

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

**VIRTUAL MEETING AGENDA
Wednesday, January 15, 2025
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.

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|---|-------------------------|-------|
| I. Call to Order | Susan Bon, Chair | |
| A. Roll Call & Introductions | | |
| B. Approve Minutes from December 18, 2024 | | p. 3 |
|
II. Council of Faculty Senate Presidents Update |
Norman Philipp, PSU | |
|
III. First Reading | | |
| BS in Data Science | Barbara Bichelmeyer, KU | p. 5 |
|
IV. Second Reading | | |
| No Items | | |
|
V. Other Matters | | |
| A. Request for Minor in Data Science | Barbara Bichelmeyer, KU | p. 12 |
| B. Request for Minor in Pre-Health Professions | Barbara Bichelmeyer, KU | p. 15 |
| C. Request for Minor in Forensic Science | Barbara Bichelmeyer, KU | p. 18 |
| D. Request for Minor in Statistics | Barbara Bichelmeyer, KU | p. 21 |
| E. Request to change name of PSM in Applied Science to PSM in Environmental Assessment and move to Environmental Studies Program | Barbara Bichelmeyer, KU | p. 25 |
| F. Request to change name of Department of Clinical Child Psychology Program to Department of Clinical Child Psychology | Barbara Bichelmeyer, KU | p. 25 |
| G. Request to change name of BA Exercise Science to BS Exercise Science | Monica Lounsbury, WSU | p. 27 |
| H. Request to change name of ME (Master of Education) Exercise Science to MS Exercise Science | Monica Lounsbury, WSU | p. 27 |
| I. Faculty Tuition Proposal | Norman Philipp, CoFSP | p. 29 |
| J. Discuss Opportunities (new degree programs, partnerships, strategic initiatives, etc.) that Universities are Considering or Planning to Pursue in the Future | COCAO Members | |
|
VI. Announcements | | |
| Next COCAO Meeting – February 12, 2025 – Virtual Meeting | | |
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VII. Adjournment | | |

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:

Jesse Mendez, Chair	K-State	Susan Bon	PSU
Brent Thomas	ESU	John Fritch	Washburn
Jill Arensdorf	FHSU	Shirley Lefever	WSU
Barbara Bichelmeyer	KU	Rusty Monhollon	KBOR (<i>ex officio</i>)
Robert Klein	KUMC		

**Council of Chief Academic Officers
AY 2025 Meeting Schedule**

<i>COCAO Academic Year 2024- 2025 Meeting Dates</i>			
Meeting Dates	Location (virtual or in-person)	Institutional Materials Due	New Program Requests Due
September 18, 2024	Virtual	August 28, 2024	July 24, 2024
November 20, 2024	Kansas State University	October 30, 2024	September 25, 2024
December 18, 2024	Virtual	November 25, 2024	October 21, 2024
January 15, 2025	Virtual	December 24, 2024	November 19, 2024
February 12, 2025	Virtual	January 22, 2025	December 18, 2024
March 12, 2025	Virtual	February 19, 2025	January 15, 2025
April 16, 2025	Pittsburg State University	March 26, 2025	February 19, 2025
May 14, 2025	Virtual	April 23, 2025	March 19, 2025
June 11, 2025	Virtual	May 21, 2025	April 16, 2025

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

**KANSAS BOARD OF REGENTS
COUNCIL OF CHIEF ACADEMIC OFFICERS
MINUTES
DECEMBER 18, 2024**

The December 18, 2024, meeting of the Council of Chief Academic Officers was called to order by Chair Susan Bon at 9:25 a.m. The meeting was held at the Curtis State Office Building, 1000 S.W. Jackson, Suite 530, Topeka.

MEMBERS PRESENT:

Jesse Mendez, KSU	Barbara Bichelmeyer, KU	John Fritch, Washburn
Brent Thomas, ESU	Jill Arensdorf, FHSU	Shirley Lefever, WSU
Robert Klein, KUMC	Susan Bon, PSU	Rusty Monhollon, KBOR (<i>ex officio</i>)

APPROVAL OF MINUTES

Brent Thomas moved that the minutes of the November 20, 2024, meeting be approved. Following Shirley Lefever's second, it was carried unanimously.

COUNCIL OF FACULTY SENATE PRESIDENTS UPDATE

Norman Philipp shared the items the Council of Faculty Senate Presidents has been working on. These items include updating the KBOR faculty award to include additional faculty roles and responsibilities, discussing AI in higher education, and keeping faculty updated on current developments within KBOR.

FIRST READING

PHD IN EDUCATION AND BEHAVIORAL STUDIES - WSU

Wichita State University Provost Shirley Lefever introduced Dr. Jennifer Friend, Dean of the College of Applied Studies at WSU. Dr. Friend introduced Dr. Clay Stoldt, Associate Dean, and Dr. Phil Mullins, Co-Chair of the Department of Intervention Services and Educational Leadership. Dr. Mullins shared that WSU's proposed program will include tracks in both Educational Psychology and Counselor Education and Supervision. This will allow the institution to maximize resources and create a 60-hour program with 30 credits of a shared core curriculum focused on research and teaching. The remaining credits are differentiated into specialty areas. WSU has a strong core faculty to support these programs. The Educational Psychology Ed.D. program is being expanded into a Ph.D. The program aims to create a clinically focused counselor education program. WSU has a mental health-focused clinic to provide training to these students as supervisors. Clay Stoldt added that the program will seek to receive CACREP accreditation.

SECOND READING

BA & BGS IN HEALTH & SOCIETY – KU

Provost Bichelmeyer noted that KU did not receive any questions regarding this program. Provost Lefever moved to approve the BA & BGS in Health & Society at KU. Following a second by Provost Arensdorf, the motion carried unanimously.

