

Program Approval

I. General Information

A. **Institution** University of Kansas

B. Program Identification

Degree Level:	Bachelor's
Program Title:	Health and Society
Degree to be Offered:	Bachelor of Arts/Bachelor of General Studies
Responsible Department or Unit:	College of Liberal Arts and Sciences/Department of Sociology
CIP Code:	51.2212
Modality:	Face-to-face
Proposed Implementation Date:	Fall 2025

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

Health and Society is an interdisciplinary liberal arts degree focused on the social context of health. The curriculum provides an interdisciplinary understanding of the role of social factors in health, such as housing, economics, and local environments (i.e., social determinants of health), while facilitating the development of transferable professional skills emphasized in a liberal arts education including critical thinking, problem-solving, communication, collaboration, adaptability, ethics, and social responsibility. The central goal of the Health and Society program is to train students for careers that emphasize the socio-demographic, cultural, political, historical, and ethical contexts that underlie health behaviors, healthcare practices, and health policies, by providing the knowledge and skills necessary to critically evaluate and inform strategies that address health at local, state, and national levels.

Health-related careers frequently require a team effort, incorporating multiple viewpoints and approaches. To prepare students for this, the Health and Society program engages students with a wide range of perspectives on health including those from anthropology, economics, geography, political science, psychology, and sociology. By intentionally integrating the conceptual frameworks, analytical tools, and data approaches from each discipline, the Health and Society curriculum provides graduates with a rich toolkit to tackle real-world challenges. With this interdisciplinary training, graduates can effectively communicate and collaborate with multiple stakeholders, approach problems creatively, facilitate collaborations across sectors, and foster innovation by blending ideas from different fields.

Clinical care only accounts for an estimated 10-20% of non-genetic contributors to health, with the other 80-90% attributed to social and economic factors, health behaviors, and the physical environment (Hood et al., 2016). A BA/BGS in Health and Society prepares students to identify and tackle the social conditions shaping health outcomes for communities, an approach that will have the greatest impact on population health and reduce health disparities (Castrucci & Auerbach, 2019; Hood et al., 2016).

Health disparities are differences in the quality of health, healthcare, and health outcomes across socio-demographic groups. For example, in Kansas rural communities often face disproportionate burdens of poor health, lower levels of positive health behaviors, and a limited health infrastructure. Eliminating these disparities requires a multifaceted approach and partnerships both within and outside of medicine. The Health and Society curriculum prepares students to critically engage with the social and environmental factors at the root of these

disparities.

Health and Society offers an academic home for students who want to work in healthcare or health related industries but may not be planning for clinical practice or laboratory research, and for whom requiring extensive coursework in the natural sciences may serve as a barrier to program and degree completion. The major is also designed in a way that facilitates the dual pursuit of Health and Society and other majors that offer complimentary or specialized training, including pre-medical education. By understanding the structural factors that contribute to health differences, students will be able to work with and within healthcare organizations to manage the organization, delivery, and consumption of medical services more effectively, and design policies and interventions that address health disparities at the societal level.

IV. Program Demand:

A. Survey of Student Interest

The University of Kansas (2021) Hopes & Dreams survey was included in post-orientation emails from the Center for Orientation & Transition Programs, as a component of UNIV 101, and direct emails to freshmen (response rate 24%). While not specific to the Health and Society program, the [Hopes & Dreams survey](#) administered to KU freshmen in summer and fall of 2021 reported that the top industry of interest was Healthcare, and Social/Human Services was third. What mattered most to the Class of 2025, was being able to apply knowledge to solve real world problems (72.38%) and assisting people who were struggling (63.22%), and the desire to make a positive impact on society was given as one of the top motivators for attending college (73.67%). The Health and Society program prepares students for careers that include each of these.

