

Review of Low-Enrollment Undergraduate Programs Under Strategic Program Alignment

**Pittsburg State University**

**Overview**

Program review is the periodic and comprehensive self-assessment of all academic programs offered. The Pittsburg State University program review process is formative in nature and designed to enhance overall institutional quality and accountability. The focus is on providing campus-wide input to help departments align programs with the institutional assessment process, institutional strategic planning, and resource allocation. Program review is the primary opportunity that departments have to conduct a comprehensive self-study in order to demonstrate that programs are current, of sufficient size and quality, and help the institution serve its mission.

Through the course of the last decade, the program review process at Pitt State has identified many programs needing targeted improvement, complete restructure, or even discontinuance. The following graphic depicts programs that were closed.

Academic Programs Discontinued by Year						
Year	Graduate Degree	Undergraduate Degree	Certificate	Minor	Emphasis	Total by Year
2009		1			2	3
2010		1				1
2011		3	1		4	8
2012	1					1
2013				1		1
2014	1	1			1	3
2015	1					1
2016	1	3			2	6
2017		2		2	1	5
2018	2			1	8	11
2019		1			8	9
In process		3				3
<b>Total by Level</b>	<b>6</b>	<b>15</b>	<b>1</b>	<b>4</b>	<b>26</b>	<b>52</b>

Table 1

In December 2019, the PSU Division of Academic Affairs initiated a Strategic Visioning/*Return on Investment Modeling* process with the following goals identified:

1. Categorize programs for enhancement, maintenance, or monitoring,
2. Identify opportunities for re-organization in order to optimize efficiency and enhance delivery, and
3. Identify possible new programs, with an emphasis on those with potential for enrollment growth and revenue generation.

The Delivery Approach which focuses primarily on efficiency and productivity was selected as the research model. The enrollment demand and yield, workforce trends, and net revenue of each program and emphasis was examined. Enrollment and revenue data have been updated to reflect AY 20 figures and are referenced throughout this report.

The Kansas Board of Regents approved a plan that required all state universities to review all active undergraduate low-enrollment (based on minima) programs that are at least five years old in June of 2020. This strategic program alignment process was developed with a general framework focused on examining institutional fit and viability.

**Low Enrollment Programs per KBOR (April, 2020)**

**Updated November 2020**

Program	Average Number of Majors <sup>1</sup>	Average Number of Graduates <sup>2</sup>	Notes	AY20 Majors/Grads
GRAPHIC DESIGN.	6	20 <small>(meets graduation threshold)</small>	<b>Discontinued program.</b> Completely phased out (2017-18).	0/0
FRENCH LANGUAGE TEACHER EDUCATION.	3	1	<b>Discontinued program.</b> Completely phased out (2019-20).	0/0
PSYCHOLOGY TEACHER EDUCATION.	1	2	<b>Discontinued program.</b> Completely phased out (2019-20).	0/0
SPANISH LANGUAGE AND LITERATURE. <sup>3</sup>	1	5	<b>Discontinued program.</b> Completely phased out (2019-20).	0/0