PSM IN ENVIRONMENTAL GEOLOGY – KU

Provost Bichelmeyer noted that KU has responded to questions from KSU regarding this program. Provost Thomas moved to approve the PSM in Environmental Geology at KU. Following a second by Provost Lefever, the motion carried unanimously.

OTHER MATTERS

REQUEST APPROVAL TO CHANGE THE NAME OF MA IN SLAVIC LANGUAGES AND LITERATURE TO SLAVIC AND EURASIAN STUDIES

Provost Bichelmeyer shared that this name change will reflect the merger between the master's programs in Slavic Languages and Literature and Eastern European and Eurasian Studies. Provost Arensdorf moved to approve this name change. Following a second by Provost Lefever, the motion carried unanimously.

REQUEST APPROVAL TO CHANGE THE NAME OF PHD IN HEALTH POLICY AND MANAGEMENT TO POPULATION HEALTH - KUMC

Jarron Saint Onge shared that KUMC is requesting a name change to better reflect a recent merger in the Department of Population Health. There are no course or credit changes associated with this name change. Provost Mendez moved to approve the name change. Following a second by Provost Arensdorf, the motion carried unanimously.

REQUEST APPROVAL TO CHANGE THE NAME OF MS IN HEALTH DATA SCIENCE TO HEALTH DATA SCIENCE AND INFORMATICS - KUMC

Associate Professor and Assistant Director of Graduate Education in the Department of Biostatistics and Data Science Prabhakar Chalise shared that the requested name change would reflect the addition of health informatics courses to the existing program. Students will have the choice between health data science courses and health informatics courses. Other requirements will remain the same. Provost Arensdorf moved to approve the name change. Following a second by Provost Thomas, the motion carried unanimously.

REQUEST APPROVAL TO CHANGE THE NAME OF THE SCHOOL OF APPLIED AND INTERDISCIPLINARY STUDIES TO THE COLLEGE OF APPLIED AND PROFESSIONAL STUDIES – KSU (OLATHE CAMPUS)

Provost Mendez explained that the request aims to better reflect the purpose and direction of the Olathe campus. Provost Bichelmeyer moved to approve the name change. Following a second by Provost Thomas, the motion carried unanimously.

DISCUSS OPPORTUNITIES FROM UNIVERSITIES

Provost Bichelmeyer shared that the following degree programs are making their way through the internal approval process at KU: Bachelor of Science and Minor in Data Science, Bachelor of Science and Minor in Statistics, Bachelor of Science in Nutrition, and Bachelor of Science in Biomedical and Pharmaceutical Sciences.

ANNOUNCEMENTS

Chair Susan Bon announced that the next COCAO meeting will be held on January 15, 2025, with a virtual option.

ADJOURNMENT

Provost Thomas moved that the meeting be adjourned. Following the second of Provost Lefever, the motion was passed unanimously. The meeting was adjourned at 9:45 a.m.

Program Approval

Summary

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

January 15, 2025

I. General Information

A. Institution

University of Kansas

B. Program Identification

Degree Level:	Bachelor's
Program Title:	Data Science
Degree to be Offered:	Bachelor of Science in Data Science
Responsible Department or Unit:	Psychology
CIP Code:	30.0601
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

The Bachelor of Science (B.S.) in Data Science is aimed at students who are interested in pursuing careers in data science or related fields. The B.S. in Data Science degree is a multidisciplinary undergraduate program that will provide students training in mathematics, computation, and statistics; data collection, management, description, and analysis; communication and project management; ethics; problem solving; and decision making.

The program objective is consistent with a Data Science degree curriculum: to prepare students for a 21st century workforce where data analysis is critical to the functioning of society, business, and education. Upon completion of this major, students will gain technical capabilities, enhanced critical and analytical thinking skills, a well-developed skillset for coding, programming, managing, and interpreting data sets, as well as effective writing, communication, and collaborative working skills.

The combination of social science and data science distinguishes the Data Science degree in the College of Liberal Arts and Sciences. Naive approaches to artificial intelligence and data science replicate the biases present in society (AI Multiple, n.d.). Algorithms are only as good as the training data and assumptions used in the models. The Data Science degree combines data science methods with a social science perspective on the data-generating process. The grounding in social science prepares students with the insights needed to interpret the vast amounts of data being created by social processes, government, political processes, communication, and economic activity. As a result, the Data Science degree will produce well-rounded graduates with technological savvy, preparing them for a labor market that increasingly relies on skills that cannot be replaced by ChatGPT.

This proposed degree advances current work at the University of Kansas funded by the National Science Foundation (NSF). The NSF provided funding for the Kansas Data Science Consortium (KDSC) and a mission to enhance the data science capacity of the workforce in Kansas. Faculty and staff in the KDSC contributed to the

curriculum design for the proposed degree. Part of the consortium’s work has been to integrate data science into the curriculum across high school, community college, and baccalaureate programs. The curriculum in this major will articulate with courses that exist or will be proposed at community colleges in Kansas to create pathways into the B.S. degree program. Additionally, should this major be approved, work is underway to develop 2+2 agreements to facilitate seamless transfer between community college data science programs and the B.S. in Data Science at the University of Kansas. Current community college partners include data science faculty at Johnson County Community College and Butler Community College.

IV. Program Demand

Market Analysis

According to the Bureau of Labor Statistics (2023), there were 169,000 jobs in data science in 2022, and the expected growth in data science jobs between 2022 and 2032 is 35%. The growth rate in data science jobs is more than three times higher than for other occupations. Data scientists earn an average of \$104,000 per year. According to Lightcast there were 496,000 unique data science job postings between January 2021 and December 2022. Most data scientists have a bachelor's degree.

Five years ago, a bachelor’s degree in data science was nearly nonexistent. Currently, over fifty institutions across the country are offering a data science major. In the last year alone, more than a dozen new data science bachelor's degree programs have been launched, reflecting the demand for graduates with a data science skillset.

