

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

**VIRTUAL MEETING AGENDA
Wednesday, March 20, 2024
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. An in-person option will be available at the Curtis State Office Building at 1000 SW Jackson, Suite 530, Topeka, Kansas, 66612.

- | | | |
|---|----------------------------|-------|
| I. Call to Order | Debbie Mercer, Chair | |
| A. Roll Call & Introductions | | |
| B. Approve Minutes from February 14, 2024 | | p. 3 |
| II. Council of Faculty Senate Presidents Update | Don Von Bergen,
K-State | |
| III. First Reading | | |
| A. Associate of Science – WSU | Shirley Lefever | p. 4 |
| IV. Other Matters | | |
| A. Request for Approval of a Minor in Urban Planning – KU | Barbara Bichelmeyer | p. 22 |
| B. Request for Approval of a Minor in Exercise & Sport Psychology – KU | Barbara Bichelmeyer | p. 25 |
| C. Request for Approval of a Minor in Integrated Media Studies – ESU | Brent Thomas | p. 28 |
| D. Request for Approval to Create Department of Teacher Apprenticeship Pathways, Literacy, & Special Education – WSU | Shirley Lefever | p. 31 |
| E. Discuss Opportunities (new degree programs, partnerships, strategic initiatives, etc.) that Universities are Considering or Planning to Pursue in the Future | COCAO Members | |
| V. Next COCAO Meeting – April 17th at Fort Hays State University | | |
| VI. Adjournment | | |

Date Reminder:

- March 20th: New program requests due date for the May 15th meeting
- April 24th: Institutional materials due date for the May 15th meeting

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:

Debbie Mercer, Interim, Chair	K-State	Howard Smith	PSU
Brent Thomas	ESU	John Fritch	Washburn
Jill Arensdorf	FHSU	Shirley Lefever	WSU
Barbara Bichelmeyer	KU	Rusty Monhollon	KBOR
Robert Klein	KUMC		

**Council of Chief Academic Officers
AY 2024 Meeting Schedule**

<i>COCAO Academic Year 2023- 2024 Meeting Dates</i>			
Meeting Dates	Location (virtual or in-person)	Institutional Materials Due	New Program Requests Due
September 20, 2023	Virtual	August 30, 2023	July 26, 2023
November 15, 2023	Emporia State University	October 25, 2023	September 20, 2023
December 13, 2023	Virtual	November 22, 2023	October 18, 2023
January 17, 2024	Virtual	December 27, 2023	November 22, 2023
February 14, 2024	Virtual	January 24, 2024	December 20, 2023
March 20, 2024	Virtual	February 28, 2024	January 24, 2024
April 17, 2024	Fort Hays State University	March 27, 2024	February 21, 2024
May 15, 2024	Virtual	April 24, 2024	March 20, 2024
June 18, 2024	Virtual	May 29, 2024	April 24, 2024

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

**Council of Chief Academic Officers
MINUTES
Wednesday, February 14, 2024**

The February 14, 2024, Council of Chief Academic Officers (COCAO) meeting was called to order by Chair Debbie Mercer at 9:15 a.m. The meeting was held virtually through Zoom with an in-person option at the KBOR offices.

In Attendance:

Members:	Debbie Mercer, K-State	Jill Arensdorf, FHSU	Robert Klein, KUMC
	Barbara Bichelmeyer, KU	Howard Smith, PSU	Laura Stephenson, Washburn
	Brent Thomas, ESU	Shirley Lefever, WSU	Karla Wiscombe, KBOR

Approval of Minutes

Brent Thomas moved to approve the January 17, 2024, meeting minutes, and Jill Arensdorf seconded. The motion passed.

Council of Faculty Senate Presidents (CoFSP) Update

Don Von Bergen, Chair of Council of Faculty Senate Presidents, provided an update. They have a final draft of criteria for the Faculty of the Year Award and will present nominees to KBOR very soon, with a goal for Board review at the August retreat. The team of Faculty Senate Presidents plans to have a luncheon in May welcoming next year's President-elect.

Other Requests

Debbie Mercer presented the request by KSU to change the name of BS in Agricultural Communications & Journalism to BS in Agriculture & Natural Resources Communications. Brent Thomas moved to approve, and Jill Arensdorf seconded. The motion passed.

Howard Smith presented requests by PSU to change the names of BS in Social Work to Bachelor of Social Work (BSW); BBA in Computer Information Systems to BBA in Data Science & Information Systems; and MS in Teaching to MS in Curriculum & Instruction. Jill Arensdorf moved to approve, and Brent Thomas seconded. The motion passed.

Other Matters

Karla Wiscombe provided an update on Supportive Metrics. The expectation is that at some point, the universities will report to BAASC on the support metrics or the plan to use the metrics in decision making.

Debbie Mercer provided date reminders as provided on the agenda. Karla Wiscombe added that in recognition of Higher Ed Day, today, some may plan to go to the Legislature.

Robert Klein announced that KUMC has a New Dean of School of Nursing, Dr. Jean Giddens.

Howard Smith made clarification for a program PSU plans to phase out. Though a few courses that were in the program will comprise an emphasis in another program, this is not technically a merger of two programs. Karla Wiscombe and Sam Christy-Dangermond discussed the differences between mergers and true program discontinuance, while maintaining a small piece within another program, and how it is reported on the Program Review Reports.

Howard Smith discussed that their business technology group is working on a supply chain management program.

Adjournment

Shirley Lefever moved to adjourn the meeting, and Howard Smith seconded. The motion passed.

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. The Kansas Association of Community Colleges has submitted a letter of concern and Wichita State University has responded. These letters can be found in Attachment B. Letters of support for the program are provided by business and industry in Attachment C.

March 20, 2024

I. General Information

A. Institution - Wichita State University

B. Program Identification

Degree Level:	Associate
Program Title:	Associate of Science
Degree to be offered:	Associate of Science
Responsible Department or Unit:	Fairmount College of Liberal Arts and Sciences
CIP Code:	30.1801 Natural Sciences
Modality:	Traditional Classroom Instruction
Proposed Implementation Date:	Fall 2024

Total Number of Semester Credit Hours for the Degree: 60

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

III. Justification

Wichita State University and the Fairmount College of Liberal Arts and Sciences request the approval to create the Associate of Science degree. If approved, the degree will promote improvements in retention at the university. WSU is unique in that we have had HLC approval to offer associate degrees for many years.

The Associate of Science (AS) degrees are two-year programs designed to provide skills beyond those typically acquired through secondary education. The AS emphasizes introductory and second-tier courses in Biology and Chemistry. The plan of study is rich in courses in English, Math, and Communication as these skills are essential for entry level work laboratory and scientific settings. Successful students will gain skills valuable in positions that require technical knowledge in the natural sciences, basic skills universally acknowledged as being desirable to employers, and the personal growth needed to be trainable and acquire new knowledge.

