

## Program Approval

### I. General Information

A. Institution Fort Hays State University

### B. Program Identification

Degree Level: Bachelor  
Program Title: Religious Education and Community Engagement  
Degree to be Offered: Bachelor of Arts in Religious Education and Community Engagement  
Responsible Department or Unit: Department of History and Philosophy (Philosophy Program)  
CIP Code: 39.0705 Lay Ministry<sup>1</sup>  
Modalities: Face-to-Face and Online  
Proposed Implementation Date: Spring 2027

Total Number of Semester Credit Hours for the Degree: 120 Credit Hours

II. Clinical Sites: Does this program require the use of Clinical Sites? No

### III. Justification

Fort Hays State University seeks to offer “accessible, quality education” that is “aligned with the . . . needs of our communities” (*Unlocking Untapped Potential: FHSU Strategic Plan 2024-27*). One significant unmet community need is for a flexible, accessible, and inclusive baccalaureate program in religious activities and education. Such a degree would equip students to find rewarding jobs in which they “[c]oordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. [Students] [m]ay provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems” (Bureau of Labor Statistics, SOC Code 20-2021).

As we explain in section VI (Employment), below, there is a growing need for graduates with university-level training of this sort, as documented in the rpk Group report commissioned by the Kansas Board of Regents (2023). A search of the KBOR program database indicates that no university in the Kansas Board of Regents system currently offers such a program. The FHSU Philosophy Program, which is housed in the Department of History and Philosophy, proposes to offer a Bachelor of Arts degree in Religious Education and Community Engagement. This proposed 39-hour interdisciplinary major program, made up of courses in religion, philosophy, sociology, leadership, marketing, and history, would help meet employer demand both within Kansas and on a national level.

The proposed program would differ significantly from the B.A. in Philosophy currently offered by a number of Kansas Board of Regents institutions. While the Fort Hays State University Philosophy program would provide many of the courses required for this degree, including courses in religion, the degree would also include coursework in other departments, on both a required and an elective basis, in areas including history, leadership, marketing, and sociology. Additional electives, including courses from other departments, could easily be incorporated into students’ plans of study. This curriculum would provide students with a practical, career-oriented outcome for their program of study. Four new courses would be created to meet the specific needs of students in this program, including a course on Christian doctrines and a course on the relationship between science and religion. The requirements for the proposed degree program would emphasize courses in religion

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<sup>1</sup> The rpk Group report uses SOC codes to find and classify jobs. The SOC code used corresponds to numerous CIP codes. In addition to the CIP code chosen here, the SOC code corresponds to many other related CIP codes (*e.g.*, 39.0701 Pastoral Studies/Counseling, 39.0702 Youth Ministry, 39.0703 Urban Ministry, 39.0705 Women’s Ministry, 39.0799 Pastoral Counseling and Specialized Ministry, and 39.0706 Chaplaincy/Chaplaincy Studies).

rather than courses in philosophy. Finally, this degree program would require a supervised, senior-level practicum or internship through which students would gain real-world experience working with religious or non-profit organizations.

The proposed degree program would also differ significantly from a degree program in Religious Studies, such as those offered by the University of Kansas and Washburn University. Religious Studies programs focus on the historical, sociological, textual, and anthropological study of religion and religious traditions. Traditional Religious Studies programs seek to develop academic knowledge of different religious traditions, rituals, communities, and practices. The proposed program in Religious Education and Community Engagement, while it includes some courses on these topics, would focus instead on preparing students to apply this knowledge in professional careers with religious and nonprofit organizations. A survey of the courses offered in the University of Kansas Religious Studies department, for example, shows a great attention to differing religious traditions and approaches to studying those traditions, but places little or no focus on practical applications of knowledge in these areas (*e.g.*, as a youth minister, music minister, or worker for a faith-based nonprofit).