There are no public universities/colleges in the state of Kansas that offer a B.S. degree with the same CIP Code. The curriculum in this proposal has been developed in collaboration with faculty at UC Berkeley, using their data science bachelor’s program as a model. Berkeley’s bachelor’s program was founded in 2015; within five years it had 900 undergraduate majors, including double majors, and 450 minors. More than 6,000 of the 45,000 Berkeley students take a data science course each year.

In Fall 2022, KU’s Psychology department began offering an undergraduate certificate in data science. It enrolled twelve students. In the fall 2024 semester, the number of students has increased to 52.

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	5	0	150	0
Year 2	10	0	300	0
Year 3	20	0	600	0

Conservative projections are based on interest in the current undergraduate data science certificate, and the demand trends in the field of data science. Many of these students will double-major as the design of the program facilitates students studying data science and another major in the College of Liberal Arts and Sciences, thus enhancing the interest in data science and strengthening majors across campus.

VI. Employment

There are a variety of employment opportunities for students who study for a Bachelor of Science in Data Science. The Lightcast (2022) market analysis report requested by the University of Kansas shows that the target occupations for data science graduates are those listed below:

Market Research Analysts and Marketing Specialists

Management Analysts
 Financial Managers
 Postsecondary Teachers
 Financial and Investment Analysts
 Computer Programmers
 Financial Risk Specialists
 Data Scientists
 Statisticians
 Mathematical Science Occupations, All Other

Combined, these occupations accounted for 1.69 million jobs in 2019. Between 2019 and 2021, there were 237,143 job openings for these occupations. Across these occupations, the number of jobs grew by 4.8 percent.

The median earnings across these occupations ranges from \$30 per hour to \$60 per hour. For all occupations included in the analysis, the median earnings are \$42.45 per hour and \$88.3k per year.

VII. Admission and Curriculum

A. Admission Criteria

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

B. Curriculum

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH=15
PSYC 199	Data I	3
EECS 138	Introduction to Computing	3
	KBOR Core English (SGE)	3
MATH 101	College Algebra (KBOR Core Math (SGE))	3
	KBOR Core Arts and Humanities (SGE)	3

Year 1: Spring

Course #	Course Name	SCH=15
PSYC 399	Data II	3
MATH 115	Calculus I	3
	KBOR Core English (SGE)	3
	KBOR Core Communications (SGE)	3
	KBOR Core Arts and Humanities (SGE)	3

Year 2: Fall

Course #	Course Name	SCH 16-17
MATH 365	Elementary Statistics	3
MATH 116	Calculus II	3
	KBOR Core Social and Behavioral Sciences (SGE)	3
	KBOR Core Natural and Physical Sciences (SGE)	4-5
	KBOR Core Institutionally Designated Global Culture (SGE)	3

Year 2: Spring

Course #	Course Name	SCH=14
MATH 290	Elementary Linear Algebra	2

PSYC 500	Intermediate Statistics	3
	KBOR Core Social and Behavioral Sciences (SGE)	3
	Second Area of Study/Elective/Degree Hours	3
	KBOR Core Institutionally Designated U.S. Culture (SGE)	3

Year 3: Fall

Course #	Course Name	SCH=15
PSYC 599	Data III	3
	Domain of Application: Course numbered 300-699 from ABSC, COMS, ECON, MATH, POLS, PSYC, or SOC	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree Hours	3
	Second Area of Study/Elective/Degree Hours	3

Year 3: Spring

Course #	Course Name	SCH=15
PSYC 612	Data IV	3
	Domain of Application : Course numbered 300-699 from ABSC, COMS, ECON, MATH, POLS, PSYC, or SOC	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=15
	Domain of Application Course numbered 300-699 from ABSC, COMS, ECON, MATH, POLS, PSYC, or SOC	6
	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=15
PSYC 699	Community Data Lab	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

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
William Duncan	Assistant	PhD	N	Economics	1.0

	Research Professor				
Michael Branicky	Professor	ScD	Y	Computer Science	0.5
Jeff Girard	Assistant Professor	PhD	Y	Psychology	0.5
Donna Ginther	Professor	PhD	Y	Economics	0.10
Ben Allen	Assistant Professor	PhD	Y	Psychology	0.10
Hossein Saiedian	Professor	PhD	Y	Computer Science	0.10
Clayton Webb	Associate Professor	PhD	Y	Political Science	0.20
Math, Varies				Mathematics	0.30

Number of graduate assistants assigned to this program 2

IX. Expenditure and Funding Sources

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$59,319	\$104,977	\$149,057
Administrators (<i>other than instruction time</i>)	\$18,819	\$19,195	\$19,579
Graduate Assistants	\$20,000	\$20,400	\$20,808
Support Staff for Administration (<i>e.g., secretarial</i>)	0	0	0
Fringe Benefits (<i>total for all groups</i>)	\$26,924	\$41,694	\$55,961
Other Personnel Costs	0	0	0
Total Existing Personnel Costs – Reassigned or Existing	\$125,062	\$186,266	\$245,405
Personnel – New Positions			
Faculty	0	0	\$42,500
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	\$13,600
Other Personnel Costs	0	0	0
Total Existing Personnel Costs – New Positions	0	0	\$56,100
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
Total Start-up Costs	\$3,000	\$0	\$0

Operating Costs – Recurring Expenses			
Supplies/Expenses	5,000	5,000	5,000
Library/learning resources	2,000	2,000	2,000
Equipment/Technology	10,000	10,000	10,000
Travel	12,000	12,000	12,000
Other	6,000	6,000	6,000
Total Operating Costs	\$35,000	\$35,000	\$35,000
GRAND TOTAL COSTS	\\$163,062	\$221,266	\$336,505

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	0	\$90,126	\$180,252	\$360,504
Student Fees	0	\$1,500	\$3,000	\$6,000
Other Sources (grant)	\$496,152	\$445,119	\$491,300	0
GRAND TOTAL FUNDING	\$496,152	\$536,745	\$674,552	\$366,504
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$373,683	\$453,286	\$29,999

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

The personnel that already teach courses at the University of Kansas that will be in the Bachelor of Science in Data Science include faculty who teach in the undergraduate data science certificate as well as faculty teaching math and computer science coursework that will be required of students in the program.

