

**KANSAS BOARD OF REGENTS
COUNCIL OF CHIEF ACADEMIC OFFICERS**

**VIRTUAL MEETING AGENDA
Wednesday, September 14, 2022
9:00 a.m. – 10:00 a.m.
or upon adjournment of SCOCAO**

The Council of Chief Academic Officers (COCAO) will meet virtually via Zoom. Meeting information will be sent to participants via email, or you may contact arobinson@ksbor.org.

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|---|----------------------------|-------|
| I. Call to Order | Barbara Bichelmeyer, Chair | |
| A. Roll Call & Introductions | | |
| B. Approve Minutes from June 15, 2022 | | p. 3 |
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| II. First Readings | | |
| A. BAS in Applied Cybersecurity – KU | Barbara Bichelmeyer | p. 6 |
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| III. Second Readings | | |
| A. BA/BS in Criminology – K-State | Chuck Taber | p. 14 |
| B. BA in American Sign Language – WSU | Shirley Lefever | p. 22 |
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| IV. Council of Faculty Senate Presidents Update | Nate Brunsell, KU | |
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| V. Other Matters | | |
| A. Confirm Meeting Schedule | COCAO Members | |
| B. Discuss Opportunities (new degree programs, partnerships, strategic initiatives, etc.) that Universities are Considering or Planning to Pursue in the Future | COCAO Members | |
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| VI. Next COCAO Meeting – October 19, 2022 | | |
| A. New Program Approvals | | |
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| VII. Adjournment | | |

Date reminder:

- No program review reports due in AY 23

COUNCIL OF CHIEF ACADEMIC OFFICERS

The Council of Chief Academic Officers (COCAO), established in 1969, is composed of the academic vice presidents of the state universities. The Board's Vice President for Academic Affairs serves as an ex officio member, and the member from the same institution as the chairperson of the Council of Presidents serves as chairperson of the Council of Chief Academic Officers. The chief academic officers of the University of Kansas Medical Center and Washburn University are authorized to participate as non-voting members when agenda items affecting those institutions are to be considered. The Council of Chief Academic Officers meets monthly and reports to the Council of Presidents. The Council of Chief Academic Officers works with the Board Academic Affairs Committee through the Vice President for Academic Affairs. Membership includes:

Barbara Bichelmeyer, Chair	KU	Howard Smith	PSU
R. Brent Thomas (Interim)	ESU	Laura Stephenson	Washburn
Jill Arensdorf	FHSU	Shirley Lefever	WSU
Charles Taber	K-State	Daniel Archer	KBOR
Robert Klein	KUMC		

Council of Chief Academic Officers AY 2023 Meeting Schedule

<i>Tentative COCAO Academic Year 2022- 2023 Meeting Dates</i>				
Meeting Dates	Location (virtual or in-person)	Lunch Rotation	Institution Materials Due	New Program Requests Due
September 14, 2022	Virtual	n/a	August 25, 2022	July 20, 2022
October 19, 2022	Virtual	n/a	September 27, 2022	August 24, 2022
November 16, 2022	Kansas State University	TBD	October 27, 2022	September 21, 2022
December 14, 2022	Virtual	n/a	November 23, 2022	October 19, 2022
January 18, 2023	Virtual	n/a	December 29, 2022	November 23, 2022
February 15, 2023	Virtual	n/a	January 26, 2023	December 21, 2022
March 22, 2023	Virtual	n/a	February 23, 2023	January 18, 2023
April 19, 2023	Pittsburg State University	TBD	March 30, 2023	February 22, 2023
May 17, 2023	Virtual	n/a	April 27, 2023	March 22, 2023
June 14, 2023	Virtual	n/a	May 25, 2023	April 19, 2023

*COCAO meets at 9:00 a.m. or upon adjournment of SCOCAO unless otherwise noted.

**Council of Chief Academic Officers
MINUTES**

Wednesday, June 15, 2022

The June 15, 2022, Council of Chief Academic Officers (COCAO) meeting was called to order by Chair Jill Arensdorf at 8:44 a.m. The meeting was held through Zoom.

In Attendance:

Members:	Jill Arensdorf, FHSU Chuck Taber, K-State Gary Wyatt, ESU	Barbara Bichelmeyer, KU Howard Smith, PSU Shirley Lefever, WSU	Robert Klein, KUMC Laura Stephenson, Washburn Daniel Archer, KBOR
Staff:	Amy Robinson Sam Christy-Dangermond Marti Leisinger	Karla Wiscombe Cindy Farrier Tara Lebar	April Henry Lisa Beck
Others:	Adam Borth, Fort Scott CC Chris Broberg, WSU Don Saucier, K-State Jason Sharp, Labette CC Jen-Chi Cheng, WSU JoLanna Kord, ESU Lisa Blair, NWKTC Mary Tolar, K-State Ryan Ruda, Garden City CC Shelly Gehrke, ESU Tanya Gonzalez, K-State Tom Nevill, Butler CC Corey Isbell, NCK Tech Andrew Hippisley, WSU	Alysia Johnston, Fort Scott CC Cindy Hoss, Hutchinson CC Elaine Simmons, Barton CC Jane Holwerda, Dodge City CC Jennifer Ball, Washburn Kim Zant, Cloud County CC Luke Dowell, Seward CC Mindy Markham, K-State Sharon Kibbe, Highland CC Siyu Wang, WSU Tiffany Evans, Colby CC Mickey McCloud, JCCC Tiffany Bohm, KCKCC Brien Bolin, WSU	Cathy Blasi, Pratt CC Don Kurtz, K-State Heather Morgan, KACCT Jean Redeker, KU Jennifer Roberts, KU Linnea GlenMaye, WSU Marc Malone, Garden City CC Robert Klein, KUMC Shawn Keough, ESU Stuart Day, KU Taylor Crawshaw, Independence CC Aron Potter, Coffeyville CC Michelle Schoon, Cowley CC Wilson Baldrige, WSU

Roll call was taken for members and presenters.

Approval of Minutes

Howard Smith moved to approve May 18, 2022, meeting minutes, and Chuck Taber seconded the motion. With no corrections, the motion passed.

1st Readings

- Chuck Taber and Don Kurtz presented the first reading for a BA/BS in Criminology at K-State. K-State has a specialization within the major of Sociology; creating a stand-alone bachelor's degree will attract more students in this growing field. Questions were presented on duplication and how the system can work together through internships and online shared coursework.
- Shirley Lefever, Andrew Hippisley, and Wilson Baldrige presented the first reading for a BA in American Sign Language (ASL) at WSU. The degree will be housed in the Department of Modern and Classical Languages and Literatures. It was noted there is increased demand for learning ASL and for interpreters across the state. WSU has been invited to join the state ASL Taskforce and is looking at creating an advisory board for the degree.

These programs will be up for a second reading and vote at the next COCAO meeting.

Other Requests

- Shirley Lefever presented a request for approval to change the name of MA in Applied Economics to MA in Economics & Quantitative Analysis at WSU.

Howard Smith moved to approve, and Chuck Taber seconded. The motion passed unanimously through a roll call vote.

- Chuck Taber presented a request for approval to change the name of MS in Family Studies & Human Services to MS in Human Development & Family Science at K-State. The name change will better reflect the content of the program.

Barbara Bichelmeyer moved to approve, and Howard Smith seconded. The motion passed unanimously through a roll call vote.

- Chuck Taber presented a request for approval to change the name of Mary Lynn & Warren Staley School of Leadership Studies to Mary Lynn & Warren Staley School of Leadership at K-State. The school recently added several programs and expanded its scope, and the name change reflects these changes.

Gary Wyatt moved to approve, and Barbara Bichelmeyer seconded. The motion passed unanimously through a roll call vote.

- Barbara Bichelmeyer presented a request for approval to change the name of the DSW from Advanced Social Work Practice to Social Work at KU. The request aligns the degree and degree title and ensures clarity in KU's School of Social Welfare. It was clarified the DSW is the Doctor of Social Work.