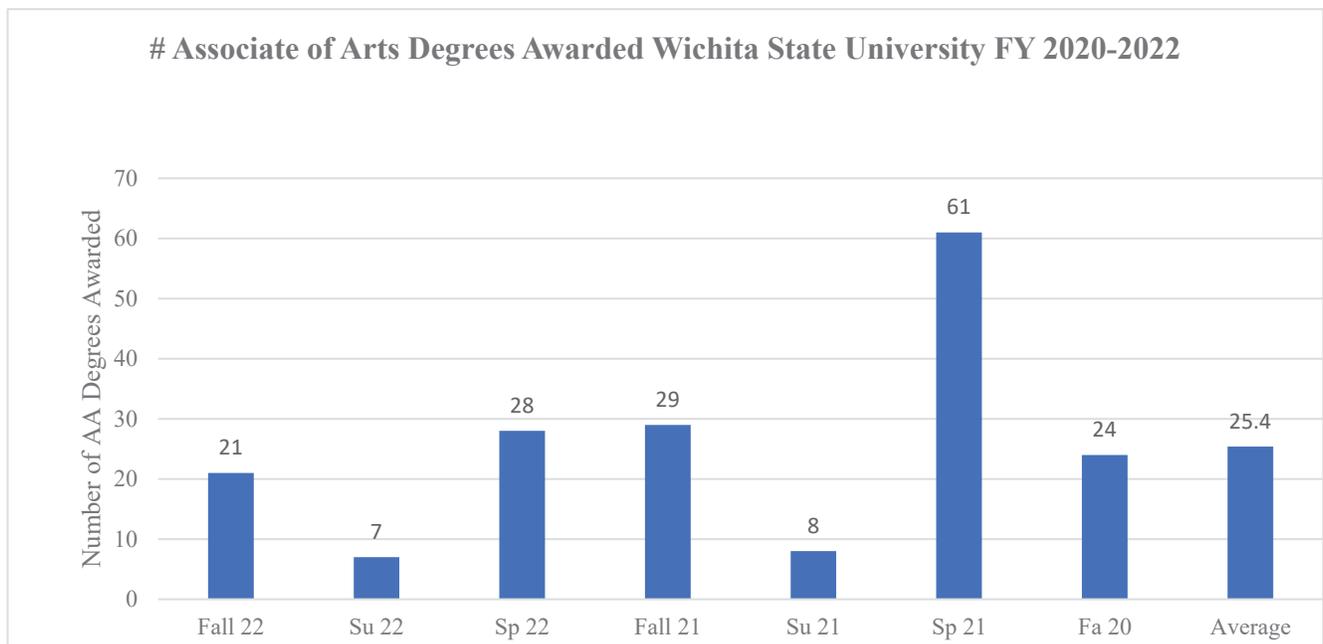
Students increasingly need ways to enhance their career prospects, but often feel unprepared for a four-year commitment to college. AS degrees at WSU are another opportunity for students to complete a degree with employment possibilities while pursuing a four-year degree. Students who earn an associate degree as part of pursuing a four-year degree will have a sense of accomplishment and this positive experience with university level course work will support retention efforts of the university. Courses taken toward an associate degree will be suitable for a wide variety of majors. The associate of sciences curriculum plan with minimal substitutions will

be appropriate for several other four-year degrees including Biology, Biochemistry, Chemistry, Forensic Sciences, Pre-Med, and Physics. The proposed associate of science would allow a student to complete the first two years of their degree and have several options that work toward degrees in the Liberal Arts and Sciences and Health Professions.

As the #1 transfer destination in Kansas, we anticipate that this option will be attractive to students who are interested in completing an associate degree after arriving at Wichita State and who can apply that toward a four-year degree.

The associate of science degree is highly compatible with the larger mission of WSU which combines a student-centered, innovation-focused, and economic driver approach to curricular offerings. We are seeking more and better opportunities to improve a student’s life opportunities by providing paid applied learning experiences and opportunities to enter the job market with real-world experience and credentials that support their persistence and success. The associate of science degree offers a clear path and a market-recognized credential that can be used to obtain meaningful employment during their academic career. Perhaps more importantly, the degree offers a half-way milestone to boost confidence and commitment to successful completion of a baccalaureate degree for the student who has an interest in a scientific career.

IV. Program Demand



There are 30 Associate of Science degrees offered through Kansas community colleges and four year institutions ([KBOR, 2023](#)). Fort Hays State University, Kansas State University, and Washburn University all offer Associate of Science degrees; however, these are focused on business, technology, or medical areas. These degrees range from 60 to 80 hours required. Wichita State University proposes a degree requiring 60 hours to support retention of students on their way to completion of a bachelor’s degree.

A. Survey of Student Interest

Though a survey was not conducted, according to the WSU Office of Planning and Analysis 2022 data, incoming undergraduates who are degree-seeking full-time first-year students with under thirty college credit hours totaled 2,198 students. This population of students are potential candidates for an AS degree.

B. Market Analysis

Career opportunities in the natural sciences continue to grow, with expansions in healthcare and associated industries. High-demand jobs in Kansas and nationally will be those supporting healthcare systems, including technical sales, laboratory technicians, and health care assistants. There are growing fields, such as laboratory technicians, environmental sciences technician, food sciences, veterinary assistants, physical therapist assistants, as well as other opportunities. Each of these potential employment options requires employees with rudimentary laboratory skills which are gained through the AS degree coursework. The following positions were taken from One Net – Data Base - O*NET (National Center for O*NET Development, 2023).

