

Alabama Commission on Higher Education

RSA Union Building,
100 North Union Street, Room 782
Montgomery, Alabama 36104
Office: 334-242-1998
Fax: 334-242-2269
Website: www.ache.edu

COMMISSION MEETING VIA VIDEO/TELECONFERENCE

Zoom Meeting

<https://zoom.us/j/2568545915>

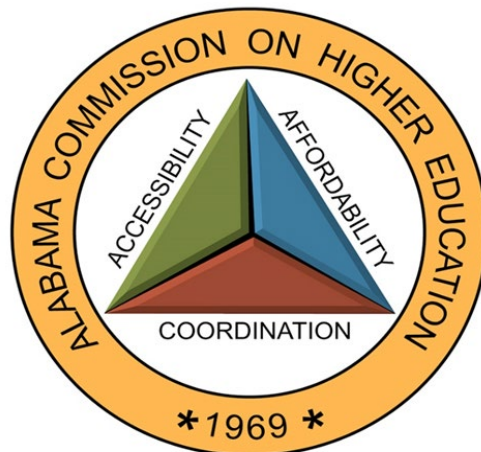
Meeting ID: 256 854 5915#

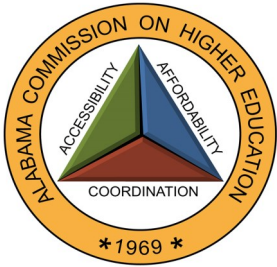
One tap mobile

Dial: 1-312-626-6799 Enter Meeting ID followed by (#) key

Dial: 1-929-205-6099 Enter Meeting ID followed by (#) key

June 12, 2020
10:00 a.m.





AGENDA

ALABAMA COMMISSION ON HIGHER EDUCATION

Commission Meeting via Video/Teleconference Zoom Meeting

<https://zoom.us/j/2568545915>
Meeting ID: 256 854 5915#

**June 12, 2020
10:00 a.m.**

- I. Call to Order / Prayer / Pledge of Allegiance
- II. Roll Call of Members and Determination of Quorum
- III. Approval of Agenda
- IV. Consideration of Minutes of March 13, 2020 1
- V. Chairman’s Report
Commissioner Charles Sanders
 - Appoint nominating committee
- VI. Executive Director’s Report
Dr. Jim Purcell
 - State Higher Education Finance Report
- VII. Discussion Items
 - Legislative Updates– *Staff Presenter: Ms. Margaret Gunter*
 - Higher Education Post-Pandemic- *Staff Presenter : Dr. Jim Purcell / Dr. Robin McGill*
- VIII. Decision Items
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C. Adjournment

ALABAMA COMMISSION ON HIGHER EDUCATION

**MINUTES OF MEETING
March 13, 2020**

I. Call to Order

The Alabama Commission on Higher Education met in regular session on Friday, March 13, 2020 in the Public Service Commission Hearing Room, RSA Union Building, Montgomery, Alabama. Commissioner Sanders called the meeting to order at 10:00 a.m.

II. Roll Call of Members and Determination of Quorum

Dr. Purcell called the roll and affirmed there was a quorum of members present.

Commission Members present: Charles Sanders, Charles Buntin, Stan Pylant, Karen Calametti, Amy Price, Timothy Gyan, Patricia McGriff, Larry Turner, and Stan Nelson.

Commission Members absent: Norman Crow, Rod Scott, and Miranda Bouldin-Frost.

III. Approval of Agenda

RESOLVED: Commissioner Buntin moved to adopt the published agenda for the March 13, 2020 meeting. Commissioner Price seconded. The agenda was approved.

IV. Consideration of Minutes of December 6, 2019.

RESOLVED: Commissioner Calametti moved for approval of the December 6, 2019 minutes. Commissioner Price seconded. Motion carried. The minutes were approved.

V. Chairman's Report

Commissioner Sanders welcomed Dr. Philip Way, President of Athens State University, and other guests.

VI. Executive Director's Report

Dr. Purcell reported on the following:

- Employment Outcomes Report
- National Student Clearinghouse graduation rate

A copy of the power point presentation on these topics can be found on the ACHE website at www.ache.edu.

VII. Discussion Items

• **Legislative Updates**

Mrs. Margaret Gunter gave an overview of Alabama's current legislative session.

VIII. Decision Items

A. Forever Wild Appointment of Board Member

Staff Presenter: Mrs. Margaret Gunter

Mrs. Margaret Gunter presented the staff recommendation to the Commission with a recommendation for Dr. James B. McClintock of the University of Alabama at Birmingham to be appointed to the Forever Wild Board.

RESOLVED: Commissioner Calametti moved to accept the appointment. Commissioner Buntin seconded. Motion carried.

B. Academic Programs

1. Athens State University: Change of Instructional Role

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Pylant moved to accept the staff recommendation for approval. Commissioner McGriff seconded. Motion carried.

2. Jacksonville State University Bachelor of Arts in Film (CIP 50.0602)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Calametti moved to accept the staff recommendation for approval. Commissioner McGriff seconded. Motion carried.

3. University of Alabama at Birmingham a. Bachelor of Science in Cancer Biology (CIP 26.0911)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Price moved to accept the staff recommendation for approval. Commissioner Calametti seconded. Motion carried.

b. Bachelor of Science in Entrepreneurship (CIP 52.0701)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Pylant moved to accept the staff recommendation for approval. Commissioner Buntin seconded. Motion carried.

4. University of North Alabama a. Master of Science in Applied Manufacturing Engineering (CIP 14.3601)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Turner moved to accept the staff recommendation for approval. Commissioner Pylant seconded. Motion carried.

b. Master of Social Work in Social Work (CIP 44.0701)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Price moved to accept the staff recommendation for approval. Commissioner Calametti seconded. Motion carried.

c. Doctor of Philosophy in Exercise Science and Health Promotion (CIP 31.0505)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Calametti moved to accept the staff recommendation for approval. Commissioner Buntin seconded. Motion carried.

5. University of West Alabama
Doctor of Business Administration in Rural Business (CIP 52.0299)

Dr. Robin McGill presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Turner moved to accept the staff recommendation for approval. Commissioner Gyan seconded. Motion carried.

6. Lawson State Community College
Associate in Applied Science and Certificate in Radiology Technology (CIP 51.0911)

Ms. Margaret Pearson presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Price moved to accept the staff recommendation for approval. Commissioner Buntin seconded. Motion carried.

7. Request to Amend Post-Implementation Conditions
Alabama A&M University, Bachelor of Science in Entrepreneurship (CIP 52.0701)

Ms. Margaret Pearson presented the staff recommendation to the Commission with a recommendation for approval.

RESOLVED: Commissioner Pylant moved to accept the staff recommendation for approval. Commissioner Buntin seconded. Motion carried.

C. Information Items

RESOLVED: Commissioner Buntin moved that the Commission accept Information Items 1 through 7 for approval. Commissioner Price seconded. Motion carried.

1. Auburn University at Montgomery- New Exempt Off-Campus Site: Lee High School (Huntsville City Schools), Huntsville, AL
2. Implementation of Non-Degree Programs at Senior Institutions
3. Changes to the Academic Program Inventory
4. Implementation of New Short-Term Certificate Programs (Less than 30 Semester Hours)
5. Extensions/Alterations to Existing Programs of Instruction
6. Change in the Name and Establishment of Centers and Departments
7. Summary of Post-Implementation Reports

D. Adjournment

The meeting was adjourned at 10:50 a.m. The next meeting of the Commission is scheduled for June 12, 2020.

Charles Sanders, Chairman

Sworn to and subscribed before
me this the ____ day of _____
2020.

James E. Purcell, Executive Director

Notary Public

DECISION ITEM A-1a: Athens State University, Bachelor of Science in Advanced Manufacturing Management (CIP 52.0205)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Bachelor of Science in Advanced Manufacturing Management.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 20.5, based on the proposal.
2. That the annual average number of graduates for the period 2022-23 through 2026-27 (five-year average) will be at least 7.5, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

Athens State University (ATSU) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The proposed program will provide a clear pathway for

associate's-level graduates of the Federation for Advanced Manufacturing Education (FAME) program or other comparable AAS programs to pursue bachelor's degrees and advance their careers to the management level.

2. The proposed program grows out of ATSU's strengths in Operations Management, Management of Technology, and Global Logistics and Supply Chain Management and builds upon an existing minor in Advanced Manufacturing Management.
3. The proposal includes letters of support from manufacturing employers in ATSU's service area who offer tuition assistance and career development programs to employees who are looking to advance their professional careers in manufacturing management.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. Athens State University program proposal, received March 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: Athens State University								
PROGRAM: Bachelor of Science in Advanced Manufacturing Management (CIP 52.0205)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	11,311	11,311	11,311	11,311	11,311	11,311	11,311	79,177
LIBRARY	0	0	0	0	0	0	0	0
FACILITIES	0	0	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0	0	0
STAFF	0	0	0	0	0	0	0	0
ASSISTANTSHIPS	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	11,311	11,311	11,311	11,311	11,311	11,311	11,311	79,177
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	0	0	0	0	0	0	0	0
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	79,856	79,856	114,576	163,184	211,792	274,288	336,784	1,260,336
TOTAL	79,856	79,856	114,576	163,184	211,792	274,288	336,784	1,260,336
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL TIME HEADCOUNT	Year 1 - No data reporting required	6	8	12	15	20	24	14.15
PART TIME HEADCOUNT	Year 1 - No data reporting required	11	17	23	31	39	49	28.30
TOTAL HEADCOUNT	Year 1 - No data reporting required	17	25	35	46	59	73	42.44
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	11	13	17	22	27	33	20.5
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	0	2	4	7	12	18	8.60

Attachment 2

Summary of Background Information

Bachelor of Science in Advanced Manufacturing Management
Athens State University

Role: The proposed program is within the instructional role recognized by the Commission for Athens State University (ATSU).

Program Description: The proposed program provides an educational opportunity at the undergraduate level to address the growing local and regional demand for manufacturing management professionals with knowledge, skills, and abilities related to advanced manufacturing technologies and associated business processes. Consistent with Athens State University's mission of serving the educational needs of mostly community college students through quality and affordable programs of study, the Bachelor of Science degree in Advanced Manufacturing Management is specifically designed to attract those students with advanced manufacturing technology exposure who desire managerial advancement opportunities in manufacturing operations. Specifically, the BS in Advanced Manufacturing Management program will provide a bachelor's degree option and thus production management advancement opportunities to those students who have completed any of Calhoun Community College's AAS programs in advanced manufacturing technologies, including its Federation for Advanced Manufacturing Education (FAME) program, as well as similar programs at other community colleges. It is also designed to provide the growing Tennessee Valley manufacturing sector with local talent skilled in both advanced manufacturing technology and strategic manufacturing leadership.

Student Learning Outcomes: Based on the student learning outcomes identified by faculty, and upon program completion, graduates of the BS in Advanced Manufacturing Management will:

- Have comprehensive knowledge of accounting and finance, operations management and leadership, supply chain management, and business technologies required to effectively lead manufacturing operations.
- Effectively use analytical, critical thinking, and decision-making skills to optimize product flow, productivity, quality, and financial performance.
- Effectively use technology to manage production processes and synchronize operations.
- Demonstrate an understanding of the role that advanced manufacturing plays in the re-design of global supply chain operations.
- Effectively communicate, both orally and in writing, in the manufacturing management role.

Administration: The program will be administered by the College of Business, Dr. Kim LaFevor, Dean; and the Department of Management, Dr. Jim Kerner, Chair.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the College and University Chief Academic Officers (CUCAO). There were no objections to the NISP or the program proposal.

Public Review: The program was posted on the Commission's website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Similar Programs: No other programs are listed at CIP 52.0205 in the Academic Program Inventory. Jacksonville State University has a related program listed at CIP 15.0613 (BS in Applied Manufacturing Engineering), though its emphasis is more on engineering competencies than on management.

Relationship to Existing Offerings: ATSU's College of Business currently offers a minor in Advanced Manufacturing Management, available to all majors within the College of Business. The proposed program will build out the minor into a full degree program, and the minor will remain for interested students.

Collaboration: The ATSU Advanced Manufacturing program faculty will collaborate with the U.S. Army Combat Capabilities Development Command (DEVCOM) in the design and delivery of the lab component of AMM 302 Manufacturing Materials and Processes. The DEVCOM advanced manufacturing labs are available for lab exercises and demonstrations of manufacturing process technologies. Students may also access the Calhoun Community College Advanced Manufacturing labs, as well as other local manufacturing facilities.

Accreditation: The College of Business at ATSU is accredited by the Accreditation Council for Business Schools and Programs (ACBSP) and the Advanced Manufacturing Management degree program will be in full compliance with ACBSP standards. Further, the Advanced Manufacturing Management program may seek accreditation by the Association of Technology, Management, and Applied Engineering (ATMAE) when eligible and has been configured to comply with ATMAE standards.

Admissions: The program has no special admission requirements.

Mode of Delivery: Distance learning technology will be utilized as the primary means of instruction for this program, with the exception of the experiential learning lab component of AMM 302 Manufacturing Materials and Process. The University requires that courses delivered through both distance learning and traditional instruction meet the same instructional quality standards. A total of 95 percent of the program will be offered online.

Curriculum: The following new courses will be added to the proposed program: AMM 301 History of Manufacturing/Industry 4.0; AMM 302 Manufacturing Materials and Processes; MG 392 Manufacturing Planning in Lean Production; AMM 400 Technologies of Industry 4.0; OHSM 300 Creating and Maintaining a Culture of Safety.

Program Completion Requirements:

Credit hours required in major courses:	57
Credit hours required in minor:	N/A
Credit hours required in support courses:	0
Credit hours in institutional general education or core curriculum:	62
Credit hours in required or free electives:	5
Credit hours for thesis or dissertation:	0
Total Credit hours:	124

General education requirements and pre-professional courses are completed at an accredited community college or institution of higher education, and students transfer to ATSU to complete the junior and senior years of the baccalaureate degree.

Industry Need: The proposed program will be of benefit to the state of Alabama to meet existing workforce needs, as well as prepare for future workforce demands as more employers rely on advanced technologies such as additive manufacturing, autonomous robotics, Internet of Things (IoT), and artificial intelligence. Prior to the public health crisis, North Alabama experienced record growth and revitalization within its manufacturing sector, which included both the construction of new state-of-the-art manufacturing facilities and the re-tooling of existing facilities for this same purpose. Specifically, North Alabama has benefitted from capital investments of \$6.7B during the last 5 years, 14,000 new jobs, and record low unemployment. It is expected that workforce demand in advanced manufacturing will resume its upward trajectory as the economy recovers.

Athens State University is strategically located to serve such industries as the new Mazda/Toyota production facility in Limestone County and its Tier 1 suppliers, as well as Carpenter Technology, BoCar Industries, United Launch Alliance (ULA), Polaris, GE Aviation, Steelcase, and many others in the North Alabama area. Through its online delivery, the program will also provide a continuing

education option for students outside the local area and in the military, who are interested in gaining management expertise in advanced manufacturing.

Student Demand: ATSU's Advanced Manufacturing Management program is designed to build upon the practical experience gained through previous training in advanced manufacturing technologies, such as through the FAME or AAS program (or through practical experience gained in previous employment).

To determine projected enrollment in the BS Advanced Manufacturing Management program, data was collected from Calhoun Community College (the primary feeder program for the proposed program), IPEDS, Burning Glass, and Athens State's retention data. No prospective students were surveyed for this effort. In the first year, ATSU is anticipating an enrollment of 3 full-time students, and 6 part-time students. These figures are based on a projected full-time enrollment of 10 percent of graduates from the Calhoun Community College Advanced Manufacturing program, along with projected recruitment of additional students currently employed in the industry. At present, 166 students are enrolled in Calhoun CC's Advanced Manufacturing Program (Source: Calhoun CC Office of Planning, Research, and Grants "Just the Facts"), with 27 graduates annually (Source: IPEDS Completions (33 in 2017 – 2018; 21 in 2016 – 2017)).

Resources:

Faculty:

Current Primary Faculty—

Full-time: 6

Part-time: 2

Support Faculty—

Full-time: 7

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 2

Support Faculty—

Full-time: 0

Part-time: 0

Current qualified faculty will be utilized to teach in the program for both discipline specific and common professional course curricula. Two part-time adjuncts may be hired to augment the teaching schedule based on enrollment. The courses will be taught by qualified full-time faculty or qualified adjunct faculty, based on need. Faculty needs will be regularly assessed and additional faculty may be hired based upon a business case analysis, enrollment growth, and long-term stability of qualified faculty and attrition.

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Facilities: There will be no need for new facilities.

Library: Athens State University has adequate resources for an undergraduate program in Advanced Manufacturing Management. The Library's journal holdings are smaller than those of Indiana State University but larger than those of Central Connecticut University, both of which offer ATMAE accredited undergraduate majors in Manufacturing Management or Advanced Manufacturing Management.

Program Budget: The proposal projected that a total of \$79,177 in estimated new funds will be required to support the proposed program over seven years. A projected total of \$1,260,336 in new funds will be available through tuition.

Attachment 3

Curriculum
 Bachelor of Science in
 Advanced Manufacturing Management

Course Number and Title	Number of Credit Hours	* If New Course
General Education Requirements (Course Numbers and Titles included in the STARS agreement)	41	
Written Composition	6	
Humanities and Fine Arts	12	
Natural Sciences and Mathematics	11	
History, Social, and Behavioral Sciences	12	
Pre-Professional Courses	21	
Principles of Accounting I (BUS 241/242 or AC 305/306)	6	
Business Statistics I (BUS 271 or GBA 305 or MTH 265)	3	
Business Statistics II (BUS 272 or GBA 306)	3	
Legal and Social Environment of Business (BUS 263 or GBA 311 or BUS 261)	3	
Microcomputer Applications (CIS 146 or GBA 301)	3	
Elective	3	
Major Courses	57	
UNV 300 Pathways to Success	3	
MG 320 Organizational Communication	3	
MG 302 Management Information Systems	3	
MG 346 Principles and Management and Leadership	3	
AMM 301 History of Manufacturing / Industry 4.0	3	*
MG 350 Financial Management	3	
MK 331 Marketing Principles	3	
MG 349 Human Resources Management	3	
MG 390 Operations Management	3	
MG 352 International Business OR EC 320 International Economics and Trade	3	
LSM 330 Logistics and Supply Chain Management in the Global Environment	3	
AMM 302 Manufacturing Materials and Processes	3	*
MG 392 Manufacturing Planning in Lean Production	3	*
AMM 400 Technologies of Industry 4.0	3	*
MG 417 Management of Change OR MG 418 Management of Technology	3	

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MG 421 Lean Six Sigma White Belt	3	
OHSM 300 Creating and Maintaining a Culture of Safety	3	*
MG 420 Business Policy	3	
MG 480 Senior Seminar	2	
UNV 400 Career Seminar	1	
Electives	Up to 11	
Elective (if needed)	3	
Elective (if needed)	3	
Elective (if needed: 3 SH)		
Elective (if needed: 2 SH)		
Total Hours at Athens State University		62 SH
TOTAL HOURS		124SH

DECISION ITEM A-1b: Athens State University, Bachelor of Science in Occupational Health and Safety Management (CIP 51.2206)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Bachelor of Science in Occupational Health and Safety Management.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 13.5, based on the proposal.
2. That the annual average number of graduates for the period 2022-23 through 2026-27 (five-year average) will be at least 7.5, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

Athens State University (ATSU) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. Numerous employment opportunities are available to baccalaureate-level graduates in the field of occupational health and safety management across multiple industries, including manufacturing. Such positions include Risk Manager, Safety Administrator, Safety Consultant, Safety Director, Safety Engineer, Safety Specialist, Safety Manager, Safety Manger, Compliance Officer, and similar positions.
2. The proposal includes letters of support from manufacturing employers in ATSU's service area who offer tuition assistance and career development programs to employees who are looking to advance their professional careers in occupational health and safety management.
3. The proposed program builds upon Athens State University's existing College of Business programs in Management of Technology and Human Resource Management, as well as in the College of Arts and Sciences BS program in Public Safety and Health Administration. The program will expand existing occupational health and safety coursework to a full undergraduate major.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. Athens State University program proposal, received March 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: Athens State University								
PROGRAM: Bachelor of Science -- Occupational Health and Safety Management (CIP 51.2206)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	96,234	96,234	96,234	96,234	96,234	96,234	96,234	673,638
LIBRARY	0	0	0	0	0	0	0	0
FACILITIES	0	0	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0	0	0
STAFF	0	0	0	0	0	0	0	0
ASSISTANTSHIPS	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	96,234	96,234	96,234	96,234	96,234	96,234	96,234	673,638
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	0	0	0	0	0	0	0	0
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	48,608	86,800	121,520	145,824	170,128	184,016	208,320	965,216
TOTAL	48,608	86,800	121,520	145,824	170,128	184,016	208,320	965,216
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL TIME HEADCOUNT	Year 1 - No data reporting required	7	10	12	14	15	17	12.58
PART TIME HEADCOUNT	Year 1 - No data reporting required	11	15	18	21	23	26	18.87
TOTAL HEADCOUNT	Year 1 - No data reporting required	18	25	30	35	39	43	31.45
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	11	12	13	14	15	16	13.5
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	0	2	4	7	11	15	7.8

Attachment 2

Summary of Background Information

Bachelor of Science in Occupational Health and Safety Management
Athens State University

Role: The proposed program is within the instructional role recognized by the Commission for Athens State University (ATSU).

Program Description: The proposed program is designed to address the growing local and regional demand for manufacturing management professionals with knowledge, skills, and abilities related to occupational health and safety management and associated business processes. Specifically, it will provide the growing Tennessee Valley manufacturing sector with local talent to support human resources and safety management, especially in the growing manufacturing sector. Students will learn what it means to protect property, productivity, people, and the environment with a management centric focus.

Consistent with Athens State University's mission of serving the educational needs of community college and transfer students through quality and affordable programs of study, the BS in Occupational Health and Safety Management is designed to attract those students who desire managerial advancement opportunities in occupational health and safety management.

Student Learning Outcomes: Upon program completion, graduates of the BS in Occupational Health and Safety Management will demonstrate the following:

- Have comprehensive knowledge of accounting and finance, management and leadership, human resources and team building, cultural competence and diversity, and marketing required to effectively lead occupational health and safety management operations for business and industry.
- Effectively use analytical, critical thinking, and decision-making skills to formulate and implement hazard prevention analysis and implement risk control countermeasures.
- Have comprehensive knowledge of research methodology, organization theory and operations to ensure the deployment of quality standards and compliance in occupational health and safety management.
- Demonstrate the ability to develop and drive activities with a focus on key business metrics, such as injury avoidance, regulatory compliance and countermeasures.
- Demonstrate the ability to develop communication systems with organizational leaders to lead workplace safety for operational effectiveness and create a best practices safety culture.
- Demonstrate an understanding of the legal and ethical issues associated with occupational health and safety management.
- Demonstrate the ability to develop occupational health and safety management policies and lead consistent administration of company policies and procedures.

Administration: The program will be administered by the College of Business, Dr. Kim LaFevor, Dean; and the Department of Management, Professor Gary Valcana, Chair.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the College and University Chief Academic Officers (CUCAO). There were no objections to the NISP or the program proposal.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Similar Programs: There are currently no other programs listed at CIP 51.2206 in the Academic Program Inventory. Jacksonville State University has a related program listed at CIP 15.0701 (BS in Occupational Safety and Health Management), but it focuses more on the applied engineering aspects of the discipline in comparison with ATSU's management focus. The University of North Alabama offers a program in Industrial Hygiene (CIP 40.9999), which focuses on addressing chemical and physical hazards in the workplace. In addition, the University of Alabama offers certificates in Health and Safety Management and in Construction Safety and Health under the title of Environmental and Industrial Programs.

Relationship to Existing Offerings: Athens State University's BS in HR Management includes curriculum that covers occupational health and safety as one of the essential functions of Human Resources. The newly proposed program BS in Occupational Health and Safety Management will provide greater focus on managing occupational health and safety functions. In the College of Arts and Sciences, an existing program in Public Safety and Health Administration complements the proposed degree plan, and two of its existing courses will be incorporated into the proposed program.

Collaboration: While the institution has not currently entered a collaborative agreement for the proposed degree program, future collaboration is desired with local and state institutions offering graduate programs in the proposed program area.

Accreditation: The College of Business at Athens State University is accredited by the Accreditation Council for Business Schools and Programs (ACBSP). While there is not one single certification related to this degree program, upon graduation students can sit for the Associate Safety Professional (ASP) Exam. Furthermore, after two years of qualifying experience, Occupational Health Safety Management graduates may be eligible to sit for the Certified Safety and Health Manager (CSHM) examination. After four years of qualified experience, graduates may be eligible to sit for the CSP (Certified Safety Professional) examination, which is accredited by the American Standards Institute and the National Council on Competency Assessment.

Admissions: The program has no special admission requirements.

Mode of Delivery: The proposed program is designed to meet the needs of both working and traditional students. Therefore, nearly all coursework will be offered online.

Curriculum: The following new courses will be added to the proposed program: OHSM 300 Creating and Maintaining a Culture of Safety (3hrs); OHSM 350 Risk Management and Security in the Workplace (3hrs); OHSM 373 Hazard Analysis and Regulatory Compliance (3hrs); OHSM 391 Ergonomics and Human Factors (3hrs); OHSM 405 Injury and Damage Incident Evaluation (3hrs); OHSM 422 Safety Training and Development (3hrs); and OHSM 474 Management and Integration of Safety Policies and Practices (3hrs).

