Program Approval

I. General Information

A. Institution Pittsburg State University

B. Program Identification

Degree Level:	Bachelor's
Program Title:	Industrial Distribution
Degree to be Offered:	Bachelor of Science in Industrial Distribution
Responsible Department or Unit:	Crossland College of Technology, School of Technology & Workforce Learning
CIP Code:	52.1801
Modality:	Face-to-Face
Proposed Implementation Date:	Fall 2025

Total Number of Semester Credit Hours for the Degree: 120

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

III. Justification

Pittsburg State University proposes to create a "Industrial Distribution Program" to help meet the growing need for supply chain and industrial distribution mangers across the state of Kansas and the Midwest region. This program will be a unique collaboration between the Crossland College of Technology (CCOT) and Kelce College of Business (KCOB) with each college offering a separate undergraduate degree in the field. The CCOT will offer a Bachelor of Science in Technology (BST) with a major in Industrial Distribution and the KCOB will offer a Bachelor of Business Administration (BBA) in Supply Chain Management. The two degrees will share a number of common courses including eight major core courses – four taught by each college. In addition, both the BST and the BBA students will be required to complete a professional internship. The common major core will be surrounded by each respective college's foundation and support courses representing their separate academic traditions. Thus, BST students will complete courses across a wide variety of technology disciplines while BBA graduates will complete courses required of all business majors. An appendix is attached to this proposal to illustrate how the two degrees share courses and provide students with a choice of how to focus their studies from either a technological or a business perspective. Given the wide variety of occupations across many different industries which hire industrial distribution or supply chain professionals, the option to choose either a business or technology path will give students an option not found at other institutions.

Following KBOR guidelines, this document represents the proposal to create a BST in Industrial Distribution while a separate proposal has been prepared for the BBA in Supply Chain Management. Note that this organizational structure allows Pitt State to leverage resources across the two colleges and to combine existing complementary courses into new degree programs. Of the eight major core courses, only two new courses needed to be developed – one in each college (KCOB's MGT 550 Supply Chain Management and CCOT's GRT 210 Industrial Distribution Fundamentals). Thus, given that most of the courses needed to develop these two majors already resided in the university catalog, the marginal, incremental, cost of these programs is low. Neither the KCOB nor the CCOT has the resources to produce these programs individually but cross-college collaboration makes it possible and cost-effective for both.

IV. Program Demand Market Analysis

In recent years, the market for those holding a degree in industrial distribution and related fields has grown significantly. The COVID pandemic highlighted the critical need to effectively manage the ever-increasing complexity of global distribution and supply chains and advancements in transportation technology. The competitive pressures of the global economy have increased the demand for skilled professionals who can manage industrial distribution operations in most industries. As evidenced by the number of job vacancies and the level of competitive salaries (see Section VI below), there is a strong labor market for industrial distribution and supply chain professionals in the state of Kansas. No Regent institution offers a degree in industrial distribution. Two of the three research universities within the KBOR system currently offer supply chain undergraduate degrees: KU – BSB in Supply Chain Management, and KSU – BS in Operations & Supply Chain Management, while WSU offers a Master's in Management Science & Supply Chain Management. Other four-year campuses within the system offer coursework in the field and some two-year campuses such as WSU-Tech and JCCC offer certificates and/or an AA in Supply Chain Management. However, industrial distribution and supply chain management degrees are not offered currently at the three regional four-year campuses. Recent initiatives through the Kansas Department of Commerce (Commerce, 2020-2025), and highlighted by website such as Glassdoor.com and others, there is a high demand for logistics professionals in industrial distribution, and supply chain management in Kansas. (Glassdoor, 2008-2025) Likewise, at the national level, the U.S. Bureau of Labor Statistics estimated that there will be a 19% job growth for logisticians, including supply chain managers, between the years 2021 and 2031. (Statistics, 2024) Pitt State's proposed joint Industrial Distribution and Supply Chain Management Programs are designed to help meet these statewide and national workforce needs.

