

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

**VIRTUAL MEETING AGENDA
Wednesday, September 20, 2023
9:00 a.m. – 10:00 a.m.
or upon adjournment of SCOCAO**

The Council of Chief Academic Officers (COCAO) will meet virtually via Zoom. An in-person option will be available at the Curtis State Office Building at 1000 SW Jackson, Suite 530, Topeka, Kansas, 66612. Meeting information will be emailed to participants, or you may contact arobinson@ksbor.org.

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|---|-------------------------|-------|
| I. Call to Order | Chuck Taber, Chair | |
| A. Roll Call & Introductions | | |
| B. Approve Minutes from June 14, 2023 | | p. 3 |
| II. Council of Faculty Senate Presidents Update | Don Von Bergen, K-State | |
| III. First Reading | | |
| A. BAS in Professional Performance – KU | Barbara Bichelmeyer | p. 6 |
| IV. Second Reading | | |
| A. BS in Criminalistics – FHSU | Jill Arensdorf | p. 17 |
| V. Other Requests | | |
| A. Request for Approval to Change Name of BS in Interdisciplinary Computing to BS in Applied Computing – KU | Barbara Bichelmeyer | p. 40 |
| B. Request for Approval to Change Name of Bachelor of Music in Music Therapy to Bachelor of Music Therapy – KU | Barbara Bichelmeyer | p. 40 |
| VI. Other Matters | | |
| A. Confirm Meeting Schedule | COCAO Members | |
| B. Discuss Opportunities (new degree programs, partnerships, strategic initiatives, etc.) that Universities are Considering or Planning to Pursue in the Future | COCAO Members | |
| VII. Next COCAO Meeting – October 18, 2023, at the University of Kansas | | |
| A. New Program Approvals | | |
| VIII. Adjournment | | |

COUNCIL OF CHIEF ACADEMIC OFFICERS

The Council of Chief Academic Officers (COCAO), established in 1969, is composed of the academic vice presidents of the state universities. The Board's Vice President for Academic Affairs serves as an ex officio member, and the member from the same institution as the chairperson of the Council of Presidents serves as chairperson of the Council of Chief Academic Officers. The chief academic officers of the University of Kansas Medical Center and Washburn University are authorized to participate as non-voting members when agenda items affecting those institutions are to be considered. The Council of Chief Academic Officers meets monthly and reports to the Council of Presidents. The Council of Chief Academic Officers works with the Board Academic Affairs Committee through the Vice President for Academic Affairs. Membership includes:

Charles Taber, Chair	K-State	Howard Smith	PSU
Brent Thomas	ESU	Laura Stephenson, Interim	Washburn
Jill Arensdorf	FHSU	Shirley Lefever	WSU
Barbara Bichelmeyer	KU	Daniel Archer	KBOR
Robert Klein	KUMC		

Council of Chief Academic Officers AY 2024 Meeting Schedule

<i>Tentative COCAO Academic Year 2023- 2024 Meeting Dates</i>			
Meeting Dates	Location (virtual or in-person)	Institutional Materials Due	New Program Requests Due
September 20, 2023	TBD	August 30, 2023	July 26, 2023
October 18, 2023	University of Kansas	September 27, 2023	August 23, 2023
November 15, 2023	Emporia State University	October 25, 2023	September 20, 2023
December 13, 2023 (Previously 12/20)	Virtual	November 22, 2023	October 18, 2023
January 17, 2024	TBD	December 27, 2023	November 22, 2023
February 14, 2024	TBD	January 24, 2024	December 20, 2023
March 20, 2024	TBD	February 28, 2024	January 24, 2024
April 17, 2024	Fort Hays State University	March 27, 2024	February 21, 2024
May 15, 2024	TBD	April 24, 2024	March 20, 2024
June 19, 2024	TBD	May 29, 2024	April 24, 2024

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

**Council of Chief Academic Officers
MINUTES**

Wednesday, June 14, 2023

The June 14, 2023, Council of Chief Academic Officers (COCAO) meeting was called to order by Chair Barbara Bichelmeyer at 9:08 a.m. The meeting was held virtually through Zoom with an in-person option at the KBOR office.

In Attendance:

Members:	Barbara Bichelmeyer, KU Chuck Taber, K-State Brent Thomas, ES	Jill Arensdorf, FHSU Howard Smith, PSU Linnea GlenMaye, WSU	Robert Klein, KUMC Laura Stephenson, Washburn Daniel Archer, KBOR
Staff:	Amy Robinson Sam Christy-Dangermond Tara Lebar	Karla Wiscombe Cindy Farrier Charmine Chambers	Judd McCormack Marti Leisinger
Others:	Angela Pool-Funai, FHSU Cherry Steffen, Washburn Dan Moser, K-State Heather Morgan, KACCT Jean Dockers, PSU Jennifer Callis, SATC Jo Wick, KUMC Kelli Feldman, KU Matthew Mayo, KUMC Monette DePew, Pratt CC Sara Schwedtfeger, ESU Tanya Gonzalez, K-State Tiffany Evans, Colby CC Sharon Kibbe, Highland CC Paul Adams, FHSU Mickey McCloud, JCCC Tamara Lynn, FHSU	Arvin Cruz, FHSU Bruce Moses, Allen CC Diane Murphy, K-State Jaben Parnell, PSU Jean Redeker, KU Jen Roberts, KU JoLanna Kord, ESU Marc Malone, Garden City CC Melanie Wallace, Allen CC Mary Carol Pomatto, PSU Scott Lucas, WSU Tech Tara Lindahl, Washburn Tom Nevill, Butler CC Tanya Gonzalez, K-State Jolynn Dowling, WSU Aron Potter, Coffeyville CC Scott Lucas, WSU Tech	Becky Stuteville, K-State Brandon Galm, Cloud County CC Elaine Simmons, Barton CC Janice Stover, Cowley CC Jennifer Ball, Washburn Jill Wood, WSU Karen Johnson, PSU Kim Zant, Cloud County CC Mike Werle, KUMC Robert Klein, KUMC Steven Skinner, WSU Taylor Crawshaw, Independence CC Tonya Ricklefs, Washburn Tricia Paramore, Hutchinson CC Amber Knoettgen, Cloud County CC Sarah Robb, Neosho County CC Jane Holwerda, Dodge City CC

Roll call was taken for members and presenters.

Approval of Minutes

Jill Arensdorf moved to approve the May 17, 2023, meeting minutes, and Howard Smith seconded the motion. With no corrections, the motion passed.

Council of Faculty Senate Presidents (CoFSP) Update

No update was provided.

First Readings

- Robert Klein and Jo Wick presented the first reading for a Ph.D. in Clinical and Translational Science at KUMC. The program is a 61-credit hour program developed over discussions on ways to identify, recruit, and train future principal investigators that can lead multidisciplinary clinical and translational research. There is a high demand for physician and medical scientists, which is expected to have

continued growth.

- Jill Arensdorf, Arvin Cruz, and Tammy Lynn presented the first reading for a BS in Criminalistics at FHSU. It is a collaboration between the Criminal Justice, Chemistry, Biology, and Geosciences programs and came from market opportunity research. This is an interdisciplinary program, and current faculty and courses will be utilized. WSU submitted concerns with course duplication and regional employability, which will be addressed before the September second reading.

Second Reading

- Chuck Taber moved to approve a DNP in Leadership at PSU, and Jill Arensdorf seconded. The motion passed unanimously.

Other Requests

- Linnea GlenMaye presented a request to approve a name change of the Department of Engineering Technology to the Department of Applied Engineering at WSU. This will align the name of the department to the program it offers.

Howard Smith moved to approve the FHSU name change as presented, and Brent Thomas seconded. The motion passed unanimously.

- Chuck Taber presented a request to approve a name change of PSM in Applied Biosciences to MS in Applied Biosciences at K-State. This change will help with degree clarification and meeting industry standard naming.

Jill Arensdorf moved to approve the name change as presented, and Howard Smith seconded. The motion passed unanimously.

- Chuck Taber presented a request to approve a name change of BS in Feed Sciences & Management to BS in Feed & Pet Food Science at K-State. This change will help provide a clear focus for students moving into the pet food industry. There will be a minor curriculum change as two different concentration options will be created: production/management and science.

Brent Thomas moved to approve the name changes as presented, and Jill Arensdorf seconded. The motion passed unanimously.

- Barbara Bichelmeyer presented requests to approve the following name changes at KU. These changes will provide clarification and a clean-up of program titles. The changes to theatre titles will align with disciplinary norms and more accurately reflect the current curriculum.
 - BSE in Elementary Teacher Education to BSE in Elementary Education
 - BSE in Secondary Teacher Education to BSE in Secondary Education
 - MA in Theatre to MA in Theatre & Performance Studies
 - Ph.D. in Theatre to Ph.D. in Theatre & Performance Studies
 - BFA in Theatre to BFA in Theatre Design
 - MFA in Theatre to MFA in Scenography

Howard Smith moved to approve the education program name changes as presented, and Chuck Taber seconded. The motion passed unanimously.

Chuck Taber moved to approve the theatre program name changes as presented, and Jill Arensdorf seconded. The motion passed unanimously.

These requests will go to Dr. Blake Flanders for final approval.

