

**Report to**  
**KSU BOARD OF REGENTS**



**April 24, 2009**

KENTUCKY STATE UNIVERSITY  
Regular Meeting of the Board of Regents  
1:30 p.m., April 24, 2009  
Board Room, Julian M. Carroll Academic Services Building  
Frankfort, Kentucky

Regent Laura Douglas, Presiding

A G E N D A

- I. Call to Order Regent Laura Douglas, Chair
- II. Roll Call Sonia Sanders, Secretary to the President
- III. Opening Remarks Regent Laura Douglas

- IV. Approval of Minutes

**Action Item: Approval of Minutes from Meeting Held  
January 23, 2009, and March 20, 2009**

- V. President's Report

- a. SACS Reaffirmation Update
- b. Business Continuity Plan
- c. Risk Assessment/Compliance Update

- VI. Committee Reports

- a. Academic Affairs Regent Karen Bearden, Chair

**Action Items: Resolution for Quantitative Waiver  
Approval of Candidates for Graduation  
Approval of Honorary Degree Candidate(s)  
Approval of Master's Degree in Environmental Studies  
Approval of Bachelor of Arts in Spanish**

- b. Student Affairs Regent Laura Douglas, Acting Chair

**Action Item: Approval of K&U Family Educational Rights and Privacy  
Act (FERPA) Revisions**

- c. Finance and Administration Regent Wilbert W. James, Chair

**Action Item: Approval of FY10 Financial Plan  
Approval of 2009-2010 Proposed Tuition and Fees**

d. External Relations & Development                      Regent Laura Douglas, Acting Chair

**Action Item:                      Approval of Proposed Endowment Designations**

e. Audit Committee    Regent E. Scott Willis, Chair

- VII. Closed Session
  - α. Pending Litigation
  - b. Personnel Matters

VIII. Closing Remarks

IX. Adjournment

## **Regents Committee Meetings Schedule April 24, 2009**

<b>8:30-9:30</b>	<b>Academic Affairs Committee</b>
<b>9:30-10:30</b>	<b>Finance &amp; Administration</b>
<b>10:30 – 10:50</b>	<b>Student Affairs</b>
<b>10:50 – 11:10</b>	<b>External Relations &amp; Development</b>
<b>11:10 - 11:30</b>	<b>Audit Committee</b>
<b>11:450 – 12:45</b>	<b>Groundbreaking at Research Farm Welcome Center</b>
<b>12:45 – 1:15</b>	<b>Lunch</b>
<b>1:30 -</b>	<b>Board Meeting</b>

**KENTUCKY STATE UNIVERSITY**  
**Regular Meeting of the Board of Regents**  
**1:15 p.m., March 20, 2009**  
**Board Room, Julian M. Carroll Academic Services Building**  
**Frankfort, Kentucky**

**MINUTES**

**I. Call to Order**

Chairperson Laura Douglas called the meeting of the Kentucky State University Board of Regents to order at 1:15 p.m. on March 20, 2009.

**II. Roll Call**

Chairperson Douglas asked Angela Curry to conduct the roll call:

Regent Karen W. Bearden, Present  
Chairperson Laura M. Douglas, Present  
Regent Wilbert W. James, Present  
Regent Tucker Landy, Present  
Regent Jeremy Lane, Present  
Regent JoJuana Leavell-Greene, Present  
Regent Joel Schrader, Absent  
Regent Stefan Turner, Present  
Regent Phyllis Williams, Present  
Regent Edward S. Willis, Present

Nine Regents were in attendance. A quorum was declared.

**III. Opening Remarks**

Chairperson Douglas provided opening remarks.

**IV. Approval of 2009 Master Plan**

Jack McNear, KSU Director of Capital Planning, provided an overview of the 2009 KSU Campus Master Plan. Mr. McNear answered questions from the Board regarding the time frame and cost of completion. Mr. McNear confirmed that the University already owned most of the land highlighted in the Master Plan.

**Action:       A motion to approve the proposed 2009 KSU Campus Master Plan was made by Regent Bearden and seconded by Regent James. The motion passed.**

**V. Presentation of 2009-2010 Financial Proposal**

Alice Johnson, Vice-President of Finance and Administration, provided an overview of the 2009-2010 financial plan.

**VI. Discussion of Budget Priorities**

Regent Douglas opened the floor to a discussion of budget priorities. The Board responded with the following list of priorities:

- Maintenance and improvement of student retention efforts
- Avoidance of staff and faculty lay-offs and salary reductions
- Resolution of all facility maintenance issues and strengthening of facility infrastructure
- Expansion of library facilities and hours of operation
- Maintenance of residential halls and improving access to alumni facilities
- Consideration of retirement incentives

In response to a question from the Board, President Sias confirmed the necessity of converting the University's Enterprise system.

**VII. Closed Session**

**Action: A motion to convene a closed session to discuss a proposed real estate purchase was made by Regent Bearden and seconded by Regent Greene. The motion passed.**

The Board discussed a proposed real estate purchase during the closed session. The Board made no formal action.

**VIII. Approval of Proposed Property Acquisition**

**Action: A motion to approve the purchase of the former Paul Sawyer Public Library building located in downtown Frankfort, Kentucky was made by Regent Bearden and seconded by Regent Greene. The motion passed**

**IX. Adjournment**

**Action: A motion to adjourn the Regular Meeting of the Board was made by Regent Lane and seconded by Regent Bearden. The motion passed.**

The meeting adjourned at 3:11 p.m.

Submitted by:

Approved by:

\_\_\_\_\_  
Angela G. Curry, Secretary  
General Counsel  
Kentucky State University

\_\_\_\_\_  
Laura Douglas, Chair  
Board of Regents  
Kentucky State University

\_\_\_\_\_ approved with no corrections

\_\_\_\_\_ approved with corrections

**KENTUCKY STATE UNIVERSITY**  
**Regular Meeting of the Board of Regents**  
**1:15 p.m., January 23, 2009**  
**Board Room, Julian M. Carroll Academic Services Building**  
**Frankfort, Kentucky**

**MINUTES**

**I. Call to Order**

Chairperson Laura Douglas called the meeting of the Kentucky State University Board of Regents to order at 1:20 p.m. on January 23, 2009.

**II. Roll Call**

Chairperson Douglas asked Angela Curry to conduct the roll call:

Regent Karen W. Bearden, Present  
Chairperson Laura M. Douglas, Present  
Regent Wilbert W. James, Absent  
Regent Tucker Landy, Present  
Regent Jeremy Lane, Present  
Regent JoJuana Leavell-Greene, Present  
Regent Joel Schrader, Present  
Regent Stefan Turner, Present  
Regent Phyllis Williams, Present  
Regent Edward S. Willis, Present

Nine Regents were in attendance. A quorum was declared.

**III. Opening Remarks**

Chairperson Douglas began by reading a resolution honoring the life of the late Regent Jeffrey Alston.

**Action: Motion to approve Resolution honoring Regent Jeffrey Alston was made by Regent Greene and seconded by Regent Turner. The motion passed.**

Regent Bearden introduced student participants in a women's leadership program conducted in partnership with KSU and Midway College.