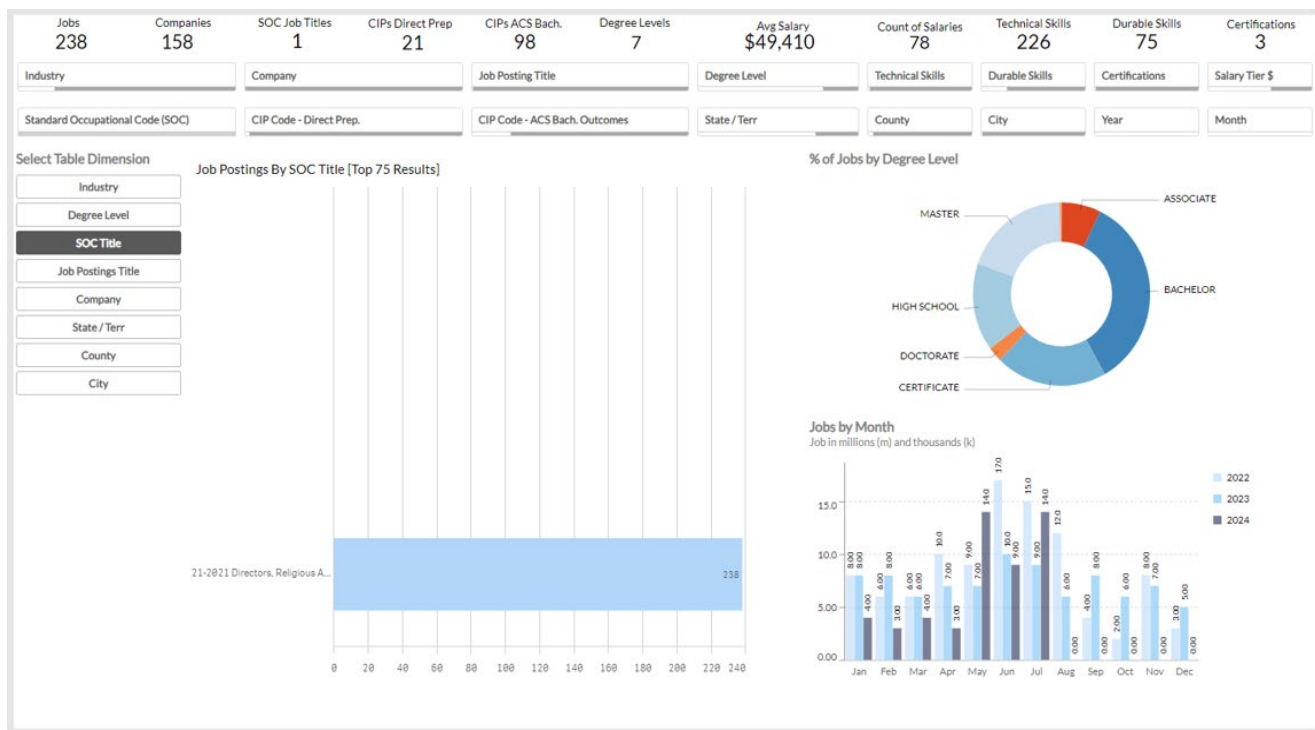
The proposed program in Religious Education and Community Engagement would be attractive to students who wish to enter the faith-based arena of work but who desire to have an expanded range of professional opportunities. This new program would be focused on providing leaders for local communities in Kansas. In common with graduates in fields including teacher education, social work, and criminal justice, graduates of the proposed program would serve and help to uplift Kansas communities. The proposed program, with its practical focus, its low cost to students, its flexibility for place-bound Kansas residents through an option for online study, and its responsiveness to employer demand documented by rpk Group and Gray Decision Intelligence (Gray DI) data, would be of significant value to Kansans and to our Kansas communities.

**IV. Program Demand:  
Market Analysis**

According to the rpk Group report commissioned by the Kansas Board of Regents during the 2022-2023 academic year, demand for trained directors of religious activities and education is likely to increase in Kansas (rpk Group 2023, p. 24). The proposed new program would prepare individuals to meet this demand. The table below, taken from the rpk Group report, shows the demand in Kansas for individuals trained to fill this role:

SOC Code	Occupation	Typical Education Level for Occupation Entry	% New Job Growth 2018-2028	Annual Job Openings 2018-2028	Accessible to Liberal Arts Graduates
21-2021	Directors, religious activities, and education	Bachelor's Degree	5.2%	193	Yes

The graphic and table below, showing average salaries, job postings, and degree requirements, are drawn from nationwide research by Gray Decision Intelligence (Gray DI), a leading consultant that provides the only complete Program Evaluation System (PES) for higher education.