Other Matters

Chuck Taber noted that he announced his retirement. Chuck plans to retire by January 2024, and K-State will start the search for a new Provost soon. Barbara Bichelmeyer noted that KU would be bringing forward a BS in Health and Society after internal approval.

Adjournment

The next COCAO meeting is scheduled virtually for September 20, 2023, at 9:00 a.m.

Brent Thomas moved to adjourn the meeting, and Howard Smith seconded the motion. With no further discussion, the meeting adjourned at 10:15 a.m.

Program Approval

Summary

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

September 20, 2023

I. General Information

A. Institution

University of Kansas

B. Program Identification

Degree Level: Bachelor's
Program Title: Professional Performance
Degree to be Offered: Bachelor of Applied Science
Responsible Department or Unit: School of Professional Studies
CIP Code: 09.0902
Modality: Hybrid
Proposed Implementation Date: Fall 2024

Total Number of Semester Credit Hours for the Degree: 120

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

III. Justification

The School of Professional Studies (SPS) proposes a Professional Performance degree to meet the growing demands of individuals creating a career surrounding their athletic or artistic talents. The Bachelor of Applied Science in Professional Performance degree is designed for students with a strong interest in developing their own skills in entrepreneurship, media and marketing, content and brand creation, “influencing,” web design, personal and business finance, and communication; and who have already earned an associate degree or equivalent hours.

The Professional Performance program focuses on preparing students with professional and workforce ready skills to ensure employment immediately following completion of the program. Professional Performance allows students to tailor the degree to their career goals by choosing an area of focus. The program allows students the opportunity to explore the technical and strategic aspects of self-promotion, entrepreneurship, and creating a personal or professional brand. Students will learn the foundational skills related to critical thinking, communication, leadership, finance, ethics, and career management, which will prepare them for the workforce, while also allowing students the ability to explore the reality of turning their athletic, artistic, or other strengths into a career. The program will prepare students to shape their own career by developing the pathway to monetizing their talents, creating a personal brand, becoming an influencer, or creating their own business.

This program is offered through the School of Professional Studies and is based at the KU Edwards Campus. Courses will be available in online and hybrid formats and vary by focus area. Students will be able to complete the program 100% online or through a combination of online and in-person courses, depending on their needs and preferred enrollment path. This program fits well with other transfer degrees within the School of

Professional Studies, accepts up to 75 lower-level credit hours, and leverages the current transfer community infrastructure to help recruit students from area community colleges.

While this program is offered through the School of Professional Studies at the Edwards Campus, incoming Lawrence based students interested in pursuing the Professional Performance degree are able to begin program requirements in their freshman year which positions them to complete the degree program entirely at KU.

IV. Program Demand: Market Analysis

Student Demand

Based on Lightcast (n.d.) economic modeling, SPS anticipates that the BAS in Professional Performance program would see strong enrollment. From 2012 to 2021, there was a 60% increase in students completing bachelor's degrees in sports management, a 34.9% increase in bachelor's degrees in entrepreneurship, and a 26.7% increase in bachelor's degrees in marketing or public relations with these trends continuing. On average each month, there are 5,400 searches for sports management degrees, 8,100 searches for marketing degrees, and 2,900 searches for entrepreneurship degrees. These search trends, paired with the regional demand, the community college pipeline, and current inquiry rates, demonstrate strong student demand for the program.

We anticipate student interest for the BAS in Professional Performance to come from community college partners in the Kansas City metro area, including Johnson County Community College, Kansas City Kansas Community College, and Metropolitan Community College (located just across the state line in Missouri). To ensure strong enrollment in the program, transfer pathways are being developed between JCCC, KCKCC, and MCC and the BAS in Professional Performance program. Each of these local community colleges has strong enrollment in their Art, Film & Media Studies, and Music programs as well as other disciplines that could serve as pipelines into the program such as small business management, graphic design, entrepreneurship, exercise science, marketing, etc.

This program builds on the recently approved undergraduate certificate in Name, Image, and Likeness from KU's Department of Health, Sport, and Exercise Science. KU Athletics indicates a strong interest in the Professional Performance major for student-athletes.

Comparative/Locational Advantage

As an emerging degree, there are limited Bachelor of Applied Science in Professional Performance or similar degree offerings. In the Kansas City and larger Midwest region, this would be the first BAS in Professional Performance to be offered. No other state university offers a degree program in this CIP code.

Majors and/or minors in Sports Management, Marketing, Public Relations, Exercise Science, or Entrepreneurship are available at KU and in the region (for example, in Missouri, Iowa, Nebraska, Colorado and Arkansas). However, there are not many programs that combine those disciplines to help students prepare for this career path. Similar programs to the BAS in Professional Performance would include the University of the Pacific's Sports Performance major, Cumberland University's BS in Health and Human Performance with an emphasis in Sport & Exercise Science, Marian University's BS in Sport Performance, and University of Toledo's BS in Exercise Science-Human Performance and Fitness Promotion.

The curriculum for KU's BAS in Professional Performance differs from similar programs by combining aspects of sports management, marketing, public relations, and entrepreneurship into one degree to ensure that students receive foundational knowledge to prepare them for success in their career. Additionally, students can customize their degree through the Professional Performance electives as well as completing a minor or certificate that compliments their Professional Performance degree.

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

Year	Total Headcount Per Year		Total Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	10	3	300	45
Year 2	22	5	660	75
Year 3	32	8	960	120

VI. Employment

Employment trends are seeing a shift in employees seeking self-employment opportunities or creating their own employment path rather than seeking a more traditional path. According to the Bureau of Labor Statistics (n.d.) report on small-business options, there were approximately 9.6 million self-employed workers in 2016. This number is projected to increase to 10.3 million or 7.6 percent by 2026. As of February 2022, self-employed workers made up almost 11% of the 157 million employed workers in the U.S. and the Arts, Design, Entertainment, Sports and Media sector of self-employed saw an increase of nearly 50,000 workers (U.S. Bureau of Labor Statistics, n.d.). In addition to these workers, we are seeing trends with technology allowing individuals to create a career based on their individual brand, talent or in marketing promotion/“influencing”. The Statista Research Department (2022) found that the global influencer marketing market size has more than doubled since 2019 and in 2022, the market was valued at a record 16.4 billion U.S. dollars.

Given the current competitive market, organizations are turning to athletes, artists, or “influencers” to create partnerships and promote purchasing. Additionally, with the NCAA’s ruling that college athletes can earn money from their name, image, and likeness, additional career opportunities have become available to KU’s student-athletes. With the Professional Performance degree preparing students in foundational skills related to critical thinking, communication, leadership, finance, ethics, and career management, graduates of the program would be set up for success in a variety of self-employment opportunities.

For those graduates opting to seek a more traditional career path related to their field, there are a variety of career opportunities. From January 2020 to July 2022, there were 3.58 million entrepreneurship related job postings, 2.78 million marketing related job postings and 120,353 sports management related job postings (Lightcast, n.d.). Also, “considering that 74% of Americans consider themselves sports fans, the sports industry is enjoying a positive growth outlook,” according to *Forbes* (Seiter, 2022). As a result, growth rates for jobs including coaches, scouts, agents and business managers are on the rise. Roles such as Athletic Director, Facilities Director, Sports Marketing Consultant are seeing 9-10% projected job growth from 2020-2030 (Lightcast, n.d.). However, these numbers do not capture rates of individuals creating their own company, self-promotion and monetization of talents or influencing, which are growing fields as previously stated.

Additionally, Mid-America Regional Council reports in their August 2022 workforce indicators data, show that Kansas City continues to see an upward trend in employment and added 5,800 new jobs since the previous month. The workforce indicators found that “the seasonally adjusted unemployment rate declined to 2.7%, and Kansas City has now recovered 87% of the 129,300 jobs lost from the COVID-19 recession” (MARC News, 2022). As employment rates trend favorably in KC, job candidates with a strong inter-disciplinary degree will be well positioned for a competitive market.

VII. Admission and Curriculum

A. Admission Criteria

Students must apply to KU and be admitted by the School of Professional Studies. Prior to entering the

program, students must complete two (2) years of undergraduate college course work with a total of 60 semester credit hours and a cumulative GPA of at least 2.0.

B. Curriculum

The curriculum consists of 30 hours for the major: 15 hours of core courses, 12 hours of professional performance electives, and a capstone course. Students will work with an advisor to complete appropriate minors such as Business, Entrepreneurship, Journalism & Mass Communications, Sport Management, Communication Studies, Nutrition, Project Management, Leadership Studies and/or appropriate elective courses for an additional 30 hours.

