

SUBCOMMITTEE B – AGENDA

Via Teams
April 2, 2026
1:30 p.m.

PART I – NEW ACADEMIC PROGRAMS AND PROGRAM CHANGES

COLLEGE OF SOCIAL SCIENCE

1. Request to establish a **Graduate Certificate in Work and Organizational Psychology** in the Department of Psychology. The University Committee on Graduate Studies (UCGS) recommended approval of this request at its February 23, 2026 meeting.

a. **Background Information:**

This proposal is to establish a completely online graduate certificate program in Work and Organizational Psychology in the Department of Psychology. This certificate program is an extension of our master's in science in Work and Organizational Psychology. The target audiences are students pursuing an advanced degree for whom a certificate would expand their skills and career options, but who are not interested in earning a master's degree. There are no similar online certificate programs with this focus at MSU. MSU is strongly positioned to offer an online certificate in Work and Organizational Psychology. MSU's reputation of providing high quality education will draw students to the program and strengthen demand for our graduates on the job market. Additionally, Organizational Psychology is an international discipline, thus MSU's reputation as a leader in international education will help extend the reach of this program to students from other countries. Also, due to MSU's land grant philosophy and long-standing commitment to outreach and engagement, it fits well with an applied program in Work and Organizational Psychology.

b. **Academic Programs Catalog Text:**

The Graduate Certificate in Work and Organizational Psychology is designed for students to develop knowledge and skills in organizational theory, the development of best practices relevant to the role and responsibilities of positions in organization psychology that meet professional practice standards and act ethically in work relevant situations. Graduates will be able to plan and design interventions to improve organizational effectiveness and enhance individual well-being, and develop business action plans and communicate plans and results effectively. The certificate is available only online.

Admission

To be considered for the Graduate Certificate in Work and Organizational Psychology, an applicant must:

1. have a bachelor's degree from a recognized educational institution;
2. have an academic record equivalent to at least a 3.00 in the last two years of undergraduate work;
3. possess attributes such as intellectual curiosity, analytical thinking, and perseverance to have a high degree of potential for completion of the program and advancement to the roles and duties of individuals in an Organizational Psychology position.
4. submit three letters of recommendation and a personal statement regarding their academic and professional goals and experience.
5. if an international student, submit TOEFL scores.

Requirements for the Graduate Certificate in Work and Organizational Psychology

CREDITS

Students must complete 12 credits from the following:

- | | | |
|----|--|---|
| 1. | All of the following courses (6 credits): | |
| | PSY 806 Consulting Roles and Professional Development | 2 |
| | PSY 816 Current Topics in Work and Organizational Psychology | 2 |
| | PSY 856 Making the Business Case | 2 |
| 2. | Complete three additional elective courses from the following (6 credits): | |
| | PSY 807 Quantitative Analysis I | 2 |
| | PSY 821 Staffing Organizations | 2 |
| | PSY 822 Performance Management | 2 |
| | PSY 823 Workplace Learning and Development | 2 |

PART I - NEW ACADEMIC PROGRAMS AND PROGRAM CHANGES – continued - 2
April 2, 2026

PSY	830	Special Topics	2
PSY	824	Employee Attitudes and Engagement	2

Effective Fall 2026.