Program Completion Requirements:

Credit hours required in major courses:	62
Credit hours required in minor:	N/A
Credit hours required in support courses:	0
Credit hours in institutional general education or core curriculum:	59
Credit hours in required or free electives:	3
Credit hours for thesis or dissertation:	0
Total Credit hours:	124

The proposed degree program will require a 100-hour internship which can be in the form of direct work experiences or approved experiential projects in field.

Industry Need: This program will be of benefit to the State of Alabama in the coming years as more employers begin operations in the North Alabama region and the need for qualified occupational health and safety management personnel will increase. Prior to the public health crisis, North Alabama

experienced record growth and revitalization within its manufacturing sector, and has benefitted from capital investments of \$6.7B during the last 5 years, 14,000 new jobs, and record low unemployment.

ATSU is strategically located to serve such industries as the new Mazda/Toyota production facility in Limestone County and its Tier 1 suppliers, as well as Carpenter Technology, BoCar Industries, United Launch Alliance (ULA), Polaris, GE Aviation, GE Appliances, and many others. This program will support manufacturing organizations with a pipeline of employees that possess sought-after leadership knowledge, skills, and abilities in occupational health and safety management. Projected employment growth for occupational health and safety personnel over the next 10 years is 9.4%.

An employer survey was conducted to additionally validate regional needs for this proposed program. Regional Directors from manufacturing, service, IT/Cyber, as well as other market segments whose companies range in size from 50 to 200+ employees participated in completing the survey. Feedback generated indicated the following:

- 50% of all respondents require college degrees in employment
- 50% of all respondents offer incentives for degree completion or continuing education
- 73% of all respondents indicated that their organization would benefit from a new program in Occupational Health and Safety Management

Student Demand: To determine projected enrollment in the BS in Occupational Health and Safety Management program, data was collected from Calhoun Community College (the primary feeder institution for the program), Drake State Community and Technical College, Snead State Community College, Motlow State Community College (TN), IPEDS, Burning Glass Technologies, and Athens State's own retention data.

Based on annual historical graduation rates from designated feeder schools, the following ACHE completions were identified:

- Calhoun Business Management: 33 in 2018, 20 in 2019 Source: ACHE Completions Summary Data
- Snead State Business Management: 16 in 2018, 15 in 2019 Source: ACHE Completions Summary Data
- Drake State Business Administration and Management: 12 in 2018, 9 in 2019 Source: ACHE Completions Summary Data
- Motlow State Community College (TN): 12 in 2017, 16 in 2018, 2019 data N/A. Source: IPEDS NCES Data Center Completions Report

Assuming a recruitment rate of 10% at each of these feeder programs, the BS in Occupational Health and Safety Management expects to enroll 4 full-time students and 6 part-time students in its first year, with a projected growth rate of 8% per year.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 6

Part-time: 2

Support Faculty—

Full-time: 7

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 1
Part-time: 0
Support Faculty—
Full-time: 0
Part-time: 0

Current qualified faculty will teach in the program for both discipline specific and common professional course curricula. One additional full-time faculty with a background in public health and specific credentials in Occupational Health and Safety Management will be hired to support this program.

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Facilities: There will be no need for new facilities.

Library: Athens State University has adequate resources for an undergraduate program in Occupational Health & Safety Management. Holdings include numerous related academic journals and databases. The two main specialized databases that provide access to occupational health and safety management journals at the Athens State University Library are Business Source Premier and ProQuest Business. The monographic holdings are strong in the subject areas of "industrial hygiene" and "industrial safety," including 193 titles, 93 of which are e-books. Of the 193 titles, 5.7% are 5 years old or less, and 35.8% are 10 years old or less.

Program Budget: The proposal projected that a total of **\$ 673,638** in estimated new funds will be required to support the proposed program. A projected total of **\$ 965,216** in new funds will be available through tuition.

Attachment 3

Curriculum

Bachelor of Science in
 Occupational Health and Safety Management

Course Number and Title	Number of Credit Hours	* If New Course
General Education Requirements	41 SH	
Written Composition	6	
Humanities/Fine Arts	12	
Mathematics and Natural Sciences	11	
History/Behavioral and Social Sciences	12	
Pre-Professional Courses	18 SH	
CIS 146 Microcomputer Applications or ITE 301 Problem Solving with Computers or GBA 301 Windows Applications for Business	3	
BUS 241 Principles of Accounting I or AC 305 Fundamentals of Accounting I	3	
BUS 242 Principles of Accounting II or AC 306 Fundamentals of Accounting II	3	
BUS 271 Business Statistics I or MTH 265 Elementary Statistics or GBA 305 Stat Methods of Business I	3	
BUS 272 Business Statistics II or GBA 306 Stat Methods of Business II	3	
BUS 263 Legal & Social Environment of Business or BUS 261 Business Law I or GBA 311 Legal Environment of Business	3	
Major Courses	62 SH	
UNV 300 Pathways to Success	3	
MG 320 Organizational Communication (<i>MUST be taken 1st semester</i>) or BUS 215 Business Communications (Students who do not complete MG 320 Organizational Communication at Athens State are required to take GBA 300 Business Research Skills, a 1-hour course designed to familiarize students with business information sources and library research skills.)	3	
MG 302 Management Information Systems (<i>should be taken 1st semester</i>)	3	
MG 346 Principles of Management and Leadership (<i>should be taken 1st semester</i>) or BUS 275 Principles of Management	3	
OHSM 300 Creating and Maintaining a Culture of Safety	3	*
OHSM 350 Risk Management and Security in the Workplace	3	*
MG 349 Human Resources Management or BUS 276 Human Resource Management	3	

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MG 350 Financial Management	3	
MK 331 Marketing Principles or BUS 285 Principles of Marketing	3	
OHSM 373 Hazard Analysis and Regulatory Compliance	3	*
OHSM 391 Ergonomics and Human Factors	3	*
MG 352 International Business or EC 320 International Economics and Trade	3	
MG 390 Operations Management	3	
OHSM 405 Injury and Damage Incident Evaluation	3	*
PSHA 448 Managing the Public Safety and Health Emergency	3	
PSHA 451 Environmental Health and Regulation	3	
OHSM 422 Safety Training and Development	3	*
MG 420 Business Policy (<i>Capstone course: A final average of at least 70% must be achieved. Course should be taken final semester.</i>)	3	
MG 480 Seminar in Business (<i>Senior seminar: A final average of at least 70% must be achieved. Course should be taken final semester.</i>)	2	
MG462 Internship in Management	2	
OHSM 474 Management and Integration of Safety Policies and Practices	3	*
UNV400 Career Seminar	1	
General Electives	3	
Total hours at Athens State University	65 SH	
	124SH	TOTAL HOURS

DECISION ITEM A-2a: Auburn University, Master of Science in Hospitality Management (CIP 52.0901)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Hospitality Management.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 4, based on the proposal.
2. That the annual average number of graduates for the period 2021-22 through 2026-27 (six-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That over the same period (2021-22 through 2026-27), the average annual number of graduates from the existing MS program in Nutrition (CIP 30.1901) will continue to meet the adopted graduation requirements for master's programs as stated in the Code of Alabama 16-5-8 (2).
4. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The Auburn University (AU) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. Auburn already delivers a master's-level program in Hotel and Restaurant Management as an option within its MS in Nutrition (CIP 30.1901). The proposed program would replace this option with a stand-alone program and would not require any curricular changes or additional resources to deliver.
2. The proposed stand-alone MS program is one of only two programs in the State of Alabama, and one of a few such programs in the nation. The online format enables increased access to interested prospective US students, located in the US or around the world.
3. The Advisory Board of the Hospitality Management Program at Auburn University and its industry partners solidly support the establishment of the independent graduate programs in Hospitality Management.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. Auburn University program proposal, received February 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION:								
Auburn University								
PROGRAM:								
Hospitality Management, MS (CIP 52.0901)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LIBRARY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FACILITIES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
STAFF	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ASSISTANTSHIPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OTHER	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EXTRAMURAL	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TUITION	\$20,160	\$40,925	\$41,539	\$42,162	\$42,794	\$43,436	\$44,088	\$275,103
TOTAL	\$20,160	\$40,925	\$41,539	\$42,162	\$42,794	\$43,436	\$44,088	\$275,103
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	10	10	10	10	10	10	10
PART-TIME HEADCOUNT	Year 1 - No data reporting required	3	4	3	3	3	3	2.7
TOTAL HEADCOUNT	Year 1 - No data reporting required	13	14	13	13	13	13	13.2
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	6	6	6	6	6	6	6
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	5	7	6	6	6	6	6

Attachment 2

Summary of Background Information

Master of Science in Hospitality Management
Auburn University

Role: The proposed program is within the instructional role recognized by the Commission for the Auburn University (AU).

Program Description: The proposed Master of Science in Hospitality Management program is designed to provide advanced education for the rapidly evolving hospitality and tourism field. It offers a blend of theoretical and applied courses created to keep students abreast of current management thinking and practice. Particular emphasis is placed on informed decision-making and management in a global context. Auburn's Department of Nutrition, Dietetics and Hospitality Management has long offered an option in Hotel and Restaurant Management within the approved course of graduate study leading to the MS in Nutrition. Upon approval of a freestanding MS in Hospitality Management, Auburn will eliminate this option. The program will prepare graduates primarily for leadership positions in hotels, restaurants, theme parks, cruises, conventions, vacation and business travel, and a host of other hospitality and tourism businesses, in Alabama, the United States, and globally.

Student Learning Outcomes: Graduates of the Master of Science degree program will be able to:

1. Demonstrate a coherent understanding of the main theoretical foundations of hospitality and tourism fields through synthesis of courses and experiences.
2. Develop a written, data-supported, innovative project report addressing hospitality and tourism problems.
3. Communicate professionally and effectively in written and oral formats relevant to the hospitality and tourism fields.
4. Use theoretical tools and concepts to solve real-world problems in hospitality and tourism settings.

To determine the extent to which students are achieving the learning outcomes, faculty will employ the following means of assessment: a) graded course assignments and satisfactory progress through coursework; b) a final project (thesis or non-thesis approved project) for the MS degree. Successful completion requires approval of the major professor (in the case of a non-thesis project) or advisory committee (in the case of a thesis project). Annual assessment procedures will be conducted and reports will be submitted to the Office of Academic Assessment at Auburn.

Administration: The program will be administered by the College of Human Sciences, Dr. Susan Hubbard, Dean; and the Department of Nutrition, Dietetics, and Hospitality Management, Dr. Martin O'Neill, Department Head, and Dr. Baker Ayoun, Program Officer.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). A total of three institutions responded, with no objections to the proposed program.

Similar Programs: The University of Alabama offers an MS in Hospitality Management located at CIP 52.0901. Other related offerings are only at the baccalaureate level: University of Alabama (BS in Hospitality Management, CIP 52.0901) and University of South Alabama (BS in Hospitality and Tourism

Management, CIP 52.0901). Eleven other institutions outside Alabama, but within the Southern Regional Education Board (SREB) service area, offer similar master's-level programs.

Relationship to Existing Offerings: The proposed free-standing MS program will replace the current Hotel and Restaurant Management option within Auburn's MS in Nutrition (CIP 30.1901). The Department of Nutrition, Dietetics, and Hospitality Management offers hospitality management instruction at the bachelor's, master's, and doctoral levels. The proposed program will be the second program in that sequence and will be supported by the human and physical resource base of the existing degree programs at the bachelor's and doctoral levels. The proposed curriculum also includes coursework offered by other departments (e.g., the Department of Psychology). When coursework is taken outside of the College of Human Sciences, permission is granted from the providing unit.

Collaboration: Auburn does not have plans to collaborate with other institutions in the delivery of the proposed program.

Accreditation: The undergraduate program in Hospitality Management at Auburn University is accredited by the Accreditation Commission for Programs in Hospitality Administration (ACPHA). This accrediting body does not accredit programs at the graduate level.

Admissions: The program has the following admission requirements:

- Application for admission
- A bachelor's degree in hospitality and tourism or a related discipline
- A statement of purpose
- Transcript of all undergraduate- and graduate-level study from each school previously attended
- A detailed resume or curriculum vitae
- Standardized Graduate Record Examinations (GRE) or Graduate Management Admission Test (GMAT) general test scores (for on-campus program)
- Three letters of recommendation
- For international applicants to the on-campus program: TOEFL minimum score of 79 (iBT version) or 6.5 Overall Band Score on the IELTS
- Final approval by the graduate admission committee of the program

Mode of Delivery: The proposed program will be offered in two formats: face-to-face for thesis and non-thesis tracks, and completely online for non-thesis track only. Online teaching methods will include synchronous instruction (streaming video platforms, live chats, individually or course-wide, web conferencing tools, telephone availability, and virtual office hours), as well as asynchronous instruction through capturing and uploading lecture videos and chat transcripts for students.

Curriculum: The proposed program will draw from existing coursework within the current Hotel and Restaurant Management option within the MS in Nutrition program, and no new courses will be added. The program will have a thesis and non-thesis track. The thesis track requirements include completion of a thesis, while the non-thesis track requirements include completion of a project relevant to the student's direct business environment. The project may take the format of a practice-based basic research project, or a project report (in the form of a feasibility study, a thorough case study, or a systematic review).

Thesis Track:

Program Completion Requirements:

Credit hours required in program courses:	10
Credit hours required in support courses:	7
Credit hours in required or free electives:	9
Credit hours for thesis or dissertation:	4
Total credit hours for completion:	30

Non-Thesis Track:

Program Completion Requirements:

Credit hours required in program courses:	9
Credit hours in required or free electives:	20
Credit hours for non-thesis research:	4
Total credit hours for completion:	33

Industry Need: The tourism and travel industries are among the larger employers in the State of Alabama. According to Alabama Tourism Department's 2018 Travel Economic Impact report, an estimated 198,891 jobs – 9.7 percent of non-agricultural employment in Alabama – were directly or indirectly attributable to the travel and tourism industry, with a total economic impact of over \$5.4 billion dollars. There is no doubt that COVID-19 is having an unprecedented effect on the state and regional economies. While it appears that every sector has been affected, the hospitality and tourism industry has been particularly affected. The hospitality and tourism industry has had to deal with many crises over recent decades, but has always been resilient and rebounded very strongly. For example, while the SARS virus impacted the industry drastically in 2003, it rebounded strongly and registered immense growth by 2006. When the current temporary pandemic passes, the growth in tourism and hospitality related employment opportunities in Alabama will continue to fuel a need for highly qualified individuals in the field.

Student Demand: The existing MS in Nutrition at AU already includes a longstanding option in Hotel and Restaurant Management, student demand can be assessed and projected with some confidence. Since 2014, median Fall enrollment in the option has been six students, with a maximum of nine, most of whom enroll in the online non-thesis format, which at its inception was the first of its kind in the hospitality management field in the US. The program has drawn students with diverse educational backgrounds, including business, foreign languages, tourism and hospitality, and, education, among other disciplines. In addition to the domestic students, the program attracts a diverse student body with participants who have traveled from around the world to join the program on campus, including Jordan, China, Turkey, and the Bahamas.

In regard to the public health crisis, past enrollment patterns suggest that hospitality programs are likely to see a countercyclical growth in enrollment. In fact, enrollment in the Hotel and Restaurant Management option of the MS program in Nutrition at Auburn increased by more than 300% during the 2008 economic recession and the two years that followed, with very high completion rates. The number of inquiries already received from potential applicants for Fall 2020 is promising a solid class size. Industry professionals are viewing the master's program as a new venue that can help them not only keep afloat during uncertain times, but also gain new skills and build stronger resumes to give them a competitive edge when applying for open jobs in the future.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 7

Part-time: 0

Support Faculty—

Full-time: 7

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

Seven primary and seven support faculty currently teach in the existing Hotel and Restaurant Management option within the MS in Nutrition and are supported by revenues associated with that program. No additional expenses will be incurred above the level required for the existing option.

Assistantships: The program will have a total of three (3) assistantships. This is consistent with the number of assistantships offered in the existing Hotel and Restaurant Management option within the MS in Nutrition, and therefore no additional expenses will be incurred.

Equipment: No new equipment is needed for the program.

Facilities: No new facilities are needed for the program.

Library: A member of the Association of Research Libraries, the Auburn University libraries are fully staffed with library faculty and staff, including collections and librarians to support faculty research at the master's level in the hospitality and tourism fields. In addition to general databases such as LexisNexis and Academic Search Premiere, the Libraries subscribe to the major databases in hospitality and supporting academic disciplines, including tourism, management, business, education, sociology, psychology and other relevant fields. The Libraries also subscribe to core journals across disciplines. A robust interlibrary loan system is available without charge to fulfill student and faculty requests for items not in Auburn's collection.

Program Budget: The proposal projected that a total of \$ 0 in estimated new funds will be required to support the proposed program. A projected total of \$ 275,103 in new funds will be available through tuition. This program will replace an existing option within the MS in Nutrition, and thus, the transition of this program from an option to a stand-alone program will not require any new resources. It will begin to generate tuition revenue once enrollments exceed the number of enrollments in the existing option.

Attachment 3

Curriculum

Master of Science in Hospitality Management
 Auburn University

Course Number and Title	Number of Credit Hours
<i>Thesis Track (30 credit hours)</i>	
HOSP 7090 Consumer Behavior in Hospitality and Tourism	3
HOSP 7500 Global Hospitality Strategy	3
HOSP 7050 Advanced Hospitality Operations	3
PSYC 7270 Experimental Design in Psychology I	4
PSYC 7730 Research Methods Indsl./Orgl Psyc. <i>Can be substituted with CADS 7050, HDFS 7050, or MNGT 8030</i>	3
HOSP 8910 Supervised Teaching	1
HOSP 7990 Research and Thesis	4
Professional Electives	minimum of 9 graduate-level credit hours, 6 of which must be HOSP courses
<i>Non-Thesis Track (33 credit hours)</i>	
HOSP 7090/7096 Consumer Behavior in Hospitality and Tourism	3
HOSP 7500/7506 Global Hospitality Strategy	3
HOSP 7050/7056 Advanced Hospitality Operations	3
HOSP 7980/7986 Non-Thesis Research	4
Professional Electives	minimum of 20 graduate-level credit hours, 6 of which must be HOSP courses

Total Hours for MS in Hospitality Management– 30-33 semester hours

DECISION ITEM A-2b: Auburn University, Doctor of Philosophy in Hospitality Management (CIP 52.0901)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Doctor of Philosophy in Hospitality Management.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 3.5, based on the proposal.
2. That the annual average number of graduates for the period 2023-24 through 2026-27 (four-year average) will be at least 2.25, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That over the same period (2023-24 through 2026-27), the average annual number of graduates from the existing PhD program in Nutrition (CIP 30.1901) will continue to meet the adopted graduation requirements for doctoral programs as stated in the Code of Alabama 16-5-8 (2).
4. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The Auburn University (AU) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting

plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. Auburn already delivers a doctoral-level program in Hotel and Restaurant Management as an option within its PhD in Nutrition (CIP 30.1901). The proposed program would replace this option with a stand-alone program and would not require any curricular changes or additional resources to deliver.
2. The proposed PhD program in Hospitality Management would be the only such PhD program in Alabama and one of a very few such programs in the nation. Auburn's current configuration as an option within the PhD in Nutrition is highly ranked in the field, and moving to a free-standing program will enhance recruitment and make graduates more attractive to industry and academic employers.
3. The Advisory Board of the Hospitality Management Program at Auburn University and its industry partners solidly support the establishment of the independent graduate programs in Hospitality Management.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. Auburn University program proposal, received February 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: Auburn University								
PROGRAM: PhD in Hospitality Management (CIP 52.0901)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LIBRARY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FACILITIES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
STAFF	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ASSISTANTSHIPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OTHER	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
NEW SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EXTRAMURAL	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TUITION	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	7	10	14	14	14	14	12.2
PART-TIME HEADCOUNT	Year 1 - No data reporting required	1	1	1	1	1	1	1.0
TOTAL HEADCOUNT	Year 1 - No data reporting required	8	11	15	15	15	15	13.2
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	4	3	4	3	4	3	3.5
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	0	0	3	4	3	4	3.5

Attachment 2

Summary of Background Information

Doctor of Philosophy in Hospitality Management
Auburn University

Role: The proposed program is within the instructional role recognized by the Commission for the Auburn University (AU).

Program Description: The main goal of the proposed doctoral program in Hospitality Management is to develop students who are able to identify, analyze and respond in an informed way to the dynamic nature of the global hospitality and tourism field through excellence in research, teaching and applied outreach. As a doctoral program, the program strongly emphasizes methodology and the scientific process. The program will prepare graduates primarily for job opportunities in academia, public and private institutions, in the broad areas of hospitality and tourism.

Student Learning Outcomes: Program graduates will demonstrate ability to:

- 1) Develop a high level of theoretical expertise in the hospitality and tourism fields by generating research questions that clearly advance the literature and their specific areas of specialty.
- 2) Build up rigorous methodological competencies appropriate to hospitality and tourism fields and student's specific area of specialty.
- 3) Develop knowledge and skills to successfully secure grants and funding to support research.
- 4) Foster the understanding of hospitality and tourism knowledge for others (e.g., students) through demonstrated pedagogical knowledge.

To determine the extent to which students are achieving the learning outcomes, faculty will employ the following means of assessment: a) graded course assignments and satisfactory progress through coursework; b) a general examination designed to assess the student's understanding of the field of hospitality and tourism; c) annual evaluation of progress by the student's advisory committee; d) approval of the student's culminating dissertation research.

Administration: The program will be administered by the College of Human Sciences, Dr. Susan Hubbard, Dean; and the Department of Nutrition, Dietetics, and Hospitality Management, Dr. Martin O'Neill, Department Head, and Dr. Baker Ayoun, Program Officer.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). A total of three institutions responded, with no objections to the proposed program.

Similar Programs: The proposed program does not duplicate any other offerings in the state. The only other related offerings in the Academic Program Inventory are at the University of Alabama (BS in Hospitality Management and MS in Hospitality Management, CIP 52.0901) and at the University of South Alabama (BS in Hospitality and Tourism Management, CIP 52.0901). Similar doctoral-level programs are offered elsewhere in the southeast:

- Delaware: University of Delaware (Hospitality Business Analytics)
- Florida: University of Central Florida (Hospitality Management), Florida State University (Hospitality and Tourism Management), University of Florida (Tourism, Hospitality, and Event Management)

- Mississippi: University of Mississippi (Nutrition and Hospitality Management)
- Oklahoma: Oklahoma State University (Hospitality and Tourism Management)
- South Carolina: Clemson University (Parks, Recreation, and Tourism Management), University of South Carolina (Hospitality Management)
- Tennessee: University of Tennessee (Retail, Hospitality, and Tourism Management)
- Texas: University of Houston (Hospitality Administration), Texas Tech University (Hospitality Retail Management), Texas A&M University (Recreation, Park, and Tourism Sciences)
- Virginia: Virginia Polytechnic Institute and State University (Hospitality and Tourism Management)

Relationship to Existing Offerings: Auburn's Department of Nutrition, Dietetics, and Hospitality Management offers hospitality management instruction at the bachelor's, master's, and doctoral levels. The proposed PhD in Hospitality Management will be the terminal degree in that sequence and will be supported by the human and physical resource base of the existing degree programs at the bachelor's and master's levels. Auburn's Department of Nutrition, Dietetics and Hospitality Management has long offered an option in Hotel and Restaurant Management within the approved course of graduate study leading to the PhD in Nutrition. Upon approval of a free-standing PhD in Hospitality Management, Auburn will eliminate this option within the PhD in Nutrition. By elevating the option to a free-standing degree, Auburn intends to make the program more attractive to potential students and enhance the standing of its graduates for future employment in industry or academia.

Collaboration: Auburn does not intend to collaborate with other institutions in the delivery of the program.

Accreditation: The undergraduate program in Hospitality Management at Auburn University is accredited by the Accreditation Commission for Programs in Hospitality Administration (ACPHA). This accrediting body does not accredit programs at the graduate level.

Admissions: The program has the following admission requirements:

- Application for admission
- A master's degree in hospitality and tourism or a related discipline
- A statement of purpose
- A statement of research interest
- Transcript of all undergraduate- and graduate-level study from each school previously attended
- A detailed resume or curriculum vitae
- GRE or GMAT general test scores
- Three letters of recommendation
- For international applicants: TOEFL minimum score of 79 (iBT version) or 6.5 Overall Band Score (IELTS)
- In-person or video interview
- Final approval by the graduate admission committee of the program

Mode of Delivery: Delivery methods include on-campus course instruction and mentoring by graduate faculty. The PhD program will not make use of distance technology.

Curriculum: The proposed program will replace the existing option in Hotel and Restaurant Management within the PhD in Nutrition. No new courses will be added and no curricular changes are proposed. In addition to coursework in the Department of Nutrition, Dietetics, and Hospitality Management, the curriculum includes research-support courses offered by the Departments of Psychology, Mathematics and Statistics, Management, and Human Development and Family Studies, as well as the College of Education. All of these units have granted permission for students in the PhD program in Hospitality Management to enroll in appropriate graduate courses.

Program Completion Requirements:

Credit hours required in program courses:	21
Credit hours required in support courses:	19-20
Credit hours in required or free electives:	9-10
Credit hours for thesis or dissertation:	10
Total credit hours for completion:	60

Doctoral students appointed as graduate teaching assistants must also carry out pedagogical duties, which may include teaching undergraduate courses independently (usually HOSP 2500 Lodging Operations, HOSP 1010 Introduction to Hospitality Management, HOSP 4200 Hospitality Facilities Management, HOSP 4570 Global Hospitality); running laboratory sessions for HOSP 2400 Food Production in Hospitality; or serving as graduate teaching assistants for faculty-led undergraduate courses (usually HOSP 2910 Hospitality Practicum, HOSP 2600 Event Operations, HOSP 3200 Hospitality Financial Management, HOSP 3800 Hospitality Information Technology, HOSP 4500 Strategic Hospitality Management, and HOSP 4800 Senior Lecture Series).