Year 1: Fall Hours

SCH = Semester Credit

Course #	Course Name	SCH 15
	KBOR Core Mathematics & Statistics Discipline Area	3
	KBOR Core English Discipline Area	3
	KBOR Core Natural & Physical Science Discipline Area	4-5
	General Elective or Minor	1-2
	General Elective or Minor	3

Year 1: Spring

Course #	Course Name	SCH 15
	KBOR Core Communications Discipline Area	3
	KBOR Core English Discipline Area	3
	KBOR Core Institutional Designated Area	3
	KBOR Core Arts & Humanities Discipline Area	3
	General Elective or Minor	3

Year 2: Fall

Course #	Course Name	SCH 15
	KBOR Core Social & Behavioral Science Discipline Area	3
	KBOR Core Arts & Humanities Discipline Area	3
	General Elective or Minor	3
	General Elective or Minor	3
	General Elective or Minor	3

Year 2: Spring

Course #	Course Name	SCH 15
	KBOR Core Institutional Designated Area	3
	KBOR Core Social & Behavioral Science Discipline Area	3
	General Elective or Minor	3
	General Elective or Minor	3
	General Elective or Minor	3

Year 3: Fall

Course #	Course Name	SCH 15
PFS 300	Introduction to Professional Performance	3
PFS 400	Professional Performance Ethics	3
	Required Professional Performance Elective	3
	General/Professional Performance Elective, or Minor	3

	General/Professional Performance Elective, or Minor	3
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Year 3: Spring

Course #	Course Name	SCH 15
PFS 301, 302, 303 or 490	Required Professional Performance Core Course	3
PFS 410	Personal Finance and Professional Career Management	3
	Required Professional Performance Elective	3
	General/Professional Performance Elective, or Minor	3
	General/Professional Performance Elective, or Minor	3

Year 4: Fall

Course #	Course Name	SCH 15
PFS 420	Starting and Managing Your Performance Career	3
	Required Professional Performance Elective	3
	General/Professional Performance Elective, or Minor	3
	General/Professional Performance Elective, or Minor	3
	General/Professional Performance Elective, or Minor	3

Year 4: Spring

Course #	Course Name	SCH 15
PFS 499	Professional Performance Capstone	3
	Required Professional Performance Elective	3
	General/Professional Performance Elective, or Minor	3
	General/Professional Performance Elective, or Minor	3
	General/Professional Performance Elective, or Minor	3

Total Number of Semester Credit Hours [120]

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable
 FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
New Hire, Yr. 1*	Program Director & Assistant or Associate Professor of the Practice	PhD	N	Sports Management, Public Relations, Marketing, Communications, Business, Entrepreneurship, Leadership, or Education	0.5
New Hire, Yr. 1	Assistant or Associate Professor of the Practice	MS or PhD	N	Sports Management, Public Relations, Marketing, Communications, Entrepreneurship, or Education	1.0
Amy Neufeld	Assistant Dean	PhD	N	Education	0.25

Jordan Atkinson	Associate Professor of Practice	PhD	N	Communication Studies	0.5
Lee Stuart	Assistant Professor of the Practice	D.B.A	N	Business Administration/Leadership	0.25
Lecturer/Adjunct Faculty	Assistant or Associate Professor of the Practice	MS or PhD	N	Sports Management, Public Relations, Marketing, Communications, Entrepreneurship, or Higher Ed	1.0

Number of graduate assistants assigned to this program **10**

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

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$0	\$7,500	\$15,000
Administrators (other than instruction time)	\$0	\$0	\$0
Graduate Assistants	\$0	\$0	\$0
Support Staff for Administration (e.g., secretarial)	\$0	\$0	\$0
Fringe Benefits (total for all groups)	\$0	\$2,175	\$4,350
Other Personnel Costs	\$26,000	\$26,000	\$26,000
Total Existing Personnel Costs – Reassigned or Existing	\$26,000	\$35,675	\$45,350
Personnel – New Positions			
Faculty	\$130,000	\$130,000	\$200,000
Administrators (other than instruction time)	\$10,000	\$10,000	\$10,000
Graduate Assistants	\$0	\$0	\$0
Support Staff for Administration (e.g., secretarial)	\$0	\$0	\$0
Fringe Benefits (total for all groups)	\$40,600	\$40,600	\$60,900
Other Personnel Costs	\$0	\$0	\$0
Total Existing Personnel Costs – New Positions	\$180,600	\$180,600	\$270,900
Start-up Costs - One-Time Expenses			
Library/learning resources	\$0	\$0	\$0
Equipment/Technology	\$0	\$0	\$0
Physical Facilities: Construction or Renovation	\$0	\$0	\$0
Other	\$30,000	\$30,000	\$0
Total Start-up Costs	\$30,000	\$30,000	\$0

Operating Costs – Recurring Expenses			
Supplies/Expenses	\$0	\$0	\$0
Library/learning resources	\$500	\$500	\$500
Equipment/Technology	\$0	\$0	\$0
Travel	\$0	\$0	\$0
Other	\$13,900	\$13,900	\$15,300
Total Operating Costs	\$14,400	\$14,400	\$15,800
GRAND TOTAL COSTS	\$251,000	\$260,675	\$332,050

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$167,325	\$356,475	\$523,800
Student Fees		\$0	\$0	0
Other Sources (JCERT)		\$83,675	\$0	\$0
GRAND TOTAL FUNDING		\$251,000	\$356,475	\$523,800
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$0	\$95,800	\$191,750

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

The BAS in Professional Performance program will utilize some existing courses that are currently offered at KU as part of the School of Professional Studies core curriculum. Additionally, the program will utilize elective courses across several Schools and units to allow students to customize their coursework to meet their needs. Costs of instruction are already covered by these existing programs and these courses have additional enrollment capacity to support the program. Additional funds have been allocated in the second and third years to fund additional sections as needed.

A current academic advisor or success coach from Jayhawk Academic Advising will be assigned to work with the Professional Performance program. Once the program reaches its full enrollment capacity, the Professional Performance program will make up 50% of their student load and the Professional Performance program will fund 50% of salary (i.e. 50% of \$52,000) and fringe. In years 1-3 of the program implementation, the academic success coach will primarily focus on recruiting new students.

Personnel – New Positions

The Professional Performance program will hire two new faculty members with an emphasis in Sports

Management, Public Relations, Marketing, Communications, Entrepreneurship, Higher Education or a related business field in the first year. One will be hired in collaboration with a similar School of Professional Studies program to serve as the program director for both programs. The cost of the program director will be split between the programs and will split their time between the two programs at an 80% teaching and 20% administration (or 40% teaching and 10% administration for each program). The second will have 100% of their load dedicated to teaching in the program. These faculty members will be responsible for developing the new courses needed for the program. Additional funding has been allocated in year three to support hiring an additional faculty support based on need with 100% of their load dedicated to teaching in the program.

Start-up Costs – One-Time Expenses

In order to ensure a successful launch of the hybrid program, we have designated \$30,000 for course development for each of the first two years. These funds will provide faculty with additional resources to develop the courses needed for the program.

Operating Costs – Recurring Expenses

All equipment, library, and supplies have been accounted for in the existing services provided to KU Edwards Students and no additional cost will be associated with the program. The School of Professional Studies is allocating \$500 each year for instructional resources, \$2,500 each year for recruitment efforts, and \$10,000 each year for marketing efforts. In addition, the program faculty members will receive \$1,400 each year for professional development. The program director's professional development funds will be split between the two programs.

B. Revenue: Funding Sources

The BAS in Professional Performance program is a Johnson County Education and Research Triangle¹ (JCERT) funded program. The program will be fully funded through JCERT funds and tuition revenue. No state funds will be utilized. JCERT funds will be used to help fund the program during the implementation year until the program is revenue generating and sustainable on tuition funds alone. BAS in Professional Performance students will be charged an all-inclusive tuition rate of \$485 per credit hour to ensure that the program is affordable and accessible to all students, nationwide.

C. Projected Surplus/Deficit

Given the anticipated costs and revenue, the program is expected to run a deficit for the first year after implementation but expects to see a surplus in the second year. JCERT funds will be used to help fund the program during the implementation until the program is revenue generating and sustainable on tuition funds alone. With the current enrollment estimates, the program is expected to have a revenue surplus after two years. These funds will be utilized to help improve the overall student experience and provide additional funding to support services.

¹ The Johnson County Education Research Triangle (JCERT) is a unique partnership between Johnson County, the University of Kansas, and Kansas State University. Its goal is to create economic stimulus and a higher quality of life through new facilities for research and educational opportunities. In November 2008, Johnson County voters invested in the county's future by voting for a 1/8-cent sales tax to fund JCERT initiatives, including development of the National Food and Animal Health Institute at K-State Olathe; the KU Clinical Research Center in Fairway, Kansas; and here at KU Edwards, the BEST Building with several degree and certificate offerings in business, engineering, science, and technology.