PART II - NEW COURSES AND CHANGES

COLLEGE OF SOCIAL SCIENCE

- EC 495 Economics of Poverty and Income Distribution (W)
Fall of every year. 3(3-0) P: (EC 251H or EC 301) and Completion of Tier I Writing Requirement
REINSTATEMENT Theory of the distribution of income and wealth. Concepts and measurement of welfare.
Definitions of poverty. Effects of public and private programs on the poor.
Effective Spring Semester 2027
- SOC 100 Introduction to Sociology
Fall of every year. Spring of every year. Summer of every year. 4(4-0)
~~Nature of sociological inquiry. Concepts and principles of sociology. Institutional features of modern society. Structure and dynamics of social organizations.~~
Nature of sociological inquiry. Concepts and principles of sociology. Institutional features of modern society. Structure and dynamics of social organizations. Theoretical perspectives on key topics in society. Discussion of social inequities around core social identities (e.g., race, ethnicity, sex, gender, class, nationality, age, disability, sexuality).
Effective Fall Semester 2026
- SOC 252 Introduction to Environmental Sociology
Fall of every year. Spring of every year. 3(3-0)
~~Key concepts, theories, methods, and findings in environmental sociology. What is the relationship between unprecedented inequality and climate breakdown? How do we improve quality of life for the masses while addressing environmental crises? In this course, we will explore the root causes of growing inequality and environmental crises. We will also explore solutions to both. In addition, the course will focus on theories and research findings in the field of environmental sociology.~~
Key concepts, theories, methods, and findings in environmental sociology. What is the relationship between unprecedented inequality and climate breakdown? How do we improve quality of life for the masses while addressing environmental crises? In this course, we will explore the root causes of growing inequality and environmental crises. We will also explore solutions to both. In addition, the course will focus on theories and research findings in the field of environmental sociology.
Effective Fall Semester 2026
- SOC 281 Social Research Methods
Fall of every year. 4(3-2)
~~Design and execution of social research. Ethics in research. Conceptualization, measurement, sampling, data collection, validity and reliability. Descriptive analysis. Presentation of conclusions.~~
Design and execution of social research. Ethics in research. Conceptualization, measurement, sampling, data collection, validity and reliability. Descriptive analysis. Presentation of conclusions. Consideration of sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, disability, weight/size, sexuality) in the research process.
Effective Fall Semester 2026
- SOC 282 Quantitative Analysis for Social Research
Spring of every year. 4(3-2) P: SOC 281
~~Experiments. Selected quantitative techniques of data analysis including regression and analysis of variance.~~
Design and execution of social research. Ethics in research. Conceptualization, measurement, sampling, data collection, validity and reliability. Descriptive analysis. Presentation of conclusions. Consideration of sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, disability, sexuality) in the research process.
Effective Fall Semester 2026
- SOC 315 Family and Society
Fall of every year. Spring of every year. Summer of every year. 3(3-0)
~~Family development. Diversity of family form and organization in relation to personality, class, race, and gender.~~
Family development. Variation in family forms across class, race, ethnicity, and sex, gender, nationality, age, and sexuality.
Effective Fall Semester 2026

- SOC 316 Youth and Society
Fall of every year. Spring of every year. Summer of every year. 3(3-0)
~~Behavioral analysis of youth. Youth subcultures. Youth at risk. Social change and youth behavior.~~ Behavioral analysis of youth. Youth subcultures. Youth at risk. Social change and youth behavior. Issues shaped by social conditions that are facing young adults today, including: education, housing, family relationships, dependence and independence, forming relationships, considering parenting, mental health, identity, the nature of work in an information economy, prejudice, discrimination, and sexuality.
Effective Fall Semester 2026
- SOC 350 Society and Mental Health
Fall of every year. Spring of every year. 3(3-0) P: Completion of Tier I Writing Requirement
~~Social determinants of mental health and mental illness. International and cross-cultural comparison of mental health and mental illness.~~ Social determinants of mental health and illness. Disparities in mental health and illness. International and cross-cultural comparison of mental health and illness.
Effective Fall Semester 2026
- SOC 451 Dynamics of Population
~~Fall of every year.~~ Fall of every year. Spring of every year. 3(3-0) R: Not open to freshmen.
~~Size, distribution, and composition of population by age and sex. Theories of the effect of fertility, mortality, and migration on population structures. Successful and unsuccessful population policies.~~ Size, distribution, and composition of population by demographic characteristics such as age and sex. Theories of the effect of fertility, mortality, and migration on population structures. Population policies. International comparisons.
Effective Fall Semester 2026
- SOC 475 Health and Society
Fall of every year. Spring of every year. 3(3-0) R: Not open to freshmen or sophomores.
~~Social causes of Health and disease. Health disparities related to race ethnicity, socioeconomic status, gender and family. Organizations, professions and institutions of health care. Medical standards and evidence. Global public health.~~ Social causes of health and illness. Health disparities related to sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, disability, weight/size, sexuality). Organizations, professions, and institutions of health care. Medical standards and evidence. Global public health.
Effective Fall Semester 2026
- SOC 480 Advanced Research Methods in Sociology
Fall of every year. Spring of every year. 3(3-0) P: (SOC 100 or SOC 161 or SOC 214 or SOC 215 or SOC 216 or SOC 241 or SOC 252 or SOC 260 or SOC 281 or SOC 282) or (SOC 310 or SOC 315 or SOC 316 or SOC 331 or SOC 350 or SOC 360 or SOC 361 or SOC 362 or SOC 368 or SOC 375) or (SOC 451 or SOC 452 or SOC 460 or SOC 475 or SOC 478 or SOC 481 or SOC 488 or SOC 490 or SOC 499) R: Not open to freshmen.
~~Advanced training and hands-on practice in methodologies commonly used in specific sub-fields of sociology.~~ Advanced training and hands-on practice in methodologies commonly used in specific subfields of sociology to address social inequities related to core sociodemographic categories (e.g., race, ethnicity, sex, gender, class, nationality, age, size/weight, disability, sexuality).
Effective Fall Semester 2026
- SOC 481 Social Movements and Collective Identities
Fall of every year. 3(3-0) R: Not open to freshmen.
~~How social movements emerge, change, and are challenged by others. Identity issues within social movements.~~ How social movements emerge, change, and are challenged by others. Identity issues within social movements (consideration of sociodemographic characteristics such as race, ethnicity, sex, gender, class, nationality, age, disability, weight/size, sexuality). Effective strategies for social change.
Effective Fall Semester 2026