Industry Need: According to the Alabama Tourism Department, the hospitality sector had a total economic impact of over \$5.4 billion dollars in a recent year (Travel Economic Impact 2018). Prior to the public health crisis, hospitality and tourism have consistently been among Alabama's larger employment sectors, with an estimated 198,891 jobs – 9.7 percent of non-agricultural employment being directly or indirectly attributable to travel and tourism.

To accommodate industry needs, the state's colleges and universities are expanding existing programs in hospitality and tourism or creating new ones, a trend which is already contributing to increased demand for PhD-level educators. Through its option in Hotel and Restaurant Management within its PhD program in Nutrition, Auburn already graduates professional educators with advanced training in hospitality. It is anticipated that the current economic conditions caused by the COVID-19 pandemic will have less of an effect on the employment prospects of PhD graduates in Hospitality Management because they will primarily seek academic appointments. Based on the experiences of graduates of this program during past economic crises, the number of vacancies for such educators may shrink marginally in the short term, but doctoral graduates will remain highly employable. When the current pandemic passes, academic institutions will continue to need qualified educators.

Student Demand: Since AU's PhD program in Nutrition already includes a longstanding option in Hotel and Restaurant Management, student demand can be assessed and projected with some confidence. Since 2012, median Fall enrollment in the option has been eleven students, with a maximum of fourteen. The program has drawn students with various educational backgrounds, including business, foreign languages, tourism and hospitality, and education, among others. Of the 24 students who have completed this option, 13 have graduated in the past five calendar years, an average of 2.6 graduates per year.

Furthermore, the program continues to receive frequent inquiries for program graduates to fill various faculty vacancies. The current Hotel and Restaurant Management option of the MS in Nutrition continues to provide a strong pipeline of students joining the PhD program. Auburn anticipates that a stand-alone doctoral program in Hospitality Management may attract more applicants, and they predict a stable enrollment of 3-4 new students per year.

Resources:

<u>Faculty:</u>
Current Primary Faculty—
Full-time: 7
Part-time: 0
Support Faculty—
Full-time: 7

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

Seven primary and seven support faculty currently teach in the existing Hotel and Restaurant Management option within the PhD in Nutrition and are supported by revenues associated with that program. No additional expenses will be incurred above the level required for the existing option.

Assistantships: The program will offer a total of twelve (12) assistantships. This is consistent with the number of assistantships offered in the existing Hotel and Restaurant Management option within the PhD in Nutrition, and therefore no additional expenses will be incurred.

Equipment: No new equipment is needed for the program.

Facilities: No new facilities are needed for the program.

Library: A member of the Association of Research Libraries, the Auburn University libraries are fully staffed with library faculty and staff, including collections and librarians to support faculty research at the doctoral level in the hospitality and tourism fields. In addition to general databases such as LexisNexis and Academic Search Premiere, the Libraries subscribe to the major databases in hospitality and supporting academic disciplines, including tourism, management, business, education, sociology, psychology and other relevant fields. The Libraries also subscribe to core journals across disciplines. A robust interlibrary loan system is available without charge to fulfill student and faculty requests for items not in Auburn's collection.

Program Budget: The proposal projected that a total of \$ 0 in estimated new funds will be required to support the proposed program. A projected total of \$ 0 in new funds will be available through internal reallocations and tuition. This program will replace an existing option within the PhD in Nutrition, and thus, the transition of this program from an option to a stand-alone program will not require any new resources and it will not generate new revenue. Enrollment projections remain the same as for the existing program.

Attachment 3

Curriculum

Doctor of Philosophy in Hospitality Management
 Auburn University

Course Number and Title	Number of Credit Hours	* If New Course
Hospitality Core Courses	21 SH	
HOSP 7090 – Consumer Behavior in Hospitality & Tourism	3	
HOSP 7500 – Global Hospitality Strategy	3	
HOSP 7050 – Advanced Hospitality Operations	3	
HOSP 8880 – Theoretical Development for Hospitality	3	
HOSP 8870 – Advanced Research Methods in Hosp. and Tourism	3	
HOSP 8970 – Grantsmanship in Hospitality and Tourism	3	
HOSP 8020 – New Faculty Development in Hospitality	2	
HOSP 8910 – Supervised Teaching	1	
Research Support Courses: Students can choose either a quantitative or qualitative track	19-20 SH	
Quantitative Track		
PSYC 7270 – Experimental Design in Psychology I or STAT 7000 Experimental Statistics I	4	
PSYC 7280 – Experimental Design in Psychology II (4 hrs) or STAT 7010 Experimental Statistics II (3 hrs)	4 or 3	
PSYC 8250 – Multivariate Methods or STAT 7840 Applied Multivariate Statistical Analysis, HDFS 8060 Multilevel Modeling, or HDFS 8070 Mediation and Moderation Analysis	3	
PSYC 8970 – Special Topics: Seminar or MNGT 8420 Advanced Quantitative Methods for Management III or HDFS 8050 Advanced Research Methods: Covariance Structure Analysis	3	
One qualitative methods course	3	
One advanced statistics course	3	
Qualitative Track		
ERMA 7210 – Theory and Methodology of Qualitative Research	3	
ERMA 7220 -- Applied Qualitative Research	3	
ERMA 7400 – Mixed Methods Research	3	
PSYC 7270 – Experimental Design in Psychology I	4	
PSYC 7280 – Experimental Design in Psychology II	4	
One advanced qualitative methods course	3	
Elective Courses (from Hospitality or other disciplines)	9-10 SH	
Research and Dissertation (HOSP 8990)	10 SH	
TOTAL HOURS:	60 SH	

DECISION ITEM A-2c: Auburn University, Master of Science in Child Life (CIP 19.0706)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Child Life.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 9, based on the proposal.
2. That the annual average number of graduates for the period 2021-22 through 2026-27 (six-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The Auburn University (AU) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The proposed program includes significant practical and internship experience and prepares graduates for certification as Child Life Specialists.

2. Common employment opportunities for Certified Child Life Specialists include children's hospitals, pediatric units in regional hospitals, sibling centers, camps for medically fragile children, wish-granting facilities, advocacy centers and homeless shelters. Demand for these occupations is expected to grow especially in the wake of the current public health and economic crisis.
3. The proposed stand-alone MS program in Child Life is not offered by any other institution in Alabama, and Auburn University has research and instructional strengths in this area to deliver the program successfully.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. Auburn University program proposal, received February 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION:		Auburn University						
PROGRAM:		Child Life, MS (CIP 19.0706)						
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	\$0	\$66,450	\$68,443	\$70,496	\$72,611	\$74,790	\$77,033	\$429,823
LIBRARY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FACILITIES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EQUIPMENT	\$3,000	\$1,200	\$0	\$0	\$1,000	\$0	\$4,000	\$9,200
STAFF	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ASSISTANTSHIPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OTHER	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$3,000	\$67,650	\$68,443	\$70,496	\$73,611	\$74,790	\$81,033	\$439,023
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EXTRAMURAL	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TUITION	\$108,108	\$109,730	\$111,376	\$113,046	\$114,742	\$116,463	\$118,210	\$791,675
TOTAL	\$108,108	\$109,730	\$111,376	\$113,046	\$114,742	\$116,463	\$118,210	\$791,675
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	18	18	18	18	18	18	18
PART-TIME HEADCOUNT	Year 1 - No data reporting required	0	0	0	0	0	0	0
TOTAL HEADCOUNT	Year 1 - No data reporting required	18	18	18	18	18	18	18
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	9	9	9	9	9	9	9
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	8	8	8	8	8	8	8

Attachment 2

Summary of Background Information

Master of Science in Hospitality Management
Auburn University

Role: The proposed program is within the instructional role recognized by the Commission for Auburn University (AU).

Program Description: The main goal of the proposed MS program in Child Life is to prepare professionals to apply developmentally appropriate practice and therapeutic support to children and their families in stressful conditions. Faculty will base the program on cutting-edge research to prepare students to provide hands-on and community-focused care. While earning the degree, students will apply their theoretical knowledge of the material to firsthand, work-based learning experiences. Upon graduation, students will be eligible to take the national certification exam in Child Life. Common employment opportunities for Certified Child Life Specialists include children's hospitals, pediatric units in regional hospitals, sibling centers, camps for medically-fragile children, wish-granting facilities, dentist offices, funeral homes, advocacy centers and homeless shelters.

Student Learning Outcomes: Program graduates will demonstrate ability to:

1. Describe, in speech and in writing, the foundational theories of Child Life (assessed by faculty evaluation of a capstone project completed during the students' internship and by internship supervisors' evaluation of student knowledge).
2. Provide meaningful, high-quality therapeutic interventions to children and families in a hospital environment (assessed by clinical supervisor evaluations and students' written self-assessments completed during their practicums and internships).
3. Read and apply research specific to their roles (assessed by analysis of student responses to post-graduation surveys, by supervisors' evaluations of student knowledge, and by evaluation of students' written work in a required course on Research Literacy).
4. Assess when to put their coping plans into practice and stay mentally healthy in the field (assessed by analysis of student responses to post-graduation surveys and later as they work in the field).
5. Communicate in speech and in writing with children and adults in multiple contexts, including verbal communication with medical professionals, children and families and written communication with professionals through chart notes (assessed by analysis of chart note assignments courses, by internship supervisors' evaluations of student knowledge and performance, and by evaluation of students' written work in the internship class).

Administration: The program will be administered by the College of Human Sciences, Dr. Susan Hubbard, Dean; and the Department of Human Development and Family Studies, Dr. Angela Wiley, Department Head.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). Three institutions responded, all indicating strong support for the proposed program.

Similar Programs: There are no other programs in the Academic Program Inventory at CIP 19.0706 (Child Development). Programs in related fields are offered at the University of Alabama (MS in Human Development and Family Studies, CIP 19.0701) and at the University of North Alabama (MS in Family and Community Services, CIP 19.0704), though neither has a specific focus on child development. Similar programs are offered in other states within the Southern Regional Education Board (SREB) service area:

- Florida: Nova Southeastern University (MS in Developmental Disabilities, Child Life Specialist Concentration)
- Georgia: University of Georgia (MS in Child Life)
- Louisiana: Southeastern Louisiana University (MS in Child Life)
- Maryland: Towson University (MS in Child Life, Administration and Family Collaboration)
- North Carolina: East Carolina University (MS in Child Development and Family Relations, Child Life Specialization)
- Oklahoma: University of Central Oklahoma (MS in Family and Child Studies)
- South Carolina: College of Charleston (MS in Child Life)
- Tennessee: Vanderbilt University (MEd in Applied Child Studies, Pediatric Healthcare Concentration)
- Texas: Texas State University-San Marcos (MS in Family and Child Studies, Child Life Track); Texas Women's University (MS in Child Development, Child Life Track, and online MS in Child Life); University of North Texas (MS in Educational Psychology, Learning and Development Concentration), and University of Texas-Dallas (MS in Human Development and Early Childhood Disorders)

Relationship to Existing Offerings: Auburn University currently offers an MS in Human Development and Family Studies (CIP 19.0799) and a PhD in Human Development and Family Studies (19.0799), both with some coursework focusing on child development. The Department of Human Development and Family Studies also offers a BS in Human Development and Family Studies (19.0799), with available coursework in Child Life. The proposed program will expand existing master's-level coursework in Child Life to a full degree program and will share some courses with MS and PhD programs in Human Development and Family Studies, which are offered in the same department. The proposed program is expected to attract new students and is not expected to affect the enrollment of the existing MS or PhD programs in Human Development and Family Studies.

Collaboration: Auburn does not have plans to collaborate with other institutions on the delivery of instruction for the proposed program. For student placements in practicums and internships, AU will collaborate with local and regional healthcare institutions including the East Alabama Medical Center, Children's Hospital of Alabama, and Piedmont Health Systems.

Accreditation: Auburn has designed the proposed program to be consistent with recommendations from the Association of Child Life Professionals (ACLP), the primary professional organization establishing and maintaining professional standards, enhancing the professional growth and development of members, and promoting the standards of Child Life practice on a national and international level. In the coming years, ACLP plans to require that individuals seeking to become a certified Child Life Specialist hold a master's degree in Child Life. ACLP also will begin requiring graduate programs to become endorsed. When these criteria are set forth, Auburn plans to apply for program endorsement. In a parallel process, Auburn's undergraduate concentration in Child Life received the undergraduate endorsement of the Association of Child Life Professionals in the spring of 2019 and is currently one of only eight programs in the nation to hold this credential.

Admissions: The program requires an undergraduate degree in Child Life or related field. Applicants will be considered based on their GRE scores, GPA, written material submissions, and letters of recommendation. One hundred hours of work with well children and 75 hours of practicum work, internship, or volunteer work with vulnerable pediatric populations in such settings as hospitals, homeless shelters, advocacy centers, refugee camps, grief support programs, or other related settings are also required for admission.

Mode of Delivery: The proposed program will be offered in a traditional classroom setting for most classes. Currently, didactic content for one course (HDFS 7950) will be provided through distance education, with the expectation that three additional courses will follow. HDFS 7950 is a 9-hour internship course, therefore 27 percent of the credits will be distance education when the program begins. Auburn expects to add more distance learning courses as the program develops.

Curriculum: The program will have the following new courses: HDFS 7100 - Psychosocial Care of Medical and Emotionally Vulnerable Children (online option); HDFS 7110 - Play and Therapeutic Interventions in Child Life; HDFS 7120 - Research Literacy; HDFS 7130 - Program Development and Evaluation and Supervisory Skills (online option); and HDFS 7950 - Internship and Capstone (online).

Program Completion Requirements:

Credit hours required in major courses:	33
Credit hours required in support courses:	0
Credit hours in required or free electives:	0
Credit hours for thesis or dissertation:	0
Total credit hours for completion:	33

The program will require a non-credit bearing practicum of 100 or more hours that students will complete independently, ideally during the second and third semesters of the program. Students will be responsible for clinical hands-on work as well as written academic work during this experience. Students will complete these hours at local hospitals, including but not limited to, the East Alabama Medical Center, Piedmont Healthcare, and Children's of Alabama.

The program will also require the completion of a 9-credit internship course (HDFS 7950) during their final semester of enrollment. Students will be responsible for clinical hands-on work as well as written academic work during this experience. Students may travel to any hospital they wish that is able to enter into an affiliation agreement with Auburn. While enrolled in the internship course, students will complete a capstone project that addresses a current need or issue pertinent to the field of Child Life. They will present this project formally to their peers and faculty. Child Life faculty will work with students to identify areas of interest for the capstone project and will support students during its completion.

Industry Need: The proposed program will address an important area of need in Alabama and beyond. The proposed stand-alone MS program in Child Life is not offered by any other institution in Alabama, and will prepare graduates for certification as Child Life Specialists by the Association of Child Life Professionals. Common employment opportunities for Certified Child Life Specialists include children's hospitals, pediatric units in regional hospitals, sibling centers, camps for medically fragile children, wish-granting facilities, advocacy centers and homeless shelters. Labor market information for 2016-26 projects a 7% growth rate in these occupations, and demand is expected to be even higher in the wake of the current public health and economic crisis.

Student Demand: Enrollment in the proposed program is expected to be strong given current enrollment in Child Life coursework within the existing BS and MS programs in Human Development and Family Studies (HDFS). In addition, a poll was conducted in two university undergraduate courses specific to Child Life. In HDFS 4500 (Hospitalized Children and Their Families), 14 of the 28 students in the class expressed interest in applying to an MS in Child Life at Auburn University. In HDFS 4510 (Therapeutic Play), 17 of 31 students expressed this interest. A poll using Survey Monkey was distributed to AU Human Development and Family Studies undergraduates with interests in Child Life. Of the 12 respondents, 67 percent (7 students) stated that they planned to pursue an MS in Child Life, and all 12 respondents stated that they would prefer to pursue an MS in Child Life at Auburn over a similar program at another university. Based on these measures of likely student demand, enrollment for the MS in Child Life degree is expected to be approximately 9 new students per year.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 8

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 1

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

Auburn intends to hire a full-time lecturer in year 2 to support the program. The lecturer must be a Certified Child Life Specialist who holds a master's degree or higher.

Assistantships: The program will not require any assistantships.

Equipment: \$9,200 miscellaneous equipment required.

Facilities: No new facilities are needed for the program.

Library: A member of the Association of Research Libraries, the Auburn University libraries are fully staffed with library faculty and staff, including collections and librarians to support faculty research and educational programs at the graduate level in many fields of Human Sciences. In addition to general databases such as LexisNexis and Academic Search Premiere, the libraries subscribe to the major databases in supporting academic disciplines. Nursing databases include CINAHL, PubMed, and Medline; Psychology databases include PSYCInfo, PSYCArticles, and Psychiatry Online; and Education databases include ERIC and Educational Resource Complete. Each of these resources will be valuable to Child Life graduate students.

The libraries also subscribe to core journals across disciplines. Examples of holdings include *JAMA Pediatrics*, *Hospital Pediatrics*, *Journal of Pediatrics Review*, *American Journal of Play*, *Child Development*, *Journal of Child and Family Studies*, and *Journal of Pediatric Psychology*. A robust interlibrary loan system is available without charge to fulfill student and faculty requests for items not in Auburn's collection.

Program Budget: The proposal projected that a total of **\$ 439,023** in estimated new funds will be required to support the proposed program. A projected total of **\$ 791,675** in new funds will be available through internal reallocations and tuition. The proposed program will be supported by tuition revenues, and the College of Human Sciences has sufficient unrestricted reserves and revenues from other sources to sustain the very modest start-up costs in Year 1 of the program.

Attachment 3

Curriculum
 Master of Science in Child Life
 Auburn University

Course Number and Title All program coursework is required.	Number of Credit Hours	* If new course
FALL 1		
HDFS 7010 - Child and Adolescent Development in Context	3	
HDFS 7040 - Family Processes	3	
HDFS 7100 - Psychosocial Care of Medical and Emotionally Vulnerable Children (online option)	3	*
SPRING 1		
HDFS 6300 - HDFS and Social Policy	3	
HDFS 7110 - Play and Therapeutic Interventions in Child Life	3	*
HDFS 8010 - Relationship Development and Process in Childhood and Adolescence (online option)	3	
SUMMER 1		
HDFS 7120 - Research Literacy	3	*
HDFS 7130 - Program Development and Evaluation and Supervisory Skills (online option)	3	*
FALL 2		
HDFS 7950 - Internship and Capstone (online)	9	*
Total Hours:	33 semester hours	

DECISION ITEM A-3: Jacksonville State University, Master of Science in Geographic Information Science and Technology (CIP 45.0702)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Geographic Information Science and Technology.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 6.5, based on the proposal.
2. That the annual average number of graduates for the period 2021-22 through 2026-27 (six-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

Jacksonville State University (JSU) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. JSU's Department of Chemistry and Geosciences currently offers graduate and undergraduate coursework in GIS, and has the faculty and laboratory facilities to deliver such a program.
2. According to the US labor statistics, the expected growth rate for GIS workers is between 20-29 percent over the next 10-15 years. A GIS degree will equip students for a job in a rapidly expanding field with higher-than-average salaries.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. Jacksonville State University program proposal, received February 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: Jacksonville State University								
PROGRAM: Master of Science in Geographic Information Science and Technology (CIP 45.0702)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-21	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	78,000	78,000	78,000	78,000	78,000	78,000	78,000	546,000
LIBRARY	4,000	4,000	4,000	4,000	4,000	4,000	4,000	28,000
FACILITIES	0	0	0	50,000	0	0	0	50,000
EQUIPMENT	150,000	1000	1000	1000	1000	1000	100,000	255,000
STAFF	0	0	0	0	0	0	0	0
ASSISTANTSHIPS	15,200	15,200	15,200	15,200	15,200	15,200	15,200	106,400
OTHER –	16,000	20,000	20,000	20,000	20,000	20,000	20,000	136,000
TOTAL	263,200	118,200	118,200	168,200	118,200	118,200	217,200	1,121,400
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-21	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	123,600	123,600	123,600	123,600	123,600	123,600	123,600	865,200
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	108,000	108,000	108,000	108,000	108,000	122,000	122,000	784,000
FEES	1,800	1,800	1,800	1,800	1,800	2,040	2,040	13,080
TOTAL	233,400	233,400	233,400	233,400	233,400	247,640	247,640	1,662,280
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-21	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL TIME HEADCOUNT	Year 1 - No data reporting required	10	10	10	10	12	12	10.6
PART-TIME HEADCOUNT	Year 1 - No data reporting required	2	4	4	3	4	4	3.5
TOTAL HEADCOUNT	Year 1 - No data reporting required	12	14	14	13	16	16	14.2
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	6	7	6	6	8	6	6.5
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-21	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	5	5	5	5	6	6	5.3

Attachment 2

Summary of Background Information

Master of Science in Geographic Information Science and Technology
Jacksonville State University

Role: The proposed program is within the instructional role recognized by the Commission for the Jacksonville State University (JSU).

Program Description: The proposed Master of Science in Geographic Information Science and Technology (GIST) program is designed to develop the necessary skillsets, background, and theoretical foundations that will prepare graduates to enter and to excel in the field of Geographic Information Science and Technology. Graduates of this program should be able to use and develop technologies for the capture, application, visualization, and analysis of spatial data. Students in this program will be able to cross disciplines easily, working in multiple fields in a truly trans-disciplinary approach to spatial problem-solving. Students will combine cartography, computer science, geo-informatics, spatial statistics, and in-depth spatial analysis to problem solve from a spatial perspective. Equipped to respond to the growing need for highly qualified experts who can embrace the multi-dimensionality and complexity of the spatial sciences, JSU's MS in GIST will be well-grounded in current theory and will have hands-on experience and practical applications in project design, development, and effective management. In addition, students' experience using state-of-the-art GIS equipment will enable them to pass the drone pilot license exam upon graduation. A major focus of the JSU program will be project design and project management, which will enable graduates to move directly into management responsibilities.

Student Learning Outcomes: The Master of Science in Geographic Information Science and Technology program will produce students who can:

- a) Design and manage projects using industry-standard and open-source software for project design management, map building, geo-visualization, and analysis following accepted cartographic principles and theoretic foundations.
- b) Use proficiently GIS spatial and 3-D analysis and other associated GIS extensions across the disciplines.
- c) Use spatial programming and script writing.
- d) Capture and manipulate data using various associated technologies and methodologies, while maintaining industry and government standards.

Internal Program Assessment: JSU's Department of Chemistry and Geosciences faculty will assess the proposed learning outcomes using a series of practica. Each course or segment of the MS in GIST program will have practical application components that must be accomplished before the student can satisfactorily complete the coursework. Each student must demonstrate his/her capacity to perform tasks to a high level of accuracy. These practica will require the application as well as an understanding of theory and practice, including cartographic, computational, statistical, and spatio-analytic principles.

Administration: The program will be administered by the School of Science, Dr. Timothy Lindblom, Dean; and the Department of Chemistry and Geosciences, Dr. L. Joe Morgan, Chair.

Public Review: The program was posted on the Commission website from May 11 until May 31 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). Two institutions submitted responses with no significant objections.

Similar Programs: The following institutions have similar programs listed at CIP 45.0702 in the Academic Program Inventory: Auburn University at Montgomery (MS in Geographic Information Systems) and the University of North Alabama (MS in Geospatial Science).

Relationship to Existing Offerings: JSU's Department of Chemistry and Geosciences currently offers undergraduate-level and graduate-level coursework in GIS and operates a Geographic Research and Information Laboratory equipped with GIS equipment and software. Graduate students enrolled in current GIS coursework have come from several other master's degree programs, including the MS in Biology, MS in Emergency Management, and MS in Criminal Justice. The establishment of an MS program in GIST is not expected to affect enrollment in these other graduate programs.

Collaboration: While JSU does not have current plans to collaborate on the delivery of the proposed program, they are open to considering collaboration with other universities and community colleges.

Accreditation: There is no specialized accrediting body for the proposed program.

Admissions: According to the program proposal, the Department of Chemistry and Geosciences, in consultation with Graduate Studies, has chosen to forego the requirement for the Graduate Records Exam (GRE) as a requirement for entering the MS in GIST at Jacksonville State University. The following items are required for consideration of admission:

1. Application Form
2. Letter of intent or a personal statement describing the student and his/her interest in the program
3. Official transcripts, demonstrating that candidates have earned a BA or BS and have an overall 3.0 in undergraduate studies
4. Three letters of recommendation
5. Application for funding

Mode of Delivery: JSU plans to make 20-30% of coursework available through distance education. The majority of the proposed program will initially be offered as traditional lecture classes, using the lecture and lab spaces already available on campus.

Curriculum: The following new courses will be added to the proposed program: GIS 517 (Spatial Statistics), GIS 519 (GIS Programming), GIS 520 (Web-based GIS: Technologies and Applications), GIS 572 (Field Techniques and Equipment), GIS 591 (Capstone), and GIS 595 (Thesis).

Credit hours required in program courses:	15
Credit hours in required electives:	12
Credit hours for thesis or capstone:	6
Total credit hours:	33

JSU will offer both a thesis and a non-thesis option, which will share the same course structure, except for one course. Students in the non-thesis option will choose the GIS 591: Capstone course, in which they will design, construct, and complete a GIS project. The capstone project will demonstrate the student's ability to apply advanced knowledge and skills related to Geographic Information Systems and Geographic Information Science. Students in the thesis option will complete GIS 595: Thesis. The thesis will require original research in GIS or the use of GIS technology and must have a significant spatial component. The work must be presented in a public oral presentation to the student's Graduate Committee and other persons who may wish to attend.