No other four-year state institution in Kansas offers a degree of this sort, Fort Hays State University is well-equipped to offer this program, and there would be no concern about program duplication with other Kansas Board of Regents institutions.

Some private, religious educational institutions in Kansas offer degree programs (*e.g.*, the Pastoral Ministry bachelor’s degree at Barclay College, the Evangelization and Catechesis bachelor’s degree at Benedictine College, the various Ministry majors and the corresponding bachelor’s degrees at both Central Christian College of Kansas and MidAmerica Nazarene University) that are in some ways similar to the degree proposed by Fort Hays State University. The program in Religious Education and Community Engaged proposed by Fort Hays State University, however, differs from and offers benefits not available through these private college programs:

- First, each of these private institutions focuses on a specific religious tradition or denomination, whereas the program proposed by Fort Hays State University would not impose a specific denominational focus and would thus serve students from a range of religious traditions.
- Second, Fort Hays State University would be able to offer the proposed degree program in an entirely online environment to Kansas residents who are unable to travel or relocate, whereas the vast majority of private institutions do not offer this opportunity. A survey of the private institutions located in Kansas that offer bachelor-level degrees in pastoral ministry or divinity reveals that only a single program is available in an entirely online format. Fort Hays State University’s proposed program in Religious Studies and Community Engagement could be launched immediately online, as the required coursework for the first two years of the program is already available and the four new courses required for the program could be developed during that two-year period. Not only would this be this a significant advantage for the proposed program, which would recruit and support students from all over Kansas, but it would enable individuals who cannot relocate due to obligations to care for parents, siblings, or children or who are otherwise placebound for personal or professional reasons to pursue an education and build a professional career in this important service field.

- Third, the interdisciplinary nature of the proposed program, which includes coursework in leadership, sociology, history, and marketing, and the skills developed in these courses would prepare students not only for work within a church or religious organization, but also for work with religiously-oriented nonprofit organizations, providing another rich field of professional opportunity for program graduates
- Fourth, students pursuing the proposed degree in Religious Education and Community Engagement would be able to take advantage of all of the resources and opportunities that a four-year, state institution of higher education offers. Fort Hays State University's departments, schools, and programs offer a broad variety of majors, minors, certificates, disciplines, and additional areas of study, while Fort Hays State University units including the Institute for New Media Studies and the Cybersecurity Institute and Technology Incubator provide a wide range of exciting opportunities for professional development and intellectual growth. With its religiously and culturally diverse student body and its variety of religious and secular student organizations, Fort Hays State University offers students a wealth of experiences and opportunities that would not be available at a private religious institution.
- Finally, the cost to complete Fort Hays State University's proposed new program in Religious Education and Community Engagement would be significantly lower than the cost to complete a program at a private religious college. For Kansas residents who do not desire to go into significant debt and those with limited financial resources, the proposed new program would provide a viable and much-needed option for higher education, leading to a professional career.

The table below, while not exhaustive, compares the projected cost of the proposed new program with the cost of programs offered by private institutions of higher education in Kansas:

University/College	Cost per Credit Hour of Tuition and Fees <sup>2</sup>	Tuition and Fees Cost for 1 Year for Full Time Student (30 credit hours a year)	Program Available Entirely Online?
Fort Hays State University <sup>3</sup>	\$197.46 (on-campus), \$257.33 (online)	\$5,923.80 (on-campus) \$7,719.90 (online)	Yes
Benedictine College <sup>4</sup>	\$975.00	\$29,250.00	No
Central Christian College of Kansas <sup>5</sup>	\$1,027.00	\$30,800.00	No
MidAmerica Nazarene University <sup>6</sup>	\$1,307.00 (under 12 hours)	\$37,620.00	No
Newman University <sup>7</sup>	\$1,183.00	\$35,500.00	No

<sup>2</sup> Some colleges do not have distinct figures for tuition separate from fees, but simply a single figure for tuition and fees. FHSU provides figures above for both tuition and fees per credit hour.