These KU responses are consistent with national surveys, such as the National Society of High School Scholars 2021 Career Interest Survey of more than 14,000 high achieving high school and college students, and a 2021 survey fielded by Lucid LLC. of 750 currently enrolled undergraduate students ages 18-25, that find Generation Z (encompassing individuals born between 1997 and 2012) is increasingly aware of social justice issues and their involvement with these issues impacts their coursework and career choices (Bryant, 2022; NSHSS, 2020). The 2022 National Society of High School Scholars 2022 Career Interest Survey of 11,495 high achieving high school or college-age individuals found approximately 1 in 3 were most interested in impacting the world in the area of healthcare and health-related issues (NSHSS, 2022).

B. Market Analysis

KU commissioned a market study from EAB Global, Inc. The report was limited by the fact that the Integrated Postsecondary Education Data System (IPEDS) does not contain an instructional program code (CIP code) that aligns directly to a Health and Society program. Labor market and competitive landscape analyses in the report suggest unmet student demand for a bachelor's-level Health and Society program and higher than average 10-year growth in regional employment for relevant occupations such as Social and Human Service Assistants, Medical and Health Services Managers, and Social and Community Service Managers at a range of 17% to 19%, indicating a moderate to potentially favorable environment for program launch.

Demand in comparable programs

A more tailored picture of demand in comparable programs comes from direct correspondence with program directors.

1) University of Utah has a [Health, Society, and Policy](#) program that has been in existence as an interdisciplinary major for over 40 years and has approximately 400 majors.

2) UT Austin has a [Health & Society](#) program that is housed in Sociology. This interdisciplinary program has approximately 450 majors.

3) The University of Pennsylvania has a [Health and Societies](#) major housed in the Department of History and Sociology of Science with about 200 majors.

4) Vanderbilt offers an interdisciplinary major in [Medicine, Health, and Society](#) that has approximately 750 majors and 50 minors.

Comparative/Locational Advantage

There are no programs in Kansas with the same CIP Code. The only comparable program with a social scientific grounding in a neighboring state is the BA in [Health, Medicine and Society](#) at the University of Oklahoma.

The Department of Sociology at KU provides the optimal environment for a Health and Society BA/BGS program. The established medical sociology, statistics, and research methods curriculum and presence of multiple tenure-track and teaching faculty with expertise in social determinants of health, allow for program launch with minimal start-up costs and capitalizes on existing infrastructure. Faculty also have direct connections with KUMC and graduate programs in the department of Population Health. In addition, the social science health-related courses already available across different disciplines provide a rich set of electives for students to choose from.

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	12	0	360	0
Year 2	25	0	750	0
Year 3	35	0	1050	0

VI. Employment

Students with a BA/BGS in Health and Society will be ready for employment or further training in health services research, healthcare management and administration, public health, or health policy, and often pursue careers in the healthcare and health insurance fields, in both non-clinical and (with additional education and training) clinical positions.

Healthcare is one of the largest and fastest growing sectors of the economy and will require a workforce in both health and health adjacent fields. Approximately 18% of the U.S. economy is health care, with expectations of further growth as the population continues to age. According to the U.S. Bureau of Labor Statistics (2023, pg. 2), “the health care and social assistance sector is projected to not only grow most rapidly of any sector, but it is also projected to create about 45 percent of all the projected job gains from 2022 to 2032”. Locally, in the Kansas City, MO-KS Metro Area, the most common industry is health care and social assistance, representing 14.1% of total employment in 2021 and demonstrating workforce growth of 3.36% over the previous year (Data USA, 2024).

Nationwide, employment of medical and health services managers is projected to grow 28% from 2022 to 2032, much faster than for all occupations (U.S. Bureau of Labor Statistics, 2024a). During that same timeframe, the

demand for social and community services managers – who coordinate and supervise programs and organizations that support public well-being – is forecasted to increase 9% (U.S. Bureau of Labor Statistics, 2024b).

