

MICHIGAN STATE UNIVERSITY
University Committee on Curriculum

SUBCOMMITTEE C – AGENDA

Via Teams

February 12, 2026
1:30 p.m.

PART I – NEW ACADEMIC PROGRAMS AND PROGRAM CHANGES

ELI BROAD COLLEGE OF BUSINESS

1. Request to change the requirements of the **Bachelor of Science** degree in **Management** in the Department of Management.

a. Under the heading **Bachelor of Science Degree in Management** make the following changes:

(1) In item 1., delete paragraph two:

The completion of Mathematics 103 and 124 [referenced in item 2. below] may also satisfy the University mathematics requirement.

(2) Replace item 3. a. (2) with the following:

Complete 12 credits from the following:

ESHP 380	Entrepreneurship: Planning, Modeling and Adaptive Execution	3
ESHP 480	Innovation in Action	3
ESHP 490	Independent Study in Entrepreneurship	3
ESHP 491	Special Topics in Entrepreneurship	3
MGT 352	Entrepreneurship: New Venture Process	3
MGT 411	Organizational Staffing	3
MGT 412	Compensation and Reward Systems	3
MGT 413	Personnel Training and Development	3
MGT 414	Diversity in the Workplace	3
MGT 475	Negotiation and Conflict Management	3
MGT 476	Globalization and International Management	4
MGT 490	Independent Study	1 to 3
MGT 491	Special Topics in Management	3

Up to two courses (6 credit maximum) at the 300-400 level from Accounting, Finance, General Business and Business Law, Information Technology Management, International Business, Marketing, and Supply Chain Management may be used to fulfill this requirement with approval of the student's advisor.

Courses that are used to satisfy BUSINESS CORE PROGRAM requirements [referenced in item 2. of the College's statement on *Graduation Requirements for the Bachelor of Science Degree* in the majors that comprise the Business Administration Programs] may not be used to satisfy this requirement.

Effective Fall 2026.

COLLEGE OF EDUCATION

1. Request to change the requirements for the **Master of Arts** degree in **Special Education** in the Department of Counseling, Educational Psychology and Special Education. The University Committee on Graduate Studies (UCGS) will consider this request at its February 23, 2026 meeting.

- a. Under the heading **Requirements for the Master of Arts Degree in Special Education** make the following changes:

- (1) Under the heading ***Autism Spectrum Disorder - Master of Arts with an Autism Spectrum Disorder Endorsement***, in the first paragraph delete the last sentence:

A student who earned a teaching certificate and endorsement in learning disabilities from Michigan State University can transfer 12 credits of approved course work and complete this program upon the completion of 18 credits.

- (2) Under the heading ***Learning Disabilities - Master of Arts*** delete the following paragraph:

Students must complete 30 credits and may be able to transfer 6 to 12 credits of course work from their post-baccalaureate program into the master's area of emphasis with advisor approval. The course work must meet the area of emphasis, department, college, and university requirements. The student's area of emphasis must be approved by the advisor.

- (3) Under the heading ***Learning Disabilities - Master of Arts*** replace item 2. with the following:

The following course (3 credits):

TE	846	Accommodating Differences in Literacy Learners	3
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Effective Summer 2026.

PART II - NEW COURSES AND CHANGES

ELI BROAD COLLEGE OF BUSINESS

MGT 411	<p>Organizational Staffing</p> <p><u>Spring of every year. Fall of every year. Spring of every year. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the School of Hospitality Business. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.</u></p> <p><u>Job and organizational analysis. Personnel planning, recruitment, selection and placement. Employment interviewing and testing. Validation of selection procedures, equal opportunity employer (EEO) guidelines, and affirmative action. Issues and diversity of ethics. This course covers how organizations attract, select, and retain a high-quality workforce through planning, recruitment, and job analysis. Emphasis is placed on aligning staffing decisions with organizational strategy, leveraging technology and analytics, and creating fair, effective, and strategic workforce systems.</u></p> <p>Effective Fall Semester 2026</p>
MGT 412	<p>Compensation and Reward Systems</p> <p><u>Fall of every year. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the School of Hospitality Business. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.</u></p> <p><u>Designing compensation systems. Job evaluation, internal and external equity. Pay for performance plans and financial incentives. Wage and salary surveys. Benefits administration. Diversity and ethical considerations. This course covers the components of compensation and reward systems. Topics include financial incentives, benefits, equity, legal aspects, and non-monetary compensation.</u></p> <p>Effective Fall Semester 2026</p>
MGT 413	<p>Personnel Training and Development</p> <p><u>Fall of every year. Spring of every year. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor and not open to students in the School of Hospitality Business. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.</u></p> <p><u>Designing and implementing training and development programs. Career stages and career planning. Needs analysis. Experimental design and program evaluation. Learning theories. Issues and diversity of ethics. Designing and implementing training and development programs. Career stages and career planning. Needs analysis. Experimental design and program evaluation. Learning theories.</u></p> <p>Effective Fall Semester 2026</p>
MGT 414	<p>Diversity in the Workplace</p> <p><u>Spring of every year. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently) R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the Hospitality Business Major. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the Hospitality Business Major.</u></p> <p><u>Problems experienced by racial, ethnic, physically disabled, and other minorities in work organizations. Awareness training for managers. Ethical issues.</u></p> <p>Effective Spring Semester 2027</p>

MGT 460	<p>Capstone for Management Majors (W)</p> <p>Fall of every year. Spring of every year. 3(3-0) P: (MGT 315 or concurrently) or (MGT 325 or concurrently)-R: Open to seniors in the Human Resource Management Major or in the Management Major or in the Retail Management Minor or in the Sports Business Management Minor. R: Open to seniors in the Human Resource Management major or in the Management major or in the Sports Business Management Minor.</p> <p>Topics in management and organizational behavior.</p> <p>Effective Fall Semester 2026</p>
MGT 475	<p>Negotiation and Conflict Management</p> <p>Fall of every year. 3(3-0)-R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to students in the School of Hospitality Business or approval of department. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the School of Hospitality Business or approval of department. Not open to students with credit in MGT 474.</p> <p>Negotiation and bargaining to manage people and interpersonal relations. Developmental processes, stages, and types of conflict. Conflict management and resolution.</p> <p>Effective Fall Semester 2026</p>
MGT 476	<p>Globalization and International Management</p> <p>Spring of every year. 3(3-0) P: MGT 315 or concurrently-R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management and not open to students in the School of Hospitality Business or approval of department. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.</p> <p>International management issues, including national culture, leadership, decision making, team performance, communication, negotiations, structure, and personal career implications of international management. International management issues, including global strategy, national culture, leadership, decision making, team performance, communication, negotiations, structure, and personal career implications of international management.</p> <p>Effective Spring Semester 2027</p>
MGT 491	<p>Special Topics in Management</p> <p>Spring of even years. 3(3-0) A student may earn a maximum of 9 credits in all enrollments for this course. P: (MGT 315 or concurrently) or (MGT 325 or concurrently)-R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Retail Management Minor or in the Sports Business Management Minor and not open to students in the School of Hospitality Business. R: Open to juniors or seniors in the Eli Broad College of Business and The Eli Broad Graduate School of Management or in the Sports Business Management Minor and not open to students in the School of Hospitality Business.</p> <p>Topics in management such as advanced organizational behavior, managing labor relations, organizational development, organizational theory and design, strategic leadership and decision making.</p> <p>Effective Fall Semester 2026</p>