- **Laboratory Technician** - Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist. \$23.08 hourly, \$48,000 yearly up to \$27.79 hourly, \$57,800 annually 9% growth in Kansas in the next 10 years and 7% up nationally,
- **Environmental Science and Protection Technicians** check the environment and investigate sources of pollution and contamination.
- **Food Science Technician** - Work with food scientists or technologists to perform standardized qualitative and quantitative tests to decide physical or chemical properties of food or beverage products. Includes technicians who assist in research and development of production technology, quality control, packaging, processing, and use of foods. \$23.43 hourly, \$48,740 annual \$22.40 hourly, \$46,590 annual 9% Kansas growth next 10 years and 8% nationally.
- **Chemical Technicians** - Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences. \$22.55 hourly, \$46,910 annual to \$23.56 hourly, \$48,990 annual, 4% growth in Kansas next 10 years and 5% nationally.
- **Medical Secretaries and Administrative Assistants** - Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. \$17.59 hourly, \$36,590 annual to \$18.01 hourly, \$37,450 annual, 8% projected growth in Kansas and nationally in the next 10 years.
- **Cardiovascular Technologists and Technicians** - Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic, therapeutic, or research purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung ability, and similar tests. \$28.61 hourly, \$59,500 annual to \$29.12 hourly, \$60,570 annual, expected growth between 5 and 6% in Kansas and nationally in the next 10 years.
- **Medical and Clinical Lab Technologist** - Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff. \$23.08 hourly, \$48,000 annual to \$27.79 hourly, \$57,800 annual, growth 9% Kansas and 7% nationally.
- **Nuclear Medicine Technologists** - Prepare, administer, and measure radioactive isotopes in therapeutic, diagnostic, and tracer studies using a variety of radioisotope equipment. Prepare stock solutions of radioactive materials and calculate doses to be administered by radiologists. Subject patients to radiation. Execute blood volume, red cell survival, and fat absorption studies following standard laboratory techniques. \$29.71 hourly, \$61,790 annual to \$37.86 hourly, \$78,760 annual, projected growth 5% Kansas 2% nationally in the next 10 years.
- **Forensic Lab Technician** - Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to decide the importance to an investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry. No Data Available for Kansas however with the ATF coming to campus this may be a good starter degree for students in the Forensic Science program who need a job for income and experience. Up to \$29.78 hourly, \$61,930 annual and with 11% national growth in 10 years.

- **Physical Therapist Assistants** - Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, conduct routine functions, document the progress of treatment, and change specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally, requires formal training. \$28.76 hourly, \$59,820 annual to \$29.42 hourly, \$61,180 annual, 27% Kansas growth expected and 24% growth nationally in next 10 years.

Some agencies looking to fill vacant positions that prefer a BS degree may consider strong AS degree recipients as well. AS degrees can be designed to lead to BS degrees and the current proposal includes 2+2 options suitable for biology or chemistry. The proposed AS is also a clear pathway to college for high school students through dual and concurrent credit courses.

V. Projected Enrollment

The Initial Three Years of the Program of Wichita State University Students

Year	Headcount Per Year		Sem Credit Hours Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	15	0	450	0
Year 2	30	0	900	0
Year 3	30	0	900	0

Note: The Associate of Science degree will only be offered to Bachelor’s degree seeking students.

Following recent approval to automatically award the AA degree, all students pursuing a Bachelor’s degree will be eligible for the AA (has been approved and offered by WSU for many years) or Associate of Science degree, if approved. We also plan to automatically award the AS degree to students who complete these requirements and are admitted to a four-year degree seeking program of study at Wichita State University.

VI. Employment

Employment opportunities for graduates of the AS degree are detailed in section IV. (B). The AS provides students with the possibility of obtaining a degree in a STEM field (Science Technology Engineering or Math). This will allow students who earn the AS to enter several areas of health care. This market is growing rapidly with needs for entry-level health care assistants and orderlies, technical and medical salespersons, and laboratory technicians. In addition, graduates can use their technical knowledge for writing careers as technical writers, copyeditors, freelance authors, or science journalists.

VII. Admission and Curriculum

WSU follows Qualified Admissions criteria set by the Kanas Board of Regents. WSU’s admissions requirements can be found [here](#).

Curriculum

The Associate of Science degree requires completion of a minimum of 60 credit hours including 15 credit hours in residency at Wichita State University and 48 of the 60 credit hours from liberal arts and sciences departments. This degree must include the 34 credit hours required in the university’s general education program and students must be enrolled in a four-year program in one of the university’s degree-granting colleges. An overall grade point average of 2.000 is required for both the degree and for WSU academic work.

See attachment Associate of Sciences Proposed Curriculum.

Year 1: Fall

ENGL 101	College English 1	3
FYS	First-Year Seminar (if required or other general ed elective)	3
MATH 111 or MATH 242	College Algebra Calculus I	3-5
CHEM 211 or CHEM 103	General Chemistry I Introductory General, Organic and Biochemistry	5

Year 1: Spring

ENGL 102	College English 2	3
MATH 123 or STAT 370 or MATH 243	Trigonometry Elementary Statistics Calculus II	3 - 5
BIOL 210 or BIOL 220	General Biology I Introduction to Microbiology	4
COMM 111	Public Speaking	3
GEN ED	Fine Arts/Humanities first subject	3

Year 2: Fall

PHYS 213 or PHYS 313	General College Physics Physics for Scientist I	5
BIOL 211 or BIOL 223 or HS 290 CHEM 212 or PHYS 214	General Biology II Human Anatomy and Physiology Foundational Human Anatomy and Physiology General Chemistry II College Physics	4-5
GEN ED	Fine Arts/Humanities second subject	3
GEN ED	Social and Behavioral Science first subject	3

Year 2: Spring

GEN ED	Social and Behavioral Science second subject	3
GEN ED	Diversity Course	3
ELECTIVES	To reach 60 hours	7-11

Total hours

60

VIII. Core Faculty

The proposed AS will use existing faculty to teach the required courses. These instructors are associated with bachelor's degrees currently being offered at Wichita State University. No new faculty or additional courses are being proposed. The degree requirements exist within other degrees and curricular offerings.

IX. Expenditure and Funding Sources

A. Expenditures	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Existing Faculty Instruction (regular course load)	\$0	\$0	\$0
Fringe Benefits (total for existing faculty)	\$0	\$0	\$0
Fringe Benefits (total for adjuncts)	\$0	\$0	\$0
Total Existing Personnel Costs	\$0	\$0	\$0

Personnel – New Positions			
Administrators Advising Dual Advisor	\$42,000	\$42,000	\$42,000
Fringe Benefits	\$11,000	\$11,000	\$11,000
Other Personnel Costs	\$0	\$0	\$0
<i>Total Existing Personnel Costs–New Positions</i>	\$53,000	\$53,000	\$53,000
Start-Up Costs – One-Time Expenses			
Physical Facilities: Construction or Renovation	\$0	\$0	\$0
Total Start-Up Costs	\$0	\$0	\$0
			\$0
Operating Costs – Recurring Expenses			\$0
Supplies/Expense (Cards Letter Head Advertisement)	\$2,500	\$2,500	\$2,500
Equipment/Technology	\$0	\$0	\$0
Total Operating Costs	\$2,500	\$2,500	\$2,500
Grand Total Costs	\$55,500	\$55,500	\$55,500
FUNDING SOURCES – Through those in WSU Classes and not the SLASA program through USD 266.			
B. Tuition/State Funds (\$228)	\$102,600	\$205,200	\$205,200
\$667.41 per student per semester (\$1,334.82 annual)	\$20,022	\$40,044	\$40,044
Mandatory Student Fees \$20.75 per credit hour	\$9,338	\$18,676	\$18,676
LAS Student Fee \$7.75 per credit hour	\$3,487	\$6,975	\$6,975
Grand Total Funding	\$135,447	\$270,894	\$270,894
Projected Surplus/Deficit (+/-)	+\$79,947	+\$215,394	+\$215,394

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned, Existing, & New Positions

The program will be administered in the same manner as the current associate in arts (AA). The AA is currently administered and advised in the Fairmount College of Liberals Arts and Sciences advising center. No new expenditures are expected.