Program	Average Number of Majors <sup>1</sup>	Average Number of Graduates <sup>2</sup>	Notes	AY20 Majors/Grads
SPANISH LANGUAGE TEACHER EDUCATION. <sup>3</sup>	19	2	<b>Discontinued program.</b> Completely phased out (2019-20).	0/0
BIOLOGY TEACHER EDUCATION. <sup>5</sup>	9	3	<b>Discontinued program.</b> Completely phased out (2024-25).	10/2
CHEMISTRY TEACHER EDUCATION. <sup>5</sup>	4	1	<b>Discontinued program.</b> Completely phased out (2024-25).	0/1
PHYSICS TEACHER EDUCATION. <sup>7</sup>	1	N/A	<b>Discontinued program.</b> Completely phased out (2024-25).	2/0
FAMILY AND CONSUMER SCIENCES/HOME ECONOMICS TEACHER EDUCATION. <sup>4</sup>	17	6	<b>Discontinued program.</b> Completely phased out (2025-26).	19/6
MATHEMATICS TEACHER EDUCATION. <sup>7</sup>	18	6	<b>Discontinued program.</b> Completely phased out (2025-26).	20/8
TEACHER EDUCATION AND PROFESSION DEVELOPMENT, SPECIFIC SUBJECT AREAS, OTHER. <sup>4</sup> ( <i>Communication Teacher Education</i> )	5	2	<b>Discontinued program.</b> Completely phased out (2025-26).	8/2
CLINICAL LABORATORY SCIENCE/MEDICAL TECHNOLOGY/ TECHNOLOGIST. <sup>5</sup> ( <i>Biology, Medical Technology</i> )	8	3	<b>Discontinuing program.</b> To be legislated, Spring 2021. Completely phased out (2026-27).	5/2
MATHEMATICS, GENERAL. <sup>7</sup>	19	6	<b>Discontinued program (BA).</b> Completely phased out (2018-19). <b>Academic support program (BS).</b>	10/2
HISTORY, GENERAL. <sup>6</sup>	20	10 (meets graduation threshold)	<b>Discontinued program (BA).</b> Completely phased out (2026-27). <b>Academic support program (BS).</b>	16/4
ECONOMICS, GENERAL. ( <i>Business Economics</i> )	14	4	<b>Academic support program.</b>	19/9
FOREIGN LANGUAGES AND LITERATURES, GENERAL. <sup>3</sup> ( <i>Modern Languages</i> )	12	4	<b>Academic support program.</b>	24/6
GEOGRAPHY.**	6	5	<b>Academic support program.</b>	8/2
MUSIC PERFORMANCE, GENERAL.*	15	4	<b>Academic support program.</b>	16/4
PHYSICS, GENERAL. <sup>7</sup>	9	3	<b>Academic support program.</b>	11/4
POLITICAL SCIENCE & GOVERNMENT, GENERAL.**	21	7	<b>Academic support program.</b>	28/9
SOCIOLOGY, GENERAL.**	13	6	<b>Academic support program.</b>	9/1
MULTI-/INTERDISCIPLINARY STUDIES, OTHER. ( <i>Bachelor of Integrated Studies</i> )	21	9	<b>Interdisciplinary and Coordinated program.</b>	15/8
POLYMER CHEMISTRY.	3	1	<b>Interdisciplinary and Coordinated program.</b>	10/3
INTERIOR DESIGN.	17	5	<b>New program (2016).</b> Initial program review AY22.	22/5
INTERNATIONAL BUSINESS/TRADE/COMMERCE.	23	8	<b>Monitoring Program for Improvement.</b>	25/9

Table 2

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018.

<sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

<sup>3</sup> Due to the incapability of determining the degree code of the major, the major count could be either BA (Spanish Language and Literature) or BSE (Spanish Language Teacher Education).

<sup>4</sup> Creating an emphasis under the existing BS degree aligns with *Return on Investment Modeling* recommendation and moves this program into the *high demand, high yield, high degrees* category.

<sup>5</sup> Creating an emphasis under the existing BS degree aligns with *Return on Investment Modeling* recommendation and moves this program into the *high demand, low yield, high degrees* category.

<sup>6</sup> Creating an emphasis for teaching certification students under the existing BA degree aligns with *Return on Investment Modeling* recommendation and moves this program into the *high demand, high yield, low degrees* category.

<sup>7</sup> Creating an emphasis under the existing BS degree aligns with *Return on Investment Modeling* recommendation and moves this program into the *high demand, low yield, low degrees* category.

Table 2 above begins by documenting the 13 programs that have been discontinued or are being discontinued via administrative and legislative process most recently, including the academic year in which they will be completely phased out. This phase follows industry standard and provides students in the closed major a “teach out” period of 150% of the expected time to completion. For baccalaureate degrees, this is typically six years. Because no new student enrollment is allowed during this period, numbers of majors

and numbers of degrees completed should wane. Some programs strongly encourage students to “grandfather” into another program and a sharp decline can be seen.

It is worth noting that to support the regional or national need for secondary educators, the programs highlighted in pale green have been discontinued with the intention that a teacher preparation emphasis will be developed under each content area. These programs completed the PSU program review process during AY19. The following feedback is an excerpt of a response provided by the Program Review Committee.

*“Given that program enrollment and student degree completion are significant concerns, the Program Review Committee requests the BSEd, Communication program submit a plan of action. This plan is due to the Provost, the Dean and copied to the Program Review Committee by December 13, 2019 and include:*

1. *Determine if the bachelor of science in education is the best format for the program and department to meet the needs of pre-service secondary teachers,*
2. *How the program will raise the enrollment of majors and number of degrees awarded annually to meet Regents’ minima requirements, and*
3. *How the program will raise the Junior-to-Senior progression rate to address program attrition.”*

Creating a secondary education licensure emphasis within the content area moves each of these programs into a *high demand* quadrant per feedback from PSU’s recent Strategic Visioning/*Return on Investment Modeling* process. More detail is provided in the appendix of the table above. This considerably improves their market positioning in relation to prospective student interest. Further, the plans of action submitted by these departments delineate intentional recruitment and retention efforts.

