 91<sup>st</sup> Annual Conference, Portland, OR, July 2016

- Environmental Economics

Eastern Economic Association (EEA), 42<sup>nd</sup> Annual Meeting, Washington, DC, February 2016

- Industry Studies/Policy and Market Structure/Performance

International Atlantic Economic Society (IAES), 76<sup>th</sup> Annual Meeting, Philadelphia, PA, October 2013

**Paper Discussant** – Pennsylvania Economic Association (PEA), Erie, PA, June 2022

- The Impact of Managerial Ability on Nonprofit CEO Compensation

Natural Monopoly, Entry, and Sunk Costs

International Atlantic Economic Society (IAES), 86<sup>th</sup> Annual Conference, New York, NY, October 2018.

- A Study on How People with Disabilities are Adjusting to Emerging Technology in Modern Society

Pennsylvania Economic Association (PEA), Altoona, PA, June 2018

- The Role of Internal Auditing in Enterprise Risk Management

Western Economic Association International (WEAI), 92<sup>nd</sup> Annual Conference, San Diego, CA, June 2017

- Spatial Effects of County Income Disparities and Growth in Pennsylvania, 1980-2015

Pennsylvania Economic Association (PEA), Reading, PA, June 2017

- Identifying the Optimal Environmental Policy in Competitive Markets with Concerned Consumers
- Nonlocal Lending and Small Firm Employment in the Pacific Northwest

Western Economic Association International (WEAI), 91<sup>st</sup> Annual Conference, Portland, OR, July 2016

- Residency Matching and Labor Market Outcomes for Foreign Medical Graduates

Pennsylvania Economic Association (PEA), Slippery Rock, PA, June 2016

- Demand for Recreational Fishing in the Long Island Sound: A Generalized Demand Approach

Eastern Economic Association (EEA), 42<sup>nd</sup> Annual Meeting, Washington, DC, February 2016

- Substitution between automobile commuting and transit use

Southern Economic Association (SEA), 81<sup>st</sup> Annual meeting, Washington D.C., November 2011

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GEORGIA SOUTHWESTERN STATE UNIVERSITY

APPLICATION FOR GRADUATE FACULTY MEMBERSHIP

Name: Alaina Kaus

Department: English and Modern Languages

Campus phone: 715-938-1808 Campus email: alaina.kaus@gsw.edu

Highest degree held: PhD

Is this a terminal degree in your teaching discipline? Yes X No

If not, please indicate other justification for graduate faculty membership. See faculty handbook, Section II, B, 1.

How have you demonstrated exemplary competence in teaching and mentoring of students?

My approach to teaching is grounded in the scholarship of teaching and learning. I have participated in a number of faculty learning communities, including three that focused on TILT (Transparency in Learning and Teaching). I have been trained as a GIFT (Group Instructional Feedback Technique) facilitator. My classes are organized as discussion-based seminars that highlight student voices. I also have mentored students through the process of developing research papers that they have presented at two of the undergraduate research conferences on campus.

How have you demonstrated exemplary competence in scholarship and professional activities? See faculty handbook, Section II, B, 3.

My book, Fighting Over There: U.S. War Making and Contemporary Refugee Literature, was released with the University of Massachusetts Press in 2023. Since my arrival at Georgia Southwestern in 2019, I also have published two peer-reviewed journal articles, one co-authored peer reviewed journal article, and one encyclopedia article. I have a book chapter in a collection, edited by Myra Mendible, that is forthcoming with McFarland in December 2023. I also have presented at a number of conferences.

Attach a current CV.

Based upon the evidence presented, we recommend this candidate for Graduate Faculty Membership.

Dean [Signature] Date 11/8/23

Provost [Signature] Date 11/8/23

Nominated by Graduate Council on 11/8/23 [Signature] Chair, Graduate Council

Elected by General Faculty on

# ALAINA KAUS

English and Modern Languages Department  
Georgia Southwestern State University  
Americus, GA 31709  
alaina.kaus@gsw.edu  
715-938-1808

## EDUCATION

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Ph.D., English, University of Connecticut, 2018  
M.A., English, University of Connecticut, 2012  
B.A., *summa cum laude*, English, University of Wisconsin-Green Bay, 2010

## PROFESSIONAL HISTORY

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Assistant Professor, Georgia Southwestern State University, 2019-present  
Full-Time Instructor, University of Alabama, 2018–19

## PUBLICATIONS

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### Book

*Fighting Over There: U.S. War Making and Contemporary Refugee Literature*. University of Massachusetts Press, May 2023.

