SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS

New Baccalaureate Degree Minor

Use this form to propose a new baccalaureate degree minor (the minor may include existing and/or new courses. An academic minor within a degree program enables a student to make an inquiry into a discipline or field of study beyond the major or to investigate a particular content theme. Minors provide a broad introduction to a subject and therefore develop only limited competency. Minors consist of a specific set of objectives achieved through a series of courses. Course offerings occur in a specific department or may draw from several departments (as in the case of a topical or thematic focus). In some cases, all coursework within a minor proscribed; in others cases, a few courses may form the basis for a wide range of choices. Regental undergraduate minors typically consist of 18 credit hours. Proposals to establish new minors as well as proposals to modify existing minors must recognize and address this limit. The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the New Baccalaureate Degree Minor Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	BHSU
TITLE OF PROPOSED MINOR:	**Leadership**
DEGREE(S) IN WHICH MINOR MAY BE EARNED:	**BA; BS; BFA; BAT; BSED; BADM (All undergraduate bachelor's degree programs except the BAS in Leadership)**
EXISTING RELATED MAJORS OR MINORS:	**Leadership major; requested certificate in Leadership**
INTENDED DATE OF IMPLEMENTATION:	**Fall 2026**
PROPOSED CIP CODE:	**240101**
UNIVERSITY DEPARTMENT:	**School of Humanities**
BANNER DEPARTMENT CODE:	**BSH**
UNIVERSITY DIVISION:	**College of Liberal Arts**
BANNER DIVISION CODE:	**6A**

☒ **Please check this box to confirm that:**

- The individual preparing this request has read AAC Guideline 2.3.2.2.D, which pertains to new baccalaureate degree minor requests, and that this request meets the requirements outlined in the guidelines.
- This request will not be posted to the university website for review of the Academic Affairs Committee until it is approved by the Executive Director and Chief Academic Officer.

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.

Click here to enter a date.

President of the University | Date

Note: In the responses below, references to external sources, including data sources, should be documented with a footnote (including web addresses where applicable).

1. **Do you have a major in this field (*place an "X" in the appropriate box*)?** ☒ *Yes* ☐ *No*

2. **If you do not have a major in this field, explain how the proposed minor relates to your university mission and strategic plan, and to the current Board of Regents Strategic Plan 2014-2020.**
   Links to the applicable State statute, Board Policy, and the Board of Regents Strategic Plan are listed below for each campus.

BHSU:	*SDCL § 13-59*	*BOR Policy 1.2.1*
DSU:	*SDCL § 13-59*	*BOR Policy 1.2.2*
NSU:	*SDCL § 13-59*	*BOR Policy 1.2.3*
SDSMT:	*SDCL § 13-60*	*BOR Policy 1.2.4*
SDSU:	*SDCL § 13-58*	*BOR Policy 1.2.5*
USD:	*SDCL § 13-57*	*BOR Policy 1.2.6*

   Board of Regents Strategic Plan

3. **What is the nature/purpose of the proposed minor? Please include a brief (1-2 sentence) description of the academic field in this program.**

   This program is designed to equip students with the skills to serve in positions of leadership in their chosen fields. The minor includes a sequence of four classes in the major areas of leadership in addition to electives in business and other related fields to all students to suit the curriculum to their specific goals. This minor will support the traditional student, who also has a major and expects a four-year degree. The accompanying proposal for a certificate in leadership would serve the post-traditional student who has established a career and seeks support for further advancement.

4. **How will the proposed minor benefit students?**

   It will provide them with background in the major areas of leadership culminating in the development of a plan for their own, future leadership strategy, style, and personal goals. Thus, students with this minor would be prepared for advancement by taking on leadership roles.

5. **Describe the workforce demand for graduates in related fields, including national demand and demand within South Dakota.** *Provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc. Please cite any sources in a footnote.*

US Bureau of Labor Statistics says that a person in a career leadership role "influences and guides others to accomplish strategic plans by leading, mentoring, taking charge, building teams, and offering direction." The required courses in this proposed minor would provide instruction in each of these areas, with a course with the specific focus of strategic planning; a foundation of leadership theory and best practice; and a seminar in which students develop their own approach to building and directing teams.

The Bureau lists more than 200 fields for which leadership skills are listed by employers as either "very important" or "extremely important."

As indicated in World Economic Forum's Future Jobs Report for 2025, the United States can expect a 35% "disruption to skills" between 2025 and 2030 owing to the development of Artificial Intelligence, among other factors. (The global average for skill disruption is 39%.) However, among the "core skills" expected to remain in demanded, leadership is 3rd of 26, indicating a significant need for graduates with the leadership skills provided in the proposed program.

6. **Provide estimated enrollments and completions in the table below and explain the methodology used in developing the estimates (*replace "XX" in the table with the appropriate year*).**

	Fiscal Years*			
	1st	2nd	3rd	4th
Estimates	FY 27	FY 28	FY 29	FY 30
Students enrolled in the minor (fall)	**5**	**10**	**12**	**18**
Completions by graduates	**0**	**0**	**2**	**5**

*Do not include current fiscal year.

The above numbers represent a conservative estimate with the expectation that we will market this minor broadly to all students and perhaps particularly to those in service-related fields—Human Resources, Outdoor Education, Multi-media Journalism, Exercise Science, Psychology, Sociology, and areas of the arts that will include working within organizations.

7. **What is the rationale for the curriculum? Demonstrate/provide evidence that the curriculum is consistent with current national standards.**

SDSU has a minor in leadership with focus areas in communication, ethics, and strategic leadership and decision making. The University of Wyoming has a leadership minor which would be similar to ours. It has three core courses: ethics, theory, and practice. However, there does not seem to be consensus about curriculum either regionally or nationally. May institutions have programs in educational leadership, healthcare leadership, or civic leadership, for example. Our is designed more broadly to fit the needs of students at a comprehensive institution.