XI. References

- Gregory, V., Harding, E., & Steinberg, J. (2022, July 8). *Self-employment grows during COVID-19 pandemic*. Saint Louis Fed Eagle. Retrieved October 25, 2022, from <https://www.stlouisfed.org/on-the-economy/2022/jul/self-employment-returns-growth-path-pandemic#:~:text=As%20of%20February%202022%2C%20self,over%20the%20past%20two%20decades.&text=SOURCES%3A%20Current%20Population%20Survey%20and%20authors'%20calculations>
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Appendix A: Curriculum for the Major (Year 3 and Year 4)

- **BAS Professional Performance Core Sequence Courses: 15 credit hours**
 - PFS 300: Introduction to Professional Performance
 - PFS 400: Professional Performance Ethics
 - PFS 410: Personal Finance and Professional Career Management
 - PFS 420: Starting and Managing your Performance Career
 - One of the following
 - PFS 301: Communication in the Workplace
 - PFS 302: Leadership in Practice
 - PFS 303: Professionalism and the Workplace
 - PFS 490 Internship Exploration

- **Professional Performance Electives: Select 12 credit hours** of 300-level or above coursework from the following areas: Deaf Studies and Social Justice; Nutrition; Public and Population Health; Project Management; Strength and Conditioning; Name Image and Likeness; Professional Communication; Media Studies; Music Enterprise
 - ASLD 311: Introduction to Deaf Studies
 - ASLD 312: Intersectionality and Deaf Communities
 - ASLD 313: Social Justice and Allyship with Deaf Communities
 - ASLD 414: Historical Foundations of Deaf Education
 - HSCI 320: Principles of Nutrition
 - HSCI 420: Nutrition Through the Life Cycle
 - HSCI 421: Public Health Nutrition
 - HSCI 422: Nutrition Assessment
 - HSCI 340: Introduction to Public Health
 - HSCI 440: Introduction to Epidemiology
 - HSCI 441: Population Health
 - HSCI 445: Introduction to Environmental Health
 - COMS 320: Communication on the Internet
 - COMS 543: Rhetoric of Sports in America
 - COMS 607: Political Campaigns
 - FMS 355: Storytelling with Digital Media
 - FMS 410: US Diversity in Visual Culture
 - FMS 425: Ethics in Storytelling
 - HSES 305: Methods of Strength Training and Conditioning
 - HSES 306: Principles of Personal Training
 - HSES 307: Tactical Strength and Conditioning
 - HSES 331: Sport and Exercise Nutrition
 - HSES 350: Care and Prevention of Athletic Injuries
 - HSES 491: Foundations of Name, Image, Likeness
 - HSES 492: Athlete and Personal Branding
 - HSES 493: Content Creation in Sport
 - MUS 481: Introduction to Music Recording
 - MUS 483: Advanced Music Recording
 - MUS 485: Practicum in Audio Recording
 - MUS 586: The Business of Music
 - MUS 587: Entrepreneurship and Outreach
 - MUS 588: Arts Management
 - PMGT 305: Foundations of Project Management

- PMGT 310: Project Communications
- PMGT 315: Project Scheduling and Control
- PMGT 410: Managing Project Success
- SOC 363: The Sociology of Culture
- SOC 364: Society, Popular Culture, and the Media

- **Capstone: 3 credit hours**
 - PFS 499: Professional Management Capstone (3 hours)

- **Related Electives: 30 credit hours**
 - Electives may need to include courses at the 300-level or above to fulfill the degree requirement of 45 junior/senior credits.
 - Electives may include completion of appropriate minors and certificates.

Program Approval

Summary

Universities may apply for approval of new academic programs following the guidelines in the Kansas Board of Regents Policy Manual. Fort Hays State University has submitted an application for approval and the proposing academic unit has responded to all of the requirements of the program approval process. Wichita State University submitted letters of concern, and Fort Hays State has responded. The letters can be found in Appendix B.

September 20, 2023

I. General Information

A. Institution Fort Hays State University

B. Program Identification

Degree Level: Bachelor's
Program Title: Criminalistics
Degree to be Offered: Bachelor of Science in Criminalistics
Responsible Department or Unit: Criminal Justice Program
CIP Code: 43.0402
Modality: Face-to-face with program specific courses offered online
Proposed Implementation Date: August 1, 2024

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

The Departments of Criminal Justice, Chemistry, Biology, and Geosciences propose to develop an interdisciplinary Bachelor of Science in Criminalistics to sustain the workforce needed in the area of forensic science and crime scene investigation. Much of the academic analysis concerning the criminal justice system's use of scientific evidence examines the accuracy of analytical techniques, or more rarely, the use of scientific tests and forensic evidence in criminal cases. These are important areas of study, with relevance for both academics and criminal justice professionals. However, to take advantage of emerging bodies of work, criminal justice agencies must employ individuals trained in the natural sciences that also have expertise and understanding of how the criminal justice system works.

For example, scientific evidence must abide by the standards established by *Daubert v. Merrell Dow Pharmaceuticals* (1993). In this decision, the U.S. Supreme Court ruled that any scientific or forensic evidence submitted to the court must meet four criteria for admission to court, which expanded the Federal Rules of Evidence. The first criterion is that the expert (i.e., the person testifying as to what the physical evidence and/or analysis means) has scientific and/or technical knowledge that is relevant to the jury or judge's decision-making process. The second criterion is that expert testimony is based on facts or data. The third and fourth criteria are the most relevant for this degree proposal. The expert must show 3) that the analysis they are presenting is based on reliable methodology and 4) that the expert has reliably applied those methodologies to the facts of the case. Because of the requirements of forensic evidence being that the investigator has knowledge of and experience in applying reliable principles and methods in obtaining,

analyzing, and interpreting that evidence, it is crucial that individuals working within the criminal justice field are proficient in the natural sciences in addition to being knowledgeable in criminal investigation procedures.

Three public institutions within Kansas have degree programs that feature similar goals to the proposed program:

1. Emporia State University currently offers a Master of Science (M.S.) forensic science program. Representatives from that program have expressed interest in developing an articulation with FHSU to give students an opportunity to pursue their MS after completing the BS in Criminalistics at FHSU.
2. Wichita State University (WSU) has a Bachelor of Science (B.S.) forensic science program.
3. Washburn University (WU) offers three degrees with similar goals, including a B.S. in forensic chemistry, B.S. in forensic biology, and Bachelor of Criminal Justice (B.C.J.) in forensic investigations.

The standout difference of the proposed BS in Criminalistics program at FHSU is its curricular focus on criminal justice and chemistry (24 and 23 credit hours, respectively). This proposed program is also unique in its concentration options for students to choose between Forensic Chemistry, Forensic Biology, or Crime Mapping & Spatial Analysis.

The fact these varied Criminal Justice programs exist within Kansas speaks to the need for natural scientific expertise within the legal field. Indeed, this need is made explicit in the National Academy of Science's report (2009) to the U.S. Senate concerning the state of forensic science and its use within the American criminal justice system and how it could be improved. A significant hindrance to improving the accuracy of scientific evidence collection, analysis, and interpretation is the lack of trained individuals to aid criminal justice actors in this endeavor.

The FHSU Chemistry department offers a Forensic Science concentration available to students within its ACS (American Chemical Society) certified B.S. Chemistry program. This existing program focuses more on the chemistry discipline, particularly the analytical chemistry branch, and exposes students on the use of the different instrumental methods commonly employed in forensic analysis. This program concentration is geared towards applications of general quantitative/qualitative chemical analysis, lab techniques, sample preparation, methodology, statistical evaluation of data and sensitivity/selectivity in instrumental analysis. However, it does not emphasize how evidence is used within the criminal justice system, or how to interpret evidence and analyses in a legal context.

The proposed Bachelor of Science in Criminalistics will borrow from how Chemistry has created the Forensic Science concentration but will also incorporate a more structured foundation in criminal justice which complements the existing chemistry program. Specifically, Criminalistics students will take classes in criminology, ethics within the criminal justice system, criminal investigations and crime analysis, criminal law and court procedure, and criminal justice administration and processes, in addition to basic and intermediate chemistry courses in the core program. Additionally, students will select a specific concentration that includes advanced courses in chemistry, biology, or geosciences.

IV. Program Demand:

Market Analysis

A recent report developed for FHSU by Hanover Research, *Market Opportunity Scan: Bachelor's and Master's Degree Programs*, highlights fields of study for program development (2019). The plan makes four recommendations to the university in developing a Strategic Enrollment Plan: 1) develop new programs or specialization areas; 2) target emerging fields aligned with strengths and priorities; 3) customize/refine

established fields to attract students; and 4) avoid declining fields with limited employment prospects. Data accompanying the report indicates a labor demand for criminal justice careers in law enforcement administration, counterterrorism, homeland security, crisis management, and criminology. In addition, data indicate career fields in the natural sciences, including chemistry, biology, and the geological/earth sciences are either established or emerging. According to these findings, this program proposal targets emerging and established fields to develop a new program with areas of specialization that will prepare students for careers with a high growth labor demand.

Agencies hiring for applicants in these positions will seek candidates with a strong criminal justice core, supported by a scientific concentration, indicating direct alignment with the proposed BS in Criminalistics. Additionally, a BS in Criminalistics will professionalize law enforcement investigations to increase likelihood of successful prosecution for those cases where forensic evidence exists. Given the combined issues of rapid scientific advancement, perceptions of police illegitimacy and ineffectiveness, and local fiscal issues dominating the conversation, providing law enforcement personnel with the tools necessary to identify evidence, interpret the results, and testify in court. This is crucial for not only law enforcement and prosecution across the state of Kansas but especially in the rural areas of the state where agencies must wait for commuting specialist investigators in the field to arrive on-scene to collect and analyze evidence, then return to testify at trial. Graduating students with a background in scientific evidence collection and forensic science will make them more marketable and a greater asset for agencies that will benefit from their academic expertise. Based on the program of study described below, students will receive instruction in their scientific discipline of choice that is then grounded in a foundational understanding of the criminal investigation process, criminal law and procedure, and the use of data within criminal justice agencies. This knowledge will equip them with the skills necessary to recognize evidence in the field, its implications to prosecution and defense, and the ethical issues therein.

