

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 7 – D (2)
DATE: June 21-22, 2023

SUBJECT

New Program Request – DSU – Minor in Management

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:23](#) – New Programs, Program Modifications, Curricular Requests, and Inactivation/Termination

BACKGROUND / DISCUSSION

Dakota State University (DSU) requests authorization to offer a minor in Management. The proposed minor would complement various non-business majors by expanding students’ understanding of management within the context of international business. Students will gain a broad perspective of the management field and explore specialty areas such as organizational behavior and human resource management. Students in the Bachelor of Business Administration will not be able take this minor due to course overlap.

IMPACT AND RECOMMENDATION

DSU plans to offer the minor in Management on campus and online. DSU does not request new state resources, and no new courses are required. DSU estimates 15 students enrolled and 5 graduates by the fourth year of the program.

Board office staff recommends approval.

ATTACHMENTS

Attachment I – New Program Request Form: DSU – Minor in Management

DRAFT MOTION 20230621_7-D(2):

I move to authorize DSU to offer a minor in Management, as presented.



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

New Baccalaureate Degree Minor

UNIVERSITY:	DSU
TITLE OF PROPOSED MINOR:	Management Minor
DEGREE(S) IN WHICH MINOR MAY BE EARNED:	All degrees, except Bachelor of Business Administration
EXISTING RELATED MAJORS OR MINORS:	Bachelor of Business Administration: Management Specialization; Associate of Science Business Management
INTENDED DATE OF IMPLEMENTATION:	Fall 2023
PROPOSED CIP CODE:	52.1303
UNIVERSITY DEPARTMENT:	College of Business and Information Systems
BANNER DEPARTMENT CODE:	DBIS
UNIVERSITY DIVISION:	Business
BANNER DIVISION CODE:	DBUS

Please check this box to confirm that:

- The individual preparing this request has read [AAC Guideline 2.8](#), 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.

President of the University

4/28/2023

Date

¹ U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Management Occupations. Source: <https://www.bls.gov/ooh/management/home.htm#:~:text=Overall%20employment%20in%20management%20occupations,new%20jobs%20over%20the%20decade>. Obtained January 10, 2023.

² Indeed.com. Source: <https://www.indeed.com/career-advice/career-development/business-management-degree-jobs>. Obtained January 10, 2023.

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)?**
 Bachelor of Business Administration: Management Specialization 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 1:10:4](#)
 DSU: [SDCL § 13-59](#) [BOR Policy 1:10:5](#)
 NSU: [SDCL § 13-59](#) [BOR Policy 1:10:6](#)
 SDSMT: [SDCL § 13-60](#) [BOR Policy 1:10:3](#)
 SDSU: [SDCL § 13-58](#) [BOR Policy 1:10:2](#)
 USD: [SDCL § 13-57](#) [BOR Policy 1:10:1](#)
[Board of Regents Strategic Plan 2014-2020](#)

The Dakota State University statutory mission is provided in SDCL 13-59-2.2:

The primary purpose of Dakota State University in Madison in Lake County is to provide instruction in computer management, computer information systems, electronic data processing and other related undergraduate and graduate programs. The secondary purpose is to offer two-year, one-year and short courses for application and operator training in the areas authorized by this section. This authorization includes the preparation of elementary and secondary teachers with emphasis in computer and information processing.

This minor falls within DSU’s mission because it is a business and technology-based minor, linked to the BBA in Business.

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.**

The Management Minor complements various non-business majors by expanding students’ understanding of management within the international business world / context. Students will gain a broad perspective of the management field and explore specialty areas such as organizational behavior and human resource management.

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

A minor in management provides students from non-business programs with a competitive advantage over their respective peers in the marketplace, as they will develop an understanding of the theories, concepts, and best practices that are commonly used in professional settings.

¹ U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Management Occupations. Source: <https://www.bls.gov/ooh/management/home.htm#:~:text=Overall%20employment%20in%20management%20occupations,new%20jobs%20over%20the%20decade>. Obtained January 10, 2023.

² Indeed.com. Source: <https://www.indeed.com/career-advice/career-development/business-management-degree-jobs>. Obtained January 10, 2023.