**IV. Approval of Minutes**

**Action: Motion to approve the minutes from the Board of Regents meetings held September 4, 2008, and October 24, 2008, was made by Regent Lane and seconded by Regent Schrader. The motion passed.**

V. **President's Report**

*SACS Reaffirmation Update*

Dr. Titilayo Ufomata provided an overview of the University's reaffirmation with the Southern Association of Colleges and Schools ("SACS"). She reminded the Board that SACS representatives would be conducting a site visit beginning March 31, 2009.

Dr. Susan McNaught was introduced as the new Director of Developmental Education.

With regard to the University's Quality Enhancement Plan (QEP), Dr. Ufomata provided a comparative grade analysis for the QEP pilot group. The comparison showed a significant increase in course passage rates for QEP participants. In response to a question from the Board, Dr. Ufomata confirmed that QEP pilot participants would remain within the QEP support structure. In response to an additional question from the Board, President Sias confirmed that the University would be releasing information to the public regarding the positive results of the QEP.

*Stewardship of Place*

Dr. Anne Butler provided an overview of recent stewardship initiatives. Dr. Butler also introduced Rochelle Owsley as Stewardship Liaison Coordinator and Irma Johnson as Educational Outreach Coordinator.

*Potential Budget Reductions*

President Sias discussed the potential implications of a 6% budget cut proposed by the General Assembly. President Sias confirmed that all academic programs will be reviewed. In response to a question from the Board, President Sias reported that the proposed Master's Degree in Environmental Studies had been forwarded to the Faculty Senate for review.

VI. **Committee Reports**

*Academic Affairs*

Regent Bearden presented the Academic Affairs Committee report. She discussed advances in faculty research and provided an update on the development of online courses. In response to a question from the Board, Regent Bearden reported that the Bachelor of Arts in Spanish would be offered beginning in the fall semester of 2009.

*Student Affairs*

Regent Douglas presented the Student Affairs Committee report. She provided an overview of a recent Inauguration Viewing event held in the student center and announced the receipt of a \$10,000 grant. No action items were reported.

**Action:**        **A motion to approve proposed Student Complaint procedures was made by the Student Affairs Committee. The motion passed.**

**Action:** A motion to add “sexual orientation” to the list of conditions protected under University policy was made by Regent Landy and seconded by Regent Turner. The motion failed<sup>1</sup>.

Finance and Administration

Regent Schrader presented the Finance and Administration Committee report. He provided an overview of various budgetary initiatives. No action items were reported.

External Relations & Development

**Action:** A motion to approve the Proposed Endowment Allocation was made by the External Relations & Development Committee. The motion passed.

Audit Committee

Regent Willis presented the Audit Committee report. He provided an update on risk management initiatives.

**VII. Closed Session**

**Action:** A motion to convene a closed session to discuss personnel matters and pending litigation was made by Regent Bearden and seconded by Regent Willis. The motion passed.

The Board discussed pending litigation and personnel matters. The Board took no action in Closed Session.

The Board reconvened in Open Session.

**Action:** A motion to award tenure to Dr. Elgie McFayden and Professor Kimberly Sipes was made by Regent Bearden and seconded by Regent Landy. The motion passed.

**Action:** A motion to approve the following promotion recommendations was made by Regent Bearden and seconded by Regent Landy:

**Professor Hunt Butler, Promoted to Associate Professor  
Dr. April Fallon, Promoted to Professor  
Dr. James Obielodan, Promoted to Associate Professor  
Dr. Narayanan Rajendran, Promoted to Associate Professor**

**The motion passed.**

---

<sup>1</sup> The motion failed by a vote of 1 to 8 with Regent Landy in favor of the motion and all other Regents opposed.

**VIII. Adjournment**

**Action: A motion to adjourn was made by Regent Bearden and seconded by Regent Landy. The motion passed.**

The meeting adjourned at 4:10.

Submitted by:

Approved by:

---

Angela G. Curry, Secretary  
General Council  
Kentucky State University

---

Laura Douglas, Chair  
Board of Regents  
Kentucky State University

\_\_\_\_\_ Approved with no corrections

\_\_\_\_\_ Approved with corrections

|

**KENTUCKY STATE UNIVERSITY**  
**Regular Meeting of the Board of Regents**  
**1:15 p.m., March 20, 2009**  
**Board Room, Julian M. Carroll Academic Services Building**  
**Frankfort, Kentucky**

**MINUTES**

**I. Call to Order**

Chairperson Laura Douglas called the meeting of the Kentucky State University Board of Regents to order at 1:15 p.m. on March 20, 2009.

**II. Roll Call**

Chairperson Douglas asked Angela Curry to conduct the roll call:

Regent Karen W. Bearden, Present  
Chairperson Laura M. Douglas, Present  
Regent Wilbert W. James, Present  
Regent Tucker Landy, Present  
Regent Jeremy Lane, Present  
Regent JoJuana Leavell-Greene, Present  
Regent Joel Schrader, Absent  
Regent Stefan Turner, Present  
Regent Phyllis Williams, Present  
Regent Edward S. Willis, Present

Nine Regents were in attendance. A quorum was declared.

**III. Opening Remarks**

Chairperson Douglas provided opening remarks.

**IV. Approval of 2009 Master Plan**

Jack McNear, KSU Director of Capital Planning, provided an overview of the 2009 KSU Campus Master Plan. Mr. McNear answered questions from the Board regarding the time frame and cost of completion. Mr. McNear confirmed that the University already owned most of the land highlighted in the Master Plan.

**Action: A motion to approve the proposed 2009 KSU Campus Master Plan was made by Regent Bearden and seconded by Regent James. The motion passed.**

**V. Presentation of 2009-2010 Financial Proposal**

Alice Johnson, Vice-President of Finance and Administration, provided an overview of the 2009-2010 financial plan.

**VI. Discussion of Budget Priorities**

Regent Douglas opened the floor to a discussion of budget priorities. The Board responded with the following list of priorities:

- Maintenance and improvement of student retention efforts
- Avoidance of staff and faculty lay-offs and salary reductions
- Resolution of all facility maintenance issues and strengthening of facility infrastructure
- Expansion of library facilities and hours of operation
- Maintenance of residential halls and improving access to alumni facilities
- Consideration of retirement incentives

In response to a question from the Board, President Sias confirmed the necessity of converting the University's Enterprise system.

**VII. Closed Session**

**Action: A motion to convene a closed session to discuss a proposed real estate purchase was made by Regent Bearden and seconded by Regent Greene. The motion passed.**

The Board discussed a proposed real estate purchase during the closed session. The Board made no formal action.

**VIII. Approval of Proposed Property Acquisition**

**Action: A motion to approve the purchase of the former Paul Sawyer Public Library building located in downtown Frankfort, Kentucky was made by Regent Bearden and seconded by Regent Greene. The motion passed**

**IX. Adjournment**

**Action: A motion to adjourn the Regular Meeting of the Board was made by Regent Lane and seconded by Regent Bearden. The motion passed.**

The meeting adjourned at 3:11 p.m.

