

**MINNESOTA STATE COLLEGES AND
UNIVERSITIES*
ARTICULATION AGREEMENT
BETWEEN**

**Riverland Community College
AND
Concordia University, St. Paul**

*The Board of Trustees of the Minnesota State Colleges and Universities is authorized by Minnesota Statutes, Chapter 136F to enter into Agreements and has delegated this authority to colleges and universities.

This Agreement is entered into between Riverland Community College (hereinafter sending institution), and Concordia University, St. Paul (hereinafter receiving institution). This Agreement and any amendments and supplements, shall be interpreted pursuant to the laws of the State of Minnesota.

The sending institution has established a **Supervisory Management AS** (hereinafter sending program), and the receiving institution has established an **Organizational Management and Leadership BA** (hereinafter receiving program), and will facilitate credit transfer and provide a smooth transition from one related program to another. It is mutually agreed:

Admission and Graduation Requirements

- A. The receiving institution's admission and program admission requirements apply to both direct entry students and to students who transfer under this agreement.
- B. Students must fulfill the graduation requirements at both institutions.
- C. Students must complete the entire sending program and meet the receiving institution's admission requirements for the agreement to apply.

Transfer of Credits

- A. The receiving institution will accept 60 credits from the sending program. A total of 68 credits remain to complete the receiving program.
- B. Courses will transfer as described in the attached Program Articulation Table. For system institutions, once the courses are encoded, they will transfer as described in the uSelect Audit.

Implementation and Review

- A. The Chief Academic Officers or designees of the parties to this agreement will implement the terms of this agreement, including identifying and incorporating any changes into subsequent agreements, assuring compliance with system policy, procedure and guidelines, and conducting a periodic review of this agreement.
- B. This Articulation Agreement is effective on 07/01/2014 and shall remain in effect until the end date of 07/01/2019 or for five years, whichever occurs first, unless terminated or amended by either party with 90 days prior written notice.
- C. The college and university shall work with students to resolve the transfer of courses should changes to either program occur while the agreement is in effect.
- D. This Articulation Agreement will be reviewed by both parties beginning 01/01/2019 (within six months of the end date).
- E. When a student notifies the receiving institution of their intent to follow this agreement, the receiving institution will encode course waivers and substitutions.

PROGRAM ARTICULATION TABLE

	College (sending)	University (receiving)
Institution	Riverland Community College	Concordia University, St. Paul
Program name	Supervisory Management	Organizational Management and Leadership
Award Type (e.g., AS)	AS	BA
Credit Length	60	128
CIP code (6-digit)		
Describe program admission requirements (if any)		Must meet CSP Admission Requirements

Instructions

- List all required courses in both academic programs.
- MnTC goal areas transfer to the receiving institution according to the goal areas designated by the sending institution.
- Do not indicate a goal area for general education courses that are not part of the MnTC.
- For restricted or unrestricted electives, list number of credits.
- Credits applied: the receiving institution course credit amount may be more or less than the sending institution credit amount. Enter the number of credits that the receiving institution will apply toward degree completion.
- Show equivalent university-college courses on the same row to ensure accurate DARS encoding.
- Equiv/Sub/Wav column: If a course is to be encoded as equivalent, enter Equiv. If a course is to be accepted by the university as a "substitution" only for the purposes of this agreement, enter Sub. If a course requirement is waived by the receiving institution, enter Wav. If a course is to be accepted by the university as a MnTC goal area, restricted elective or unrestricted elective, leave the cell blank.

(To add rows, place cursor outside of the end of a row and press enter.)

SECTION A - Minnesota Transfer Curriculum-General Education

College (sending)			University (receiving)			
course prefix, number and name	Goal(s) ¹	Credits	course prefix, number and name	Goal(s) ¹	Credits Applied	Equiv Sub Wav
Minnesota Transfer Curriculum-General Education						
ENGL1101-Freshman English	1 & 2	3	Writing		3	Equiv.
Speech 1100 Fundamentals of Speech or Speech 1200 Interpersonal Communications (C or better)	1,9 1	3	Speech/Communication		3	Equiv.
MATH 1110 College Algebra (C or better)	4	3	Mathematics		3	Equiv.
STAT 2021 Fundamental of Statistics (C or better)	4	4	Elective		4	
ECON 2291 Macroeconomics	5,8	3	Global Studies		3	Equiv.
ECON 2292 Microeconomics	5,8	3	Elective		3	
SOCI 1101 Introduction to Sociology or PSCY 1105 General Psychology	5,7	3 4	Social/Behavioral Sciences		3	Equiv.
PHIL 1130 Ethics	6,9	3	Elective		3	
Physical Education/Health		1	Health/Physical Education		1	
Humanities & Fine Arts*	6	1	Fine Arts or Literature		1	
Elective Credits from MnTC		3	Will depend on course selection			
MnTC/General Education Total		30				