Additionally, there are personnel supported by the National Science Foundation (NSF) Kansas Data Science Consortium (KDSC) grant. These include one faculty member teaching core classes in the data science certificate which will also be in the major, two graduate students, and a project coordinator.

Personnel – New Positions

As enrollments increase, there will be a need for additional faculty. We have applied for a Data Science Center grant from the National Science Foundation that, if successful, would provide funding for an additional faculty member. If it is not successful, we anticipate that we will need university resources to hire a new FTE faculty member in the third year of the major.

As the number of majors increases, we anticipate that this will provide some additional administrative burden on

academic advisors and allocate 0.25 FTEs for that work in the third year of the major.

Start-up Costs – One-Time Expenses

One-time start-up costs for marketing can be covered by the KDSC NSF grant.

Operating Costs – Recurring Expenses

The recurring expenses for the program include travel, supplies, library and learning resources, equipment and technology, as well as other costs. Based on expenditures during the first two years of the KDSC grant, we anticipate needing \$5,000 in supplies, \$2,000 for library and learning resources, \$10,000 for equipment and technology, \$12,000 for travel, and \$5,000 for other expenses. The library and learning resources budget support the data science program's efforts to maintain a repository of data science materials on a public-facing platform. The equipment and technology budget supports access to licensed software for faculty and students, which is common to data science coursework. The travel budget supports faculty and students attending an annual data science conference in Kansas to showcase work on community partner sponsored projects.

B. Revenue: Funding Sources

Roughly 61.5% of KU students are in-state and 38.5% are out-of-state students. Tuition revenue was calculated by first allocating SCH into in-state and out-of-state and then using a weighted tuition average of \$600.84 per credit hour. Those SCH numbers were then multiplied by the student credit hour generated each year. Student fees include a \$10 College of Liberal Arts & Sciences student fee.

In the other category of revenue, we account for funding that we have received from the National Science Foundation to support the work of the Kansas Data Science Consortium at the University of Kansas.

We have also applied for an additional award at the National Science Foundation through the Data Science Center solicitation. This proposal was submitted in June 2024 and a decision on the proposal is expected in December 2024. If successful, this award would provide additional resources for the University of Kansas to allocate to the development of the data science major.

C. Projected Surplus/Deficit

There are significant budget surpluses in the first and second year as a result of NSF grant funding (other sources) that is available to help cover expenses for the major. The surplus goes down to roughly \$30,000 in year three when the grant ends, plus additional faculty is needed for the program. The surplus would grow in year 4 as we have additional students to offset the additional faculty support added in year 3.

XI. References

AI Multiple. (n.d.). *Bias in AI: What it is, types, Examples & 6 ways to fix it*. Retrieved December 16, 2024, from <https://research.aimultiple.com/ai-bias/>.

Bureau of Labor Statistics. Industry and occupational employment projections overview and highlights, 2022-32. October 2023. Online. Accessed 9/1/2024.

Lightcast Report. Program Overview; Data Analytics. Lightcast Q4 2022 Data Set. November 2022.

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 #250 Lawrence, KS 66045
(ADDRESS)

785-864-4904
(TELEPHONE)

TITLE OF MINOR:

Minor in Data Science
CIP 30.0601
(Title and CIP)

December 16, 2024
(Date Submitted)



(Signature of Vice-President/or Provost)

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

Kansas Board of Regents

College of Minor: College of Liberal Arts & Sciences

Department of Minor: 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:

The Data Science Minor is aimed at students who are interested in pursuing careers in data science or related fields. The Data Science Minor degree is a multidisciplinary undergraduate program that will provide students training in mathematics, computation, and statistics; data collection, management, description, and analysis; communication and project management; ethics; problem solving; and judgment and decision making.

The program objective is consistent with a Data Science degree curriculum: to prepare students for a 21st century workforce where data analysis is critical to the functioning of society, business, and education. Upon completion of this minor, students will gain technical capabilities, enhanced critical and analytical thinking skills, and a well-developed skillset for coding, programming, managing, and interpreting data sets.

The Psychology Department currently offers an undergraduate data science certificate; the minor would replace the certificate. The minor is based on the curriculum in the certificate and in the proposed major.

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

Course Type	Course Name & Number	Credit Hours
Core Courses	PSYC 199 Data 1: Dealing with Data	3
	PSYC 399 Data 2: Dealing with Data <u>or</u> EECS 331 Introduction to Data Science	3
	PSYC 599 Data III: Data Management	3
	PSYC 612 Data IV: Introduction to Machine & Statistical Learning	3
	EECS 138 Introduction to Computing	3
	PSYC 500 Intermediate Statistics in Psyc Research <u>or</u> SOC 380 Elementary Statistics & Data Analysis <u>or</u> ECON 526 Introduction to Econometrics	3
Elective Courses		
Practica Courses		
Research Courses		
Total Semester Credit Hours		18

III. Faculty resources:

A. Number of FTE Faculty who will teach in the new minor: # 6

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

Prof. 5 Assoc. Prof. _____ Asst. Research Prof. 1

Instr. _____ GTAs _____

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

level): Bachelor Masters _____ Doctorate 6

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 #250, Lawrence, KS 66045

(ADDRESS)

785-864-4904

(TELEPHONE)

TITLE OF MINOR:

Pre-Health Professions CIP 26.1201

(Title and CIP)

12-20-24
(Date Submitted)



(Signature of Vice-President/or Provost)

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

Kansas Board of Regents

Submitted by: School of Professional Studies

College of Minor: School of Professional Studies

Department of Minor: Professional Studies

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 in Pre-Health Professions focuses on providing the required and recommended coursework for medical, dental, physician associate, and pharmacy schools as well as other health related professions and professional schools. Electives for the minor include biological topics related to human health, such as neurobiology and physiology. This minor also includes coursework and student support for standardized test preparation (MCAT), shadowing hours, interviewing, and personal statement preparation. Students taking this minor may continue their study to become medical practitioners and health care providers after earning an advanced degree in the specialized area.