<sup>3</sup> Figures based on FHSU resident/regional on-campus and online tuition from [https://www.fhsu.edu/sfs/students\\_parents/tuition/fy25-tuition-and-fees.pdf](https://www.fhsu.edu/sfs/students_parents/tuition/fy25-tuition-and-fees.pdf)

<sup>4</sup> Figures from <https://www.benedictine.edu/wp-content/uploads/files/admission/comparative-tuition-fees.pdf>

<sup>5</sup> Figures from <https://www.centralchristian.edu/tuition/>

<sup>6</sup> Figures from <https://www.mnu.edu/wp-content/uploads/2024/10/2025-2026-Tuition-Fees-for-Web.pdf>

<sup>7</sup> Figures from <https://newmanu.edu/nu-pay/tuition-fees/tuition-ug-24-25>

## V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Total Semester Credit Hours Per Year	
	Full-Time	Part-Time	Full-Time (15 hrs. per semester)	Part-Time (6 hrs. per semester)
Implementation	5	2	150	24
Year 2	12	4	360	48
Year 3	19	6	570	72

## VI. Employment

The United States Bureau of Labor Statistics tables, below, present data as of May 2022 that demonstrate the national employment demand for graduates of programs such as the proposed program in Religious Education and Community Engagement; these tables describe the national mean wages, and they provide a breakdown of the industries in which graduates could work, as well as mean wages in different industries:

Employment	Employment RSE <sup>8</sup>	Mean hourly wage	Mean annual wage	Wage RSE
24,030	4.0 %	\$ 29.11	\$ 60,540	2.5 %

Industry	Employment <a href="#">(1)</a>	Percent of industry employment	Hourly mean wage	Annual mean wage <a href="#">(2)</a>
Religious Organizations	19,170	10.15	\$ 28.87	\$ 60,050
Elementary and Secondary Schools	1,480	0.02	\$ 24.86	\$ 51,710
Colleges, Universities, and Professional Schools	1,300	0.04	\$ 31.11	\$ 64,720
General Medical and Surgical Hospitals	340	0.01	\$ 42.15	\$ 87,660
Management of Companies and Enterprises	290	0.01	\$ 38.31	\$ 79,670

These projected salaries meet or exceed Kansas Board of Regents' target for salaries five years after graduation, which as of this year is \$40,800.

The discrepancies between the job numbers reported by Gray DI and the rpk Group, and salary ranges reported by Gray DI and the U.S. Bureau of Labor, may reflect the data-gathering techniques used and/or the ways in which each firm, as well as the federal government, define, procure, and sort data. The following considerations

<sup>8</sup> RSE is the Relevant Standard Error, which is the measure of the reliability of the data estimate. A 4% RSE means that the standard error is 1/25 as large as the survey estimate. For more on this measure, see [https://www.bls.gov/oes/current/oes\\_abo.htm](https://www.bls.gov/oes/current/oes_abo.htm).

may explain these and other data-related issues:

- The Bureau of Labor Statistics report includes data from throughout the United States. A job in this field in Los Angeles, California, is likely to have a different salary from a similar job in Hays, Kansas.
- The SOC code associated with a specific job may correspond to a range of CIP-code-classified jobs. Work in this field at a hospital, or a private company, may generate a higher income than work in a small, rural church or a tiny-but-mighty religious nonprofit.
- The SOC/CIP conversion may explain some of these discrepancies in numbers, since Gray DI uses CIP codes and rpk Group uses SOC codes.

The rpk Group report notes that there will be an estimated 193 annual job openings between 2018 and 2028 in Kansas for the kinds of work for which graduates of the proposed program would be qualified. Members of the local clergy have confirmed that many churches in Kansas need youth ministers, education and counseling ministers, and other church workers and that this program would equip students to fill these jobs. Letters from area clergy, faculty in other disciplines, and community leaders supporting this proposal are included in appendices to this document to demonstrate local need, as well as student demand.

