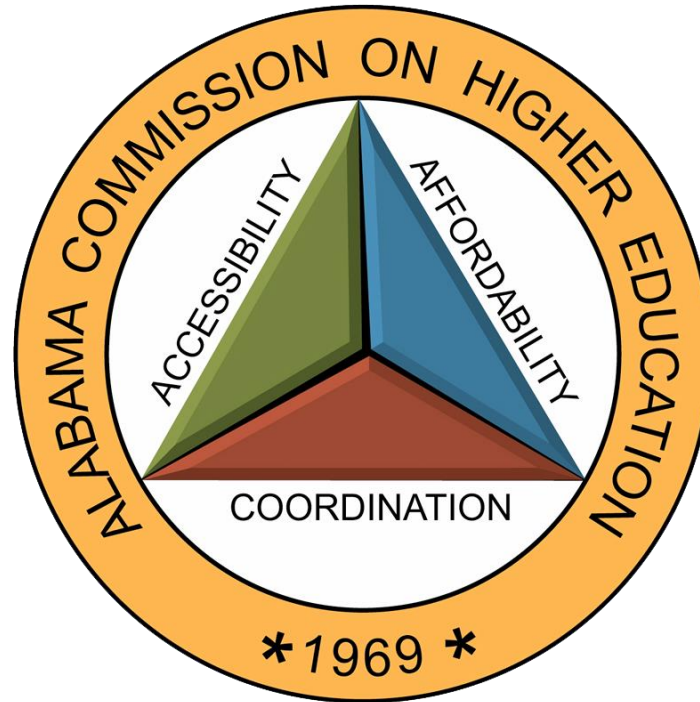


# Alabama Commission on Higher Education



**Commission Meeting**  
**June 13, 2025**



# **I. CALL TO ORDER, PRAYER, AND PLEDGE OF ALLEGIANCE**

## II. ROLL CALL and QUORUM DETERMINATION



### III. APPROVAL OF AGENDA



**Commission Meeting Agenda  
of June 13, 2025**

## Motion, Item III:

That the Commission accept the agenda for the June 13, 2025 meeting.

## IV. CONSIDERATION OF MINUTES



**Commission Meeting Minutes  
of March 14, 2025**

## Motion, Item IV:

That the Commission accept the Commission Meeting minutes for the March 14, 2025 meeting.

# V. CHAIRMAN'S REPORT





THE UNIVERSITY OF ALABAMA

# Capstone College of Nursing

1950

The University of Alabama was the first public education institution in the state to recognize the need for baccalaureate preparation for professional nurses. A School of Nursing was established by legislative action and operated on the campus for 17 years.



# Appoint Nominating Committee



Commissioner Scott, Chair  
Commissioner Turner  
Commissioner Forbes

# VI. EXECUTIVE DIRECTOR'S REPORT



# Recognition of Commissioner

Commissioner Amy Price, Chair



Term of Service  
9/01/2016 – 8/31/2025



# Communications and Governmental Relations Coordinator

Prattville native **Jessie Lynn Nichols** holds a Ph.D. in Career and Technical Education, along with a M.S. in Agri-Science Education and a B.S. in Agricultural Communications, all from Auburn University.

She has over 15 years of experience in public relations. Her company, Dirt to Diva Productions, LLC., earned recognition by the Alabama Office of Apprenticeship as one of the 2024 Work-Based Learning Best Practices Businesses by providing apprenticeship opportunities to high school and college students.

We look forward to the unique perspective and creative enthusiasm Jessie Lynn will contribute to the agency.



# 2025 ACHE Research Fellows



# Research Fellow Graduates

Congratulations to ACHE Research Fellows **Dr. Jessie Lynn Nichols** and **Dr. Deana Goodwine** on earning their doctorate degrees from Auburn University.

Dr. Jessie Lynn Nichols explored ***Career Pathways of Agriculture Students: An Introspective Look Through a 40-Year Lens***, offering a longitudinal perspective on how agricultural education has shaped career readiness and industry alignment over four decades.

Dr. Deana Goodwine examined ***Factors Affecting Completion of Employer-Driven Competency-Based Education and Skills-Based Learning Programs***, providing valuable insight into what drives student success and program effectiveness in today's evolving workforce landscape.



# Nicholas Bolden

Nicholas Bolden is an Associate Professor of Public Administration and Policy at Columbus State University. His research examines economic and workforce development policies and social factors, such as income inequality, poverty, and their influence on career, education, and labor outcomes.

His publications have appeared in the *Journal of Economics and Sustainable Development* as well as the *Journal of Regional Analysis and Policy*. As a visiting Associate Director of Organizational Development, Nicholas assists with various areas related to workforce development and FAFSA challenges in Alabama.

Nicholas holds a Ph.D. in Public Administration and Policy from Auburn University.





# ***Bridging the Skill Gap: Workforce Development Policy and Perspectives*** by Dr. Nicholas Bolden

- This forthcoming book offers a timely comparative analysis of workforce development in the U.S. and China, addressing challenges like automation, skills gaps, labor shortages, and the impact of COVID-19. It explores education reform, short-term credentials, regional talent retention, and equity-centered, cross-sector strategies for workforce innovation. Offering actionable insights for policymakers and practitioners, the book is scheduled for publication in August 2025 and will be available through Nova Science Publishers and other major retailers.
- **Chapter authors from the Alabama Commission on Higher Education:** Dr. Jim Purcell, Dr. Stephanie Dolan, Dr. Nicholas Bolden, Dr. Dawna Nelson, and Dr. Bryn Bakoyema.

# Natalie Millar

Natalie Millar, an ACHE Research Fellow and Styslinger Family Fellow at the Hoover Institution, specializes in labor, public, and educational economics. Her research has influenced Alabama workforce policy, including the *Transparency in Incentives Act*.

She is a member of Hoover Institution's State and Local Governance Initiative as well as a fellow for Stanford GSB's Initiative for Business, Taxation, and Society and Cornell's Center for Education Policy and Workforce Development.

Natalie, an Alabama native, holds a Ph.D. in Economics from the University of Alabama and a B.S. in Mathematics from Jacksonville State University.



# 2025 ACHE Summer Interns





# 2025 ACHE Summer Interns



**Taigan Cabble**

*Returning*

Tuskegee University  
Senior  
Architecture



**Duane Jon (DJ) Harris**

*Returning*

Auburn University at Montgomery  
Junior  
Computer Science



**Victoria Johnson**

*New*

Tennessee State University  
Senior  
Biology

# 2025 ACHE Summer Interns



**Daniel Pettway**

*Returning*

Trenholm State Community College  
Sophomore  
Graphic Design



**Arnecia Smith**

*Returning*

Auburn University at Montgomery  
Junior  
Nursing



**Keliscia Ward**

*New*

Wetumpka High School  
High School  
Senior







*Pathways to Progress Initiative* supports economic growth and social stability in communities that exhibit strong fundamental components of a burgeoning economy but require a significant alignment of educational credentials and workforce skills to optimize success.

- Based upon statistical analysis
- Education and workforce solutions crafted to local needs and issues
- Leverages regional and state partnerships





## University Partners

- Athens State University
- Calhoun Community College
- Jacksonville State University
- Troy University

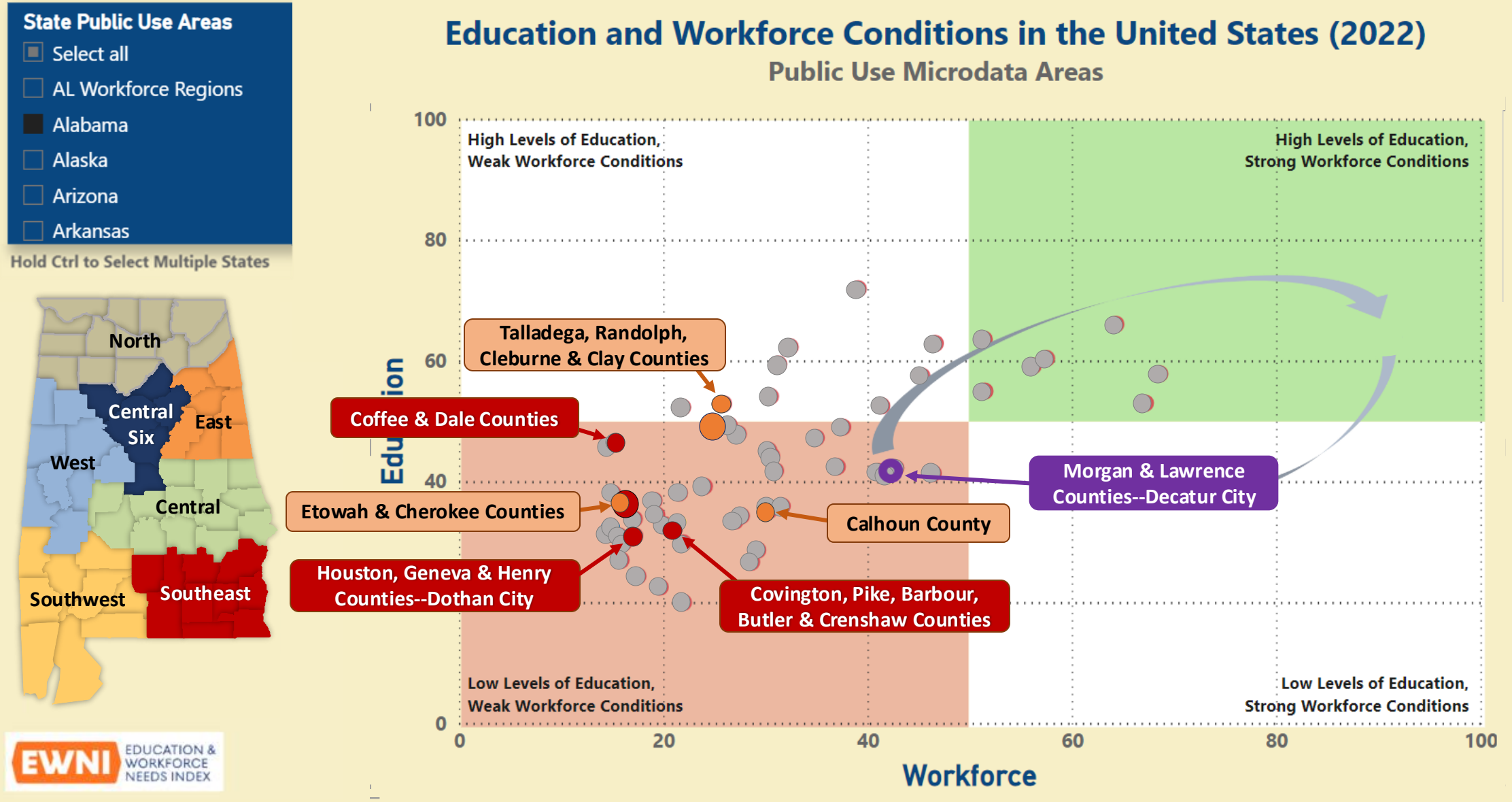


## ACHE's Role

- Administer scholarship
- Provide technical support including identifying a pool of eligible residents
- MOU with each institution
- Advocacy



# Alabama – East and Southeast Workforce Regions



# Apprenticeship Update

## National Project on Apprenticeship Standards and Interoperability (PASI)

**ACHE** was awarded a four-year **\$12.5M federal grant** to initiate **PASI**. With registered apprenticeships growing, challenges persist at the national level in standardization, portability, and employer alignment. **PASI** will convene states to address these challenges.

**Josh Laney**, VP of Apprenticeship and Work-Embedded Learning at C-BEN (ACHE's PASI Subawardee), will serve as the **PASI Director**.