This minor will also be one of three minors the School of Professional Studies (SPS) is proposing to accompany other curricular changes in the biotechnology degree program. While the minor is expected to primarily serve students seeking a bachelor's degree in biotechnology offered through SPS, it will also be available to students outside that degree program.

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

Course Type	Course Name & Number	Credit Hours
Core Courses	The following four courses are required for the minor	
	BSCI 416 Cell Structure and Function	3
	BSCI 503 Immunology	3
	BSCI 546 Mammalian Physiology	3
	HSCI 498 Pathways in Health Science Careers	1
Elective Courses	Choose two additional electives	6-7
	LA&S 372 Preparing for Programs in the Health Professions 3cr	
	BSCI 400 Microbiology 3 credits	
	BSCI 417 Developmental Biology 3 credits	
	BSCI 435 Neurobiology 3 credits	
	BSCI 506 Bacterial Infectious Diseases 3 credits	
	BSCI 512 Virology 3 credits	
	HSCI 340 Introduction to Public Health 3 credits	
	HSCI 440 Introduction to Epidemiology 3 credits	
	HSCI 441 Population Health 3 credits	
	HSCI 495 MCAT Preparation Course 4 credits	
Total Semester Credit Hours		16-17

III. Faculty resources:

A. Number of FTE Faculty who will teach in the new minor: 1.5

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

Prof. 0 Assoc. Teaching Prof: 1 Asst. Prof. of Practice:

1 Instr. 2 GTAs: 0

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

Bachelor: 0 Masters: 1 Doctorate: 3

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 #250, Lawrence, KS 66045

(ADDRESS)

785-864-4904

(TELEPHONE)

TITLE OF MINOR:

Forensic Science 26.1201

(Title and CIP)

12-20-24
(Date Submitted)



(Signature of Vice-President/or Provost)

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS

Kansas Board of Regents

Submitted by KU School of Professional
 Studies **College of Minor:** School of
 Professional Studies **Department of Minor:**
 Professional Studies

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:

Grounded in biological sciences, (genetics, microbiology, cell biology and biochemistry), this minor focuses on providing the required and recommended coursework for students planning to enter a career in forensic science and crime scene investigation laboratory work.

This minor will also be one of three minors the School of Professional Studies is proposing to accompany other curricular changes in the biotechnology degree program. While the minor is expected to primarily serve students seeking a bachelor's degree in biotechnology, it will also be available to students outside that degree program.

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

Course Type	Course Name & Number	Credit Hours
Core Courses	BTEC 430 Evidence Handling and Testimony in the Courts	3
	BTEC 520 Forensic Techniques I	3
	BTEC 530 Forensic Techniques II	3
	CRIM 300 Introduction to Criminal Justice	3
	CRIM 355 Crime Scene Investigation	3
Elective Courses	Choose 2 of the following	6
	BSCI 351 Genetics Laboratory 3 credits	
	BSCI 400 Microbiology 3 credits	
	BSCI 401 Microbiology Laboratory 3 credits	
	BSCI 430 Molecular Biology Laboratory 3 credits	
Total Semester Credit Hours		21

III. Faculty resources:

- A. Number of FTE Faculty who will teach in the new minor: #1.4
- B. Rank of Faculty (indicate number of faculty for each ranking):
 Prof. of Practice: 1 Assoc. Teaching Prof.: 1 Asst. Prof. of
 Practice: 1 Instr.: 1 GTAs: 0
- C. Preparation of Faculty (indicate number of faculty for each degree level): Bachelor: 0 Masters: 0 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 #250, Lawrence, KS 66045

(ADDRESS)

785-864-4904

(TELEPHONE)

TITLE OF MINOR:

Statistics 27.0501

(Title and CIP)

12-20-24
(Date Submitted)



(Signature of Vice-President/or Provost)

PROPOSAL FOR MINOR WHERE NO BOARD-APPROVED DEGREE PROGRAM EXISTS**Kansas Board of Regents****Submitted by:** University of Kansas**College of Minor:** College of Liberal Arts & Sciences**Department of Minor:** Mathematics

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 in Statistics is aimed at students who desire to obtain rigorous training in Statistics to pursue careers that heavily utilize Statistics, or who are interested in continuing into graduate level studies of Statistics and its applications. As collecting and analyzing data is ubiquitous in just about every human activity, statisticians can find employment in many areas of finance and corporate banking, data analytics and data science, medicine, actuarial science, insurance and business analytics, geological and atmospheric sciences, government, etc. This Statistics Minor will allow students to focus on the areas of statistics that they find most relevant and interesting since one elective is allowed from outside the Department of Mathematics.

The Minor in Mathematical Statistics is designed to complement KU's proposed B.S. in Statistics, and is hence designed as a multidisciplinary undergraduate program that will provide students with a solid mathematical foundation in statistical sciences. It offers a variety of specialized mathematical statistics courses and the opportunity to learn about important applications of statistics from other natural science, social science, business, and engineering departments.

Through this training students will build a firm foundation in the theory, methodology and applications of statistics. Students in the Statistics minor are required to first take Calculus courses. Students are then able to take advanced level, specialized Statistics courses from the Department of Mathematics, and they may also use at most one Statistics course from another department to count towards their minor requirements.