Submitted by:

Approved by:

\_\_\_\_\_  
Angela G. Curry, Secretary  
General Counsel  
Kentucky State University

\_\_\_\_\_  
Laura Douglas, Chair  
Board of Regents  
Kentucky State University

\_\_\_\_\_ approved with no corrections

\_\_\_\_\_ approved with corrections

**Kentucky State University  
Board of Regents**

**2008-2009 Academic Affairs Committee**

**Regent Karen Bearden, Chairperson  
Regent Wilbert James  
Regent Tucker Landy  
Dr. James Chapman, Staff**



# Kentucky State University Board of Regents

April 24, 2009

## ACADEMIC AFFAIRS MEETING INDEX

A1	Approval of Minutes, January 25, 2009 .....	4
A2	Approval of Minutes, October 24, 2008 .....	6
A3	Approval of Minutes, July 25, 2008.....	8
A4	Approval of Minutes, April 25, 2008.....	10
A5	Executive Summary, Information.....	12
A6	Conferring of Degrees, Approval .....	19
A7	Honorary Degrees, Approval .....	20
A8	New Program Waiver Resolution, Approval .....	21
A9	Bachelor Degree in Spanish, Approval.....	33
A10	Master's Degree in Environmental Studies, Approval.....	37

# KENTUCKY STATE UNIVERSITY

## Regular Meeting of the Academic Affairs Committee

April 24, 2009

9:00 a.m. – 10:00 a.m.

### The Board Room - Academic Services Building

Regent Karen Bearden, Presiding

#### Agenda

- I. Call to Order Regent Karen Bearden, Chairperson
- II. Roll Call Dr. James Chapman  
Interim Provost/Vice President for Academic Affairs
- III. Opening Remarks Regent Karen Bearden, Chairperson
- IV. Approval of Minutes Regent Karen Bearden, Chairperson
- V. Executive Summary Report Dr. James Chapman  
Interim Provost/Vice President for Academic Affairs
- VI. Action Items Dr. James Chapman  
Interim Provost/Vice President for Academic Affairs
  - Conferring of Degrees
  - Honorary Degrees
  - New Program Waiver Resolution
  - Bachelor Degree in Spanish
  - Master's Degree in Environmental Studies
- VII. Discussion Regent Karen Bearden, Chairperson
- VIII. Adjournment Regent Karen Bearden, Chairperson

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents	Academic Affairs Committee	Date: April 24, 2009
From:	Dr. James Chapman	
Subject:	Minutes of January 23, 2009	
Reason for Consideration: Approval		Enclosure: Yes

**Background:**

The minutes of the Academic Affairs Committee meeting for January 23, 2009, require approval in order to become an official part of the committee records.

SEE PAGE 5

**Recommendation:**

It is recommended that the Academic Affairs Committee approve the minutes of the January 23, 2009, meeting.

**APPROVAL**

Initiator:	Dr. James Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009

**KENTUCKY STATE UNIVERSITY  
Regular Academic Affairs Committee Meeting**

**Board of Regents  
Academic Affairs Committee  
9:00 a.m., January 23, 2009**

**Academic Services Building  
Board Room  
Frankfort, KY**

**MINUTES**

Regent Karen Bearden called the meeting of the Kentucky State University Board of Regents Academic Affairs Committee to order at 9:03 a.m. on January 23, 2009. Regent Bearden asked Lisa Hammie, Academic Affairs, to call roll:

Regent Karen Bearden,	present	Regent Wilbert James,	absent
Regent Tucker Landy,	present	Staff, Dr. James Chapman	present

Since there were not three or more Regents present for the committee, no quorum was declared. No action items were addressed. The minutes from the January 23, 2009 meeting will be approved at the April 24, 2009 meeting.

Dr. Chapman gave an overview of the executive report. Many faculty, student, and staff accomplishments were reported and discussed.

The University is moving into the second phase of the SACS reaffirmation process. This phase involves preparing a response to the preliminary review, in the format of what SACS calls a Focused Report. The report has to be received by SACS by February 16, 2009. The report will be submitted to SACS the same time as the Quality Enhancement Plan (QEP). Work on the QEP is ongoing.

Explanation was given for the various faculty receiving Tenure and/or Promotion.

The Academic Affairs' Committee January 23, 2009, meeting adjourned at 9:16 am.

Submitted by:

Approved by:

\_\_\_\_\_  
Dr. James Chapman  
Interim Provost/Vice President for  
Academic Affairs  
Board of Regents  
Kentucky State University

\_\_\_\_\_  
Regent Karen Bearden, Chairperson  
Academic Affairs Committee  
  
Board of Regents  
Kentucky State University

\_\_\_\_\_ Approved with no corrections

\_\_\_\_\_ Approved with corrections

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents	Academic Affairs Committee	Date: January 23, 2009
From:	Dr. James Chapman	
Subject:	Minutes of October 24, 2008	
Reason for Consideration: Approval		Enclosure: Yes

**Background:**

The minutes of the Academic Affairs Committee meeting for October 24, 2008, require approval in order to become an official part of the committee records. The committee was unable to approve the minutes from the October 24, 2008, meeting because there was not a quorum at the January 23, 2009, meeting.

SEE PAGE 7

**Recommendation:**

It is recommended that the Academic Affairs Committee approve the minutes of the October 24, 2008, meeting.

**APPROVAL**

Initiator:	Dr. James Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	January 23, 2009
Effective Date:	January 23, 2009

**KENTUCKY STATE UNIVERSITY**  
**Regular Academic Affairs Committee Meeting**

**Board of Regents**  
**Academic Affairs Committee**  
**9:00 a.m., October 24, 2008**

**Academic Services Building**  
**Board Room**  
**Frankfort, KY**

**MINUTES**

Regent Karen Bearden called the meeting of the Kentucky State University Board of Regents Academic Affairs Committee to order at 9:11 a.m. on October 24, 2008. Regent Bearden asked Lisa Hammie, Academic Affairs, to call roll:

Regent Jeffrey Alston,	absent	Regent Tucker Landy,	present
Regent Karen Bearden,	present	Regent Wilbert James,	absent
Staff, Dr. James Chapman	present		

Since there were not three or more Regents present for the committee, no quorum was declared.

No action items were addressed. The minutes from the October 24, 2008 meeting will be approved at the January 23, 2009 meeting.

Dr. Chapman gave an overview of the executive report. Many faculty, student and staff accomplishments were reported and discussed.

The Office of Sponsored Programs reported that submission and funding of grants continue at a respectable pace.

A motion for adjournment of the Academic Affairs' Committee October 24, 2008, meeting was made by Regent Landy and seconded by Regent Bearden. The motion carried, and the meeting adjourned at 9:25 am.

Submitted by:

Approved by:

\_\_\_\_\_  
Dr. James Chapman  
Interim Provost/Vice President for  
Academic Affairs  
Board of Regents  
Kentucky State University

\_\_\_\_\_  
Regent Karen Bearden, Chairperson  
Academic Affairs Committee  
  
Board of Regents  
Kentucky State University

\_\_\_\_\_ Approved with no corrections

\_\_\_\_\_ Approved with corrections

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents	Academic Affairs Committee	Date: January 23, 2009
From:	Dr. James Chapman	
Subject:	Minutes of July 25, 2008	
Reason for Consideration: Approval		Enclosure: Yes

**Background:**

The minutes of the Academic Affairs Committee meeting for July 25, 2008, require approval in order to become an official part of the committee records. The committee was unable to approve the minutes from the July 25, 2008, meeting because there was not a quorum at the October 24, 2008, meeting or the January 23, 2009 meeting.