### Peer-Reviewed Journal Articles

- “Reclaiming History: A Century of Intervention in Edwidge Danticat’s *The Farming of Bones* and *Brother, I’m Dying*.” *Modern Fiction Studies*, vol. 69, no.1, 2023, pp. 97-117.
- “Liberal Humanitarianism: Obscuring U.S. Culpability in James Disco and Susan Clark’s *Echoes of the Lost Boys of Sudan* and Dave Eggers’s *What Is the What*.” *Contemporary Literature*, vol. 60, no. 2, 2019, pp. 198-226.
- “Reimagining the Southern Gothic: The Two Souths in Monique Truong’s *Bitter in the Mouth*.” *MELUS*, vol. 42, no. 3, 2017, pp. 84-101.
- “A View from the Vietnamese Diaspora: Memories of Warfare and Refuge in GB Tran’s *Vietnamerica*.” *Mosaic*, vol. 49, no. 4, 2016, pp. 1-19.
- “Liberalities of Feeling: Free Market Subjectivities in Margaret Atwood’s *The Blind Assassin*.” *Critique: Studies in Contemporary Fiction*, vol. 56, no. 4, 2015, pp. 369-82.



**Book Chapter**

“Human Rights and Banned Books: Art Spiegelman’s *Maus* in an Era of Rising Antisemitism and White Nationalism.” *American Fury: Essays on Moral Outrage in Culture and Politics*, Ed. by Myra Mendible. Forthcoming with McFarland, December 2023.

**Encyclopedia Article**

“Humanitarianism and Global Literature.” *Oxford Research Encyclopedia of Literature*. Oxford University Press, June 20, 2022. doi: <https://doi.org/10.1093/acrefore/9780190201098.013.1383>. (8,500 words)

**Peer-Reviewed Journal Article on the Scholarship of Teaching and Learning**

Palmer, D.L., Bachhofer, C., Brown, A., Kaus, A., McKie, M., and Sexton, T. “Facilitating TILTING as a Faculty Community,” *Perspectives in Learning*, vol. 20, no. 1, 2023, pp. 25-41.

**Work in Progress**

“The Search.” Novel manuscript

**CONFERENCE PRESENTATIONS**

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“From the South: Fracturing the Humanitarian Promise of Anticommunism.” Society for the Study of the Multi-Ethnic Literature of the United States (MELUS), New Orleans, LA, March 2022.

“Human Rights and the Iraq War: Riverbend’s *Baghdad Burning*.” South Atlantic Modern Language Association (SAML), Virtual, November 2021.

“Expanding the Definition of a ‘Refugee’ in Héctor Tobar’s *The Tattooed Soldier*.” American Literature Association (ALA), Boston, MA, July 2021.

“From Refugee to Illegal Alien: Mediating Displacement in Demetria Martínez’s *Mother Tongue*.” Society for the Study of the Multi-Ethnic Literature of the United States (MELUS), Virtual, April 2021.

“Neoliberal Humanism: Mohsin Hamid, the War on Terror, and Human Rights.” Modern Language Association (MLA), Seattle, WA, January 2020.

“Intervention and Immigration: Reclaiming Sovereignty in Edwidge Danticat’s *Brother, I’m Dying*.” Society for the Study of the Multi-Ethnic Literature of the United States (MELUS), Cincinnati, OH, March 2019.

“Making Legible/Making Credible: Narrating ‘Lost Boys’ Experiences in Dave Eggers’s *What Is the What: The Autobiography of Valentino Achak Deng*.” American Literature Association (ALA), San Francisco, CA, May 2018.

- “Redemptive Hospitality? Examining Revisionist Histories of the U.S. War in Vietnam in Viet Thanh Nguyen’s *The Sympathizer*.” Society for the Study of the Multi-Ethnic Literature of the United States (MELUS), Las Vegas, NV, May 2018.
- “Capitalist Disposability and Complex Personhood in Lan Cao’s *The Lotus and the Storm*.” Association for Asian American Studies (AAAS), Miami, FL, April 2016.
- “Literary Legacies of Cold War Violence in Junot Díaz’s *The Brief Wondrous Life of Oscar Wao*.” Northeast Modern Language Association (NMLA), Hartford, CT, March 2016. [Panel Organizer: “The Language of American Warfare after World War II.”]
- “Memorializing Brutalities in Edwidge Danticat’s *The Farming of Bones*.” British Commonwealth and Postcolonial Studies (BCPS), Savannah, GA, February 2016.
- “Remembering the American War in Vietnam: GB Tran’s *Vietnamerica*.” Northeast Modern Language Association (NMLA), Toronto, Canada, May 2015.
- “‘I write the broken line’: Discursive Truth Telling in Antjie Krog’s *Country of My Skull*.” Modern Language Association (MLA), Chicago, IL, January 2014.
- “How Ghostly Renderings Shatter: Challenging Southern Histories of Asian America in Monique Truong’s *Bitter in the Mouth*.” American Literature Association (ALA), Boston, MA, May 2013.
- “Florens’s ‘Confession’: Reading Community in Toni Morrison’s *A Mercy*.” Society for the Study of American Women Writers (SSAWW), Denver, CO, October 2012.
- “Questions of Art, Language, and Life in William Faulkner’s *Absalom, Absalom!*” Rocky Mountain Modern Language Association (RMMLA), Albuquerque, NM, October 2010.