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

Course Type	Course Name & Number	Credit Hours
Core Courses	MATH 127 Calculus III or MATH 147 Calculus III, Honors	4
	MATH 290 Elementary Linear Algebra	2
Elective Courses	Student must choose 12 credit hours from the list below. Most courses on this list have as prerequisites a calculus-based statistics course (MATH 526 , MATH 628 , or equivalent).	12
	MATH 582 Computational Data Science	
	MATH 605 Applied Regression Analysis	
	MATH 611 Time Series Analysis	
	MATH 624 Discrete Probability	
	MATH 627 Probability or MATH 727 Probability Theory	
	MATH 628 Mathematical Theory of Statistics or MATH 728 Statistical Theory	
	MATH 630 Actuarial Mathematics	
	MATH 690 Capstone in Statistics	
	MATH 717 Nonparametric Statistics	
	MATH 750 Stochastic Adaptive Control	
	A maximum of one course from list below:	
	AE 768 Orbit Determination	
	BIOL 370 Introduction to Biostatistics	
	BSAN 415 Data Analysis and Forecasting	
	BSAN 450 Data Mining and Predictive Analytics	
	CE 711 Probabilistic Design and Reliability	
	CE 760 Stochastic Hydrology	
	ECON 526 Introduction to Econometrics	
	ECON 715 Elementary Econometrics	
	ECON 716 Econometric Forecasting	
	EECS 563 Introduction to Communication Networks	
	EECS 658 Introduction to Machine Learning	
	EECS 769 Information Theory	

	EPSY 710 Introduction to Statistical Analysis	
	GEOG 716 Advanced Geostatistics	
	GEOL 504 Inverse Problems for Geoscientists	
	ME 788 Optimal Estimation	
	PHSX 615/EPHX 615 Numerical & Computational Methods in Physics	
	PHSX 616/EPHX 616 Physical Measurements	
	PHSX 671/EPHX 671 Thermal Physics	
	PSYC 500 Intermediate Statistics in Psychological Research	
	PSYC 599 Data III: Data Management	
	PSYC 612 Data IV: Introduction to Machine and Statistical Learning	
	PSYC 699/POLS 699 Community Data Lab	
Total Semester Credit Hours		18

III. Faculty resources:

A. Number of FTE Faculty who will teach in the new minor: 12

B. Rank of Faculty (indicate number of faculty for each

ranking): Professor: 7 Assoc. Professor: 4


Asst. Professor: 1

Instr.: 0 GTAs: 0

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

level): Bachelor: 0 Masters: 0 Doctorate: 4

TO: Rusty Monhollon, Vice President for Academic Affairs
Kansas Board of Regents

FROM: Barbara A. Bichelmeier 
Provost & Executive Vice Chancellor

DATE: December 20, 2024

RE: Request Approval for Changes

KU is requesting to change the name of the following degree and department, effective Fall 2025.

1. Professional Science Masters (PSM) in Applied Science
College of Liberal Arts & Sciences/Department of Liberal Arts & Sciences

a. Degree Name Change

The College seeks to change the name of this degree to the PSM in Environmental Assessment. The current PSM degree offers a concentration in environmental assessment. Since 2015, the environmental assessment concentration has consistently enrolled at least 25 students annually. The name change better aligns with workforce expectations, would allow for more focused program marketing, and enable greater career advancement of graduates. Upon approval of this name change the environmental assessment concentration would be discontinued once current students are taught-out.

The PSM degree also had a concentration in environmental geology that is no longer accepting enrollments and current students are being taught out. In December 2024, KBOR approved the PSM in Environmental Geology and new enrolls are being directed to that degree.

b. Move Degree to Different Department & Change CIP Code

With a name change from Applied Science to Environmental Assessment, the degree is better aligned with the Environmental Studies Program which houses undergraduate programs in environmental studies and a graduate certificate in environmental assessment. To ensure student credit hours and faculty workloads are appropriately associated with the department offering the majority of the coursework, the College proposes to move the renamed degree from Liberal Arts & Sciences to the Environmental Studies Program.

With the degree name change and departmental move, it is appropriate to change the CIP Code from [52.0210](#) (Research & Development) to [03.0103](#) (Environmental Studies) to match the CIP code of other programs in the Environmental Studies program.

2. Change Name of Clinical Child Psychology Program in the College of Liberal Arts & Sciences

Last year, KBOR approved a new department in the College, the *Clinical Child Psychology Program* (CCCP). The department houses the MA and PhD in Clinical Child Psychology which was previously located in the Psychology Department. Given CCCP's departmental status, the unit

received internal approval for tenure/tenure-track faculty to be assigned to the department. In order to recognize these significant changes, the College requests the Program be renamed to the *Department of Clinical Child Psychology*.

ACADEMIC AFFAIRS



MEMORANDUM

TO: Dr. Rusty Monhollon, Vice President for Academic Affairs - KBOR

FROM: Dr. Shirley Lefever, Executive Vice President and Provost *SL*

DATE: December 17, 2024

SUBJECT: Degree Title Changes: B.A. in Exercise Science to B.S. in Exercise Science, M.Ed. in Exercise Science to M.S. in Exercise Science

The purpose of this memorandum is to request degree title changes for our Exercise Science programs and to briefly discuss the rationale. The proposed degree title changes are:

- Bachelor of Arts in Exercise Science to Bachelor of Science in Exercise Science
- Master of Education in Exercise Science to Master of Science in Exercise Science

No additional resources are needed because of these changes.

Rationale:

B.A. in Exercise Science to B.S. in Exercise Science

The bachelor's program in exercise science at Wichita State University is a science-oriented program that is considered a STEM program by the U.S. Department of Homeland Security (DHS). Students in this program are developing a fundamental understanding of how the body functions and respond whether it be in a state of rest, functional movement or during exercise. Students are further exploring how this understanding applies to the young and old, those of health or impacted by disease, and persons of ability or imposed with a disability.