- Developing processes to evaluate and approve national-level apprenticeship standards
- Presenting to Secretaries' Innovation Group in Washington, D.C.
- Establishing partnerships with Urban Institute, Workhands, National Association of State and Territorial Apprenticeship Directors (NASTAD), and the National Governor's Association

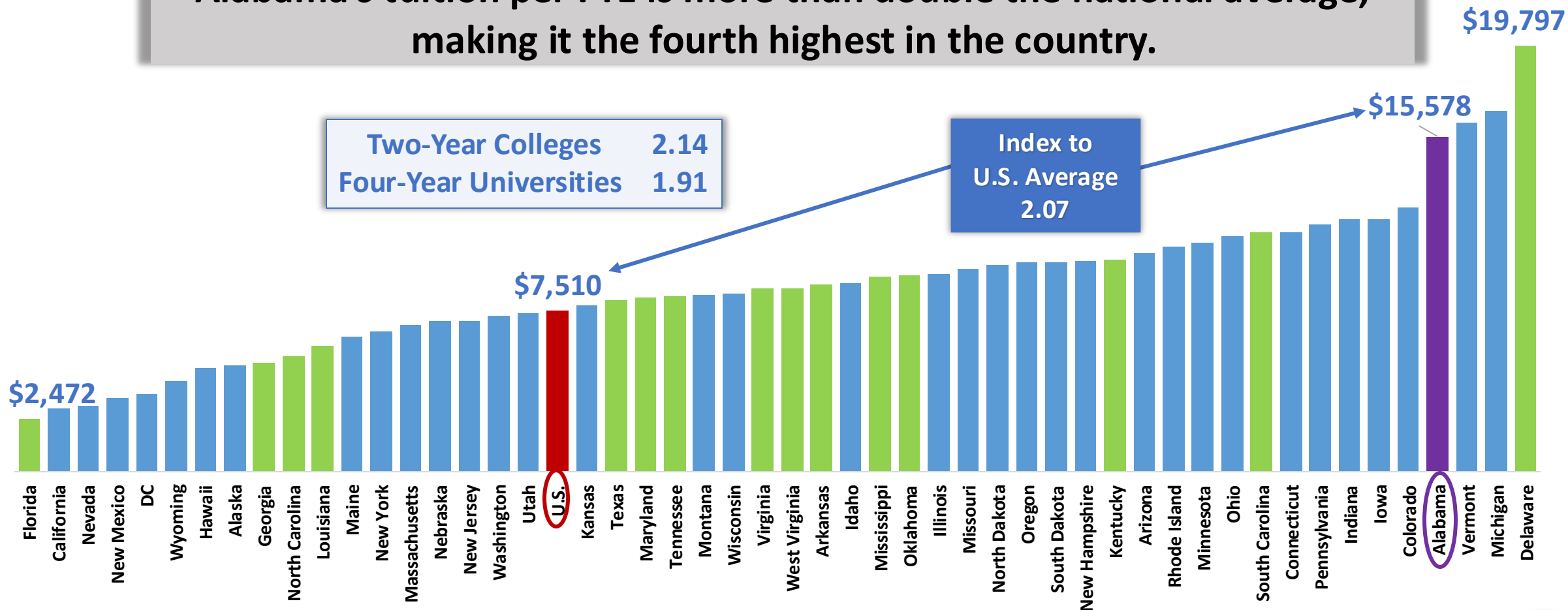


# Comparison of States' Funding for Public Higher Education



# Public Higher Education Net Tuition Revenue per FTE by State, FY 2024 (Adjusted)

Alabama's tuition per FTE is more than double the national average, making it the fourth highest in the country.



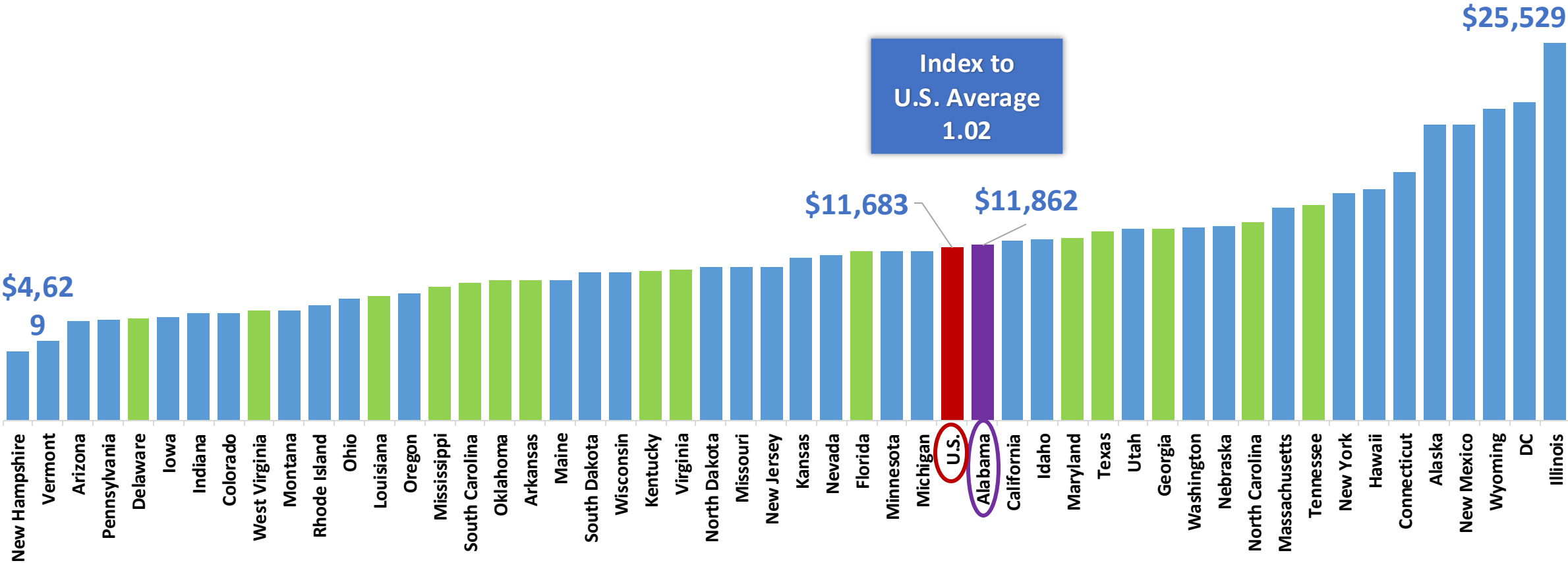
SOURCE: State Higher Education Executive Officers Association

SREB States



# Public Higher Education Appropriations per FTE by State, FY 2024 (Adjusted)

Alabama appropriates slightly more per FTE than the national average.



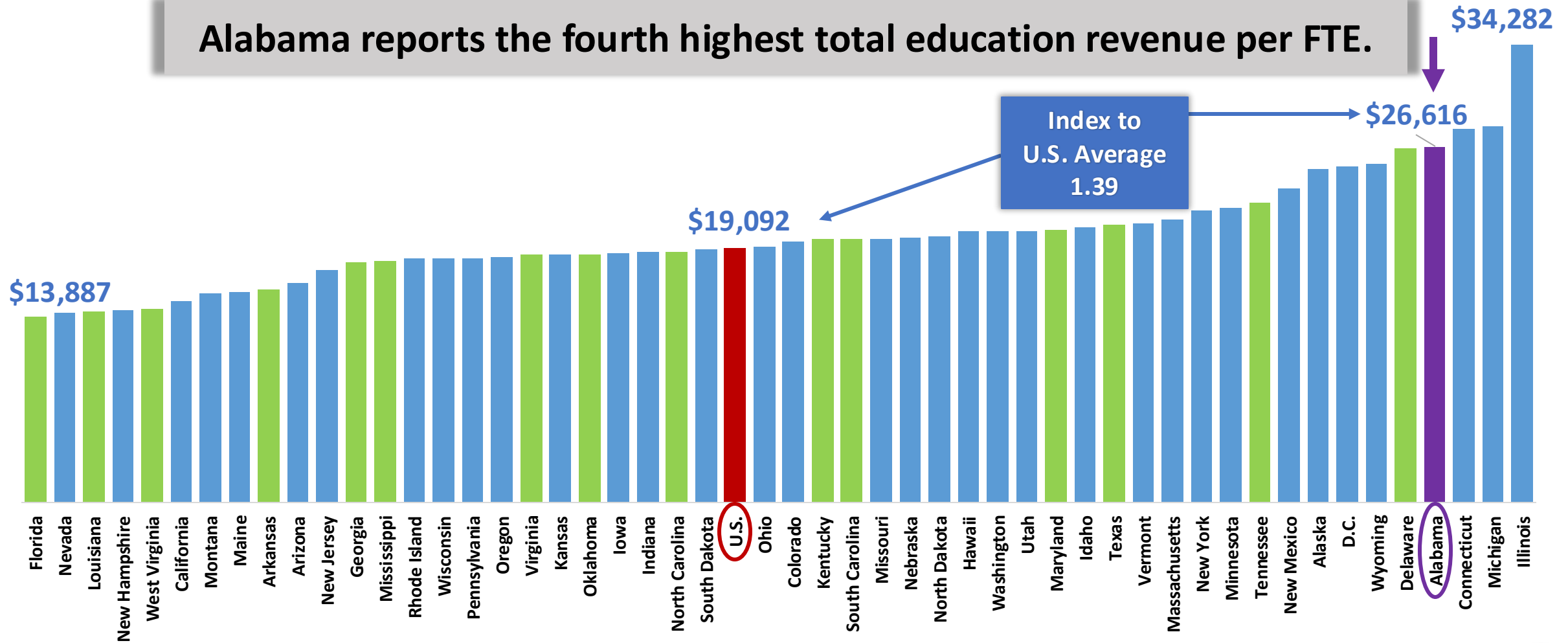
SOURCE: State Higher Education Executive Officers Association

SREB States



# Public Higher Education Total Education Revenue per FTE by State, FY 2024 (Adjusted)

Alabama reports the fourth highest total education revenue per FTE.



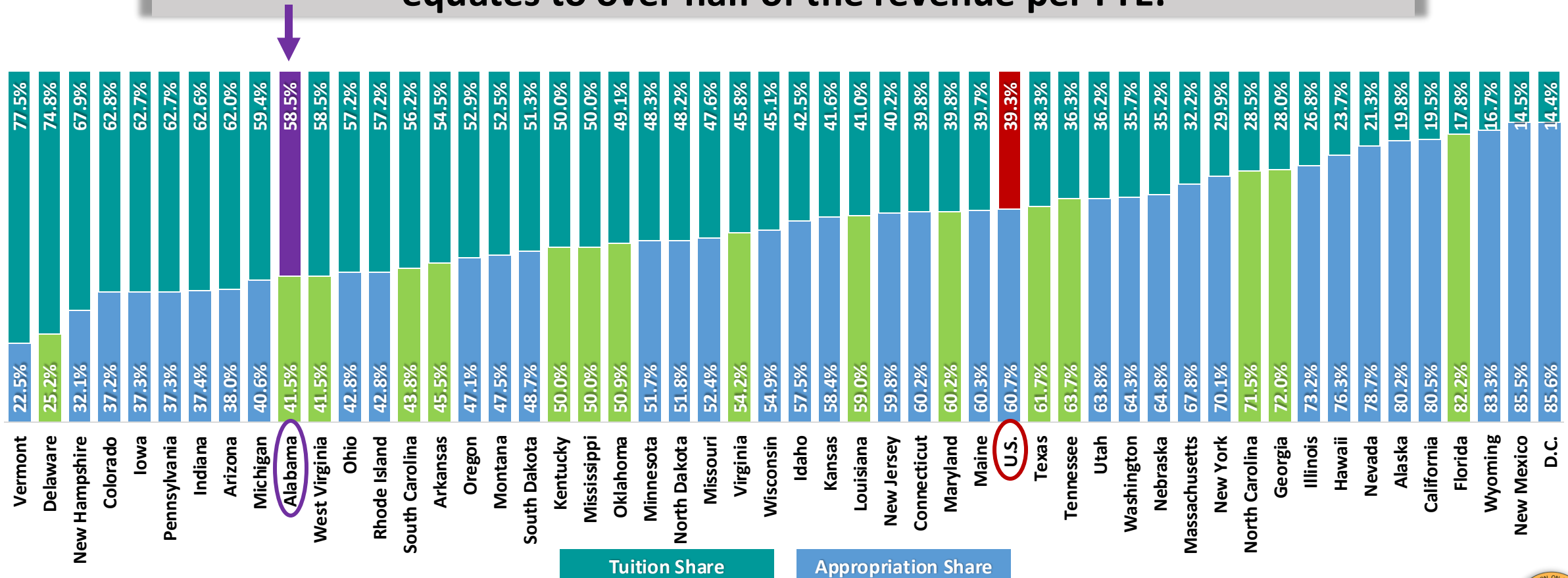
SOURCE: State Higher Education Executive Officers Association

SREB States



# Percentage of Education Appropriations\* Compared to Tuition Revenue, FY 2024

In Alabama, the tuition share (students' portion) equates to over half of the revenue per FTE.



SOURCE: State Higher Education Executive Officers Association

\*Education Appropriations are a measure of state and local support available for public higher education operating expenses and student financial aid, including federal stimulus funding but excluding appropriations for research, hospitals, and medical education.