## **COURSES TAUGHT**

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### **Georgia Southwestern State University**

AMST 2001: Introduction to American Studies

ENGL 1101: Composition I

ENGL 1102: Composition II

ENGL 2131: American Literature I

ENGL 2132: American Literature II

ENGL 3010: Literature for Young Adults

ENGL 3420: African American Literature

ENGL 3520: Contemporary American Literature

ENGL 4230: Multiethnic U.S. Literature

ENGL 4940: Special Topics in Literature and Language: Narratives of the Displaced

**University of Alabama**

EN 102: English Composition II

EN 209: American Literature I

EN 210: American Literature II

EN 249: African American Literature I

**University of Connecticut**

English 1010: Seminar in Academic Writing

English 1011: Writing through Literature

English 2011: Literary Study through Reading and Research: Class in U.S. Culture

English 2203: American Literature since 1880

**SERVICE**

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**Professional**

Peer Reviewer, *Contemporary Women's Writing*, 2022

MELUS Graduate Student Award Committee, 2021

MELUS Virtual Conference Planning Committee, 2021

**Georgia Southwestern State University**

Selected University Service

Quality Enhancement Plan Pilot, Participant, 2023

American Studies Teaching Circle, Coordinator, 2022-present

Director of American Studies, 2021-present



Institutional Effectiveness Committee, 2021-present (Secretary, 2021-2023) (Chair, 2023)

Faculty Development Committee, 2021-2022 (Secretary)

Academic Affairs Committee, 2020-2021

Instructional Technology Advisory Committee, 2019-2020 (Secretary)

Selected Department Service

Instagram Account Manager, 2023

English Undergraduate Research Symposium Committee, 2022-2023

Assessment Committee, 2021

Undergraduate Advisor, 2020-present

English 1102 Redesign Committee, 2020-2021

English 1101 TILT Pilot, Participant, 2019

**Community**

Monthly Writing Retreat Organizer, Lake Blackshear Regional Library, Americus, April 2023-present

**University of Alabama**

ePortfolio Pilot Program, First-Year Writing Program, 2019

Instructor Committee, Department of English, 2018-19

**University of Connecticut**

Diversity Committee, English Graduate Student Association, 2017-18

Outside Speaker Coordinator, English Graduate Student Association, 2015-16

Committee on Seminars, Symposia, and Scholarly Development, Department of English, 2015-16

Aetna Graduate Teaching Award Committee, 2015

Oversight Committee, First-Year Writing Introduction Week for New Instructors, 2015

Implementation Committee, First-Year Writing Introduction Week for New Instructors, 2014-2015

Teaching Practicum Group Leader, 2013

Professional Development Committee, English Graduate Student Association, 2011, 2014

### **AWARDS**

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Faculty Excellence in Scholarship Award, Georgia Southwestern State University, 2022 / \$1000

Faculty Development Grant, Georgia Southwestern State University, 2022

Faculty Development Grant, Georgia Southwestern State University, 2021

Faculty Development Grant, Georgia Southwestern State University, 2020

Pre-Doctoral Summer Fellowship, University of Connecticut, College of Liberal Arts and Sciences,  
2016

Travel Award, University of Connecticut, Graduate School, 2016

Travel Award, University of Connecticut, English Department, 2016

Pre-Doctoral Summer Fellowship, University of Connecticut, College of Liberal Arts and Sciences,  
2015

Travel Award, University of Connecticut, English Department, 2014

Travel Award, University of Connecticut, English Department, 2012

### **PROFESSIONAL MEMBERSHIPS**

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Society for the Study of the Multiethnic Literature of the United States (MELUS)

### **LANGUAGES**

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Italian (reading proficiency)