One letter writer “can attest that FHSU has lost prospective students who inquire about such a degree offering only to be disappointed that none exists at FHSU”<sup>9</sup>, while another reports that, “I have, in only the past three months, engaged with two prospective students whom I believe would readily pursue this degree program if it were approved and available.”<sup>10</sup> In particular, a local pastor describes as the need for such individuals—and for a program to train them—as “critical.”<sup>11</sup>

Job ads in Kansas, quoted below, describe the need for graduates equipped with the skills and responsibilities with which the proposed program in Religious Education and Community Engagement would equip students:

“Actively develop healthy relationships with adults, as well as kids, and build vibrant relationships with the local community, the military installation, and the chapel community. Be a role model (incarnational) and assist with developing community outreach to ‘unchurched’ teens, discipleship to Christian teens, and leading and equipping volunteers to do ‘hands-on’ middle and high school Christian youth programs.... College degree preferred....Small event planning skills.”<sup>12</sup>

“Director will be working with and designing programming for children newborn to 5th Grade and must possess good organizational skills, the ability to motivate people and communicate plans to the Senior Pastor.”<sup>13</sup>

“The role of a chapel assistant is to support the smooth operation of chapel services and related events, ensuring a welcoming and reverent atmosphere for all attendees. Responsibilities typically include assisting with setup and cleanup, coordinating with speakers, organizing and recruiting chapel hosts, and musicians, managing audiovisual equipment, coordinating all elements of the chapel experience including slides, streaming team, prayers, announcements and providing logistical support as needed. Chapel assistants play a crucial role in facilitating meaningful worship experiences and fostering a sense of community within the chapel

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<sup>9</sup> Letter of Support from Dr. Brett Zollinger, Professor and Chair of the Sociology Program at FHSU.

<sup>10</sup> Letter of Support from Dr. Brett Whitaker, Associate Professor and Chair of Leadership Programs at FHSU.

<sup>11</sup> Letter of Support from Pastor Troy Miller, Associate Pastor of Hays First United Methodist Church.

<sup>12</sup> <https://www.indeed.com/jobs?q=ministry&l=kansas&radius=35&start=20&vjk=82e4c0a645515f6d>

<sup>13</sup> <https://www.indeed.com/viewjob?cmp=Junction-City-First-United-Methodist-Church&t=Director&jk=befcc6a3f98b1662&q=ministry&xpse=SoAk67I35l6nFLy5MZ0LbzkdCdPP&xfps=3b42301d-5908-4006-b009-4ac34e5aac8a&xkcb=SoC467M35l6p1mS46x0FbzkdCdPP&vjs=3>

environment.”<sup>14</sup>

“Position Requirements: Have a growing relationship with Jesus Christ...Experience in leading modern worship and knowledge of technology. Skilled in recruitment, training, and empowerment of volunteers in music and tech ministries. Team-oriented leader”<sup>15</sup>

“Overseeing and mentoring leadership within the church family. Representing our church in community outreach activities and charitable events. Organizing weekly services and delivering Biblically-based messages. Able to communicate with members of the congregation and provide spiritual guidance, including pastoral care for nursing home residents. Contribute to the monthly church newsletter and maintain the church social media presence. Provide spiritual support of all youth ministry endeavors.”<sup>16</sup>

“Care for families: Knows and stays in touch with families in the congregation. Program development, implementation, and evaluation: Assesses programs and curricula in order to implement what is needed by participants in our programs. Coordination: Oversees age-appropriate activities for children from birth to age 18. Engagement: Actively seeks and supports volunteer participation and opportunities for intergenerational relationship-building.”<sup>17</sup>

“Building engagement in the community. Train grassroots faith leaders how to engage others in the fight for justice & recruit new leaders and congregations into the organization. Drive forward campaigns on community problems. Train grassroots leaders to identify community problems, conduct research, and develop action plans for issue campaigns. Organize public actions of over 1,000 people. Fundraising from local sources. Coordinate an annual 6-8 week fundraising drive with grassroots leaders who fundraise from individuals, small businesses, and major corporations in the community. Ensure that dues from member congregations are collected.”<sup>18</sup>

Graduates of the proposed program in Religious Education and Community Engagement would be equipped to find meaningful, fulfilling work in both non-profit organizations and churches because of their skills in communicating with others, raising funds, developing programs, developing marketing materials, engaging with social media, providing ministerial support, and using their expansive knowledge of religion to engage the youth as well as other church members.

## VII. Admission and Curriculum

### A. Admission Criteria

Students pursuing the proposed program would need to apply and be admitted to FHSU.