SEE PAGE 9

**Recommendation:**

It is recommended that the Academic Affairs Committee approve the minutes of the July 25, 2008, meeting.

**APPROVAL**

Initiator:	Dr. James Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	January 23, 2009
Effective Date:	January 23, 2009



**KENTUCKY STATE UNIVERSITY**  
**Regular Academic Affairs Committee Meeting**

**Board of Regents**  
**Academic Affairs Committee**  
**9:00 a.m., July 25, 2008**

**Academic Services Building**  
**Board Room**  
**Frankfort, KY**

**MINUTES**

Regent Karen Bearden called the meeting of the Kentucky State University Board of Regents Academic Affairs Committee to order at 8:05 a.m. on July 25, 2008. Regent Bearden asked Melanie Halliday, Academic Affairs, to call roll:

Regent Jeffrey Alston,	absent	Regent Tucker Landy,	present
Regent Karen Bearden,	present	Regent Marcia Ridings,	absent
Regent Wilbert James,	absent	Staff, Dr. James Chapman	present

Since there were not three or more Regents present for the committee, no quorum was declared. No action items were addressed. The minutes from the April 25, 2008, meeting will be approved at the October 24, 2008, meeting.

Dr. Chapman gave an overview of the executive report. The announcement that Dr. Penny Armstrong, Assistant Provost for Outreach and Extended Programs, has been selected to direct the Office of Continuing and Distance Education was made. Faculty and staff accomplishments in teaching research and service were reported and discussed.

The success of summer programs was discussed and faculty and staff were encouraged to continue the offerings and expand them where possible.

A motion for adjournment of the Academic Affairs' Committee July 25, 2008, meeting was made by Regent Landy and seconded by Regent Bearden. The motion carried, and the meeting adjourned at 8:37 am.

Submitted by:

Approved by:

\_\_\_\_\_  
Dr. James Chapman  
Interim Provost/Vice President for  
Academic Affairs  
Board of Regents  
Kentucky State University

\_\_\_\_\_  
Regent Karen Bearden, Chairperson  
Academic Affairs Committee  
  
Board of Regents  
Kentucky State University

\_\_\_\_\_ Approved with no corrections

\_\_\_\_\_ Approved with corrections

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents	Academic Affairs Committee	Date: January 23, 2009
From:	Dr. James Chapman	
Subject:	Minutes of April 25, 2008	
Reason for Consideration: Approval		Enclosure: Yes

**Background:**

The minutes of the Academic Affairs Committee meeting for April 25, 2008, require approval in order to become an official part of the committee records. The committee was unable to approve the minutes from the April 25, 2008, meeting because there was not a quorum at the July 25, 2008, meeting.

SEE PAGE 11

**Recommendation:**

It is recommended that the Academic Affairs Committee approve the minutes of the April 25, 2008, meeting.

**APPROVAL**

Initiator:	Dr. James Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	January 23, 2009
Effective Date:	January 23, 2009

**KENTUCKY STATE UNIVERSITY  
Regular Academic Affairs Committee Meeting**

**Board of Regents  
Academic Affairs Committee  
9:00 a.m., April 25, 2008**

**Academic Services Building  
Board Room  
Frankfort, KY**

**MINUTES**

Regent Karen Bearden called the meeting of the Kentucky State University Board of Regents Academic Affairs Committee to order at 9:00 a.m. on July 25, 2008. Regent Bearden asked Lisa Hammie, Academic Affairs Administrative Assistant II, to call roll:

Regent Jeffrey Alston,	absent	Regent Tucker Landy,	present
Regent Karen Bearden,	present	Regent Marcia Ridings,	present
Regent Wilbert James,	absent	Staff, Dr. James Chapman	present

Since there were three or more Regents present for the committee, a quorum was declared.

Action: A Motion for the approval of the Academic Affairs' January 25, 2008, Committee minutes made by Regent Landy was seconded by Regent Ridings. The motion passed and the minutes were approved.

Action: A motion for approval of the recommendations for faculty tenure and/or promotion was made by Regent Bearden and seconded by Regent Landy. The motion carried.

Action: A motion for approval of authorization for the President to confer the degrees at the May 10, 2008, commencement ceremony was made by Regent Bearden and seconded by Regent Landy. The motion carried.

A motion for adjournment of the Academic Affairs' Committee July 25, 2008, meeting was made by Regent Landy and seconded by Regent Ridings. The motion carried, and the meeting adjourned at 9:50 am.

Submitted by:

Approved by:

---

Dr. James Chapman  
Interim Provost/Vice President for  
Academic Affairs  
Board of Regents  
Kentucky State University

---

Regent Karen Bearden, Chairperson  
Academic Affairs Committee  
  
Board of Regents  
Kentucky State University

\_\_\_\_\_ Approved with no corrections

\_\_\_\_\_ Approved with corrections

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents Academic Affairs Committee	Date: April 24, 2009
From: Dr. James Chapman	
Subject: Academic Affairs Report	
Reason for Consideration: Informational	Enclosure: Yes

**Background:**

The Academic Affairs Report submitted by James Chapman, Interim Provost/Vice President for Academic Affairs is presented on pages 13 -18. The report covers the period from January 7, 2009, to April 2, 2009.

**Recommendation:**

**INFORMATIONAL**

Initiator:	Dr. James Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009

**Kentucky State University**

**Report to the University Board of Regents**

**(Covering the period from January 7, 2009, to April 2, 2009)**

**By**

**Dr. James Chapman**

**Interim Provost/Vice President for Academic Affairs**

**April 24, 2009**



## EXECUTIVE SUMMARY

### INFORMATIONAL ITEMS

#### UNIT ACCOMPLISHMENTS

##### **Office of Academic Affairs**

Kentucky State University has completed the third phase of the reaffirmation process for the Southern Association of Colleges and Schools. The on-site visit concluded on April 2, 2009, with very positive results for the university.

The Quality Enhancement Plan, *Academics With Attitude: Building the Foundations for Student Success*, was found acceptable without any recommendations. Of the 70 other requirements and standards, The University was found to be in compliance in 69. Only one area requires further work and clarification. This recommendation will be addressed as soon as possible.

The next stage involves further reviews at the Commission, which will culminate in a final decision in December 2009. A formal letter, conveying the final outcome, will be sent to the University in January 2010. The process is not over until that time.

