



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

**Substantive Program Modification Form**

<b>UNIVERSITY:</b>	<b>SDSU</b>
<b>CURRENT PROGRAM DEGREE:</b>	<b>Minor</b>
<b>CURRENT PROGRAM MAJOR/MINOR:</b>	<b>Leadership Minor</b>
<b>CURRENT SPECIALIZATION:</b>	<b>N/A</b>
<b>CIP CODE:</b>	<b>52.0213</b>
<b>UNIVERSITY DEPARTMENT:</b>	<b>School of Health &amp; Human Sciences</b>
<b>BANNER DEPARTMENT CODE:</b>	<b>SHHS</b>
<b>UNIVERSITY COLLEGE:</b>	<b>Education &amp; Human Sciences</b>
<b>BANNER COLLEGE CODE:</b>	<b>3H</b>

**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.*

Dennis D. Hedge

10/8/2024

Vice President of Academic Affairs or  
President of the University

Date

**1. This modification addresses a change in:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Total credits required within the discipline   | <input type="checkbox"/> Total credits of supportive course work |
| <input checked="" type="checkbox"/> Total credits of elective course work  | <input type="checkbox"/> Total credits required for program      |
| <input type="checkbox"/> Program name  | <input type="checkbox"/> Existing specialization                 |
| <input type="checkbox"/> CIP Code  | <input type="checkbox"/> Other (explain below)                   |
| <input type="checkbox"/> Modification requiring Board of Regents approval<br><i>Must have prior approval from Executive Director or designee</i> |  |

**2. Effective date of change: 2025-2026 Academic Year**

**3. Program Degree Level:**

Associate  Bachelor's  Master's  Doctoral

**4. Category:**

Certificate  Specialization  Minor  Major

**5. If a name change is proposed, the change will occur:**

- On the effective date for all students
- On the effective date for students new to the program (enrolled students will graduate from existing program)

Proposed new name:

**6. Is the program being modified associated with a current articulation agreement?**

Yes  No

- a. If yes, will the articulation agreement need to be updated with the partner institution following the approve of the program change? Please explain:**

## 7. Primary Aspects of the Modification:

### Existing Curriculum

### Proposed Curriculum (*highlight changes*)

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
LDR or MSL and MSL	210 102 201	Foundations of Leadership Introduction to the Profession of Arms (1) Leadership and Decision Making (2)	3	LDR or MSL and MSL	210 102 201	Foundations of Leadership Introduction to the Profession of Arms (1) Leadership and Decision Making (2)	3
LDR	310	Leadership in Context	3	LDR	310	Leadership in Context	3
LDR	410	Leadership: Senior Seminar	1	LDR	410	Leadership: Senior Seminar	1
LDR	435	Organizational Leadership and Team Development	3	LDR	435	Organizational Leadership and Team Development	3
LDR	496	Field Experience (Leadership in Action)	2	LDR	496	Field Experience (Leadership in Action)	2
				LMNO	305	Volunteer Management	3
						Students may choose no more than one course per focus area for a total of 6-7 elective credits.	6-7
		Communication Competency (3 Cr from the following)				Focus Area 1: Communication ( <del>3 Cr</del> from the following)	
CMST	201	Interpersonal Communication	3	CMST	201	Interpersonal Communication	3
CMST	215	Public Speaking	3	CMST	215	Public Speaking	3
CMST	222	Argumentation and Debate	3	CMST	222	Argumentation and Debate	3
CMST	311	Business and Professional Communication	3	CMST	311	Business and Professional Communication	3
CMST	410	Organizational Communication	3	CMST	410	Organizational Communication	3
CMST	434	Small Group Communication	3	CMST	434	Small Group Communication	3
				CMST	470	Intercultural Communication	3
				ENGL	379	Technical Communications	3
		Ethics Competency (3-4 Cr from the following)				Focus Area 2: Ethics ( <del>3-4 Cr</del> from the following)	
BIOL/ PHIL	383	Bioethics	4	BIOL/ PHIL	383	Bioethics	4
GLST/ PHIL	480	Ethics of Globalization	3	GLST/ PHIL	480	Ethics of Globalization	3
MSL and MSL	401 401L	The Army Officer (3) The Army Officer Lab (1)	4	MSL and MSL	401 401L	The Army Officer (3) The Army Officer Lab (1)	4
PHIL	220	Introduction to Ethics	3	PHIL	220	Introduction to Ethics	3
PHIL	320	Professional Ethics	3	PHIL	320	Professional Ethics	3
REL/ PHIL	454	Environmental Ethics	3	REL/ PHIL	454	Environmental Ethics	3
						Focus Area 3: Strategic Leadership and Decision Making	
				BLAW	350	Legal Environment of Business	3
				HON	378	Honors Design Challenge	3
				HRM	460	Human Resource Management	3
				MGMT	464	Organizational Behavior	3
				OM	240	Decision Making Process in Management	3
Total number of hours required for minor			18-19	Total number of hours required for minor			18-19

## 8. Explanation of the Change:

The School of Health and Human Sciences revised the Leadership Minor based on its evaluation of the curriculum across programs to identify efficiencies and better serve students, as part of its strategic

enrollment plan. This revision also incorporated feedback from their advisory board and a recent Institutional Program Review (IPR). Revisions to the minor include:

- Added LMNO 305 Volunteer Management to the required courses. It was recommended that students pursuing leadership should have a stronger understanding of how volunteerism can better engage and mobilize communities and drive positive social impact.
- Removed LDR 410 Leadership: Senior Seminar and LDR 496 Field Experience: Leadership in Action. Portions of the content from LDR 410 are already integrated within the content provided in other required courses for the minor. LDR 496 will no longer be a requirement since many majors already provide an experiential learning component. The student learning outcomes can be successfully met without the experiential learning “field experience” component. The required courses listed include several authentic experiential learning activities and assessments in the didactic setting.
- Changed the term “Competency” to “Focus Area”. Competency is defined as “mastery of learning by students through their demonstration of knowledge, attitudes, values, skills, and behaviors” (Gervais, 2016). The term “competency” could be misleading since students will not be required to complete several credits for each competency.
- Added CMST 470 Intercultural Communication and ENGL 379 Technical Communications to Focus Area 1: Communication. CMST 470 and ENGL 379 will equip students with vital skills for navigating and embracing cultural diversity and communicating effectively in technical or professional settings. These courses will enhance their ability to foster inclusivity, resolve conflicts, and communicate effectively in multicultural and global contexts.
- Added Focus Area 3: Strategic Leadership & Decision Making because it reflects the importance of developing skills in human resource management, decision making, problem solving and innovative thinking which are all essential for effective leadership development in an ever-changing and complex world. Students would be able to select from MGMT 464 Organizational Behavior, OM 240 Decision Making Process in Management, BLAW 350 Legal Environment of Business, HRM 460 Human Resource Management, and HON 378 Honors Design Challenge. Focus Area 3 courses will provide students with foundational expertise in managing people, navigating legal complexities, and making informed decisions - crucial competencies for effective leadership in any organizational setting. Courses will also immerse students in creative problem solving and hone their critical thinking abilities.