- SOC 490 Special Topics in Sociology
On Demand. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P: (SOC 100 or SOC 161 or SOC 214 or SOC 215 or SOC 216 or SOC 241 or SOC 252 or SOC 260 or SOC 281 or SOC 282) or (SOC 310 or SOC 315 or SOC 316 or SOC 331 or SOC 350 or SOC 360 or SOC 361 or SOC 362 or SOC 368 or SOC 375) or (SOC 451 or SOC 452 or SOC 460 or SOC 475 or SOC 478 or SOC 480 or SOC 481 or SOC 488 or SOC 499) R: Not open to freshmen.
~~Experimental courses and courses taught by visiting scholars. Experimental and cutting-edge courses on various sociological topics.~~
Effective Fall Semester 2026
- SOC 499 Social Issues and Change in Contemporary Society (W)
Fall of every year. Spring of every year. 3(3-0) P: Completion of Tier I Writing Requirement R: Not open to freshmen.
~~Selected major social problems in contemporary societies. Sources and consequences of social change. Application of sociological theory to selected cases. Senior capstone course for Sociology majors. Selected major social problems in contemporary societies. Sources and consequences of social change. Application of sociological theory to selected cases for the purpose of exploring effective social change strategies. In parallel, students will explore professional opportunities in sociology and engage in professional development activities, including exploring opportunities for graduate education, learning job search skills, and resume/CV, personal statement, and cover letter development.~~
Effective Fall Semester 2026
- SOC 815 Classical Sociological Theory
Fall of every year. 3(3-0)
~~Nineteenth- and early twentieth-century sociological theory from Marx to Pareto in socio-historical context. Development of contemporary sociology theory and research from the classics.~~
Nineteenth- and early twentieth-century sociological theory (e.g., Durkheim, Martineau, Weber, Marx, Wells, DuBois, Mead, Cooley, Pareto) in sociohistorical context. Development of contemporary sociology theory and research from the classics.
Effective Fall Semester 2026
- SOC 816 Contemporary Sociological Theory
Spring of every year. 3(3-0) RB: SOC 815
~~Theories and conceptual schemes of contemporary social theorists. Relevance for sociological research.~~
Theories and conceptual frameworks of contemporary social theorists (e.g., Foucault, Giddens, Goffman, Smith, Connell, Bourdieu, West, Zimmerman). Relevance for sociological research and application to social change efforts.
Effective Fall Semester 2026
- SOC 820 Contemporary Sociological Research in the Family
~~Fall of odd years. Fall of odd years. 3(3-0)~~
Family structure. Family and marital attitudes. Family and social policy. Discussion of how sociodemographic categories (e.g., race, ethnicity, sex, gender, class, nationality, age, disability, sexuality) impact diverse families and family structures.
Effective Fall Semester 2026
- SOC 873 Social Organization of Health and Medicine
~~Spring of every year. Spring of every year. 3(3-0)~~
Organization, delivery, and financing of health care. Public health systems, professional training and associations, and technology. International comparisons. Discussion of health inequities around sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, size/weight, disability, sexuality).
Effective Fall Semester 2026