**Specific Programs Reviewed**

Referring once again to the notes in Table 2, the majors individually examined below are designated by status as Academic Support Programs, Interdisciplinary & Coordinated Programs, New, or Monitoring for Improvement.

Mathematics:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
MATHEMATICS, GENERAL. (BS)	19	12	10	6	6	2	10.5	Academic Support Program (ASP)
Description	The Bachelor of Science in Mathematics degree prepares students for a career in mathematics or to pursue a graduate degree in mathematics. Within the BS degree, we also offer an optional emphasis in Actuarial Science. The Actuarial Emphasis provides Validation by Educational Experience (VEE) credit and prepares students to sit for the first two actuarial exams. In addition, the department hosts a problem-solving group and provides opportunities for research with faculty members.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses with the MATH prefix produced 6,949 undergraduate Student Credit Hours. In Fall 2020, there were 35 students with a Math minor.
- Courses from within the Math major fulfill the Quantitative/Analytic Methods and Scientific Literacy requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the “Students will analyze data logically.” learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$979,063	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$1,376,717
		State Funds & Other Sources	
		Total Support	\$1,376,717
<b>Undergraduate Tuition Less Faculty Costs</b>			<b>\$ 397,654</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	67%	
Median earnings of program graduates in region	Upon entry	\$23,680
	After 5 years	NA

Integrated Postsecondary Education Data System	
<i>2018 data for 25 to 29-year old bachelor degree holders</i>	
Median annual earnings by field of study (\$50,600 median overall)	NA
Average unemployment rates by field of study (2.9% average overall)	NA
Occupational Outlook Handbook 2020	
<i>By occupation category for bachelor degree holders with no on-the-job training</i>	
Projected number of new jobs	NA
Projected growth rate	3%
2019 median pay	\$105,030❖

❖Note: A 3% increase (4% increase in all fields overall) is projected over the next ten years in mathematician jobs per the Occupational Outlook Handbook but, typically requires a master's degree and OOH reports median annual wages as such.

Recommendation: **Continue program.**

History:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
HISTORY, GENERAL. (BS)	20	10	16	10	7	4	6.5	Academic Support Program (ASP)
Description	The Bachelor of Science in History students enjoy a great deal of flexibility in designing their program. With the assistance of their faculty advisors, students choose a minimum of 12 hours of American history and 12 hours of World history, and then they choose an additional 9 hours in their favorite content fields. Recent offerings include the histories of World War II, American Medicine, the American West, the Samurai, Modern Ireland, the Modern Middle East, and the Opioid Crisis. Lecture courses, small colloquium/seminar sections, and internships (100 percent placement rate) all offer excellent student-teacher ratios and mentoring for students embarking upon that voyage of discovery. Students in the program choose a minor based on their interests and desired careers. Among the wide variety of minors available are Political Science, Geography, Philosophy, Art, English, Spanish, French, Women's Health, Multicultural Studies, and Military Science.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses with the HIST prefix major 2,969 undergraduate Student Credit Hours. In the Fall of 2020, there were 14 students with a declared minor of History.
- The BS in History serves as a stepping stone to the graduate program in History, which had 39 declared majors in AY20. It is a nationally recognized fully-online History MA degree.
- Courses from within the History major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the "Students will explore global systems conscientiously." learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$517,978	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$588,210
		State Funds & Other Sources	
		Total Support	\$588,210
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$ 70,232</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	73%	
Median earnings of program graduates in region	Upon entry	\$15,354
	After 5 years	\$46,981
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$45,100	

Average unemployment rates by field of study (2.9% average overall)	3.6%
<b>Occupational Outlook Handbook 2020</b>	
<i>By occupation category for bachelor degree holders with no on-the-job training</i>	
Projected number of new jobs	NA
Projected growth rate	Slower than average
2019 median pay	\$63,680❖

❖Note: A 3% increase (4% increase for all fields overall) is projected over the next ten years in historian jobs per the Occupational Outlook Handbook but, typically requires a master's degree and OOH reports median annual wages as such.