B. Revenue: Funding Sources

Tuition and fees will be the primary source of funding for the program. WSU anticipates 15 new students in the program for each of the first three years. A tuition rate of \$228 per credit hour is used in the table above. Student fees are calculated as follows:

- \$667.41 per student per semester
- \$20.75 per credit hour per semester (mandatory student fee)
- \$7.75 per credit hour per semester (LAS student fee)

No new funding sources are expected or needed.

C. Projected Surplus/Deficit

The proposed new AS degree program is not projected to have a budget deficit.

XI. References

Kansas Board of Regents. (2023). Kansas Public Higher Education & Training [Program Search](https://www.kansasregents.org/academic_affairs/program_search).
(https://www.kansasregents.org/academic_affairs/program_search)

National Center for O*NET Development. (2023). One Net – Data Base - O*NET -
<https://www.onetonline.org/link/summary/31-2021.00>

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>

Wichita State University Web Page Transfer Student Information Page,
<https://www.wichita.edu/admissions/undergraduate/transfertowsu/>

Attachment A - Associate of Science Proposed Curriculum

Courses	Title	Hours
<u>ENGL 101</u>	College English I	3
<u>ENGL 102</u>	College English II	3
<u>COMM 111</u>	Public Speaking	3
<u>MATH 111</u> or <u>Math 242</u>	College Algebra Calculus I	3 - 5
<u>MATH 123</u> or <u>STAT 370</u>	College Trigonometry or Elementary Statistics	3
Select three of the following		
<u>BIOL 210</u> or <u>BIOL 220</u>	General Biology I Introduction to Microbiology	4
<u>CHEM 211</u> or <u>CHEM 103</u>	General Chemistry I Introductory General, Organic and Biochemistry	5
Math 243	Calculus II	5
<u>PHYS 213</u> or <u>PHYS 313</u>	General College Physics I (or <u>PHYS 313</u> and <u>315</u>) Physics for Scientists I	5
HS 400	Introduction to Pathophysiology	4
Choose one:		
<u>BIOL 211</u> or <u>BIOL 223</u> or <u>HS 290</u>	General Biology II Human Anatomy and Physiology Foundational Human Anatomy and Physiology	4 -5
<u>CHEM 212</u>	General Chemistry II	5
<u>PHYS 214</u> or <u>PHYS 314</u> and <u>PHYS 316</u>	General College Physics II Physics for Scientist II University Physics Lab II	5
Other required courses:		

FYS if required or other General Education Course	3
Fine Arts or Humanities General Education Course first subject	3
Fine Arts or Humanities General Education Course second subject	3
Social and Behavioral Science General Education Course first subject	3
Social and Behavioral Science General Education Course second subject	3
General Education Diversity Course	3
Elective Courses Hours after consultation with an academic advisor Note: Engineering take higher level MATH (3) or College of Health Professions take HS 301 (3)	8-12
Total	60

Attachment B



February 10th, 2023

Dr. Blake Flanders President
and CEO Kansas Board of
Regents
1000 SW Jackson St Ste 520,
Topeka, KS 66612

Dear Dr. Flanders,

The 19 Kansas community colleges thank you for the opportunity to comment on the proposed Wichita State University (WSU) offering of an Associate of Arts degree. The awarding of the associate degree is the purview of Kansas community colleges and has been for decades. The four-year sector seems to be experiencing mission creep as they continue to be venturing into the two-year sector space of awarding Associate degrees. This trend seems to be devaluing the two-year sectors work in this area and flooding the market with “automatically” awarding associate degree’s when 60 hours are completed. Are these 60 hours required to have fulfilled the new general education core requirement prior to the awarding of the degree? Awarding thousands more associate degree’s per year may provide recognition, but as KBOR repeatedly states, these students need to persist toward a bachelor’s degree. When KBOR allowed Pittsburg State to start this practice in the spring, we talked about reverse transfer and the importance of using that vehicle at the community college if the student started with us or if the student started at a state university and then came to us with already earned credits. However, there has been no evidence since that time, other than a few quick meetings, that any attempts at additional reverse transfer efforts have occurred. The workgroup on reverse transfer met once or twice with little to no systemic progress.

While we appreciate wanting to “recognize” the academic achievement of students in the pursuit of the bachelor’s degree. However, current Kansas Board of Regents (KBOR) policy and nationwide best practices would direct University students who have transferred from a Kansas Community College with 15 or more hours to reverse transfer hours back to the Kansas community college for the student to achieve their associate degree from a Kansas community college. It was recently stated that a university is about to award 1,000 associate degrees. It is hard to believe that none of those students would have had 15 hours at a community college, but no additional influx of reverse transfers has been seen.

Automatic reverse transfer has been something that should have been occurring for several years. Administrative barriers were erected in registrars’ offices and by using FERPA as an excuse not to have this occur. Other state systems figured this out years ago, but Kansas continues to significantly lag the nation in having students sign a release upon application to allow reverse transfer to happen seamlessly.

In closing, from a community college perspective, we believe it is important for the Universities to be transparent in articulating the purpose and intent of a student having the option to be awarded an associate degree at their institution. While student success is often the purported reason, another reason not usually stated is that awarding a degree when a student reaches 60 credit hours at the institution creates a completer for the university in terms

of IPEDS data which will make the University appear to be doing a better job even if most of that education was completed elsewhere. This new associate degree trend in Kansas, started by Pittsburg State University has now started to spread. It is not a trend being seen across the country in a widespread fashion because it infringes on the mission of the community colleges, and it strays from the University mission of conferring bachelor's degrees. WSU has been able to confer certain associate degrees for years, but now desires another type of associate degree option. When universities offer associate degrees after a student reaches 60 hours it devalues the mission and the associate degrees earned at Kansas community colleges. It also takes students who would have been a community college completer under a functional reverse transfer system and makes them a university completer which skews the data significantly about who has provided most of the education to these students towards earning their associate degree.

We had been standing ready to partner with the Kansas Board of Regents to develop a student friendly reverse transfer document and process. However, there has been no progress on this initiative, and now reverse transfer is relatively useless, since it seems that KBOR would rather allow the Universities to confer an associate degree if the student has earned as few as 15 credits at their institution. Apparently, the time to put a student friendly, functional reverse transfer system in place in Kansas has come and gone, and no process improvements were implemented to increase reverse transfer. In fact, it appears to us that the new associate degree policy adopted by KBOR further eroded the already incredibly underutilized reverse transfer processes in favor of the Universities conferring associate degrees.