##### **College of Arts, Social Sciences, and Interdisciplinary Studies (CASSIS)**

Thirteen KSU students from the Whitney Young School participated in the Kentucky Honors Roundtable, held February 20-21, at Murray State University. The Honors Roundtable brings students from honors programs around the state together for camaraderie and education. Junior Amanda Bates in her paper, "Love: The Good, The Bad, and The Whatever," used the typology of love in Plato's *Phaedrus* to evaluate the kinds of love found in the classic works *Romeo and Juliet*, *King Lear*, and *Pride and Prejudice*. Four sophomores, Haddijatou Bayo, Anastasia Hill, Denae Shelton, and Tia Williams and one freshman, James Drury, gave a panel presentation on "Ernest Gaines' *A Lesson Before Dying*: Affirming Life in the Face of Death." As part of the National Endowment for the Arts "Big Read" initiative in the fall 2008, Whitney Young School Honors students participated in a wide range of presentations and discussion groups investigating the novel, *A Lesson Before Dying*, by Ernest Gaines. In this panel students explored the novel, its themes and characters, from a variety of perspectives, ultimately arriving at a consideration of the human condition and its dual potential for barbarism and nobility. Sophomores Konyinsola Adefuye and Bronwyn Burk formed a panel on "*Beowulf*, *Grendel*, and *Sir Gawain and the Green Knight*: Considerations of Heroes and Monsters," where they considered the possibility that heroes are not always heroic and that monsters are not altogether monstrous. Sophomore Sara St. John gave a paper on "Hobbes vs. Locke: Who Has the Right?" She argued that Locke's ideas on natural rights are more practical, more humane, and better for the human race. Freshmen Ashley Davis, Christian Johnson, and Bianca Phillips gave a panel on "Martin Luther King: Virtue in Conflict with Society," exploring connections between the ancient ideas of Socrates and Aristotle about virtue and modern events and conflicts associated

with the life and mission of Martin Luther King. Also attending the conference from KSU and the Whitney Young Honors Program were Whitney Young School faculty members, Dr. Thomas McPartland and Dr. Tucker Landy, and Whitney Young honors core student Samuel Clark.

Additionally, four students, all sophomore honors majors in liberal studies, and one faculty member from the Whitney Young School represented KSU at the Southern Regional Honors Council Conference in March. This conference included honors students and faculty from throughout the south. Bronwyn Burk and Travis Renz and Sara St. John gave versions of their Honors Roundtable presentations, and Jasmine Walters explored various ancient texts from the Bible to Plato in her paper on "The Journey of Knowledge." Honors Director Dr. Thomas McPartland represented the University on a panel on "Best Practices in Honors: Interdisciplinary Education."

The Division of Fine Arts reports accomplishments of both faculty and students. Dr. Patricia Griffith, Professor of Music, recently performed a series of public solo piano recitals throughout the state and the Southeast US to favorable review. Also, the compositions (sheet music and CD) of Dr. Barry Johnson entitled, *Heroes of the Faith* were released by the R. H. Boyd Publishing Corporation as part of the 2009 Vacation Bible School kit and are currently in stores nationwide. Finally, in August of 2008 Ms. Sharmaine Harris, KSU Music graduate, participated in the Southeastern Theater Conference in Pennsylvania resulting in a performance opportunity with the Cumberland County Playhouse in Crossville, Tennessee. There Ms. Harris was featured as lead vocalist in a production of *Crowns* and a production of *White Christmas*. Sharmaine recently secured a position with PGT Entertainment and she will soon embark on one of their five star world cruises as a cabaret singer and actress. Ms. Harris is very appreciative of the excellent education she received at KSU, and she credits the faculty in the Music area she says instilled her with the versatility and training which have led to her current success. Sharmaine says she will always rely upon the instruction and mentoring she received at KSU.

### **College of Mathematics, Sciences, Technology, and Health (CMSTH)**

Dr. Bruce Griffis and Dr. Robert Hebble attended an Executive Council meeting for the Central Kentucky Partnership In Mathematics and Sciences (CKPIMS) as KSU representatives. The CKPIMS is a partnership established to improve mathematics and science education in targeted schools (11 elementary and 15 middle schools) from school districts in the Central Kentucky Education Cooperative (CKEC) that were identified as high need and low performing. CKPIMS involves CKEC, the Kentucky Science and Technology Corporation (KSTC), and science/mathematics faculty from the University of Kentucky and Kentucky State University. Dr. Griffis and Dr. Hebble reported the year one accomplishments and year two plans.

In year one of the project, Math Program Improvement Profiles (PIP) were completed for 22 schools, and Science Program Improvement Profiles (PIP) were completed for two schools. Summer Workshops were developed and held for teachers from the participating schools including three Mathematics workshops and one Science workshop. Workshop Follow-up Sessions are continuing. Faculty members Dr. Robert

Hebble, Mr. Chris Russey, in mathematics, and Dr. Bruce Griffis, in biology, participated in the development and presentation of these workshops. Proposed activities for year two include: continuation of Program Improvement Profile work in targeted schools in the subject area(s) not completed in year one; development of content-focused summer workshops to address identified needs in mathematics and science; and the beginning of curriculum development projects.

KSU faculty involvement in the CKPIMS has been significant to date and will lead to continued relationships with teachers and administrators from the targeted schools and districts after the conclusion of the project.

Dr. Wasim Al-Hamdani, Associate Professor of Cryptography and Information Security, has contributed to Chapter 17 in *Information Security Management: Case Studies*, which will be published in August 2009. Dr. Al-Hamdani's section in Chapter 17 is titled "Cryptography Algorithms Standards: Guidelines for Management." Dr. Al-Hamdani and Wendy Dixie of Information Technology contributed Chapter 16 in this publication entitled "Impact of Incomplete or Missing Information Security Policy." This reference provides tools to combat the growing risks associated with information technology and is an essential reference publication for all academic and research libraries, as well as all public administration and governmental libraries. Professionals and practitioners, as well as all computer users who are interested in protecting their information, will find this publication a valuable reference.

Dr. Narayanan Rajendran, Associate Professor of Biology, conducted a one-day workshop for high school students, "Introduction to the Techniques in Molecular Microbiology." The workshop, a collaborative approach between Kentucky State University and Franklin County Public Schools, was funded by the National Science Foundation.

Dr. Chi Shen, Assistant Professor of Computer Science, attended the 24<sup>th</sup> ACM Symposium on Applied Computing last week. This was one of the most competitive conferences in its history. Over 1,100 papers were submitted and approximately 300 papers were accepted. Dr. Shen presented her research paper, co-authored with Dr. Mike Unuakhalu, "A Class of Multistep Sparse Matrix Strategies for Concept Decomposition Matrix Approximation" at the conference. She also served as a reviewer.

Dr. Andrew Martin, Assistant Professor of Mathematics, attended the 88th annual meeting of the Southeastern Section of the Mathematical Association of America. He presented a paper entitled "On Two Different Published Algebraic Representations of Napier's Logarithm."

Aquaculture student Tiffany Ogunsanya presented her paper, "Acute Toxicity of 5 Percent Prentox Prenfish Totenone to Freshwater Prawn *Macrobrachium rosenbergii*" at the recent Aquaculture American 2009 Conference in Seattle, Wash. The World Aquaculture Society named her presentation the Second Best Student Oral Presentation based on her presentation and on her paper's scientific merit.