Howard Smith moved to approve, and Shirley Lefever seconded. The motion passed unanimously through a roll call vote.

- Barbara Bichelmeyer and Stuart Day presented requests for approval for a Minor in Environmental Health and a Minor in Clinical Trials Management at KU. These will be offered through the KU Edwards Campus in partnership with KUMC and will help fulfill workforce needs.

Chuck Taber moved to approve the Minor in Environmental Health at KU, and Shirley Lefever seconded. The motion passed unanimously through a roll call vote.

Howard Smith moved to approve the Minor in Clinical Trials Management at KU, and Chuck Taber seconded. The motion passed unanimously through a roll call vote.

These requests will go to President Flanders for final approval.

Council of Faculty Senate Presidents (CoFSP) Update

CoFSP will meet later in the day, and the new chair will present at the next COCAO meeting.

Adjournment

The next COCAO meeting is scheduled tentatively for September 14, 2022. The meeting schedule and format are determined by the incoming Chair, Barbara Bichelmeyer, and will be presented to the council at the September meeting.

Shirley Lefever moved to adjourn the meeting, and Barbara Bichelmeyer seconded the motion. With no further discussion, the meeting adjourned at 9:20 a.m.

Program Approval

Summary

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. The University of Kansas has submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process.

September 14, 2022

I. General Information

A. Institution

University of Kansas

B. Program Identification

Degree Level: Bachelor's
Program Title: Applied Cybersecurity
Degree to be Offered: Bachelor of Applied Science
Responsible Department or Unit: School of Professional Studies
CIP Code: 43.0401
Modality: Online
Proposed Implementation Date: Spring 2023

Total Number of Semester Credit Hours for the Degree: 120

II. Clinical Sites: Does this program require the use of Clinical Sites? No

III. Justification

The School of Professional Studies proposes to create a hybrid and online Bachelor of Applied Science (BAS) degree with specific focus in applied cybersecurity to meet the growing employment demands of applied information security related workforce in the Kansas City metropolitan area, and greater Kansas and Missouri region. The bachelor degree program is designed for undergraduate students with a strong interest in practical and applied training in information technology and cybersecurity pathways and who have already earned an associate's degree or equivalent hours and are looking to complete the last two years necessary for a bachelor's degree. The program can be completed fully online, or hybrid, based on students' location and preference.

The BAS degree pathways will be an applied technical professional track baccalaureate completion degree for students transferring to KU Edwards. The program will provide non-engineering students interested in seeking to specialize in applied cybersecurity systems and applications with program curriculum content relevant to applied information security. These degrees are directed at students who wish to pursue applied technical careers. With KU Edwards offering baccalaureate degree completion programs, we anticipate students interested in pursuing the BAS degrees to come primarily from community college partners in the KC metro area, including JCCC and Metropolitan Community College in Missouri, both of whom currently offer cybersecurity related associate degree and certificate programs.

Though KU-Edwards does not currently offer lower-division undergraduate (freshman-sophomore) courses, this degree will potentially take advantage of either transferring credit in from other institutions or the KU Core Online, thus offering the opportunity for students in other states to have a fully remote learning experience. Although available to a nationwide audience, we anticipate students interested in pursuing the BAS in applied cybersecurity to come primarily from community college partners in the KC metro area, including JCCC and Kansas City Kansas Community College, and the Metropolitan Community College in Missouri. KU Edwards

staff and faculty have worked with staff and faculty at metro area 2-year colleges--primarily JCCC--to align course offering and content with KU requirements and needs for seamless transfer of credit and progression from JCCC to Edwards.

IV. Program Demand: Market Analysis option selected.

Market Analysis

Two of the three community colleges located in the Kansas City metropolitan region offer associate degrees and certificates in information security and cybersecurity fields. Since 2020, Johnson County Community College awarded 327 associate degrees and certificates in computer science and information technology with 89 credentials awarded specifically in the areas of cybersecurity, Information Technology-Network, and Computer Support Specialist Networking/Security. (<https://www.jccc.edu/about/leadership-governance/administration/institutional-effectiveness-branch/files/degrees-by-division.pdf>) The other, Metropolitan Community College – Kansas City, has awarded 154 total credentials in Computer Science programs since 2020, 53 associates degrees and certificates specifically in cybersecurity and Security Systems Administration and Engineering. (https://mccckc.edu/research/docs/5Year_Completions_District.pdf).

Online bachelor’s degrees with a focus in cybersecurity are currently offered by the University of Central Missouri, Western Governors University, Purdue Global, and Southern New Hampshire University. The proposed BAS degree provides an option for applied technical application of cybersecurity defense and protection measures and focuses on baccalaureate degree completion for students already completing an associate degree in information technology, information security, and cybersecurity. The KU program is distinguished by its close connections with Lawrence/Edwards academic programs as well as community college partners such as Johnson County Community College and Kansas City Kansas Community College (to minimize transfer chokepoints and other issues). This bachelor’s program was designed explicitly from the start with attention to the transfer students entering the program and the preparation of students to acquire professional and workforce-ready skills leading to employment immediately following completion of the bachelor’s degree. The degree will leverage strong multi-campus connections to academic and professional programs at KU Lawrence/Edwards to ensure the delivery of a high-quality hybrid, face-to-face, and online degree completion program. Additionally, Lifelong and Professional Education at KU offers a non-credit cybersecurity boot camp that provides a potential pipeline for continuation into baccalaureate degree completion in applied cybersecurity through the BAS which is designed to allow for more accessible transfer of credit for prior learning. Likewise, Kansas State University offers a cybersecurity boot camp, and skills gained from either boot camp could be applied to the BAS degree via KU’s credit by examination policy.

In Kansas, K-State offers a BS in Cybersecurity through its Engineering school which is calculus-based and KSU plans to pursue ABET accreditation. The BAS from KU is distinguished from K-State by its applied focus which does not require calculus, and SPS will not pursue ABET accreditation for the BAS degree.

WSU offered a BS in Applied Computing through its Engineering school but in May 2022 changed the name of the degree to a BS in Cybersecurity. The curriculum aligns with ABET accreditation standards and WSU is considering seeking ABET accreditation. The BAS degree program from KU is distinguished from WSU because Professional Studies does not plan to pursue ABET accreditation and because of its strong connection with Kansas City area community colleges.

V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Total Sem Credit Hrs Per Year	
	Full- Time	Part-Time	Full- Time	Part-Time
Implementation	10	0	240	0
Year 2	20	10	480	120
Year 3	30	25	720	300

VI. Employment

National Perspective: Information security analysts plan and carry out security measures to protect an organization's computer networks and systems. The Bureau of Labor Statistics notes information security analysts typically need a minimum of a bachelor's degree. Nationally, according to the Bureau of Labor Statistics, employment of information security analysts is projected to grow 33 percent from 2020 to 2030, much faster than the average for all occupations. About 16,300 openings for information security analysts are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force.

Regional Perspective: The Greater Kansas City area is home to a number of large technology-focused corporations' headquarters, including Cerner (12,800 employees), Garmin (4,500 employees), T-Mobile (4,000 employees), and H&R Block (1,750 employees). The region is also home to a growing number of mid- and small-sized technology companies, with more than 15,000 tech businesses in Kansas and Missouri, accounting for ~7% (\$10.2 billion) and ~7.5% (\$22.4 billion) of each state's economy, respectively. The tech sector's share of the KC metro economy is even larger, at ~10.5% (\$13 billion). Additionally, the region boasts numerous tech-sector growth initiatives, such as the National Security Crossroads, an effort led by Kansas and Missouri focused on raising government awareness of security-related operations. These initiatives encompass seven major military bases as well as 11 national-security installations. Today, the Kansas and Missouri region specializes in tech-sector jobs, employing over 100,000 people in the Kansas City metropolitan region. On an industry basis, the percentage of Kansas and Missouri regional jobs in tech industries is 1.24 times that of the U.S., while the percentage of jobs in tech occupations is 1.12 times that of the U.S. In 2020, more than 20,000 tech-job openings were posted in Kansas City, the third-highest percentage growth in tech jobs in the U.S., trailing only San Francisco and Austin. In the next 10 years, the region's tech-workforce demand is expected to increase. More specifically related to information security workforce needs, in 2019, the Mid-America Regional Council (MARC) identified a need to strengthen educational offerings in cybersecurity to meet area employers' growing demand for talent.

