

ACADEMIC AFFAIRS COUNCIL

AGENDA ITEM: 4 – A (2)

DATE: March 31, 2016

SUBJECT: New Minor: USD Minor in Multicultural Studies

The University of South Dakota (USD) requests authorization to offer a baccalaureate minor in Multicultural Studies. USD does not currently have a major in this field, but the proposed interdisciplinary program aligns with the university's commitment to promoting liberal arts, citizenship, and social responsibility. The minor will provide students with multiple cultural perspectives and prepare graduates to communicate effectively across cultural boundaries as a complement to a wide range of majors and career paths. USD expects to graduate seven students per year with this minor after full implementation. The proposed curriculum requires the addition of three new courses and consists of eighteen credit hours. USD is not requesting new resources.

RECOMMENDED ACTION

Move forward. Provide comments and concerns to Jay Perry.

**South Dakota Board of Regents
New Baccalaureate Degree Minor**

University:	USD
Title of Proposed Minor:	Multicultural Studies
Degree(s) in which minor may be earned:	Any Bachelor's degree except Bachelor of General Studies
Existing related majors or minors:	None
Proposed Implementation (term):	Fall 2016
Proposed CIP Code:	05.0299

University Approval

To the Board 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.

James N. Abbott

3-24-16

President of the University

Date

After approval by the President, a signed copy of the proposal should be transmitted to the Executive Director. Only after Executive Director review should the proposal be posted on the university web site and the Board staff and the other universities notified of the URL.

1. Do you have a major in this area? _____ Yes X No

2. If you do not have a major in this area, explain how the proposed minor relates to your mission.

The Multicultural Studies minor is an interdisciplinary program that furthers the university's stated commitment to becoming a regional leader in diversity and inclusiveness, and the practice of Inclusive Excellence, as well as its goals of graduating broadly informed and globally aware students and supporting the academic values of the liberal arts, including citizenship and social responsibility. An important component of this commitment is the effort to provide students with preparation for leading, navigating, and succeeding in increasingly diverse local, national, and international communities, and this minor offers an academic framework for understanding the challenges and opportunities associated with a new multicultural reality.

3. How will the proposed minor benefit students?

The University of South Dakota requests authorization to offer a baccalaureate minor in Multicultural Studies. The proposed minor will make the university's graduates more attractive to employers by providing students with academic and practical skills related to issues of diversity, inclusion, globalization, and cultural awareness. The ability to demonstrate an understanding of multiple perspectives, to communicate effectively across cultural boundaries, and to initiate, maintain, and support inclusive practices will complement a wide range of majors and career paths.

4. Provide estimated enrollments and completions in the table below and explain how the estimates were developed.

	Fiscal Years*			
	1st	2nd	3rd	4th
Estimates	FY17	FY18	FY19	FY20
Students in the minor (fall)	3	6	9	12
Completions by graduates		3	5	7

* Do not include current year.

5. What is the rationale for the curriculum?

Diversity among humans is defined as the presence of variety regarding many dimensions including, but not limited to, including race, ethnicity, disability, sexual orientation, socioeconomic status, gender identity and expression, religion, age, veteran status, and nationality. Variations in human diversity yield both challenges and opportunities. Incidents of intergroup conflict in business, politics, communities, institutions of higher learning and other sectors of society engender opportunities for leaders to undertake positive change, civil discourse, and innovation. Given a shift in research on leadership from a focus on personal characteristics (e.g., articulate, intelligent, charismatic, personable, etc.) to abilities and skills required to lead diverse groups (e.g., task forces, innovation teams, diverse communities, etc.), the minor emphasizes an interdisciplinary approach to developing these abilities and skills.

Students who pursue this minor will gain awareness and understanding of concepts, histories, and theories of multiculturalism, as well as the practice of leading and working within diverse disciplinary contexts. Moreover, students will acquire an understanding of themselves including subconscious processes such as implicit bias, stereotypes, privilege, and microaggressions; the power of diversity and how to use it to bring innovation and change, and the practice of entering different worldviews, engaging in civil discourse, and creating inclusive workplaces. The minor will provide an academic basis for both the theory and practice of multicultural leadership, and will encourage participation in various co-curricular opportunities, including the Voices of Discovery Intergroup Dialogue Program, the Multicultural Leadership for the 21st Century Retreat, Diversity Symposium, and Campus and Community Service.

