

University Curriculum Committee
September 12, 2022
ZOOM
3:30pm

Calling of the Roll

Quorum Meet

Announcements

No Announcements

Old Business

None

Meeting Minute Approval

Motion to accept (Rayburn) – approved unanimously

Consent Agenda Items – All items require final approval by the Provost/SVP Academic Affairs

Consent agenda approved (Rayburn)– motion approved unanimously

- **Course Title Updates** **Implementation Spring 2023**
 - ENGL 3420 – Diversity in Young Adult Literature
 - Updating course title from The Adolescent Experience in Literature to Diversity in Young Adult Literature.

- **Course Description Additions** **Implementation Spring 2023**
 - ENGL 3420 – Diversity in Young Adult Literature
 - Old Description
Emphasizes thematic connections between adolescent literature as a late-20th century genre and traditional literature from various literary perspectives. Particular focuses: aesthetic qualities, portrayal of adolescent developmental tasks, representation of adolescence in diverse cultural contexts, and application in Secondary-English classrooms. Required for English majors in teacher licensure program.
 - New Description
This course will examine contemporary young adult literature written by and about people from various underrepresented groups in the United States, placing great emphasis on implementation in the Secondary English classroom.

Action Agenda Items

College of Business

Department of Management and Marketing – represented by

Undergraduate New Course – Final approval required by the Provost/SVP Academic Affairs

1. MGT 3240 – Diversity in Organizations Implementation Spring 2023
 - This course considers issues of human diversity broadly defined to include race, ethnicity, culture, nationality, religion, sexual orientation, gender identity, and ability. This course aids in understanding the complexities of diversity and cultural differences, increasingly important components for success in organizations. It examines the elements of managing and understanding diversity in foreign environments where culture differences are the norm for international business. This course looks at diversity at home and abroad in an attempt to better understand, appreciate and value the variety of differences. Addresses institutional and personal discrimination, stereotyping and prejudice.

2. MGT 3245 – Compensation and Benefits Implementation Spring 2023
 - This course is a study of the total reward system. Topics examined include job content and context factors, job evaluation, wage surveys, wage and salary administration, incentives and non-cash benefits, and performance appraisals. Emphasis is on developing and maintain an adequate and equitable compensation system for all employees. This includes benefits such as health benefits, pension plans, and government-required benefits.

3. MGT 3260 – Training and Development in Business and Industry Implementation Spring 2023
 - This course focuses on corporate training and its application to professional and staff development within business and industry. Course content includes learning styles, theories, and processes with an emphasis on the practical application to corporate training needs. In small groups, students will assess a training need, design/develop a training activity, and then conduct an actual training session.

4. MGT 3270 – Negotiating and Conflict Resolution Implementation Spring 2023
 - This course will enhance individual effectiveness in the workplace through the provision of an advanced understanding of negotiation through the development of specific negotiation skills. Discussions and skill-building exercises in the class are focused broadly and include informal and formal negotiations between multiple departments, and so on. Because effective negotiation is fundamental to an individual's survival and prosperity within an organization, knowledge of negotiating concepts and development of negotiation skills are critical. Conflict resolution will also be covered, including its importance and skills to perform it effectively.

5. MGT 3280 – Managing Employee Performance Implementation Spring 2023
- In this course we will discuss the skills and key processes you will need to develop your employees to attain department and organizational goals. These skills will include setting clear expectations, providing positive and corrective feedback, and delivering an effective performance appraisal.
6. MGT 3290 – International Human Resources Implementation Spring 2023
- Compares global human resource systems with emphasis on the reasons HR differences exist. The HR functions of selection, training, compensation and performance management are compared in different countries and cultures. Focuses on both expatriate assignment and foreign HR operations.

1-6 linked together. Mickey Hepner explained the rationale for these courses which will be part of the Human Resource Concentration to be proposed this academic year. Motion (Rayburn) – unanimously approved.