### B. Curriculum<sup>19</sup>

Bachelor of Arts in Religious Education and Community Engagement	
Required Courses (27 credit-hours)	
PHIL 140	Philosophy and the Bible: Old Testament
PHIL 170	World Religions

<sup>14</sup> <https://www.indeed.com/viewjob?jk=db869ac9fdbc56b5&tk=1id5pa7dgg2m68a7&from=serp&vjs=3>

<sup>15</sup> <https://www.churchjobs.net/jobs/openings/worship-leader-in-hays-ks-10799/>

<sup>16</sup> <https://www.churchjobs.net/jobs/openings/pastor-in-scott-city-ks-12361/>

<sup>17</sup> [https://www.indeed.com/viewjob?cmp=Unitarian-Universalist-Fellowship-of-Manhattan&t=Director+of+Education&jk=4c1a16b20027274d&q=christian+nonprofit&xpse=SoCf67I35I84I\\_yEDh0Lbzk\\_dCdPP&xfps=68fee9bf-e6aa-4e25-8b59-efa418fd2537&xkcb=SoAx67M35I8kd5yYDB0DbzkdCdPP&vjs=3](https://www.indeed.com/viewjob?cmp=Unitarian-Universalist-Fellowship-of-Manhattan&t=Director+of+Education&jk=4c1a16b20027274d&q=christian+nonprofit&xpse=SoCf67I35I84I_yEDh0Lbzk_dCdPP&xfps=68fee9bf-e6aa-4e25-8b59-efa418fd2537&xkcb=SoAx67M35I8kd5yYDB0DbzkdCdPP&vjs=3)

<sup>18</sup> <https://w.execsearches.com/nonprofit-jobs/lead-community-organizer-the-dart-center-kansas-city-ks-usa>

<sup>19</sup> Only four new courses will need to be created in order to complete this curriculum. The Department of History and Philosophy requests funding to support the design of the first two of these courses; faculty members are prepared design the other two courses on an uncompensated basis.



PHIL 240	Philosophy and the Bible: New Testament
PHIL #TBD1	Christian Theology and Doctrine
LDRS 302	Introduction to Leadership Behavior
SOC 664	Social Entrepreneurship and Grassroots Social Action
SOC 680	Nonprofit Organizations
PHIL #TBD2	Religious Direction Methods – Capstone <sup>20</sup>
PHIL #TBD3	Religious Education and Community Engagement Internship
Choose any 4 of the following courses, classified here and later in the document as <i>Religious Education and Community Engagement Electives</i> (12 credit-hours)	
SOC 470	Grant Writing
SOC 677	Internship in Sociology: Advanced Grant Writing
SOC 355	Sociology of Death and Dying
SOC 644	Sociology of Aging
SOC 671	Program Development and Evaluation
HIST 608	History of Christianity
PHIL #TBD4	Religion and Science
PHIL 360	Philosophy of Religion
MKT 301	Marketing Principles
MKT 610	Social Media Marketing
PHIL 490	Topics in Philosophy (where relevant)
PHIL 672	Readings in Philosophy (Independent Study, where relevant)
<b>Total Major Core Hours</b>	<b>39 credit-hours</b>

Program Major Core Requirements: 39 credit-hours (including 30 upper-division credit-hours)

General Education Requirements: 34-35 credit-hours

University Requirements: 1 credit-hour

Bachelor of Arts Language Requirements: 10 credit-hours

Electives: 35-36 credit-hours (15 of these credit-hours should come from upper-division elective courses in order to meet 45 credit-hour upper-division requirement)

Total Degree Hours: 120 credit-hours

### Sample Four-Year Degree Map

#### Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH
	SGE010 - English Discipline Area	3
	SGE070 - Institutionally Designated Area	3
PHIL 170	World Religions	3
	SGE020 - Communication Discipline Area	3
	Elective	3
UNIV 101	Freshman Seminar	1
Total Hours		16

#### Year 1: Spring

<sup>20</sup> This course will be designed to satisfy the Information Literacy and Senior Writing Graduation Requirement.