This interdisciplinary program provides students with knowledge and transferable skills that can be applied in a variety of contexts and professions and offers the flexibility to explore different fields and career paths within and beyond the healthcare industry. Additional areas of employment include non-profit organizations, government, public and social services, and international development.

VII. Admission and Curriculum

A. Admission Criteria

Qualified Admission criteria are used, as this program does not have separate admission requirements.

B. Curriculum

Curricula for the BA and BGS are listed below. Appendix A includes a list of elective courses for the major.

Health and Society BA

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH
SOC 224	Intro to Health and Society (Major Requirement)	3
	KBOR Core English (SGE)	3
MATH 101	College Algebra (KBOR Core Math and Statistics (SGE))	3
	1st Semester Language (BA Second Language)	5
	Second Area of Study/Elective/Degree Hours	1

Year 1: Spring

Course #	Course Name	SCH
	Health and Society Elective 100+ (Major Requirement)	3
	KBOR Core English (SGE)	3
	KBOR Core Communications (SGE)	3
	2nd Semester Language (BA Second Language)	5
	Second Area of Study/Elective/Degree Hours	1

Year 2: Fall

Course #	Course Name	SCH
	Health and Society Elective 100+ (Major Requirement)	3
	KBOR Core Arts and Humanities (SGE)	3
	KBOR Core Natural and Physical Sciences (SGE)	5
	BA Laboratory/Field Experience (LFE)	1
	3rd Semester Language (BA Second Language)	3

Year 2: Spring

Course #	Course Name	SCH
SOC 280	Intro to Research Methods (Major Requirement)	3
	KBOR Core Social and Behavioral Sciences (SGE)	3
	KBOR Core Arts and Humanities (SGE)	3
	KBOR Core Institutionally Designated US Culture (SGE)	3

	4th Semester Language, or 1st semester of Another Language (BA Second Language)	3
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Year 3: Fall

Course #	Course Name	SCH
SOC 424	Sociology of Health and Medicine (Major Requirement)	3
SOC 380, or PSYC/ ECON/ POLS 399, or MATH 365	Statistics and Data Analysis (BA Quantitative Reasoning Requirement; Major Requirement)	3
	KBOR Core Social and Behavioral Sciences (SGE)*	3
	KBOR Core Institutionally Designated Global Culture (SGE)*	3
	Second Area of Study/Elective/Degree Hours	3

* or Second Area of Study/Elective/Degree Hours if KBOR Core already fulfilled by a Health and Society Elective

Year 3: Spring

Course #	Course Name	SCH
	Health and Society Elective 300+ (Major Requirement)	3
	Health and Society Elective 300+ (Major Requirement)	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3

Year 4: Fall

Course #	Course Name	SCH
SOC 699, or SOC 499, or LA&S 490, or LA&S 494	Integrative Capstone Experience (Major Requirement)	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3

Year 4: Spring

Course #	Course Name	SCH
	Health and Society Elective 300+ (Major Requirement)	3
	Health and Society Elective 300+ (Major Requirement)	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3

Total Number of Semester Credit Hours 120

Health and Society BGS

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH
SOC 224	Intro to Health & Society (Major Requirement)	3
	KBOR Core English (SGE)	3
	KBOR Core Social and Behavioral Science (SGE)	3
MATH 101	College Algebra (KBOR Core Math and Statistics (SGE))	3
	Second Area of Study/Elective/Degree Hours	3

Year 1: Spring

Course #	Course Name	SCH
	Health and Society Elective 100+ (Major Requirement)	3
	KBOR Core English (SGE)	3
	KBOR Core Communications (SGE)	3
	KBOR Core Institutionally Designated Global Culture (SGE)	3
	Second Area of Study/Elective/Degree Hours	3

Year 2: Fall

Course #	Course Name	SCH
	Health and Society Elective 100+ (Major Requirement)	3
	KBOR Core Natural and Physical Sciences (SGE)	4
	KBOR Core Arts and Humanities (SGE)	3
	KBOR Core Institutionally Designated US Culture (SGE)	3
	Second Area of Study/Elective/Degree Hours	2