Industry Need: GIS degrees will equip students for employment in a rapidly expanding field with higher-than-average salaries. According to the US labor statistics, the expected growth rate for GIS occupations is between 20-29% over the next 10-15 years. Data indicate a total number of jobs annually in the SREB region in selected fields that represent Geographic Information Science and Technology as 2,890 jobs

annually (a total of 28,900 potential jobs in the next decade). With the near-term expected growth of geotechnology in the Southern Regional Education Board (SREB) region, there is growing demand for master's-level programs in GIST, as well as a need for applied learning centers across the state to cover these demands.

Student Demand: The Department of Chemistry and Geosciences conducted formal surveys with students currently at the university. Of the 181 students who completed the survey, 40 (22 percent) indicated interest or strong interest in enrolling in an MS in GIST at JSU. This number increased to 81 (or 44 percent) of those surveyed when asked: "Would you consider a concentration in GIS coupled with another master's program such as Criminal Justice, Public Administration, Biology, Emergency management, or computer science?" These results point to strong demand from JSU students and graduates for such a program.

In addition to the demand for the MS in GIST, JSU anticipates increasing demand for graduate-level GIS courses that support other degrees. The program will continue to support the concentration in GIS for JSU's Master of Public Administration, offered by the Political Science/Public Administration Department.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 6

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 1

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 2

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

JSU will require two additional faculty for proposed program, though only one of the two positions will require new funds to support. The other hire replaces a previously vacated position. Both hires will have qualifications to teach a range of coursework in Geographic Information Systems and related fields

Assistantships: The MS in Geographic Information Science and Technology will offer four graduate assistantships, but only one will require new funding. The Department of Chemistry and Geosciences already has funding for three Graduate Teaching Assistants (GTAs) that teach the lab sections of geography courses. Historically, these assistantships have been filled by biology graduate students with an interest and undergraduate coursework in geography, and will now be reallocated to support GIST graduate students. The cost of one additional GTA includes tuition is calculated using \$400.00 per credit hour for nine hours /semester and a stipend of \$4,000 per semester, for a total of \$15,200 per year.

Equipment: JSU's Department of Chemistry and Geosciences will require additional state-of-the-art equipment to deliver the proposed program:

1. Micro-drone LiDAR 10000: fully integrated system for producing 3D point clouds, optimized for land surveying, construction, oil & gas, and mining applications. ~\$125,000. Estimated annual maintenance and updates will be \$1,000 per year and \$100,000 in the seventh year

for a new drone and LIDAR camera. The department anticipates that it will be able to absorb most of the replacement with student fees accumulated over seven to ten years.

2. Two (2) smaller drones, or unmanned aerial vehicles (UAVs), for training. These drones will have aerial cameras for digital photography and photogrammetric mapping. The estimated cost of these units is \$2,000.
3. LiBack-pack 50: Integrates LiDAR with Simultaneous Localization and Mapping technology. This captures and produces real-time 3D point clouds across indoor and outdoor environments. ~\$13,000.
4. GPS Unit: FRU Trimble R2 Sub-Foot Rover plus accessories. ~\$10,000.
5. The cost of \$15,000 per year for other software - is for mapping/mosaic software for a ten-seat license from ESRI ArcMap for mosaic creation and mapping of Lidar Data. This is an annual recurring charge.

The total estimated cost of equipment over seven years is \$ 255,000.

Facilities: The proposed program will require no additional facilities in the first 2 to 3 years of operation. In year 4, the department plans to add a graduate lab for fifteen computer workstations to be used exclusively for graduate computer work and graduate projects, with costs offset by technology fees to be levied on new students.

Library: The proposed program would require JSU's library to expand its collections with the following academic journals: *Photogrammetric Engineering and Remote Sensing* – Science Direct; *Transactions in GIS* – Wiley-Blackwell; and *Cartography and Geographic Information Science* – Taylor & Francis Group LLC. The estimated annual cost of these resources is \$4,000 = \$28,000 total estimated cost over seven years.

Program Budget: The proposal projected that a total of **\$1,121,400** in estimated new funds will be required to support the proposed program. A projected total of **\$1,662,280** in new funds will be available through internal reallocations, tuition, and fees.

Attachment 3

Curriculum
 Master of Science in
 Geographic Information Science and Technology

Course Number and Title	Number of Credit Hrs	* If New Course
CORE COURSES	15 hrs	
GIS 406 Advanced Remote Sensing (previously Raster GIS)	3	
GIS 456 Spatial Layout and Design (Cartography-Geo-Visualization)	3	
GIS 459 Spatial Data Collection and Management	3	
GIS 510 Introduction to Spatial Analysis (or GIS 451 Advanced GIS)	3	
GIS 550 Organization and Management of Spatial Systems	3	
ELECTIVE COURSES (select 4)	12 hrs	
GIS 419 GIS Programming	3	*
GIS 530 Analyzing Spatial Networks	3	
GIS 461 Drone Piloting and Mapping	3	(Previously GY408)
GIS 517 Spatial Statistics	3	*
GIS 520 Web-Based GIS: Technologies and Application	3	*
GIS 554 Site Location Analysis	3	(Previously GY 554)
GIS 572 Field Techniques and Equipment	3	*
GIS 570 Advanced Topics in Spatial Analysis	3	
NON-THESIS OPTION	6 hrs	
GIS 591 Capstone	3 (must be taken twice)	*
THESIS OPTION	6 hrs	
GIS 595 Thesis	3 (must be taken twice)	*

Total Hours 33

DECISION ITEM A-4: University of Alabama, Master of Science in Athletic Training (CIP 51.0913)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Athletic Training.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2022. Based on Commission policy, the proposed program must be implemented by December 12, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2022-23, will be at least 24, based on the proposal.
2. That the annual average number of graduates for the period 2023-24 through 2028-29 (six-year average) will be at least 7.5, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The University of Alabama (UA) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2029.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The University of Alabama currently offers a Bachelor of Science in Athletic Training (BSAT), which prepares graduates to sit for the Entry-Level Athletic Trainer Certification Examination.
2. The accreditation agency for Athletic Training has determined that the professional degree for Athletic Training must be at the graduate level to be eligible to sit for the certification examination, and has advised baccalaureate programs not to admit, enroll or matriculate students after the start of fall term 2022. UA is proposing adjustments to its program offerings to the graduate level to align with the new accreditation standards.
3. UA's existing program has strong enrollment and completion rates, and the MSAT is expected to continue enrolling students at the same rates.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of Alabama program proposal, received February 7, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of Alabama								
PROGRAM: Athletic Training, MSAT (CIP 51.0913)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL
FACULTY	0	0	0	0	0	0	0	0
LIBRARY	0	0	0	0	0	0	0	0
FACILITIES	0	0	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0	0	0
STAFF	0	0	0	0	0	0	0	0
ASSISTANTSHIPS	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL
INTERNAL REALLOCATIONS	0	0	0	0	0	0	0	0
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	23	30	38	45	52	60	41.33
PART-TIME HEADCOUNT	Year 1 - No data reporting required	0	0	0	0	0	0	0
TOTAL HEADCOUNT	Year 1 - No data reporting required	23	30	38	45	52	60	41.33
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	14	18	22	26	30	34	24
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	9	12	16	19	22	26	17.33

Attachment 2

Summary of Background Information

Master of Science in Athletic Training
University of Alabama

Role: The proposed program is within the instructional role recognized by the Commission for the University of Alabama (UA).

Program Description: The proposed Master of Science in Athletic Training (MSAT) degree will prepare students to sit for the Board of Certification, Inc. (BOC) Entry-Level Athletic Trainer Certification Examination and to work as athletic trainers once they have passed the exam. Graduates of this program will also be prepared for advanced study in athletic training through residency programs, specialty certification curricula, and clinical or research doctoral programs - all of which require master's degrees for acceptance. Further, graduates will be prepared to function as effective members of interdisciplinary health care teams. Students graduating with a master's degree will be trained to think critically, utilize evidence in clinical practice, and advocate for patient need. These skills are taught at the master's level through problem-based learning and advanced assignments that require the integration, synthesis and application of multiple content areas.

Student Learning Outcomes: Upon completion of this program, graduates will be prepared to work as a member of an interdisciplinary health care team using current best practices to deliver patient-centered care to:

1. Mitigate the risk of injury and illness. Use effective education, communication and advocacy to promote healthy lifestyle behaviors, enhance wellness and minimize the risk of injury and illness.
2. Examine, assess and diagnose injury and illness. Implement systematic, evidence-based examinations and assessments to formulate valid clinical diagnoses of injuries and illnesses which drive plans of care.
3. Provide immediate and emergency care. Integrate best practices in immediate and emergency care for optimal patient outcomes.
4. Intervene on injury and illness. Design and implement evidence-based plans of care that include therapeutic modalities, therapeutic exercise, manual medicine and pharmacologic agents to return the patient to the optimal activity level.
5. Develop and implement policies for effective health care administration. Use best practices in business management, policy, resource management and quality improvement to promote optimal patient care and employee well-being.

Administration: The program will be administered by the College of Human and Environmental Sciences, Dr. Stuart Usdan, Dean; and the Department of Health Sciences, Dr. Angela Paschal, Chair.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISIP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). A total of three institutions submitted voting forms indicating support for the proposed program.

Similar Programs: The following institutions have programs listed at CIP 51.0913: Jacksonville State University (Master of Athletic Training); University of West Alabama (Master of Athletic Training); and Troy University (MS in Athletic Training).

Relationship to Existing Offerings: UA currently offers an accredited Bachelor of Science in Athletic Training (BSAT) program that prepares graduates for professional certification. The BSAT program will no longer be accepting new students after Fall 2021 to comply with the change in accreditation requirements calling for all professional programs to be at the master's level. In addition, UA offers BS degrees in the related fields of Exercise Science and Public Health. With the addition of some courses to meet Athletic Training program prerequisites, graduates of these programs would be eligible to apply to the MSAT program.

Collaboration: At this time, there is not a plan to collaborate with other institutions as all coursework necessary for successful implementation of this program is currently in place. Furthermore, accreditation standards do not allow program collaboration beyond the collaborative use of affiliated settings for clinical experiences within the professional program.

Accreditation: UA intends to seek accreditation for the proposed program through the Commission on Accreditation of Athletic Training Education (CAATE), which accredits professional programs in Athletic Training at the undergraduate and graduate level. Along with other partners in the Strategic Alliance for Athletic Training, CAATE has determined that the professional degree for Athletic Training must be at the graduate level. Baccalaureate programs may not admit, enroll or matriculate students into the accredited athletic training program after the start of fall term 2022. Students must graduate from a CAATE-accredited program in order to be eligible to sit for the Board of Certification Entry-Level Athletic Trainer Certification Examination.

Admissions: Per CAATE Standards (Standard 54), students will be required to have prerequisite classes in biology, chemistry, physics, psychology, anatomy, and physiology. Students will complete an examination of their knowledge and skill in prerequisite areas as part of the application process. During the application, students will also provide a writing sample in the form of an analysis of a research article in the discipline.

Mode of Delivery: Courses will be delivered through residential (face-to-face) lecture and lab instructional methods, directed clinical experiences and online methods. Approximately 15 percent of the program will be offered online.

Curriculum: The proposed program will have two options (thesis and non-thesis). All coursework will be new, and will adapt existing coursework from the BSAT program to the graduate level.

Program Completion Requirements:	
Credit hours required in program courses:	44
Credit hours required in support courses:	0
Credit hours in required or free electives:	0
Credit hours for thesis or dissertation:	2 (non-thesis) or 6 (thesis)
Total credit hours:	46 credits for non-thesis option 50 credits for thesis option

Students will take three clinical integration courses during which they will complete clinical experiences at affiliated clinical settings. In addition, the curriculum includes two immersive clinical experiences, with one lasting four weeks (ATR 530) and the other lasting eight weeks (ATR 550).

Students will complete a non-thesis capstone project (ATR 598, 2 credit hours) or a thesis (ATR 599, 3 credit hours). Students who select the thesis option will not be required to take ATR 598 and will complete 6 hours of ATR 599.

Industry Need: Despite the popularity of athletics in the state, a recent study by the Korey Stringer Institute found that only 35 percent of schools in Alabama reported having access to a full-time Athletic Trainer (AT), with 43 percent of these reporting only having practice coverage. The lack of ATs to meet the population's needs will be compounded over the next decade by population growth and aging.

Graduates obtaining an MSAT degree will be eligible to sit for the BOC Entry-Level Athletic Trainer Certification Examination and to then pursue immediate employment or advanced education in the discipline. ATs work in public and private secondary schools, colleges and universities, professional and Olympic sports; youth leagues and local recreational sports agencies; municipal and independently owned youth sports facilities; physician practices; rural and urban hospitals, urgent care clinics and ambulatory care centers; clinics with specialties in sports medicine, cardiac rehabilitation, medical fitness, wellness and physical therapy; occupational health departments in commercial settings, including manufacturing; police and fire departments and academies; the military; and performing arts settings, including professional and collegiate dance and music. The clinical component of the proposed program is intended to prepare students directly for the setting in which they intend to work.

Student Demand: UA's current BSAT program enrolls over 20 students per year, and the proposed program anticipates maintaining enrollment at the same level.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 5

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 2

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Facilities: There will be no need for new facilities.

Library: The University of Alabama libraries are well-equipped to support the proposed program. The University of Alabama libraries maintain current subscriptions with more than 100 e-journals based on athletic training, sports medicine, orthopedics, physical therapy and rehabilitation subjects and maintain electronic access to archives of dozens more. This electronic access includes subscriptions to some of the top tier journals in the discipline, including *The Journal of Athletic Training*, *Medicine and Science in Sports and Exercise*, *Journal of Orthopedic and Sports Physical Therapy*, *The American Journal of Sports Medicine*, and *Archives of Physical Medicine and Rehabilitation*. Additionally, all students have access to Interlibrary Loan.

Program Budget: Since the program will replace an existing option, it is projected that a total of \$ 0 in estimated new funds will be required to support the proposed program. A projected total of \$ 0 in new funds will be available through internal reallocations and tuition.

Attachment 3

Curriculum
 Master of Science in Athletic Training

YEAR 1	
Course Number/Name	Credits
Semester 1- Fall	
ATR 500: Fundamentals of Professional Practice	3
ATR 503: Patient-Centered Care	2
ATR 505: Examination and Diagnosis I: Lower Extremity	3
ATR 507: Examination and Diagnosis II: Medical Conditions	2
ATR 510: Integration of Clinical Skills I	1
Semester 2 - Spring	
ATR 509: Examination and Diagnosis III: Upper Extremity	3
ATR 511: Examination and Diagnosis IV: Head, Spine, Thorax and Abdomen	3
ATR 513: Therapeutic Intervention I: Therapeutic Modalities	2
ATR 517: Therapeutic Intervention II: Rehabilitation and Reconditioning	2
ATR 519: Advanced Trauma Management	1
ATR 520: Integration of Clinical Skills II	1
YEAR 2	
Semester 1 - Summer	
ATR 521: Therapeutic Intervention 111: Patient-Centered Clinical Practice	2
ATR 525: Research in Athletic Training	1
ATR 530: Clinical Immersion I: Non-Sport Patient Care	2
ATR599: Thesis Research (for Thesis option only)	3
Semester 2 - Fall	
ATR 531: Therapeutic Intervention IV: Pharmacology & Behavioral Medicine	3
ATR 533: Therapeutic Intervention V: Optimizing Patient Outcomes	2
ATR 535: Healthcare Administration	3
ATR 540: Integration of Clinical Skills III	1
Semester 3 - Spring	
ATR 541: Therapeutic Intervention VI: Manual Therapy	3
ATR 545: Seminar in Athletic Training	2
ATR 550: Clinical Immersion II: Culminating Experience	2
ATR 598 Non-Thesis Research or ATR 599 Thesis Research	2 or 3
Total Credits	46 hours for non-thesis or 50 hours for thesis

DECISION ITEM A-5a: University of Alabama at Birmingham, Master of Arts in Interdisciplinary Graduate Studies (CIP 30.9999)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Arts in Interdisciplinary Graduate Studies.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 12.8, based on the proposal.
2. That the annual average number of graduates for the period 2021-22 through 2026-27 (six-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The University of Alabama at Birmingham (UAB) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The proposed Master of Arts in Graduate Interdisciplinary studies (MAIGS) program is designed for students to blend distinct areas of expertise needed to compete for and advance within contemporary careers.
2. The program is designed to attract part-time students, particularly working professionals who may be looking to upskill. Given the format of stacking graduate certificates into a master's degree, the MAIGS may appeal to new populations who may otherwise not seek post-baccalaureate educational opportunities. This aim aligns with regional and state workforce development goals.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of Alabama at Birmingham program proposal, received February 7, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of Alabama at Birmingham								
PROGRAM: Master of Arts in Interdisciplinary Graduate Studies (CIP 30.9999)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	0	0	0	0	0	0	0	0
LIBRARY	0	0	0	0	0	0	0	0
FACILITIES	0	0	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0	0	0
STAFF	\$ 16,517	\$ 16,847	\$ 17,184	\$ 17,528	\$ 17,878	\$ 18,236	\$ 18,601	\$ 122,791
ASSISTANTSHIPS	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	\$ 16,517	\$ 16,847	\$ 17,184	\$ 17,528	\$ 17,878	\$ 18,236	\$ 18,601	\$ 122,791
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	\$ 16,517	\$ 16,847	\$ 17,184	\$ 17,528	\$ 17,878	\$ 18,236	\$ 18,601	\$ 122,791
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	\$ 0	\$ 1,350	\$ 2,700	\$ 16,200	\$ 16,200	\$ 21,600	\$ 24,300	\$ 82,350
TOTAL	\$ 16,517	\$ 18,197	\$ 19,884	\$ 33,728	\$ 34,078	\$ 39,836	\$ 42,901	\$ 205,141
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" Is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL TIME HEADCOUNT	Year 1 - No data reporting required	1	2	2	2	2	2	1.8
PART TIME HEADCOUNT	Year 1 - No data reporting required	10	17	27	30	43	46	28.8
TOTAL HEADCOUNT	Year 1 - No data reporting required	11	19	29	32	45	48	30.7
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	8	9	12	15	15	18	12.8
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	1	2	12	12	16	16	9.8

Attachment 2

Summary of Background Information

Master of Arts in Interdisciplinary Graduate Studies
University of Alabama at Birmingham

Role: The proposed program is within the instructional role recognized by the Commission for the University of Alabama at Birmingham.

Program Description: The Master of Arts in Interdisciplinary Graduate Studies (MAIGS) will offer advanced training and education for learners who will benefit from combining two areas of specialization as required in many contemporary careers. Within the MAIGS program, students will create a personalized degree plan that blends two specialized certificate programs in a coherent manner that directly relates to the student's academic and career goals. This stackable certificate master's degree program is designed to prepare individuals with skills that meet the needs of local and statewide workforce development. In addition, the MAIGS program will advance UAB's outreach and educational efforts designed to support economic development in Birmingham and throughout Alabama.

Student Learning Outcomes: Due to the interdisciplinary nature of this program, graduates must meet all of the student learning outcomes associated with the specific certificate programs that they stack in order to complete the MAIGS. Each student's graduate program of study must be reviewed by the MAIGS Program Director and approved by his/her Interdisciplinary Graduate Studies Degree Review Committee.

For the master's degree, graduates will be able to:

- Illustrate competencies in all certificate-program-specific student learning outcomes associated with the student's Interdisciplinary Graduate Studies Degree Plan.
- Demonstrate professional knowledge and skills needed to advance and provide leadership within the learner's career field.
- Demonstrate a mastery of literature associated the certificate disciplines as one component of the required MAIGS capstone course that is completed during the final semester of the program.
- Demonstrate mastery of specific skills required for the learner's hybrid career path as exemplified by the completion of the experiential learning component of the MAIGS capstone course that is completed during their final semester of the program.
- Demonstrate competencies required to meet workforce needs among Birmingham and state-wide employers which are associated with better paying, high-demand careers in the contemporary global economy.

Internal Program Assessment: The MAIGS program will be overseen by the IGS Program Committee, composed of the Program Director, the Director of Student Academic Services for the Graduate School, and the Graduate School Dean. The committee will establish and review policies and processes for the IGS program, including admissions, communications among all certificate program personnel who participate in the IGS degree, community outreach and engagement to promote the degree, program evaluation, and other institutional processes.

Once the program is implemented, the MAIGS Program Director will oversee outcome evaluation on an annual basis. Program outcome measures will be assessed by analyzing the quality and quantity of applicants, admits, matriculates, and graduates of the program, as well as the quality and quantity of certificate programs seeking to be included as options for students to incorporate into their MAIGS academic plan. Program administrators also plan to conduct student exit surveys and interviews.

Administration: The program will be administered by the UAB Graduate School, Dr. Lori McMahon, Dean, and Dr. Lisa Marie Kerr, Program Director.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). The proposed program has been widely discussed at ACGD meetings, and four institutions submitted responses indicating support.

Similar Programs: There are no other similar programs at the master's level listed at CIP 30.9999 in the Academic Program Inventory, though there are a number of interdisciplinary degree programs at the baccalaureate level at this CIP code. Related master's-level programs exist at Auburn University at Montgomery (Master of Liberal Arts, CIP 24.0101), Jacksonville State University (Master of Arts in Integrated Studies, CIP 24.0101), and the University of North Alabama (Master of Professional Studies, CIP 30.0000). None of these related programs is currently configured to stack two graduate certificates, culminated with a capstone course.

Relationship to Other Offerings: The MAIGS curriculum will be comprised of existing graduate-level certificates, which include coursework that was developed as part of a master's and/or doctoral degree program. Eligible graduate certificate programs must include a minimum of 12 graduate-level credits and must be reviewed/ approved by UAB's Graduate Council and other requisite governing bodies, including the Commission.

The MAIGS program is closely related to the proposed Master of Science in Interdisciplinary Graduate Studies (MSIGS), which is also under review by the Commission. In determining whether a student will matriculate into the MAIGS or MSIGS program, UAB will consider the relationship of the student's coursework to MA or MS degree offerings. If both component certificates align with an MA curriculum, the student will earn an MAIGS, whereas if both component certificates align with an MS curriculum, the student will earn an MSIGS. In the case that one of the certificates aligns with an MA curriculum and the other an MS curriculum, the student and Program Director will determine whether the MA or MS will best serve the student's career objectives.

Collaboration: Although there are no plans for collaboration at this time, UAB is open to collaborating with other institutions should appropriate opportunities present. Discussions by the ACGD have indicated interest in establishing a multi-institution consortium to stack graduate certificates across institutions in a similar configuration to UAB's proposed degree.

Accreditation: There is no specialized accrediting body for the proposed program.

Admissions: The program has no special admission requirements.

Mode of Delivery: The instructional delivery methods for courses differ according to the certificate programs to be incorporated. The delivery of the GRD 690: Interdisciplinary Graduate Studies Capstone course will be delivered in a hybrid manner, such that students will be required to have synchronous conversations with their GRD 690 faculty member and their Interdisciplinary Graduate Studies Degree Committee related to the completion of their final academic deliverable.

Curriculum: This interdisciplinary program will primarily consist of graduate-level certificate programs developed in academic units or in the Graduate School at UAB. A list of eligible certificates is included in Appendix 3, Curriculum. With support from the Program Director, the student will develop an Interdisciplinary Graduate Studies Degree Plan that requires approval from his/her Interdisciplinary Graduate Studies Degree Review committee.

The Graduate Studies Degree Plan must include, at minimum:

- Certificates that have been previously approved by the UAB Graduate Curriculum Committee with notice to the UA Board of Trustees and ACHE that have sought and received approval from UAB's Graduate School and the IGS Program Committee as options to be incorporated into interdisciplinary graduate degree programs,
- 30 graduate-level credits associated with graded courses that demonstrate coherence, graduate level rigor, and learning outcomes relevant to the student's professional career goals,
- A 3-hour capstone course to be completed in the final semester of the student's plan, which will include a literature mastery component relevant to each student's certificate choices and career goals, and,
- A timeline illustrating the student's intent to progress towards degree completion within five years or less.

Program Completion Requirements:

Credit hours required in first graduate certificate:	12-15
Credit hours required in second graduate certificate:	12-15
Credit hours in required electives:	3 (only if credit hours for graduate certificates total less than 27 hours)
Credit hours for thesis or dissertation:	3
Total credit hours:	30-33

While not comprehensive, the following are examples of potential MAIGS certificate combinations from UAB academic units that have already committed to participating in the IGS program:

- A learner seeking advanced education for their position within a non-profit community health organization
 - a. Nonprofit Management Certificate (College of Arts & Sciences)
 - b. Global Health Studies Certificate (School of Public Health)
 - c. GRD 690: Interdisciplinary Graduate Studies Capstone Course
- A learner interested in advancing a career in journalism or media
 - a. Research Communications Certificate (UAB Graduate School)
 - b. Business Analytics Certificate (Collat College of Business)
 - c. GRD 690: Interdisciplinary Graduate Studies Capstone Course
- A learner seeking advancement in a social media firm
 - a. Leadership and Professional Development Certificate (UAB Graduate School)
 - b. Social Media Certificate (Collat College of Business)
 - c. GRD 690: Interdisciplinary Graduate Studies Capstone Course

Industry Need: The State of Alabama is striving to advance workforce development across the state in order to meet the dynamic nature of domestic and global economic factors. Governor Kay Ivey and the Alabama Department of Labor report a need for additional education and training to sustain and accelerate state-wide economic development, and state strategic plans stress the importance of stackability for credential and degree programs. As a hub of healthcare, industry and research, Birmingham has seen a growing trend in careers where hybrid jobs are in high demand, and this trend is expected to accelerate in the wake of the public health crisis. Additionally, employers express that they seek employees who remain productive and motivated when market forces and new technologies require creative problem-solving and strong communication skills. The MAIGS program is designed to allow learners to gain diverse competencies and earn a graduate degree with flexibility to meet the demands of their contemporary career paths.