Recommendation: **Continue program.**

Business Economics:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
ECONOMICS, GENERAL. (BBA) <i>(Business Economics)</i>	14	18	19	4	7	9	5.0	Academic Support Program (ASP)
Description	A major in Economics is designed for students who wish careers in bank management, business forecasting, labor relations, operations analysis, or who wish to pursue managerial positions in governmental and corporate organizations. The study of Economics requires a blend of analytical, evaluative and descriptive skills. Our student-focused, internationally diverse and accomplished faculty offers hands-on learning where we emphasize one of our PSU core values of "by doing learn" throughout our program. Students majoring in Economics apply their knowledge by conducting research as part of their upper-level coursework and compete in PSU's Undergraduate Research Colloquium. By developing a question to explore; designing a research plan to gather data, analyze that data, and reach conclusions; developing a written report to communicate the results, and presenting the results to faculty, our students move beyond the lecture environment to being able to extend their education to real-world situations. We also have a low student-to-faculty ratio allowing students to get extensive interaction with the faculty and become more than just a face in a classroom.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Issues of low-enrollment and failure to meet minima for the number of graduates was cited in the AY19 program review.
- Faculty responded with three changes: 1) rename and rebrand the program, 2) update the curriculum, and 3) change the CIP code.
- Dean set expectations of:
  - Market the rebranding of the program to improve enrollment.
  - Assess the updated curriculum.
  - Identify and respond to opportunities relative to the STEM designation.
- Courses with the ECON prefix produced 3,369 undergraduate Student Credit Hours.
- Courses from within the Business Economics major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the "Students will explore global systems conscientiously." learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$545,122	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$720,949
		State Funds & Other Sources	
		Total Support	\$720,949
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$ 175,826</b>

<b>Kansas DegreeStats</b>		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	59%	
Median earnings of program graduates in region	Upon entry	\$15,164
	After 5 years	\$32,557
<b>Integrated Postsecondary Education Data System</b>		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		

Median annual earnings by field of study (\$50,600 median overall)	\$64,900
Average unemployment rates by field of study (2.9% average overall)	2.3%
<b>Occupational Outlook Handbook 2020</b>	
<i>By occupation category for bachelor degree holders with no on-the-job training</i>	
Projected number of new jobs	NA
Projected growth rate	Much faster than average
2019 median pay	\$105,020❖

❖Note: A 14% increase (4% increase for all fields overall) is projected over the next ten years in economist jobs per the Occupational Outlook Handbook but, typically requires a master's degree and OOH reports median annual wages as such.

Recommendation: **Continue program.**

Modern Languages:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
FOREIGN LANGUAGES AND LITERATURES, GENERAL. (BA) <i>(Modern Languages)</i>	12	16	24	4	6	6	4.0	Academic Support Program (ASP)
Description	A Modern Languages undergraduate degree will provide you with a broader understanding of the culture of your chosen language with exposure to historical, literary, and social artifacts of that culture. The program is designed with language fluency in mind. Our faculty have designed a robust regimen of coursework to improve students' speaking, listening, reading, and writing skills. Pittsburg State provides intermediate upper-level students (4th semester and above) with intense weekly sessions with a native speaker. Students in these sessions quickly improve their language skills and gain a better appreciation for the culture. The teacher certification emphasis also prepares students to teach at the middle or secondary level.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses from within the Modern Languages major produced 1,618 undergraduate Student Credit Hours.
- Courses from within the Modern Languages major fulfill the foreign language requirement of all bachelor of arts degrees. In Fall 2020, there were 74 students with a Spanish minor and 10 with a French minor.
- Courses from within the Modern Languages major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the "Students will explore global systems conscientiously." learning outcome.
- Program is currently under review by the PSU Program Review Committee. Feedback from this reporting process will be incorporated into that proceeding.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$299,431	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$320,554
		State Funds & Other Sources	
		Total Support	\$320,554
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$ 21,123</b>

<b>Kansas DegreeStats</b>		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	83%	
Median earnings of program graduates in region	Upon entry	\$40,366
	After 5 years	\$52,384
<b>Integrated Postsecondary Education Data System</b>		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$45,400❖	

Average unemployment rates by field of study (2.9% average overall)	3.7%
<b>Occupational Outlook Handbook 2020</b>	
<i>By occupation category for bachelor degree holders with no on-the-job training</i>	
Projected number of new jobs	10,000 – 50,000
Projected growth rate	Much faster than average
2019 median pay	\$40,000 - \$60,000❖

Note: Integrated Postsecondary Education Data System data is reported for Translator/Literature & Languages as “Modern Languages” was not available.