Year 2: Spring

Course #	Course Name	SCH
SOC 280	Intro to Research Methods (Major Requirement)	3
	KBOR Core Social and Behavioral Sciences (SGE)	3
	KBOR Core Arts and Humanities (SGE)	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree Hours	3

Year 3: Fall

Course #	Course Name	SCH
SOC 380, or PSYC/ ECON/ POLS 399, or MATH 365	Statistics and Data Analysis (Major Requirement)	3
SOC 424	Sociology of Health and Medicine (Major Requirement)	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3

Year 3: Spring

Course #	Course Name	SCH
	Health and Society Elective 300+ (Major Requirement)	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3

Year 4: Fall

Course #	Course Name	SCH
LA&S 172	Exploring Health Professions (BGS career prep course)	3
	Health and Society Elective 300+ (Major Requirement)	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3

Year 4: Spring

Course #	Course Name	SCH
SOC 699, or SOC 499, or LA&S 490, or LA&S 494	Integrative Capstone Experience (Major Requirement)	3
	Health and Society Elective 300+ (Major Requirement)	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	3
	Second Area of Study/Elective/Degree/Junior-Senior Hours	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
*Tracey LaPierre	Associate Professor	PhD	Y	Medical Sociology	.5
Elizabeth Felix	Assistant Professor	PhD	Y	Medical Sociology	.2
Jarron Saint Onge	Professor	PhD	Y	Sociology and Population Health	.2
Gerald (Kevin) McCannon	Assistant Teaching Professor	PhD	N	Medical Sociology	.5
Lisa-Marie Wright	Associate Teaching Professor	PhD	N	Sociology	.25
Kelly Sharron	Assistant Teaching Professor	PhD	N	Sociology and Women, Gender, Sexuality Studies	.125

Number of graduate assistants assigned to this program **2**

IX. Expenditure and Funding Sources [List amounts in dollars. Provide explanations as necessary. Please double-check the math.]

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$119,556	\$123,143	\$126,837
Administrators (<i>other than instruction time</i>)	\$0	\$0	\$0
Graduate Assistants	\$38,233	\$39,379	\$40,561
Support Staff for Administration (<i>e.g., secretarial</i>)	\$0	\$0	\$0
Fringe Benefits (<i>total for all groups</i>)	\$49,971	\$51,470	\$53,014
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$207,760	\$213,992	\$220,412
Personnel – New Positions			
Faculty	\$0	\$0	\$0
Administrators (<i>other than instruction time</i>)	\$0	\$0	\$0
Graduate Assistants	\$0	\$0	\$0
Support Staff for Administration (<i>e.g., secretarial</i>)	\$0	\$0	\$0
Fringe Benefits (<i>total for all groups</i>)	\$0	\$0	\$0
Other Personnel Costs	\$0	\$0	\$0
Total Existing Personnel Costs – New Positions	\$0	\$0	\$0
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: Marketing	\$3,000	\$0	\$0
Other: New Course Development	\$5,000	\$5,000	\$0
Total Start-up Costs	\$8,000	\$5,000	\$0
Operating Costs – Recurring Expenses			
Supplies/Expenses	\$3,000	\$3,000	\$3,000
Library/learning resources	\$0	\$0	\$0
Equipment/Technology	\$0	\$0	\$0
Travel	\$0	\$0	\$0
Other	\$0	\$0	\$0
Total Operating Costs	\$3,000	\$3,000	\$3,000
GRAND TOTAL COSTS	\$218,760	\$221,992	\$223,412

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$216,302	\$450,630	\$630,882
Student Fees		\$3,600	\$7,500	\$10,500
Other Sources		\$0	\$0	\$0
GRAND TOTAL FUNDING		\$219,902	\$458,130	\$641,382
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$1,142	\$236,138	\$417,970

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

Six existing Sociology faculty (LaPierre, Felix, Saint Onge, McCannon, Wright, and Sharron) will teach the required core curriculum (SOC 224, SOC 424, SOC 280, SOC 380, SOC 699) and a rotation of SOC electives that can count towards the Health and Society Major electives (SOC 326, SOC 410, SOC 425). These courses will be taught as part of their regular course load in sociology, with half of the seats designated for students in the Health and Society program. Part of the FTE for LaPierre and McCannon includes service to the Health and Society program around course scheduling, degree level assessment, etc.