Sincerely on behalf of Kansas Community College Presidents and Trustees,



Heather Morgan
Executive Director
Kansas Association of Community Colleges 785-
221-2828
hmorgan@kacct.org

ACADEMIC AFFAIRS



February 28, 2024

Heather Morgan
Executive Director
Kansas Association of Community Colleges

Dr. Karla Wiscombe
Interim Vice President
Academic Affairs
Kansas Board of Regents

Dear Ms. Morgan and Dr. Wiscombe:

Wichita State University and the Fairmount College of Liberal Arts and Sciences appreciate the opportunity to respond to the letter from Heather Morgan and the Kansas Association of Community Colleges. Their letter raises a number of concerns about the proposed associate of science degree at Wichita State University which we are happy to address.

The first concern is whether or not the new general education requirements are part of the sixty credits required for the associate degree. Our answer is that the associate of science degree curriculum was developed specifically to embed the current systemwide general education requirements. Students who receive the AS degree from Wichita State University (WSU) will meet all the general education requirements for the General Education Program.

Another concern is about the threat to reverse transfer. To be clear, WSU follows all systemwide reverse transfer procedures and we are proud to say that WSU has more students who opt-in to reverse transfer than any other KBOR institution. Reverse transfer is available for any student who transfers in 45 credit hours from one or more institutions. Any student who transfers in 45 credits is provided with the reverse transfer opt-in in their first semester, as required by KBOR. These students are not included in the proactive awarding of associate degrees that were first implemented this past fall and the processing code explicitly excludes students meeting reverse transfer qualifications. WSU auto-awarded 97 Associate of Arts degrees in the fall of 2023. These students averaged fifty-three credit hours taken at WSU and had an overall average of seventy-four credit hours earned at the time of awarding. WSU has been involved in promoting reverse transfer for many years, even pre-dating the implementation of the KBOR reverse transfer initiative. We are proud of the number of students every year who are able to complete an associate degree from their transfer institution through the reverse transfer process.

In response to the concern that we may not be transparent in articulating the purpose of this associate degree, all of our undergraduate marketing is focused on the four-year degree. The purpose of this associate degree is focused on retention and student success. WSU has chosen student success and persistence for its Quality Initiative for HLC accreditation. The goal of this initiative is to increase retention and graduation rates for students and to narrow the equity gap

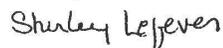
between the university's underserved and non-underserved student populations. Clear pathways to successful completion of a baccalaureate degree are an essential component of student retention and success. The AS degree provides a science-focused pathway for students who are interested in pursuing a science-based baccalaureate degree. And, importantly, it provides a milestone to degree completion and a credential that can be used to obtain employment and opportunities for paid applied learning experiences, which are integral to our mission as an urban-serving institution. Our students will benefit from this credential in many ways, and we believe it will provide motivation and tangible rewards to enable students to successfully complete their baccalaureate degree.

In response to the concern of mission creep through awarding associate degrees, it should be noted that Wichita State University began awarding the Associate of Arts degree in 1975. Such a degree has been part of the College of Liberal Arts and Sciences and is wholly congruent with WSU's mission to serve our unique community and the greater public good for half a century. Nonetheless, the overwhelming majority of students come to WSU to pursue a four-year degree. Because our AA degree is longstanding, we were provided an exception by KBOR to continue to provide an option for students to be admitted into the Associate of Arts degree program. However, we have very few students who come here to pursue the AA degree. For the fall 2024 semester, only seventeen students came to WSU to pursue an AA degree. This is .2% of new applicants to the university. Coming to WSU to pursue an associate degree is clearly not a recruitment strategy. The proposed associate of science degree will only be available to students pursuing a four-year degree. Our intention is to auto-award this degree in the same manner that the associate of arts is now awarded.

The associate of science degree is highly compatible with the larger mission of WSU which combines a student-centered, innovation-focused, and economic driver approach to curricular offerings. We are seeking more and better opportunities to improve a student's life opportunities by providing paid applied learning experiences and opportunities to enter the job market with real-world experience and credentials that support their persistence and success. The associate of science degree offers a clear path and a market-recognized credential that can be used to obtain meaningful employment during their academic career. Perhaps more importantly, the degree offers a half-way milestone to boost confidence and commitment to successful completion of a baccalaureate degree for the student who has an interest in a scientific career.

Thank you for this opportunity to respond to these concerns. We have enjoyed and benefited from our close partnership with the Kansas community colleges for many decades and look forward to our future collaborations. We seek approval for this new associate of science degree in the spirit of appreciation and respect for our community college partners.

Sincerely,



Shirley Lefever, PhD
Executive Vice President & Provost

Attachment C



February 22, 2023

I would like to express support for the potential two-year Associate of Sciences degree proposed by Fairmount College of Liberal Arts and Sciences. Retention at WSU is certainly critical and this move seems to address the current academic and employment environment.

The study of science and technology are crucial elements in the effort to keep young talent in this community, especially including engineering, health professions, and math. Steering students into degree paths toward a bachelor's at Wichita State University will benefit a multitude of industries, including media and journalism.

KMUW would support a program that places science and technology students in local businesses to get hands on experience as interns. The media in general and KMUW need more journalists with the understanding and depth these students could bring to reporting and storytelling. In recent years, media outlets such as ours have placed a great deal of focus and resources into science and technology news coverage. The Wichita community is especially ripe with news in these fields. Participants in this program would be able to easily identify, show interest in, and provide thorough research for science and technology news reporting.

It seems this AS degree program could only strengthen the community and these industries.

Sincerely,

A handwritten signature in cursive script that reads 'Debra Fraser'.

Debra Fraser
KMUW General Manager

KMUW is a listener-supported public service of Wichita State University



121 N. Mead, Suite 200 • Wichita, KS 67202
kmuw.org • (316) 978-6789 office • (316) 978-3946 fax



From: Jennifer Searle <JSearle@kwch.com>
Sent: Thursday, February 8, 2024 10:26 AM
To: Bolin, Brien <brien.bolin@wichita.edu>
Subject: Re: Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

Hi Brian,

Yes, we would have a position for someone with an AS. It would be an internship in our meteorology department. We would be interested in someone who would later be pursuing a degree in Meteorology. The internship would be a paid position.



Jennifer Searle

Content Manager

O: (316) 831-6130

jsearle@kwch.com



From: Richter, Sarai <SRichter@americorps.gov>
Sent: Monday, February 12, 2024 9:58 AM
To: Lacy, Katherine <KLacy@americorps.gov>; Bolin, Brien <brien.bolin@wichita.edu>
Subject: RE: [External] Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

You don't often get email from srichter@americorps.gov. [Learn why this is important](#)

Dr. Bolin,

Thank you for reaching out and for connecting with us at AmeriCorps! I would be happy to break this information down for you.