Student Demand: An electronic survey was conducted to determine interest and viability of the program. Links to the Qualtrics survey were disseminated to 541 individuals who had completed a graduate certificate from UAB between 2015 and 2018. A total of 193 individuals completed the survey, for a 36 percent response rate. Overall, 49 percent of the respondents expressed interest in receiving information to apply once the program is fully approved.

In addition, informal surveys were conducted with small groups (12-32) of current UAB employees and graduate students. During the small group conversations, participants expressed excitement at the potential opportunity to return to school, or seek an additional degree designed to blend skills sets across diverse disciplines. Participants shared how it has become stressful and sometimes intimidating to meet the complex expectations in contemporary careers that are more hybrid in nature. Other informal conversations with members of the Birmingham Business Alliance, Workforce Development colleagues, and individual industry leaders throughout Birmingham indicated interest in the development of interdisciplinary studies degree programs that will support their employees in advancing their education and careers. Prospective students and local business leaders encouraged the development of this program and expect that graduates will be skilled to apply cross-discipline competencies in manners that increase productivity, efficiency, and leadership needed for economic growth and sustainability.

Given these formal and informal responses, UAB projects that the proposed program will see the greatest enrollment among part-time students, who are likely to pursue the degree while continuing to work full-time. By year 7, they anticipate that as many as 18 new part-time students will enroll in the program annually.

Resources:

Faculty:

Current Primary Faculty—

Full-time: N/A

Part-time: N/A

Support Faculty—

Full-time: N/A

Part-time: 1

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: N/A

Part-time: N/A

Support Faculty—

Full-time: N/A

Part-time: N/A

Faculty delivering the courses in the certificate programs that will be stacked together to meet the requirements for a master's degree are certified and evaluated in accordance with the department(s) hosting the certificate programs. Faculty delivering the GRD 690: Interdisciplinary Graduate Studies Capstone course are required to have a Graduate Faculty appointment in the UAB Graduate School and complete all associated processes for this credentialing process.

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Staff: Operating expenses are projected at 0.15 FTE of the Program Director's salary and fringe benefits. UAB has included a 2% increase per year in these costs.

Facilities: There will be no need for new facilities.

Library: UAB's library collections are able to support eligible graduate certificates that will comprise the MAIGS curriculum.

Program Budget: The proposal projected that a total of **\$ 122,791** in estimated new funds will be required to support the proposed program. A projected total of **\$ 205,141** in new funds will be available through internal reallocations and tuition.

In the first one to three years of the program, revenue reallocation from the Graduate School will support the administrative expenses of the program. It is projected that by year 4, the program will generate sufficient tuition revenue to cover the bulk of operating expenses, and by year 6, the program will be self-sustaining.

Attachment 3

Curriculum

Master of Arts in Interdisciplinary Graduate Studies
 University of Alabama at Birmingham

In addition to completing two graduate certificates, all students in the MAIGS program must complete the capstone course offered through UAB's Graduate School. Depending on the credit hours associated with each graduate certificate, students may need to complete up to 3 hours of elective coursework.

Course Number and Title	Number of Credit Hours	* If New Course
GRD 690: Interdisciplinary Graduate Studies Capstone	3	*

MAIGS students must complete requirements associated with two graduate certificates consisting of at least 12 graduate-level credit hours. The list below includes all approved certificates whose academic unit has agreed to participate in the program, and the list may be updated as new certificates are approved for participation:

Program	Class	College/School
Laboratory Management	Graduate Certificate	Graduate School
Business Analytics	Graduate Certificate	Collat School of Business
Cybersecurity Management	Graduate Certificate	Collat School of Business
IT Management	Graduate Certificate	Collat School of Business
Leadership and Professional Development	Graduate Certificate	Graduate School
Research Communications	Graduate Certificate	Graduate School
Applications of Mixed Methods Research	Graduate Certificate	School of Health Professions
Biotechnology Regulatory Affairs	Graduate Certificate	School of Health Professions
Center for Integration of Research, Teaching, and Learning (CIRTL) - Practitioner Teacher	Graduate Certificate	Graduate School
Center for Integration of Research, Teaching, and Learning (CIRTL) - Scholar Teacher	Graduate Certificate	Graduate School
Clinical Informatics	Graduate Certificate	School of Health Professions
Clinical Mental Health Counseling	Graduate Certificate	School of Education
Computer Forensics	Graduate Certificate	College of Arts & Sciences
Construction Engineering Management	Graduate Certificate	School of Engineering
Environmental Engineering	Graduate Certificate	School of Engineering
Global Health Studies	Graduate Certificate	School of Public Health
Program	Class	College/School
Health Coaching	Graduate Certificate	School of Education

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 Friday, June 12, 2020

Health Education	Graduate Certificate	School of Education
Low-Vision Rehabilitation	Graduate Certificate	School of Health Professions
Marriage, Couples, and Family Counseling	Graduate Certificate	School of Education
Mentoring and Leadership	Graduate Certificate	Graduate School
Nonprofit Management	Graduate Certificate	College of Arts & Sciences
Structural Engineering	Graduate Certificate	School of Engineering
Sustainable Engineering	Graduate Certificate	School of Engineering
Technology, Commercialization, and Entrepreneurship	Graduate Certificate	Collat School of Business
Translational and Molecular Sciences	Graduate Certificate	Joint Health Sciences
Transportation Engineering	Graduate Certificate	School of Engineering
Social Media	Graduate Certificate	Collat School of Business

DECISION ITEM A-5b: University of Alabama at Birmingham, Master of Science in Interdisciplinary Graduate Studies (CIP 30.9999)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Interdisciplinary Graduate Studies.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 12.8, based on the proposal.
2. That the annual average number of graduates for the period 2021-22 through 2026-27 (six-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The University of Alabama at Birmingham (UAB) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The proposed Master of Science in Graduate Interdisciplinary studies (MSIGS) program is designed for students to blend distinct areas of expertise needed to compete for and advance within contemporary careers.
2. The program is designed to attract part-time students, particularly working professionals who may be looking to upskill. Given the format of stacking graduate certificates into a master's degree, the MSIGS may appeal to new populations who may otherwise not seek post-baccalaureate educational opportunities. This aim aligns with regional and state workforce development goals.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of Alabama at Birmingham program proposal, received February 7, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of Alabama at Birmingham								
PROGRAM: Master of Science in Interdisciplinary Graduate Studies (CIP 30.9999)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	0	0	0	0	0	0	0	0
LIBRARY	0	0	0	0	0	0	0	0
FACILITIES	0	0	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0	0	0
STAFF	\$ 16,517	\$ 16,847	\$ 17,184	\$ 17,528	\$ 17,878	\$ 18,236	\$ 18,601	\$ 122,791
ASSISTANTSHIPS	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	\$ 16,517	\$ 16,847	\$ 17,184	\$ 17,528	\$ 17,878	\$ 18,236	\$ 18,601	\$ 122,791
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	\$ 16,517	\$ 16,847	\$ 17,184	\$ 17,528	\$ 17,878	\$ 18,236	\$ 18,601	\$ 122,791
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	\$ 0	\$ 1,350	\$ 2,700	\$ 16,200	\$ 16,200	\$ 21,600	\$ 24,300	\$ 82,350
TOTAL	\$ 16,517	\$ 18,197	\$ 19,884	\$ 33,728	\$ 34,078	\$ 39,836	\$ 42,901	\$ 205,141
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL TIME HEADCOUNT	Year 1 - No data reporting required	1	2	2	2	2	2	1.8
PART TIME HEADCOUNT	Year 1 - No data reporting required	10	17	27	30	43	46	28.8
TOTAL HEADCOUNT	Year 1 - No data reporting required	11	19	29	32	45	48	30.7
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	8	9	12	15	15	18	12.8
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	1	2	12	12	16	16	9.8

Attachment 2

Summary of Background Information

Master of Science in Interdisciplinary Graduate Studies
University of Alabama at Birmingham

Role: The proposed program is within the instructional role recognized by the Commission for the University of Alabama at Birmingham.

Program Description: The Master of Science in Interdisciplinary Graduate Studies (MSIGS) will offer advanced training and education for learners who will benefit from combining two areas of specialization as required in many contemporary careers. Within the MSIGS program, students will create a personalized degree plan that blends two specialized certificate programs in a coherent manner that directly relates to the student's academic and career goals. This stackable certificate master's degree program is designed to prepare individuals with skills that meet the needs of local and statewide workforce development. In addition, the MSIGS program will advance UAB's outreach and educational efforts designed to support economic development in Birmingham and throughout Alabama.

Student Learning Outcomes: Due to the interdisciplinary nature of this program, graduates must meet all of the student learning outcomes associated with the specific certificate programs that they stack in order to complete the MSIGS. Each student's graduate program of study must be reviewed by the MSIGS Program Director and approved by his/her Interdisciplinary Graduate Studies Degree Review Committee.

For the master's degree, graduates will be able to:

- Illustrate competencies in all certificate-program-specific student learning outcomes associated with the student's Interdisciplinary Graduate Studies Degree Plan.
- Demonstrate professional knowledge and skills needed to advance and provide leadership within the learner's career field.
- Demonstrate a mastery of literature associated with the certificate disciplines as one component of the required MSIGS capstone course that is completed during the final semester of the program.
- Demonstrate mastery of specific skills required for the learner's hybrid career path as exemplified by the completion of the experiential learning component of the MSIGS capstone course that is completed during their final semester of the program.
- Demonstrate competencies required to meet workforce needs among Birmingham and state-wide employers which are associated with better paying, high-demand careers in the contemporary global economy.

Internal Program Assessment: The MSIGS program will be overseen by the IGS Program Committee, composed of the Program Director, the Director of Student Academic Services for the Graduate School, and the Graduate School Dean. The committee will establish and review policies and processes for the IGS program, including admissions, communications among all certificate program personnel who participate in the IGS degree, community outreach and engagement to promote the degree, program evaluation, and other institutional processes.

Once the program is implemented, the MSIGS Program Director will oversee outcome evaluation on an annual basis. Program outcome measures will be assessed by analyzing the quality and quantity of applicants, admits, matriculates, and graduates of the program, as well as the quality and quantity of certificate programs seeking to be included as options for students to incorporate into their MSIGS academic plan. Program administrators also plan to conduct student exit surveys and interviews.

Administration: The program will be administered by the UAB Graduate School, Dr. Lori McMahon, Dean, and Dr. Lisa Marie Kerr, Program Director.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). The proposed program has been widely discussed at ACGD meetings, and four institutions submitted responses indicating support.

Similar Programs: There are no other similar programs at the master's level listed at CIP 30.9999 in the Academic Program Inventory, though there are a number of interdisciplinary degree programs at the baccalaureate level at this CIP code. Related master's-level programs exist at Auburn University at Montgomery (Master of Liberal Arts, CIP 24.0101), Jacksonville State University (Master of Science in Integrated Studies, CIP 24.0101), and the University of North Alabama (Master of Professional Studies, CIP 30.0000). None of these related programs is currently configured to stack two graduate certificates, culminated with a capstone course.

Relationship to Other Offerings: The MSIGS curriculum will be comprised of existing graduate-level certificates, which include coursework that was developed as part of a master's and/or doctoral degree program. Eligible graduate certificate programs must include a minimum of 12 graduate-level credits and must be reviewed/ approved by UAB's Graduate Council and other requisite governing bodies, including the Commission.

The MSIGS program is closely related to the proposed Master of Arts in Interdisciplinary Graduate Studies (MAIGS), which is also under review by the Commission. In determining whether a student will matriculate into the MAIGS or MSIGS program, UAB will consider the relationship of the student's coursework to MA or MS degree offerings. If both component certificates align with an MA curriculum, the student will earn an MAIGS, whereas if both component certificates align with an MS curriculum, the student will earn an MSIGS. In the case that one of the certificates aligns with an MA curriculum and the other an MS curriculum, the student and Program Director will determine whether the MA or MS will best serve the student's career objectives.

Collaboration: Although there are no plans for collaboration at this time, UAB is open to collaborating with other institutions should appropriate opportunities present. Discussions by the ACGD have indicated interest in establishing a multi-institution consortium to stack graduate certificates across institutions in a similar configuration to UAB's proposed degree.

Accreditation: There is no specialized accrediting body for the proposed program.

Admissions: The program has no special admission requirements.

Mode of Delivery: The instructional delivery methods for courses differ according to the certificate programs to be incorporated. The delivery of the GRD 690: Interdisciplinary Graduate Studies Capstone course will be delivered in a hybrid manner, such that students will be required to have synchronous conversations with their GRD 690 faculty member and their Interdisciplinary Graduate Studies Degree Committee related to the completion of their final academic deliverable.

Curriculum: This interdisciplinary program will primarily consist of graduate-level certificate programs developed in academic units or in the Graduate School at UAB. A list of eligible certificates is included in Appendix 3, Curriculum. With support from the Program Director, the student will develop an Interdisciplinary Graduate Studies Degree Plan that requires approval from his/her Interdisciplinary Graduate Studies Degree Review committee.

The Graduate Studies Degree Plan must include, at minimum:

- Certificates that have been previously approved by the UAB Graduate Curriculum Committee with notice to the UA Board of Trustees and ACHE that have sought and received approval from UAB's Graduate School and the IGS Program Committee as options to be incorporated into interdisciplinary graduate degree programs,
- 30 graduate-level credits associated with graded courses that demonstrate coherence, graduate level rigor, and learning outcomes relevant to the student's professional career goals,
- A 3-hour capstone course to be completed in the final semester of the student's plan, which will include a literature mastery component relevant to each student's certificate choices and career goals, and,
- A timeline illustrating the student's intent to progress towards degree completion within five years or less.

Program Completion Requirements:

Credit hours required in first graduate certificate:	12-15
Credit hours required in second graduate certificate:	12-15
Credit hours in required electives:	3 (only if credit hours for graduate certificates total less than 27 hours)
Credit hours for thesis or dissertation:	3
Total credit hours:	30-33

While not comprehensive, the following are examples of potential MSIGS certificate combinations from UAB academic units that have already committed to participating in the IGS program:

- A learner interested in managing a research laboratory
 - a. Laboratory Management Certificate (UAB Graduate School)
 - b. Leadership and Professional Development Certificate (UAB Graduate School)
 - c. GRD 690: Interdisciplinary Graduate Studies Capstone Course
- A learner interested in launching a health technology start-up
 - a. Technology, Commercialization, Entrepreneurship Certificate (Collat College of Business)
 - b. Translational and Molecular Sciences Certificate (School of Joint Health Sciences)
 - c. GRD 690: Interdisciplinary Graduate Studies Capstone Course
- A learner seeking advancement in an engineering firm
 - a. Leadership and Professional Development Certificate (UAB Graduate School)
 - b. Sustainable Engineering Certificate (School of Engineering)
 - c. GRD 690: Interdisciplinary Graduate Studies Capstone Course

Industry Need: The State of Alabama is striving to advance workforce development across the state in order to meet the dynamic nature of domestic and global economic factors. Governor Kay Ivey and the Alabama Department of Labor report a need for additional education and training to sustain and accelerate state-wide economic development, and state strategic plans stress the importance of stackability for credential and degree programs. As a hub of healthcare, industry and research, Birmingham has seen a growing trend in careers where hybrid jobs are in high demand, and this trend is expected to accelerate in the wake of the public health crisis. Additionally, employers express that they seek employees who remain productive and motivated when market forces and new technologies require creative problem-solving and strong communication skills. The MSIGS program is designed to allow learners to gain diverse competencies and earn a graduate degree with flexibility to meet the demands of their contemporary career paths.

Student Demand: An electronic survey was conducted to determine interest and viability of the program. Links to the Qualtrics survey were disseminated to 541 individuals who had completed a graduate

certificate from UAB between 2015 and 2018. A total of 193 individuals completed the survey, for a 36 percent response rate. Overall, 49 percent of the respondents expressed interest in receiving information to apply once the program is fully approved.

In addition, informal surveys were conducted with small groups (12-32) of current UAB employees and graduate students. During the small group conversations, participants expressed excitement at the potential opportunity to return to school, or seek an additional degree designed to blend skills sets across diverse disciplines. Participants shared how it has become stressful and sometimes intimidating to meet the complex expectations in contemporary careers that are more hybrid in nature. Other informal conversations with members of the Birmingham Business Alliance, Workforce Development colleagues, and individual industry leaders throughout Birmingham indicated interest in the development of interdisciplinary studies degree programs that will support their employees in advancing their education and careers. Prospective students and local business leaders encouraged the development of this program and expect that graduates will be skilled to apply cross-discipline competencies in manners that increase productivity, efficiency, and leadership needed for economic growth and sustainability.

Given these formal and informal responses, UAB projects that the proposed program will see the greatest enrollment among part-time students, who are likely to pursue the degree while continuing to work full-time. By year 7, they anticipate that as many as 18 new part-time students will enroll in the program annually.

Resources:

Faculty:

Current Primary Faculty—

Full-time: N/A

Part-time: N/A

Support Faculty—

Full-time: N/A

Part-time: 1

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: N/A

Part-time: N/A

Support Faculty—

Full-time: N/A

Part-time: N/A

Faculty delivering the courses in the certificate programs that will be stacked together to meet the requirements for a master's degree are certified and evaluated in accordance with the department(s) hosting the certificate programs. Faculty delivering the GRD 690: Interdisciplinary Graduate Studies Capstone course are required to have a Graduate Faculty appointment in the UAB Graduate School and complete all associated processes for this credentialing process.

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Staff: Operating expenses are projected at 0.15 FTE of the Program Director's salary and fringe benefits. UAB has included a 2% increase per year in these costs.

Facilities: There will be no need for new facilities.

Library: UAB's library collections are able to support eligible graduate certificates that will comprise the MSIGS curriculum.

Program Budget: The proposal projected that a total of **\$ 122,791** in estimated new funds will be required to support the proposed program. A projected total of **\$ 205,141** in new funds will be available through internal reallocations and tuition.

In the first one to three years of the program, revenue reallocation from the Graduate School will support the administrative expenses of the program. It is projected that by year 4, the program will generate sufficient tuition revenue to cover the bulk of operating expenses, and by year 6, the program will be self-sustaining.

Attachment 3

Curriculum

Master of Science in Interdisciplinary Graduate Studies
 University of Alabama at Birmingham

In addition to completing two graduate certificates, all students in the MSIGS program must complete the capstone course offered through UAB's Graduate School. Depending on the credit hours associated with each graduate certificate, students may need to complete up to 3 hours of elective coursework.

Course Number and Title	Number of Credit Hours	* If New Course
GRD 690: Interdisciplinary Graduate Studies Capstone	3	*

MSIGS students must complete requirements associated with two graduate certificates consisting of at least 12 graduate-level credit hours. The list below includes all approved certificates whose academic unit has agreed to participate in the program, and the list may be updated as new certificates are approved for participation:

Program	Class	College/School
Laboratory Management	Graduate Certificate	Graduate School
Business Analytics	Graduate Certificate	Collat School of Business
Cybersecurity Management	Graduate Certificate	Collat School of Business
IT Management	Graduate Certificate	Collat School of Business
Leadership and Professional Development	Graduate Certificate	Graduate School
Research Communications	Graduate Certificate	Graduate School
Applications of Mixed Methods Research	Graduate Certificate	School of Health Professions
Biotechnology Regulatory Affairs	Graduate Certificate	School of Health Professions
Center for Integration of Research, Teaching, and Learning (CIRTL) - Practitioner Teacher	Graduate Certificate	Graduate School
Center for Integration of Research, Teaching, and Learning (CIRTL) - Scholar Teacher	Graduate Certificate	Graduate School
Clinical Informatics	Graduate Certificate	School of Health Professions
Clinical Mental Health Counseling	Graduate Certificate	School of Education
Computer Forensics	Graduate Certificate	College of Arts & Sciences
Construction Engineering Management	Graduate Certificate	School of Engineering
Environmental Engineering	Graduate Certificate	School of Engineering
Global Health Studies	Graduate Certificate	School of Public Health
Program	Class	College/School
Health Coaching	Graduate Certificate	School of Education

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Health Education	Graduate Certificate	School of Education
Low-Vision Rehabilitation	Graduate Certificate	School of Health Professions
Marriage, Couples, and Family Counseling	Graduate Certificate	School of Education
Mentoring and Leadership	Graduate Certificate	Graduate School
Nonprofit Management	Graduate Certificate	College of Arts & Sciences
Structural Engineering	Graduate Certificate	School of Engineering
Sustainable Engineering	Graduate Certificate	School of Engineering
Technology, Commercialization, and Entrepreneurship	Graduate Certificate	Collat School of Business
Translational and Molecular Sciences	Graduate Certificate	Joint Health Sciences
Transportation Engineering	Graduate Certificate	School of Engineering
Social Media	Graduate Certificate	Collat School of Business

DECISION ITEM A-5c: University of Alabama at Birmingham, Master of Science in Higher Education Administration (CIP 13.0406)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Higher Education Administration.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 14.7, based on the proposal.
2. That the annual average number of graduates for the period 2022-23 through 2026-27 (five-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The University of Alabama at Birmingham (UAB) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The program will support current and future higher education administrators in meeting their own professional advancement goals, as well as responding to employment needs within the local, state and regional area with potential to also recruit nationally due to a face-to-face and online delivery model.
2. The program proposal included support letters from community college officials from the Birmingham area: Dr. Perry W. Ward, President, Lawson State Community College; Dr. Nicholas Kin, Associate Dean, Pell Campus, Jefferson State Community College; Mr. Ali Yazdi, Associate Dean, Jefferson Campus, Jefferson State Community College.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of Alabama at Birmingham program proposal, received February 7, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of Alabama at Birmingham								
PROGRAM: MS in Higher Education Administration (CIP 13.0406)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	\$0	\$0	\$0	\$70,510	\$71,920	\$160,535	\$165,489	\$468,454
LIBRARY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FACILITIES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
STAFF	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ASSISTANTSHIPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OTHER	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$0	\$0	\$0	\$70,510	\$71,920	\$160,535	\$165,489	\$468,454
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS								
EXTRAMURAL								
TUITION		\$35,244	\$76,896	\$116,946	\$139,374	\$158,598	\$171,414	\$698,472
TOTAL								
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" Is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	2	4	5	7	9	11	6.0
PART-TIME HEADCOUNT	Year 1 - No data reporting required	8	18	29	33	36	37	27.0
TOTAL HEADCOUNT	Year 1 - No data reporting required	10	22	34	40	45	48	33.0
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	10	12	14	16	18	18	14.7
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	0	8	10	11	13	14	11.2

Attachment 2

Summary of Background Information

Master of Science in Higher Education Administration
University of Alabama at Birmingham

Role: The proposed program is within the instructional role recognized by the Commission for the University of Alabama at Birmingham,

Program Description: UAB's School of Education (SOE) proposes the Master of Science (MS) in Higher Education Administration under CIP 13.0406. This program will consist of a 36 credit-hour non-thesis option and a 39-credit hour thesis option. The MS in Higher Education Administration is designed to prepare students for innovative and socially responsible leadership roles within higher education. Graduates of the program will have knowledge and leadership skills necessary to meet the growing challenges of working with and supporting a culturally diverse student population, which includes first-generation students, underrepresented minorities, international students, and/or students who face the hardship of economic challenges.

Student Learning Outcomes: Students in the Higher Education Administration MS program will demonstrate the following competencies:

1. Knowledge of organizational theory, as well as social and policy issues that critically impact college student success.
2. Knowledge of ways to engage in strategic partnerships between academic affairs and student affairs to provide critical support structures for student success.
3. Knowledge of the unique challenges and variations within higher education, including differences in schools by regions of the United States, urban/rural institutions, tribal colleges and universities (TCUs), Historically Black Colleges and Universities (HBCUs), and other types of higher education institutions.
4. Knowledge of organization, culture, diversity and the history of higher education.
5. Knowledge of relevant research on student development theories.
6. Knowledge and skills to engage in and use research and assessment to improve education programs and practices within higher education.
7. Knowledge and skills to be competitive when seeking admission to doctoral degree programs.

Internal Program Assessment: Ongoing assessment of key learning outcomes 1-6 will take place through designated assignments embedded into specified HEA courses. Key learning outcome 7 will be quantitatively assessed by the number of students who complete the MS in Higher Education Administration and are admitted to a doctoral program.

Administration: The program will be administered by the School of Education, Dr. Autumn Cypres; and the Department of Human Studies, Dr. Eric Plaisance, Chair.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). A total of three institutions submitted responses, with one institution voicing concerns about potential duplication of offerings.

Similar Programs: The following institutions have similar programs at the master's level listed at CIP 13.0406: University of Alabama (MA in Higher Education Administration); and University of West Alabama (MEd in Student Affairs in Higher Education). Additionally, CIP 13.0401 lists similar master's programs for the following institutions: Auburn University (MEd in Administration of Higher Education); and the University of South Alabama (MEd in Educational Leadership for Higher Education Administration).

Relationship to Existing Offerings: The MS in Higher Education Administration draws from existing courses and faculty within the School of Education, specifically from the following courses: Foundations of Education, Educational Psychology, and Community Health & Human Services.

Collaboration: UAB is open to collaborating with other institutions as appropriate opportunities are identified.

Accreditation: There is no specialized accrediting body for the proposed program.