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

Year	Headcount Per Year		Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	5	3	140	42
Year 2	10	6	295	89
Year 3	15	9	460	138

Projected enrollment includes five additional full-time and three part-time students during years 2 and 3 added to the previous year’s enrollment. The program is projected to reach 25 students within year 4 following implementation. Full-time credit hours based on number of hours per semester/year included in recommended path to degree (Section VII. B), including 28 for year 1; 31 for year 2; and 33 for year 3. Part-time credit hours based on half the hours per semester of a full-time student (e.g., 14 hours rather than 28 hours per student for the first year).

VI. Employment

State and federal law enforcement agencies routinely employ criminalists and forensic scientists. The Kansas Bureau of Investigation (KBI) has laboratories located in Great Bend, Kansas City, Pittsburg, and Topeka. According to the State of Kansas employment website (Kansas.gov, n.d.), the KBI has forensic laboratories for chemistry, biology, toxicology, firearms/toolmarks, and latent prints. In addition to entry level forensic scientists, there are also opportunities for advancement to Forensic Scientist II, III, and IV. Minimum qualifications for the Forensic Scientist I, as posted on the same website, is a bachelor’s degree in a relevant field of work, such as biology, chemistry, or forensic science. Like Kansas, the Colorado and Oklahoma

Bureaus of Investigation, Missouri Highway Patrol, and the Kansas City, Missouri Police Department currently have openings for Forensic Scientist or Criminalist, with all states requiring a Bachelor of Science in chemistry or relevant discipline.

The Federal Bureau of Investigation (FBI) is currently hiring for a Forensic Chemist. According to the FBI website (FBI, n.d.), candidates must have completed a bachelor's degree, completing at least 30 hours in chemistry. Additionally, as noted on the USAJOBS website (usajobs.gov, n.d.) the FBI promotes forensic scientists to special agents, technically trained agents, and other positions where employees must use the advanced skill sets. As agents, these positions need awareness of criminal justice procedures in addition to scientific knowledge to prepare testimony for court proceedings.

Gray Associates, Inc., a software firm focused on academic program evaluation, conducted a market economy study for FHSU in March 2022 regarding job forecasts in the forensic science area. The report referenced postings for career opportunities that align with a Bachelor of Science in Criminal Justice and in Criminalistics, including:

- Custom Protection Officer,
- Lab Technician,
- Director of Communications,
- Cyber Threat Intelligence Analyst,
- Police Officer,
- Investigator, including of Network Services, Special Intelligence, and others
- Intelligence Analyst,
- Chief of Police,
- Cyber Forensic Analyst,
- Cyber Threat Intel Analyst,
- Forensic Research Scientist, and others.

Agencies hiring applicants in these positions will seek candidates with a strong criminal justice core, supported by a scientific concentration.

VII. Admission and Curriculum

A. Admission Criteria

Admission criteria for the Bachelor of Science in Criminalistics will align with the current admission requirements by FHSU for each of the following groups, including: 1) freshmen (under 21 years of age) who are Kansas or Non-Kansas residents, homeschooled, or obtained a GED; 2) transfer students with at least 24 credit hours, or under the age of 21 and fewer than 24 credit hours; or 3) adult learner requirements.

B. Curriculum

Students who earn a Bachelor of Science in Criminalistics degree will complete the program core and an elective concentration of their choice. The core provides students with both foundational and upper-division criminal justice material relevant to understanding how the criminal justice system functions, how cases move through the criminal justice system, how the investigative process functions, causes of crime, and ethics as related to issues of crime and justice. In addition to these courses, students will take foundational courses in Chemistry, as well as the Chemistry Department's CHEM 382 Introduction to Forensic Science. The proposed program core (listed below) will ensure that Criminalistics students understand 1) crime and criminal behavior, the organization of the criminal justice system, and the investigative process, and 2) a strong foundation in chemistry.

Additionally, most of the program core (as well as the Crime Mapping & Spatial Analysis concentration through Geosciences, in particular) can be completed entirely online. This will benefit those students who are already professionals in the field who wish to increase their marketability and skill set within their current agency. Science-specific courses that require a lab component can be offered as intensive two-week courses during the summer to increase accessibility for students who are not able to attend on-campus during the traditional fall and spring semesters.

Building on the major core requirements, Criminalistics students will choose from one of three concentrations to complete program hours. These are Forensic Chemistry (26 hours), Forensic Biology (27 hours), and Crime Mapping & Spatial Analysis (30 hours). Each concentration takes advantage of existing FHSU courses taught by current faculty across campus, with a focus on providing students with both a foundation of natural science practicum and theory, as well as on how forensic and/or geographic evidence from that discipline is used within criminal proceedings. Finally, the Criminalistics degree, including the core and concentration, can be completed within the 120-hour requirement of KBOR.

The proposed program will pursue accreditation by the American Academy of Forensic Sciences. Additional information regarding accreditation standards is available at the following website:

https://www.aafs.org/sites/default/files/media/documents/2021%200924%20FEPAC%20Standards_0.pdf.

Forensic Chemistry Concentration Requirements

General Education Requirements: 30 credit hours for first time freshmen or transfer students beginning fall 2023 (the natural and physical sciences discipline area can be fulfilled through the B.S. in Criminalistics core curriculum)..

Program Core Requirements: 47 credit hours Program

Concentration Requirements: 26 hours

Electives: 17 hours

Program Hours: 120 credit hours

The proposed B.S. Criminalistics – Forensic Chemistry concentration program is designed so that the FHSU Chemistry Department can seek certification through the American Chemical Society (ACS) – Committee on Professional Training (CPT) program, at a future time. The B.S. Chemistry program offered at FHSU currently has this certification. The ACS is the largest professional network for chemists. Thus, this program concentration can enjoy the benefits available to regular chemistry programs as provided by ACS. In spring 2022, ACS piloted an electronic badging program to certified graduates which can be used on LinkedIn profiles or other social media sites and are electronically linked to the standards that a student must meet in order to receive a certified degree. Benefits and additional information on ACS-CPT certification process can be accessed through <https://www.acs.org/content/acs/en/education/policies/acs-approval-program.html>.

Forensic Biology Concentration Requirements

General Education Requirements: 30 credit hours for first time freshmen or transfer students beginning fall 2023 (the natural and physical sciences discipline area can be fulfilled through the B.S. in Criminalistics core curriculum).

Program Core Requirements: 47 credit hours

Program Concentration Requirements: 27 hours

Electives: 16 hours

Program Hours: 120 credit hours

Crime Mapping & Spatial Analysis Concentration Requirements

General Education Requirements: 30 credit hours for first time freshmen or transfer students beginning fall 2023 (the natural and physical sciences discipline area can be fulfilled through the B.S. in Criminalistics core curriculum).

Program Core Requirements: 47 credit hours Program

Concentration Requirements: 30 hours
 Electives: 13 hours
 Program Hours: 120 credit hours

The program core and requirements listed for each concentration can be found in Appendix A: *BS Criminalistics Concentration Requirements*.

An example of a recommended path to program completion for students seeking a BS in Criminalistics, Chemistry concentration, together with the Kansas Board of Regents systemwide general education program, follows:

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH....
	***English Discipline Area	3
	***Math & Statistics Discipline Area	3
CHEM 120/120L	***University Chemistry I with Lab (Meets Natural and Physical Sciences Discipline Area)	5
CRJ 200	Criminology	3
Total Hours		14

Year 1: Spring

Course #	Course Name	SCH....
	***English Discipline Area	3
	***Social & Behavioral Sciences Discipline Area	3
CHEM 122/122L	University Chemistry II with Lab	5
CRJ 210	Criminalistics (New Course)	3
Total Hours		14

Year 2: Fall

Course #	Course Name	SCH....
	***Communication Discipline Area	3
	***Arts & Humanities Discipline Area	3
CHEM 304/304L or CHEM 340/340L	Essentials of Organic Chemistry or Organic Chemistry I	5
CRJ 245	Criminal Justice Ethics	3
Total Hours		14

Year 2: Spring

Course #	Course Name	SCH....
	***Social & Behavioral Sciences Discipline Area	3
	***Arts & Humanities Discipline Area	3
CHEM 342/342L	Organic Chemistry II with Lab	5
CHEM 382	Intro to Forensic Science	3
CRJ 307	Administration of Justice Systems	3
Total Hours		17

Year 3: Fall

Course #	Course Name	SCH....
	***Institutionally Designated Area	3
CHEM 350/350L	Chemical Analysis with Lab	5
CRJ 331	Criminal Law & Procedure	3
CRJ 355	Criminal Investigation	3
	Elective	3
Total Hours		17

Year 3: Spring

Course #	Course Name	SCH....
	***Institutionally Designated Area	3
CHEM 360/360L or CHEM662	Essentials of Biochemistry with Lab	5
CRJ 350	Drugs & Society	3
	Elective	3
	Elective	2
Total Hours		16

Year 4: Fall

Course #	Course Name	SCH....
CHEM 656/656L	Instrumental Analysis with Lab	5
CRJ 600	Internship	3
CRJ 395	Crime Analysis	3
CRJ 390	Sex Crimes	3
Total Hours		14

Year 4: Spring

Course #	Course Name	SCH....
CHEM 666 or student selected chem lecture course	Inorganic Chemistry or student selected chem lecture	3
CHEM 634L or student selected chem lab course	Advanced Physical and Inorganic Lab or student selected chem lab	2
	Elective	3
	Elective	3
	Elective	3
Total Hours		14

*** KBOR Systemwide General Education requirement

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

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable FTE: 1.0
FTE = Full-Time Equivalency Devoted to Program

This program will not require a director, and no additional faculty positions are requested, as all course requirements for this interdisciplinary program (except two) are currently taught as part of existing programs. The new course that will be developed by the Criminal Justice Program (CRJ 210 Criminalistics) will replace an existing course that will be discontinued (CRJ 330 Culture and Crime). The new course that will be developed by the Department of Biology (BIOL 685 Microbiology) will be taught by an existing faculty position specialized in this area. The names of department chairs representing criminal justice, chemistry, biology, and geosciences are included for reference as well as current department faculty who may or will teach courses in the existing programs with concentrations for the Bachelor of Science in Forensic Science. Because FHSU has moved to a professional advising model, effective Fall 2022, no faculty will be assigned to advising; however, one faculty member from criminal justice, chemistry, biology, and geosciences will be assigned as a program mentor.