Recommendation: **Continue program.**

Geography:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
GEOGRAPHY. (BS)	6	4	8	5	3	2	3.0	Academic Support Program (ASP)
Description	Geography students acquire superior skills in critical thinking and analysis, dynamic communication, computer usage, and analysis in a number of software areas. We strive to keep students on the cutting edge of technology. These technological skills, critical thinking skills, and the overall applied nature of a geography education provide students with abilities that are in demand at public and private agencies. Students also gain the expert knowledge and training they need to pursue admission to graduate programs, if that is part of their career plan.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses from within the Geography major produced 2,891 undergraduate Student Credit Hours. Six students currently have declared a Geography minor.
- Courses from within the Geography major count towards the undergraduate certificates in Geographic Information Systems and Sustainability Leadership.
- Courses from within the Geography major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the “Students will explore global systems conscientiously.” learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$263,893	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$572,757
		State Funds & Other Sources	
		Total Support	\$572,757
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$308,864</b>

<b>Kansas DegreeStats</b>		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	59%	
Median earnings of program graduates in region	Upon entry	\$15,164
	After 5 years	\$32,557
<b>Integrated Postsecondary Education Data System</b>		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	NA	
Average unemployment rates by field of study (2.9% average overall)	NA	
<b>Occupational Outlook Handbook 2020</b>		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	0 – 1,000	
Projected growth rate	Declining	
2019 median pay	\$81,540❖	

❖Note: A 1% decrease (4% increase for all fields overall) is projected over the next ten years in geographer jobs per the Occupational Outlook Handbook but, typically requires a master’s degree and OOH reports median annual wages as such.

Recommendation: **Continue program.**

Music:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
MUSIC PERFORMANCE, GENERAL (BM)	15	17	16	4	2	4	12.57	Academic Support Program (ASP)
Description	The Bachelor of Music degree is designed for the gifted musical performer who aspires for a career in college teaching, private teaching, or professional performance. Students choose between the two emphases: Instrumental Performance and Vocal Performance. The Bachelor of Arts degree follows the broadest aspect of a college education with an emphasis in music. The degree can prepare one for graduate study leading to the Master of Arts and Doctor of Philosophy degrees, as well as careers based on cultural concerns or in music-related fields. This degree can also be oriented toward pre-professional or social and/or business opportunities. The department of Music programs are accredited by the National Association of Schools of Music (NASM).							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses with the MUSIC prefix produced 3,262 undergraduate Student Credit Hours. In the Fall of 2020, there were 43 students with a declared minor of Music.
- Courses from within the Music major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the “Students will explore global systems conscientiously.” learning outcome.
- The Music programs and department provide a significant contribution to the Arts regionally, generating immeasurable goodwill in the local community. Music students and faculty contribute hundreds of contact hours with community members annually. These hours support PSU’s strategic plan, the *Pathway to Prominence*, core value of Community and were documented by the University Committee on Student Learning in the AY18 committee report.
- The program is currently under review by the PSU Program Review Committee. Feedback from this reporting process will be incorporated into that proceeding. As part of this review process, the Music department determined to merge all bachelor level degrees into one program with distinct emphases.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$1,036,045	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$646,258
		State Funds & Other Sources	
		Total Support	\$646,258
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$(389,787)</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	80%	
Median earnings of program graduates in region	Upon entry	\$28,708
	After 5 years	\$37,802
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$40,500❖	
Average unemployment rates by field of study (2.9% average overall)	3.7%	
Occupational Outlook Handbook 2020		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	NA	
Projected growth rate	Slower than average	
2019 median pay	\$30.39/per hour❖	

❖ Note: Integrated Postsecondary Education Data System data is reported for Fine Arts as “Music Performance” was not available.



Recommendation: **Continue program.**

Physics:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
PHYSICS, GENERAL. (BS)	9	10	11	3	1	4	5.0	Academic Support Program (ASP)
Description	The Bachelor of Science degree in Physics is offered with a variety of 7 different emphases. Of these emphases, 3 are designed for students planning to seek graduate study: Professional, Solid State Physics, and Astrophysics. The other 3 are designed for students going directly into the workforce after graduating: Polymer Physics, Engineering Technology, Secondary Education, and the Customized Option.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses with the PHYSICS prefix produced 3,593 undergraduate Student Credit Hours. Courses with the PHYSICS prefix support the Physical Sciences and minor; currently, there are 91 students pursuing this minor.
- Upper level Physics courses are a required component of PSU’s Engineering Technology degrees. Physics courses also support the new MS in Materials Science, which recognized its first three graduates last spring.
- Courses from within the Physics major fulfill the Quantitative/Analytic Methods and Scientific Literacy requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the “Students will analyze data logically.” learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$349,936	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$711,835
		State Funds & Other Sources	
		Total Support	\$711,835
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$361,900</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	33%	
Median earnings of program graduates in region	Upon entry	NA
	After 5 years	\$99,437
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$47,600❖	
Average unemployment rates by field of study (2.9% average overall)	3.4%	
Occupational Outlook Handbook 2020		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	Declining	
Projected growth rate	Decline	
2019 median pay	\$80,000❖	