We provide stipend + scholarship internships for individuals 18+ years of age, with at least a high degree or GED. I see that the areas you are looking for internships in are – science, technology, engineering, and health. We have a range of opportunities with the best fit bring in your education and healthy futures initiatives. We have some of these opportunities in Wichita, Topeka, and Kansas City.

I would be happy to break down our program for you and talk about the benefits associated with a student doing an internship through our program.

At your convenience, please forward me at least three good times/days that would work for you for us to set up a virtual call.

I look forward to speaking with you!

Sarai Richter

Pronouns: They, Them, Their

Regional Member Recruiter Associate | North Central

Office of Regional Operations

AmeriCorps.gov

M: (202) 815-4248



From: Richard Dugan <Richard.Dugan@kanequip.com>

Sent: Monday, February 12, 2024 10:32 AM

To: Bolin, Brien <brien.bolin@wichita.edu>

Subject: RE: Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

Does your company have positions available for students who have an Associate of Science degree? Yes, technology.

If yes what is the position these students would qualify for at KanEquip Inc.? Precision Ag positions

And are these paid positions or internships? Paid internships.

Thanks, Richard Dugan



From: Liz Upshaw <lupshaw@devaughnjames.com>
Sent: Thursday, February 15, 2024 1:57 PM
To: Bolin, Brien <brien.bolin@wichita.edu>
Subject: RE: Hiring or Paid Internships for Associate of Sciences students from Wichita State University who are seeking a 4 year degree

Hi Brien,

Great to see you today at the job fair! Glad we were able to connect (and exchange pens!)

Yes – we hire students with 2-year degrees.

They are full-time career positions with our firm. While these start as entry-level positions, they involve a full benefit package, and have room to grow both experience and income. This could be anything from Legal Assistants, Marketing Specialist, Legal Intake Specialists, Accounting Specialists etc.... Of course, most tech and math professions are not intending to work in the legal industry, we do have some degrees of science, and health profession degrees – people who maybe intended to work in the medical field but decided it wasn't for them.

We do not currently have internships, and most of our positions are better for students who have completed schooling (because they are full-time) or for students who are online.

I am excited to begin sharing our job posts with you when they become available. We have a few upcoming job posts in the next few weeks that I will forward your way. Thank you!

ELIZABETH (LIZ) UPSHAW

HUMAN RESOURCES DIRECTOR

MAILING: 3241 N. TOBEN STREET, WICHITA, KS 67226

WEST WICHITA: 7940 W KELLOGG DR, WICHITA, KS 67209

TOPEKA: 1064 SW WANAMAKER RD, TOPEKA, KS 66604

[P] (316)(785)(620)888.8888

[F] 316.425.0414

MISSOURI: 10450 HOLMES RD, SUITE 110, KANSAS CITY, MO 64131

[P] (913)(816)999.9999

WWW.DEVAUGHNJAMES.COM





February 28, 2024

Dear Members of the Kansas Board of Regents,

I am writing this letter in support of Wichita State University's request to grant an Associate of Science degree. As you know WSU Tech partners with the university for students to begin their coursework towards their Associate of Arts degree for completion and that has been a very strong collaborative program for students.

WSU Tech is supportive of this new Associate of Science degree and believes this will add another important educational/career pathway in collaboration with the university providing students another option not currently available to them in Sedgwick County.

Respectfully Submitted,

A handwritten signature in black ink that reads "Sheree Utash".

Dr. Sheree Utash
President, WSU Tech



Kansas Board of Regents

APPLICATION FOR APPROVAL OF MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

(NAME OF INSTITUTION) University of Kansas

(ADDRESS) 1450 Jayhawk Blvd, RM 250, Lawrence, KS 66045

(TELEPHONE) 785-864-4904

TITLE OF MINOR:

(Title and CIP) Minor in Urban Planning; CIP 04.0301



(Signature of Vice-President/or Provost)

2/5/24
(Date)

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

Kansas Board of Regents

Submitted by: Jean Redeker

College of Minor: College of Liberal Arts & Sciences

Department of Minor: School of Public Affairs & Administration

Minor: A minor is a program of study, with less depth than a major. It is completed to complement, or as an addition to a major. A minor may not exceed 24 credit hours at the baccalaureate level; 12 credit hours at the master’s level; and 18 credit hours at the doctoral level.

The addition of a new minor in an area of study where no Board-approved degree program exists requires approval by the Council of Chief Academic Officers and the President and Chief Executive Officer of the Board of Regents. Action is approved when the campus receives written notice from the Board President and Chief Executive Officer.

I. Describe the Purpose of the Proposed Minor:

The minor is being created to expose more students to career opportunities in urban planning. Students in any major can qualify for urban planning technician/pre-professional positions with any undergraduate degree at KU, but this minor will provide students with the opportunity to highlight skills gained on their resume. The minor is most relevant for majors in geography, environmental studies, and public administration.

II. Provide Curriculum for the Minor (extend course listing as needed):

Course Type	Course Name & Number	Credit Hours
Core Courses	UBPL 200: Sustainability & Society	3
	UBPL 300: Planning the Sustainable City	3
Elective Courses	UBPL 407: Sustainability and the Future of Transportation	3
	UBPL 410: Housing Policy & Planning	3

	UBPL 420: Sustainable Land Use Policy and Planning	3
	UBPL 425: Environmental Planning Techniques	3
	UBPL 450: Transportation Policy & Planning	3
	UBPL 480: Climate Change and Hazards Planning	3
Total Semester Credit Hours	18	

III. Faculty resources:

A. Number of FTE Faculty who will teach in the new minor: # .80

B. Rank of Faculty (indicate number of faculty for each ranking):

Prof. _____ Assoc. Prof 2 Asst. Prof. 2

Instr. 2 GTAs _____

C. Preparation of Faculty (indicate number of faculty for each degree level):

Bachelor _____ Masters 2 Doctorate 4

Kansas Board of Regents

APPLICATION FOR APPROVAL OF MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

University of Kansas
(NAME OF INSTITUTION)

1450 Jayhawk Blvd, RM 250, Lawrence, KS 66045
(ADDRESS)

(TELEPHONE) 785-864-4904

TITLE OF MINOR:

Minor in Exercise & Sport Psychology
(Title and CIP)

2-15-2024
(Date Submitted)


(Signature of Vice-President/or Provost)

Revised 9-27-18

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

Kansas Board of Regents

Submitted by: Jean Redeker

College of Minor: School of Education & Human Sciences

Department of Minor: Educational Psychology

Minor: A minor is a program of study, with less depth than a major. It is completed to complement, or as an addition to a major. A minor may not exceed 24 credit hours at the baccalaureate level; 12 credit hours at the master's level; and 18 credit hours at the doctoral level.