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Criminal Justice Faculty					
Tamara Lynn, Department Chair	Associate Professor	PhD	Y	Criminal Justice, Generalist	0.125
Ziwei Qi	Assistant Professor	PhD	Y	Criminal Justice, Theory and Ethics	0.125
Morgan Steele	Assistant Professor	PhD	Y	Criminal Justice, Policing and Quantitative Methods/Crime Analysis	0.50
April Terry	Associate Professor	PhD	Y	Criminal Justice, Theory	0.125
Troy Terry	Instructor	MLS	N	Criminal Justice, Generalist	0.125
Chemistry Faculty					
Arvin Cruz, Department Chair	Associate Professor	PhD	Y	Instrumental Analysis/Physical-Inorganic Chemistry	0.125
Margaret Braasch-Turi	Instructor/Assistant Professor	PhD	Y	Organic Chemistry	0.125
James Balthazor	Associate Professor	PhD	Y	Biochemistry & Molecular Biophysics	0.125
Krisztina Bencze	Assistant Professor	PhD		Biochemistry/General Chemistry	0.125
Edwin Olmstead	Assistant Professor	PhD		Analytical & Inorganic Chemistry	0.125
Steve Reed	Instructor	MS	N	General Chemistry	0.125
Masakatsu Watanabe	Assistant Professor	PhD		Physical Chemistry & General Chemistry	0.125

Biology Faculty					
Tara Phelps-Durr Department Chair	Professor	PhD	Y	Plant Molecular Biologist Molecular Biology, Genetics	0.125
Claudia Carvalho	Lecturer	PhD	N	Microbiology	0.50
Medhavi Ambardar	Assistant Professor	PhD	Y	Human Physiology	0.125
Eric Gillock	Professor	PhD	Y	Virology, Bacteriology, Molecular Biology	0.125
Chris Bennett	Professor	PhD	Y	Human Anatomy	0.125
David Tarailo	Instructor	PhD	N	Human Anatomy	0.125
Geosciences Faculty					
Todd Moore Department Chair	Associate Professor	PhD	Y	Geosciences	0.125
Keith Bremmer	Assistant Professor	PhD	Y	Human Geography	0.125
Richard Lisichenko	Professor	PhD	Y	Geographic Information Systems (GIS)	0.125
Tom Schafer	Associate Professor	PhD	Y	Physical Geography, Cartography	0.125

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

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$0	\$0	\$0
Administrators (other than instruction time)	\$0	\$0	\$0
Graduate Assistants	\$0	\$0	\$0
Support Staff for Administration (e.g., secretarial)	\$0	\$0	\$0
Fringe Benefits (total for all groups)	\$0	\$0	\$0
Other Personnel Costs	\$0	\$0	\$0
Total Existing Personnel Costs – Reassigned or Existing	\$0	\$0	\$0
Personnel – New Positions			
Faculty	\$0	\$0	\$0
Administrators (other than instruction time)	\$0	\$0	\$0
Graduate Assistants	\$0	\$10,000	\$10,000
Support Staff for Administration (e.g., secretarial)	\$0	\$0	\$0
Fringe Benefits (total for all groups)	\$0	\$0	\$0
Other Personnel Costs	\$0	\$6,846	\$6,983

Total Personnel Costs – New Positions		\$0	\$16,846	\$16,983	
Start-up Costs - One-Time Expenses					
Library/learning resources		\$0	\$0	\$0	
Equipment/Technology		\$0	\$0	\$0	
Physical Facilities: Construction or Renovation		\$0	\$0	\$0	
Program Marketing		\$7,500	\$5,000	\$5,000	
New Course Development		\$6,000	\$0	\$0	
Total Start-up Costs		\$13,500	\$5,000	\$5,000	
Operating Costs – Recurring Expenses					
Supplies/Expenses		\$3,000	\$3,000	\$3,000	
Library/learning resources		\$0	\$0	\$0	
Equipment/Technology		\$0	\$0	\$0	
Travel		\$0	\$0	\$0	
Total Operating Costs		\$3,000	\$3,000	\$3,000	
GRAND TOTAL COSTS		\$16,500	\$24,846	\$24,983	
B. FUNDING SOURCES <i>(projected as appropriate)</i>		Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds & Student Fees		\$5,081	\$33,686	\$70,982	\$110,683
Other Sources					
GRAND TOTAL FUNDING			\$33,686	\$70,982	\$110,683
C. Projected Surplus/Deficit (+/-) (Grand Total Funding minus Grand Total Costs)			\$17,186	\$46,136	\$85,700

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

All core faculty are currently employed by Fort Hays State University in the College of Arts, Humanities, & Social Sciences or the College of Science, Technology, & Mathematics. Faculty in the College of Arts, Humanities, & Social Sciences already teach the existing courses in the proposed interdisciplinary program except for one new course that will be developed specific to criminal justice (CRJ 210 Criminalistics). Faculty in the College of Science, Technology, & Mathematics already teach the existing courses in the proposed

program except for one new course that will be developed specific to biology (BIOL 685 Microbiology). Because program courses are currently offered as part of existing programs, minus the two newly created courses, and as part of faculty's teaching responsibilities in their respective units, there is not an increased percent of effort on faculty time (except for the potential of increased class size). Faculty expenses are calculated at a rate of 0.125 except for the two faculty (criminal justice and biology) who will be teaching a newly created course, with their rate calculated at 0.50. The university will not incur additional personnel costs related to existing positions for implementation of the new program as these expenditures are already in place for existing programs. In addition, it is not anticipated that program courses will reach capacity in the first three years of the program; therefore, no additional new faculty lines are required.

Personnel – New Positions

The only new position proposed for this major is a Graduate Assistant (GA) specific to forensic science beginning in year 2 of the program. Funding includes an annual \$10,000 stipend (\$5,000/semester) and tuition for nine credit hours per semester at the average rate of on-campus and online tuition. Tuition is calculated with a 2% increase over the previous year for year 3.

Start-up Costs – One-Time Expenses

We request a marketing budget for years one through three to promote the new program, with a preliminary request of \$7,500 for year one and \$5,000 each for years two and three. An exact budget will require an assessment by University Marketing. This funding is requested from the College of Arts, Humanities, & Social Sciences, the College of Peter Werth College of Science, Technology, and Mathematics, and through the Strategic Enrollment Plan. In addition to marketing, we request \$6,000 to develop the two new courses at a rate of \$3,000 per course.

Operating Costs – Recurring Expenses

The chemistry and biology departments request additional funds to cover consumables such as lab supplies, chemical reagents, personal protective equipment (PPE) and equipment upgrades.

B. Revenue: Funding Sources

Projected tuition and fees are calculated using undergraduate resident/regional tuition (in which FHSU offers in-state tuition to residents from Kansas and 13 other states) to align with the proposed curriculum map (28 credit hours year 1 plus 2% increase over current year; 31 hours year 2 plus 2% increase over year one; and 33 hours year 3 plus 2% increase over year two). The AY 2022-2023 cost per undergraduate credit hour for Kansas/Regional residents is \$181.46. Tuition/fees are calculated each year with the projection of five new full-time students and three new part-time students enrolling each year for the first three years. The program will be supported by the base tuition and fees generated. No other funding sources will be necessary.