Kentucky State University had several student participants in the 2009 Posters-at-the-Capitol event hosted collaboratively by colleges and universities in the Commonwealth to help members of Kentucky's legislature and the Governor better understand the importance of involving undergraduates in research, scholarship, and creative work. Among the undergraduate presenters were Leslye Brent (mentored by Dr. John Sedlacek and Karen Friley), De'Anna Craycroft (mentored by Dr. Kirk Pomper, Jeremiah Lowe, and Sheri Crabtree), Shandeep Dutta (mentored by Dr. Kirk Pomper, Dr. Li Lu, Jeremiah Lowe, and Kyle Schneider), Maleka Embry (mentored by Dr. George Antonious and Dr. Tejinder Kochhar), Emerald Gates (mentored by Dr. Kirk Pomper, Jeremiah Lowe, and Sheri Crabtree), Marcel Hampton (mentored by Dr. Greg Graf and Dr. Charles Bennett), Abdul Kakar (mentored by Dr. Michael Bomford, Dr. Paul Vincelli, Brian Geier, and Dr. George Antonious), Lauren Lobel (mentored by Dr. George Antonious and Dr. Tejinder Kochhar), Ashley Mack (mentored by Dr. John Sedlacek, Karen Friley, Jeremiah Lowe, and Dr. Kirk Pomper), Elizabeth Perkins (mentored by Dr. George Antonious), Rodney Ripberger (mentored by Dr. Tamara Sluss), John Rodgers (mentored by Dr. Michael Bomford and Brian Geier), Kiah Rodriguez (mentored by Dr. Changzheng Wang, Dr. Lingyu Huang and Cecil Butler), Colby Smith (mentored by Dr. Narayan Rajendran and Dr. William Mazhawidza), Michael Somuah (mentored by Dr. Narayan Rajendran and Dr. William Mazhawidza) and Jonathan Strayer (mentored by Dr. Changzheng Wang, Dr. Lingyu Huang, and Cecil Butler).

### **College of Professional Studies**

Master of Business Administration students Mark Barnieh, Jonathon Mays, Yolanda Benson, Dionna McDonald and Steve Jacobs, and undergraduate business students Teron Abdullah, Chad Bibbs and Nelson Walton participated in the IDEASTATE U. competition at the Lexington Convention Center. The graduate students won second place in the business concept division with their game "Kentuckyopoly." The undergraduates presented an "HBCUopoly" concept. The two teams competed against seven other universities, including the University of Kentucky and the University of Louisville. They are already gearing up for next year. The faculty advisors for the project were Dr. Paul Wilhelm and Ms. Jana Wilhelm.

### **Academic Support**

In response to midterm warnings, ACE has established extra study table times with student supplemental instructors for students in classes where numbers of warnings were very high. ACE staff members continue to respond to faculty requests for classroom presentations of academic success workshops.

The FRIENDS program held its traditional "Buckle Down" Brunch for nontraditional and commuter students during midterm week. Students and staff brought dishes for the FRIENDS clientele to enjoy while studying for midterm exams. This activity relates to the FRIENDS goal of enhancing the campus climate for nontraditional and commuter students.

## **Land Grant Programs**

Dr. Robert Barney, Associate Research Director in the Land Grant Program and Principal Investigator in the Community Research Service, was recently elected to a two-year term as Secretary of the Association of Research Directors Inc. (ARD) The ARD is a federation of 18 autonomous land grant universities that provides coordination of research initiatives among member 1890 institutions in cooperation with federal, state and private partners.

Dr. Kimberly Holmes, Associate Director of the Land Grant Program, has been elected to join the Budget and Legislative Committee of the Extension Committee on Organization and Policy (ECOP) the governing committee for the national Cooperative Extension System and a division of the National Association of State Universities and Land Grant Colleges. Dr. Holmes was elected to a three-year term by members of the Association of Extension Administrators at the NASULGC National Conference. She was also appointed to a three year term on the Board of Directors for the Southern Rural Development Center which seeks to strengthen the capacity of the region's 29 land grant universities to address critical contemporary rural development issues impacting the well-being of people and communities in the rural South.

Dr. George Antonious, Principal Investigator in the Community Research Service was elected to serve a four-year term as Chairperson of the Kentucky Academy of Science Committee of Distribution of Research Funds. Dr. Antonious also served as a panelist on the National Peer Review Committee for the Federally Recognized Programs. The main objective of this panel is to establish and support extension education programs in North America. Twenty-seven proposals from academia and the federal government were recommended for funding by the USDA/CSREES in 2009.

Dr. Kirk Pomper, Principal Investigator of Horticulture in the Community Research Service of the KSU Land Grant Program, was interviewed in the *Christian Science Monitor* concerning the KSU Pawpaw Program. The article by Craig Summers Black, *America's Forgotten Fruit*, appeared in the Jan. 29, issue of the *Christian Science Monitor*.

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents, Academic Affairs Committee	Date: April 24, 2009
From: Dr. James P. Chapman	
Subject: Conferring of Degrees	
Reason for Consideration: Approval	Enclosure: No

**Background:**

According to the Board of Regents of Kentucky State University Bylaws, Article V, Section 1, one of the duties of the Board of Regents is to "...grant diplomas and confer degrees upon the recommendation of the President and faculty." Therefore, the Board is requested at this time to authorize the President to confer the appropriate degrees to students who are graduating on May 9, 2009.

**Recommendation:**

**APPROVAL**

Initiator:	Dr. James P. Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents, Academic Affairs Committee	Date: April 24, 2009
From: Dr. James P. Chapman	
Subject: Honorary Degrees	
Reason for Consideration: Approval	Enclosure: No

**Background:**

Upon the recommendation of The Honorary Degree Committee, Dr. James P. Chapman, Interim Provost/Vice President for Academic Affairs, and Dr. Mary Evans Sias, President, the Board of Regents is asked to approve the following Honorary Degree Candidates:

Mrs. Della Jones

Dr. Carl Smith

Each candidate meets all of the criteria for the award. The Honorary Degrees will be awarded at the Commencement Convocation on May 9, 2009.

**Recommendation:**

**APPROVAL**

Initiator:	Dr. James P. Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009





**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents, Academic Affairs Committee	Date: April 24, 2009
From: Dr. James P. Chapman	
Subject: New Program Waiver Resolution	
Reason for Consideration: Approval	Enclosure: Yes

**Background:**

The Board of Regents is asked to adopt and submit to the Council on Postsecondary Education's Committee on Equal Opportunities the following resolution:

Be it resolved that the Kentucky State University Board of Regents, based on the attached proposal, intends to exercise its privilege to submit new program proposals under the quantitative waiver provisions of KRS 164.020(19) for Kentucky State University during the calendar year 2009.

**Recommendation:**

**APPROVAL**

Initiator:	Dr. James P. Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009

## Quantitative Waiver Proposal

### A. Introduction

Kentucky State University submits this proposal as part of the Institution's application for a quantitative waiver. The University exhibited continuous progress in four out of seven objectives established in the Kentucky Plan.

The University achieved its goal in the following areas:

1. Kentucky African-American undergraduate enrollments
2. Employment of African-Americans as executive, administrative and managerial Staff
3. Employment of African American faculty
4. Employment of African Americans as other professionals

The University did not achieve its goals in the following three areas:

1. Retention of First-Year Kentucky resident students (objective was 52.2% for all Kentucky undergraduates, actual performance was 43.4% for African American students and 42.9% for white students)
2. Retention of all Kentucky resident undergraduate students (objective was 66.1% for all Kentucky undergraduates; actual performance was 65.9% for African American students and 69.2% for white students).
3. Six-year graduation rate for degree-seeking Kentucky residents – fall 2002 cohort (objective was 25.4% for all students; actual performance was 16.3% for African American students and 19.5% for white students).