Students in the program are required to complete courses consisting of algebra, biology, trigonometry, introduction to exercise science, anatomy and physiology, design, and innovation thinking, physics I, sport nutrition, administration in exercise science, kinesiology, prescription of exercise, chemistry I, biomechanics of human movement, experiential practicum in exercise science, exercise physiology, seminar in strength training and conditioning, statistics, and internship in exercise science, in addition to the required general education curriculum.

Additionally, more than 80% of the students enrolled in the program are pursuing graduate programs and professional degrees in physical therapy, cardiac rehabilitation, nuclear physiology, medicine, athletic training, chiropractic, and clinical exercise physiology to list a few. Applicants pursuing such programs are required to complete additional prerequisite courses in physics II, chemistry II, biochemistry, advanced anatomy and physiology, biology II, and other science-oriented courses. The bachelor's in exercise science program is intentionally structured to accommodate these additional prerequisites and still fall within the Kansas Board of Regent's 120-hour credit policy.

According to the DHS, the field of "Exercise Physiology and Kinesiology", which they include under the category of Biological Sciences, is a STEM field and is defined under CIP Code 26.0908 as "a program that focuses on the

scientific study of the physiological processes involved in physical or motor activity, including sensorimotor interactions, response mechanisms, and the effects of injury, disease, and disability. It includes instruction in muscular and skeletal anatomy; molecular and cellular basis of muscle contraction; fuel utilization; neurophysiology of motor mechanics; systemic physiological responses (respiration, blood flow, endocrine secretions, and others); fatigue and exhaustion; muscle and body training; physiology of specific exercises and activities; physiology of injury; and the effects of disabilities and disease.

Exercise science is another term for kinesiology (as well as exercise physiology) which is defined as the study of body movements. Due to the general unfamiliarity of the term 'kinesiology', many programs in the USA have moved away from the term and have adopted exercise science as the degree title while still retaining their status as STEM programs.

The request for a degree name change is more of a correction. The degree name change will more appropriately reflect the already science-heavy curriculum.

M.Ed. in Exercise Science to M.S. in Exercise Science

The master's program in exercise science at Wichita State University is a science-oriented program that is considered a STEM program by the U.S. Department of Homeland Security (DHS). Students in this program explore how the body functions during physical activity and exercise. It combines elements of biology, chemistry, physics, and mathematics to understand how the human body responds to exercise and physical activity.

Applicants to the program are required to complete prerequisite courses consisting of anatomy and physiology, chemistry, biomechanics, sport nutrition, and exercise physiology prior to admission. Courses taught in the program include advanced anatomy and physiology, exercise in health and disease, physical dimensions of aging, pathophysiology of cardiovascular disease, applied exercise physiology, strength and conditioning, sport injuries, exercise testing, body composition and weight management, physiological basis of athletic performance, and research methods.

According to the DHS, the field of "Exercise Physiology and Kinesiology", which they include under the category of Biological Sciences, is a STEM field and is defined under CIP Code 26.0908 as "a program that focuses on the scientific study of the physiological processes involved in physical or motor activity, including sensorimotor interactions, response mechanisms, and the effects of injury, disease, and disability. It includes instruction in muscular and skeletal anatomy; molecular and cellular basis of muscle contraction; fuel utilization; neurophysiology of motor mechanics; systemic physiological responses (respiration, blood flow, endocrine secretions, and others); fatigue and exhaustion; muscle and body training; physiology of specific exercises and activities; physiology of injury; and the effects of disabilities and disease."

Exercise science is another term for kinesiology (as well as exercise physiology) which is defined as the study of body movements. Due to the general unfamiliarity of the term 'kinesiology,' many programs in the USA have moved away from the term and have adopted exercise science as the degree title while still retaining their status as STEM programs.

If you have any additional questions, please feel free to contact me at your convenience.

UTAP – Unified Tuition Assistance Program: Proposal to Extend Faculty Tuition Assistance Programs Across Kansas Board of Regents Institutions

Presented by the KBOR Council of Faculty Senate Presidents

Introduction The Kansas Board of Regents (KBOR) oversees six state universities: Emporia State University (ESU), Fort Hays State University (FHSU), Kansas State University (KSU), Pittsburg State University (PSU), Wichita State University (WSU), and the University of Kansas (KU) / KU Medical Center (KUMC). Each institution currently offers a tuition assistance program to their faculty and staff, providing opportunities for professional and academic development. However, these programs are inconsistent across the institutions. With the majority limiting eligibility to the courses and degree programs offered by the employing institution. This proposal seeks to extend tuition assistance eligibility to include courses and degree programs from any of the KBOR universities, fostering greater collaboration and maximizing the benefits of the tuition assistance program.

Rationale

1. **Enhanced Educational Opportunities:** Expanding eligibility would allow faculty and staff to access a broader range of courses and degree programs, enabling them to pursue academic interests or professional development opportunities not offered at their home institution.
2. **Increased Collaboration and Knowledge Sharing:** Allowing faculty and staff to engage with peers across institutions would promote cross-university collaboration, strengthening the academic community within the KBOR system.
3. **Workforce Development:** Access to diverse educational offerings can help faculty and staff enhance their skills, contributing to more effective teaching, research, and administration across all institutions.
4. **Retention and Recruitment:** A more flexible tuition assistance program would serve as a significant incentive for attracting and retaining talented professionals within the KBOR system.
5. **Opportunity to Lead in Higher Education Innovation:** By adopting this policy, KBOR has the unique opportunity to set a national example in higher education. While many institutions and states offer inter-institutional tuition exchange programs for students, few have implemented such initiatives for faculty and staff. This would position Kansas as a leader in fostering professional development and institutional collaboration, elevating the reputation of the KBOR system and its universities.
6. **Alignment with Broader Educational and Economic Goals:** This program supports KBOR's commitment to improving statewide educational outcomes and advancing economic development. By providing faculty and staff access to a wider range of academic programs, the initiative fosters continuous professional growth, leading to enhanced educational quality across institutions. Furthermore, a highly educated workforce is a critical driver of economic growth. Faculty and staff who develop new skills or earn advanced degrees can contribute more effectively to research, innovation, and student success, aligning with Kansas' economic goals of building a competitive and thriving workforce.