❖ Note: Occupational Outlook Handbook and Integrated Postsecondary Education Data System data is reported for Physical Sciences as “Physics” was not available.

Recommendation: **Continue program.**

Political Science:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
POLITICAL SCIENCE AND GOVERNMENT, GENERAL. (BA)	21	26	28	7	8	9	2.75	Academic Support Program (ASP)

Description	The Bachelor of Arts degree with a major in Political Science is an excellent liberal arts background for students preparing for careers in which critical thinking and writing skills, as well as an understanding of politics and government, is either essential or desirable.
-------------	---

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses with the POLI SCI prefix produced 2,262 undergraduate Student Credit Hours. In the Fall of 2020, there were 14 students with a declared minor of Political Science.
- As a result of the AY17 Program Review process, the BA in International Studies was merged into the BA in Political Science.
- Courses from within the Political Science major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the “Students will explore global systems conscientiously.” learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$211,679	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$448,141
		State Funds & Other Sources	
		Total Support	\$448,141
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$236,462</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	50%	
Median earnings of program graduates in region	Upon entry	NA
	After 5 years	\$32,373
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$50,600	
Average unemployment rates by field of study (2.9% average overall)	4.2%	
Occupational Outlook Handbook 2020		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	NA	
Projected growth rate	Faster than average	
2019 median pay	\$122,220❖	

❖Note: A 6% increase (4% increase for all fields overall) is projected over the next ten years in political science jobs per the Occupational Outlook Handbook but, typically requires a master’s degree and OOH reports median annual wages as such.

Recommendation: **Continue program.**

Sociology:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
SOCIOLOGY, GENERAL. (BA)	13	5	9	6	2	1	3.0	Academic Support Program (ASP)
Description	As the foundation of many fields of study, including social work, gerontology, demography, and criminal justice, sociology serves as a valuable liberal arts major for students planning careers in a wide variety of fields, including law, law enforcement, criminology, social services, public administration, community planning, international relations, and market research. Sociology’s concentration on such social factors as race, ethnicity, gender, age, education, and social class also make it an excellent foundation for working in today’s multiethnic, multinational business world.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Courses with the SOC prefix produced 2,697 undergraduate Student Credit Hours. Nineteen students currently have declared a Sociology minor.
- Courses from within the Sociology major count towards the undergraduate certificate in Sustainability Leadership and the BS in Social Work.

- Courses from within the Sociology major fulfill the Global Understanding and Civic Engagement requirements of the Pitt State Pathway (General Education) curriculum, supporting achievement of the “Students will explore global systems conscientiously.” learning outcome.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$258,708	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$534,322
		State Funds & Other Sources	
		Total Support	\$534,322
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$275,615</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	50%	
Median earnings of program graduates in region	Upon entry	NA
	After 5 years	\$33,028
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$43,100	
Average unemployment rates by field of study (2.9% average overall)	2.7%	
Occupational Outlook Handbook 2020		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	NA	
Projected growth rate	Average	
2019 median pay	\$83,420❖	

❖Note: A 4% increase (4% increase for all fields, as well) is projected over the next ten years in sociologist jobs per the Occupational Outlook Handbook but, typically requires a master’s degree and OOH reports median annual wages as such.

