

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – F (1)

DATE: May 9-11, 2017

SUBJECT: New Program: NSU AA in Criminal Justice

Northern State University (NSU) requests authorization to offer an Associate of Arts (AA) in Criminal Justice. Students in the program will learn about the intricate relationships between the police, the courts, and corrections as well as understand how the criminal justice system addresses the needs of offenders, victims, the families of victims and perpetrators, and society. Graduates of the program can expect to find entry-level employment in a variety of positions within the criminal justice system. In addition, graduates can continue their education at the bachelor’s level, including NSU’s BA in Sociology with Criminal Justice Specialization.

The Executive Director waived the Intent to Plan under Board Policy 2:23 due to NSU having an existing specialization in Criminal Justice in the Sociology major.

University Mission and Priorities

SDCL 13-58-1 provides SDSU’s mission as providing “*the preparation of elementary and secondary teachers, and a secondary purpose is to offer pre-professional, one-year and two-year terminal and junior college programs. Four-year degrees other than in education and graduate work may be authorized by the Board of Regents.*” In addition, Board Policy 1:10:6 allows NSU to provide programs such as the AA in Criminal Justice through approval of associate and bachelor’s degrees in arts and sciences, business, education, and fine arts.

System Strategic Goals

The proposed degree supports the South Dakota Board of Regents Strategic Plan 2014-2020, including growing the number of undergraduate degrees awarded, improving first year retention rates, and expanding educational access through online programs. In addition, the proposed program aligns with Board initiatives to grow online associate degree programs.

Workforce Need, Student Demand, Projected Graduates

The program will provide graduates with entry-level opportunities in a variety of fields. NSU cites US Department of Labor statistics indicating projected growth of 4-5% for several criminal justice fields. In addition, NSU notes that many existing criminal justice positions now

(Continued)

DRAFT MOTION 20170509_6-F(1): I move to approve NSU’s AA in Criminal Justice as described in Attachment I.

New Prog: NSU AA in Criminal Justice

May 9-11, 2017

Page 2 of 2

require sixty credits of postsecondary education, the equivalent of the associate degree. NSU expects to graduate ten students per year after full implementation.

Development

The curriculum for the program is consistent with the standards of first sixty credits (two years) of the existing BS in Sociology with Criminal Justice specialization.

Board Policy

NSU is not requesting any exceptions to Board policy.

Off Campus and Distance Delivery

NSU is requesting authorization to deliver the program online.

Budget and Resources

NSU does not request any new State resources to implement or maintain the proposed program.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Undergraduate Degree Program

Use this form to propose a new undergraduate degree program. An undergraduate degree program includes a new major, a new degree, or both. 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 Undergraduate Degree Program Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	NSU
MAJOR:	Criminal Justice
EXISTING OR NEW MAJOR(S):	
DEGREE:	AA
EXISTING OR NEW DEGREE(S):	
INTENDED DATE OF IMPLEMENTATION:	8/21/2017
PROPOSED CIP CODE:	430104
SPECIALIZATIONS:¹	None
IS A SPECIALIZATION REQUIRED (Y/N):	No
DATE OF INTENT TO PLAN APPROVAL:	Click here to enter a date.
UNIVERSITY DEPARTMENT:	History, Sociology, Political Science, and Geography
UNIVERSITY DIVISION:	College of Arts and Sciences

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.

/s/ Timothy Downs

President of the University

3/28/2017

Date

1. What is the nature/purpose of the proposed program?

An Associate Degree in criminal justice will prepare students for careers in criminal justice professions by providing them with a background in the foundational terminology of the criminal justice system. Students will be exposed to introductory level courses in criminal law, criminal procedure, criminology and the correctional field. Study in these areas will illuminate the intricate relationships among the police, the courts, and corrections. Students will understand how the criminal justice system addresses the needs of all its actors, including offenders, victims, the families of victims and perpetrators, society, and criminal justice personnel. Equipped with this knowledge, students will be better prepared to deal with the complex issues facing the 21st century criminal justice professional.

¹ If the proposed new program includes specific specializations within it, complete and submit a New Specialization Form for each proposed specialization and attach it to this form. Since specializations appear on transcripts, they require Board of Regents approval.

The general purpose of the proposed program is to provide students the opportunity to obtain an associate degree (60 credit hours) in criminal justice. This degree will make an applicant more competitive for entry-level employment in local, county, and state law enforcement and correctional agencies in South Dakota. While a candidate for employment in criminal justice requires only a high school diploma or GED, more agencies are requiring a minimum of 60 hours of post high school education as a condition of employment. Currently, 16% [129/799] of South Dakota's full time sworn police personnel (excluding Sioux Falls) and 41% [180/441] of full time Sheriff's Office sworn personnel have only a high school diploma or GED.