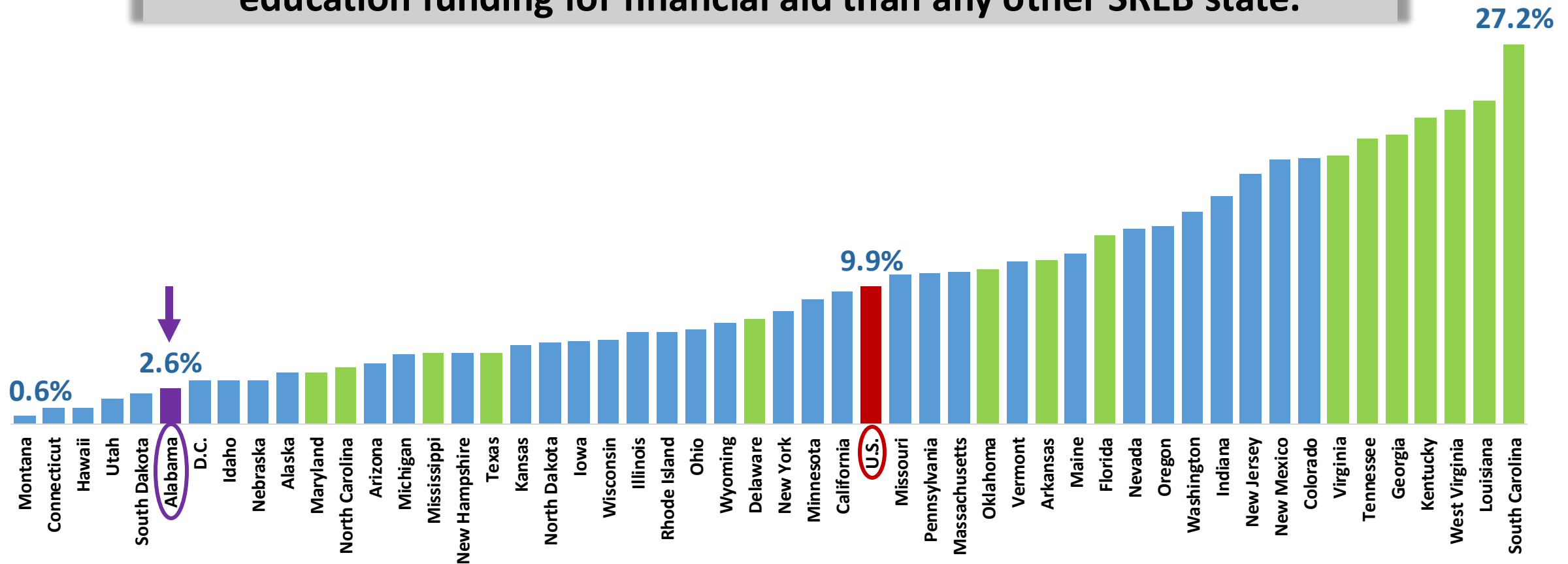
SREB States





# Percentage of Alabama's Higher Education Appropriation Used for Financial Aid, FY 2024

Alabama appropriates a smaller percentage of its state higher education funding for financial aid than any other SREB state.



SOURCE: State Higher Education Executive Officers Association

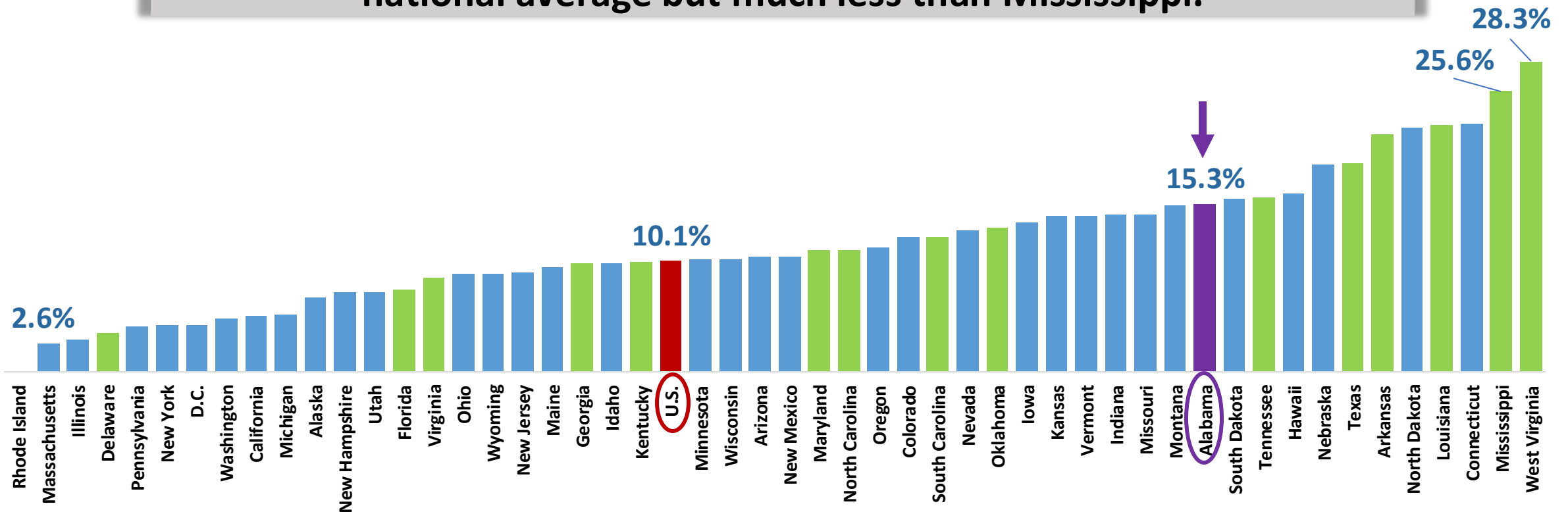
SREB States





# Percentage of State Higher Education Funding Used for Research, Agriculture, and Medicine (RAM), FY 2024

Alabama uses a greater percentage of its higher education funding for research, agriculture, and medicine than the national average but much less than Mississippi.



SOURCE: State Higher Education Executive Officers Association

SREB States



## VII. DISCUSSION ITEMS



# 2025 Legislative Session Recap

*Staff Presenter: Dr. Stephanie C. Dolan*



# Act 2025-270

## Education Trust Fund (ETF) Budget

Institutions of Higher Education	2025 Appropriation	2026 Appropriation	Percentage of Increase
Alabama A&M University	\$57,304,433	\$61,115,089	6.65%
Miles College*	\$493,486	\$493,486	0.00%
Alabama State University	\$62,783,930	\$66,556,368	6.01%
University of Alabama - Main Campus	\$248,302,456	\$266,214,571	7.21%
University of Alabama at Birmingham	\$397,409,628	\$421,143,986	5.97%
University of Alabama in Huntsville	\$72,681,686	\$77,280,307	6.33%
Athens State University	\$21,741,509	\$23,502,462	8.10%
Auburn University	\$355,844,105	\$379,246,504	6.58%
Auburn University Montgomery	\$33,112,856	\$34,989,116	5.67%
Jacksonville State University	\$57,483,222	\$61,933,407	7.74%
University of Montevallo	\$30,730,750	\$33,018,738	7.45%
University of North Alabama	\$53,339,628	\$57,665,778	8.11%
University of South Alabama	\$161,458,465	\$171,209,511	6.04%
Troy University System	\$82,021,926	\$87,931,064	7.20%
University of West Alabama	\$31,265,149	\$34,218,443	9.45%
Stillman College**	\$100,000	\$100,000	0.00%
<b>Institutions of Higher Education Total</b>	<b>\$1,666,073,229</b>	<b>\$1,776,618,830</b>	<b>6.64%</b>
Alabama Community College System	\$586,946,967	\$622,223,785	6.01%
Tuskegee University	\$14,816,759	\$15,816,579	6.75%
Talladega College	\$1,176,157	\$1,326,157	12.75%

\* Pass-through Alabama A&M to Miles College

\*\* Pass-through West Alabama to Stillman College

# Act 2025-270

## ACHE Education Trust Fund (ETF) Budget

Alabama Commission on Higher Education Programs and Activities	FY25 Enacted	FY26 Enacted	FY25 to FY26 Comparison	
HBCU Deferred Maintenance Program	\$5,000,000	\$5,000,000	\$0	0.00%
Planning & Coordination Services Program	\$5,826,209	\$8,385,148	\$2,558,939	43.92%
Student Financial Aid Programs	\$30,037,299	\$38,790,549	\$8,753,250	29.14%
Support of Other Educational Activities	\$7,775,063	\$8,025,063	\$250,000	3.22%
Support of State Universities Programs	\$6,491,283	\$6,491,283	\$0	0.00%
Support of Other State Programs	\$16,143,120	\$18,548,120	\$2,405,000	14.90%
<b>Total ETF Funds for ACHE</b>	<b>\$71,272,974</b>	<b>\$85,240,163</b>	<b>\$13,967,189</b>	<b>19.60%</b>



# Act 2025-270: ACHE ETF Budget

Alabama Commission on Higher Education Programs and Activities	FY25 Enacted	FY26 Enacted	FY25 to FY26 Comparison	
HBCU Deferred Maintenance Program	\$5,000,000	\$5,000,000	\$0	0.00%
<b>Planning &amp; Coordination Services Program</b>	<b>\$5,826,209</b>	<b>\$8,385,148</b>	<b>\$2,558,939</b>	<b>43.92%</b>
Planning & Coordination O&M	\$4,446,209	\$4,470,148	\$23,939	0.54%
FAFSA Completion	\$580,000	\$580,000	\$0	0.00%
Industry Credential Directory	\$100,000	\$100,000	\$0	0.00%
Pathways to Progress		\$600,000	\$600,000	-
(Re)Engage Alabama (Per Chapter 33D, Title 16)		\$1,935,000	\$1,935,000	-
Retain Alabama	\$650,000	\$650,000	\$0	0.00%
AL Higher Education Partnership Student Retention Council	\$250,000	\$250,000		
Retain Alabama Project - Administered by ACHE	\$400,000	\$400,000		
Focused Talent Retention Initiative	\$0	\$0		
Study Alabama	\$50,000	\$50,000	\$0	0.00%
<b>Student Financial Aid Programs</b>	<b>\$30,037,299</b>	<b>\$38,790,549</b>	<b>\$8,753,250</b>	<b>29.14%</b>
National Guard Scholarship (ANGEAP)	\$8,831,114	\$9,331,114	\$500,000	5.66%
Student Assistance Program (ASAP)	\$9,500,000	\$10,000,000	\$500,000	5.26%
Birmingham Promise Scholarship Program	\$892,500	\$892,500	\$0	0.00%
Educational Grants (ASGP)	\$9,500,000	\$10,000,000	\$500,000	5.26%
Indian Affairs Scholarships	\$100,000	\$100,000	\$0	-
Policemen's Survivor Tuition Program	\$466,935	\$466,935	\$0	0.00%
Math and Science Teacher Education Scholarships	\$746,750	\$0	-\$746,750	-100.00%
Alabama Law Enforcement Officers' Family Scholarship		\$8,000,000	\$8,000,000	-
<b>Support of Other Educational Activities</b>	<b>\$7,775,063</b>	<b>\$8,025,063</b>	<b>\$250,000</b>	<b>3.22%</b>
Articulation System STARS	\$799,589	\$799,589	\$0	0.00%
Best and Brightest STEM Pilot Program	\$0	\$250,000	\$250,000	-
EPSCoR	\$1,260,184	\$1,260,184	\$0	0.00%
NAAL	\$384,076	\$384,076	\$0	0.00%
SREB	\$831,214	\$831,214	\$0	0.00%
STEM Major Recruitment Program	\$4,500,000	\$4,500,000	\$0	0.00%

**\$2.5M  
Available  
Balance**

# Act 2025-270: ACHE ETF Budget

Alabama Commission on Higher Education Programs and Activities	FY25 Enacted	FY26 Enacted	FY25 to FY26 Comparison	
<b>Support of State Universities Programs</b>	<b>\$6,491,283</b>	<b>\$6,491,283</b>	<b>\$0</b>	<b>0.00%</b>
AALGA - for McIntire-Stennis Forestry	\$539,524	\$539,524	\$0	0.00%
Agricultural Land Grant Alliance Program	\$5,006,831	\$5,006,831	\$0	0.00%
AALGA - Tuskegee University	\$944,928	\$944,928	\$0	0.00%
<b>Support of Other State Programs</b>	<b>\$16,143,120</b>	<b>\$18,548,120</b>	<b>\$2,405,000</b>	<b>14.90%</b>
AKEEP Education and Teacher Recruitment Partnership (ALIEEP)	\$250,000	\$400,000	\$150,000	60.00%
Adaptive and Disability Sports Education	\$60,000	\$60,000	\$0	0.00%
Alabama Civil Air Patrol	\$125,000	\$155,000	\$30,000	24.00%
Alabama Forestry Commission Education Program	\$200,000	\$200,000	\$0	0.00%
Alabama Forestry Foundation Blackbelt Initiative	\$532,000	\$532,000	\$0	0.00%
Alabama Recruit and Retain Urban/Rural Teachers	\$700,000	\$700,000	\$0	0.00%
Alabama Trails Commission	\$340,000	\$340,000	\$0	0.00%
Black Belt Adventures	\$475,000	\$475,000	\$0	0.00%
Black Belt Treasures	\$350,000	\$350,000	\$0	0.00%
Motorsports Hall of Fame	\$200,000	\$200,000	\$0	0.00%
National Computer Forensics Institute	\$550,000	\$650,000	\$100,000	18.18%
Resource Conservation and Development Program (RC&D)	\$7,037,744	\$8,962,744	\$1,925,000	27.35%
Scottsboro Boys Museum	\$200,000	\$0	-\$200,000	-100.00%
Soil and Water Conservation Committee Program	\$2,923,376	\$3,023,376	\$100,000	3.42%
Humanities Foundation	\$200,000	\$300,000	\$100,000	50.00%
USS Alabama Battleship	\$1,350,000	\$1,550,000	\$200,000	14.81%
HBCU Cares	\$650,000	\$650,000	\$0	0.00%
Alabama HBCU Consortium	\$0	\$0	\$0	-
<b>Total ACHE ETF</b>	<b>\$71,272,974</b>	<b>\$85,240,163</b>	<b>\$13,967,189</b>	<b>19.60%</b>