VII. Admission and Curriculum

A. Admission Criteria

Students must apply to KU and be admitted by the School of Professional Studies. Prior to entering the program, students must complete two (2) years of undergraduate college course work with a total of 60 semester credit hours and a cumulative GPA of at least 2.0.

B. Curriculum

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH 15
Core 1.1	Critical Thinking Course	3
Core 1.2	Quantitative Literacy Elective	3
Core 3S	Social Science Course	3
Core 2.1	Written Communications Elective 1	3
	Open Elective/Minor Course	3

Year 1: Spring

Course #	Course Name	SCH 16
Core 3H	Arts and Humanities Course	3
Core 2.2	Oral Communications Elective 1	3
Core 2.1	Written Communications Elective 2	3
PHSX 114	Natural Science Core 3N	4
Math 101	College Algebra	3

Year 2: Fall

Course #	Course Name	SCH 15
Math 103	Trigonometry	2
EECS 168	Programming I	4
Core 4.1	Human Diversity Goal	3
	Open Elective/Minor Course	3
	Open Elective/Minor Course	3

Year 2: Spring

Course #	Course Name	SCH 14
Math 365	Elementary Statistics	3
EECS 268	Programming II	4
Core 4.2	Global Culture Awareness	3
EECS 210	Discrete Structures	4

Year 3: Fall

Course #	Course Name	SCH 15
ITEC 310	Computer & Organization Platform Technologies	3
PFS 301	Communication in the Workplace	3
ITEC 320	System and Network Administration	3
ENGL 362	Foundations of Technical Writing	3
ITEC 380	Managing IT Projects	3

Year 3: Spring

Course #	Course Name	SCH 15
ITEC 450	Social & Professional Issues	3
PFS 302	Leadership in Practice	3
ITEC 340	Community & Information Security	3
ITEC 420	Operating Systems	3
	Applied Cybersecurity Elective	3

Year 4: Fall

Course #	Course Name	SCH 15
ITEC 342	Information Security Management	3
ITEC 422	Computer Networks	3
ITEC 454	Information Security Law & Policy	3
ITEC 428	Testing and Vulnerability Analysis	3
	Open Elective/Minor Course	3

Year 4: Spring

Course #	Course Name	SCH 15
ITEC 494	Cyber Security Capstone	3
ITEC 426	Cyber Defense and Counter Measures	3
ITEC 452	Special Topics in ITEC	3
	Applied Cybersecurity Elective	3
	Open Elective/Minor Course	3

Total Number of Semester Credit Hours [120]

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable
 FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
New Hire, Yr. 1	Assistant or Associate Professor of the Practice	MS or PhD	N	Cyber Security	1.0
New Hire, Yr. 2	Assistant or Associate Professor of the Practice	MS or PhD	N	Cyber Security	1.0
Blake Bryant	Associate Professor of the Practice	PhD	N	Cyber Security	0.5
Chris Seasholtz	Assistant Professor of the Practice	MS	N	Information Technology	0.5
Pingle Jacob	Assistant Professor of the Practice	MS	N	Data Analytics	0.25
Rassul Saedipour	Professor of the Practice	MS	N	Information Technology	0.25
Heather McCain*	Director & Professor of the Practice	PhD	N	Technology Management	0.5

Number of graduate assistants assigned to this program **10**

IX. Expenditure and Funding Sources (List amounts in dollars. Provide explanations as necessary.)

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$205,154	\$210,283	\$215,540
Administrators (other than instruction time)			
Graduate Assistants			
Support Staff for Administration (e.g., secretarial)			
Fringe Benefits (total for all groups)	\$66,601	\$68,779	\$71,039
Other Personnel Costs	\$25,000	\$25,625	\$26,265
Total Existing Personnel Costs – Reassigned or Existing	\$296,755	\$304,687	\$312,844

Personnel – New Positions			
Faculty	\$88,000	\$178,200	\$182,655
Administrators (<i>other than instruction time</i>)			
Graduate Assistants			
Support Staff for Administration (<i>e.g., secretarial</i>)			
Fringe Benefits (<i>total for all groups</i>)	\$25,828	\$52,918	\$54,673
Other Personnel Costs			
Total Existing Personnel Costs – New Positions	\$113,828	\$231,118	\$237,328
Start-up Costs – One-Time Expenses			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other	\$15,000	\$15,000	
Total Start-up Costs	\$15,000	\$15,000	
Operating Costs – Recurring Expenses			
Supplies/Expenses			
Library/learning resources	\$500	\$500	\$500
Equipment/Technology			
Travel			
Other	\$13,900	\$15,300	\$15,300
Total Operating Costs	\$14,400	\$15,800	\$15,800
GRAND TOTAL COSTS	\$439,983	\$566,605	\$565,972

B. FUNDING SOURCES (<i>projected as appropriate</i>)	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$116,400	\$291,000	\$494,700
Student Fees		0	0	0
Other Sources (JCERT)		\$439,983	\$566,605	\$565,972
GRAND TOTAL FUNDING		\$556,383	\$857,605	\$1,060,672
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$116,400	\$291,000	\$494,700

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions The Applied Cybersecurity program primarily utilizes existing courses that are currently offered at KU Edwards in the Information Technology program and Professional Studies. Costs of instruction are already covered by these existing programs since they have additional enrollment capacity in the courses being offered. Course development of the remaining five Cybersecurity courses will be done by existing faculty in the Information Technology program and the new faculty hired for the Cybersecurity once they are on board.

A current academic success coach will be assigned to work with the Applied Cybersecurity program. The Applied Cybersecurity program will make up 50% of their student load and the Applied Cybersecurity program will fund 50% of salary and fringe.

Personnel – New Positions

The Applied Cybersecurity program will hire two new faculty members with an emphasis on cybersecurity, one in Year 1 and one in Year 2. They will teach courses in the program and work with existing faculty in the IT program to develop five courses.

Start-up Costs – One-Time Expenses In order to ensure a successful launch of the hybrid program, we have designated \$15,000 for course development for each of the first two years. These funds will provide faculty with additional resources to develop the courses needed for the program.

Operating Costs – Recurring Expenses

All equipment, library, and supplies have been accounted for in the existing services provided to KU Edwards Students and no additional cost will be associated with the program. The KU Edwards Campus is allocating \$500 each year for instructional resources, \$2,500 each year for recruitment efforts, and \$10,000 each year for marketing efforts. In addition, the new faculty hires will receive \$1,400 each year for professional development.

B. Revenue: Funding Sources

The BAS in Applied Cybersecurity program is a Johnson County Education and Research Triangle¹ (JCERT) funded program. The program will be fully funded through JCERT funds and tuition revenue. No state funds will be utilized. JCERT funds will be used to help fund the program during the implementation year until the program is revenue generating and sustainable on tuition funds alone. BAS in Applied Cybersecurity students will be charged an all-inclusive tuition rate of \$485 per credit hour to ensure that the program is affordable and accessible to all students, nationwide.

Projected Surplus/Deficit

Given the anticipated costs and revenue, the program is expected to run a deficit for the first few years of implementation. JCERT funds will be used to help fund the program during the implementation years until the program is revenue generating and sustainable on tuition funds alone. With the current enrollment estimates, the

¹ The Johnson County Education Research Triangle (JCERT) is a unique partnership between Johnson County, the University of Kansas, and Kansas State University. Its goal is to create economic stimulus and a higher quality of life through new facilities for research and educational opportunities. In November 2008, Johnson County voters invested in the county's future by voting for a 1/8-cent sales tax to fund JCERT initiatives, including development of the National Food and Animal Health Institute at K-State Olathe; the KU Clinical Research Center in Fairway, Kansas; and here at KU Edwards, the BEST Building with several degree and certificate offerings in business, engineering, science, and technology.

program is expected to have a revenue surplus after five years. These funds will be utilized to help improve the overall student experience and provide additional funding.