- SOC 881 Analysis of Social Data I
Fall of every year. 3(2-2) RB: One course in statistics. R: Open to graduate students in the Department of Sociology.
~~Applications of statistical techniques to social science data. Multiple regression. SPSS. Interpretation, strengths, and weaknesses of various statistical practices.~~ Multiple regression. Interpretation, strengths, and weaknesses of various statistical practices. Applications of statistical techniques to social science data, including consideration of sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, weight/size, disability, sexuality).
Effective Fall Semester 2026
- SOC 882 Analysis of Social Data II
Spring of every year. 3(2-2) RB: SOC 881 R: Open to graduate students in the Department of Sociology.
~~Applications of multiple regression, path analysis, and factor analysis to social science data. Interpretation, strengths, and weaknesses of commonly used statistical practices.~~ Applications of multiple regression, path analysis, and factor analysis to social science data. Interpretation, strengths, and weaknesses of commonly used statistical practices. Consideration of sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, weight/size, disability, sexuality) in the analysis of social science data.
Effective Fall Semester 2026
- SOC 931 Topics in Structural Inequality
~~Fall of even years.~~ Fall of even years. 3(3-0) A student may earn a maximum of 12 credits in all enrollments for this course.
~~Current research on socioeconomic class, gender inequality, racial and ethnic inequality, power structures, social conflict, urban dynamics, or social change.~~ Current research on socioeconomic class, gender inequality, racial and ethnic inequality, power structures, social conflict, urban dynamics, or social change. Students will examine sociological theories of structural inequality, with an emphasis on critical and comparative analysis, as well as application.
Effective Fall Semester 2026
- SOC 970 Topics in Wellbeing and Health
~~Spring of even years.~~ Spring of even years. 3(3-0) A student may earn a maximum of 12 credits in all enrollments for this course.
~~Topics such as family work and stress, risk and uncertainty, social epidemiology, and life course.~~ Topics such as family and social relationships, aging and life course, health disparities, and stress process. Consideration of how sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, weight/size, disability, sexuality) impact wellbeing and health.
Effective Fall Semester 2026
- SOC 985 Qualitative Field Research
~~Fall of every year.~~ Fall of every year. 3(3-0)-R: Open only to graduate students in Sociology. R: Open to graduate students.
~~Qualitative research methods. Participant observation, interview, and field documents. Design, data gathering, and analysis.~~ Qualitative research methods. Participant observation, interview, and field documents. Design, data gathering, and analysis. Consideration of sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, weight/size, disability, sexuality) in qualitative design and analytic processes.
Effective Fall Semester 2026

PART II - NEW COURSES AND CHANGES – continued - 7
April 2, 2026

- SOC 986 Survey Research Principles
Spring of every year. 3(3-0) ~~RB: SOC 884~~
~~Design, analysis, sampling, questionnaire construction, interviewing, and data processing.~~ Design, analysis, sampling, questionnaire construction, interviewing, and data processing. Consideration of sociodemographic characteristics (e.g., race, ethnicity, sex, gender, class, nationality, age, weight/size, disability, sexuality) in survey design and analytic processes.
Effective Fall Semester 2026
- SOC 996 Pedagogical Training Seminar
On Demand. 1(1-0) A student may earn a maximum of 1 credit in all enrollments for this course. R:
Open to graduate students.
- NEW Development of knowledge and skills for teaching in sociology. Course design, teaching techniques, preparation of course syllabi, and teaching philosophy.
Effective Fall Semester 2026

JAMES MADISON COLLEGE

- MC 100 ~~Freshmen Success Seminar~~ The First Year Experience
Fall of every year. 1(1-0) R: Open to freshmen in the James Madison College or in the James Madison-No Major.
Exploration of academic, social, personal and career decisions that students face in college, with a primary focus on the first year and the James Madison College experience.
Request the use of the Pass-No Grade (P-N) system.
Effective Fall Semester 2026