# SB133

## ACHE 2025 Supplemental Appropriation

Nature Discovery Center - Landtrust of North Alabama	\$1,000,000
Judge Horton Civil Justice Learning Center	\$1,700,000
Alabama Veterinary Hospital - Birmingham Zoo	\$1,200,000
North Alabama Agriplex	\$900,000
Pathways to Progress	\$500,000
Tennessee Riverline Program	\$175,000
Kingdom College	\$80,000
Selma University	\$75,000
<b>Total 2025 Supplemental Appropriation</b>	<b>\$5,630,000</b>





# Act 2025-270: ACHE ETF Budget

**Overall, ACHE was given a 19.6% budget increase from FY25 to FY26.**

- ***Increase of Existing Lines:***

- \$23,939 for O&M
- \$500,000 for National Guard Scholarships
- \$500,000 for Student Assistance Program
- \$500,000 for Educational Grants Program
- \$1,925,000 for Resource Conservation and Development Program (RC&D)
- \$200,000 for USS Alabama Battleship
- \$150,000 for AKEEP Education and Teacher Recruitment Partnership (ALIEEP)
- \$100,000 for National Computer Forensics Institute
- \$100,000 for Soil and Water Conservation Committee Program
- \$100,000 for Humanities Foundation

# Act 2025-270: ACHE ETF Budget

- **New Lines Added to the Budget:**

- \$1,935,000 for (Re)Engage Alabama Grant Program
- \$600,000 for Pathways to Progress
- \$8,000,000 for Alabama Law Enforcement Officers' Family Scholarship
- \$250,000 for Best and Brightest STEM Pilot Program

- **Decrease of Existing Lines:**

- \$746,750 for Math and Science Teacher Education Scholarships (AMSTEP)
- \$200,000 for Scottsboro Boys Museum



# 2025 Legislative Update

Bill	Sponsor	Description	Status
<b>HB 288 Athletic Trainer</b>	Rep. Mooney	<p>To allow loan assistance for individuals with a master's degree in Athletic Training, using AMSTEP funds, for those providing athletic training services to a public K-12 school or school system.</p> <p>ACHE will develop an accountability and evaluation plan.</p> <p>Act 2025-337 becomes effective on August 1, 2025.</p>	<b>Act 2025-337</b>
<b>SB 196 Move on When Ready</b>	Sen. Orr	<p>To allow high school juniors and seniors to enroll full time at public community colleges and universities to take courses and receive high school credit for the postsecondary coursework.</p> <p>ACHE's Executive Director will administer the fund.</p> <p>ACHE's Council of Presidents and ACCS will consult with ALSDE in establishing rules for the program and create criminal penalties for those who wrongfully obtain payments.</p> <p>ALSDE, in consultation with ACHE's Council of Presidents and ACCS, will prepare and publish a report by July 1 each year on the program's impact.</p> <p>Act 2025-337 becomes effective on July 1, 2026.</p>	<b>Act 2025-412</b>

# 2025 Legislative Update

Bill	Sponsor	Description	Status
<b>HB 271 (Re)Engage</b>	Rep. Collins	To change the age of eligibility from 25 to 22 years of age and allow loan assistance for those who have earned an associate degree and seeking their first baccalaureate with all other qualifications met and not be a previous grant recipient.	Passed by House but failed to be heard on the Senate Floor along with several other bills
<b>HB 272 LASEA</b>	Rep. Collins	To change the name of AMSTEP to <b>Loan Assistance in Support of Educators in Alabama (LASEA)</b> and provide loan assistance to additional acute educator shortage areas.	
<b>HB 273 Hunger Free Campus</b>	Rep. Collins	To establish a process to designate hunger free campuses and provide grants to purchase equipment and supplies for on-campus food pantries.	
<b>HB 188 Law Enforcement Scholarship</b>	Rep. Treadaway	To establish a program to grant tuition money to dependents and spouses of law enforcement officers in Alabama.  A total of \$8M from ETF was added to ACHE's FY26 Budget for the administration of the program.	

# Employment Outcomes Report

*Staff Presenter: Dr. Jim Hood*



# Higher Education: A Gateway to a Better Life

Personal (Individual)	Societal (Public)
Improved Earnings/Income	Increased Tax Revenue
More Employability/Job Opportunities	Decreased Public Support/Poverty Rates
Improved Health Metrics (Life Expectancy)	Reduced Crime Rates
More Health/Other Insurance Options	Increased Use of Technology
Better Working Conditions	More Capable Workforce
Improved Family Dynamic/Involvement	Social Cohesion/Appreciation for Viewpoints
Disposable Income (Hobbies/Leisure/Charity)	Increased Civic Engagement

Source: *Education Pays 2023: The Benefits of Higher Education for Individuals and Society*. The College Board.



# Degree Attainment and Employment by 2031

By 2031, the number of “**good jobs**” in the U.S. will grow by 15.2 million, and **85%** will require a postsecondary education.

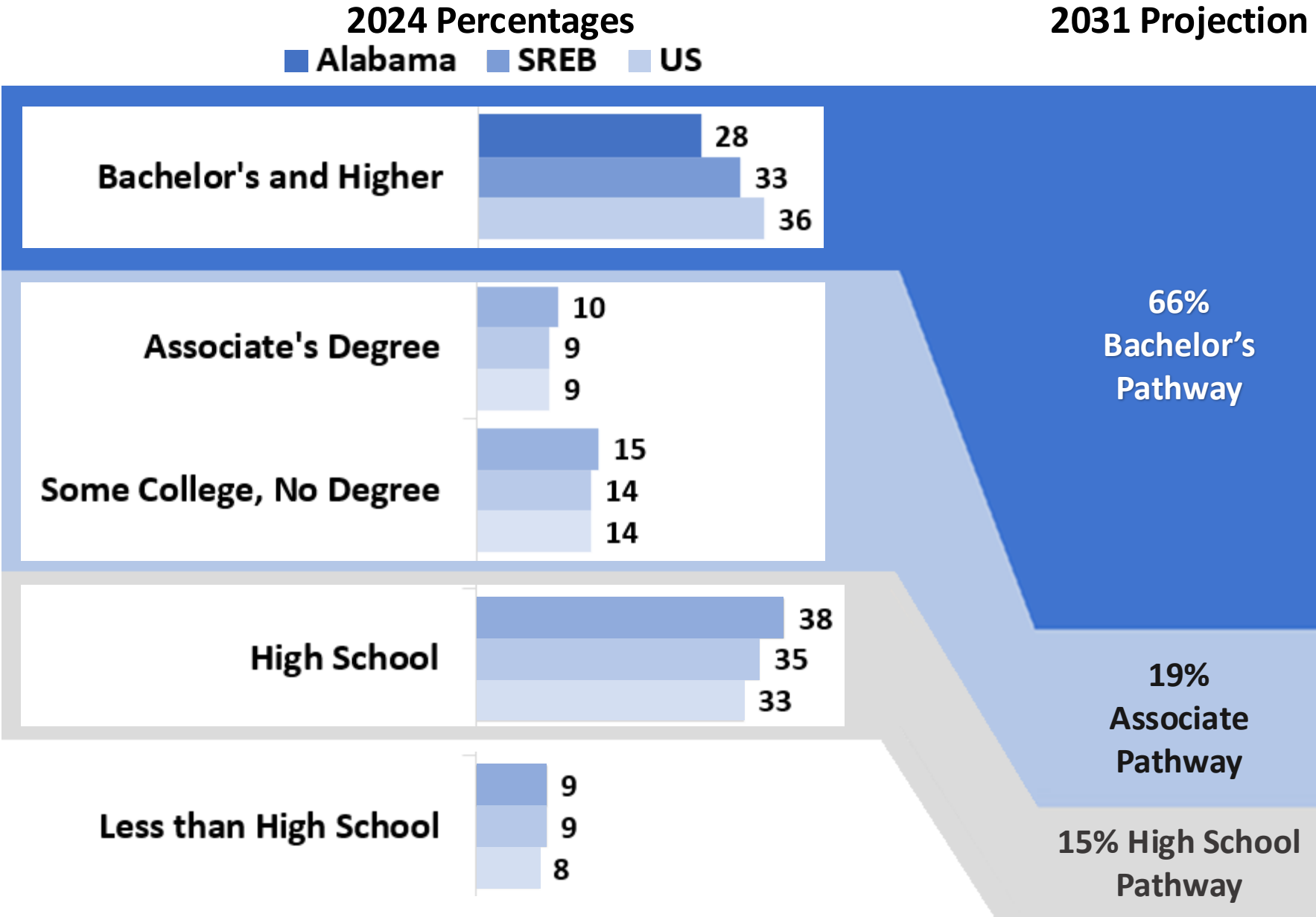
The distribution of these jobs across the primary educational pathways is projected to vary by level:

- **bachelor’s degree pathway -- 66%**
- **associate pathway -- 19%**
- **high school pathway -- 15%**

State	Good job threshold (Adjusted minimum earnings, in 2022\$)	
	Workers ages 25–44	Workers ages 45–64
Highest good job thresholds		
Hawaii	\$47,900	\$61,600
District of Columbia	\$47,700	\$61,300
New Jersey	\$47,600	\$61,100
California	\$47,200	\$60,700
New York	\$47,100	\$60,600
Lowest good job thresholds		
Kentucky	\$38,400	\$49,400
Alabama	\$38,200	\$49,100
Arkansas	\$38,200	\$49,100
West Virginia	\$37,600	\$48,400
Mississippi	\$37,500	\$48,300

Source: *The Future of Good Jobs: Projections Through 2031*. Georgetown University Center of Education and Workforce.

# Degree Attainment\* & Employment: 2024 to 2031



28% of state population has a bachelor's degree or higher.

By 2031, 66% of jobs will require a bachelor's degree or higher.

Roughly 75% of the working age population (25 to 64) will not be qualified for 66% of jobs by 2031.

