



**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 &amp; Management of Nonprofit Organizations Minor</b>
<b>CURRENT SPECIALIZATION:</b>	<b>N/A</b>
<b>CIP CODE:</b>	<b>52.0206</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

Vice President of Academic Affairs or  
President of the University

10/8/2024

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        |  |

*Must have prior approval from Executive Director or designee*

**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	310	Leadership in Context	3
LDR	410	Leadership: Senior Seminar	1	<del>LDR</del>	<del>410</del>	<del>Leadership: Senior Seminar</del>	<del>1</del>
LDR	435	Organizational Leadership and Team Development	3	<del>LDR</del>	<del>435</del>	<del>Organizational Leadership and Team Development</del>	<del>3</del>
LDR	496	Field Experience (Leadership in Action)	2	LDR	496	Field Experience (Leadership in Action)	2
LMNO	201	Introduction to Leadership and Management of Nonprofit Organizations	3	LMNO	201	Introduction to Leadership and Management of Nonprofit Organizations	3
				LMNO	301	Fundraising and Resource Development	3
				LMNO	305	Volunteer Management	3
		Students may choose no more than one course per competency area for a total of 9 elective credits.				Students may choose no more than one course per focus area for a total of 6 elective credits.	
		Competency 1: Understanding Individual and Groups				Focus Area 1: Understanding Individual and Groups	
CA	321	Consumer Needs and Program Funding	3	CA	321	Consumer Needs and Program Funding	3
GLST	280	Developing Intercultural Competence	3	GLST	280	Developing Intercultural Competence	3
HDFS	210	Lifespan Development	3	HDFS	210	Lifespan Development	3
HDFS	255	Program Design, Implementation, and Evaluation	3	HDFS	255	Program Design, Implementation, and Evaluation	3
				HON	378	Honors Design Challenge	3
SOC	271	Social Work Skills and Methods 1	3	SOC	271	Social Work Skills and Methods 1	3
SOC	282	Youth and Community	3	SOC	282	Youth and Community	3
SOC	382	The Family	3	SOC	382	The Family	3
		Competency 2: Business				Focus Area 2: Business /Government	
ACCT	210	Principles of Accounting	3	ACCT	210	Principles of Accounting	3
BADM	360	Organization and Management	3	BADM	360	Organization and Management	3
BLAW	350	Legal Environment of Business	3	BLAW	350	Legal Environment of Business	3
MGMT	334	Small Business Management	3	MGMT	334	Small Business Management	3
				POLS	210	State and Local Government	3
POLS	320	Public Administration	3	POLS	320	Public Administration	3
				POLS	434	Interest Groups and Lobbying	3
		Competency 3: Marketing/Advertising				Focus Area 3: Marketing/Advertising	
ADV	314	Digital Promotions	3	ADV	314	Digital Promotions	3
ADV	370	Advertising Principles	3	ADV	370	Advertising Principles	3
				MCOM	219	Social Media Strategies	3
PUBR	243	Public Relations Principles	3	PUBR	243	Public Relations Principles	3
		Competency 4: Human Resource Management				Focus Area 4: Human Resource Management	
HRM	460	Human Resource Management	3	HRM	460	Human Resource Management	3
				LDR	435	Organizational Leadership and Team Development	3
PSYC	331	Industrial and Organizational Psychology	3	PSYC	331	Industrial and Organizational Psychology	3
SOC	353	Sociology of Work	3	SOC	353	Sociology of Work	3
Total number of hours required for minor			18	Total number of hours required for minor			18

**8. Explanation of the Change:**

The School of Health and Human Sciences revised the Leadership & Management of Nonprofit

Organizations (LMNO) 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 the LMNO advisory board and a recent Institutional Program Review (IPR). Revisions to the minor include:

- Added LMNO 301 Fundraising and Resource Development and LMNO 305 Volunteer Management to the required courses. IPR external reviewers and the LMNO advisory board suggested revising the LMNO minor to include more nonprofit related courses with the content to include fundraising and financial management and volunteer management. This would better prepare LMNO minor students to pursue the Certified Nonprofit Professional credential and pass the credentialing exam.
- Removed LDR 435 Organizational Leadership and Team Development from core requirements and replaced it with LDR 310 Leadership in Context. LDR 435 was added to the choice of elective credits. LDR 435 focuses on leadership and team development best practices. This course goes beyond introductory leadership concepts and faculty have determined that LDR 310 Leadership in Context is more appropriate to meet the minor's SLOs and engage students in varied approaches to the study of leadership, leadership in groups, moral and ethical issues, mission statements, and contemporary leadership issues facing particular personal and professional contexts. Emphasis is placed on service in relation to leadership and personal analysis of strengths and leadership styles within individual experiences.
- 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. The current elective choices are listed as a competency category with students selecting up to 9 credits with no more than 3 credits chosen from each category. The elective choices were designed this way to encourage a broader understanding as opposed to selecting credits all from one competency category. Since the core credits required in the proposed change have increased from 9 credits to 12 credits, students will only need to select up to 6 credits from electives.
- Added HON 378 Honors Design Challenge to Focus Area 1: Understanding Individual and Groups. Nonprofit organizations are often at the forefront of addressing grand societal challenges such as food insecurity, climate change, and sustainable development. HON 378 will immerse students in these critical themes, providing them with a deep understanding of the issues they may tackle in their nonprofit careers. The rapidly changing landscape of social issues demands innovative and adaptable approaches. Through this course, students will cultivate a mindset geared towards creativity and flexibility, preparing them to devise and implement novel solutions within their future nonprofit roles.
- Added POLS 210 State and Local Government to Focus Area 2: Business /Government. A political science course in the curriculum will emphasize cross-sector collaboration and influence among the public and social sections.
- Added MCOM 219 Social Media Strategies to Focus Area 3: Marketing/Advertising. A social media strategies course in the LMNO curriculum is necessary in today's digital age. Since nonprofit organizations rely heavily on social media to raise awareness, engage with communities, and drive fundraising efforts, it is essential for students to master these platforms.