C. Projected Surplus/Deficit

Project Surplus	
Year 1	\$17,186
Year 2	\$46,136
Year 3	\$85,700
Total	\$149,022

XI. References

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Appendix A: *BS Criminalistics Concentration Requirements*

Bachelor of Science Criminalistics Concentration Requirements

Bachelor of Science in Criminalistics – Core Requirements	
CHEM 120/120L	University Chemistry I + Lab (5) (Meets general education Natural Scientific Lecture and Lab mode of inquiry)
CHEM 122/122L	University Chemistry II + Lab (5)
CRJ 200	Criminology (3)
CRJ 210*	Criminalistics (3)
CRJ 245	Criminal Justice Ethics (3)
CHEM 304/304L or CHEM 340/340L	Essentials of Organic Chemistry + Lab (5) or Organic Chemistry I + Lab (5) for chemistry concentration
CRJ 307	Administration of Justice Systems (3)
CRJ 331	Criminal Law & Procedure (3)
CRJ 355	Criminal Investigation (3)
CHEM 360/360L or CHEM 662/662L	Essentials of Biochemistry + Lab (5) or Biochemistry I + Lab (5) for chemistry concentration
CHEM 382	Introduction to Forensic Science (3)
CRJ 395	Crime Analysis (3)
Either:	
CRJ 499	Capstone Seminar in Criminal Justice (3)
CRJ 600	Internship (3)
Total Core Hours	47 hours

*The is one of two courses that will be created for the Bachelor of Science in Criminalistics with the second course created for the biology concentration.

Forensic Chemistry Concentration Courses (26 hours)	
CHEM 342/L	Organic Chemistry II + Lab (5)
CHEM 350/L	Chemical Analysis + Lab (5)
CHEM 656/L	Instrumental Analysis + Lab (5)
CRJ 350	Drugs & Society (3)
CRJ 390	Sex Crimes (3)
One of the following:	
CHEM 352/352L	Environmental Chemistry + Lab (5)
CHEM 666 & CHEM 634L	Inorganic Chemistry (3) + Advanced Physical and Inorganic Laboratory (2)
CHEM 664/L	Biochemistry II + Lab (5)
CHEM 430/430L	Survey of Physical Chemistry + Lab (5)
Potential Career:	Crime lab analyst Forensic lab analyst/pathologist Quality investigator scientist Chemical safety officer Pharmaceutical chemical methods lab development scientist
Real World Applications:	Forensic evidence recovery/research/molecular testing
	Instrumental methods of chemical analysis
	Qualitative and quantitative chemical analysis

Forensic Biology Concentration Courses (27 hours)	
BIOL 180/180L	Principles of Biology + Lab (4)
BIOL 240/240L	Microbiology for Allied Health + Lab (4)
BIOL 325/325L	Genetics + Lab (4)
BIOL 345/345L	Human Anatomy + Lab (4)
BIOL 346/346L	Human Physiology + Lab (4)
BIOL 685**	Molecular Biology (4)
One of the following:	
CRJ 350	Drugs & Society (3)
CRJ 375	Serial Predators (3)
CRJ 390	Sex Crimes (3)
Potential Career:	DNA analyst Deputy Coroner
Real World Applications:	Identification of unknown individuals through DNA, biometrics or friction ridge impressions (e.g., fingerprints)

**BIOL 685 is the second course that will be developed for the program; however, it is specific to the biology concentration and will have no impact on core requirements or the chemistry and geosciences concentrations

Crime Mapping & Spatial Analysis Concentration Courses (30 hours)	
GSCI 240	Intro to Geographic Information Systems (GIS) (3)
GSCI 360	Intermediate GIS (3)
GSCI 290	Cartography (3)
GSCI 330	Remote Sensing Concepts (3)
GSCI 603	Urban Geography (3)
GSCI 630	Geostatistics and Spatial Data Analysis (3)
GSCI 625	Advanced GIS (3)
GSCI 655	GIS Programming (3)
CRJ 275	Crime & Society (3)
SOC 384	Social Problems (3)
Potential Career:	Crime data analyst
Real World Applications:	Identifying the spatial patterns of crime incidents Geographic profiling

Appendix B

June 6, 2023

Daniel Archer
Kansas Board of Regents
1000 SW Jackson St., Suite 520
Topeka, KS 66612-1368

Dear Dr. Archer,

A review of the Fort Hays State University proposed bachelor of science in criminalistics program ([Fort Hays State University - Bachelor of Science in Criminalistics](#)) reveals a similar course of study to the Wichita State University Bachelor of Forensic Science program. While there are several differences between the FHSU proposal and our program, the forensic science concentrations are nearly identical.

The WSU FS program is a 91 credit-hour major, consisting of Anthropology, Biology, Chemistry, Criminal Justice/Forensic Science and Statistics. The proposed FHSU Criminalistics major would be a 73 to 77 credit-hour major depending upon the choice of three concentrations—Forensic Chemistry, Forensic Biology, or Crime Mapping & Spatial Analysis.

	WSU FS Major	FHSU Criminalistics Major
Anthropology	10 hrs	
Biology	26 hrs	27 hrs (concentration choice)
Chemistry	31 hrs	26 hrs (*concentration choice)
Criminal Justice chemistry, etc.)	9 hrs	47 hrs (core requirements—*includes “university”
Forensic Science	12 hrs	
Geography		30 hrs (concentration choice)
Statistics	3 hrs	

The FHSU concentrations in biology and chemistry are the established “hard science” chemistry and biology courses found on most universities, whether one puts the word forensic in front of it or not. The proposed concentration in Crime Mapping & Spatial Analysis seems a little unique. From its title one might assume there would be instruction involving 3-D terrestrial scanning/mapping and maybe crime scene documentation, but that does not seem to be the case. Their courses include a heavy focus on GIS and crime data analyst. It generally would appear to be well developed for a student interested in being a criminal analyst. This is a field not well offered within the KBOR system, but one must wonder what students will think of taking core biology and chemistry classes to achieve this goal. While FHSU indicates a need for additional crime scene investigators, their proposal does not appear to directly address it.

The use of study concentrations at the undergraduate level is curious. Most of our students are unable to choose between chemistry (drug evidence examinations) and biology (DNA, trace evidence exams, etc.) even in their senior year. This is illustrated by the number of FS majors, who after taking

semesters of hard sciences, are elated to find employment as Correlators for NIBIN in the AFT's Crime Gun Center of Excellence. Helping students, at this stage of their careers, understand the difference between a sworn officer crime scene investigator's position and a civilian (scientist) examiner's position consumes much mentoring time. While the WSU FS major is difficult and challenging, our graduates realize they have a strong foundation for whatever discipline they choose to pursue (and not always within the criminal justice field).

We have concerns with some of the FHSU justifications for this program. The 2009 National Academy of Science's (NAS Report) is now generally understood to be a historical document. We are, and need to be, teaching students the relevant recommendations from the Organization of Scientific Area Committees (OSAC), which are administered by the National Institute of Standards & Technology (NIST) for the forensic disciplines. The OSACs were the outcomes of the NAS Report, and these OSAC recommendations will control how our students perform their duties for the rest of their careers. The proposal also states that rural areas of the state must wait for commuting specialists to assist evidence collection. A quick review of UCR data reveals crime rates generally so low that agencies in rural areas cannot support specialized forensic personnel.

Unfortunately for the young scientist, employment in the field of forensics is at best slow growing, if not stagnant. For example, the Wichita Police Department has 11 civilian crime scene investigators. This number has remained the same since the mid-1970's. There are three forensic laboratories in Kansas—the Kansas Bureau of Investigation in Topeka (with satellite labs in Great Bend, Kansas City, and Pittsburg), the Johnson County Sheriff's Criminalistics Laboratory in Olathe, and the Sedgwick County Regional Forensic Science Center here in Wichita. It is anticipated ATF will be closing one of its three national labs and relocating that lab to the WSU campus in the next year or two. Each of these laboratories do have vacancies from time-to-time; but they and the laboratories in the surrounding states are established with a steady and permanent scientific staff. Unlike police agencies nationwide who are all currently looking for new recruits, forensic science examiner positions are highly competitive with large numbers of applicants competing for each position.

We also have concerns that FHSU does not understand the forensic science field and its needs by primarily offering classes in the science concentrations in an online setting. Laboratory directors of the Kansas labs, the Oklahoma State Bureau of Investigation laboratory, and the Texas Department of Public Safety/Texas Rangers have all indicated when seeking entry level scientists, they want those who have hands-on experience working in a laboratory. As currently proposed, this may have an impact on the success rate of their program.

If this program is approved, FHSU will market it heavily against our program and the Washburn program. FHSU estimates producing 15 graduates yearly, once implemented, or slightly more than Washburn and our program (we graduated 10 students this spring). Most of our students are recruited from the Wichita metro area, Oklahoma and Texas, and along the I-70 corridor to the east. At first glance it might not appear this program would have a major impact on our enrollment; however, the removal of even one or two students from small programs, such as forensic science, represents a large percentage. The implementation of the FHSU program will adversely affect both Washburn and the WSU program.

June 6, 2023
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Lastly, criminalistics and forensic science are essentially synonyms of each other; thus, the program is a duplication of existing programs.

Sincerely,



Shirley Lefever, PhD
Executive Vice President & Provost



FORT HAYS STATE UNIVERSITY

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OFFICE OF THE PROVOST

June 22, 2023

Dr. Shirley Lefever
Executive Vice President and Provost
Wichita State University
1845 Fairmount Street
Wichita, KS 67260

Dear Provost Lefever:

I hope things are going well for you this summer and you can find time to enjoy the season. Before our first fall COCAO meeting, I wanted to respond to your letter regarding our proposed Bachelor of Science in Criminalistics.

Our proposal is for an interdisciplinary program which melds areas of criminal justice, chemistry, biology, and geosciences. As such, I will address your pertinent concerns and requests for clarification.