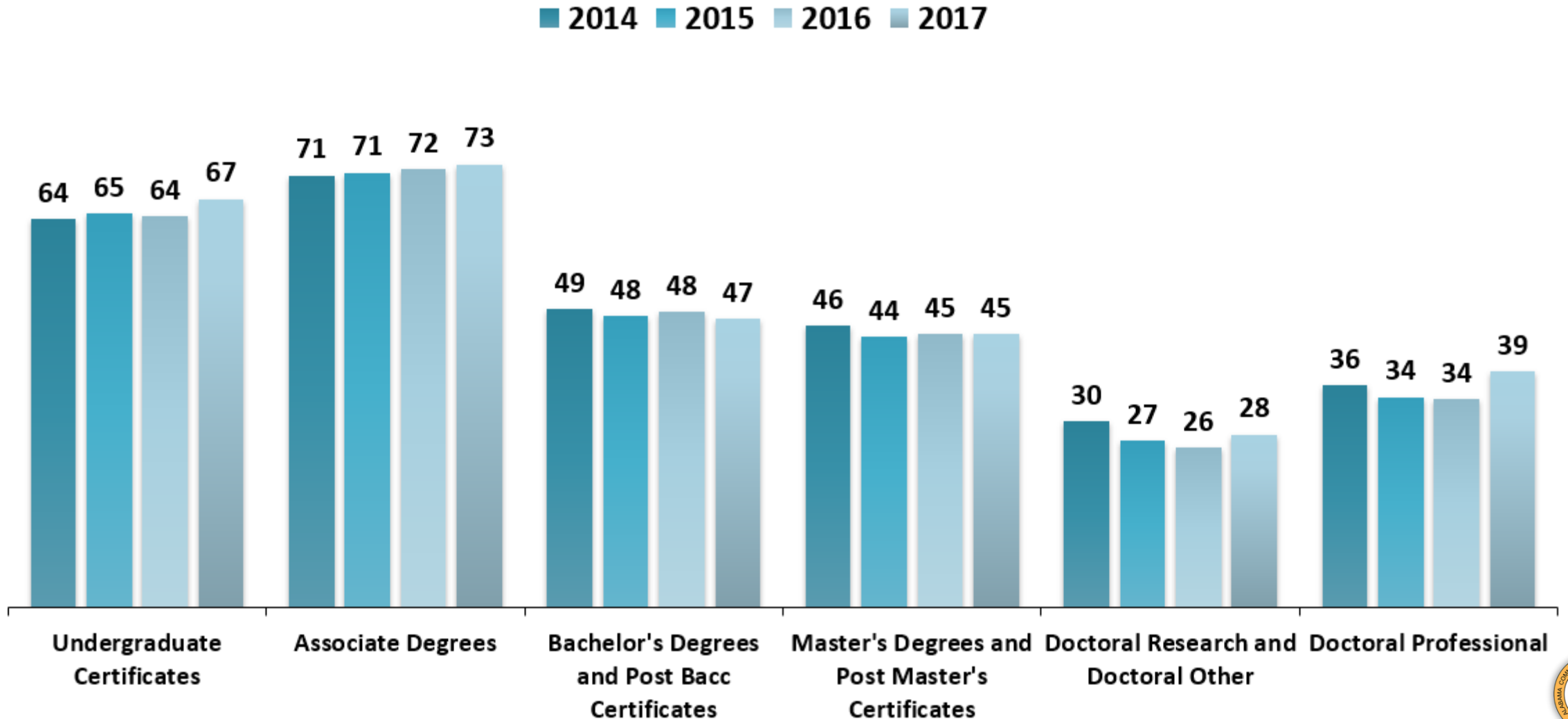
\*Working age (25 to 64) population by highest level of degree attainment.  
Source: U.S. Census 2023 5-Year Survey, Georgetown University Center of Education & Workforce.

# Employment Outcomes Report: *Purpose*

- Examines the value of public higher education in Alabama by analyzing employment outcomes for graduates.
- Results show how public higher education is contributing to the state's workforce and economy.
- Report addresses the following questions:
  - How does level of education impact retention and salary?
  - How does field of study (academic discipline) impact retention and salary?
  - What percent of Alabama residents and non-residents remain in Alabama following graduation?

# Employment Outcomes Report

Percentage of Alabama Employment (Retention) by Degree Level - After 5 Years



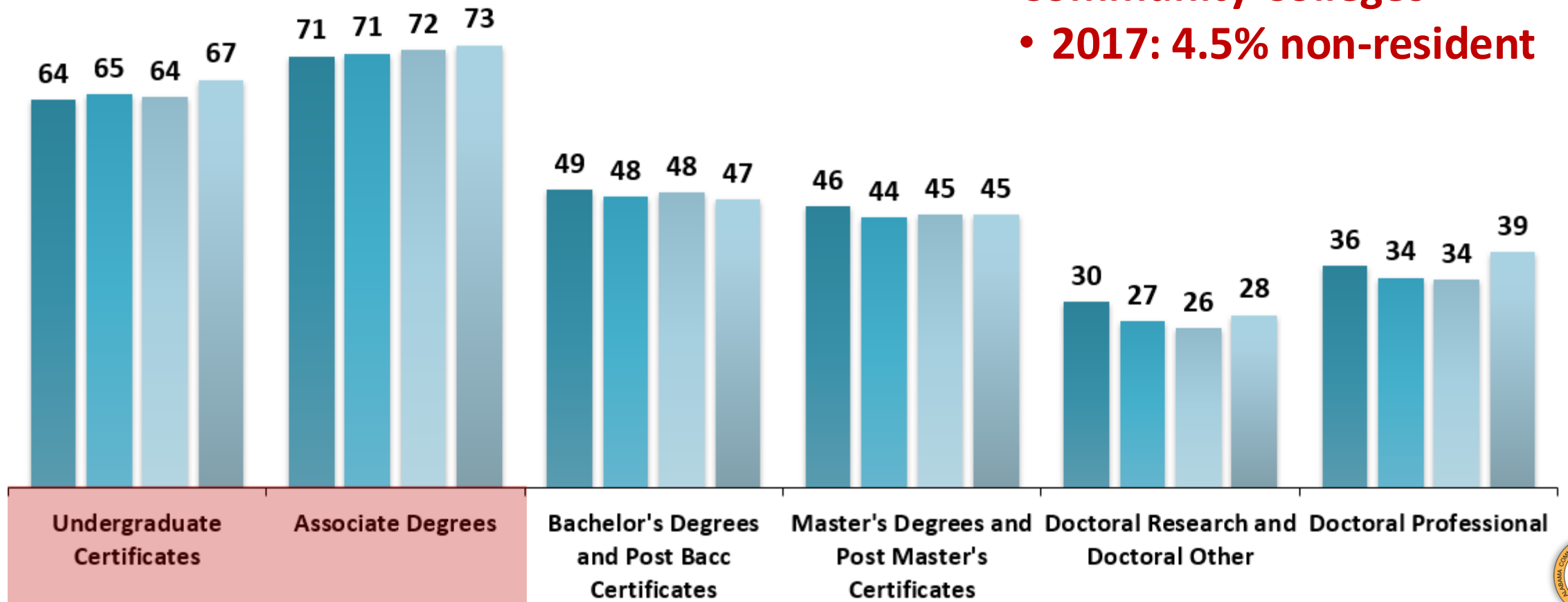
# Employment Outcomes Report

Percentage of Alabama Employment (Retention) by Degree Level - After 5 Years

■ 2014 ■ 2015 ■ 2016 ■ 2017

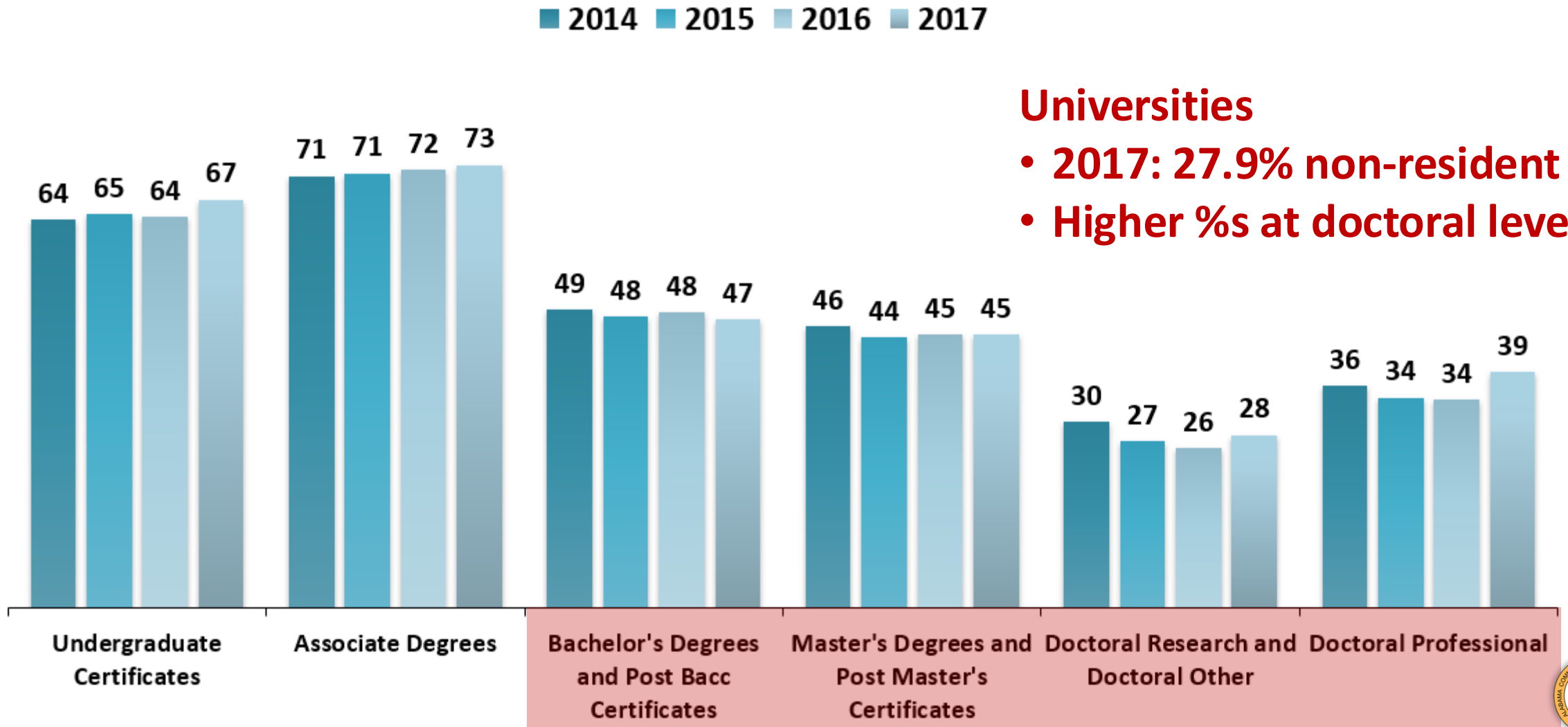
**Community Colleges**

• **2017: 4.5% non-resident**



# Employment Outcomes Report

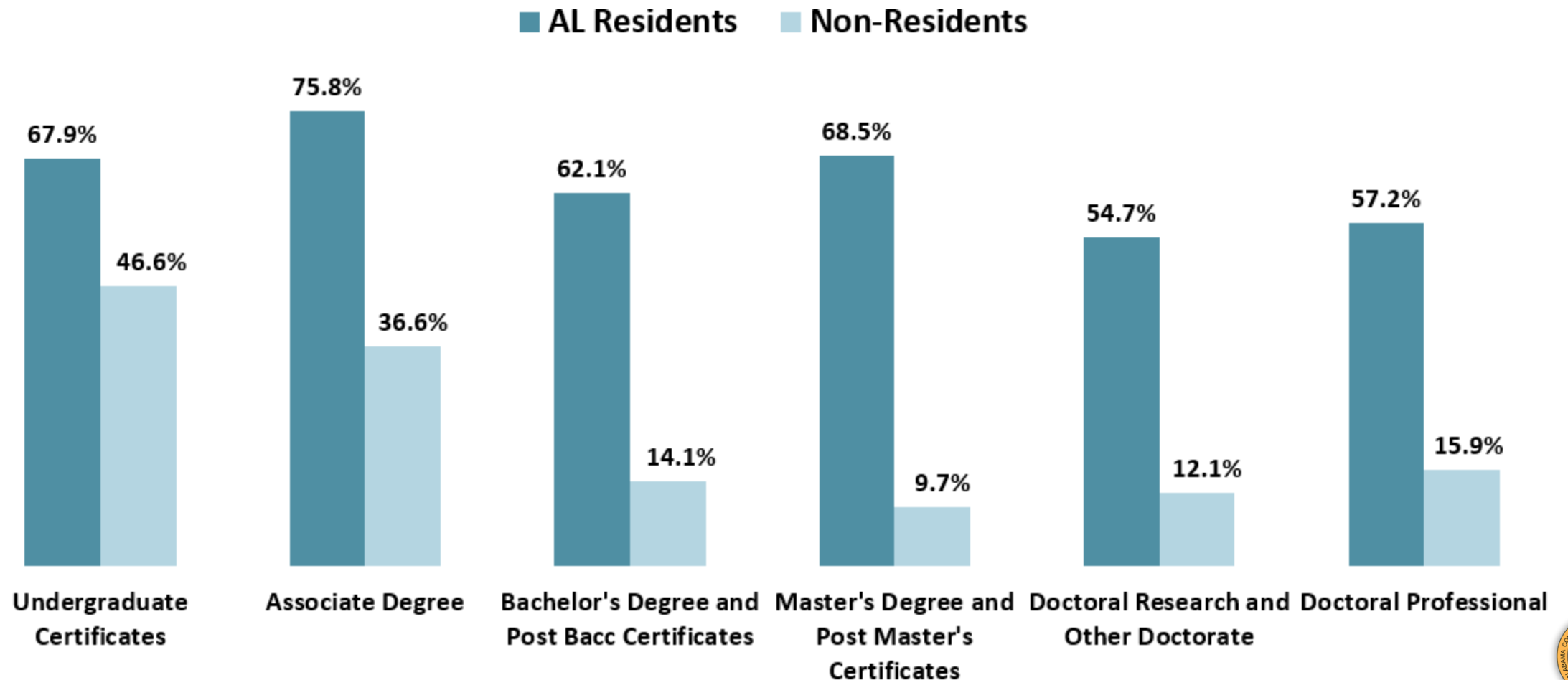
Percentage of Alabama Employment (Retention) by Degree Level - After 5 Years