The addition of a new minor in an area of study where no Board-approved degree program exists requires approval by the Council of Chief Academic Officers and the President and Chief Executive Officer of the Board of Regents. Action is approved when the campus receives written notice from the Board President and Chief Executive Officer.

I. Describe the Purpose of the Proposed Minor:

Students who complete the Sport & Exercise Psychology Minor will acquire content knowledge in the field, and the skills to apply theory to practice in sport and exercise settings. They will develop skills to create optimal environments and deliver mental skills training to individuals of all ages and skill levels. The minor will provide strong training for students moving directly into employment in sport, exercise, and wellness settings post-graduation, as well as provide a solid foundation for those pursuing graduate study in sport and exercise psychology.

II. Provide Curriculum for the Minor (extend course listing as needed):

Course Type	Course Name & Number	Credit Hours
Core Courses	EPSY 385: Psychological Aspects of Exercise*	3
	EPSY 440: Applied Sport & Exercise Psychology*	3
	EPSY 458: Advanced Sport & Exercise Psychology	3
Students Choose 1	EPSY 305: Development and Learning of the Child	3
	EPSY: 306: Development and Learning of the Adolescent	3
	EPSY 333: Child Development	3
	EPSY 390: Psychology of Aging	3
Elective Courses	EPSY 385: Psychological Aspects of Exercise*	3
	EPSY 440: Applied Sport & Exercise Psychology*	3

	EPSY 598: Special Course	3
	EPSY 475: Undergraduate Research in Sport & Exercise Psychology	3
	EPSY 580: Positive Psychology	3
	PSYC 605: Health Psychology	3
	PSYC 350: Psychological Disorders	3
	EPSY 497: Independent Study	3
Practica Courses	EPSY 460: Practicum in Sport & Exercise Psychology	3
Research Courses	EPSY 475: Undergraduate Research in Sport & Exercise Psychology	3
Total Semester Credit Hours	18	

Note: *Students are required to complete either EPSY 385 or EPSY 440, but they can complete both and count the second course as an elective.

III. Faculty resources:

A. Number of FTE Faculty who will teach in the new minor: # 1

B. Rank of Faculty (indicate number of faculty for each ranking):

Prof. 4 Assoc. Prof. _____ Asst. Prof. _____

Instr. 1 GTAs 4

C. Preparation of Faculty (indicate number of faculty for each degree level):

Bachelor _____ Masters 5 Doctorate 4

Kansas Board of Regents

**APPLICATION FOR APPROVAL OF MINOR
WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS**

Emporia State University

1 Kellogg Circle, Emporia, KS 66801
(ADDRESS)

620-341-5171
(TELEPHONE)

TITLE OF MINOR:

Integrated Media Studies CIP Code 09.0702
(Title and CIP)

8 February 2024

(Date Submitted)

R. Brent Thomas

(Signature of Vice-President/or Provost)

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

Kansas Board of Regents

R. Brent Thomas

Submitted by _____

College of Minor School of Humanities and Social Sciences

Department of Minor _____

Minor: A minor is a program of study, with less depth than a major. It is completed to complement, or as an addition to a major. A minor may not exceed 24 credit hours at the baccalaureate level; 12 credit hours at the master's level; and 18 credit hours at the doctoral level.

The addition of a new minor in an area of study where no Board-approved degree program exists requires approval by the Council of Chief Academic Officers and the President and Chief Executive Officer of the Board of Regents. Action is approved when the campus receives written notice from the Board President and Chief Executive Officer.

I. Describe the Purpose of the Proposed Minor:

Minor Purpose: This is a collaborative minor that requires NO additional or new faculty. Currently offered and taught courses from various disciplines comprise this minor. ESU's academic reorganization of departments into a single School of Humanities & Social Sciences makes this collaborative minor possible.

Program Description:

The Minor in Integrated Media Studies offers coursework in media studies, media arts, and media literacy education. It is designed for students who seek a comprehensive understanding of media in contemporary society and a specialized emphasis on fostering critical media literacy skills. This interdisciplinary program supports the students as they combine their study of theoretical knowledge with practical skills, providing them with the tools to navigate, analyze, and create media content responsibly. The course work supports an integrated approach that provides students with the opportunity to develop and apply their skill in the areas of critical literacy, popular culture, and creative production. The program prepares students to be informed, critical, and ethical media consumers and creators, empowering them to navigate the complex media landscape with confidence. Students become well-equipped for roles in education, media production, journalism, public relations, and digital marketing. Additionally, the focus on media literacy education opens avenues for careers as media educators, curriculum developers, and advocates for media literacy in various educational settings.

II. Provide Curriculum for the Minor (extend course listing as needed):

Course Type	Course Name & Number	Credit Hours
Core Courses	SP 324 Media & Society	3
	EG 400 Literary Arts & Publishing Capstone	3
Elective Courses	4 courses drawn from the following areas of study:	12
	Media Literacy & Journalism	
	Digital & Emerging Tech Comm	
	Applied Media Studies	
	Students should complete their plan of study in consultation with a faculty member. The plan of study should include courses from the following disciplines: (EG) English, (JO) Journalism, (SP) Communication. Coursework may include cross-listed classes, independent studies, and internships.	
Total Semester Credit Hours		18

III. Faculty resources:

A. Number of FTE Faculty who will teach in the new minor: # 11
 (Total number of faculty needed to teach this new minor is equal to or less than 11 current faculty)

B. Rank of Faculty (indicate number of faculty for each ranking):

Prof. 4 Assoc. Prof 2 Asst. Prof. 2

Instr. 3 GTAs NA

C. Preparation of Faculty (indicate number of faculty for each degree level):

Of the 11 faculty to teach the new minor, all have their masters degrees and seven have a PhD.

{MEMORANDUM}

February 8, 2024

TO: Dr. Shirley Lefever, Sr. Exec. VP. & Provost
 FROM: Dr. Jennifer Friend, Dean, College of Applied Studies
 RE: Creation of the Department of Teacher Apprenticeship Pathways, Literacy, and Special Education (TALS) for 2024-25

The College of Applied Studies (CAS) requests the following changes to the college’s structure:

1. Create a new, fifth academic department within the CAS. The newly created department would be named the **Department of Teacher Apprenticeship Pathways, Literacy, and Special Education (TALS)** with proposed structural changes highlighted in red in the following table.
2. The programs within **TALS** include the Teacher Apprentice Program™ (TAP™), an online, innovative teacher preparation program that the Kansas State Department of Education selected to pilot the Kansas Registered Teacher Apprenticeship Program. The department also includes the graduate Special Education programs (including the alternative certification options), the Reading Specialist endorsement program, the Dylexia and Literacy certificate, and opportunities for educator continuing education such as Market-based Tuition courses.