Pitt State is uniquely situated and equipped to supplement the talent pool for industrial distribution professionals in the state of Kansas. Located in the southeast corner of the state, regional students do not have access to a regional industrial distribution or supply chain management program. The nearest four-year bachelor programs are in Lawrence and Manhattan, Kansas, Springfield, Missouri, and Fayetteville, Arkansas – each of these are two or more hours away and attract a different demographic mix of students than PSU. The proposed program is not anticipated to be in direct competition with programs at those universities. Historically, Pittsburg has been a transportation hub since its days as the center of the southeast Kansas coal mining. Pittsburg is home to Watco Companies, the second largest operator of short line railroads in the United States with operations in 27 states, Canada, and Australia. Due to corporate policies, numerous Walmart suppliers and their distribution centers are located in Northwest Arkansas, one of the fastest growing metropolitan areas in the country. Jake's Fireworks is one of the largest importers of fireworks in the world. Pitsco Education is one of the largest suppliers of K-12 STEM products in the U.S. Pitt State has a history of placing graduates in these companies, and many other companies in the area, and we believe the proposed new supply chain major will enhance our relationships with them. As structured, there is a strong local and regional market for graduates of the proposed degrees.

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	10		300	
Year 2	20		600	
Year 3	30		900	

Note: Projections above for BST Industrial Distribution only; see separate proposal for the Supply Chain Management BBA for additional student projections.

VI. Employment

Graduates of supply industrial distribution programs can pursue a wide range of careers, such as:

- **Distribution Specialist:** Facilitates and manages the shipping and receiving processes of a warehouse.
- **Distribution Manager:** manages the distribution operations for a company, including warehouse operations.
- **Order Manager:** Oversees and manages customer order activity.
- **Purchasing Agent:** Collaborates with the purchasing manager to negotiate prices with vendors, manufacturers and suppliers.
- **Operations Manager:** Oversee the overall operations of a business, including production, inventory management, and quality control.
- **Warehouse Manager:** supervises the activities of their staff, including the management of vehicles, security, sanitation and equipment.
- **Facilities Manager:** oversees all activities related to a building, like a factory or a warehouse.

The market for industrial distribution professionals in Kansas is currently strong. At the time of this writing (10/07/24), online recruiting firm Indeed.com reported over 400 positions. Many of these jobs are entry level and located in communities where Pitt State already has a substantial alumni base, including Johnson County which is the second largest feeder county for Pitt State students. We anticipate that the Industrial Distribution degree will present an attractive opportunity for those students desiring a professional career in Kansas.

Salaries for industrial distribution professionals in Kansas are also attractive and above average. A review of industrial distribution currently listed by Indeed reveal a range from $78,029 to $133,669 per year. (Indeed, 2025) According to the U.S. Bureau of Labor Statistics, the median annual salary for a distribution manager is $79,400. (Statistics, 2024) Long-term salary prospects in the field are very bright as Salary.com reports that supply chain senior managers have a median annual income of $109,057. (Salary, 2025)

Given the current state-wide demand for industrial distribution professionals, graduates of the program should face plentiful opportunities for gainful employment in Kansas.

VII. Admission and Curriculum

A. Admission Criteria

Students pursuing the proposed BST in Industrial Distribution will be admitted to the university according to prevailing Pittsburg State campus-wide policies.

B. Curriculum

Year 1: Fall **SCH = Semester Credit Hours**

Course #	Course Name	SCH
ID 210	Industrial Distribution Fundamentals	3
GT 210	Technology in the World Today (Gen Ed Bucket 7)	3
ENGL 101	English Composition (Gen Ed Bucket 1)	3
UGS 150	Gorilla Gateway (Gen Ed Bucket 7)	2
Bucket 060	Arts & Humanities (Gen Ed Bucket 6)	3
Bucket 070	Institutionally Designated (Gen Ed Bucket 7)	1
	SEMESTER TOTAL	15

Year 1: Spring

Course #	Course Name	SCH
GT 300	Engineering Design and Problem Solving	3
EET 141	Introduction to Electronics	3
ENGL 299	Introduction to Research Writing (Gen Ed Bucket 1)	3
Bucket 050	Social and Behavioral Sciences (Gen Ed Bucket 5)	3
Bucket 030	Math and Statistics (Gen Ed Bucket 3)	3
	SEMESTER TOTAL	15

Year 2: Fall

Course #	Course Name	SCH
GT 320	Communications Systems in Technology	3
MECET 121	Engineering Graphics (or CMCET 133)	3
COMM 207	Speech Communications (Gen Ed Bucket 2)	3
QBA 210	Business Statistics	3
MGT 330	Management and Organizational Behavior	3
	SEMESTER TOTAL	15

Year 2: Spring

Course #	Course Name	SCH
GT 330	Engineering Materials and Processes	3
GT 360	CAD for Automated Manufacturing	3
QBA 310	Business Analytics I	3
MKTG 330	Principles of Marketing	3
Bucket 040	Natural and Physical Sciences (Gen Ed Bucket 4)	4
	SEMESTER TOTAL	16