1) We believe the program is distinct. The proposed curriculum is distinct from others (WSU, WU, ESU) and is intended to balance skills from a variety of disciplines and technical skills. It can be used in the interpretation of data and analysis of results along with an understanding of social constructs. A combination of these proficiencies will strengthen students' understanding of criminal investigations across the judicial system. In addition:

- FHSU's program is a rigorous interdisciplinary program. Students taking the core curriculum will receive a wide breadth of skills in criminalistics and directed into an array of electives and experiences to further expand those skills.
- The proposed program does not directly duplicate other State programs in the numbers of credits, course content or mode of delivery. It is uniquely strong in broad criminal justice preparation and will be marketed as such.
- Law enforcement agencies in rural areas of Kansas are struggling to recruit, hire, and retain qualified law enforcement personnel. Employers, including sheriffs and police chiefs representing the 18 northwestern counties of Kansas, have indicated their need for this type of preparation. Not only will the proposed program lead to more qualified law enforcement recruits, but the skill sets of criminalistics majors will expand the investigative capabilities of rural agencies.

2) Kansas Needs It. This program is proposed in response to the recognition that Kansas, especially rural Kansas, lacks criminal analysts which you recognize in your letter.

Dr. Shirley LeFever
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June 22, 2023

3) Employment Opportunities. Gray Associates' data, prepared specifically for FHSU (considering our markets), points to employment needs in our service region. Therefore, the employment market is not stagnant. The data supports the need for a range of investigative and analytical careers such as Custom Protection Officer, Lab Technician, Police Officer, Investigator, and others.

4) Blended Education is Added Value. The proposed curriculum is a blend of online and face-to-face programming. Courses are offered online when feasible. If laboratory or hands-on experience is required, the students will meet face-to-face. The combination of modalities provides the best of both educational experiences.

5) Response to Crime in Rural Areas. Crime rates and types of crime warrant strong preparation, especially in rural areas. By providing a broad skill set in criminalistics (analytical services, sworn law enforcement and general investigative skills) our graduates will have a solid foundation to handle all types of criminal situations. Mr. Tony Mattivi, KBI Director, recently created six new positions assigning agents specifically to western Kansas to address the changing criminal justice landscape.

Given these reasons, we believe the program is not duplicative in content or mode of delivery. It is a unique opportunity for students in Kansas (especially western) and Colorado. The proposed program demonstrates the strong need for this preparation, skill, and breadth of experience in these geographical regions.

Thank you for expressing your concerns and allowing me an opportunity to respond. I look forward to continued collaboration between our institutions.

Sincerely,



Jill Arensdorf, Ph.D.
Provost and Vice President for Academic Affairs

ACADEMIC AFFAIRS



July 20, 2023

Daniel Archer
Kansas Board of Regents
1000 SW Jackson St., Suite 520 Topeka, KS 66612-1368

Dear Drs. Archer and Arensdorf,

Thank you for your response regarding WSU's initial letter stating concerns with the Fort Hays State University proposed bachelor of science in criminalistics program ([Fort Hays State University - Bachelor of Science in Criminalistics](#)). I appreciate the further clarification regarding the distinct course work within the FHSU program.

After sharing this proposal and response from Provost Arensdorf with our colleagues in the field, we agree there is a general need as well as a specific need in rural Kansas, for well-trained analysts, police officers, deputies, and investigators. That said, the goal of all of the existing criminal justice academic programs within the state is to fill this need. It is our view the existing programs are sufficient for meeting the market demand now and in the future.

Additionally, our concern remains that the thrust of the FHSU proposal, other than the track for criminal analyst, is a forensic science program, but renamed *criminalistics*. We are aware that with KBOR's emphasis on program review, duplicative programs will be under special scrutiny for the number of graduates who enter the workforce. A new program at yet another institution has the potential of saturating the market, and thus poses a threat to enrollment in already existing forensic sciences programs.

Further, WSU's collaboration with the Bureau of Alcohol, Tobacco and Firearms (ATF) that has recently been launched on the WSU campus is regional in its scope, meaning students from across Kansas will be recruited into the program. Adding another program to the list of options available will threaten the enrollment in WSU's programs that ATF invests in and relies on for their talent pipeline needs. This proposal comes at a critical time for WSU with the arrival of the ATF's crime gun center of excellence being located on the WSU campus. Any resulting loss in student enrollment from adding a program to the market has the potential to weaken our ability to justify and maintain the large investments both ATF and WSU are making in forensic science and our commitment to growing the talent pipeline in this field.

Thank you again for responding to our initial correspondence. Please let me know if we can provide any additional context for this response.

Sincerely,

A handwritten signature in cursive script that reads 'Shirley Lefever'.

Shirley Lefever, Ph.D.
Executive Vice President and Provost



FORT HAYS STATE UNIVERSITY

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OFFICE OF THE PROVOST

August 25, 2023

Daniel Archer, Ed.D.
Vice President for Academic Affairs
Kansas Board of Regents
1000 SW Jackson St #520
Topeka, KS 66612

Dear Dr. Archer:

This letter is in response to Wichita State University's expression of concern regarding our proposed Bachelor of Science in Criminalistics, an interdisciplinary program that incorporates areas of Criminal Justice, Chemistry, Biology, and Geosciences. We believe that the proposed program meets unique and documented needs, and it does not duplicate Wichita State University's Forensic Science program.

Fort Hays State University's proposal deserves serious and thoughtful consideration for the following reasons:

- **Kansas Needs It:** Provost Lefever indicates in her letter dated July 20, 2023, that "existing [criminal justice academic] programs are sufficient for meeting the market demand now and in the future." This would be true were agencies simply seeking to hire police officers, deputies, and investigators. Rural law enforcement agencies, however, cannot support large staffs of highly specialized professionals and need versatile team members who possess the scientific and professional skills necessary to fulfill a range of functions both in the field and in the laboratory. The proposed Criminalistics program will produce graduates capable of meeting this urgent need in our region.
- **A Distinct Program:** The proposed program does not duplicate Wichita State University's Forensic Science program. The proposed Criminalistics program requirements include a well-balanced curriculum in criminal justice and chemistry that will provide students with an equally strong foundation in the social and hard sciences. In addition, the proposed Criminalistics program is unique in its interdisciplinary nature, which will allow students to choose from multiple concentrations in the hard sciences to enhance their professional skills. This will effectively prepare students to excel both in the field and in the laboratory.
- **Employment Opportunities:** Gray Associates data prepared for Fort Hays State University, which identify significant employment needs within the university's service area, show that the employment market is not stagnant.

Daniel Archer, Ed.D.

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August 25, 2023

- **Demonstrated Existing Student Demand:** The proposed program was developed to serve existing Fort Hays State University students. These students, who are already enrolled at Fort Hays State University but are pursuing degrees in Criminal Justice, Chemistry, Biology, and/or Geosciences, have consistently expressed interest in a program that would include both a criminal justice and a science concentration. Prospective students who have already decided to attend Fort Hays State University are excited about the possibility of pursuing a program that will prepare them to work in the criminal justice field and to acquire a unique skillset that will make them more appealing to future employers. Seven of twelve incoming students who met this summer with Criminal Justice faculty members expressed interest in the proposed Criminalistics program. These students have already decided to attend Fort Hays State University for reasons including affordability, family connections, geographical location, and a preference to study in a smaller community such as Hays. Fort Hays State University is also well situated to recruit students from rural areas of eastern Colorado, western Nebraska, and the Oklahoma panhandle. In addition, the proposed Criminalistics program will meet the needs of students currently pursuing the Crime Scene Investigation program at Northwest Kansas Technical College, which has entered a Regents-approved strategic affiliation with Fort Hays State University.

We believe the proposed Criminalistics program does not duplicate the content or mode of delivery of Wichita State University's Forensic Science program. The proposed program does meet the unique academic and professional needs of an existing population of current and prospective Fort Hays University students and of Fort Hays State University's western Kansas service area.

Please let me know should you require further information about the proposed Criminalistics program, and I shall be happy to provide it.

Sincerely,



Jill Arensdorf, Ph.D.

Provost and Vice President for Academic Affairs



TO: Daniel Archer, Vice President for Academic Affairs
Kansas Board of Regents

FROM: Barbara A. Bichelmeier *Barbara A. Bichelmeier*
Provost & Executive Vice Chancellor

DATE: September 1, 2023

RE: Name Change Request

The University of Kansas requests to change the name of two degrees. There is no change to the curriculum, CIP Code, or learning outcomes for either degree.

1. BS in Interdisciplinary Computing to the BS in Applied Computing.

The School of Engineering is seeking the change in advance of ABET’s 2024 accreditation cycle. The degree is accredited under ABET’s Computing Accreditation Commission. The name change better communicates to students the applied nature of the degree.

The name change was approved by the School of Engineering faculty and Dean, and is being submitted to COCAO for consideration.

2. Bachelor of Music in Music Therapy to Bachelor of Music Therapy

The School of Music is seeking to change the name of this degree to better communicate to students the applied nature of the degree. The current title places music therapy in a degree that is more performance based. Since Music Therapy requires certification, this name change is logical and will provide more clarity for students and advisors.

The name change was approved by the School of Music faculty and Dean, and is being submitted to COCAO for consideration.