Recommendation: **Continue program.**

Integrated Studies:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
MULTI-INTERDISCIPLINARY STUDIES, OTHER. (BIS) <i>(Bachelor of Integrated Studies)</i>	21	21	15	9	9	8	0	Interdisciplinary & Coordinated Program (ICP)
Description	The Bachelor of Integrated Studies degree provides a means for the creation of interdisciplinary programs. The degrees are aimed at providing an education that is a basis for life-long learning while equipping students to work in areas that are underserved by established disciplines. Emphases include: Analytics, Fraud Examination, Liberal Studies, and Sustainability, Society, and Resource Management.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Program is currently under review by the PSU Program Review Committee. Feedback from this reporting process will be incorporated into that proceeding.
- Program has no dedicated faculty, leveraging existing courses to build the emphasis areas within the degree.
- The Sustainability, Society, and Resource Management emphasis of the degree is a targeted response to Sustainability as a component of the university’s strategic plan.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	NA	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	NA
		State Funds & Other Sources	
		Total Support	
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>NA</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	64%	
Median earnings of program graduates in region	Upon entry	\$31,776
	After 5 years	NA
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$47,800	
Average unemployment rates by field of study (2.9% average overall)	4.8%	
Occupational Outlook Handbook 2020		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	NA	
Projected growth rate	NA	
2019 median pay	NA	

Recommendation: **Continue program.**

Polymer Chemistry:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
POLYMER CHEMISTRY. (BS)	3	5	10	1	1	3	2.25	Interdisciplinary & Coordinated Program (ICP)
Description	Polymer Chemistry at PSU offers a Bachelor of Science degree. It is housed within the Department of Chemistry of the College of Arts and Sciences, but because of its interdisciplinary nature it also connects with the Plastics Engineering Program in the College of Technology and Kansas Polymer Research Institute at the Tyler Research Center. It consists of two main components: coursework and hands-on research experience in selected areas of polymer science.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- Program Review Committee feedback for AY20 recommended a specific plan of action to increase enrollment, graduates, and upper level retention be developed and implemented. The external reviewer noted the need to emphasize undergraduate student recruitment.
- The BS in Polymer Chemistry, one of only three in the U. S., serves as a stepping stone to the MS in Polymer Chemistry, which had 10 declared majors in AY20.
- The curriculum includes existing Chemistry and Plastics Engineering Technology courses which allows PSU to leverage those resources. Also, the nature of the BS and MS curricula and the unit structure suggests that “virtually all of the costs would remain if either of the two different level Polymer Chemistry programs were not present,” per the external reviewer.
- The Polymer Chemistry academic programming is intentionally partnered with the Kansas Polymer Research Center (KPRC) as a University Strategic Initiative. The Kansas Polymer Research Center (KPRC) is a leading center in the development of new bio-based polymer materials. With a well-developed expertise in polymers and a history of performing applied research for several industries, we assist our partners in developing, processing, and testing new materials for licensing and commercial applications.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$119,493	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$ 106,686
		State Funds & Other Sources	\$1,009,386
		Total Support	\$1,116,072
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$ 996,579</b>

Kansas DegreeStats
<i>Wage information for graduates of specific PSU programs</i>

% of program graduates employed in region	38%	
Median earnings of program graduates in region	Upon entry	NA
	After 5 years	\$99,437
<b>Integrated Postsecondary Education Data System</b>		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$47,600❖	
Average unemployment rates by field of study (2.9% average overall)	3.4%	
<b>Occupational Outlook Handbook 2020</b>		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	1,000 – 5,000	
Projected growth rate	Faster than average	
2019 median pay	\$60,000 - \$80,000❖	

❖ Note: Occupational Outlook Handbook and Integrated Postsecondary Education Data System data is reported for Chemist as “Polymer Chemistry” was not available.

Recommendation: **Continue program.**

Interior Design:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
INTERIOR DESIGN. (BS)	17	16	22	5	6	5	2.0	New Program (NP)
Description	Polymer Chemistry at PSU offers a Bachelor of Science degree. It is housed within the Department of Chemistry of the College of Arts and Sciences, but because of its interdisciplinary nature it also connects with the Plastics Engineering Program in the College of Technology and Kansas Polymer Research Institute at the Tyler Research Center. It consists of two main components: coursework and hands-on research experience in selected areas of polymer science.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- KBOR approval of major on January 20, 2016.
- Initial program review scheduled for AY22.
- Increase in total number of majors enrolled from 30 in F16 to 45 in F20.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$173,710	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$103,807
		State Funds & Other Sources	
		Total Support	\$103,807
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$(69,903)</b>

<b>Kansas DegreeStats</b>		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	71%	
Median earnings of program graduates in region	Upon entry	\$44,000
	After 5 years	NA
<b>Integrated Postsecondary Education Data System</b>		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	NA	
Average unemployment rates by field of study (2.9% average overall)	NA	
<b>Occupational Outlook Handbook 2020</b>		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		

Projected number of new jobs	Declining
Projected growth rate	Decline
2019 median pay	\$40,000 - \$60,000