# Employment Outcomes Report

Percentage of Alabama Employment (Retention) by Residence & Degree Level  
2017 Graduates - Five Years After Graduation



# Employment Outcomes Report

## Percentage of Alabama Employment (Retention) by Academic Discipline 2017 **Associate** Graduates - Five Years After Graduation

**\$** - Higher Earning Discipline    **\$** - Lower Earning Discipline    (#) – Number of Students

Highest Retention	%
Precision Production (26) <b>\$</b>	84%
Engineering Technologies (325) <b>\$</b>	77%
Health Professions (1,846) <b>\$</b>	76%
Construction Trades (62) <b>\$</b>	76%
Liberal Arts and General Studies (3,265)	72%
Mechanic and Repair Technicians (226) <b>\$</b>	71%
Business, Manage, and Marketing (403)	70%

Lowest Retention	%
Visual and Performing Arts (18) <b>\$</b>	51%
Legal Professions and Studies (22) <b>\$</b>	56%
Personal and Culinary Services (75)	59%
Security and Protective Services (58)	63%
Family and Consumer Sciences (105) <b>\$</b>	66%
Communications Technologies (10) <b>\$</b>	67%
Multi/Interdisciplinary Studies (72)	67%

# Employment Outcomes Report

## Percentage of Alabama Employment (Retention) by Academic Discipline 2017 **Baccalaureate** Graduates - Five Years After Graduation

**\$** - Higher Earning Discipline    **\$** - Lower Earning Discipline    (#) – Number of Students

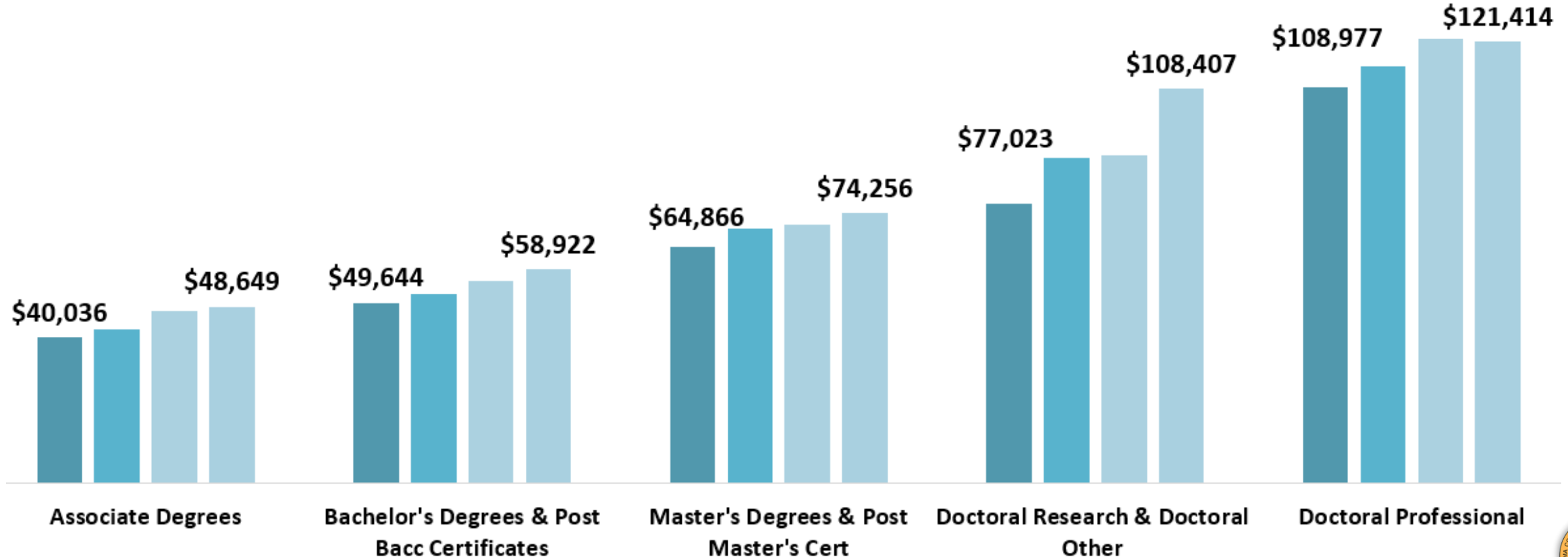
Highest Retention	%
Personal and Culinary Services (14) <b>\$</b>	75%
Education (1,982)	67%
Engineering Technologies (68) <b>\$</b>	66%
Liberal Arts and General Studies (185)	59%
Public Admin. and Social Services (609) <b>\$</b>	58%
Health Professions (3,157) <b>\$</b>	57%
Parks, Recreation, and Fitness (392)	54%

Lowest Retention	%
Architecture (63)	16%
Cultural, Gender, and Group Studies (24)	28%
Communications Technologies (20)	30%
Communication and Journalism (1,429) <b>\$</b>	34%
Family and Consumer Sciences (633)	36%
Social Sciences (792)	38%
Engineering (2,222) <b>\$</b>	39%

# Employment Outcomes Report

Average Salary by Degree Level  
for Alabama Residents - Five Years After Graduation

■ 2014 ■ 2015 ■ 2016 ■ 2017

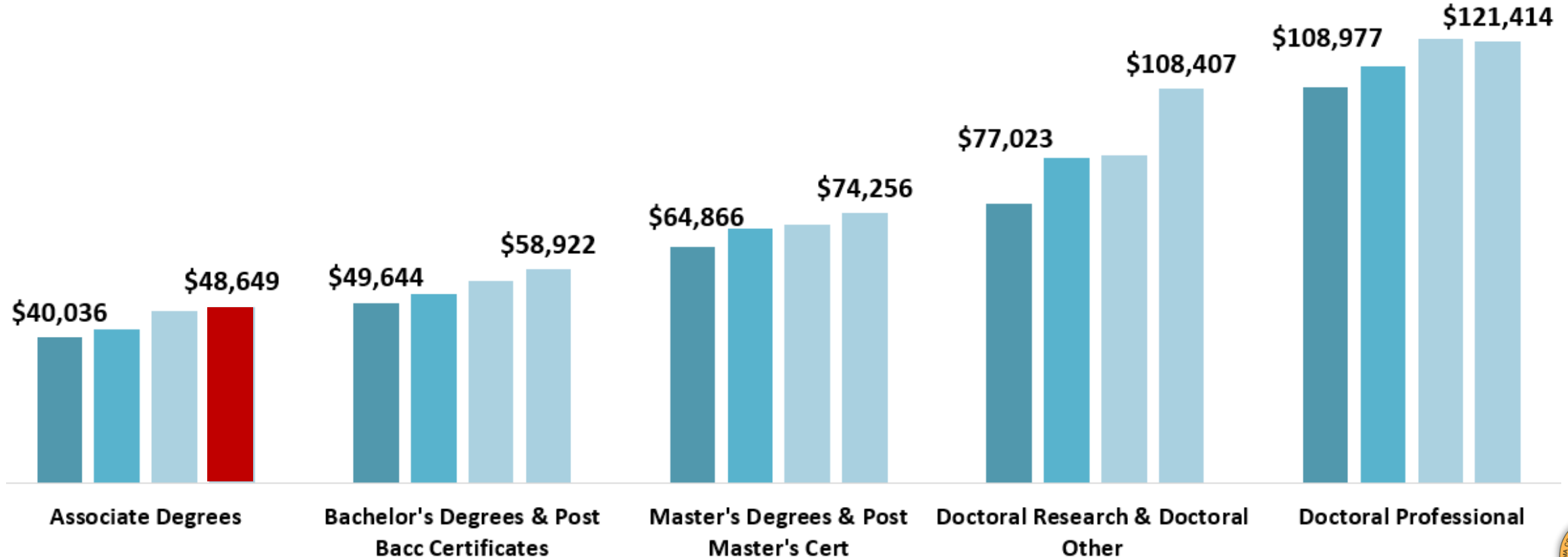


# Employment Outcomes Report

Average Salary by Degree Level  
for Alabama Residents - Five Years After Graduation

■ 2014 ■ 2015 ■ 2016 ■ 2017

- **Associate – \$48,649**

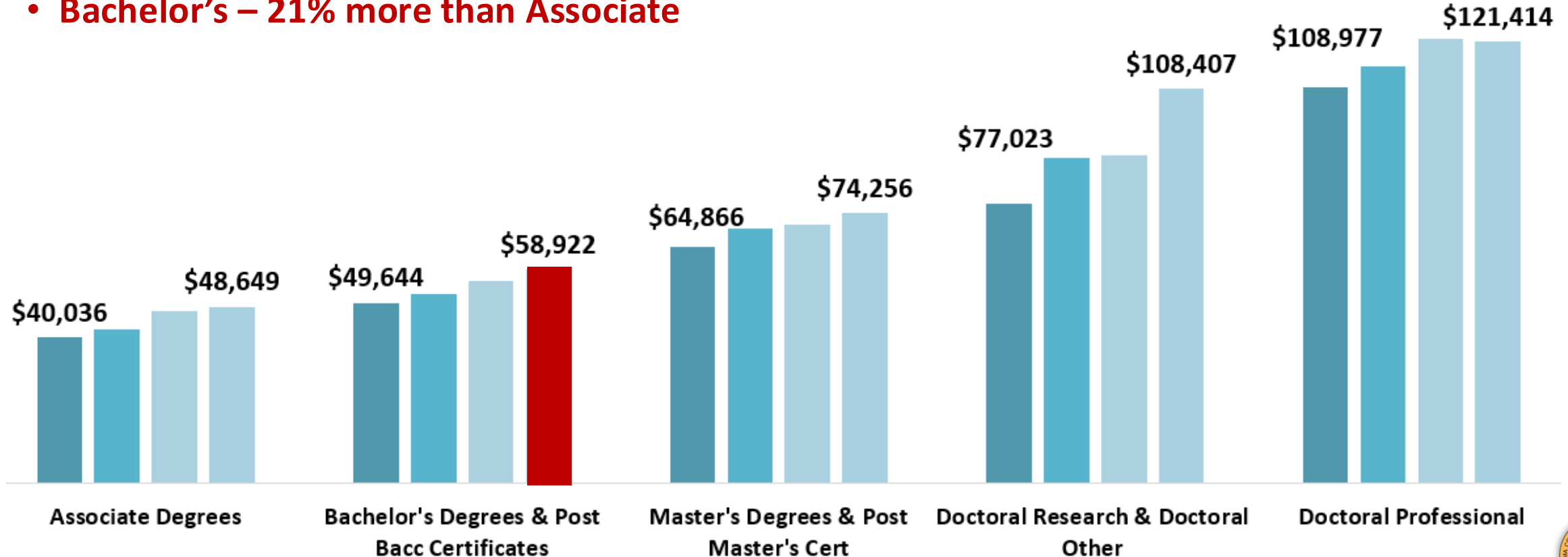


# Employment Outcomes Report

Average Salary by Degree Level  
for Alabama Residents - Five Years After Graduation