Demand for this program would come primarily from non-traditional students actively employed in the field who do not have a post-secondary degree. Another track of enrollment would come from students seeking an Associate of Arts degree; these students will then transfer into a Bachelor's program in sociology or a related field (i.e., criminal justice, social work, or psychology) in any regental institution.

There currently is no Associate of Arts program in criminal justice offered by a regental institution in South Dakota.

2. How does the proposed program relate to the university's mission and strategic plan, and to the current Board of Regents Strategic Plan 2014-2020?²

The mission of NSU is to provide programs which promote excellence in learning, support research and provide service to the state of South Dakota. South Dakota's population continues to grow in number, and as it does, the issues facing the state's criminal justice community are becoming more complex, requiring criminal justice professionals who are educated about and are able to respond to the challenging and rapidly evolving issues facing the state's law enforcement, courts and corrections.

SDCL 13-59-1 establishes:

The primary purpose of Northern State University, at Aberdeen in Brown County, and Black Hills State University, at Spearfish in Lawrence County, is the preparation of elementary and secondary teachers, and a secondary purpose is to offer preprofessional, one-year and two-year terminal and junior college programs. Four-year degrees other than in education and graduate work may be authorized by the Board of Regents.³

Board of Regents Policy 1:10:6 states:

The Board implemented SDCL 13-59-1 by authorizing graduate and undergraduate programs in education to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and the nation. The Board approved a special emphasis on E-learning in the university curriculum and service. Approved curriculum for the university includes associate and bachelor's degrees in arts and sciences, business, education, and fine arts.⁴

3. Describe the workforce demand for graduates of the program, 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.

The state of South Dakota has a multitude of criminal justice positions for which it routinely hires: Highway Patrol Trooper, Highway Patrol Motor Carrier Services, Division of Criminal Investigation (DCI) Special Agent, Correctional Officer, Parole Agent, Probation Agent, Juvenile Corrections Agent, Conservation Officer, and Game, Fish & Parks Law Enforcement Officer. Similarly, South Dakota counties and cities are in the market for deputy sheriff and local law enforcement officers. At the same time, the U.S. government has a number of organizations with a criminal justice mission for which it routinely hires: Federal Bureau of Investigation, Marshals Service, Drug Enforcement Agency, Immigration & Customs Enforcement, Secret Service, Border Patrol, and Air Force/Army/Navy Criminal Investigation Services. According to Bureau of Labor Statistics, U.S.

² South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf.

³ SDCL 13-59-1, http://legis.sd.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&Statute=13-59-1

⁴ Board of Regents Policy 1:10:6, <https://www.sdbor.edu/policy/1-Governance/documents/1-10-6.pdf>

Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Police and Detectives, most criminal justice career fields will experience growth over the next seven years:

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24	
				Percent	Numeric
Police and detectives	—	806,400	839,500	4	33,100
Detectives and criminal investigators	33-3021	116,700	115,300	-1	-1,400
Fish and game wardens	33-3031	6,200	6,300	2	100
Police and sheriff's patrol officers	33-3051	680,000	714,200	5	34,200
Transit and railroad police	33-3052	3,600	3,700	4	100

4. How will the proposed program benefit students?

In the past 20 years, criminal justice has established autonomy as a discipline from sociology programs/departments in the United States. As the workforce in criminal justice has grown during this time, high school seniors have routinely chosen programs that offer criminal justice as a major/degree option, and those individuals already working in the field of criminal justice seek to obtain degrees in criminal justice. An AA degree program in criminal justice is necessary for two key reasons:

1. As noted above, while a candidate for employment in this field requires only a high school diploma or GED, more agencies are requiring a minimum of 60 hours of post high school education as a condition of employment; for this reason, an AA degree is attractive for students who do not want to pursue a bachelor's degree.
2. Individuals currently employed in the criminal justice field who do not have a post-secondary degree would find value in an AA degree for promotion in the field.

5. Program Proposal Rationale:

A. If a new degree is proposed, what is the rationale?⁵

Not applicable.

B. What is the rationale for the curriculum?

The proposed curriculum was developed based on the examination of programs in the region that currently offer an associate's degree in criminal justice. We propose to adopt a program similar to the Associate of Arts program offered through Bismarck State College:

<http://info.bismarckstate.edu/degreeplans2015-16/Criminal%20Justice%20AA.pdf>

C. Demonstrate/provide evidence that the curriculum is consistent with current national standards. Complete the tables below and explain any unusual aspects of the proposed curriculum.