Year 3: Fall

Course #	Course Name	SCH
GT 390	Fundamentals of Robotics and Coding	3
GT 340	Power/Energy/Transportation Systems	3
QBA 410	Business Analytics II	3
MGT 430	Legal & Social Environment of Business	3
Bucket 060	Arts & Humanities (Gen Ed Bucket 6)	3
	SEMESTER TOTAL	15

Year 3: Spring

Course #	Course Name	SCH
GT 370	Construction Systems Technology	2
MGT 510	Operations Management	3
MGT 520	Quality Management	3
BUS 210	Business Professionalism (or AT 399)	3
EST 293	Introduction to Industrial Safety (or EST 296)	3
	SEMESTER TOTAL	14

Year 3: Summer

Course #	Course Name	SCH
ID 400	Internship for Industrial Distribution	3-6

Year 4: Fall

Course #	Course Name	SCH
GT 380	Manufacturing Enterprise	3
TM 606	Industrial Supervision	3
MGT 550	Supply Chain Management	3
TECH xxx	Technology Elective	3
	SEMESTER TOTAL	12

Year 4: Spring

Course #	Course Name	SCH
AT 416	Fluid Power	3
MKTG 430	Retail and Channels Management	3
TECH xxx	Technology Elective	3
Bucket 050	Social and Behavioral Sciences (Gen Ed Bucket 5)	3
100+	Open Elective or Technology Elective	3
	SEMESTER TOTAL	15

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
Byron McKay*	Assoc Prof	EdD	Y	Technology & Engineering Ed	.26
Trevor Maiseroulle	Assist Instr Prof	EdD	N	Technology & Engineering Ed	.33
Matthew Brown	Assoc Instr Prof	EdS	N	Technology & Engineering Ed	.33
Future Position					1.0

Number of graduate assistants assigned to this program ……. 1

As proposed, the Supply Chain Management and Industrial Distribution program is a collaboration between the KCOB and CCOT. The curriculum for the Industrial Distribution major is modular in design – students take the university's General Education package, the foundational multi-disciplinary core consisting of sixty (60) hours, fifteen (15) hours of support courses and eleven (11) hours of electives. As described above, the core is equally split between the KCOB and the CCOT and includes an internship. Since all of the General Education and core courses are already established and have adequate capacity to absorb the projected new Industrial Distribution majors, the table below lists only those individual faculty who will teach the CCOT's share of major core courses. (The remaining major core courses will be reflected in the proposal for the KCOB's proposal for the BBA in Supply Chain Management.)

IX. Expenditure and Funding Sources

All faculty members who will teach the CCOT's share of Industrial Distribution courses are already on staff. The salary and fringe benefits numbers below for the first year are taken from the Pitt State FY25 budget prorated by the share of their FTE assignment to the program. The corresponding numbers for the second and third year reflect an increase of two percent annual increase (the average wage increase for Pitt State faculty in recent years).

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	$58,014	$59,174	$60,357
Administrators *(other than instruction time)*	$4,046	$4,146	$4,228
Graduate Assistants			
Support Staff for Administration (*e.g., secretarial*)	$369	$376	$383
Fringe Benefits *(total for all groups)*	$20,899	$21,306	$21,732
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	$83,328	$85,002	$86,700
Personnel – New Positions			
Faculty			
Administrators *(other than instruction time)*			
Graduate Assistants			
Support Staff for Administration (*e.g., secretarial*)			
Fringe Benefits *(total for all groups)*			
Other Personnel Costs			
Total Existing Personnel Costs – New Positions	NA	NA	NA
Start-up Costs - One-Time Expenses			
Library/learning resources			
Equipment/Technology	$10,000	$50,000	$50,000
Physical Facilities: Construction or Renovation			$10,000
Other			
Total Start-up Costs	$10,000	$50,000	$60,000
Operating Costs – Recurring Expenses			
Supplies/Expenses (Expendable supplies)	$500	$750	$1,000
Library/learning resources			
Equipment/Technology (portable tools and tooling)	$500	$500	$1,000
Travel (Training, seminars, conferences based on rotation)	$5,000	$5,000	$5,000
Other			
Total Operating Costs (Does not account for inflation)	$6,000	$6,250	$7,000
GRAND TOTAL COSTS	$99,328	$141,252	$153,700