Current: Departments & Degree Programs	Proposed: Departments & Degree Programs Effective July 1, 2024
Intervention Services & Leadership in Education (ISLE)	Intervention Services & Leadership in Education (ISLE)
Counseling (Clinical mental health, higher education, school, and sports) (MEd)	Counseling (Clinical mental health, higher education, school, and sports) (MEd)
Educational Leadership (EdD)	Educational Leadership (EdD)
Educational Leadership (MEd)	Educational Leadership (MEd)
Educational Leadership-Educational Psychology (EdD)	Educational Leadership-Educational Psychology (EdD)
Educational Psychology (MEd)	Educational Psychology (MEd)
School Psychology (Postbaccalaureate, postmaster’s specialists) (EdS)	School Psychology (Postbaccalaureate, postmaster’s specialists) (EdS)
Master of Arts in Teaching- Early Childhood Unified Residency (MAT-ECU/EEU)	***Moved to TALS***
Reading Specialist (endorsement)	***Moved to TALS***
Dyslexia and Literacy (certificate)	***Moved to TALS***
Special Education (Early childhood unified, high incidence, high incidence alternative certification, and low incidence) (MEd)	***Moved to TALS***
Teacher Apprentice Program™ (BA early childhood education unified/elementary)	***Moved to TALS ***

Current: Departments & Degree Programs	Proposed: Departments & Degree Programs Effective July 1, 2024
education)	
	Teacher Apprenticeship Pathways, Literacy, and Special Education (TALS) - New department
	Master of Arts in Teaching- Early Childhood Unified Residency (MAT-ECU/EEU)
	Reading Specialist (endorsement)
	Dyslexia and Literacy (certificate)
	Special Education (Early childhood unified, high incidence, high incidence alternative certification, and low incidence) (MEd)
	Teacher Apprentice Program™ (BA early childhood education/elementary education)

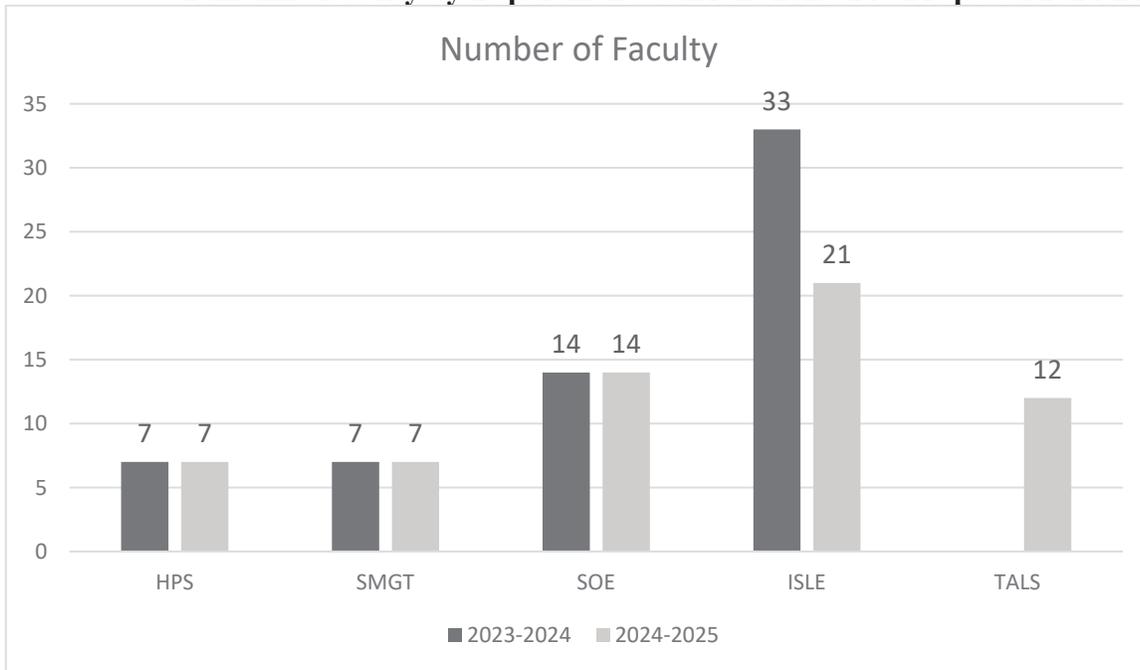
Rationale: The College of Applied Studies engaged in multiple strategic planning meetings with diverse stakeholders that demonstrated the need for restructuring to improve infrastructure and support for innovative and online programs such as the Teacher Apprentice Program™ (TAP™), alternative educator certification programs, and continuing education through Market Based Tuition. TAP has grown to 677 students enrolled in Fall 2023, the largest major in the university, and there are critical needs such as focused human resources, clerical, and budgetary management support for the program’s faculty, part-time instructors, and success coaches.

The focus of the new department is innovative, high-quality programs that are responsive to diverse stakeholder groups. The CAS currently has two innovative program applications under review by KSDE:

1. Innovative Low Incidence Alternative Certification - In this application we are proposing a program that mirrors our High Incidence Alternative Certification (LAL) program at the graduate level.
2. Innovative High Incidence Alternative Certification - In this application we are proposing the removal of the one-year paraprofessional experience currently required for admission into our existing high incidence alternative certification program (LAL). This new innovative program is modeled after our TAP™ and MAT ECU/EEU programs. This innovative program instead requires that individuals be employed as a paraprofessional upon entry into the program. To qualify for an apprentice type license and seek employment as Teacher of Record, candidates would need to gain the one year para experience while in the program (or enter the program with the experience), complete the required preparatory work (1st semester minimum) AND successfully demonstrate teaching competencies and dispositions.

The creation of a new department with innovative programs will expand the strategic opportunities to market alternative certification and continuing education opportunities for prospective students to grow enrollment. Reducing the size of ISLE and creating the **TALS** department will provide much-needed support for student success and persistence through optimizing infrastructure and providing a dedicated chair for innovative programs and continuing education.

Full-time Faculty by Department: Current 2023-24 / Proposed 2024-25



Approval process: The proposal has been discussed and vetted with the college’s leadership team, administrative team, impacted departments, programs, faculty, staff, and administrators, and with the entire CAS faculty and staff. Additionally, communication with Academic Affairs, the Registrar’s Office, and the Budget Office have informed the development of this proposal.

Resources: Departmental budgetary needs associated with these changes will be addressed with internal reallocations. No new General Use state funding will be needed. The funding for employees (faculty, advisors) would follow with them, and a portion of the operating budget will be reallocated within the College of Applied Studies to support the new department based on enrollment and FTEs.