Admissions: Applicants must meet the following requirements for admission to the MS in Higher Education Administration:

- Completed undergraduate degree (any major)
- Official copies of all transcripts, with a GPA of at least 2.5 on a 4.0 scale
- Resume/CV
- Statement of purpose
- Official GRE scores (No more than 5 years old)
- Three professional recommendations
- Interview

Mode of Delivery: All courses for the MS in Higher Education Administration will initially be offered online. As the program grows and additional faculty are hired, courses will also be offered in a face-to-face format. Shared courses with other programs in the School of Education are already offered in both online and face-to-face formats. All courses, both online and face-to-face, will use the web-based Learning Management System supported by UAB for course delivery. All courses will follow the university support online quality instruction checklist (currently Quality Matters). When students enroll in UAB graduate programs, they will have access to the online learning management system. They are responsible for their access to the internet and upkeep of their personal technological devices in order to access courses within this program.

Curriculum: The program will have the following new courses: HEA 600 Administration of Higher Education, HEA 610 History of Higher Education, HEA 620 Access & Equity in Higher Education, IIEA 630 Higher Education Law, HEA 640 Organization, Leadership & Change, HEA 650 Assessment & Evaluation in Higher Education, HEA 660 College Student Development, HEA 670 Strategic Partnerships in Academic & Student Affairs, HEA 680 Practical Issues & Challenges in Higher Education, HEA 690 Practicum in Higher Education, HEA 685 Special Topics, and CHHS 612 Student Health & Well-Being in Higher Education. The proposed program will offer two different options:

Non-Thesis Track:

Program Completion Requirements:

Credit hours required in major courses:	30
Credit hours required in support courses:	0
Credit hours in required or free electives:	3
Credit hours for non-thesis research:	3
Total credit hours for completion:	36

The first option is a 36-credit hour general higher education administration path designed to give students a foundation in education research, while also focusing on content relevant to those who wish to work or are currently working in academic or student affairs. This general option gives students the ability to elect

to complete a practicum course and submit an experiential project to complete degree requirements. All practicum students may select from the following options:

- Select an administrative practicum in an area of interest
- Select an experiential practicum focused on preparation for a national or regional conference
- Select a written practicum focused on publication
- Select a personalized practicum with your faculty advisor.

Finally, the non-thesis option for the degree will require passing a comprehensive exam.

Thesis Track:

Program Completion Requirements:

Credit hours required in major courses:	30
Credit hours in required or free electives:	3
Credit hours for thesis or dissertation:	6
Total credit hours for completion:	39

The second option is a 39-credit hour path with a thesis requirement. This path is for those seeking upward mobility within the field of higher education in either student or academic affairs, as well as those seeking to further their academic research skills in preparation for doctoral study. Students who choose this path are required to take a minimum of 6 credit hours of thesis research. The thesis option will require successful completion of the thesis defense.

Industry Need: In 2018, UAB engaged a market research firm to examine the occupational projections for higher education professionals in the state of Alabama. The study projected a growth rate of 9.7 percent for higher education administrators, which is slightly higher than the overall occupational growth rate projections for Alabama, which is 7.7 percent. Due to growth and replacement needs, there will be an annual average of 80 openings for higher education administrators in Alabama. The Birmingham area is home to a number of higher education institutions, which increases the likelihood that students will find or continue employment in the area.

Student Demand: UAB conducted a survey of potential students, with 140 responses. Participant categories were defined as employees of the University of Alabama at Birmingham (81 or 57.9 percent), Lawson State Community College (20 or 14.2 percent), or other (39 or 27.9 percent, which included Jefferson State Community College). When asked if they would be interested in starting a Master of Science (MS) in Higher Education Administration, 106 participants responded with 57 (53.8%) stating yes and 49 (46.2%) stating no. When asked for what purpose they would consider pursuing the Master of Science (MS) in Higher Education Administration, the top responses were advancement from current position in higher education (29 of 64 = 45.3%) and preparation for a PhD/EdD program (16 of 64 = 25%).

These survey results indicate a strong interest in the program by those employed at the community college-level, where tuition reimbursement and other institutional incentives exist to further educational attainment and professional skills. In addition, the program proposal included support letters from community college officials from the Birmingham area: Dr. Perry W. Ward, President, Lawson State Community College; Dr. Nicholas Kin, Associate Dean, Pell Campus, Jefferson State Community College; Mr. Ali Yazdi, Associate Dean, Jefferson Campus, Jefferson State Community College.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 4

Part-time: 0

Support Faculty—

Full-time: 7

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 2

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

UAB plans to hire two new full-time faculty members to deliver the proposed program. New hires will have the following qualifications:

1. Doctorate completed by date of hire with a specialization in policy studies and social justice with a focus in higher education.
2. Familiarity and engagement with national and regional higher education associations.
3. Evidence of teaching effectiveness at the university level.
4. Commitment to promote diversity, access and equity in education, and social justice in administrative and/or teaching roles and activities.
5. Evidence of experience working with underrepresented populations in one or more educational settings.
6. Identified research agenda with beginning record of scholarly research productivity.
7. Effective oral and written communication skills.

The projected cost of additional faculty includes the salary and fringe benefits of one instructor at the beginning of year four and one additional tenure-track faculty at the beginning of year six with an estimated 2% total income increase yearly.

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Facilities: There will be no need for new facilities.

Library: UAB Libraries house a collection of over 1.6 million items to support teaching, scholarship, research, and service. UAB Libraries consist of three libraries: Mervyn H. Sterne Library, Lister Hill Library of the Health Sciences, and Reynolds-Finley Historical Library, along with the UAB Archives and the Alabama Museum of the Health Sciences. UAB's collections are adequate to support its existing master's-level and doctorate-level programs in education. These include numerous resources related specifically to higher education.

Program Budget: The proposal projected that a total of **\$ 468,454** in estimated new funds will be required to support the proposed program. A projected total of **\$ 698,472** in new funds will be available through tuition.

Attachment 3

Curriculum

Master of Science in Higher Education Administration
 University of Alabama at Birmingham

Non-Thesis Option

Course Number and Title	Number of Credit Hours	* If New Course
Major Courses		
HEA 600 Administration of Higher Education	3	**
HEA 610 History of Higher Education	3	**
HEA 620 Access & Equity in Higher Education	3	**
HEA 630 Higher Education Law	3	**
HEA 640 Organization, Leadership & Change	3	**
HEA 650 Assessment & Evaluation in Higher Education	3	**
HEA 660 College Student Development	3	**
HEA 670 Strategic Partnerships in Academic & Student Affairs	3	**
HEA 680 Practical Issues & Challenges in Higher Education	3	**
HEA 690 Practicum in Higher Education	3	**
1 Course Required from the following Free Elective Courses		
HEA 685 Special Topics, OR	3	**
EDF 620 Culture & American Education: Race, Class, & Gender, OR		
EDF 602 Critical Social Issues in American Education, OR		
CHHS 612 Student Health & Well-Being in Higher Education		**
Research Courses		
EPR 594 Introduction to Educational Research Design	3	
Total		36 HRS

**On October 7, 2019, these courses were approved by the SOE and immediately submitted for inclusion in UAB's 2020-2021 catalog.

Thesis Option

Course Number and Title	Number of Credit Hours	* If New Course
Major Courses		
HEA 600 Administration of Higher Education	3	**
HEA 610 History of Higher Education	3	**
HEA 620 Access & Equity in Higher Education	3	**
HEA 630 Higher Education Law	3	**
HEA 640 Organization, Leadership & Change	3	**
HEA 660 College Student Development	3	**
HEA 670 Strategic Partnerships in Academic & Student Affairs	3	**
HEA 680 Practical Issues & Challenges in Higher Education	3	**
1 Course Required from the following Free Elective Courses		
HEA 685 Special Topics, OR EDF 620 Culture & American Education: Race, Class, & Gender, OR EDF 602 Critical Social Issues in American Education, OR CHHS 612 Student Health & Well-Being in Higher Education	3	**
Research Courses		
EPR 594 Introduction to Educational Research Design	3	
EPR 608 Statistical Methods and Action Research, OR EPR 596 Introduction to Qualitative Methods	3	
Thesis		
HEA 698 Thesis Research I	3	**
HEA 699 Thesis Research II	3	**
Total	39 HRS	

**On October 7, 2019, these courses were approved by the SOE and immediately submitted for inclusion in UAB's 2020-2021 catalog.

DECISION ITEM A-5d: University of Alabama at Birmingham, Doctor of Philosophy in Neuroengineering (CIP 14.9999)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Doctor of Philosophy in Neuroengineering.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-22, will be at least 3, based on the proposal.
2. That the annual average number of graduates for the period 2023-24 through 2026-27 (four-year average) will be at least 2.25, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

The University of Alabama at Birmingham (UAB) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. Neuroengineering is an emerging discipline with the potential to advance medical treatment, research, and education. The proposed PhD program will train students at the intersection of neuroscience and engineering/computer science and will meet a growing need both in academia and in industry for professionals with this interdisciplinary training.
2. UAB has a track record of close collaboration between its School of Medicine and its School of Engineering. With research strengths in neuroscience and engineering, UAB is well-positioned to deliver a doctoral program in Neuroengineering.
3. Only a few other institutions offer Neuroengineering as a focus within their PhD programs in Biomedical Engineering, and none exist in Alabama, aside from UAB's own related PhD in Biomedical Engineering (CIP 14.0501).

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of Alabama at Birmingham program proposal, received February 7, 2020, Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of Alabama at Birmingham								
PROGRAM: Neuroengineering, PhD (CIP 14.9999)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	0	0	0	014	0	0	0	0
LIBRARY	0	0	0	0	0	0	0	0
FACILITIES	0	0	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0	0	0
STAFF	\$7,329	\$7,475	\$7,625	\$7,777	\$7,933	\$8,091	\$8,253	\$54,483
ASSISTANTSHIPS	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	\$7,329	\$7,475	\$7,625	\$7,777	\$7,933	\$8,091	\$8,253	\$54,483
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	0	0	0	0	0	0	0	0
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	\$ 49,572	\$88,486	\$128,937	\$170,970	\$187,804	\$191,560	\$195,391	\$821,160
TOTAL	\$ 49,572	\$88,486	\$128,937	\$170,970	\$187,804	\$191,560	\$195,391	\$821,160
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" Is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	7	10	13	14	14	14	12
PART-TIME HEADCOUNT	Year 1 - No data reporting required	0	0	0	0	0	0	0
TOTAL HEADCOUNT	Year 1 - No data reporting required	7	10	13	14	14	14	12
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	3	3	3	3	3	3	3
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 "years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	0	0	2	3	3	3	2.8

Attachment 2

Summary of Background Information

Doctor of Philosophy in Neuroengineering
University of Alabama at Birmingham

Role: The proposed program is within the instructional role recognized for the University of Alabama at Birmingham (UAB).

Program Description: The UAB Schools of Engineering and Medicine propose to offer an interdisciplinary PhD program in Neuroengineering that integrates advanced topics in neurophysiology, neural dynamics, neuropathology, systems engineering, computational analysis, advanced imaging, and data analysis. The proposed program will combine faculty expertise in neurobiology, neuroscience, engineering and the sciences to train next generation neuroengineers to advance understanding of neurodegenerative disorders and other brain diseases and develop novel therapeutics, neuroprosthetics and tools to restore lost brain function and improve patient outcomes. While only a few Neuroengineering programs exist in the US, it is expected that demand from students and employers for such programs far exceeds potential capacity in existing programs. The PhD in Neuroengineering will prepare graduates for careers at universities, national research organizations (such as NIH, NSF and NIST), and private companies. The rapid expansion of this discipline and associated technologies will also provide new graduates with opportunities in start-ups and other entrepreneurial ventures. The excellent preparation in data analysis, modeling, and communications also makes graduates attractive in industries not directly related to Neuroengineering.

Student Learning Outcomes: Students in the proposed program are expected to:

- Analyze significant research questions in Neuroengineering, design a robust research plan to test hypotheses, and present the results in peer-reviewed publications.
- Integrate experimental data, analytical tools, and modeling to solve current problems in Neuroengineering.
- Function effectively in multiple roles of an interdisciplinary team whose members together provide leadership, create an inclusive environment, establish goals, plan tasks, and meet objectives.
- Communicate effectively with a range of audiences, including neuroscientists, engineers, clinicians, and the public.

Administration: The program will be administered jointly by the School of Medicine, Dr. Selwyn Vickers, Dean; and the School of Engineering, Dr. Jeffrey Holmes, Dean (beginning in July 2020).

Public Review: The program was posted on the Commission website from April 9 to April 29 for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). Three institutions provided responses to the proposed program, each indicating support.

Similar Programs: No other institutions in Alabama offer similar programs at the doctoral level. Outside the state, only a handful of other institutions offer doctoral programs with themes or research tracks Neuroengineering, and none has a stand-alone doctoral program:

1. University of Minnesota - offers Neuroengineering as a theme in a number of Engineering doctorates
2. Georgia Tech /Emory University - offer as a concentration in joint Biomedical Engineering PhD program

3. University of Washington - offers as research area in PhD in Bioengineering, and their Institute for Neuroengineering offers a graduate certificate in Neural Computation and Engineering for students in other doctoral programs
4. University of Pittsburgh - offers as a track in Biomedical Engineering PhD program
5. University of Michigan - offers as research area in PhD in Biomedical Engineering
6. Northwestern University - offers as research area in PhD in Biomedical Engineering
7. Virginia Tech/Wake Forest - offers as research area in joint PhD in Biomedical Engineering
8. Georgia Mason University - offers as a concentration in Bioengineering PhD program

Relationship to Existing Offerings: UAB currently offers a related PhD program in Biomedical Engineering located at CIP 14.0501. By comparison, the proposed program in Neuroengineering will focus more specifically on the brain, and will leverage UAB's research strengths in Engineering and Neuroscience. The proposed program will draw upon existing courses and student mentoring across the School of Engineering and the School of Medicine to maximize collaboration among programs and minimize the cost of implementation.

Collaboration: According to the program proposal, doctoral research programs require strong research, which in turn depend upon productive collaborations. Neuroengineering researchers at UAB will collaborate with other academic institutions around the state such as UA, UAH, and Auburn. In particular, the program will have interactions with the Alabama Advanced Imaging Consortium (AAIC), which promotes partnerships between the major academic imaging centers in Alabama. UAB has a long-standing successful collaboration with the Auburn University MRI Research Center located within the Samuel Ginn College of Engineering.

Accreditation: There is no specialized accrediting body for Neuroengineering at the doctoral level. UAB's School of Medicine is accredited by the Liaison Committee on Medical Education (LCME). Baccalaureate programs offered by UAB's School of Engineering are accredited by the Accreditation Board for Engineering and Technology (ABET), Engineering Accreditation Commission, including the Biomedical Engineering program. ABET does not accredit programs at the graduate level.

Admissions: Admission requirements will be in line with UAB's other doctoral programs, including an 3.5/4.0 undergraduate grade point average, three letters of recommendation, description of research interests and motivation, a CV, and at least six months of research experience, or two summer research experiences.

Mode of Delivery: The proposed program will primarily use a traditional face-to-face instructional format for classroom and laboratory coursework. A limited number of courses will be offered via distance technology through UAB's existing relationship with the Auburn University MRI Research Center located within the Samuel Ginn College of Engineering.

Curriculum: The following new courses will be added to the proposed program: BME 517 Engineering Analysis / ME 661 Math Methods in EGR I (3 hrs); GRD 717 Principles of Scientific Integrity (3 hrs); and IND 798 Non-dissertation research (16 hrs).

Program Completion Requirements:

Credit hours required in program core:	15
Credit hours required in support courses:	0
Credit hours in required or program electives:	17
Credit hours for dissertation and non-dissertation research:	40
Total credit hours:	72

Industry Need: Neuroengineering is an emerging discipline with the potential to advance medical treatment, research, and education. Neurological disorders affect nearly 1 billion people worldwide, and UAB provides care to more than 26,000 neurological patients annually. Causes for these disorders include genetic and congenital abnormalities, infections, injuries, and environmental health issues. There

is a need for new treatments and methods for analyzing brain function. Treatments that are developed within UAB's Neuroengineering doctoral program will also enhance the health of Alabama residents. There is a strong need for students in neuro fields who have training in computational and analytical techniques such as will be provided by the Neuroengineering doctoral program.

This program is also a likely avenue for economic development. New areas that merge research, diagnostics, and treatment are ripe for rapid commercialization, and UAB has a history of successful spin-off companies given the entrepreneurial environment and proximity to Innovation Depot. Collaborations with Southern Research, HudsonAlpha, and others are also opportunities for expanded research and commercialization.

Student Demand: UAB engaged a market research firm to conduct an analysis of student demand for a PhD in Neuroengineering program. A key finding is that there is strong and growing student demand for doctoral degrees in neuro fields, which are growing faster than average across the region and across the nation. The five-year growth rate (2013-2017) of 8.6 percent for doctoral degrees in Neurobiology and Neuroscience fields in the SREB region exceeds the 2.4 percent growth rate nationally. The growth in neuroscience-related degree completions, together with the need for increased analytical and computational training, support the idea that there is a regional opportunity for a doctoral Neuroengineering program in Alabama. Conversations with UAB students have also indicated enthusiasm for a doctoral degree in Neuroengineering.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 0

Part-time: 0

Support Faculty—

Full-time: 90

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

UAB employs over 90 full-time faculty members across the Schools of Medicine and Engineering who may be called upon to teach and/or advise students in the Neuroengineering program. No faculty will have Neuroengineering as their primary appointment, and no additional faculty members will be hired to deliver this program.

Assistantships: Graduate fellowships at UAB are awarded on a competitive basis. The Graduate School awards approximately 100-110 Blazer Fellowships per year to incoming students, which includes stipend, tuition, and health insurance for four semesters. Currently the Graduate Biomedical Science Neuroscience Theme is awarded 6-10 assistantships per year, and the School of Engineering is awarded 10-12 per year. Neuroengineering students will compete for these slots.

In addition, many graduate students are supported by assistantships funded by faculty mentor's grants and contracts. UAB as an institution has 38 NIH T32, T35 & Other Training Program Support Grants, with 108 pre-doctoral student positions as of January 2019. Depending upon grant requirements, Neuroengineering students may be eligible for funding through this mechanism. It is also expected that new training grants focused on Neuroengineering will be secured once the program has been

implemented. Nonetheless, given the uncertainty of amount and timing of grant funding, projected program revenues do not include grant funds as extramural support.

Equipment: No new equipment is required for the program.

Staff: The program will require a portion of a staff member's FTE for program coordination.

Facilities: No new facilities are required for the program.

Library: The library resources available at UAB are sufficient to support the program. The major relevant abstracting and indexing databases available to UAB faculty and students are Compendex, PubMed, Embase, CINAHL Plus, and Scopus. Many articles are immediately available for users through ClinicalKey, IEEE Xplore, SAGE Journals, ScienceDirect, Springer Link, Thieme MedOne Neurosurgery, Wiley Online Library, and other licensed online sources. In addition to e-journal resources, UAB Libraries provides access to numerous e-book resources: ClinicalKey E-Books, Knavel, McGraw-Hill Medical (which includes AccessMedicine and AccessNeurology), ScienceDirect E-Books, and Thieme E-Book Library. Resources not owned or licensed by UAB Libraries are readily available through the interlibrary loan service, which has access to collections at hundreds of libraries across the nation and around the world.

Program Budget: The proposal projected that a total of **\$ 54,483** in estimated new funds will be required to support the proposed program. A projected total of **\$ 821,160** in new funds will be available through internal reallocations and tuition.

Attachment 3
Curriculum
 Doctor of Philosophy in Neuroengineering
 University of Alabama at Birmingham

	Number of Credit Hours	* If new course
Program Core Courses	15 hours	
BME 517 Engineering Analysis or ME 661. Math Methods in Engineering I	3	*
IND 701. Understanding the Brain	3	
GBSC 729. Neurophysiology	3	
BGSC 727. Neuro Systems	3	
GRD 717. Principles of Scientific Integrity	3	*
Electives (Students will select coursework from the following)	17 hours	
BME 630. Engineering Design and Commercialization	3	
BME 764. Neural Computation	3	
BME 765. Computational Vision	3	
BME 770. Quantitative Physiology	3	
BME 790. Special Topics in BME.	1-6	
BME 793. Internship in Biomedical Engineering	1-6	
BY 515. Anatomy	3	
CS 752. Advanced Algorithms & Applications	3	
CS 760. Artificial Intelligence	3	
CS 762. Natural Language Processing	3	
CS 767 Machine Learning	3	
CS 796. Directed Readings and Research	1-9	
CS 710. Database Systems	3	
CS 732. Parallel Computing	3	
CS 763. Data Mining	3	
CS 775. Data Visualization	3	
CS 785. Foundations of Data Science	3	
BST 723. Theory of Linear Models	3	
BST 741. Advanced Bayesian Analysis II	3	
BST 631 Statistical Theory 1	4	
BST 601. Biostatistics	4	
BST 611. Inter Statistical Analysis	3	
BST 621. Statistical Methods II	3	

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SST 623. General Linear Models	3	
BST 626. Data Management with SAS	3	
BST 632. Statistical Theory II	3	
SST 660. Applied Multivariate Analysis	3	
EE 737. Design with Digital Integrated Circuits	3	
EE 690. Big Data in Engineering	3	
EE 716. CMOS Analog Integrated Circuits	3	
EE 621 Random Variables and Processes	3	
EE. 641. Modern Control Theory	3	
EE 690. Advanced Engineering Math	3	
ME 761. Math Methods in EGR I	3	
ME 765. Computational Methods in EGR	3	
ME 770. Introduction to Continuum Mechanics	3	
MA 648. Complex Analysis	3	
MA 793. Special Topics in Mathematics	1-3	
MA 747. Linear Ops in Hilbert Space	3	
NBL 601. Molecular Biology of the Neuron	3	
NBL 743. Methods in Human Neuroimaging	3	
NBL 633. Diseases of the Nervous System	3	
NBL 700. Intro to Cellular & Molecular Neuro	3	
NBL 707. Cognition & Cognitive Disorders	1	
NBL 723. Experimental Design	1	
NBL 735. Functional MRI	3	
NBL 741. Writing and Presenting	3	
NBL 779. Neurobiology of Motivated Behavior	1	
NBL 791. Critical Thinking & Analytical Skills	1	
PT 706. Neuroscience I	3	
PT 707. Neuroscience II	3	
PT 704. Analysis of Human Movement	3	
PH 760. Methods of Mathematical Physics I	3	
PH 762. Computational Physics I	3	
PH 650. Electromagnetic Theory	3	
PH 794. Scientific Communications	3	
VIS 612. Optics for Vision Science	4	
VIS 756. Visual Neuroscience	4	

Required Research	40 hours	
IND 798. Non-dissertation research	16	*
IND 799. Dissertation research	24	
TOTAL CREDIT HOURS FOR PROGRAM COMPLETION	72 hours	

DECISION ITEM A-6a: University of South Alabama, Master of Science in Systems Engineering (CIP 14.2701)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Systems Engineering.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in August 2020. Based on Commission policy, the proposed program must be implemented by September 13, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2021-2022, will be at least 8 based on the proposal.
2. That the annual average number of graduates for the period 2021-22 through 2026-27 (six-year average) will be at least 3.75, based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.

University of South Alabama (USA) will be required to phase out the program if any of the post-implementation conditions are not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than September 1, 2027.

Background: The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. USA already delivers a PhD program in Systems Engineering, and the proposed master's program will be a feeder into the doctoral program, and also will provide training for professionals seeking to advance their careers in industry.
2. With Mobile as a hub for advanced manufacturing and complex engineering in the southern part of the state, the MSSE program will address an unmet regional need for master's-level professionals in systems engineering.
3. The program proposal includes letters of support from regional employers in the industry, including Airbus, Gulf States Engineering, and Hargrove Engineers and Constructors.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of South Alabama, program proposal, received February 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of South Alabama								
PROGRAM: Master of Science in Systems Engineering (CIP 14.2701)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM))								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
FACULTY	5,000	10,000	15,000	15,000	15,000	15,000	15,000	90,000
LIBRARY								
FACILITIES								
EQUIPMENT								
STAFF								
ASSISTANTSHIPS								
OTHER								
TOTAL	5,000	10,000	15,000	15,000	15,000	15,000	15,000	90,000
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	0	0	0	0	0	0	0	0
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	27,378	27,432	36,648	36,720	36,792	36,874	46,170	248,014
TOTAL	27,378	27,432	36,648	36,720	36,792	36,874	46,170	248,014
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	5	8	10	12	13	14	10
PART-TIME HEADCOUNT	Year 1 - No data reporting required	5	8	10	12	13	14	10
TOTAL HEADCOUNT	Year 1 - No data reporting required	10	16	20	24	26	28	20
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	6	8	8	8	8	10	8
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the degree completions projections average.</i>								
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	4	5	5	5	5	5	4.8

Attachment 2

Summary of Background Information

Master of Science in Systems Engineering
University of South Alabama

Role: The proposed program is within the instructional role recognized by the Commission for the University of South Alabama (USA).

Program Description: The Master of Science in Systems Engineering (MSSE) is proposed as a complement to the existing PhD in Systems Engineering already being offered at USA. Systems Engineering is defined by the International Council on Systems Engineering (INCOSE) as a transdisciplinary and integrative approach to enable the successful realization, use, and retirement of engineered systems, using systems principles and concepts, and scientific, technological, and management methods. The Department of Defense calls Systems Engineering the discipline that glues all the pieces together to make the end product. MSSE graduates from the program can expect to find jobs in such companies as Airbus, US Army Corps of Engineers, The Boeing Company, Hargrove Engineering, and Alabama Power in positions with such titles as Senior/Principal Systems Engineer, Program Manager, Chief Engineer, or Senior/Principal Industrial Engineer.