■ 2014 ■ 2015 ■ 2016 ■ 2017

- Associate – \$48,649
- Bachelor's – 21% more than Associate



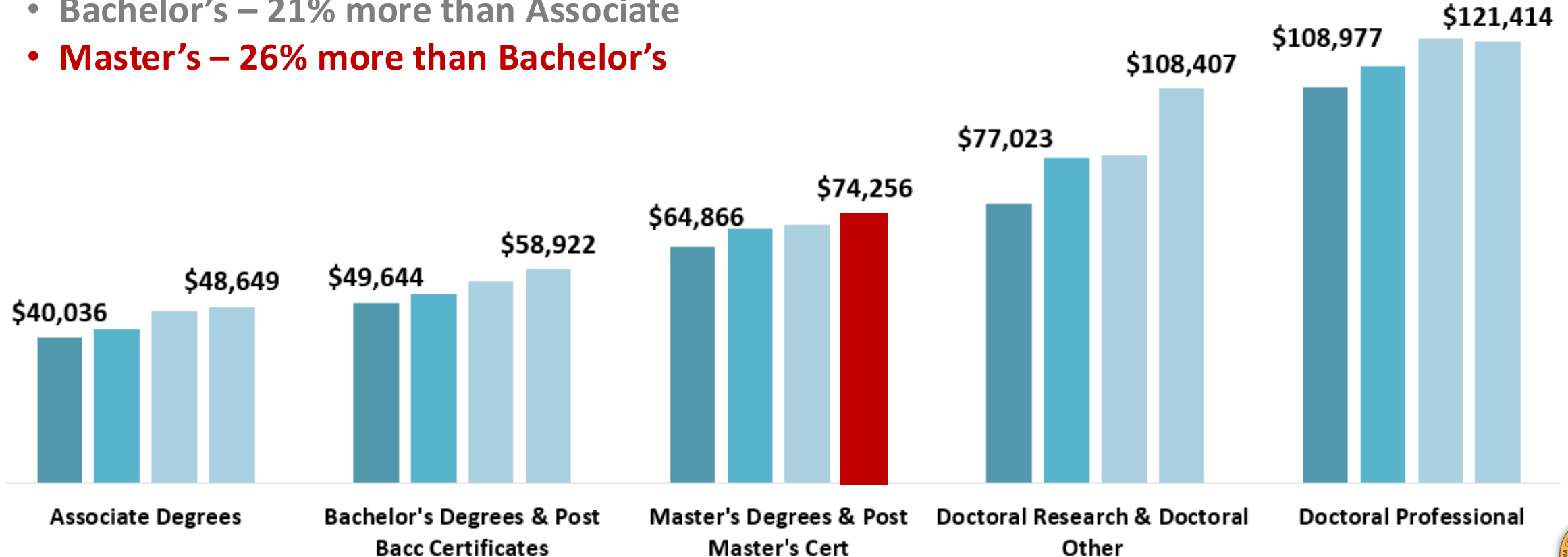


# Employment Outcomes Report

Average Salary by Degree Level  
for Alabama Residents - Five Years After Graduation

■ 2014 ■ 2015 ■ 2016 ■ 2017

- Associate – \$48,649
- Bachelor's – 21% more than Associate
- **Master's – 26% more than Bachelor's**

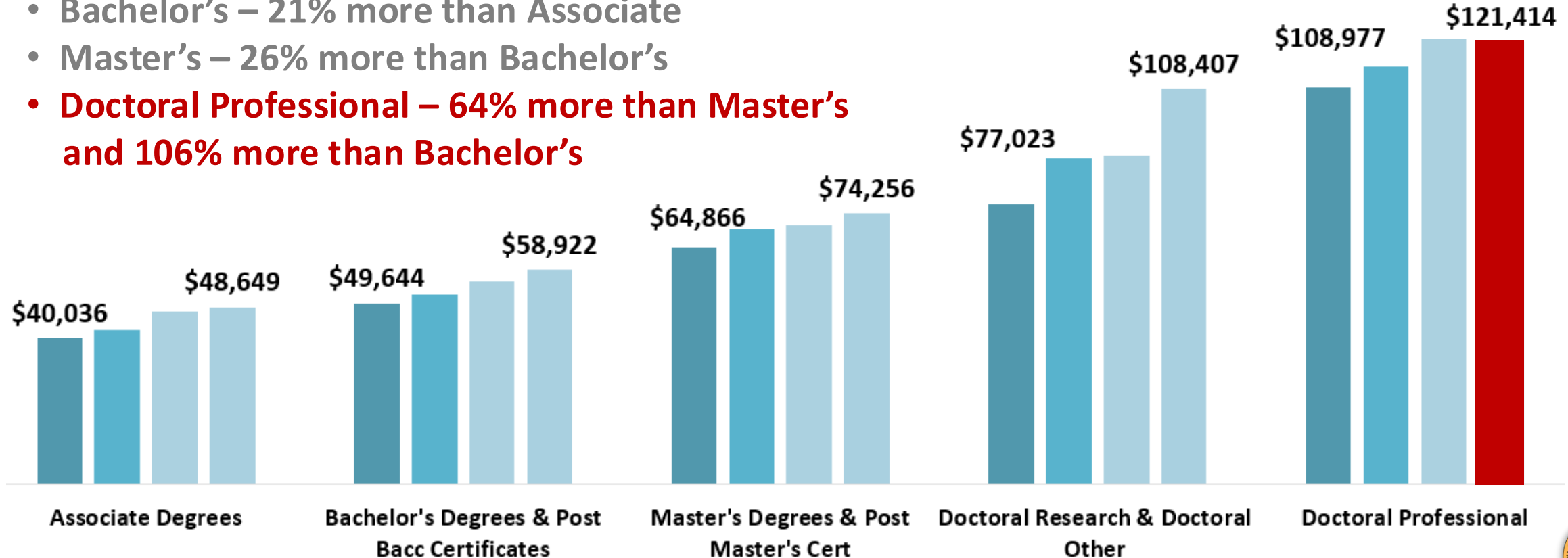


# Employment Outcomes Report

Average Salary by Degree Level  
for Alabama Residents - Five Years After Graduation

■ 2014 ■ 2015 ■ 2016 ■ 2017

- Associate – \$48,649
- Bachelor's – 21% more than Associate
- Master's – 26% more than Bachelor's
- **Doctoral Professional – 64% more than Master's and 106% more than Bachelor's**



# Employment Outcomes Report: *Findings*

With regard to **RETENTION**...

- Alabama residents (natives) are 3x more likely to remain in state following graduation.
- Lower academic levels (certificates and associate degrees) are more likely to remain in state but typically earn less than higher degree levels.



# Employment Outcomes Report: *Findings*

With regard to **SALARY**...

- Higher academic levels consistently earn higher salaries – but have less retention.
- Health and STEM-related disciplines consistently earn higher salaries.
- For 2017 graduates (after five years), **6 of the top 10** highest-paid disciplines were either in a **health or STEM-related** program.



## VIII. DECISION ITEMS





# A. Preliminary Approval of Administrative Procedures for the New Chapter §300-4-14: Alabama Athletic Trainer Loan Assistance Program

*Staff Presenter: Ms. Artcola Pettway*



# Preliminary Approval of Proposed Administrative Procedures for the New Chapter 300-4-14: Alabama Athletic Trainer Loan Assistance Program

- During the 2025 Alabama Legislative Session, lawmakers passed **Act 2025-337** authorizing ACHE to establish the **Alabama Athletic Trainer Loan Assistance Program**.
- Eligible athletic trainers can receive federal student loan assistance up to **\$7,500** per year worked or **\$3,750** per semester worked for a **maximum of four consecutive years**.
- Implementation begins **Fall 2025 semester** and forward.



# Preliminary Approval of Proposed Administrative Procedures for the New Chapter 300-4-14: Alabama Athletic Trainer Loan Assistance Program

## Purpose:

- To encourage recruitment and retention of licensed athletic trainers at qualifying public K-12 schools or school systems in the State of Alabama;
- To provide federal student loans assistance to eligible athletic trainers through the Alabama Math and Science Teacher Education Program (AMSTEP);
- To establish eligibility requirements and procedures for participants; and
- To develop an accountability and evaluation plan.



ALABAMA BOARD OF  
**ATHLETIC  
TRAINERS**



# Approval Process for the Administrative Procedures of the New Alabama Athletic Trainer Loan Assistance Program

- Once the proposed Administrative Procedures are preliminarily approved by the Commission (today), the proposed procedures will be filed with the Legislative Services Agency (LSA).
- It will be published in the ***Alabama Administrative Monthly*** for 45 days for interested parties or the general public to make comments.
- At the September Commission meeting, the proposed Administrative Procedures will be brought back to the Commission to grant Final Approval.
- The certified Administrative Procedures will then be filed with the **Alabama Procedures Office** and will go into effect a minimum of **45** days after the certification notice is published.



## Motion, Decision Item A:

That the Commission give Preliminary Approval of Administrative Procedures for the New Chapter §300-4-14: Alabama Athletic Trainer Loan Assistance Program.

# Overview of Proposed New Rule §300-2-1-.01

## 300-2-1-.01 Operating Definitions

**Last Amended: 1998**

**Synopsis of Rule:** This rule sets forth the definitions used by the Commission in carrying out its responsibilities for academic program review and serves as a compilation of definitions that appear throughout Chapter 300-2-1.

### **Summary of Recommended Changes:**

- Outdated definitions have been updated to align with Commission policies and practices, as well as with accreditation policies and federal reporting requirements.
- New definitions have been added to cover the full scope of ACHE's responsibilities.
- Definitions have been reorganized in alphabetical order for ease of use.

### **Substantive Revisions to Proposed Rule:**

- Added definition of “faculty.”
- Added definition of “university” to replace “senior institution.”



# Overview of Proposed New Rule §300-2-1-.01

## LSA Comments/Requests

ACHE staff received comments/requests through the LSA process to make modifications for inclusion in the final rule as follows:

1. Include a reference to “badges” under “mini-certificate.”
2. Modify the definition for “cooperative degree program” to clarify expectations for program viability.
3. Add a definition for “faculty.”
4. Replace “senior institution” with “university” as the primary term for referring to institutions whose instructional role includes granting baccalaureate degrees and higher.

In addition, ACHE staff made several minor modifications to improve consistency, including streamlining references to federal entities.

## Motion, Decision Item B:

That the Commission give Final Approval to the Repeal and New Rule §300-2-1.01 within Administrative Procedures for Program Review.

# C. Academic Programs

*Staff Presenters: Dr. Robin McGill  
and Ms. Kristan White*



# FOUR-YEAR INSTITUTIONS



## 1. Bachelor of Science in Cybersecurity (CIP 11.1003)

- The Cybersecurity degree is designed to prepare graduates for employment in positions included on the Alabama Demand Occupations List, such as computer and information systems managers, and information security analysts.
- This program will build upon and replace the existing undergraduate coursework developed for the concentration in Cybersecurity under the existing BS in Computer Science (CIP 11.0101).



## Motion, Decision Item C-1:

That the Commission approve Athens State University's proposal to offer a Bachelor of Science in Cybersecurity.



# Jacksonville State University



## 2. Doctor of Science in Emergency Management – Substantive Modification (CIP 43.0302)

- JSU is proposing to separate its existing Doctor of Science in Emergency Management to offer a Master of Science in Advanced Disaster Research and Practice as a “step-out” degree option.
- As can be the case in doctoral programs, some students choose not to complete the degree for a variety of reasons. This new degree will give those students an opportunity to “step-out” and complete an advanced practice master's degree that reflects the time and resources spent pursuing the doctoral program.



## Motion, Decision Item C-2:

That the Commission approve Jacksonville State University's request for a substantive modification to the existing Doctor of Science in Emergency Management.

## 3. Master of Science in Biomedical Engineering (CIP 14.0501)

- As Alabama's healthcare sector expands to meet the needs of the population, there is an increasing demand for biomedical engineers to develop innovative medical devices, improve healthcare delivery systems, and conduct research to address medical challenges. The proposed program will help fulfill these needs.
- This program will build on UA's existing faculty expertise in biomaterials, cellular engineering, and cell-biomaterials interactions and will not require new funds to implement.



## Motion, Decision Item C-3:

That the Commission approve The University of Alabama's proposal to offer a Master of Science in Biomedical Engineering.

# University of Montevallo

## 4. Bachelor of Business Administration in General Business (CIP 52.0101)



- This program is designed as a flexible, interdisciplinary business program, which provides increased flexibility in transferring a broader range of Business credits and offers a more affordable path to graduation.
- The program will repackage existing courses and resources and require no new funds to implement.



## Motion, Decision Item C-4:

That the Commission approve the University of Montevallo's proposal to offer a Bachelor of Business Administration in General Business.



## 5. Substantive Modification to Bachelor of Science in Business Administration in Marketing (CIP 52.1401)

- USA is proposing to modify the BSBA in Marketing (CIP 52.1401) to separate the undergraduate concentration in Professional Sales and create a standalone BSBA in Professional Sales at CIP 52.1804. The Professional Sales Concentration was reviewed by the Commission in June 2013 and has been offered since the 2013-14 academic year.
- Under the proposed modification, the BSBA in Professional Sales will replace the existing concentration, and new students will enroll in the standalone degree. The BSBA in Marketing will retain the curriculum of the existing Marketing Management Concentration.

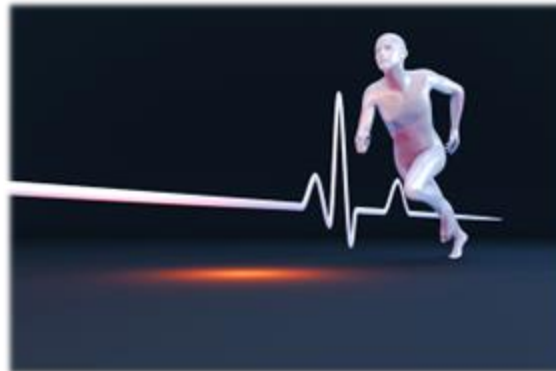


## Motion, Decision Item C-5:

That the Commission approve the University of South Alabama's request for a substantive modification to the existing Bachelor of Science in Business Administration in Marketing.

