

SOUTH DAKOTA BOARD OF REGENTS

Committee on Academic and Student Affairs

AGENDA ITEM: II – E (1)

DATE: June 10-11, 2015

SUBJECT: New Certificate Request: BHSU Certificate in Diversity

Black Hills State University (BHSU) requests authorization to offer a certificate in Diversity. BHSU claims the certificate would appeal to those needing professional development training in all employment categories by developing cultural competencies. These include demonstrating value for diversity and inclusion of all people regardless of race, ethnicity, gender, age, level of ability, sexual orientation, etc. The certificate requires 12 credit hours and no new courses.

RECOMMENDED ACTION OF THE EXECUTIVE DIRECTOR

Approve BHSU's new certificate request for a Diversity Certificate as described in Attachment I.

**SOUTH DAKOTA BOARD OF REGENTS
Certificate Request**

This form is to be used to request approval for a new certificate program that includes currently offered courses. A certificate program is not a major or minor. Refer to BOR policy 2:23 Certificate Programs.

BHSU Sociology/Behavioral
Institution Division/Department


Institutional Approval Signature

4/28/15
Date

1. Name of Program: Diversity

2. Provide a justification for the program.

Black Hills State University requests approval of a certificate in Diversity. The certificate requires 12 credit hours. BHSU does not currently have any areas of concentration within the Sociology major. The certificate would allow professional development training for people in all employment categories. It would allow BHSU students an area of concentration that can give them an edge in being hired as they leave the university. In our fast-paced, ever-changing globalized world, it is absolutely vital to be able to recognize the talents of and cooperate with all individuals. This certificate will help people develop those cultural competencies that demonstrate value for diversity and inclusion of all people regardless of race, ethnicity, gender, age, level of ability, sexual orientation, etc.

3. Who is the audience for the program?

Employers, community members, and all different majors should have an interest in learning the cultural competencies needed for success in today's world. Dealing with problems related to diversity is one of the key issues in our contemporary workplace for both workers and managers. The opportunity for both groups of employees to gain certification in this area indicates a willingness to address a problem found in many workplaces. This issue is found in all employment categories from industrial workers to the executive office.

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
SOC 100	Introduction to Sociology	3.0
SOC 350	Race and Ethnic Relations	3.0
SOC 423	Social Stratification	3.0
SOC 483	Sociology of Gender Roles	3.0

Total Credit Hours Required 12.0

5. **Proposed CIP code 30.2301**

6. **Effective Date of Certificate Program Summer 2015**