As there is no uniform accreditation in the United States (only optional certification through the Academy of Criminal Justice Sciences), national and state standards are not uniform, and are slightly variable between programs. Considering this, the proposed curriculum was developed based on the examination of programs in the region that currently offer an associate's degree in criminal justice. There are no unusual aspects of the proposed curriculum.

⁵ This question refers to the type of degree, not the program. For example, if your university has authorization to offer the Bachelor of Science and the program requested is a Bachelor of Science, then the request is not for a new degree.

D. Summary of the degree program (complete the following tables):

[Criminal Justice]	Credit Hours	Credit Hours	Percent
System General Education Requirements	24		
Subtotal, Degree Requirements		24	40%
Required Support Courses (not included above)			
Major Requirements	15		
Major Electives	15		
Subtotal, Program Requirements		30	50%
Free Electives		6	10%
Degree Total ⁶		60	100%

Required Support Courses Outside the Major

(Not general education or institutional graduation requirements)

Not applicable.

Major Requirements

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Credit Hours	New (yes, no)
CJUS	201	Introduction to Criminal Justice	3	No
SOC	351	Criminology	3	No
CJUS	431	Criminal Law	3	No
CJUS	433	Criminal Procedure	3	No
CJUS	452 OR 456	Prisons and Penology OR Community Corrections	3	No
Subtotal			15	

Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major. Note: Students will choose FIVE classes (15 credit hours).

⁶ Board Policy 2:29 requires each baccalaureate level degree program to require 120 credit hours and each associate degree program to require 60 credit hours. Exceptions to this policy require documentation that programs must comply with specific standards established by external accreditation, licensure, or regulatory bodies or for other compelling reasons and must receive approval by the Executive Director in consultation the President of the Board of Regents.

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Credit Hours	New (yes, no)
CJUS	203	Policing in a Free Society	3	No
CJUS	313	Crime Scene Investigation	3	No
CJUS	314	Criminalistics	3	No
CJUS	401	Law & Society	3	No
POLS	210	State and Local Government	3	No
POLS	320	Public Administration	3	No
POLS	339	Courts and Judicial Politics	3	No
POLS	430	Constitutional Law	3	No
SOC	150	Social Problems	3	No
SOC	354	Victimology	3	No
SOC	400	Social Policy	3	No
SOC	402	Social Deviance	3	No
SOC	455	Juvenile Delinquency	3	No
CJUS/POLS/SOC	492	Topics	3	No
SS	396	Fieldwork in Community Service	3	No
Subtotal			15	

6. Student Outcomes and Demonstration of Individual Achievement

- A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation?** *The knowledge and competencies should be specific to the program and not routinely expected of all university graduates. Complete Appendix A – Outcomes using the system form. Outcomes discussed below should be the same as those in Appendix A. The knowledge and competencies specific to the program must relate to the proposed assessments in B and C below.*

As stated above, an associate's degree in criminal justice will prepare students for entry-level positions in criminal justice professions as well as current employees in the field the opportunity to obtain academic competencies by providing them with a background in the specialized terminology of the science of criminal justice, the criminological enterprise, and law and society. All AA degree-seeking students will be exposed to courses in introductory criminal justice, criminology, correctional system studies, and law and society. This 15 hour core will provide students with the necessary foundation to pursue 15 hours of electives of their choice in the areas of policing, law & policy, government operations, as well as offender and victim services. Additionally, students may take two courses of CJUS/SOC/POLS 492: Topics, totaling 6 credits towards elective requirements. With the core and elective options, students will appreciate how the criminal justice system addresses the needs all its actors, including offenders, victims, the families of victims and perpetrators, society and criminal justice personnel.

It is not anticipated that specific technological competencies separate/unique from the current degree programs offered on campus will be necessary or required; thus such competencies are not included in the proposed degree program.

Equipped with the knowledge and skills noted above, students completing the AA will be better prepared to handle with the complex issues facing the 21st century criminal justice professional.

- B. Are national instruments (i.e., examinations) available to measure individual student achievement in this field? If so, list them.**

Not at this time.

C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.⁷ What are the consequences for students who do not demonstrate mastery?

A local assessment exam is not required or considered necessary for the AA degree program.