Special Notes, if any: Students will likely need to complete additional General Education and elective credits to

¹ MnTC goal areas transfer to the receiving college/university according to the goal areas designated by the sending college/university

meet the required 128 credits to earn their BA degree. All General Education and elective credits may be taken at Riverland Community College and transferred in to CSP, with the exception of Theology, which must be taken at CSP. CSP accepts all MnTC goal areas as equivalents.

SECTION B - Major, Emphasis, Restricted and Unrestricted Electives or Other

(pre-requisite courses, required core courses, required courses in an emphasis, or electives (restricted or general) within the major). Restricted electives (in Major) fulfill a specific requirement within a major. Example A: "Chose two of the following three courses;" Example B: A Biology degree may require 40 science credits (20 credits of required courses + 20 credits of listed related courses, such as botany, genetics, sociobiology, etc. which students can select).

Major, Emphasis, Restricted, Unrestricted Electives or Other Courses			
Two of three certificates must be completed			
Supervisory Management – Leadership Certificate			
SMGT1015-Emotional Intelligence	1		
SMGT1020-Leadership Development	2		
SMGT1030-Work Ethics	1		
SMGT1040-Managing Change	1		
SMGT1060-Strategies for Personal Effectiveness	1		
SMGT1070-Building Collaborative Relationships	1		
SMGT1080-Strategic/Succession Planning/Goal Setting	1		
SMGT1090-Leading Through Vision/Mission/Value Statements	1		
SMGT1095-Internship (Leadership)	1		
SMGT1210-Problem Solving/Decision Making	2		
SMGT2000-Accounting for Non-Financial Managers)	2		
SMGT Electives	1		
Total Credits for Leadership Certificate	15		15
Supervisory Management – Supervising & Managing			
SMGT1000-Principles of Supervisory Leadership	3		
SMGT1060-Strategies for Personal Effectiveness	1		
SMGT1200-Quality & Productivity Improvement	2		
SMGT1210-Problem Solving/Decision Making	2		
SMGT1220-Work Teams	1		
SMGT1230-Planning & Project Management	1		
SMGT1240-Meeting Management	1		
SMGT1250-Managing Customer Service	1		
SMGT1260-Time Management	1		
SMGT1270-Creativity & Innovation	1		
SMGT1295-Internship (Supervising & Managing)	1		
Total Credits for Supervising & Managing Certificate	15		15
Supervisory Management – Human Resource Development Certificate			
SMGT1010-Interpersonal Skills at Work	1		
SMGT1060-Strategies for Personal Effectiveness	1		
SMGT1400-Performance Management	1		
SMGT1410-Coaching	1		
SMGT1420-Managing a Diverse Workforce	1		
SMGT1430-Employment Law	1		
SMGT1440-Employee Selection	1		
SMGT1450-Employee Training	2		
SMGT1460-Stress Management and Wellness	1		
SMGT1470-Safety & Compliance Management	1		
SMGT1480-Employee Assistance Issues	1		
SMGT1495-Internship (Human Resource Development)	1		
SMGT2040-Ergonomics	1		
SMGT Electives	1		
Total Credits for Human Resource Development Certificate	15		15
Unrestricted elective credits (if none enter 0)	0	College's unrestricted elective credits accepted in transfer (if none enter 0)	
Major, Emphasis, Unrestricted Electives Total	30	Total College Credits Applied	64

(sum of sections A and B)

SECTION C - Remaining University (receiving) Requirements

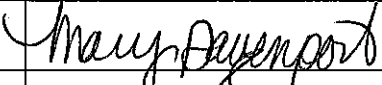

* Course Equivalent available. Refer to equivalency chart below.	course prefix, number and name	Credits
	OML300-Group Dynamics and Org. Culture	4
	OML310-Systems Theory and Org. Behavior	4
	OML320-Org. Res and Decision Making	4
	OML410-Financial and Strategic Leadership	4
	OML420-Personal and Org. Management	4
	OML430-Innovative Marketing	4
	OML440-Applied Synthesis Project	4
	OML450-Personal and Org. Values and Ethical Leadership	4
	OML340-Interpersonal and Intercultural Communication	4
	OML330-Strategic Planning and Project Management	4
	Theology (Must be taken at CSP)	4
	History/Political Science OR Goal 5 (Depending on course selection in goal 5)	4
	Natural Science (Or Goal Area 3 or 10)	5
Fine Arts (Or Goal Area 6)	4	
Literature (Or Goal Area 6)	4	
Health/Physical Education	2	
University unrestricted elective credits not counted elsewhere (if none enter 0)	5	
Total Remaining University Credits		68

Special Notes, if any: Any remaining General Education credits may be taken at RCC and transferred to CSP, with the exception of Theology.