XI. References

Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Field of degree: Business, at <https://www.bls.gov/ooh/field-of-degree/business/business-field-of-degree.htm> (visited December 06, 2021).

Elka Torpey, “Projected openings in occupations that require a college degree,” Career Outlook, U.S. Bureau of Labor Statistics, September 2021. <https://www.bls.gov/careeroutlook/2021/article/projected-openings-college-degree.htm> (Retrieved December 17, 2021).

Elka Torpey, “Education level and projected openings, 2019–29,” *Career Outlook*, U.S. Bureau of Labor Statistics, October 2020. <https://www.bls.gov/careeroutlook/2020/article/education-level-and-openings.htm#s4>.

Johnson County Community College, Degree and Certificate Award by Division: <https://www.jccc.edu/about/leadership-governance/administration/institutional-effectiveness-branch/files/degrees-by-division.pdf> (visited, August 15, 2022).

Metropolitan Community College, Five Year Completion: https://mcckc.edu/research/docs/5Year_Completions_District.pdf (visited, August 15, 2022).

Mid-America Regional Council, GradForce Education Asset Inventory for Greater Kansas City, 2017; university websites; College Factual Mid-America Regional Council – Regional Planning for Greater Kansas City. (n.d.). Retrieved from <https://www.marc.org/>.

Mid-America Regional Council, Talent to Industry Exchange: A Labor Analysis of the Life Sciences Industry in the Kansas City Region, February 2018.

Program Approval

Summary

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Kansas State University has submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process.

September 14, 2022

I. General Information

A. Institution

Kansas State University

B. Program Identification

Degree Level:	Bachelor's
Program Title:	Criminology
Degree to be Offered:	B.A./B.S. in Criminology
Responsible Department or Unit:	Department of Sociology, Anthropology, and Social Work
CIP Code:	45.0401
Modality:	On Campus
Proposed Implementation Date:	Fall 2022

Total Number of Semester Credit Hours for the Degree: 120

II. Clinical Sites: Does this program require the use of Clinical Sites? No

III. Justification

The Department of Sociology, Anthropology and Social Work proposes to convert its Criminology specialization that exists in the Sociology program into a Criminology major. Offering Criminology as a major will allow the degree to be more useful to students interested in careers in law enforcement, corrections, courts, victims' services, and related occupations. Multiple benefits will result for Kansas State University and the students of Kansas more generally. First, historical data demonstrate that more than 80% of sociology majors continue to choose the criminology specialty. Further, data from K-State Admissions and the National Student Clearinghouse indicate that from Spring 2010 to Fall 2020, 464 students applied and were admitted to K-State but enrolled elsewhere to pursue Criminology and Criminal Justice Degrees. We predict that a significant number of these students would have come to K-State if we offered a degree in Criminology. Data further indicate that this trend has risen over time, increasing 239% between 2010 and 2020. Anecdotally, a significant number of students have commented to our advisor that they chose not to pursue our program because they wanted a degree specific to Criminology. Available data indicates steady growth in employment sectors that typically hire Criminology majors, jobs that offer stable careers with solid incomes. In sum, converting our specialization in criminology to a major stands to (1) better serve existing students; (2) increase enrollment while also offering a degree students want; and (3) increase students' pathways to gainful employment.

Other institutions in Kansas offer four-year degrees in criminology, including at Wichita State University, Emporia State University, Fort Hays State University, Washburn University, Baker University, Central Christian College of Kansas, Ottawa University, Southwestern College, Bethany College, Friends University, Midwestern Nazarene University, Newman University, Pittsburg State University. Even embedded in our sociology degree, K-State's criminology specialization is a long-standing and well-established member of this field stewarded by tenured faculty with a history of teaching and research expertise in criminology and sociology. Our enrollment

in this specialization is currently over 130 students. With additional visibility, we believe this number can grow. Finally, there is still a growing market for degrees in the area.

The curriculum of the proposed Criminology program is consistent with Criminology and Criminal Justice programs at peer universities. In addition, the curriculum is designed with job-readiness and employability in mind. Fortunately, only minor adjustments to our current offerings are necessary to accomplish this objective. The proposed program can be run with existing faculty and requires no additional faculty resources beyond a small advertising budget. As such, the conversion of our criminology specialization promises benefits to our students, department, and university while imposing little to no additional costs.

IV. Program Demand: Market Analysis

Drawing from U.S. Department of Education’s National Center for Educational Statistics data, Emsi (2020) provides evidence of growth in Criminology. Program completions in Criminology and related disciplines between 2012 and 2019 increased by 4.2%. Programs included in these estimates include Criminology, Criminal Justice/Safety Studies, Criminal Justice/Law Enforcement Administration, Criminal Justice/Police Science, Criminalistics and Criminal Science, Corrections, Juvenile Corrections, Corrections and Criminal Justice, Other, Corrections Administration. In our region, completions increased by 13.1%, indicating a stronger, increasing demand for Criminology and related degrees in the area (region includes AK, CO, IL, KS, MO, NE, OK, and TX). In this manner, converting our specializing into a major not only better serves the needs and interests K-State students and Kansas students more generally, but also taps into a growth area in the region.

Further, current events indicate a strong possibility of reforms for law enforcement including the possibility of increased education requirements for officers. Evidence indicates college-educated officers are (1) less likely to use violence; (2) more attuned to identifying underlying community problems; (3) better equipped to relate to members of their communities; (4) better able to identify best practices; and (5) are more likely to become effective leaders (Bouffard & Armstrong, 2020). Currently, research estimates that only one-third of police officers have a four-year degree, and slightly more than one-half have a two-year degree (Gardiner, 2017). With the implementation of such reform efforts, a substantial increase in demand for degree programs in Criminology and related fields will occur. Offering a Criminology major will thus allow K-State to be ahead of the curve.

V. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount Per Year		Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	137	18	4110	270
Year 2	150	19	4500	285
Year 3	165	19	4950	285

Potential growth rates were calculated by extrapolating based on current criminology specialization enrollments and the median 5 year projected regional employment growth rates (2020-2025) based on the Emsi (2020) report. Specifically, the anticipated growth rate for “detectives and criminal investigators” was used, as this is a median growth rate among occupations examined in the employment analysis. Our data suggests a K-State degree in Criminology would attract a significant number of new students.

VI. Employment

A Criminology major promises positive job prospects for students, particularly those interested in various segments of law enforcement, corrections, and related professions—a key sector of employment for criminology degree holders. Further, many of our students express interest in related careers including, but not limited to,

non-profit organizations, community and victim services, and research institutes. A degree in Criminology provides a direct pathway to many of these career paths. For brevity, we offer growth rates for direct occupations in the field of criminal justice drawn from 2020 Bureau of Labor Statistics data and market data from Emsi, a labor market analytics firm contracted by K-State Global Campus. The data indicate that most criminal justice occupations show steady upward growth, particularly in law enforcement and community corrections careers (median growth rate is 3.65% over ten years nationally, 2.96% over five years nationally, and 3.40% over five years regionally). Further, many of these occupations offer solid and steady incomes for graduates (national median salaries range from \$34,190 to \$91,090 with an overall median of \$58,720).

VII. Admission and Curriculum

A. Admission Criteria

Students can enroll in the criminology major upon admission to Kansas State University.