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

As the two sociology program faculty members that currently teach criminal justice courses will be the primary staffing for the proposed program, the current instructional approaches and technologies utilized by these existing faculty members will be employed in the courses comprising the proposed program. As noted in the Intent to Plan, all courses, thus the entire program, will be offered online.

8. Did the University engage any developmental consultants to assist with the development of the curriculum?⁸ Did the University consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?

No developmental consultants were consulted; however, one of the two faculty members who currently teaches criminal justice courses at NSU is a long standing member of the American Society of Criminology and the Academy of Criminal Justice Sciences, and holds a Ph.D. in Criminology from Florida State University.

9. Are students enrolling in the program expected to be new to the university or redirected from other existing programs at the university? Complete the table below and explain the methodology used in developing the estimates (replace "XX" in the table with the appropriate year). If question 12 includes a request for authorization for off-campus or distance delivery, add lines to the table for off-campus/distance students, credit hours, and graduates.

	Fiscal Years*			
	1 st	2 nd	3 rd	4 th
<i>Estimates</i>	FY XX	FY XX	FY XX	FY XX
Students new to the university	5	10	10	15
Students from other university programs		5	5	5
Continuing students	50	55	60	65
=Total students in the program (fall)	55	70	75	85
Program credit hours (major courses)**	550	700	750	850
Graduates	5	5	5	10

*Do not include current fiscal year.

**This is the total number of credit hours generated by students in the program in the required or elective program courses. Use the same numbers in Appendix B – Budget.

10. Is program accreditation available? If so, identify the accrediting organization and explain whether accreditation is required or optional, the resources required, and the University's plans concerning the accreditation of this program.

⁷ What national examination, externally evaluated portfolio or student activity, etc., will verify that individuals have attained a high level of competence and identify those who need additional work?

⁸ Developmental consultants are experts in the discipline hired by the university to assist with the development of a new program (content, courses, experiences, etc.). Universities are encouraged to discuss the selection of developmental consultants with Board staff.

Currently, the Academy of Criminal Justice Sciences (ACJS), of which one faculty member that teaches criminal justice courses at NSU is a long-standing member, offers certification, not accreditation. ACJS was not specifically consulted in the development of this degree proposal; however, the criminal justice faculty may wish to pursue certification after the degree program is implemented.

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

None.

12. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire program at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or intends to seek authorization to deliver the entire program through distance technology (e.g., as an on-line program)?⁹

	Yes/No	If Yes, list location(s), including the physical address	Intended Start Date
Off-campus	No		Click here to enter a date.

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	Yes	Online	8/21/2017

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 major. Address off-campus or distance delivery separately. Complete Appendix B – Budget and briefly summarize to support Board staff analysis.

No additional costs for development/start-up and long-term operation are anticipated, as the two faculty members currently teaching criminal justice courses in the sociology program can adequately staff this proposed program.

14. Is the university requesting or intending to request permission for a new fee or to attach an existing fee to the program (place an "X" in the appropriate box)? If yes, explain.

Yes No

Explanation (if applicable):

15. New Course Approval: New courses required to implement the new undergraduate degree program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:

⁹ The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

- 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 5D.
- 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.

Northern State University, Associate of Arts in Criminal Justice

1. Assumptions

		1st FY17	2nd FY18	3rd FY19	4th FY20
<i>Headcount & hours from proposal</i>					
Fall headcount (see table in proposal)		55	70	75	85
Program FY cr hrs, On-Campus		550	700	750	850
Program FY cr hrs, Off-Campus		0	0	0	0
Faculty, Regular FTE	See p. 3	0.00	0.00	0.00	0.00
Faculty Salary & Benefits, average	See p. 3	\$8,387	\$8,387	\$8,387	\$8,387
Faculty, Adjunct - number of courses	See p. 3	0	0	0	0
Faculty, Adjunct - per course	See p. 3	\$1,000	\$1,000	\$1,000	\$1,000
Other FTE (see next page)	See p. 3	0.00	0.00	0.00	0.00
Other Salary & Benefits, average	See p. 3	\$8,387	\$8,387	\$8,387	\$8,387

2. Budget*Salary & Benefits*

Faculty, Regular		\$0	\$0	\$0	\$0
Faculty, Adjunct (rate x number of courses)		\$0	\$0	\$0	\$0
Other FTE		\$0	\$0	\$0	\$0
S&B Subtotal		\$0	\$0	\$0	\$0

Operating Expenses

Travel		\$0	\$0	\$0	\$0
Contractual Services		\$0	\$0	\$0	\$0
Supplies & materials		\$0	\$0	\$0	\$0
Capital equipment		\$0	\$0	\$0	\$0
OE Subtotal		\$0	\$0	\$0	\$0
Total		\$0	\$0	\$0	\$0