Course #	Course Name	SCH
	SGE010 - English Discipline Area	3
	SGE050 - Social Behavioral Sciences Discipline Area	3
PHIL 140	Philosophy and the Bible: Old Testament	3
	Elective	3
Total Hours		12

#### Year 2: Fall

Course #	Course Name	SCH
	SGE060 - Arts/Humanities Discipline Area	3
	Religious Education and Community Engagement Elective #1	3
	SGE030 - Math Statistics Discipline Area	3
	Elective	3
	Elective	3
Total Hours		15

#### Year 2: Spring

Course #	Course Name	SCH
	SGE050 - Social Behavioral Sciences Discipline Area	3
	SGE040 - Natural Physical Science Discipline Area	3
	SGE040 - Natural Physical Science Discipline Area Lab	1
	SGE060 - Arts Humanities Discipline Area	3
PHIL 240	Philosophy and the Bible: New Testament	3
Total Hours		13

#### Year 3: Fall

Course #	Course Name	SCH
	SGE070 - Institutionally Designated Area	3
	Religious Education and Community Engagement Elective #2	3
	Religious Education and Community Engagement Elective #3	3
	BA Modern Language Requirement #1	5
	Elective	3
		17

#### Year 3: Spring

Course #	Course Name	SCH
	Religious Education and Community Engagement Elective #4	3
LDRS 302	Introduction to Leadership Behavior	3
	BA Modern Language Requirement #2	5
SOC 664	Social Entrepreneurship and Grassroots Social Action	3
	Elective	3
Total Hours		17

#### Year 4: Fall

Course #	Course Name	SCH
PHIL #TBD2	Religious Directions Methods (fills senior level writing and info literacy requirement)	3
SOC 680	Nonprofit Organizations	3

PHIL #TBD1	Christian Theology and Doctrine	3
	Upper-Division Elective	3
	Upper-Division Elective	3
Total Hours		15

#### Year 4: Spring

Course #	Course Name	SCH
PHIL #TBD3	Religious Education and Community Engagement Internship	3
	Upper-Division Elective	3
	Upper-Division Elective	3
	Upper-Division Elective	3
	Upper-Division Elective	3
Total Hours		15

**Total Number of Semester Credit Hours..... 120**

#### VIII. Core Faculty

FTE: 1.0 FTE = Full-Time Equivalency devoted to program.

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Dr. Greg Atkins	Asst. Prof.	PhD	N	History	.125
Dr. Rob Byer	Asst. Prof.	PhD	Y	Philosophy	.25
Dr. Ron Christian	Asst. Prof.	PhD	Y	Marketing	.125
Ms. Eileen Doherty	Instructor	MS	N	Sociology	.125
Dr. Doug Drabkin	Professor	PhD	Y	Philosophy	.125
Ms. Jeannie Majercin	Instructor	MPS	N	Sociology	.125
Dr. Mary Martin	Professor	PhD	Y	Marketing	.125
Dr. Kate McGonigal	Assoc. Prof.	PhD	Y	Sociology	.125
Dr. Carl Miller	Assoc. Prof.	PhD	Y	Philosophy	.33
Dr. Abin Ojha	Instructor	PhD	N	Sociology	.125
Dr. Gene Rice	Professor	PhD	Y	Philosophy	.125
Dr. Peter Tramel	Asst. Prof.	PhD	N	Philosophy	.125
Dr. Pelgy Vaz	Professor	PhD	Y	Sociology	.125
Dr. Brett Whitaker	Assoc. Prof.	PhD	Y	Leadership	.125

#### IX. Expenditure and Funding Sources *(List amounts in dollars. Provide explanations as necessary.)*

A. EXPENDITURES	First FY	Second FY	Third FY
<b>1. Personnel – Reassigned or Existing Positions</b>			
Faculty	\$ -	\$ -	\$ -