Student Learning Outcomes: According to the following student learning outcomes, students will:

- 1) Demonstrate the ability to conceive of, gather user needs and requirements for, design, develop, integrate, and test complex systems by employing systems engineering thinking and processes, within required operational and acquisition system environments throughout the entire systems lifecycle.
- 2) Demonstrate awareness and capability in employing tools and techniques in the systems engineering process.
- 3) Integrate ideas from a variety of sources in order to create systems that satisfy the customer's desired needs.
- 4) Demonstrate a thorough understanding of project engineering techniques applied to technical development, including risk and cost analysis.
- 5) Exhibit a proficiency with mathematical tools and techniques used to perform systems analysis, trade-off studies, and high-level modeling.
- 6) Communicate complex concepts and methods in spoken and written format.
- 7) Demonstrate the ability to recognize, articulate, and act in accordance with the highest standard of ethical, professional, and social behavior.

Administration: The program will be administered by the College of Engineering, Dr. John Usher, Dean; and the Department of Systems Engineering, Dr. Robert Cloutier, Chair.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). Two institutions responded indicating no objection to the program.

Similar Programs: While no other institution offers a program at the same CIP code, similar engineering programs can be found at related CIP codes. Auburn University offers an MS/MISE in Industrial Engineering listed at CIP 14.3501, as well as an MS in Biosystems Engineering listed at CIP 14.4501. The University of Alabama at Birmingham offers an MSEM in Engineering Management listed at CIP

14.9999; the University of Alabama in Huntsville has an MSOR in Operations Research (CIP 14.9999); and Alabama A&M University has a MEng in Systems and Material Engineering (CIP 14.9999).

Relationship to Existing Offerings: Currently, USA offers a PhD in Systems Engineering listed at CIP 14.2701.

Collaboration: USA has no objections to collaborating with other institutions, if opportunities become available. However, no specific plans are in place. One Alabama university indicated an interest in collaboration on the NISP associated with this proposal, and USA will pursue that avenue as the program starts.

Accreditation: The University of South Alabama maintains program-level accreditation for its baccalaureate engineering programs through the Engineering Accreditation Commission of the Accreditation Board of Engineering and Technology (ABET). ABET does not accredit programs at the graduate level.

Admissions: The MSSE program has no special admission requirements.

Mode of Delivery: The MSSE program will fully integrate distance technology into the program structure. This will enable the classroom to be a mixed classroom of both onsite and online students at all times. It also enables USA to find the best professors for each course since the professor no longer requires a physical presence in the physical classroom.

Curriculum: The following new courses will be added to support the proposed program: SE 613 Decision Analysis (3hrs); SE 599 Thesis - Systems Engineering (6hrs); SE 613 Decision Analysis (3hrs); SE 614 Logistics Systems (3hrs); SE 615 Cost Engineering (3hrs); SE 590 Special Topics in Systems Engineering (3hrs); SE 592 Directed Independent Study (3hrs); SE 594 Projects in Systems Engineering (3hrs).

Option 1: Thesis Option: This option includes a traditional 6-credit hour master's thesis.

Credit hours required in major courses: 18
Credit hours in required or free electives: 6
Credit hours for thesis: 6
Total credit hours required for completion: 30

Option 2: Project Option: This option allows a student to pursue a project related to their employer's discipline and interest.

Credit hours required in major courses: 18
Credit hours in required or free electives: 9
Credit hours for project: 3
Total credit hours required for completion: 30

Option 3: Course Only Option: This option allows a student to take 10 courses, pass the comprehensive exam and graduate.

Credit hours required in major courses: 18
Credit hours in required or free electives: 12
Total credit hours required for completion: 30

All MSSE students are required to pass a comprehensive examination. A student pursuing the coursework option will be required to successfully pass a written comprehensive examination related to his/her graduate studies at USA. Students completing the thesis option will provide an oral presentation of their work (i.e., thesis defense), which will count as the comprehensive examination.

Industry Need: The Gulf Coast region continues to attract industry that is based on complex systems, including shipbuilding, aircraft design and manufacturing, chemical and petroleum processing, logistics and shipping, and modern steel manufacturing to name a few. Each of these companies apply systems

engineering to design and manufacture their products and run their factories. USA is the only academic research university within a 150-mile radius of Mobile and thus is well located to serve the needs of these local industries.

Systems engineers can be found in a number of engineering positions, including industrial engineering, aerospace engineering, general engineering, and project engineering. A review of Bureau of Labor Statistics data for the southern counties of Alabama and Mississippi indicates that as many as 1,080 local jobs openings may be available over the next seven years. Additionally, labor market analysis conducted by an independent consulting firm projected a growth rate of 10% for related engineering occupations over the next ten years.

Student Demand: MSSE enrollment projections are based on actual enrollment data to date in the Systems Engineering doctoral program and in the Systems Engineering Graduate Certificate program. There are currently 22 students in the program working toward their doctoral degree, and over half come from local industry. The average number of new enrollments is 6.8 students annually. For the Graduate Certificate program in Systems Engineering, there is currently a cohort of 10 students, who are all Airbus employees completing that program onsite at Airbus. The Airbus site manager has expressed interest in beginning a second cohort as soon as USA is ready. The USA Systems Engineering Program Director has been approached by other companies in the region requesting similar programs and is simply limited by faculty bandwidth.

Lastly, the Systems Engineering Program Director receives an average of two emails per month (total of 12 per year) asking about the availability of either an on-campus or online MSSE program.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 2

Part-time: 2

Support Faculty—

Full-time: 0

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 2

Support Faculty—

Full-time: 0

Part-time: 0

USA plans to hire two additional part-time faculty members to deliver the program. Ideally, new faculty members will have a PhD in Systems Engineering or related field (Operations Analysis, Industrial Engineering, Systems Design, etc.). However, highly qualified industry professionals with exceptional professional careers with 20 or more years of relevant experience may be considered if they have a related master's degree.

Assistantships: No assistantships or fellowships are planned for students in the proposed program.

Equipment: There will be no need for new equipment.

Facilities: There will be no need for new facilities.

Library: The Marx Library has access to the entire IEEE collection, the Wiley Systems Journal, and other lesser known journals and conference proceedings. Resources are currently supporting the Systems Engineering PhD program, and will therefore be sufficient to support the MSSE program.

Program Budget: The proposal projected that a total of **\$ 90,000** in estimated new funds will be required to support the proposed program. A projected total of **\$ 248,014** in new funds will be available through tuition.

Attachment 3

Curriculum

Master of Science in Systems Engineering

Course Number and Title	Number of Credit Hours	* If new course
CORE COURSEWORK	18 hours	
SE 601 Systems Engineering Fundamentals	3	
SE 602 Risk and Failure Analysis	3	
SE 606 Systems Architecture	3	
SE 603 Integration, Test & Evaluation	3	
SE 604 Software Systems Engineering	3	
SE 500 Engineering Probability & Statistics	3	
ELECTIVES	6 hours for thesis option 9 hours for project option 12 hours for course only option	
SE 501 Engineering Optimization	3	
SE 607 Systems Simulation	3	
SE 605 Project Engineering	3	
SE 608 Reliability Engineering	3	
SE 609 Research Methods	3	
SE 610 Systems Thinking	3	
SE 611 Socio-Technical Systems	3	
SE 612 Production Systems Engineering	3	
SE 613 Decision Analysis	3	*
SE 614 Logistics Systems	3	*
SE 615 Cost Engineering	3	*
SE 616 Requirements Engineering	3	*
SE 590 Special Topics in Systems Engineering	3	*
SE 592 Directed Independent Study	3	*
PROJECT OPTION	3 hours	
SE 594 Projects in Systems Engineering	3	*
THESIS OPTION	6 hours	
SE 599 Thesis - Systems Engineering	6	*

DECISION ITEM A-6b: University of South Alabama, Master of Science in Rehabilitation Science in Audiology (CIP 51.2314)

Staff Presenter: Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation: That the Commission approve the proposed Master of Science in Rehabilitation Science in Audiology.

The program will have the implementation date and post-implementation conditions listed below:

Implementation Date: The proposed program will be implemented in January 2021. Based on Commission policy, the proposed program must be implemented by December 12, 2022, or Commission approval will expire. The institution must notify the Commission in writing when the program is implemented or if there is any delay in implementation.

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning 2022-23, will be at least 6.7, based on the proposal.
2. That the annual average number of graduates for the period 2022-23 through 2026-27 (six-year average) will be at least 3.75 based on the adopted graduation requirements as stated in the Code of Alabama 16-5-8 (2).
3. That information regarding an overall assessment of the program be provided, particularly as related to objectives and assessment measures stated in the proposal, including also data on related employment and/or acceptance into a graduate program.
4. USA agrees to ensure, document, and report that all expenses incurred to operate the MS in Rehabilitation Science in Audiology program will be funded from revenues generated from the program.
5. Further, in the event that MS in Rehabilitation Science in Audiology program revenues are not sufficient to cover all expenses, USA agrees that no state funding will be used to support the program.
6. USA agrees to provide an annual accounting of program expenditures to the Commission.
7. USA agrees to notify ACHE upon modification of the terms if any Memoranda of Understanding with international institutions related to the proposed program.

The University of South Alabama (USA) will be required to phase out the program if any of the post-implementation conditions are

not met. The institution must present documentation regarding the post-implementation conditions, as well as a general assessment of the program, in a report submitted to the Commission no later than February 1, 2028.

Background:

The Code of Alabama, 16-5-8 (c) states that the governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of a new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the Commission for its review, evaluation, and approval.

Staff recommendation for approval is based on the following rationale:

1. The Department of Speech Pathology and Audiology at USA has operated graduate programs in speech-language pathology and audiology over 36 years, and has the resources necessary to deliver the proposed program.
2. The program will only enroll clinicians from China, as student learning outcomes are geared toward professional competencies needed in China. USA already operates two similar programs in Rehabilitation Sciences (Occupational Therapy and Speech Pathology).
3. The proposed program will increase the number of international collaborations in research, scholarly, and creative activities; increase global dissemination and impact of research and scholarship produced by USA faculty and postdoctoral fellows; increase the diversity of the student body; increase the incorporation of global perspectives into the educational environment; and increase engagement with international businesses and organizations.

Supporting Documentation:

1. New Academic Degree Program Proposal Summary, attached.
2. Summary of Background Information, attached.
3. Curriculum for Proposed Program, attached.
4. University of South Alabama program proposal, received February 20, 2020. Available upon request.
5. "Evaluation and Review of New Instructional Program Proposals of Public Postsecondary Institutions," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.03. Available upon request.

Attachment 1

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION: University of South Alabama								
PROGRAM: Master of Science in Rehabilitation Science in Audiology (CIP 51.2314)								
ESTIMATED NEW FUNDS REQUIRED TO SUPPORT PROPOSED PROGRAM								
	2021-22	2022-23	2023-24	2024-25	2025-26	2026-26	2026-27	TOTAL
FACULTY	55,000	55,000	55,000	55,000	55,000	55,000	55,000	385,000
LIBRARY								
FACILITIES								
EQUIPMENT	75,500	75,500	75,500	75,500	75,500	75,000	75,000	528,500
STAFF	6,250	10,000	12,500	12,500	12,500	12,500	12,500	78,750
ASSISTANTSHIPS	8,000	8,000	8,000	8,000	8,000	8,000	8,000	56,000
OTHER								
TOTAL	144,750	148,500	151,000	151,000	151,000	151,000	151,000	1,048,250
SOURCES OF FUNDS AVAILABLE FOR PROGRAM SUPPORT								
	2021-22	2022-23	2023-24	2024-25	2025-26	2026-26	2026-27	TOTAL
INTERNAL REALLOCATIONS	0	0	0	0	0	0	0	0
EXTRAMURAL	0	0	0	0	0	0	0	0
TUITION	112,000	112,000	140,000	168,000	196,000	224,000	280,000	1,232,000
TOTAL	112,000	112,000	140,000	168,000	196,000	224,000	280,000	1,232,000
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	2021-22	2022-23	2023-24	2024-25	2025-26	2026-26	2026-27	6-YEAR AVERAGE
FULL-TIME HEADCOUNT	Year 1 - No data reporting required	4	5	6	7	8	10	6.7
PART-TIME HEADCOUNT	Year 1 - No data reporting required	0	0	0	0	0	0	0
TOTAL HEADCOUNT	Year 1 - No data reporting required	4	5	6	7	8	10	6.7
NEW ENROLLMENT HEADCOUNT	Year 1 - No data reporting required	4	5	6	7	8	10	6.7
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0" s and Lead 0 years in computing the degree completions projections average.</i>								
	2021-22	2022-23	2023-24	2024-25	2025-26	2026-26	2026-27	AVERAGE
DEGREE COMPLETION PROJECTIONS	Year 1 - No data reporting required	4	5	6	7	8	10	6.7

Attachment 2

Summary of Background Information

Master of Science in Rehabilitation Science in Audiology
University of South Alabama

Role: The proposed program is within the instructional role recognized by the Commission for the University of South Alabama (USA).

Program Description: The proposed Master of Science in Rehabilitation Science in Audiology program is an international linkage program between the University of South Alabama and a select group of universities in China. The proposed program is designed to meet the needs of Chinese clinicians. This program differs from the current Doctor of Audiology degree program in that it focuses on specific population-based health needs of the Chinese, does not teach the comprehensive list of competencies as required by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association, contains no clinical education, and does not lead to eligibility for practice in the United States.

The purpose of this program is to create global linkages, foster innovation, and provide powerful learning experiences through an exchange of students and faculty. As such, the program will increase opportunities for our current undergraduate and graduate students to interact with international students, increase the number of international collaborations in research, scholarly and creative activities, increase the dissemination of and impact of research and scholarship produced by USA faculty and postdoctoral fellows, increase the diversity of our student body, increase the incorporation of global perspectives into the educational environment, and increase engagement with international health care businesses and organizations.

Although the program is designed to meet the needs of Chinese clinicians, based on memoranda of understanding with Chinese institutions, it is anticipated that students from other countries with master's-level entry into clinical practice may also be interested in the program, and that collaboration with other international institutions could be developed in the future.

Student Learning Outcomes: According to the following student learning outcomes, students will:

- Describe and discuss entry-level and advanced clinical services in a variety of health care settings.
- Analyze and apply evidence-based research thereby contributing to evidence-based practice in the field of Audiology.
- Describe the scope of practice for audiologists in order to ensure delivery of high-quality care to patients.
- Describe and investigate skills necessary to fulfill the role as patient educator, clinical educator, and/or faculty member.

Internal Program Assessment: The overall evaluation of the program will be guided by the USA Annual Assessment Program which requires that faculty review data for each Student Learning Outcome (SLO) and target action planning for any SLO that does not meet benchmarks. The Dean of the Covey College of Allied Health will monitor the progress each semester as well as more formally on an annual basis via the USA Annual Assessment Program.

Administration: The program will be administered by Pat Capps Covey College of Allied Health Professions, Dr. Gregory H. Frazer, Dean; and the Department of Speech Pathology and Audiology, Dr. Elizabeth M. Adams, Chair.

Peer Review: The Notification of Intent to Submit a Proposal (NISP) and the program proposal were reviewed by the Alabama Council of Graduate Deans (ACGD). Two institutions submitted responses for the proposed program, and no objections were raised.

Public Review: The program was posted on the Commission website from April 9 until April 29 (twenty days) for public review and comments. No comments were received.

Similar Programs: There are no other programs in the Academic Program Inventory listed at CIP 51.2314. As far as related programs at the master's-level, Alabama A&M offers an MS in Communicative Sciences & Disorders (CIP 51.0203); Auburn offers an MS/MCD in Communication Disorders (CIP 51.0204); the University of Alabama offers an MS in Speech-Language Pathology (CIP 51.0203); and the University of Montevallo offers an MS in Speech-Language Pathology (CIP 51.0203). None of these programs is designed for international students to return to their home countries after graduation.

Relationship to Existing Coursework: USA currently offers graduate-level coursework in related disciplines: Doctor of Audiology (AuD, CIP 51.0202), PhD in Communication Sciences and Disorders (CIP 51.0299), and MS in Speech Language Pathology (51.0203). Existing programs are designed for graduates to enter clinical practice or research in the US. In addition, the Commission approved two programs designed for Chinese clinicians in December 2018: MS in Rehabilitation Sciences (Occupational Therapy) and MS in Rehabilitation Sciences (Speech Pathology).

Collaboration: The proposal states there is the potential for collaboration with other online programs once the program is established and curriculum synergies are identified.

Accreditation: There is no specialized accrediting body for the proposed program.

Admissions: Applicants must have earned an undergraduate degree in a closely related field and meet the general USA requirements for entry into graduate study.

Mode of Delivery: The instructional methods used in this program are a combination of traditional didactic instruction, laboratory instruction, clinical observation, and problem-based learning. No courses in the program will be offered online, though the program may be transitioned online if students are unable to travel to the US by spring 2021.

Curriculum: All courses in the proposed program are new. Material is adapted from existing coursework in related graduate programs.

Program Completion Requirements:	
Credit hours required in program courses:	30
Credit hours required in support courses:	0
Credit hours in required or free electives:	0
Credit hours for thesis or dissertation:	0
Total credit hours:	30

Industry Need: The State of Alabama's innovation ecosystem is becoming increasingly global and must be to remain competitive. The link between networking, international exchanges, and innovation is well known as a driving force in job creation. For example, the State's fifth place ranking in the US for medical technology job creation is in large part due to global innovation partnerships. This International Linkage Program will provide the State an additional platform for global collaboration in education, research, and healthcare. This program will bring highly trained international clinicians to the Pat Capps Covey College of Allied Health Professions to interact with our Audiology and Speech-Language Pathology faculty and students. This East-West exchange will provide a rich environment for our students and faculty with both clinical and didactic responsibility to learn about population and socialized medicine, as well as forms of Traditional Chinese Medicine. Student and faculty participation in international rehabilitation research

teams and extramural grants will foster innovation in education and health care, thus accelerating the State's ability to absorb and leverage emerging trends and innovations.

Student Demand: Student demand for the program is based on the need for rehabilitation clinicians in China. It is conservatively estimated that there are over 85 million adults and children in China who meet the international definition for disability (Zhang & Shen, 2014). Prior to the 1980s, the Chinese government used Traditional Chinese Medicine to treat these individuals. Unfortunately, the use of acupuncture, moxibustion, massage, and Qigong did not positively impact the effected individuals. Beginning in 1986, the central government began an initiative to provide community-based care. Since 1988, 24 million Persons with Disabilities have benefited from the key rehabilitation programs. By the end of 2013, community-based rehabilitation work had been carried out in 2,915 counties (cities, districts) across the country. As a result of the increased focus on the identification and rehabilitation of communication and physical impairments, the increased need for rehabilitation specialists has been recognized; however, the central government has not been able to develop an effective rehabilitation infrastructure to prepare a sufficient number of clinicians to treat this large number of patients (Zhou, 1991). The government encourages universities with medical schools and health programs to partner with international universities to provide the education and training of rehabilitation specialists, such as audiologists and speech-language pathologists, to enhance the rehabilitation skill set within China. During a December 2017 conversation with Secretary Lidian Chen, Chairman of the University Council at Fujian University and a member of the State Council for Rehabilitation (national rehabilitation council), he stated that 19,000 rehabilitation specialists, including audiologists, speech-language pathologists, physical therapists, and occupational therapists, are needed to meet the need for rehabilitation service in the city of Shanghai alone. The current coalition of universities is unable to graduate a sufficient number of clinicians to satisfy the demand.

Resources:

Faculty:

Current Primary Faculty—

Full-time: 17

Part-time: 2

Support Faculty—

Full-time: 0

Part-time: 0

Additional Faculty to Be Hired:

Primary Faculty—

Full-time: 0

Part-time: 0

Support Faculty—

Full-time: 0

Part-time: 0

Additional expenditures of \$55,000 per year are expected to support current full-time and part-time faculty to teach in this program beyond their existing faculty loads.

Assistantships: One graduate assistantship will be necessary to support the proposed program.

Equipment: The program will have expenses associated with the lab components of the curriculum, including equipment and expendable supplies.

Facilities: There will be no need for new facilities.

Library: The Charles M. Baugh Biomedical Library is a 35,000-square-foot facility that serves students in the College of Medicine, College of Nursing, and the 11 programs of the Pat Capps Covey College

of Allied Health Professions. The collections housed in the Biomedical Library include scholarly books and journals, indexing and abstracting tools, and reference materials appropriate for this subject area in print and electronic formats. Students are also able to access additional materials through interlibrary loan. As the Biomedical Library has already been judged to adequately support the needs of masters and doctoral programs in Speech Pathology and Audiology, Physical Therapy, and Occupational Therapy, the Executive Director of the Libraries has indicated that no additional library resources will be necessary for the proposed program.

Program Budget: The proposal projected that a total of **\$1,048,250** in estimated new funds will be required to support the proposed program. A projected total of **\$1,232,000** in new funds will be available through and tuition.

Attachment 3

Curriculum

Master of Science in Rehabilitation Science in Audiology

Course Title	Credit hours	* If new course
Basic Assessment	3	*
Imittance & OAEs	3	*
Advanced Sensory Aids	3	*
Evoked Potentials	3	*
Medical Audiology	3	*
Aural Rehabilitation for Pediatrics & Adults	3	*
Psychoacoustics	3	*
Disorders of the Central Auditory System	1	*
Selection, Fitting, & Verification of Amplification Systems	3	*
Clinical Methods & Observation	2	*
Speech pathology for Audiologists	3	*

Total credit hours 30

DECISION ITEM A-7:

Request to Amend Post-Implementation Conditions:
Alabama A&M University, Bachelor of Science in Animal Bio-
Health Sciences (CIP 01.0999)

Staff Presenter:

Dr. Robin McGill
Director of Instruction and Special Projects

Staff Recommendation:

That the Commission approve the request to amend post-implementation conditions, as follows:

- 1) That an additional two-year review period (2020-21 and 2021-2022) for the program be granted.
- 2) In this additional review period, the program will meet a post-implementation condition of 7.5 average annual graduates in accordance with ACHE guidelines.
- 3) That the institution will submit, no later than September 1, 2022, a post-implementation report demonstrating that the program met the post-implementation condition for graduates for the specified period.

Background:

The Bachelor of Science in Animal Bio-Health (CIP 01.0999) was approved by the Commission on September 12, 2014. The program was implemented in August 2015.

The program did not meet the post-implementation condition for graduates. The post-implementation report was filed with the Commission on March 17, 2020.

Alabama A&M University (AAM) has requested a two-year extension to achieve the graduation annual average figure of 7.5. AAM officials cite the delay in implementing the program, along with the short post-implementation period, as factors meriting the extension period.

Supporting Documentation:

1. "Summary of Report on Post-Implementation Conditions," attached.
2. Unpublished post-implementation reports and post-implementation requests for Alabama A&M University. Available upon request.
3. "Guidelines for Consideration of Post Implementation Reports that Do Not Meet Approved Conditions." Available upon request.

Summary of Report on Post-Implementation Conditions
Alabama A&M University
Bachelor of Science in Animal Bio-Health Sciences (CIP 01.0999)

Approved by Commission: September 12, 2014

Proposed Implementation Date: January 2015

Actual Implementation Date: August 2015

Post-Implementation Conditions:

1. That the annual average new enrollment headcount for the first five years, beginning in 2014-15 will be at least 13, based on the proposal.
2. That the average number of graduates for the academic years 2015-16 through 2018-19 (four-year average) will be at least 7.5, based on the proposal.
3. That a follow-up survey be conducted after the first five years that will show at least 75 percent of the graduates were successful in acquiring related employment or in acceptance to graduate school.
4. That information regarding an overall assessment of the program will be provided, particularly as related to objectives and assessment measures stated in the proposal.

Bachelor of Science in Animal Bio-Health (CIP 01.0199)	Average New Enrollment Headcount 2014-15 through 2018-19	Average Number of Graduates, 2015-16 through and 2018-19	Percentage of Graduates Employed in The Field
Required	13	7.5	75%
Reported	28.8	5.7	88%

Condition 1: The program met the enrollment post-implementation requirement.

Condition 2: The program did not meet the graduate post-implementation requirement. Per Decision Item H, ACHE, December 8, 2017, baccalaureate programs are required to produce 7.5 annual graduates on average.

Condition 3: Employment or continuing education condition was met, though this condition is no longer used.

Condition 4: The assessment condition was met.

INFORMATION ITEM B-1: Implementation of Distance Education Programs

Staff Presenter: Margaret Pearson
Academic Program Review Analyst

Staff Recommendation: For information only.

Background: Commission policy states that academic programs approved by the Commission do not require additional approval to be configured and offered as distance education programs. However, institutions preparing to offer existing programs as distance education offerings must report this intent to the Commission prior to implementation.

In compliance with the Commission's policy on distance education, the following institution has reported plans to implement the distance education programs listed.

Alabama A&M University:

Elementary Education (K-6), MEd - CIP 13.1202
Instructional Leadership, MEd – CIP 13.0401

COVID-19 Instructional Plans

In a memorandum sent to the Chief Academic Officers on March 13, 2020, ACHE Executive Director Jim Purcell temporarily suspended the prior notification requirement for existing coursework moving online given the emergent circumstances around the COVID-19 public health crisis. In compliance with the memorandum, ACCS and all public four-year institutions have notified ACHE Staff of their instructional delivery plans. Between March 13 and March 31, 2020, all institutions shifted instruction exclusively to online delivery for the remainder of the spring 2020 term. Institutions plan to continue online instruction through the summer 2020 term. ACHE Staff have requested notification of instructional plans for fall 2020 and will report on those at the September Commission meeting.