3. Program Resources

Off-campus support tuition/hr, net of HEF	GR	\$391.21	\$391.21	\$391.21	\$391.21
Off-campus tuition revenue	hrs x amt	\$0	\$0	\$0	\$0
On-campus support tuition/hr, net of HEFF	GR	\$277.14	\$277.14	\$277.14	\$277.14
On-campus tuition revenue	hrs x amt	\$152,426	\$193,996	\$207,853	\$235,567
Program fee, per cr hr (if any)	\$0.00	\$0	\$0	\$0	\$0
Delivery fee, per cr hr (if any)	\$0.00	\$0	\$0	\$0	\$0
University redirections		\$0	\$0	\$0	\$0
Community/Employers		\$0	\$0	\$0	\$0

Grants/Donations/Other	\$0	\$0	\$0	\$0
Total Resources	\$152,426	\$193,996	\$207,853	\$235,567

Resources Over (Under) Budget **\$152,426** **\$193,996** **\$207,853** **\$235,567**

Provide a summary of the program costs and resources in the new program proposal.

Estimated Salary & Benefits per FTE	Faculty	Other
Estimated salary (average) - explain below	\$0	\$0
University's variable benefits rate (see below)	0.1399	0.1399
Variable benefits	\$0	\$0
Health insurance/FTE, FY17	\$8,387	\$8,387
<i>Average S&B</i>	\$8,387	\$8,387

Explain faculty used to develop the average salary & fiscal year salaries used. Enter amount above.

The FY17 salaries of four people in the sociology department were averaged. *[Limit to faculty who will teach in the program. Revise as needed. Delete this note.]*

Explain adjunct faculty costs used in table:

Zero courses per year to be taught by adjuncts at \$0,000 per course. *[Revise note and table/formulas as needed. Delete this note.]*

Explain other [for example, CSA or exempt] salary & benefits. Enter amount above.

Use for any persons other than faculty that will be needed to offer the program. Delete this note.

Summarize the operating expenses shown in the table:

Zero; no new operating expenses for proposed program.

Summarize resources available to support the new program (redirection, donations, grants, etc).

Current available resources will be utilized.

State-support: Change cell on page 1 to use the UG or GR net amount.

Off-Campus Tuition, HEFF & Net	FY17			
	Rate	HEFF	Net	
Undergraduate	\$333.35	\$38.34	\$295.01	<i>Change cell on page 1</i>
Graduate	\$442.05	\$50.84	\$391.21	
Externally Supported	\$40.00			

State-support: Change cell on page 1 to use the UG or GR net amount for your university.

On-Campus Tuition, HEFF & Net	FY17			
	Rate	HEFF	Net	
UG Resident - BHSU, DSU, NSU	\$232.80	\$26.77	\$206.03	<i>Change cell on page 1</i>
UG Resident - SDSU, USD	\$238.50	\$27.43	\$211.07	<i>to point to your net</i>
UG Resident SDSMT	\$244.80	\$28.15	\$216.65	
GR Resident - BHSU, DSU, NSU	\$304.60	\$35.03	\$269.57	<i>Change cell on page 1</i>
GR Resident - SDSU, USD	\$313.15	\$36.01	\$277.14	<i>to point to your net</i>
GR Resident - SDSMT	\$318.45	\$36.62	\$281.83	
UG Nonresident - BHSU, DSU, NSU	\$330.00	\$37.95	\$292.05	<i>Change cell on page 1</i>
UG Nonresident - SDSU, USD	\$346.20	\$39.81	\$306.39	<i>to point to your net</i>
UG Nonresident SDSMT	\$383.40	\$44.09	\$339.31	
GR Nonresident - BHSU, DSU, NSU	\$576.00	\$66.24	\$509.76	<i>Change cell on page 1</i>
GR Nonresident - SDSU, USD	\$602.05	\$69.24	\$532.81	<i>to point to your net</i>
GR Nonresident - SDSMT	\$639.15	\$73.50	\$565.65	
UG Sioux Falls Associate Degree	\$270.00	\$31.05	\$238.95	<i>Change cell on page 1</i>

Variable Benefits Rates

University	FY17	
BHSU	14.33%	<i>Change the benefits rate cell in the table on page 2 to point to the rate for your university.</i>
DSU	13.96%	
NSU	13.99%	
SDSM&T	13.86%	
SDSU	14.03%	
USD	13.99%	