

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 7 – C (2)

DATE: June 28-30, 2016

SUBJECT: New Program: SDSU Minor in Human Resources

South Dakota State University (SDSU) requests authorization to offer a minor in Human Resources on campus and online. SDSU does not have a Human Resources major, but does have a Human Resources specialization within its Sociology major; no minor in Human Resources currently exists in the Regental system. The minor should appeal to students majoring in social science fields. SDSU reports projected employment growth between 4% and 8% in various human resources occupations through 2024. SDSU expects to graduate 20 students per year with this minor after full implementation. The proposed curriculum does not require the addition of any new courses and consists of 18 credit hours. SDSU is not requesting new resources.

DRAFT MOTION 20160628_7-C(2): I move to approve SDSU's Minor in Human Resources as described in Attachment I.

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

University:	SDSU
Title of Proposed Minor:	Human Resources
Degree(s) in which minor may be earned:	Any
Existing related majors or minors:	Sociology, Psychology, Economics, Consumer Affairs
Proposed Implementation (term):	Fall 2016
Proposed CIP Code:	52.1001

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.

David L. Chicoine

April 20, 2016

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.

South Dakota State University (SDSU) requests authorization to offer a baccalaureate minor in Human Resources. The minor will provide a focus to help students who are interested in building their knowledge base and skills in the primary areas of human resources including employee recruitment, retention, training, and compensation. Students can also elect to take a course that prepares them to work in increasingly diverse workplaces. The proposed minor will be housed in the Economics Department.

The proposed minor in Human Resources supports the statutory mission of SDSU as provided in SDCL 13-58-1: *Designated as South Dakota's land grant university, South Dakota State University, formerly the state college of agriculture and mechanical arts, shall be under the control of the Board of Regents and shall provide undergraduate and graduate programs of instruction in the liberal arts and sciences and professional education in agriculture, education, engineering, home economics, nursing, pharmacy, and other courses or programs as the Board of Regents may determine.*

Human resources is a growing field with many related job opportunities for students. Indeed, it is expected to be the fastest growing occupation in South Dakota. Human resource specialist positions are expected to increase by 4.3% in the U.S., compensation and benefits specialists by

South Dakota State University
New Minor: Human Resources

2%, and training and development specialists by 8.3%.¹ Students with majors in disciplines such as consumer affairs, economics, psychology, sociology, and other related majors who complete the minor will be well positioned to take advantage of the growing demand for these skills. The minor will allow students with an interest in human resources to take coursework to equip them with additional knowledge and skills to complement their major as well as potentially prepare them for a position which requires a basic understanding of HR topics.

SDSU currently has authorization to offer a Bachelor of Science in Sociology with a Human Resources Specialization.

Currently, Black Hills State University has a Business Administration Specialization in Human Resources and the University of South Dakota offers a Bachelor's degree in Human Resource Management.

SDSU does not intend to request new State resources.

3. How will the proposed minor benefit students?

The proposed minor will benefit students in the following ways: 1) students from related majors in psychology, economics, and other social science fields will be prepared for entry level positions in one of the fastest growing occupational groups. 2) The new minor will provide more flexibility for students interested in completing language courses which are highly desired in human resources. The current specialization within the Sociology major (B.S.) does not require language courses. The opportunity for students to obtain a B.A. and develop language skills in concert with the minor will increase their employability. 3) Employers seek graduates with an interdisciplinary background and coursework that reflects current trends in the industry. 4) Employers are very interested in hiring graduates who understand how to work in diverse settings and also appreciate the importance of inclusive practices which is an emphasis in several courses.

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

The estimates are based in part on current enrollments in the Human Resources Specialization within the Sociology major as well as interest in the proposed minor expressed by students in other majors.

	Fiscal Years*			
	1st	2nd	3rd	4th
Estimates	FY17	FY18	FY19	FY20
Students in the minor (fall)	19	24	28	30
Completions by graduates			15	20

* Do not include current year.

5. What is the rationale for the curriculum?

The curriculum highlights current knowledge of the nature of work and the work environment.

¹ http://dlr.sd.gov/lmic/occupation_projections_2012_2022.aspx

South Dakota State University
New Minor: Human Resources

The coursework focuses on issues related to the effective management of human resources in public agencies, businesses, and non-profit organizations. It integrates knowledge from sociology, human resources, business, and psychology. The practical application of knowledge is an essential part of the program. Core competencies and related electives are identified to achieve the student learning outcomes.

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

A. Distribution of Credit Hours

Minor in Human Resources	Credit Hours	Percent
Requirements in Minor	15	83%
Electives in the Minor	3	17%
Total	18	100%

B. Required Courses in the Minor

Prefix	Number	Course Title	New*	Hours
BADM	350	Legal Environment of Business	No	3
BADM/ MGMT	360	Organization and Management	No	3
BADM	460	Human Resource Management	No	3
PSYC	331	Industrial and Organizational Psychology	No	3
SOC	353	Sociology of Work	No	3
		Subtotal, required		15

* 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.

Select 3 credits from the following:

Prefix	Number	Course Title	New*	Hours
PSYC	477	Psychology Testing and Measurement	No	3
SOC	283	Working with Diverse Populations	No	3
SOC	350	Race and Ethnic Relations	No	3
SOC	377	Documentation in Practice Setting	No	3
SOC OR LMNO/ LEAD	433 OR 435	Leadership and Organizations Organizational Leadership and Team Development	No	3
SOC	462	Population Studies	No	3
SOC OR SOC	286 OR 494	Service Learning Internship	No	3

South Dakota State University
New Minor: Human Resources

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

Human Resource professionals are concerned with recruiting, developing, and retaining a productive workforce. They also must understand the changing nature of work as it is influenced by social, economic, technological, and educational forces. The student learning outcomes of this minor are:

1. Explain the interdisciplinary nature of the study of work and labor relations;
2. Describe how social forces and employment law shape work, industry, and workers' lives;
3. Comprehend the nature, aspects, and theories of organizational culture as they relate to job design, workplace planning, and the strategic management of human resources;
4. Apply theories and practices to the solution of problems related to the recruitment, selection, training, development, and compensation of employees;
5. Evaluate modern approaches to outcomes measurement and performance management; and
6. Value the importance of diversity and ethical decision making in the workplace.

See Appendix A for the program courses that address the student learning outcomes.

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.*

Standard instructional technologies will be used.

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.

Yes, most of the courses are already offered online. Authorization is requested for distance delivery (online).

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.

All courses are currently being taught. No additional resources are needed.

Appendix A
Human Resources Minor – Student Learning Outcomes

Individual Student Outcomes	<i>Required Coursework</i>					<i>Elective Coursework</i>								
	BADM 350	BADM/ MGMT 360	BADM 460	PSYC331	SOC 353	LMNO 435	PSYC 477	SOC 283	SOC 350	SOC 377	SOC 286 or SOC 494	SOC 433	SOC 453	SOC 462
Explain the interdisciplinary nature of the study of work and labor relations		X		X	X	X			X			X	X	
Describe how social forces and employment law shape work, industry, and workers' lives	X		X	X	X	X		X	X				X	X
Comprehend the nature, aspects, and theories of organizational culture as they relate to job design, workplace planning, and the strategic management of human resources		X		X	X	X		X					X	
Apply theories and practices to the solution of problems related to the recruitment, selection, training, development, and compensation of employees	X	X	X	X		X	X		X	X	X			
Evaluate modern approaches to outcomes measurement and performance management				X			X			X				
Value the importance of diversity and ethical decision making in the workplace	X	X	X		X	X	X	X	X	X	X	X	X	