Complete the tables below. Explain any exceptions to Board policy requested.
Minors by design are limited in the number of credit hours required for completion. Minors typically consist of eighteen (18) credit hours, including prerequisite courses. In addition, minors typically involve existing courses. If the curriculum consists of more than eighteen (18) credit hours (including prerequisites) or new courses, please provide explanation and justification below.

A. Distribution of Credit Hours

Leadership	Credit Hours	Percent
Requirements in minor	12	67%
Electives in minor	6	33%
Total	18	100%

B. Required Courses in the Minor

Prefix	Number	Course Title *(add or delete rows as needed)*	Prerequisites for Course *Include credits for prerequisites in subtotal below.*	Credit Hours	New (yes, no)
SLDR	301	Intro to Leadership Theory & Practice	None	3	No
SLDR	310	Strategic Planning	None	3	No
SLDR	320	Modern Leadership Theories	SLDR 301	3	No
SLDR	490	Capstone Seminar	None	3	No
			Subtotal	12	

8. Elective Courses in the Minor: List courses available as electives in the program. Indicate any proposed new courses added specifically for the minor.

Take any two of the following:

Prefix	Number	Course Title	Prerequisites for Course	Credit Hours	New (yes, no)
BADM	334	Small Business Management	None	3	No
BADM	369	Organizational Behavior & Theory	None	3	No
CMST	410	Organizational Communication	None	3	No
BADM	336	Entrepreneurship I	None	3	No
BADM	344	Management and Communication	ENGL 101 (3)	3	No
BADM	438	Entrepreneurship II	None		No
HRM	460	Human Resource Management	HRM 460 or BAD (3)	3	No
HRM	461	Personnel Planning & Selection	HRM 460 or BADM 460 (3)	3	No
HRM	466	Training and Development	BADM 360 or BADM 369 (3)	3	No

SOC	236	Mediation and Conflict Resolution	SOC 100 (3)	3	No
WRTG	379	Technical Writing	ENGL 201, 205, 277, 283 or 284	3	No
WRTG	479	Professional Writing	ENGL or WRTG 379	3	No

A. What are the learning outcomes expected for all students who complete the minor? How will students achieve these outcomes? *Complete the table below to list specific learning outcomes—knowledge and competencies—for courses in the proposed program in each row. Label each column heading with a course prefix and number. Indicate required courses with an asterisk (*). Indicate with an X in the corresponding table cell for any student outcomes that will be met by the courses included. All students should acquire the program knowledge and competencies regardless of the electives selected. Modify the table as necessary to provide the requested information for the proposed program.*

Individual Student Outcome (Same as in the text of the proposal)	*SLDR 301	*SLDR 310	*SLDR 320	*SLDR 490
Develop an understanding of current leadership theory	x		x	
Apply effective approaches to strategic planning		x		x
Create a personal approach to mentoring and teambuilding according to established best practice	x			x
Learn effective forms of interpersonal and textual communication				x

Modify the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.

9. What instructional approaches and technologies will instructors use to teach courses in the minor? *This refers to the instructional technologies and approaches used to teach courses and NOT the technology applications and approaches expected of students.*

Faculty are collaborating to use common texts and other materials and to establish continuity in their goals and pedagogical approaches. They will use traditional texts, open access materials, and current research. The four SLDR courses will have a hybrid approach using zoom and D2L, so instructors will make use of functions allowing for group work, lecture, and discussion.

10. Delivery Location

Note: The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., USD Community Center for Sioux Falls, Black Hills State University-Rapid City, Capital City Campus, etc.) or deliver the entire program through distance technology (e.g., as an online program)?

	Yes/No	*Intended Start Date*
On campus	Yes	**Fall 2026**

	Yes/No	*If Yes, list location(s)*	*Intended Start Date*
Off campus	Yes	BHSU-RC; Online	**Fall 2026**

	Yes/No	*If Yes, identify delivery methods* *Delivery methods are defined in AAC Guideline 2.4.3.B.*	*Intended Start Date*
Distance Delivery (online/other distance delivery methods)	Yes	Online synchronous and asynchronous	**Fall 2026**
Does another BOR institution already have authorization to offer the program online?	No	**If yes, identify institutions: SDSU offers a Leadership minor in Brookings. USD offers a Civic Leadership minor in Vermillion. No regental institution offers a Leadership minor online.**	

B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the minor through distance learning (e.g., as an online program)? *This question responds to HLC definitions for distance delivery.*

Depending on the electives the students select, this minor could be delivered all online or with a mix of online and in-person classes.

	Yes/No	*If Yes, identify delivery methods*	*Intended Start Date*
Distance Delivery (online/other distance delivery methods)	Yes	Online; In-person	**Fall 2026**

11. Does the University request any exceptions to any Board policy for this minor? Explain any requests for exceptions to Board Policy. *If not requesting any exceptions, enter "None."*

None

12. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed minor. *Address off-campus or distance delivery separately.*

All of the courses in the proposed minor are already offered as part of various major degree programs. No courses are unique to this minor.. The courses in the core are offered online while the courses in the electives are offered both online and in person. There will be no costs associated with it. In fact,

by making this minor available, we expect to increase efficiency by filling leadership courses currently not at capacity in the major.

13. New Course Approval: New courses required to implement the new minor may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement (*place an "X" in the appropriate box*).

☐ YES,

the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 7.

☒ NO,

the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.

14. Additional Information: *Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.*

Students who major in the BAS in Leadership will not be eligible to complete this minor. No other degree programs will have more than six credits of overlap with this proposed minor.