



**SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS**

**Program Termination or
Placement on Inactive Status**

UNIVERSITY:	SDSU
DEGREE(S) AND PROGRAM:	Sociology (B.A./B.S.) - Human Resources Specialization
CIP CODE:	45.1101
UNIVERSITY DEPARTMENT:	Sociology & Rural Studies
UNIVERSITY DIVISION:	Arts, Humanities & Social Sciences

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

President of the University

5/9/2019

Date

1. **Program Degree Level:** Associate Bachelor's Master's Doctoral
2. **Category:** Certificate Specialization Minor Major
3. **The program action proposed is:** Inactive Status Termination
5. **TERMINATION WITH ENROLLED STUDENTS**

a. Provide a justification for terminating the program:

The Sociology (B.A./B.S.) - Human Resources Specialization is being terminated as a cost-saving measure. It enrolls a relatively small number of students, with a duplicated headcount of only 22 students in 2018FA. Students who wish to major in Sociology and receive additional training in human resources can pursue the Human Resources minor offered by the Ness School of Management & Economics. (The curriculum of this minor will be reviewed to ensure currency and efficiency).

b. What is the plan for completion of the program by current students?

The department will notify students of the impending termination. Students will be shifted to the BA or BS in Sociology and enrolled in the HR minor wherever possible. The department and college will collaborate to identify appropriate program substitutions for returning students as courses are cycled off the annual schedule.

- c. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

5/3/2019

- d. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**

5/3/2019

- e. What is the last term or date (day/month/year) by which a student can graduate from the program?**

5/9/2025

- f. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**

The college expects that the elimination of the Human Resources and Human Services specializations will result in a reduction in course offerings corresponding approximately to the workload of one faculty member. The next vacant position in this department will not be refilled, with the cost savings used to improve the college's operating margin.

- g. What are the resulting employee terminations and other possible implications including impact on other programs?**

None.