## 6. Master of Science in Exercise Science (CIP 31.0505)

- While several similar programs are offered throughout the state, UWA's proposed program will be offered primarily online so that professionals can complete coursework while remaining employed.
- The proposed program will take advantage of existing faculty expertise for the college's MS in Physical Education Non-Certification program and will include one graduate teaching assistantship, which will provide coverage for some instructional responsibilities for the undergraduate program.

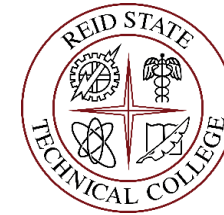


## Motion, Decision Item C-6:

That the Commission approve the University of West Alabama's proposal to offer a Master of Science in Exercise Science.



# ALABAMA COMMUNITY COLLEGE SYSTEM



# Calhoun Community College

## 7. Associate of Applied Science in Diesel Technology (CIP 47.0605)

- The proposed program is designed to prepare graduates for entry-level employment as diesel technicians for heavy machinery, commercial vehicles, and industrial equipment, which are included on the 2024-25 Alabama Demand Occupations List.
- The program will incorporate work-based learning and preparation for industry-recognized certifications, such as Automotive Service Excellence (ASE) certification, which will enhance graduates' employability.





## **Motion, Decision Item C-7:**

That the Commission approve Calhoun Community College's proposal to offer an Associate of Applied Science in Diesel Technology.

## 8. Substantive Modification to Academic Program Inventory

- The proposed changes to Southern Union's program CIP codes and titles will make it easier to measure the success of students enrolled in the programs and identify gaps in the various occupational pipelines.
- The proposed changes that split one program into multiple programs have been reviewed by officials at the Alabama Community College System, who have confirmed that the curriculums are distinct enough to merit separate programs and that splitting them will not require any additional resources.
- The proposed changes do not affect professional licensure programs or programs with specialized accreditation.

## 8. Substantive Modification to Academic Program Inventory

- **Converting the existing AOT in Occupational Technology (CIP 30.9999) into three separate AAS programs corresponding to its three existing options:**
  - AAS in Cosmetology (CIP 12.0401)
  - AAS in Heating & Air Conditioning (CIP 47.0201)
  - AAS in Automotive Service Technology (CIP 47.0604)
- **Separating the existing AAS/CER in Industrial Maintenance Technology (CIP 47.0303) into four distinct programs:**
  - AAS/CER in Mechatronics (CIP 15.0407)
  - AAS/CER in Plastics Engineering Technology (CIP 15.0607)
  - AAS/CER in CNC Machining (CIP 48.0501)
  - AAS/CER in Welding Technology (CIP 48.0508)

## 8. Substantive Modification to Academic Program Inventory

- **Separating the existing AAS/CER in Aviation Maintenance Technology (CIP 47.0607) into two distinct programs:**
  - AAS/CER in Aviation Maintenance Technology—Airframe (retaining CIP 47.0607)
  - AAS/CER in Aviation Maintenance Technology—Powerplant (CIP 47.0608)
- **For Notification Only: Updating CIPs and titles for associated Short-Term Certificates (STCs)**

## Motion, Decision Item C-8:

- That the Commission approve Southern Union State Community College's substantive modification to the academic program inventory.

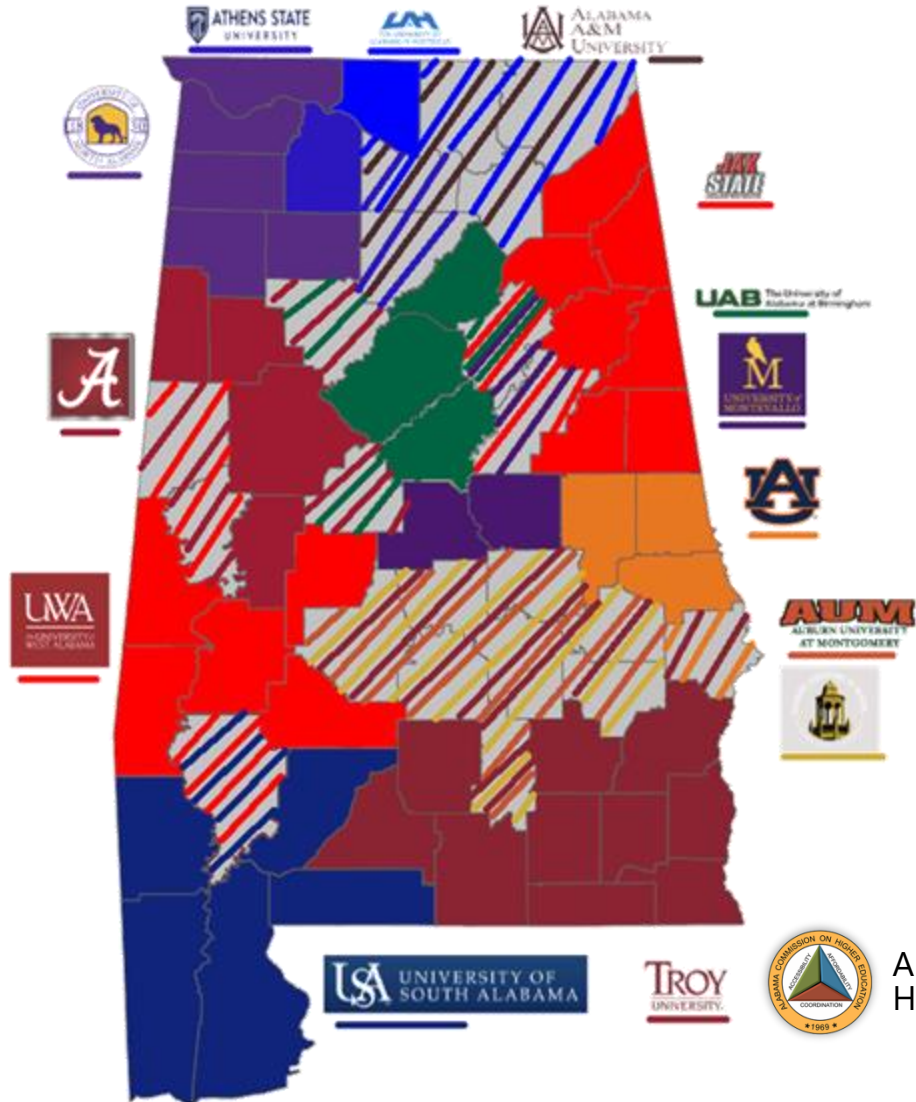
## 9. Approval of Service Areas for Senior Institutions and Two-Year Institutions

- The revised “Table of Service Areas for Public Universities in Alabama” retains the existing service area configurations for universities, with only non-substantive changes to improve clarity. Service areas for public universities were last approved by the Commission in 2007 when the Administrative Procedures for off-campus instruction were previously updated.
- Service areas for Alabama’s two-year colleges were last reviewed by the Commission in 2007, but since then, numerous changes have occurred, following institutional mergers and modifications to off-campus instructional sites. The revised “Map of Service Areas for the Alabama Community College System” and associated “Table of Service Areas for Two-Year Institutions” reflect the current geographical boundaries of service areas, which were updated by the Alabama Community College System (ACCS) in 2022.

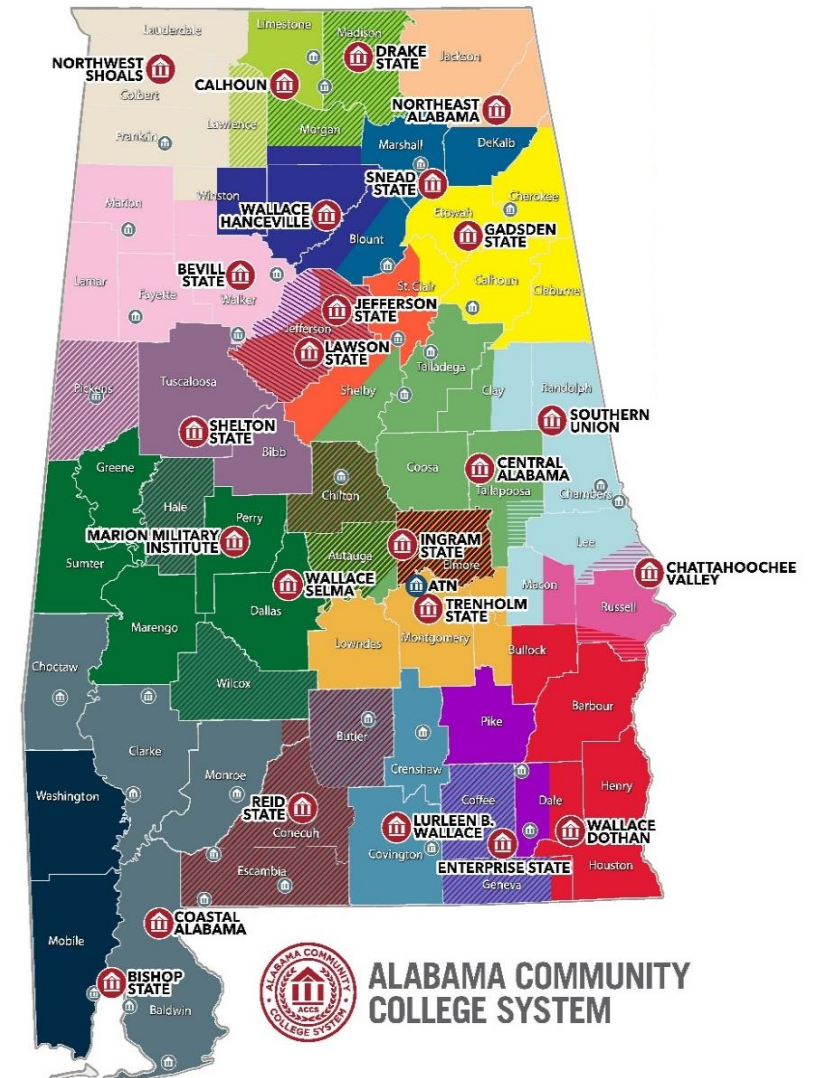


# Service Areas

## Senior Institutions



## Two-Year Institutions



Alabama Commission on Higher Education

ALABAMA COMMUNITY COLLEGE SYSTEM

## **Motion, Decision Item C-9:**

That the Commission approve the Service Areas for Senior Institutions and Two-Year Institutions.

## D. Information Items



1. Implementation of For-Credit Non-Degree Certificate Programs
2. Changes to the Academic Program Inventory
3. Curricular Modifications for Existing Degree Programs
4. Updates to Academic Units
5. Implementation of Distance Education Programs

## **Motion, Decision Item D:**

That the Commission accept the Information Items as presented.

# E. Preliminary Approval of Administrative Procedures for the New Chapter §300-4-15: Alabama Law Enforcement Officers' Family Scholarship

*Staff Presenter: Mrs. Takena Jones*



# Preliminary Approval of Administrative Procedures for the New Chapter 300-4-15: Alabama Law Enforcement Officers' Family Scholarship



## Purpose:

To provide scholarship for tuition and required educational expenses for eligible dependents of qualifying Alabama law enforcement officers attending in-state accredited postsecondary institutions.

## Award Amounts:

- Full-Time: **\$3,000** maximum per term at a **university**  
**\$1,500** maximum at a **community college**
- Part-Time: Prorated



# Preliminary Approval of Administrative Procedures for the New Chapter 300-4-15: Alabama Law Enforcement Officers' Family Scholarship



## Eligible Recipients:

- Natural or adopted children 27 years of age or younger
- Spouses (current or surviving) of qualifying officers
- Child/Spouse must be Alabama residents for at least the past 2 years
- Not eligible for other police survivors' educational assistance
- Must complete FAFSA

## Requirements for Continued Eligibility:

- Maintain full-time Alabama residency
- Meet Satisfactory Academic Progress (SAP) standards
- Complete degree within 66 months

# Preliminary Approval of Administrative Procedures for the New Chapter 300-4-15: Alabama Law Enforcement Officers' Family Scholarship



## Qualifying Law Enforcement Officers:

- Certified by the Alabama Peace Officers' Standards and Training Commission
- Employed full-time for at least 7 years at one agency *or* at least 12 continuous years across multiple agencies in the state of Alabama
- Must not have been terminated for disciplinary reasons

## Eligible Institutions:

Accredited public or private vocational schools, technical schools, community/junior colleges, colleges, or universities in Alabama

## Approved Programs:

For-credit or non-credit workforce training, certificates, associate's or bachelor's degrees

## Motion, Decision Item E:

That the Commission give Preliminary Approval of Administrative Procedures for the New Chapter §300-4-15: Alabama Law Enforcement Officers' Family Scholarship.

# IX. ADJOURNMENT