7. **Building on KBOR's State-Wide General Education Initiative:** The proposed tuition assistance program aligns with the principles of KBOR's state-wide general education initiative, which facilitates seamless credit transfer across Kansas public institutions. This initiative underscores KBOR's dedication to reducing barriers to education and enhancing academic mobility. Extending this philosophy to faculty and staff development ensures that KBOR continues to lead in creating equitable and innovative educational frameworks that benefit the entire academic community.

Relevant Examples Several other academic systems provide examples of collaborative tuition programs that support cross-institutional enrollment:

1. **Council of Independent Colleges Tuition Exchange Program (CIC-TEP):** This program connects over 440 member colleges and universities, offering tuition-free enrollment to full-time employees and their family members across participating institutions. CIC-TEP demonstrates how institutions can collaborate to provide expansive educational opportunities for their employees.¹
2. **University of Missouri System:** The University of Missouri System enables eligible employees to receive a 75% tuition waiver on courses across any of its campuses. This system-wide benefit facilitates professional development and education for employees without being limited to their home institution.
3. **Big Ten Academic Alliance:** Some institutions within the Big Ten Academic Alliance provide tuition assistance programs for employees that include cross-institutional enrollment provisions. For instance, the University of Nebraska-Lincoln offers an Employee Scholarship Program, allowing employees to take courses at other campuses in the alliance under specific conditions.
4. **University of Kansas – Third Party Tuition Assistance:** This program allows employees to receive tuition assistance for courses at third-party institutions, contingent upon course completion and submission of required documentation. It demonstrates an effective framework for ensuring accountability and facilitating professional growth.

These examples highlight successful models of inter-institutional collaboration in tuition assistance, reinforcing the feasibility and potential benefits of a similar initiative within the KBOR system.

Proposed Policy Changes

1. **Eligibility:** Faculty and staff employed by any of the six KBOR universities would be eligible to apply their tuition assistance benefits from their employing university to courses and degree programs offered at of the KBOR universities.
2. **Cost-Sharing Model:** Tuition costs for cross-university courses and degree programs could be shared between the employing institution and the institution offering the program, based on an agreed-upon framework.

¹ Fourteen (14) participating institutions in the State of Kansas: Baker University (Baldwin City, KS), Benedictine College (Atchinson, KS), Bethany College (Lindsborg, KS), Bethel College (North Newton, KS), Friends University (Wichita, KS), Kansas Wesleyan University (Salina, KS), McPherson College (McPherson, KS), MidAmerica Nazarene University (Olathe, KS), Newman University (Wichita, KS), Ottawa University (Ottawa, KS), Southwestern College (Winfield, KS), Sterling College (Sterling, KS), Tabor College (Hillsboro, KS), University of Saint Mary (Leavenworth, KS)

3. **Administrative Collaboration:** Universities would collaborate to create a streamlined application and approval process, ensuring that faculty and staff can easily enroll in courses and degree programs across institutions.
4. **Credit Transfer and Program Compatibility:** Efforts would be made to ensure that credits earned under the expanded tuition assistance program are fully transferable and applicable to degree or certificate programs within the KBOR system.

Implementation Plan

1. **Stakeholder Engagement:** Consult with university presidents, chief academic officers, faculty and staff representatives, academic units, and financial aid offices to refine the proposal and address potential concerns.
2. **Policy Framework Development:** Work with KBOR administrators to establish a formal policy and cost-sharing agreements between institutions.
3. **Pilot Program:** Launch a pilot program allowing cross-institution tuition assistance for a limited number of participants, gathering data to assess feasibility, participation rates, and outcomes.
4. **Full Implementation:** Based on pilot results, implement the expanded tuition assistance program across all six KBOR universities.

Anticipated Benefits

- **Broader Access to Specialized Courses and Degree Programs:** Faculty and staff can benefit from unique programs and courses not available at their home institution.
- **Professional Growth:** Improved access to academic resources will enhance professional development opportunities.
- **Strengthened Institutional Collaboration:** Fostering inter-university connections will enrich the academic environment across the KBOR system.
- **Increased Equity:** Faculty and staff at smaller universities will have the same access to diverse educational opportunities as those at larger institutions.
- **National Recognition:** KBOR can establish itself as a trailblazer in faculty and staff development by implementing a forward-thinking and collaborative tuition assistance program.

Conclusion Expanding the tuition assistance program to encompass all degree programs at KBOR universities represents a forward-thinking approach to professional development, collaboration, and workforce enhancement. By leveraging the collective strengths of our state institutions, we can better support the academic and professional aspirations of faculty and staff while strengthening the KBOR system as a whole.

We respectfully request the support of the KBOR Council of Presidents & Council of Chief Academic Officers before submitting the proposal to the Kansas Board of Regents to review and approve, thus enhancing the tuition assistance program for the benefit of all faculty and staff within the KBOR system.

Links to tuition assistance program documents by university:

KU	https://policy.ku.edu/human-resources/tuition-assistance-policy
KSU	https://www.k-state.edu/policies/ppm/4800/4870.html
WSU	https://www.wichita.edu/about/policy/ch_03/ch3_42.php
FHSU	https://www.fhsu.edu/policies/pdf/9-2024-tuition-assistance-policy.pdf
ESU	https://drive.google.com/file/d/1AoS0COn4tElgn9abWKZcA_zipOnq1_wt/view
PSU	https://www.pittstate.edu/hr/benefits/employee-tuition-assistance-program.html https://www.pittstate.edu/office/provost/_files/documents/knea-documents/psu-knea-agreement-2023-2025-final.pdf
KUMC	https://www.kumc.edu/academic-and-student-affairs/departments/registrars-office/tuition-and-fees/staff-and-staff-dependent-rates.html