Two GTAs will be drawn from the currently funded SOC GTA pool with preference given to graduate students specializing in Medical Sociology. GTAs will offer flexibility in offering larger class sizes with smaller discussion sections and/or grading support.

Fringe was estimated at 37% for faculty and 15% for graduate students. A 3% annual salary increase was factored into the salary projections for current faculty and graduate teaching assistants beginning in year 2.

Personnel – New Positions

We have the capacity to accommodate the projected enrollments for the Health and Society program during the first three years with current staffing levels.

Start-up Costs – One-Time Expenses

Since the degree will be housed within the Department of Sociology and primarily draws on existing courses there will be limited start-up costs associated with the degree. We have budgeted for marketing expenses in year 1 and course development costs in years 1 and 2. All required courses for the Health and Society major are currently being taught as part of the Sociology curriculum except for SOC 224 and SOC 699, which need to be developed.

Operating Costs – Recurring Expenses

We have budgeted \$3,000 per year for additional supplies and expenses that may be incurred specifically for the Health and Society program.

B. Revenue: Funding Sources

The BA/BGS in Health and Society will be fully funded through standard tuition and fee revenue. 2024-2025 standard tuition for Lawrence Campus students is \$365.60 per credit hour for resident students and \$976.60 per credit hour for non-resident students. Consistent with the overall undergraduate student credit hour distribution on the Lawrence campus, it is estimated that 61.5% of Health and Society student credit hours will be from resident students and 38.5% from non-resident students, and revenue projections from base tuition were calculated using a weighted average of \$600.84 per credit hour. Student fees were calculated based on the \$10 per credit hour course fee for CLAS effective Fall 2024.

C. Projected Surplus

Program revenues are expected to exceed expenditures in the first year. The annual projected surplus is detailed below.

Year 1 \$1,142

Year 2 \$236,138

Year 3 417,970

XI. References

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Appendix A: Elective Courses

Electives: 15 credits from electives (at least 12 elective credits at the jr/sr level).

Students may choose from the following currently offered electives:

ABSC 310	Building Healthy Communities (or Honors Equivalent)* ^a
ABSC 529	Pediatric Health Promotion
EVRN/HSCI 445	Introduction to Environmental Health
GEOG 201/GIST 210/AAAS 203	Culture and Health (or Honors Equivalent)* ^b
HSES 308	Drugs and Diseases in Society
HSES 403	Health Behavior Theory
HSES 489	Health and Human Sexuality
HMG 305	Health Policy and Healthcare Systems
HMG 320	Applied Healthcare Law and Ethics
HSCI 340	Introduction to Public Health
HSCI 440	Introduction to Epidemiology
HSCI 441	Population Health
LA&S 172	Exploring Health Professions
PHIL 370	Moral Issues in Medicine
POLS/EVRN 628/PUAD 494/LWS 494	The Politics of Public Health
PSYC 350	Psychological Disorders
PSYC/ABSC 535	Developmental Pathology
PSYC 605	Health Psychology
SOC 326	Health, Gender, and Society
SOC 410	Sociology of Death and Dying
SOC 425	Sociology of Global Health
WGSS/PSYC 521	Women and Violence

*^a This class is approved as a KBOR CORE Social and Behavioral Sciences class

*^b This class is approved as a KBOR Core Institutionally Designated Global Culture class