SECTION D - Summary of Total Program Credits

College (sending) Credits		University (receiving) Requirements	
MnTC/General Education	30		
Major, Emphasis, Unrestricted Electives or Other	30		
Total College Credits		60	60
		Remaining credit to be taken at the university (receiving institution)	
		68	
		Total Program Credits	
		128	

Special Notes, if any:

College	Name	Signature	Date
Chief Academic Officer	Mary Davenport		7-30-14
Workforce Education Dean Title	Matt Bissonette		7-21-14
University	Name	Signature	Date

Chief Academic Officer	Lonn Maly VPAA	<i>Lonn Maly</i>	<i>Lonn Maly</i>
Title	Thomas Ries President	<i>Thomas Ries</i>	<i>8/11/2014</i>
DARS Encoder			<i>✓</i>
Date when equivalencies were encoded in DARS by the receiving MnSCU institution.			

Course Equivalency Guide *

CSP Requirement

Riverland College courses that satisfy this competency (*****This list is NOT exhaustive – consult with a Concordia University Admissions Counselor for more details.***)

Speech/Communication: 4 credits (Goal Area 1)	Riverland College (RCC) courses that can fulfill this requirement: <ul style="list-style-type: none"> • SPCH1100- Fundamentals of Speech • SPCH1200- Interpersonal Communication
Literature: 4 credits (Goal Area 6)	RCC courses that may fulfill this requirement <ul style="list-style-type: none"> • ENGL1103- Introduction to Literature • ENGL2241 or 2241- American Literature I or II • ENGL2231- Modern Literature
Writing/English: (Goal Area 1) 4 credits	RCC courses that may fulfill this requirement: <ul style="list-style-type: none"> • ENGL1101- Freshman English
History/Political Science (US focus): 4 credits (Goal Area 5 or 9)	RCC courses that may fulfill this requirement <ul style="list-style-type: none"> • PSCI1010- American Government and Politics • PSCI1020- State and Local Government • HIST1001- US History • HIST1002- US History

Global Studies: 4 credits (Goal Area 8) <i>Macroeconomics recommended for business programs</i>	RCC courses that may fulfill this requirement <ul style="list-style-type: none"> • ECON2291- <i>Macroeconomics</i> • HUMA2263- <i>Religions of the World</i> • GLST1500- <i>Introduction to Global Studies</i> • Any foreign language course
Social/Behavioral Science: (Psych or Sociology) 4 credits (Goal Area 5 or 7) **Psychology required for Education programs	RCC courses that may fulfill this requirement: <ul style="list-style-type: none"> • PSYC1105- <i>General Psychology</i> • SOC1101- <i>Introduction to Sociology</i>
Fine Arts: (Goal Area 6) 4 credits (From <i>at least</i> two different categories in Theater, Art or Music)	RCC courses that may fulfill this requirement (must have credits from at least two different categories, Music, Art, Theater) <ul style="list-style-type: none"> • ARTS1101- <i>Introduction to Art</i> • MUSC1111- <i>Survey of Music</i> • THTR1100- <i>Introduction to Theatre and Film</i>
Health/ Physical Education: (Health Required) 3 credits	RCC courses that may fulfill this requirement <ul style="list-style-type: none"> • BIOL2020- <i>Human Nutrition</i>
Mathematics: 3 credits (Goal Area 4)	RCC courses that may fulfill this requirement: <ul style="list-style-type: none"> • MATH1050- <i>Math for Liberal Arts</i> • MATH1110- <i>College Algebra</i> • Any other MATH or STATS course that fulfills Goal 4
Science: 5 Credits (Goal Area 3)	RCC courses that may fulfill this requirement <ul style="list-style-type: none"> • Any Biology, Chemistry, Physics, ESCI taken at 1000 level or above
Theology- 4 Credits	Must be taken at CSP