B. Curriculum

The curriculum is designed to give students flexibility while also mandating career-readiness. Thirteen credits hours of “core” courses are foundational to the major. CRIM 361 – Criminal Justice Systems is a keystone course that unlocks access to the rest of the curriculum. One credit hour is required in “skills” courses. CRIM 367 – Real World Criminology will develop students’ communications skills and professionalism. It will also involve an ethical decision-making component. This course will be required of all students and must be taken before enrolling in internship hours. Three credit hours to be taken in “social context” courses and an additional three are required from courses relating to social inequality. These courses are intended to equip students with the necessary sensitivities to relevant structural and community characteristics as well as pertinent issues surrounding race, gender, class, and other diversity and inclusion issues—skills vital for contemporary criminal justice professionals. Students are also required to take 12 credit hours of electives. We proudly offer a wide array of electives on topics that are both useful and interesting to students. Finally, all students will be required to complete a “capstone” requirement. For most students, the capstone will be an internship during the Spring or Summer semesters of their third or fourth years, allowing students to gain practical experience for entering a career. For students who are focused on graduate school or research-oriented careers, they may fulfill the capstone requirement through six credit hours of M.A. level graduate courses, providing them experience with more intensive academic skills. Students shall complete six credit hours of related coursework (listed as “Required Criminology Foundation Courses”), which will complement their education in the criminology program.

The courses listed in the following tables comprise a recommended path to completion for students looking to complete the requirements for a Criminology major together with general University and College requirements. This path assumes students are pursuing a BA rather than a BS (the latter would give them more flexibility with their course selections).

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH 14
SOCIO 211	Introduction to Sociology	3
ENGL 100	Expos. Writing I	3
MATH 100	College Algebra	3
FREN 101	French I	5

Year 1: Spring

Course #	Course Name	SCH 14
CRIM 361	Criminal Justice Systems	3
COMM 106	Public Speaking I	3

STAT 325	Intro Statistics	3
FREN 102	French II	5

Year 2: Fall

Course #	Course Name	SCH 15
CRIM 362	Police and Society	3
ENGL 200	Expos. Writing II	3
BIOL 198	Principles of Biology	4
FREN 300	French III	5

Year 2: Spring

Course #	Course Name	SCH 15
CRIM 364	Criminological Theory	3
CRIM 367	Real World Criminology	1
SOCIO 423	Methods of Social Research	4
FREN 301	French IV	4
MUSIC 100	Introduction to Music Theory	3

Year 3: Fall

Course #	Course Name	SCH 12
SOCIO 571	Race and Ethnic Relations in the USA	3
PHILO 100	Introduction to Philosophical Problems	3
SOCIO 431	Comparative Social Theories	3
FREN 502	French Literature in Translation	3

Year 3: Spring

Course #	Course Name	SCH 16
CRIM 460	Youth and Crime	3
SOCIO 361	Social Problems	3
SOCWK 510	Social Welfare as Social Institution	3
GEOG 121 & 122	Introductory Physical Geography: Earth Systems Science	4
MUSIC 170	History of Rock and Roll	3

Year 3: Summer

Course #	Course Name	SCH 6
CRIM 568	Internship in Criminology	6

Year 4: Fall

Course #	Course Name	SCH 15
CRIM 462	The War on Drugs	3
CRIM 665	Women & Crime	3
ENTOM 301	Insects and People	3
MUSIC 245	Introduction to American Music	3
MUSIC 173	Music as Protest and Propaganda in the United States	3

Year 4: Spring

Course #	Course Name	SCH 13
CRIM 562	Study of Serial Murder	3
MUSIC 171	Inventing the Future: Underground Rock: 1968-1993	3

CRIM 550	Technocrime, Security, & Society	3
CRIM 592	Rampage: Mass Murder	3
MUSIC 208	Guitar Class I	1

Total Number of Semester Credit Hours 120

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable
 FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Current sociology faculty will be cross listed with the new criminology program. This will allow us to offer a criminology major while continuing to operate as a single unit within our department. Currently, our department has three programs (Sociology, Anthropology, and Social Work) that operate relatively autonomously within the department. Rather than create a fourth autonomous program (Criminology), we are looking to have Sociology faculty step into both Sociology and Criminology programs and continue to operate as we have. This will allow us to meet the needs of students, offer more appealing degree options, and continue to operate with our current resources. In this sense, general sociology faculty will contribute to the criminology program while criminology faculty will continue to contribute to sociology. That said, we are differentiating FTE in a manner that will highlight the emphasis each faculty will have to the respective programs. Criminologists will be set at .75 FTE for the criminology program and .25 for sociology with the proportion inverted for general sociologists (with two exceptions for faculty who also have other commitments on campus).

Further, sociology faculty teach important courses within the criminology curriculum including research methods and structural inequalities courses. They may teach the graduate courses students may complete for their capstone requirement. Finally, sociology faculty may also oversee student theses completed to fulfill their capstone requirement. In this manner, while sociology faculty may not teach the bulk of criminology courses, they still provide important services for the program.

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Jeremy Briggs	Instructor	Ph.D.	N	Criminology	.75
Travis Linnemann	Assistant Professor	Ph.D.	Y	Criminology	.75
Corina Medley	Instructor	Ph.D.	N	Criminology	.75
Lisa Melander*	Associate Professor	Ph.D.	Y	Criminology	.75
Kevin Steinmetz	Professor	Ph.D.	Y	Criminology	.75
Sue Williams	Professor	Ph.D.	Y	Criminology	.75
Chardie Baird	Professor	Ph.D.	Y	Sociology	.125
Alisa Garni	Associate Professor	Ph.D.	Y	Sociology	.25
Gerad Middendorf	Professor	Ph.D.	Y	Sociology	.25
Matthew Sanderson	Professor	Ph.D.	Y	Sociology	.125
Nadia Shapkina	Teaching Assistant Professor	Ph.D.	N	Sociology	.25
Frank Weyher	Associate Professor	Ph.D.	Y	Sociology	.25

Number of graduate assistants assigned to this programapproximately 15*

*This number refers to existing GTAs. We are not asking for additional graduate assistant positions.

Further, the actual available graduate assistant positions may vary based on department needs and funding at the time.

IX. Expenditure and Funding Sources (List amounts in dollars. Provide explanations as necessary.)

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty salary	\$338,151	\$338,151	\$338,151
Administrators (other than instruction time)	\$0	\$0	\$0
Graduate Assistants	\$0	\$0	\$0
Support Staff for Administration (e.g., secretarial)	\$42,025	\$42,025	\$42,025
Fringe Benefits (total for all groups)	\$117,101	\$117,101	\$117,101
Other Personnel Costs	\$0	\$0	\$0
Total Existing Personnel Costs – Reassigned or Existing	\$497,277	\$497,277	\$497,277
Personnel – New Positions			
Faculty	\$0	\$0	\$0
Administrators (other than instruction time)	\$0	\$0	\$0
Graduate Assistants	\$0	\$0	\$0
Support Staff for Administration (e.g., secretarial)	\$0	\$0	\$0
Fringe Benefits (total for all groups)	\$0	\$0	\$0
Other Personnel Costs	\$0	\$0	\$0
Total Existing Personnel Costs – New Positions			
Start-up Costs - One-Time Expenses			
Library/learning resources	\$0	\$0	\$0
Equipment/Technology	\$0	\$0	\$0
Physical Facilities: Construction or Renovation	\$0	\$0	\$0
Other (Advertising)	\$5,000	\$3,000	\$2,000
Total Start-up Costs	\$5,000	\$3,000	\$2,000
Operating Costs – Recurring Expenses			
Supplies/Expenses	\$0	\$0	\$0
Library/learning resources	\$0	\$0	\$0
Equipment/Technology	\$0	\$0	\$0
Travel	\$0	\$0	\$0
Other	\$0	\$0	\$0
Total Operating Costs	\$0	\$0	\$0
GRAND TOTAL COSTS	\$502,277	\$500,277	\$499,277

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	\$1,385,394	\$1,385,394	\$1,513,496	\$1,655,831
Student Fees	\$76,212	\$76,212	\$83,259	\$91,089
Other Sources				
GRAND TOTAL FUNDING	\$793,492	\$1,461,606	\$1,596,755	\$1,746,920
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		+\$959,329	+\$1,096,478	+\$1,247,643

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

As we are looking to convert our specialization to a major, we require no new resources outside of those already allocated to the existing sociology program. The only expected start-up cost for the program is advertising. Faculty costs are calculated for those reassigned at least .75 FTE to the new program and major (salary x .75 FTE). Advising associated with the program will be completed by existing department level advising staff and represent no new cost. Currently two department level advisors provide services to all department undergraduate program advisees and additional advising to the College of Arts and Sciences warranted. Faculty salary and fringe benefits are the primary cost as these positions shift from assignment to Sociology and into the new Criminology major. The cost of salary in the program is \$338,151 and the fringe cost are \$117,101. Support staff includes one half-time Office Specialist II at a cost of \$42,025 per year. The only expected start-up cost for the program is new advertising and outreach at a total three-year projected cost of \$10,000.