6. Complete the tables below. Explain any exceptions to BOR policy being requested.

A. Distribution of Credit Hours

[title of proposed minor]	Credit Hours	Percent
Requirements in Minor	9	50%
Electives in the Minor	9	50%
Total		100%

B. Required Courses in the Minor

Prefix	Number	Course Title	New*	Hours
A&S	140	Introduction to Multicultural Studies	Y	3
<i>Take one of the following courses:</i>				
SOC	100	Introduction to Sociology	N	3
ANTH	210	Cultural Anthropology	N	
<i>Take one of the following courses:</i>				
PSYC	460	Psychological Perspectives on Diversity	N	3
SPCM	370	Communication and Social Identity	N	
Subtotal, required				9

* New: Y= yes, N = no.

C. Elective Courses in the Minor: List courses that may be taken as electives in the minor. Indicate any new courses to be added specifically for the minor. (If the list of existing courses is long, it may be provided as Appendix A.)

Prefix	Number	Course Title	New*	Hours
ANTH	261	Human Sexuality	N	3
ANTH/NATV	323	Lakota History & South Dakota	N	3
ANTH/NATV	331	Native People/Cultures of North America	N	3
ANTH	460	World Ethnography	N	3
ARAB	201	Intermediate Arabic I	N	3
DCOM	428	American Sign Language I	N	3
EDFN	475	Human Relations	N	3
ENGL/NATV	214	Introduction to American Indian Literature	N	3
ENGL/LING	407	World Englishes	Y	3
ENGL/NATV	445	American Indian Literature	N	3
ENGL/NATV	446	American Indian Literature II	N	3
ENGL	451	African American Literature	N	3
FREN	201	Intermediate French I	N	3
GER	201	Intermediate German I	N	3
HSC	380	Health Literacy and Culture Care	N	3
HIST	454	Race and Slavery in America	Y	3
INED	410	Multicultural Studies and Human Relations	N	3
INED	411	South Dakota Indian Studies	N	3
LAKL	201	Intermediate Lakota I	N	3
LDR	404	Leadership Communication & Conflict Resolution	N	3
MCOM/WMST	424	Gender and Media	N	3
NATV	110	Introduction to Native American Studies	N	3
NATV	323	Lakota History & South Dakota	N	3
NATV	370	Native Am Oral Hist/Traditions	N	3
PSYC	368	Psychology of Sexuality	N	3
RUSS	201	Intermediate Russian I	N	3
SOC	450	Race & Ethnic Minorities	N	3
SPAN	201	Intermediate Spanish I	N	3
SPCM	470	Intercultural Communication	N	3
SPCM	485	Communication & Conflict Resolution	N	3
SPCM/WMST	415	Communication & Gender	N	3
SUST	201	Sustainability and Society	N	3
WMST	247	Women and Gender Studies Intro	N	3

* New: Y= yes, N = no.

7. What outcomes will be expected for all students who complete the minor? How will these outcomes be achieved?

Students who complete this minor will

1. Demonstrate a familiarity with the concepts, histories, and theories of multiculturalism, as well as the practice of leading and working within diverse disciplinary contexts.
2. Demonstrate an understanding of themselves, including subconscious processes such as implicit bias, stereotypes, privilege, and microaggressions,
3. Recognize the power of diversity as a tool for innovation and change,
4. Demonstrate the ability to communicate effectively with others, as well as the practice of entering different worldviews, engaging in civil discourse, and creating inclusive workplaces.

These outcomes will be achieved through required and elective coursework in the minor.

8. What instructional technologies will be used to teach courses in the minor? *This refers to the instructional technologies used to teach the new courses in the minor and NOT the technology applications students are expected to learn.*

A&S 140 will be taught in classrooms using USD smart classroom technology, with Symposium stations promoting an efficient environment for the delivery of electronic presentations such as PowerPoint. Some classes will employ Turning Point audience response systems (clickers), providing another mode of engagement, polling, and in-class quizzing. Most courses will utilize the Desire2Learn course management system to provide course information, post course materials, and, in some cases, offer quizzes. For some courses it is expected that students will be required to access library services and use searchable databases and on-line journals.

9. Is the University is requesting authorization to provide the minor to students at an off-campus location or by distance delivery? If yes, explain.

None.

10. Costs, Budget & Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, instructional technology and software, other O&M, facilities, etc needed to implement the minor.

The only new course included in this proposal, A&S 140 Introduction to Multicultural Studies, will be taught in-load by the Associate Vice President for Diversity or other approved faculty members in the Office of Diversity. All other courses are currently offered with existing faculty and resources.

11. Additional Information *Additional information is optional. Use this space to provide information not requested above.. Limit the number and length of additional appendices. Identify appendices with capital letters. Letters of support are not necessary and are rarely included with Board materials. This item may be deleted if it is not used.*