Recommendation: **Continue program. Evaluate potential for growth during initial program review next academic year (AY22).**

International Business:

Program	Number of Majors			Number of Graduates			FY21 Faculty FTE	KBOR Status
	Average <sup>1</sup>	AY19	AY20	Average <sup>2</sup>	AY19	AY20		
<b>INTERNATIONAL BUSINESS/TRADE/COMMERCE. (BBA)</b>	23	19	25	8	6	9	0.50	Monitor Program for Improvement (MPI)
Description	The International Business program allows students to develop and understand business tactics and strategies as they relate to a changing international marketing place. All taught by business professionals in settings that encourage individual excellence and collaborative achievement. Setting this program apart from others is its requirement that students take part in an international experience. Our faculty will help you develop a plan that fits your career goals. Study abroad trips, international internships and exchange programs in locations such as Brazil, China, Finland, France, Korea, Paraguay and many other locations are available.							

<sup>1</sup> Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018. <sup>2</sup> Represents the 5-year average number of program graduates between 2014-2018.

Considerations:

- A Kelce College of Business faculty task force evaluated potential of the program in AY 20, concluding that with an active champion the program does have considerable potential.
- Appoint volunteer program coordinator for AY21, with intent to reevaluate for the long-term.

Direct Instructional Expenses	FY2021	Sources of Program Support	FY2020
Salaries <sup>1</sup> & Benefits <sup>2</sup>	\$52,319	Undergraduate Tuition <sup>4</sup> & Fees <sup>5</sup>	\$117,087
		State Funds & Other Sources	
		Total Support	\$117,087
<b>Undergraduate Tuition Less Faculty Costs (Salaries &amp; Benefits)</b>			<b>\$ 64,768</b>

Kansas DegreeStats		
<i>Wage information for graduates of specific PSU programs</i>		
% of program graduates employed in region	86%	
Median earnings of program graduates in region	Upon entry	\$38,072
	After 5 years	\$46,168
Integrated Postsecondary Education Data System		
<i>2018 data for 25 to 29-year old bachelor degree holders</i>		
Median annual earnings by field of study (\$50,600 median overall)	\$50,600❖	
Average unemployment rates by field of study (2.9% average overall)	2.4%	
Occupational Outlook Handbook 2020		
<i>By occupation category for bachelor degree holders with no on-the-job training</i>		
Projected number of new jobs	21,200	
Projected growth rate	Faster than average	
2019 median pay	\$96,940❖	

❖ Note: Occupational Outlook Handbook and Integrated Postsecondary Education Data System data is reported for Business Management & Administration as “International Business” was not available.

Recommendation: **Continue program under Monitoring for Improvement.**

### Other considerations

To further PSU response to the Strategic Program Alignment:

- Three programs not experiencing low enrollment issues are being redesigned as an emphasis under existing BA or BM degrees to align with *Return on Investment Model* recommendations. The English BSE, the Music BME, and the Music BA are following the pattern of building a single, larger content area degree. This moves the English program into the *high demand, low yield, high degrees* category and the Music degree into the *high demand, high yield, high degrees* category. These changes are scheduled for the AY20 legislative process. This model should increase efficiency within the departments, while also creating greater market potential.
- The Geography BS and the Political Science BA faculty are evaluating the costs and benefits of a curriculum redesign to develop a single major in Social Sciences. Similarly, the Sociology and Justice Studies faculty are evaluating the costs and benefits of a curriculum redesign to place Sociology as an emphasis under Justice Studies. These discussions are ongoing. Development of the new curricula is slated for AY22 if approved by the curriculum committee.
- The Kelce College of Business and the College of Arts & Sciences implemented restructuring plans to provide administrative leadership while curtailing department chair expenses.
- The Program Review Committee is discussing how insertion of the KansasDegreeStats, Occupational Outlook Handbook, and IPEDS employment data into the existing academic program review self-study template might best be accomplished. Further, the PRC anticipates working with the Data Governance Committee to design appropriate formulae for the *Return on Investment Modeling* that can be embedded in the process as well.

**Summary**

<b>Pittsburg State University</b>	
Strategic Program Alignment	
Programs Discontinued/Discontinuing	14
Programs Continuing ( <i>Academic Support Programs</i> )	9
Programs Continuing ( <i>Interdisciplinary &amp; Coordinating Programs</i> )	2
Programs Continuing ( <i>New</i> )	1
Programs Continuing ( <i>Monitoring for Improvement</i> )	1