Personnel – New Positions

N/A

Start-up Costs – One-Time Expenses

We are going to request an advertising budget to promote the major. An exact figure will depend on a more robust assessment provided by K-State Marketing. They provided a tentative figure of \$5,000 for regional promotion. We would request this funding from our Department and the College of Arts & Sciences.

Operating Costs – Recurring Expenses

As we are simply converting our specialization to a major, there are no new expenditures for operating costs.

B. Revenue: Funding Sources

Items presented in "B. Funding Source" represent the expected SCH and fees generated by Criminology majors enrolled at K-State at the current SCH cost of \$316.30 a credit hour and College of Arts and Sciences fee of \$17.40 per credit hour. Currently students enrolled at K-State in the Criminology subplan generate \$1,461,606 in tuition and fees. Based on projected growth in majors by year two of the program, we expect tuition and fees generated by Criminology majors to be \$1,596,755. Funding in the fourth year should reach \$1,748,490. Criminology will primarily lean on tuition and fee revenue through student credit hour produced by students and returned to the College of Arts and Sciences via the RCM model. However, our faculty are also research

productive and some additional funds are cultivated through success in extramural funded awards. For example, faculty currently have funded projects through the National Science Foundation and subawards from Bureau of Justice Assistance.

C. Projected Surplus/Deficit

Criminology and sociology have always been heavy student credit hour generators and thus generally produce a surplus. We are cost effective. Based on total SCH and fees the program will generate significant surpluses for K-State in each year of implementation relative to program cost.

XI. References

- Bouffard, L. & Armstrong, G. (2020, June 18). 5 reasons police officers should have college degrees. *The Conversation*. Retrieved November 3, 2020 at <https://theconversation.com/5-reasons-police-officers-should-have-college-degrees-140523>.
- Bureau of Labor Statistics. (2020). Occupational projects and worker characteristics. Washington, DC: United States Department of Labor. Retrieved November 2, 2020 at <https://www.bls.gov/emp/tables/occupational-projections-and-characteristics.htm>.
- Emsi (labor analytics firm) (2020). This data was compiled on request for K-State Global Campus utilizing data from the National IPEDS database operated the U.S. Department of Education's National Center for Education Statistics.
- Gardiner, C. (2017, September). *Policing around the nation: Education, philosophy, and practice*. Washington, DC: National Police Foundation.

Program Approval

Summary

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Wichita State University has submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process.

September 14, 2022

I. General Information

A. Institution

Wichita State University

B. Program Identification

Degree Level: BA
Program Title: American Sign Language
Degree to be Offered: Bachelor of Arts in ASL
Responsible Department or Unit: Modern & Classical Languages & Literatures
CIP Code: 16.1601
Modality: TCI or Hybrid
Proposed Implementation Date: Spring 2023

Total Number of Semester Credit Hours for the Degree: 120

II. Clinical Sites: Does this program require the use of Clinical Sites? No.

III. Justification

The proposal for a baccalaureate program in American Sign Language (ASL) is consistent with Wichita State University's applied learning and research vision and addresses our stated mission to be an essential educational, cultural, and economic driver for Kansas. It also meaningfully addresses our core value to make the campus inclusive and accessible for everyone. In cooperation, the colleges of Liberal Arts and Sciences (LAS) and Health Professions (CHP) propose this new degree to enable both deaf and hearing students to advance in their chosen careers. Indeed, candidates requesting to sit for the Certified Deaf Interpreter Examination now must have a bachelor's degree: our Interpreting Methods track provides the best preparation for this exam of any plan of study at Wichita State. Precisely because of this new requirement, Johnson County Community College closed its interpreter-training program; KU (Edwards campus) now offers a pathway from the JCCC associate degree to the BA/BGS. Their initiative shows, moreover, that an *ASL-specific* bachelor's degree is the only one that truly prepares sign language professionals for the workforce.

Because of increasing demand in south-central Kansas for sign language coursework, KBOR previously approved Wichita State's proposal for a minor in Signed Languages (AY 2018-2019). Offered through the Department of Communication Sciences and Disorders (Health Professions), this minor ensures proficiency in standard foundation courses (ASL I-IV) with additional hours in Interpreting, Deaf Culture, and Nonverbal Communication. Our joint proposal now offers a truly interdisciplinary and comprehensive degree: a research-focused BA in ASL together with a high-quality interpreter education program. Furthermore, since there is a preference in the sign language discipline for bachelor's degree programs accredited by the Commission on Collegiate Interpreter Education (CCIE), Wichita State developed this new program in accordance with CCIE accreditation standards (knowledge, skills, and perspectives necessary to enter the field of professional interpreting). Wichita State's advanced program will be one of only two in Kansas where learners can train to

become certified ASL interpreters. Building upon instruction provided by Lecturers reappointed through Modern & Classical Languages (LAS), our unique feature will be to teach ASL linguistics and conduct research on the same in accordance with the following summary:

- THE STRUCTURE OF LANGUAGE: the nature of language, language acquisition, and ASL linguistics;
- LANGUAGE AND CULTURE IN CONTEXT: historical foundations of the interpreting profession, deaf culture, deaf studies, social justice, language in society; interpreting needs of deaf, deafblind, and hearing consumers;
- INTERPRETING METHODS: theories of interpretation and translation along with ethics and protocols for interpreting in a variety of settings — legal, medical, and educational.

Creating a new bachelor’s degree with these three content tracks fortifies the integrated and interdisciplinary nature of ASL education in Kansas. This rich, interprofessional learning experience will enhance the training of BA graduates by providing advanced technical and professional skills suited to the workplace of the future.

According to the position statement on ASL issued by the American Speech-Language-Hearing Association, the National Institute of Health and the National Science Foundation both identify American Sign Language as a complete, non-English language associated with its own culture. Wichita State thus proposes to house this new BA program in the Department of Modern & Classical Languages & Literatures. The Modern Language Association classifies ASL as the third most popular language of study in higher education, after Spanish and French. The number of employed sign language interpreters in south-central Kansas is on the rise: our aim is to offer a high-quality program for regional practitioners and provide additional levels of research expertise to Wichita State’s already strong programs in linguistics, world languages, and cultural anthropology.

IV. Program Demand

The only university in Kansas offering a bachelor’s degree in American Sign Language and Deaf Studies is the University of Kansas, in collaboration with Johnson County Community College. The BA and BGS degrees in ASL and deaf studies are offered in four tracks: Deaf Studies and Social Justice, Advanced ASL, Becoming an Interpreter, and Professional Interpreting. Emporia State University, Fort Hays State University, Pittsburg State University, and Kansas State University offer neither a major nor a minor in ASL. The new BA degree program at Wichita State builds on an existing ASL minor.

A. Survey of Student Interest

Number of surveys administered:	104
Number of completed surveys returned:	104
Percentage of students interested in program: ...	56%

An online/paper survey was given to 104 current ASL students at WSU Haysville, WSU Main, and WSU West campuses. Fifty-one percent of the respondents were in their senior year; 49% were female and 10 percent male. Ninety-five percent of the students who took the online/paper survey had previously taken an ASL class at WSU; 100% recommend ASL classes to their friends. Ninety-one percent responded that the major will benefit students at WSU. Fifty-six percent would be interested in the major at WSU and 83% will recommend the major to their friends. Fifty percent would be interested in an ASL interpreting license after completing an ASL major at WSU.