B. FUNDING SOURCES *(projected as appropriate)*	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	0	$84,000	$168,000	$153,700
Student Fees	0	$3,600	$7,200	$9,900
Other Sources (Crossland Funding)	0	$11,728		
GRAND TOTAL FUNDING		$99,328	$175,200	$163,600
C. Projected Surplus/Deficit (+/-) (Grand Total Funding *minus* Grand Total Costs)		($0)	$39,948	$9,900

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions
The proposed collaborative Supply Chain Management and Industrial Distribution Program is primarily a "repackaging" of existing courses and curricula within the KCOB and the CCOT. Only two new courses were created to complete the major core. Thus, nearly all of the courses are already available and being taught by existing faculty members on staff. Currently, due to the recent declines in campus enrollment, there is capacity within the current and planned schedule of course offerings to accommodate the new students projected to enroll in the proposed program. This program will allow the two colleges to more efficiently utilize their existing resources by filling currently empty seats.

Personnel – New Positions
No new positions are required to operate the proposed Supply Chain Management and Industrial Distribution Program. With the addition of the two new courses, all other courses and curricula are already in place and being taught by current KCOB and CCOT faculty members. Due to the recent declines in enrollment at Pitt State, classroom capacity exists to accommodate the number of new students projected to enroll in the proposed program. New positions will only be required in the future if program enrollment grows overall total enrollment in the colleges beyond previously experienced levels.

Start-up Costs – One-Time Expenses
Due to the hands-on, activity-based nature of the industrial distribution program, equipment costs will be higher than the Supply Chain Management degree. Modifying general technology courses to add focused content of industrial distribution will require some new equipment, tools and software. Each year/semester courses will be modified until the full curriculum is supported with appropriate equipment, tooling, and software. The second and third year will see the most one-time expenses because the dedicated industrial distribution classes will require dedicated software, equipment and tools to support curricular development. Equipment costs will include but is not limited to robotics, simulators, and logic control, which will be needed for instructional delivery. Cost for equipment and faculty training will come from the CCOT Technology Fee as well as Crossland Technology Center annual funding.

Operating Costs – Recurring Expenses
Laboratory courses will require supplies to complete assignments and projects. As enrollment grows this cost will increase due to the materials used. Recurring tooling costs as well as equipment replacement is inevitable with equipment which has been and is used in other programs. This is an estimated replacement cost for jig and fixture tooling, operational tooling, tools/power tools that are end of life and need replacement. The recurring costs will be taken from the CCOT Technology Fee for CTC Funding. Travel will be for training/education of

faculty to teach ID concepts. These educational opportunities might be in the form of workshops, seminars, conferences, industry training, etc. Educational funding will be provided by the annual CTC funding.

B. Revenue: Funding Sources

All major core faculty positions in the Crossland College of Technology are fully funded by Pittsburg State University through annual state appropriations, annual Crossland funding and self-generated student tuition and fees revenue. Because the proposed Industrial Distribution major is built by repurposing existing courses and curricula, and because we currently have excess capacity due to recent enrollment declines, no new revenues will be required to operate the program. *The revenue to operate the program is already in our annual budget*. Thus, the revenues presented in the table above are shown to offset the expected personnel and operating expenses to produce net incremental cost of zero during the first year based on PSU's current tuition rate of $8,400, as well as supplemental Crossland funding. However, if the projected student enrollments in the program meet the targets listed in Table 5, a net surplus will be generated as described below.

C. Projected Surplus/Deficit

Initially, the program is expected break even due to initial enrollment estimates and other funding sources. The funding will be adequate to cover the initial costs of the program based on the projected revenue. Year two will have the best potential for being net neutral or have positive gains based on projected increased enrollment numbers by adding the enrollment for year one and year two. This results in 20x$8,400 or $168,000 which exceeds the total cost of running the program by $39,948. Obviously, any enrollment above the projected level adds to the program's "profit."

XI. References

Commerce, K. D. (2020-2025). *Kansas Training and Retention Aligned with Industry Need*. Retrieved from Kansas Commernce: https://www.kansascommerce.gov/program/workforce-services/ktrain/

Glassdoor. (2008-2025). *Supply Chain*. Retrieved February 13, 2025, from Glassdoor.com: https://www.glassdoor.com/Job/kansas-us-supply-chain-jobs-SRCH_IL.0,9_IS3107_KO10,22.htm

Indeed. (2025). *Distribution Manager Salary in Kansas*. Retrieved February 13, 2025, from Indeed.com: https://www.indeed.com/career/distribution-manager/salaries/KS?from=top_sb

Salary. (2025). *Distribution Manager*. Retrieved February 13, 2025, from www.salary.com: https://www.salary.com/tools/salary-calculator/distribution-manager