Supporting Documentation:

1. "Policy on Distance Education," Ala. Admin Code (Commission on Higher Education), r. 300-2-3-.04. Available upon request.
2. Written unpublished documentation provided by the institutions. Available upon request.

INFORMATION ITEM B-2: Implementation of Non-Degree Programs at Senior Institutions

Staff Presenter: Margaret Pearson
Academic Program Review Analyst

Staff Recommendation: For information only.

Background: Commission guidelines state that non-degree programs of senior institutions, including pre-baccalaureate, post-baccalaureate, and post-master's certificates do not require Commission approval, but they must be reported to the Commission prior to implementation. The guidelines further state that these certificates are not listed in the Commission's Academic Program Inventory.

In accordance with these guidelines, the following institutions have sent notification regarding the non-degree programs indicated:

Athens State University (ATSU)

Forensic Accounting Badge (CIP 43.0405)

As financial fraud is on the rise, there is an increased need for professionals with a solid understanding of forensic accounting. Earning the 6-credit hour Forensic Accounting Badge demonstrates a solid comprehension of forensic accounting concepts including fraud, accounting crimes, careers, ethics in accounting, litigation, interrogation, evidence, and related topics. Students will earn the badge credential upon completion of the following courses: Forensic Accounting I and II.

Tax Accounting Badge (CIP 52.0301)

The 6-credit hour tax accounting badge is geared to help finance and accounting professionals navigate the complex world of federal taxation. Earning this badge demonstrates knowledge of federal tax laws and regulations applicable to individuals and sole proprietors, along with the application of the federal income tax law as it applies to partnerships and corporations, with emphasis on the differences which exist between financial and tax accounting. Students will complete the following two courses to obtain the badge certificate: Federal Tax Accounting I and II.

Auburn University (AU)

Undergraduate Certificate in Geographic Information Systems (GIS) (CIP 45.0702)

The proposed GIS certificate is for aspiring professionals who want to become more skillful users of GIS methods, software and related tools. Four courses totaling 15 credit hours are required, with students choosing an additional 2 credit hours from a list of approved courses. The following four courses are required: Into to GIS (4hrs); Aerial Photography and Remote Sensing (4hrs); Advanced GIS (3hrs); and Cartography (4hrs).

Students may choose from the following electives: Geospatial Technologies in Biosystems (3hrs); Database Design and Analysis (2hrs); Digital Applications (3hrs); GIS Applications (3hrs); Quantitative and Spatial Analysis (3hrs); and Hydrogeology (3hrs).

Jacksonville State University (JSU)

Graduate Certificate in Teaching College Writing (CIP 23.0101)

The proposed certificate is designed as a 9-hour micro-credential that prepares individuals to teach first-year college writing courses, equivalent to English 101 and 102. Students pursuing this certificate will take two courses on pedagogical approaches to teaching writing at the undergraduate level, along with a content-focused course on rhetoric and composition. The certificate is also aimed at high school educators intending to teach dual enrollment courses in the area of English composition.

Graduate Certificate in Teaching College Literature (CIP 23.0101)

The proposed certificate is designed as a 9-hour micro-credential that prepares individuals to teach undergraduate American and British literature survey courses. Students pursuing this certificate will take coursework on pedagogical approaches to teaching the American literature survey sequence and the British literature survey sequence, along with a course on literary criticism. The certificate is also aimed at high school educators intending to teach dual enrollment courses in the area of English literature.

University of Alabama at Birmingham (UAB)

Graduate Certificate in Higher Education Administration (CIP 13.0406)

The UAB School of Education proposes a 12-hour graduate certificate in Higher Education Administration. The proposed certificate will offer advanced training to current and future professionals with the knowledge base necessary to be successful within their current positions within higher education and provide opportunities for work-related advancement and promotion. The certificate will consist of the following courses: Administration of Higher Education; History of Higher Education, Access & Equity in Higher Education; College Student Development; Strategic Partnership in Academic & Student Affairs; Higher Education Law; Organization, Leadership & Changes; Practical Issues & Challenges in Higher Education; and Special Topics.

Graduate Certificate in Healthcare Leadership (CIP 51.0701)

The UAB School of Health Professions proposes a 15-hour graduate certificate in Healthcare Leadership, which will offer advanced training in leadership and management for emerging and practicing clinical professionals aspiring to career advancement. The emphasis of this certificate program is to advance the leadership skills of healthcare professionals and skilled clinicians who are often called upon to take on organizational leadership roles with little preparation beyond their clinical preparation. This certificate will help prepare clinicians and future clinicians to understand the critical tenets of leadership and the way the healthcare system functions. No new courses will be developed, as coursework is part of the existing DSc in Healthcare Leadership (CIP 51.0701) and/or MS in Health Administration (CIP 51.0701).

Graduate Certificate in Healthcare Simulation (CIP 30.0601)

The School of Health Professions proposes a 15-hour graduate certificate in Healthcare Simulation, which will offer advanced training in simulation-based teaching, program development, leadership, and administration and research. The emphasis of this certificate program will be on addressing the needs of healthcare institutions and organizations to incorporate and operate simulation programs and/or centers in academic medical centers, graduate and undergraduate health professional programs, government agencies, community colleges, community hospitals, and nursing homes. The certificate comprises the following coursework, all of which is part of the existing MS in Healthcare Simulation (CIP 30.0601): Intro to Health Simulation for Quality and Safety; Simulation Methodology; Simulation Intensive; Instructional Design in Simulation; Research in Simulation; Current Trends in Simulation; and Advanced Debriefing.

University of Alabama in Huntsville (UAH)

Undergraduate Certificate in Data Science (CIP 30.7001)

The Department of Computer Science in the College of Science at UAH proposes a 12-hour undergraduate certificate in Data Science. The certificate will prepare professionals to enter a market where demand is increasing for data analysis and interpretation for businesses to use in advertising, cybersecurity, and logistics. Students will choose from the following coursework: Intro to Design & Analysis of Algorithms; Survey of Artificial Intelligence; Intro to Big Data Computing; Intro to Multimedia Systems; Intro to Computer Graphics; Intro to Cloud Computing; Modeling and Simulation I and II; and Database Systems.

Graduate Certificate in Data Science (CIP 30.7001)

The Department of Computer Science in the College of Science at UAH proposes a 15-hour certificate in Data Science at the graduate level to prepare students for employment analyzing

vast amounts of data. Students must complete the following courses to obtain the proposed certificate: Intro to Big Data Computing; Design & Analysis Algorithms; Deep Learning; Machine Learning; Data Mining; Data Base Systems; Survey of Artificial Intelligence; Intro to Multimedia Systems; Intro to Computer Graphics; Intro to Cloud Computing; Modeling and Simulation I and II; and Data Compression.

University of South Alabama (USA)

Graduate Certificate in Spanish for Healthcare Professionals (CIP 16.0905)

The proposed certificate will consist of 12 credit hours earned by taking three fully online courses and by doing a practicum at a USA-approved healthcare facility either within the US. or in a Spanish-speaking country. The four-course program will be for current and future healthcare professionals interested in building or expanding their Spanish-language and cultural skills. Each class builds on language and vocabulary at the same time as medical terminology. Besides language proficiency the program also equips students with the requisite cultural competency to treat Spanish-speaking patient populations with sensitivity and respect in diverse healthcare settings. Students will complete the following courses: Introductory Spanish for Healthcare Professionals (3hrs); Intermediate Spanish for Healthcare Professionals (3hrs); Advanced Spanish for Healthcare Professionals (3hrs); and Practicum Spanish for Healthcare Professionals (3hrs).

Graduate Certificate in Coastal Engineering (CIP 14.0899)

The certificate will require successful completion (B-grade or higher) of four graduate-level courses, two of which must be CE 503 (Introduction to Coastal Engineering) and CE 566 (Coastal & Harbor Engineering). A minimum of 12 credit hours is required. Students may apply these courses toward a full graduate degree (MSCE in Civil Engineering, PhD in Systems Engineering, etc.). Coastal engineering is a specialty area of civil engineering that accounts for the unique processes of water levels, waves, erosion, and climate changes that affect the design of civil works projects in the coastal environment. With a large percentage of the US population living in coastal counties and watersheds and a high concentration of infrastructure, coastal engineers will play increasingly important roles in the sustainability, resilience, and adaptation of our nation's coastal areas.

Graduate Certificate in Teaching English as a Foreign Language/Teaching of English as a Second Language (CIP 13.1401)

The proposed 15-hour graduate certificate will provide a credential to individuals who plan to teach English as a Foreign Language (EFL) or ESOL in an adult/intensive English program. Teaching English overseas is in high demand and will be well suited to individuals who desire an international career or to

travel extensively. There are currently USA undergraduate and graduate students who have expressed strong interest in a TEFL/TESL certificate. The certificate will consist of the following five courses: ELT 545 Cross-Cultural Understanding or EDF 515 Multicultural Education; ELT 530 Methods and Materials for ESOL; LNG 500 Introduction to Applied Linguistics; LNG 510 Applied Linguistics; Practicum or Internship (ELT 525 or program coordinator approved alternative).

Supporting Documentation:

1. "Reasonable Extensions and Alterations of Existing Units and Programs of Instruction," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.06. Available upon request.
2. Written unpublished documentation provided by the institution. Available upon request.

INFORMATION ITEM B-3: Implementation of New Short Certificate Programs (Less than 30 Semester Hours)

Staff Presenter: Ms. Margaret Pearson
Academic Program Review Analyst

Staff Recommendation: For information only.

Background: The Alabama Community College System reports the approval of short certificate programs (less than 30 semester hours) at the following two-year colleges in the fields of study listed below:

Central Alabama Community College

<u>Field of Study</u>	<u>CIP Code</u>
General Education	24.0102

Southern Union State Community College

<u>Field of Study</u>	<u>CIP Code</u>
Industrial Maintenance w/emp in Technology Management	47.0303

Supporting Documentation:

1. "Reasonable Extensions and Alterations of Existing Units and Programs of Instruction," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.06. Available upon request.
2. Written unpublished documentation provided by the Alabama Community College System. Available upon request.

INFORMATION ITEM B-4: Changes to the Academic Program Inventory

Staff Presenter: Ms. Margaret Pearson
Academic Program Review Analyst

Staff Recommendation: For information only.

Background: According to the Commission's definitions relating to program review (Alabama Administrative Code, Chapter 300-2-1, Review of Programs & Other Units of Instruction), additions and certain extensions or alterations of units and programs of instruction must be submitted as information items not requiring Commission approval. Examples of information items, according to the operational definitions, include: 1) changes in program titles or CIP codes or degree nomenclatures at the same level (except doctoral) provided no changes in program requirements, content, or objectives are made, and provided the new nomenclature replaces the current designation; 2) programs placed on inactive status or deleted from the Academic Program Inventory; 3) change in award for completion from Diploma to Associate in Applied Technology in technical colleges provided certain conditions are met; 4) change in award for completion from Associate in Applied Technology to Associate in Applied Science in technical colleges provided certain conditions are met; and 5) change in award for completion from Diploma and/or Certificate to Associate in Applied Science in community colleges.

The US Department of Education recently published its decennial (2020) update to the Classification of Instructional Programs (CIP) code list, which included a number of new codes and moved or consolidated several others. It is important that ACHE's Program Inventory be updated to align with the new codes, and therefore, ACHE staff advised institutions on which instructional programs were affected by the CIP 2020 changes. As a result of the revisions, the Commission is being notified of a much greater number of program inventory updates than typically occurs at a given meeting.

- Supporting Documentation:
1. Academic Program Inventory. Available on the Commission's Website: www.ache.edu.
 2. "Reasonable Extensions and Alterations of Existing Units and Programs of Instruction," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1.06. Available upon request.
 3. Written unpublished documentation provided by the institutions. Available upon request.
 4. Updated CIP code list with crosswalk to existing Academic Program Inventory. Available upon request.

A. Program Inventory Deletions

Institutions may voluntarily elect to delete program entries/awards from the Commission's Academic Program Inventory. However, institutions understand that these programs/awards cannot be reinstated to the Academic Program Inventory in the future without undergoing the regular process for new program review and approval.

Auburn University	01.1102	Soil, Water, and Environmental Science, MAgr
	01.1102	Soil, Water, and Environmental Science, MS

B. Changes in CIP Codes, Program Titles, or Degree Nomenclature

The following changes in CIP codes, program titles, or degree nomenclature represent no changes in program requirements, content, and objectives and are recommended as information items.

Four-Year Institutions

Alabama State University	43.0106 43.0406	Forensic Science, MS
Alabama State University	43.0111 43.0402	Forensic Biology, BS
Athens State University	30.9999 30.1701	Behavioral Science, BS
Athens State University	43.0201 43.0302	Public Safety Administration, BS
Athens State University	52.9999 52.0216	Management of Technology, BS
Auburn University	51.2401 01.8001	Veterinary Medicine, DVM
Jacksonville State University	43.0111 43.0402	Forensic Investigation, BS
Jacksonville State University	44.9999 43.0302	Emergency Management, BS
Jacksonville State University	44.9999 43.0302	Emergency Management, MS
Jacksonville State University	44.9999 43.0302	Emergency Management, DSc
Troy University	09.0199 09.0909	Strategic Communication, MS
Troy University	13.1101	Community Counseling , EdS <u>Counseling</u>
Troy University	30.1501 52.0216	Resources and Technology Management, BAS

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University of Alabama	19.0799 19.0711	Early Childhood Education, BS
University of Alabama	26.0502	Microbiology, BS <u>Micro BS</u>
University of Alabama	26.1302	Marine Science, MS <u>MSci MS</u>
University of Alabama	27.0502 27.0601	Applied Statistics, MS
University of Alabama	27.0502 27.0601	Applied Statistics, PhD
University of Alabama at Birmingham	11.0404 30.7001	Data Science, MS
University of Alabama at Birmingham	14.1004 14.4701	Electrical and Computer Engineering, MSECE
University of Alabama at Birmingham	14.9999 14.0103	Engineering Management, MS
University of Alabama at Birmingham	30.0604 51.2213	Healthcare Quality and Safety, MS
University of Alabama at Birmingham	43.0406 43.0406	Forensic Science, MSFS
University of Alabama at Birmingham	43.0416 43.0403	Digital Forensics, MS
University of Alabama in Huntsville	11.1004 14.0999	Cybersecurity, BS <u>Cybersecurity Engineering</u>

Two-Year Institutions

Central Alabama Community College	51.0808 01.8301	Veterinary Technology, AAS
Ingram State Technical College	19.0699 36.0122	Floristry, Certificate
Jefferson State Community College	51.0808 01.8301	Veterinary Technology, AAS

C. Programs Placed on Inactive Status

None.

INFORMATION ITEM B-5: Change in the Name and Establishment of Centers and Departments

Staff Presenter: Ms. Margaret Pearson
Academic Program Review Analyst

Staff Recommendation: For information only.

Background: According to the Commission's definitions relating to program review (Alabama Administrative Code, Chapter 300-2-1, Review of Programs & Other Units of Instruction), a department is an instructional unit encompassing a discrete branch of study; usually located within a division and/or a school or college.

Administrative changes at the department level, such as establishing a new department, combining two or more departments into a single department, or dividing a department into two or more departments, are considered non-substantive and do not require Commission approval. However, before any of these changes may be implemented, they must be presented to the Commission as information items. If the administrative change creates a more prominent unit of instruction such as a division or school, Commission approval as a new unit is required. Establishment or changes to units of administration, as opposed to units of instruction, research, or public service, are also considered non-substantive.

- Supporting Documentation:
1. "Definitions Recognized By The Commission," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1.01. Available upon request.
 2. "Reasonable Extensions and Alterations of Existing Units and Programs of Instruction," Ala. Admin. Code (Commission on Higher Education), r. 300-2-1.06. Available upon request.
 3. Written unpublished documentation provided by the institutions. Available upon request.

A. Establishment of Units

- Auburn University, Establishment of the Department of Supply Chain Management
- University of Alabama at Birmingham, Establishment of the Center for Addiction and Pain Prevention Intervention (CAPPI)
- University of Alabama, Establishment of the C.T. and Kelly Fitzpatrick Center for Value Investing
- University of Alabama, Establishment of the Center for Innovative Research in Autism

B. Unit Name Changes

- Auburn University, Change in the Name of the Department of Psychology to the Department of Psychological Sciences
- University of Alabama, Change in the Name of the Institute of Business Analytics to the Institute of Data and Analytics
- University of Alabama in Huntsville, Change in the Name of the College of Professional and Continuing Studies to the College of Professional Studies
- University of South Alabama, Change in the Name of the William B. Burnsed, Jr. Department of Mechanical Engineering to the William B. Burnsed, Jr. Department of Mechanical, Aerospace, and Biomedical Engineering

C. Reorganization

- Jacksonville State University, Establishing the Division of Information Technology as a separate unit of administration from the Division of Finance and Administration
- Jacksonville State University, Establishing the Division of Student Success as a unit of administration comprised of the following existing units from Academic Affairs and Student Affairs: Academic Center for Excellence, Learning Services, Advising Center, Writing Center, and Disability Support Services
- University of Alabama in Huntsville, Combining the Department of Philosophy and the Department of Political Science to form the Department of Philosophy and Political Science in the College of Arts, Humanities, and Social Sciences

D. Dissolution

None.

INFORMATION ITEM B-6: Extensions/Alterations to Existing Programs of Instruction

Staff Presenter: Margaret Pearson
Academic Program Review Analyst

Staff Recommendation: For information only.

Background: The Code of Alabama, 1975, Section 16-5-8 (c) states:

“The governing boards of public institutions of higher education in this state and the campuses under their governance or supervision shall not undertake the establishment of any new unit or program of instruction for academic credit with state funds before submitting plans for the new unit or program to the commission for its review, evaluation, and approval. No state funds shall be expended by any public institution on any new unit or program of instruction which has not been approved by the commission.... The term ‘new unit of instruction’.... does not include reasonable extensions or alterations of existing curricula, or programs which have a direct relationship to existing programs. The commission may, under its rulemaking power, define the character of the reasonable extensions and alterations.”

As directed in the Code of Alabama Section cited above, the Alabama Commission on Higher Education has defined what is considered as “reasonable.” See Alabama Administrative Code (Commission on Higher Education), r. 300-2-1-.06”.

The staff has reviewed the items listed in Attachment 1 and has determined that they are reasonable extensions/alterations of existing programs.

Consistent with Commission policy and operational definitions, the specializations will not be identified separately in the Commission’s Academic Program Inventory, and the institutions may not identify them as degree programs.

Supporting Documentation:

1. Attachment 1: Proposed Extensions and Alterations to Existing Programs.
2. Reasonable Extensions and Alterations of Existing Units and Programs of Instruction,” Ala. Admin. Code (Commission on Higher Education), r. 300-2-1-.06. Available upon request.
3. “Guidelines for Approval of Certificate Programs in Existing Associate Applied Science (AAS) and Associate in Applied Technology (AAT) Programs.” Available upon request.
4. Written unpublished documentation provided by the institutions. Available upon request.

Attachment 1

Proposed Extensions and Alterations to Existing Programs of Instruction

Alabama Community College System

None.

Four-Year Institutions

Auburn University

1. Addition of Options in Child Life and in Early Childhood Development to the Existing BS in Human Development and Family Studies (CIP 19.0799)

Jacksonville State University

1. Addition of Concentrations in Jazz Performance, Vocal Performance, Piano Performance, and Instrumental Performance to the Existing BA in Music (CIP 50.0901)
2. Addition of Concentrations in Professional Writing, Creative Writing, and Literature to the Existing BA in English (CIP 23.0101)
3. Addition of a Concentration in Art History to the Existing BFA/BA in Art (CIP 50.0701)
4. Addition of a Concentration in Geospatial Technology to the Existing BS in Geography (CIP 45.0701)

University of Alabama

1. Addition of Concentrations in General Social Sciences, General Science, English Language Arts, and Mathematics to the Existing MA in Secondary Education (CIP 13.1205)
2. Addition of Concentrations in Public History and Legal History to the Existing BA in History (CIP 54.0101)
3. Addition of a Dual Degree Program Comprising an MA in Anthropology (CIP 45.0201) and an MPH in Health Education & Promotion (CIP 51.2201)
4. Addition of a Dual Degree Program Comprising a PhD in Anthropology (CIP 45.0201) and an MPH in Health Education & Promotion (CIP 51.2201)

University of Alabama in Huntsville

1. Addition of a Concentration in Data Science to the Existing BS in Computer and Information Sciences (CIP 11.0101)
2. Addition of a Concentration in Data Science to the Existing MS in Computer and Information Sciences (CIP 11.0101)
3. Addition of a Concentration in Web Programming to the Existing BS in Computer Science (CIP 11.0101)

University of South Alabama

1. Addition of a Concentration in Business Analytics to the Existing PhD in Business Administration (CIP 52.0201)

INFORMATION ITEM B-7:

Summary of Post-Implementation Reports

Staff Presenter:

Ms. Margaret Pearson
Academic Program Review Analyst

Staff Recommendation:

For information only.

Background:

Programs that met post-implementation conditions:

- Alabama A&M University, Program: Master of Science in Kinesiology (CIP 31.0505)
- University of Alabama in Huntsville, Program: Bachelor of Science in Secondary Education (13.1205)

Programs that did not meet post-implementation conditions:

- Alabama A&M University, Program: Bachelor of Science in Animal Bio-Health Sciences (CIP 01.0999) – Extension requested

Supporting Documentation:

1. Unpublished post-implementation reports submitted by the institutions. Available upon request.
2. "Summary of Reports on Post-Implementation Conditions," attached.

**a) Summary of Reports on Programs that Met Post-Implementation Conditions
 (Listed by Institution, 4-year then 2-year)**

**Alabama A&M University
 Master of Science in Kinesiology (CIP 31.0505)
 MET POST-IMPLEMENTATION CONDITIONS**

Approved by Commission: June 13, 2014

Proposed Implementation Date: January 2015

Actual Implementation Date: August 2015

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning in 2015-16 will be at least 6, based on the proposal.
2. That the average number of graduates for the academic years 2017-18 through 2019-20 three-year average) will be at least 5, based on the proposal.
3. That a follow-up survey be conducted after the first five years that will show at least 75 percent of the graduates were successful in acquiring related employment or in acceptance to graduate school.
4. That information regarding an overall assessment of the program will be provided, particularly as related to objectives and assessment measures stated in the proposal.

Master of Science in Kinesiology (CIP 31.0505)	Average New Enrollment Headcount 2015-16 through 2019-20	Average Number of Graduates, 2017-18 and 2019-20 (three-year average)	Percentage of Graduates Employed in The Field
Required	6	5	75%
Reported	14	12	77.7%

Condition 1: Enrollment condition met.

Condition 2: Graduate condition met.

Condition 3: Employment or continuing education was met. This condition is no longer used as a post-implementation requirement.

Condition 4: Assessment condition met.

University of Alabama in Huntsville
Bachelor of Science in Secondary Education (CIP 13.1205)
MET POST-IMPLEMENTATION CONDITIONS

Approved by Commission: September 12, 2014

Proposed Implementation Date: January 2015

Actual Implementation Date: January 2015

Post-Implementation Conditions:

1. That the annual average new enrollment headcount beginning in 2015-16 will be at least 14, based on the proposal.
2. That the average number of graduates for the academic years 2016-17 through 2019-20 (four-year average) will be at least 10, based on the proposal.
3. That a follow-up survey be conducted after the first five years that will show at least 75 percent of the graduates were successful in acquiring related employment or in acceptance to graduate school.
4. That information regarding an overall assessment of the program will be provided, particularly as related to objectives and assessment measures stated in the proposal.

Bachelor of Science in Secondary Education (CIP 13.1205)	Average New Enrollment Headcount 2015-16 through 2019-20	Average Number of Graduates, 2016-17 through and 2019-20	Percentage of Graduates Employed in The Field
Required	14	10	75%
Reported	27	9	75%

Condition 1: Enrollment condition met.

Condition 2: Graduate condition met per Decision Item H, ACHE, December 8, 2017, which set viability of 7.5 for average annual graduates from baccalaureate programs.

Condition 3: Employment or continuing education was met.

Condition 4: Assessment condition met.

**b) Summary of Reports on Programs that Did Not Meet Post-Implementation Conditions
(Listed by Institution, 4-year then 2-year)**

**Alabama A&M University
Bachelor of Science in Animal Bio-Health Sciences (CIP 01.0999)
DID NOT MEET ALL CONDITIONS – Extension requested**

Approved by Commission: September 12, 2014

Proposed Implementation Date: January 2015

Actual Implementation Date: August 2015

Post-Implementation Conditions:

1. That the annual average new enrollment headcount for the first five years, beginning in 2014-15 will be at least 13, based on the proposal.
2. That the average number of graduates for the academic years 2015-16 through 2018-19 (four-year average) will be at least 7.5, based on the proposal.
3. That a follow-up survey be conducted after the first five years that will show at least 75 percent of the graduates were successful in acquiring related employment or in acceptance to graduate school.
4. That information regarding an overall assessment of the program will be provided, particularly as related to objectives and assessment measures stated in the proposal.

Bachelor of Science in Animal Bio-Health (CIP 01.0199)	Average New Enrollment Headcount 2014-15 through 2018-19	Average Number of Graduates, 2015-16 through and 2018-19	Percentage of Graduates Employed in The Field
Required	13	7.5	75%
Reported	28.8	5.7	88%

Condition 1: The program met the enrollment post-implementation requirement.

Condition 2: The program did not meet the graduate post-implementation requirement. Per Decision Item H, ACHE, December 8, 2017, baccalaureate programs are required to produce 7.5 annual graduates on average.

Condition 3: Employment or continuing education condition was met, though this condition is no longer used.

Condition 4: The assessment condition was met.