### B. Reasons for Current Status

Kentucky State University is challenged by various issues that negatively impact its efforts to manage the widening gap associated with college affordability for minority and all students attending the institution. While approximately 20% of all Kentucky students from low income families went to college ten years ago, that number has now declined. This same trend is indicated by national data, as students now graduate with nearly twice as much education-related debt than ten years ago. Financial aid is available. However, the University has experienced a national trend that shifted such aid from need-based to merit-based criteria. Our efforts to counter these exclusionary trends have centered around our belief that minority and lower-income students have much potential for success, but must be provided ample financial support to do so. The institution has made significant and critical investments in its efforts to reverse the national trend and more effectively address affordability from a "needs-based" perspective.

Students who take remedial classes often must spend more time in college than those who do not require it. In its 2008 Developmental Education Update, the CPE reported that 48% of recent Kentucky high school graduates required remediation in one or more subjects, and 54% of all students entering post-secondary institutions required the same. In 2004, 53% of Kentucky public college entrants were unprepared in one or more subjects. The percentage of students who were unprepared in mathematics increased from 41% in 2002 to 44% in 2004. Within the higher education system of Kentucky, Kentucky State University, as the state's only HBCU, traditionally enrolls a significantly higher proportion of under-prepared students than the other institutions. Kentucky State had 85.3% of its 2002 credential-seeking cohort (with placement

data) under-prepared, and 50 percent required remediation in three subject areas. The 2004 cohort improved, with 80.7 percent requiring remediation and 37 percent in three subject areas.

Data from the National Survey of Student Engagement (NSSE) and the Noel-Levitz College Student Inventory (CSI) provide useful information also suggesting some of the reasons for lower student performance. The results from the 2007 NSSE survey show that on average KSU students spent less than 11 - 15 hours per week studying. In 2003 and 2004, they devoted even less time. It has been a long accepted rule of thumb among faculty that a student should spend 2-3 hours preparing for class for each credit hour. Another indicator of insufficient student engagement with campus academic life is excessive absenteeism. Faculty report that it is the single greatest factor which contributes to poor academic performance. A random survey of attendance in developmental and gateway mathematics classes, for example, reveals that students who receive a grade below "C" usually have unexcused absences three to four times that set by University policy and published in the KSU Catalogue. Why students do not spend more time studying or have excessive absences has a complex answer. Not all of the reasons for students spending insufficient time on or in classes can necessarily be attributed to aversion to studying. The NSSE results reveal that KSU students, freshman and seniors, spend considerably more time than the average NSSE student in providing care for dependents who live with them (whether children, parents, an injured or sick spouse), in commuting to class, and working.

The comprehensive CSI Summary and Planning Reports for fall 2004 through spring 2008 (received by the UNV 101 Coordinator) provide important summaries of the self-reported information shared by the KSU freshmen enrolled in the UNV 101 course. For evaluation purposes, the CSI Summary and Planning Reports for eight semesters were combined to present the percentile scores for 20 factors; the first data presented on the CSI Summary and Planning Report are the scores on four factors labeled "Summary Observations." These scores are derived from the students' responses on other CSI factors, or scales, combined with the demographic information students provide on the survey. The four factors are: (1) Dropout Proneness, (2) Predicted Academic Difficulty, (3) Educational Stress, and (4) Receptivity to Institutional Help. The "Summary Observations" factors are provided to help university staff members identify students who are in serious Educational Stress and in particular need of academic assistance. Each Report actually includes a list of students with a Dropout Proneness score of 65 or higher who are identified as "Students with High Dropout Proneness." The average score for the 456 males at KSU who completed either version of the CSI between Fall 04 and Spring 08 is over 65 – which mean that these young men have a greater risk of dropping out of college than 65% of the other young men who completed the CSI across the U.S. during that same period. The scores for young women at KSU were near the national average of 50%, indicating no significant risk, and were not included in the table. Not surprisingly, these young men also report greater Educational Stress than approximately 62% of similar young men across the nation or scales, for the approximately 1,100 KSU freshmen who completed the CSI. The good news is that KSU students report a high level of openness to help. The factor on which the scores of the 1,100 KSU freshmen consistently exceeded the national norm is Receptivity to Personal Counseling. These students are more interested in receiving counseling in personal matters than about 63 percent of the 93,000 students nationwide who completed the CSI—with the young men's scores exceeding those of the young women. This implies that many of the young men and women, who enter the University, come with the realization that they have stressful issues and that someone might be able to help them.

Students leave for personal (sociological/psychological) reasons in addition to academic and

financial ones. National research and data suggest that students leave at:

- a. End of freshman year because of:
  1. Academic difficulty
  2. Boredom
  3. Lack of understanding of reasons for taking remedial classes
  4. Inability to handle transition into college
  5. Personal and financial problems
  6. Dissatisfaction with campus services
  
- b. End of sophomore year because of:
  1. Academic difficulty
  2. Personal and financial problems
  3. Lack of clear academic goals and focus
  4. Boredom
  
- c. End of junior year because of:
  1. Financial aid difficulties (often too many attempted hours)
  2. Academic Difficulty
  3. Personal and financial difficulty
  4. Poor advising

The University understands that overall improvement of the quality of student life and learning leads to improved retention. It also understands that retention strategies that have been known to work include the following elements which must work together, concurrently:

1. Improved academic advising including early-alert, monitoring and intervention systems.
2. Coordination of academic progress with the financial aid situation.
3. Strong Academic support structures and committed manpower.
4. Bridging to support students that need multiple remediations.
5. Caring faculty and staff.

For this reason, the University presents the following strategies to achieve progress under the three failed objectives:

### **Major Initiatives to Improve Retention and Graduation Rates of Students**

The University is undertaking some major initiatives in order to respond to the three areas of 1) retention of first year Kentucky undergraduate students, 2) retention of Kentucky undergraduate students in general and 3) graduation rates of Kentucky students:

1. The cornerstone initiative is the University's Quality Enhancement Plan (QEP). The title of the plan is *Academics with Attitude: Building the Foundation of Student Success*. The purpose of the Kentucky State University QEP is to foster in students an attitude of educational engagement and planning necessary for academic success in developmental and gateway classes. Through an emphasis on collaboration among faculty, academic support services, and student support services, the QEP personalizes the college experience for the first-year students in need of extensive developmental coursework, personal growth and development, and acclimation to the academic environment. It promotes holistic student development into the second year as well

while continuing to relate activities and services to classroom performance. A student with proper “attitude” is engaged with learning, is motivated to succeed academically, and forms the habits to achieve academic success. Considerable resources are being devoted to this plan which came about as a result of extensive conversations between all campus constituencies – students, faculty and staff.