Administrators ( <i>other than instruction time</i> )	\$	-	\$	-	\$	-
Graduate Assistants	\$	-	\$	-	\$	-
Support Staff for Administration ( <i>e.g., secretarial</i> )	\$	-	\$	-	\$	-
Fringe Benefits ( <i>total for all groups</i> )	\$	-	\$	-	\$	-
Other Personnel Costs	\$	-	\$	-	\$	-
<b>Total Existing Personnel Costs – Reassigned or Existing</b>	\$	-	\$	-	\$	-
<b>2. Personnel – New Positions</b>						
Faculty	\$	-	\$	-	\$	-
Administrators ( <i>other than instruction time</i> )	\$	-	\$	-	\$	-
Graduate Assistants	\$	-	\$	-	\$	-
Support Staff for Administration ( <i>e.g., secretarial</i> )	\$	-	\$	-	\$	-
Fringe Benefits ( <i>total for all groups</i> )	\$	-	\$	-	\$	-
Other Personnel Costs – Graduate Assistant Tuition	\$	-	\$	-	\$	-
<b>Total Personnel Costs – New Positions</b>	\$	-	\$	-	\$	-
<b>3. Start-up Costs - One-Time Expenses</b>						
Library/learning resources	\$	-	\$	-	\$	-
Equipment/Technology	\$	-	\$	-	\$	-
Physical Facilities: Construction or Renovation	\$	-	\$	-	\$	-
Program Marketing	\$	7,500	\$	5,000	\$	5,000
New Course Development	\$	6,000	\$	-	\$	-
<b>Total Start-up Costs</b>	\$	13,500	\$	5,000	\$	5,000
<b>4. Operating Costs – Recurring Expenses</b>						
Supplies/Expenses	\$	-	\$	-	\$	-
Library/learning resources	\$	-	\$	-	\$	-
Equipment/Technology	\$	-	\$	-	\$	-
Travel	\$	-	\$	-	\$	-
<b>Total Operating Costs</b>	\$	-	\$	-	\$	-
<b>GRAND TOTAL COSTS</b>	\$	13,500	\$	5,000	\$	5,000
<b>B. FUNDING SOURCES</b> ( <i>projected as appropriate</i> )	Current	First FY (New)	Second FY (New)	Third FY (New)		
Tuition / State Funds & Student Fees		\$ 34,358	\$ 80,564	\$ 126,769		
Other Sources		\$ -	\$ -	\$ -		
<b>GRAND TOTAL FUNDING</b>		\$ 34,358	\$ 80,564	\$ 126,769		
<b>C. Projected Surplus/Deficit (+/-)</b> (Grand Total Funding minus Grand Total Costs)		\$ 20,858	\$ 75,564	\$ 121,769		

## X. Expenditures and Funding Sources Explanations

### A. Expenditures

The Department of History and Philosophy would request a marketing budget of \$7,500 for the first year and \$5,000 per year for years two and three to promote the new program. The department would seek this funding from the College of Arts, Humanities, and Social Sciences, which strongly supports this new program proposal, for this purpose.

The Department of History and Philosophy would request a budget of \$6,000 to compensate faculty for developing two new courses (PHIL #TBD1: Christian Theology and Doctrine and PHIL #TBD4: Religion and Science) during the first year of the program in collaboration with Fort Hays State University's Teaching

Innovation and Learning Technologies (TILT) unit. The department would seek this funding from the College of Arts, Humanities, and Social Sciences, which strongly supports this new program proposal, and, as appropriate, from the Division of Academic Affairs.

The Department of History and Philosophy does not anticipate a need for new faculty or additional sections of existing courses to support the proposed new program during its first three years. Many of the courses required for the proposed program are already taught on a regular basis for other programs, as general education courses, or to support minors, badges, concentrations, or certificates; these courses are not often enrolled to capacity and could accommodate students enrolling in the proposed new program. The remaining two new courses that would be required for the proposed program (PHIL #TBD2: Religious Direction Methods Capstone and PHIL #TBD3: Religious Education and Community Engagement Internship) would not need to be offered until students progress farther in the program, at or after the third-year mark, at which time the department would assess the need for additional faculty, course sections, or other necessary alterations determined by enrollment demand. Transfer students would be required to take these courses, and the department would work to determine the number and type of transferred courses approved for this degree path.

**B. Revenue: Funding Sources**

The proposed new program would be supported by base tuition and fees. No other funding sources would be necessary beyond marketing expenses for the first three years and one-time course development expenses in the first year. As discussed above, almost all of the courses (in philosophy, sociology, leadership, and marketing) required for the proposed new program already exist, are regularly offered in these departments, and have available capacity to support students in the proposed new program. The instructors for these courses are already on staff and are already compensated, so no additional compensation would be required, and no additional funding would be required beyond the initial funds for marketing and course development, as described above. The numbers calculated below use the tuition rate of \$197.46 per credit hour.

**C. Projected Surplus/Deficit**

Projected Surplus	
Year 1	\$20,858
Year 2	\$75,564
Year 3	\$121,769
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Total	\$218,191

**XI. References**

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