



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

Substantive Program Modification Form

UNIVERSITY:	SDSU
CURRENT PROGRAM DEGREE:	Minor
CURRENT PROGRAM MAJOR/MINOR:	Leadership Minor
CURRENT SPECIALIZATION:	N/A

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			

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.