B. Market Analysis

The Datausa website shows that 647 ASL degrees were awarded in 2017. It is a major with a growing demand as there is a need for a program of study offering students opportunities to examine and focus on several aspects of ASL, such as the linguistics of ASL, deaf culture and social justice, and ASL interpretation. It is a known fact that to work in healthcare, many students need to have specialized degrees. There is a growing demand for ASL interpreters in South-Central Kansas and a need to make communication accessible to all. Career paths for individuals completing this degree include social work, education, interpreting, human resources, and counseling.

V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation (AY 2023-2024)	15	0	450	0
Year 2 (AY 2024-2025)	30	0	900	0
Year 3 (AY 2025-2026)	50	0	1500	0

VI. Employment

Website for job listings	Number of ASL interpreting jobs listed
Glassdoor	378
Ziprecruiter	371
Indeed	727
SimplyHired	1,183

Students graduating from the BA degree program can work in jobs as diverse as interpreting, finance, market research, healthcare, counseling, special education, and social justice fields. The interdisciplinary tracks in the program offer education and training for a wide variety of careers. The U.S Bureau of Labor Statistics estimated there were 81,400 jobs in 2020 for ASL interpreters and translators. The projected job growth for ASL interpretation is 24% between 2020-2030, greater than average. The median salary for ASL interpreting jobs with a bachelor's degree is \$49,110 or \$23.61 per hour.

Some specific career opportunities for ASL majors are:

- a. Childcare worker
- b. Audiologist
- c. Psychologist
- d. Sign language interpreter/translator
- e. Speech language pathologist
- f. Counselor

These organizations regularly hire ASL majors:

- a. Healthcare—hospitals and clinics
- b. Mental health clinics
- c. Hearing and speech agencies
- d. Government institutions
- e. Schools

VII. Admission and Curriculum

A. Admission Criteria

Freshmen are assured admission to Wichita State if they meet the following:

1. Have a cumulative 2.25 or higher GPA on a 4.00 scale, OR
2. Achieve an ACT composite of 21 or higher OR a minimum combined SAT ERW+M score of 1060 (test optional for admission)

And, if applicable, achieve a 2.0 GPA on all college credit taken in high school.

Students who do not meet the guaranteed admission requirements are still encouraged to apply. The application will be reviewed individually.

Students who graduated from a non-accredited high school or were homeschooled must:

1. Achieve an ACT of 21 or higher, OR a minimum combined SAT ERW+M score of at least 1060, have a cumulative 2.25 or higher GPA on a 4.00 scale.

If students enroll in college courses while in high school, they must also achieve a 2.00 GPA or higher in those courses.

If a student obtained a GED, they must:

1. For GED tests from 2002-2013: Have a minimum score of 510 on each sub test and an overall score of 2550 to be admitted.
2. For GED tests from 2014 and on: Have a minimum score of 150 on each sub test and an overall score of 680 to be admitted.

Curriculum

120 hours are required for graduation, and students must earn a 2.0 overall GPA, a 2.0 Wichita State GPA, and a 3.0 GPA in the major. Students must also complete all courses required for Liberal Arts and Sciences General Education. In addition, Foreign Language courses (or the equivalents) are required for every BA degree in the College of Liberal Arts and Sciences. See Appendix A for three focus areas: Structure of Language track, Language and Culture in Context track, and Interpreting Methods track.

American Sign Language – Generic Plan for all Tracks

Year 1: Fall

ENGL 101	College English 1	3
FYS	First-Year Seminar Humanities or S&B Science	3
MATH 111	College Algebra	3
Gen Ed	Fine Arts	3
CSD 270	American Sign Language I	3

Year 1: Spring

ENGL 102	College English 2	3
COMM 111	Public Speaking	3
Gen Ed	Social and Behavioral Science	3
TRACK COURSE	Varies depending on track	3
CSD 370	American Sign Language II	3

Year 2: Fall

Literature	Counts as Humanities General Education	3
HIST 131/2 or POLS 121	Fulfills LAS Civics requirement and Humanites/S&B Science Gen Ed	3
Gen Ed	Humanities	3
TRACK COURSE	Varies depending on track	3
CSD 470	American Sign Language III	3

Year 2: Spring

Gen Ed	Natural Science – Biological Science	3
Gen Ed	Social and Behavioral Science	3
Elective	Open Elective	3
CSD 480	American Sign Language IV	3
CSD 518	Deaf Culture	3

Year 3: Fall

Gen Ed	300-Level Social and Behavioral Science	3
Gen Ed	Natural Science – Physical Science	3
Elective	Open Elective	3
TRACK COURSE	Varies depending on track	3
CSD 490D	Intro to Signed Language Interpreting (cross-listed w/CSD 490D)	3

Year 3: Spring

Gen Ed	300-Level Natural Science	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
CSD 520	ASL Nonverbal Communications	3

Year 4: Fall

Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
TRACK COURSE	Varies depending on track	3

Year 4: Spring

Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
TRACK COURSE	Varies depending on track	3

Total hours**120**

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable

FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program	FTE Salary
Wilson Baldrige	Professor and Chairperson	PhD in French Literature	Y	French Literature	0.25	Salary: \$20,403 Fringe: \$2,703
Mythili Menon	Assistant Professor	PhD in Linguistics	Y	Syntax, Semantics, Morphology, Psycholinguistics, Language Documentation	0.25	Salary: \$13,940 Fringe: \$2,703
Rachel Showstack	Associate Professor	PhD in Hispanic Linguistics	Y	Sociolinguistics	0.25	Salary: \$14,803 Fringe: \$2,703
Andrew Hippisley	Professor and Dean of Liberal Arts and Sciences	PhD in Linguistics	Y	Computational Linguistics, Morphology, Syntax, Typology, Historical Linguistics	0.25	Salary: \$49,731 Fringe: \$9,081
Jens Kreinath	Associate Professor	PhD in Anthropology	Y	Anthropological Linguistics, Fieldwork	0.25	Salary: \$14,780.25 Fringe: \$2,703
James Clark Kimberly Hoffman Lorita Slieter Melody Manlove	Adjunct Lecturers	Master's Degrees in ASL and Interpreting	N	American Sign Language	4.00	Salaries: \$99,000 Fringe: \$8,600
New Hire in Linguistics (In First FY)	Associate Professor	PhD in or Edd in Signed Languages	Y	American Sign Language	1.0	Salary: \$62,000 Fringe: \$11,000

IX. Expenditure and Funding Sources

A. Expenditures	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Adjunct Faculty	\$99,000	\$99,000	\$99,000
Existing Faculty reassigned .25	\$113,657	\$113,657	\$113,657
Graduate Assistants			

Fringe Benefits (total for existing faculty)	\$19,893	\$19,893	\$19,893
Fringe Benefits (total for adjuncts)	\$8,600	\$8,600	\$8,600
Other Personnel Costs -			
Total Existing Personnel Costs – Reassigned or Existing	\$241,150	\$241,150	\$241,150
Personnel – New Positions Coordinator ASL			
Faculty (Program Coordinator of ASL)	\$62,000	\$62,000	\$62,000
Administrators			
Graduate Assistants			
Support Staff for Administration (Graduate Staff Assistant)			
Fringe Benefits (total for all groups)	\$11,000	\$11,000	\$11,000
Other Personnel Costs (lecturers)			
Total Existing Personnel Costs – New Positions	\$73,000	\$73,000	\$73,000
Start-Up Costs – One-Time Expenses			
Library/Learning Resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other: Online Course Development			
Total Start-Up Costs			
Operating Costs – Recurring Expenses			
Supplies/Expense (Cards Letter Head Advertisement)	\$1,000	\$1,000	\$1,000
Library/Learning Resources			
Equipment/Technology			
Travel – to off West and South campus locations	\$1,500	\$1,500	\$1,500
Other			
Total Operating Costs	\$2,500	\$2,500	\$2,500
Grand Total Costs	\$316,650	\$316,650	\$316,650
B. FUNDING SOURCES	1 st FY 15 new students	2 nd FY 15 new students +15 previous =30	3 rd FY 20 new students +30 previous =50
Tuition/State Funds (\$228)	\$102,600	\$205,200	\$342,000
\$667.41 per student per semester (\$1,334.82 annual)	\$20,022	\$40,044	\$66,741
Mandatory Student Fees \$20.75 per credit hour	\$9,338	\$18,676	\$31,125
LAS Student Fee \$7.75 per credit hour	\$3,487	\$6,975	\$11,625
Other Sources			
Grand Total Funding	\$135,447	\$270,894	\$451,491
C. Projected Surplus/Deficit (+/-)	-\$130,559	-\$45,756	+\$134,841

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned, Existing, & New Positions

Several current faculty in the Linguistics program and the Department of Modern and Classical Languages and Literature (MCLL) will be reassigned to courses in the new ASL program. The only additional cost is one new tenure track faculty member who will serve as coordinator of the American Sign Language program, to be hired in the first year. This tenure track position would have responsibilities for teaching four courses (two in the fall and two in the spring), advising, administering the scheduling of courses, and recruitment and retention of students.