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.*

The growth rate for management occupations is projected to growth 8% from 2021 – 2031, faster than the average. This increase in growth rate is expected to result in about 883,000+ jobs. over the next decade, with about 1.1 million openings each year, on average, to come from growth and replacement needs of management occupations.¹ According to Indeed.com, various careers to consider with a management degree include, but are not limited to: project manager, office manager, human resource manager, business manager, logistics, manager, etc.²

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*			
	1 st	2 nd	3 rd	4 th
<i>Estimates</i>	FY 23-24	FY 24-25	FY 25-26	FY 26-27
Students enrolled in the minor (fall)	5	8	11	15
Completions by graduates			5	5

*Do not include current fiscal year.

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

The curriculum is designed to provide students with a basic understanding of the principles and practices of management. The rationale for this curriculum is to prepare students for careers in management or related fields and to provide them with the skills and knowledge they need to be effective managers. The courses included in the curriculum cover topics such as organizational behavior, human resource management, communication, ethics, and operations management. These courses provide students with a foundation in the key areas of management and help them develop critical thinking, problem-solving, communication, and leadership skills. Similar management minors are offered at both public and private institutions, including the University of Minnesota Carlsen School of Management, South Dakota State University, University of Nebraska – Lincoln, and University of Sioux Falls.

8. **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.

¹ U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Management Occupations. Source: <https://www.bls.gov/ooh/management/home.htm#:~:text=Overall%20employment%20in%20management%20occupations,new%20jobs%20over%20the%20decade>. Obtained January 10, 2023.

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A. Distribution of Credit Hours

Management Minor	Credit Hours	Percent
Requirements in minor	18	100%
Electives in minor	0	%
Total	18	

B. Required Courses in the Minor

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Prerequisites for Course <i>Include credits for prerequisites in subtotal below.</i>	Credit Hours	New (yes, no)
BADM	344	Managerial Communication	ENGL 101*	3	No
BADM	360	Organization & Management		3	No
BADM	457	Business Ethics		3	No
BADM	460	Human Resources Management	BADM 360	3	No
BADM	464	Organizational Behavior	BADM 360	3	No
BADM	101	Survey of Business		3	No
Subtotal				18	

*General Education requirement.

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

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Prerequisites for Course <i>Include credits for prerequisites in subtotal below.</i>	Credit Hours	New (yes, no)
					Choose an item.

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.

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² Indeed.com. Source: <https://www.indeed.com/career-advice/career-development/business-management-degree-jobs>. Obtained January 10, 2023.

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)	BADM 344	BADM 360	BADM 457	BADM 460	BADM 464	BADM 101
Demonstrate an understanding of the scope of management theories	X	X		X		X
Evaluate ethical matters in management	X		X		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.

10. 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.*

Lectures and readings will be used to highlight course content. Online quizzing is used to prepare students for section tests. Key points will be emphasized via cases, discussions, and assignments that incorporate technology. Students will utilize the internet and the library database for research. Projects require students to apply concepts from the course, solving relevant business challenges.

11. 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 2023

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		Choose an item. Choose an item.

Yes/No	If Yes, identify delivery methods <i>Delivery methods are defined in AAC Guideline 5.5.</i>	Intended Start Date

¹ U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Management Occupations. Source: <https://www.bls.gov/ooh/management/home.htm#:~:text=Overall%20employment%20in%20management%20occupations,new%20jobs%20over%20the%20decade>. Obtained January 10, 2023.

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Distance Delivery (online/other distance delivery methods)	Yes	Internet asynchronous – term-based instruction	Fall 2023
Does another BOR institution already have authorization to offer the program online?	Yes	If yes, identify institutions: Black Hills State University (BHSU) Northern State University (NSU) South Dakota State University (SDSU)	

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.

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)	No		Choose an item. Choose an item.

12. 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.

13. 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.

The management minor takes advantage of courses already offered at DSU. No additional resources are requested for this minor at this time.

14. 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.

¹ U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Management Occupations. Source: <https://www.bls.gov/ooh/management/home.htm#:~:text=Overall%20employment%20in%20management%20occupations,new%20jobs%20over%20the%20decade>. Obtained January 10, 2023.

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15. 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.*

¹ U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Management Occupations. Source: <https://www.bls.gov/ooh/management/home.htm#:~:text=Overall%20employment%20in%20management%20occupations,new%20jobs%20over%20the%20decade>. Obtained January 10, 2023.

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