Statistics, U. B. (2024, August 29). *Occupational Outlook Handbook*. Retrieved February 13, 2025, from Logisticians: https://www.bls.gov/ooh/business-and-financial/logisticians.htm

APPENDIX: MAP OF SUPPLY CHAIN MANAGEMENT AND INDUSTRIAL DISTRIBUTION

GENERAL EDUCATION (34 Hours)	Prefix	Number	Title	HRS	BBA Supply Chain	BST Industrial Distribution
6 Hrs English	ENGL	101	English Composition	3	3	3
	ENGL	299	Intro to Research Writing	3	3	3
3 Hrs Communication	COMM	207	Speech Communication	3	3	3
3 Hrs Mathematics	MATH	113	College Algebra or	3	3	3
	MATH	143	Elementary Statistics or			
	MATH	xxx	Higher Level Course			
3 Hrs Science	TBD	xxx	Restricted Student Choice	3	3	3
6 Hrs Social & Behavioral Science	TBD	xxx	Restricted Student Choice *	3	3	3
	TBD	xxx	Restricted Student Choice	3	3	3
6 Hrs Arts & Humanities	TBD	xxx	Restricted Student Choice	3	3	3
	TBD	xxx	Restricted Student Choice**	3	3	3
6 Hrs University Designated	UGS	150	Gorilla Gateway	2	2	2
	TBD	xxx	Restricted Student Choice	1	1	1
	TBD	xxx	Restricted Student Choice	3	3	3
KELCE CORE PREREQUISITES (9 Hours)						
	DSIS	130	Computer Information Systems	3	3	
	ECON	200	Principles of Microeconomics	3	3	
	ECON	201	Principles of Macroeconomics	3	3	
KELCE CORE (42 Hours)						
	ACCT	201	Financial Accounting	3	3	
	ACCT	202	Managerial Accounting	3	3	
	DSIS	420	Management Information Systems	3	3	
	ECON	xxx	Restricted Student Choice	3	3	
	FIN	326	Business Finance	3	3	
	BUS	101	Introduction to Business	3	3	
	BUS	201	Business Professionalism	3	3	
	MGT	330	Management and Organizational Behavior	3	3	3
	MGT	430	Legal and Social Environment of Business	3	3	3
	MGT	690	Business Strategy	3	3	
	MKTG	330	Principles of Marketing	3	3	3
	QBA	210	Business Statistics	3	3	3
	QBA	310	Business Analytics I	3	3	3
	QBA	410	Business Analytics II	3	3	3
COT PREREQUISITES (3 Hours)						
	GT	210	Survey of Technological Systems	3	3	3
COT BST Support Courses (30 Hours)						
	MECET	121	Engineering Graphics (or CMCET 133 Construction Graphics)	3		3
	EET	141	Introduction to Electronics	3		3
	EST	293	Introduction to Industrial Safety (or EST296 Intro to Construction Safety)	3		3
	GT	320	Communication Systems	3		3
	GT	360	CAD for Automated Manufacturing	3		3
	GT	380	Manufacturing Enterprise	3		3

	AT	399	Prof Dev in the Trans Industry (or MGT 210 Business Professionalism)	3		3
	AT	400	Fluid Power	3		3
	MFGET	405	Quality Control	3		3
	TM	606	Industrial Supervision	3		3
SUPPLY CHAIN & INDUSTRIAL DISTRIBUTION (27 Hours)						
	ID	210	Industrial Distribution Fundamentals	3	3	3
	GT	300	Engineering Design & Problem Solving	3	3	3
	GT	340	Power/Energy/Transportation Systems	3	3	3
	GT	380	Manufacturing Enterprise	3	3	3
	MGT	510	Operations Management	3	3	3
	MGT	520	Quality Management	3	3	3
	MGT	550	Supply Chain Management	3	3	3
	MKTG	430	Retail and Channels Management	3	3	3
	MGT	671	Internship in Supply Chain Management	3	3	
	ID	400	Internship for Industrial Distribution	3		3
ELECTIVE COURSES (5 to 11 Hours)						
Suggested	ACCT	201	Financial Accounting	3		3
	GT	370	Construction Systems	2		2
	GT	390	Fundamentals of Coding and Robotics	3		3
	TBD	Xxx	Electives (As approved by advisor/mentor)			
TOTAL HOURS FOR DEGREE					**120**	**120**

*ECON201 Recommended
** MECET121, GT210 or MGT101 Recommended