B. Revenue: Funding Sources

Tuition and fees will be the primary source of funding for the program. Projected tuition revenues were calculated using online and in-state tuition rates of \$228 per credit hour multiplied by the number of credit hours projected to be earned by students enrolled in courses leading to a degree in American Sign Language (ASL). The fees listed include mandatory fees assessed to all students and fees assessed to students taking courses in the College of Liberal Arts and Sciences.

Although not included in the revenue described above, ASL courses currently attract over 100 students who minor in Sign Language or who take ASL to meet language requirements in the College of Liberal Arts and Sciences. These students generate approximately 1,500 student credit hours per year. If multiplied by tuition and fees, this would provide approximately \$385,000 in additional revenue generated from the American Sign Language courses taken by students meeting degree requirements and minoring in American Sign Language.

C. Projected Surplus/Deficit

The proposed new ASL degree program is projected to have a revenue surplus by year three, with enrollment growth expected over the next several years.

XI. References

National Institute on Deafness and Other Communication Disorders (2019); National Science Foundation (2019). Retrieved from <https://www.nidcd.nih.gov/health/american-sign-language> and https://www.nsf.gov/news/special_reports/linguistics/sign.jsp

U.S. Bureau of Labor Statistics:(2022, May); Occupational Outlook Handbook. Retrieved from <https://www.bls.gov/ooh/media-and-communication/interpreters-and-translators.htm>

Appendix A

American Sign Language – The Structure of Language Track

Year 1: Fall

ENGL 101	College English 1	3
FYS	First-Year Seminar Humanities or S&B Science*	3
MATH 111	College Algebra	3
Gen Ed	Fine Arts	3
CSD 270	American Sign Language I	3

Year 1: Spring

ENGL 102	College English 2	3
COMM 111	Public Speaking	3
Gen Ed	Social and Behavioral Science ¹	3
LING 151	The Nature of Language	3
CSD 370	American Sign Language II	3

Year 2: Fall

Literature	Counts as Humanities General Education	3
HIST 131/2 or POLS 121	Fulfills LAS Civics requirement and Humanites/S&B Science Gen Ed*	3
Gen Ed	Humanities	3
MCLL 351	Linguistics and Foreign Languages	3
CSD 470	American Sign Language III	3

Year 2: Spring

Gen Ed	Natural Science – Biological Science	3
Gen Ed	Social and Behavioral Science	3
Elective	Open Elective	3
LING 315	Intro to English Linguistics	3
CSD 480	American Sign Language IV	3

Year 3: Fall

Gen Ed	300-Level Social and Behavioral Science	3
Gen Ed	Natural Science – Physical Science	3
Elective	Open Elective	3
Elective	Open Elective	3
CSD 490D	Introduction to Signed Language Interpreting (cross-listed w/CSD 490D)	3

Year 3: Spring

Gen Ed	300-Level Natural Science	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
CSD 520	ASL Nonverbal Communications	3

Year 4: Fall

Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
ANTH 352	Anthropological Linguistics	3
CSD 518	Deaf Culture	3

Year 4: Spring

Elective	Open Elective	3
Elective	Open Elective	3

Elective	Open Elective	3
Elective	Open Elective	3
ASL 670	Interpreting Interaction: Translation and Consecutive Interpretation	3

Total hours **120**

American Sign Language – Language and Culture in Context Track

Year 1: Fall

ENGL 101	College English 1	3
FYS	First-Year Seminar Humanities or S&B Science*	3
MATH 111	College Algebra	3
Gen Ed	Fine Arts	3
CSD 270	American Sign Language I	3

Year 1: Spring

ENGL 102	College English 2	3
COMM 111	Public Speaking	3
Gen Ed	Social and Behavioral Science ¹	3
LING 151	The Nature of Language	3
CSD 370	American Sign Language II	3

Year 2: Fall

Literature	Counts as Humanities General Education	3
HIST 131/2 or POLS 121	Fulfills LAS Civics requirement and Humanites/S&B Science Gen Ed*	3
Gen Ed	Humanities	3
MCLL 351	Linguistics and Foreign Languages	3
CSD 470	American Sign Language III	3

Year 2: Spring

Gen Ed	Natural Science – Biological Science	3
Gen Ed	Social and Behavioral Science	3
Elective	Open Elective	3
CSD 480	American Sign Language IV	3
CSD 518	Deaf Culture	3

Year 3: Fall

Gen Ed	300-Level Social and Behavioral Science	3
Gen Ed	Natural Science – Physical Science	3
Elective	Open Elective	3
Elective	Open Elective	3
CSD 490D	Introduction to Signed Language Interpreting (cross-listed w/CSD 490D)	3

Year 3: Spring

Gen Ed	300-Level Natural Science	3
Elective	Open Elective	3
Elective	Open Elective	3
LING 663	Languages and Language attitudes in the US	3
CSD 520	ASL Nonverbal Communications	3

Year 4: Fall

Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
ANTH 352	Anthropological Linguistics	3

Year 4: Spring

Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
MCLL 670	Interpreting Interaction: Translation and Consecutive Interpretation	3
Total hours		120

American Sign Language – Interpreting Methods Track**Year 1: Fall**

ENGL 101	College English 1	3
FYS	First-Year Seminar Humanities or S&B Science*	3
MATH 111	College Algebra	3
Gen Ed	Fine Arts	3
CSD 270	American Sign Language I	3

Year 1: Spring

ENGL 102	College English 2	3
COMM 111	Public Speaking	3
Gen Ed	Social and Behavioral Science ¹	3
LING 151	The Nature of Language	3
CSD 370	American Sign Language II	3

Year 2: Fall

Literature	Counts as Humanities General Education	3
HIST 131/2 or POLS 121	Fulfills LAS Civics requirement and Humanites/S&B Science Gen Ed*	3
Gen Ed	Humanities	3
MCLL 351	Linguistics and Foreign Languages	3
CSD 470	American Sign Language III	3

Year 2: Spring

Gen Ed	Natural Science – Biological Science	3
Gen Ed	Social and Behavioral Science	3
Elective	Open Elective	3
CSD 480	American Sign Language IV	3
CSD 518	Deaf Culture	3

Year 3: Fall

Gen Ed	300-Level Social and Behavioral Science	3
Gen Ed	Natural Science – Physical Science	3
Elective	Open Elective	3
MCLL 370	ASL Elocution	3
CSD 490D	Introduction to Signed Language Interpreting (cross-listed w/CSD 490D)	3

Year 3: Spring

Gen Ed	300-Level Natural Science	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
CSD 520	ASL Nonverbal Communications	3

Year 4: Fall

Elective	Open Elective	3
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Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
MCLL 570	American Sign Language and English Translation	3

Year 4: Spring

Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
Elective	Open Elective	3
MCLL 670	Interpreting Interaction: Translation and Consecutive Interpretation	3

Total hours

120