2. A reduction in the number of credit hours required for graduation is an initiative in progress. The Office of Academic Affairs has been working with departments and the Faculty Senate to find ways to bring the number of course credit hours for degree programs to 120 where possible without compromising the quality of those degrees. This will reduce time to graduation, cost and improve six-year graduation rates. The Faculty Senate recently approved a reduction in hours to 120 in Mass Communication and Journalism, English (Creative Writing Concentration), English (Literature Concentration) and Spanish. Other programs are undergoing review for the same purpose.
3. The Office of Academic Affairs is working hard to have curriculum ladders for all majors and 9-semester schedules of classes up on the website to assist students and advisors with precise and efficient curriculum planning.
4. The University is mounting an aggressive drive to get returning students to fill out their financial aid applications – FAFSA, in a timely manner. The Office of Financial Aid is working collaboratively with faculty members to achieve this goal.
5. The University is preparing to send a letter to all students here and those who left, in particular Kentucky undergraduate students, to find out if there are areas in which the University could assist them in their progress toward graduation. They will receive responses from officers of the University who have authority to provide assistance.
6. The University has developed and implemented the *Breds Pledge Program* for students matriculating at Kentucky State University. Students who are PELL eligible, with less than \$3,000 expected family contribution (EFC, as determined by their FASFA) qualify for grants and/or work program supplemental aid to assist them in covering tuition and fees, room and board and books. KSU is fully committed to promoting student success while minimizing student debt. The Breds Pledge Program is intended to recognize student success and expects student accountability.
7. In order to streamline enrollment services, the University is opening a one stop shop. The University’s vision of a Student One-Stop Shop Enrollment Services Model is based on an historical analysis of the challenges that have been faced by students, faculty, and staff at KSU, and it will:
  - Exemplify a student centered approach to enrollment service in each OEM office;
  - Actively engage the redesign of those critical processes that are necessary for student success;
  - Utilize a tailored triage approach to providing services related to those critical processes; and
  - Provide for the requisite technical training that complements and enhances these processes

This project is also informed by feedback, survey data, and roundtable dialogues with KSU staff members who have frontline experience in facilitating the critical processes that are necessary for student success.

In addition to the initiatives listed above, the University is initiating other processes to improve the retention of Kentucky undergraduate students as well as other students and their graduation

rates. Some strategies are already in place as indicated in the list that follows.

**Other Potential Strategies to Enhance Retention and Graduation Rates:** (not a new idea here at KSU.)

1. Structure developmental education to be more responsive – in progress
2. Front load best efforts in the first year – in progress, through the QEP
3. Expand learning communities, increase interventions – QEP
4. Ensure that conditionally admitted students be left with no doubts about the conditions of their admission and why they have those conditions
5. Mail out brochures regarding developmental courses – implemented
6. Revise academic policies that are no longer relevant or which do not support the institution's strategic goals of attracting new and transfer students - in progress
7. Encourage more interdepartmental communication keeping the focus on students and learning
8. Set an early deadline for the admission of conditional admits - QEP
9. Eliminate late registration for students who need remediation - QEP
10. Establish an electronic means for taking attendance (e.g. swipe cards) – in planning stage
11. Conduct Customer Service Training for all employees and ensure all new hires receive same training - implemented
12. Enhance transfer advising and enrollment - implemented
13. Complete block scheduling of all incoming freshmen during the summer - ongoing
14. Establish graduation plans for students with 90 earned hours

## Documentation for Quantitative Waiver

### (a). Commitment of funds to equal opportunity related activities

The Office of General Counsel utilizes between \$2,000 and \$4,000 each year on equal opportunity training and discrimination awareness. Another \$3,000 to \$4,000 is utilized for faculty/staff training from the Title III budget. For the past two years, Kentucky State University has participated in a faculty recruiting conference called the Compact for Faculty Diversity. The Compact is sponsored by the Southern Region Education Board (SREB). SREB invites either state higher education governing bodies (such as CPE) or individual universities to participate. Kentucky has been fortunate that SREB has extended the invitation to participate in the Compact to CPE, which then allows all of the public universities in that state to attend this outstanding event. The focus of the Compact is to bring together the largest group of minority master's and doctoral students in the country. The attending universities are allowed to participate in a career fair for future faculty that runs the duration of the conference. KSU was fortunate in the first year to recruit a Ph.D. in Nursing. The University did not have such success in this second year, since many of the participants were not ready to graduate. The Land Grant Program covered the cost of one administrator to attend the 2007 conference and the 2008 conference, which was approximately \$1,800 per year. Also in 2008, the Provost covered the cost of participation of the three Deans, which would have been the same approximate amount per person. Additionally, a member of the Provost's office is assigned to each faculty search committee to ensure diversity in the pool of candidates.

### (b). Financial Aid Distribution

Table 1 below delineates the total enrollment of Kentucky State University for the fall 2006-Fall 2008 period. Data indicate that the three-year average for the institution's cohort of African American students is approximately 61%, while the three-year average for the institution's cohort of all non-white students is approximately 70%. Kentucky residents represent approximately 63% of this three year average.

**Table 1**

Three Year Enrollment Trend			
	Fall 2006	Fall 2007	Fall 2008
Total Enrollment	2,500	2,696	2,659
Enrollment Growth	4.8%	7.8%	-1.4%
Level: Undergraduate	2,341	2,510	2,497
Graduate	159	186	162
Status: Full-Time	1,823	1,964	1,984
Part-Time	677	732	675
FTE	2,049	2,208	2,209
Gender: Female	1,404	1,555	1,507
Male	1,096	1,141	1,152
Ethnicity: African-American	1,580	1,581	1,568
White	758	762	669
Other Ethnicity	82	258	422
Foreign Students	80	95	75
Residency: In-State	1,635	1,738	1,542
Out-of-State	865	958	1,117
Non Traditional Students	35%	34%	32%

As indicated in Table 2, 77% of these students are dependent on financial aid in order to gain access to higher education. Nevertheless, according to a study conducted by the Public Interest Research Group, nearly 40% of all students who borrow money for financial aid graduate with what is deemed “unmanageable” debt levels.

**Table 2**

<b>Institutional Financial Aid Distribution</b>	<b>Fall 2007</b>	<b>Fall 2008</b>
% Received any Aid	77%	76%
Average Aid Disbursed	\$3,059	\$3,089
% Received Federal Grants <sub>2</sub>	56%	55%
% Received State Grants <sub>2</sub>	30%	31%
% Received Institutional Grants <sub>2</sub>	31%	31%
% Received External Grants <sub>2</sub>	11%	10%
% Received Loans/Self Help <sub>2</sub>	76%	80%
% Received Tuition Waiver <sub>2</sub>	9%	6%
% Received Athletic Awards <sub>2</sub>	8%	9%

Likewise, recent data indicate that 80% of KSU students received either loans or some form of self help. Self help represents a critical component of KSU's efforts to bridge the affordability gap for low income students, and those students are typically classified as minority. Table 3 provides a listing of the current tuition and fee structure that is associated with attending Kentucky State University.

**Table 3**

<b>Tuition and Fees (Annual)</b>			
	<b>Fall 2007</b>	<b>Fall 2008</b>	<b>Change</b>
<i>Full-Time Undergraduate<sub>1</sub></i>			
Resident	\$5,320	\$5,692	7.0%
Non Resident	\$12,490	\$13,490	8.0%
<i>Full-Time Graduate<sub>2</sub></i>			
Resident	\$5,400	\$5,850	8.3%
Non Resident	\$12,600	\$13,680	8.6%
Resident	\$175	\$190	8.6%
Non Resident	\$415	\$450	8.4%
On-line Programs	\$240	\$260	8.3%
<i>Per Credit Hour Graduate</i>			
Resident	\$265	\$325	22.6%
Non Resident	\$665	\$760	14.3%
On-line Programs	\$300	\$325	8.3%
Room and Board	\$6,340	\$6,392	0.8%

The institution has made significant and critical investments in its efforts to reverse the national trend and more effectively address affordability from a “needs-based” perspective. For example, KSU has developed and implemented the *Breds Pledge Program* for students matriculating at Kentucky State University. Students who are PELL eligible, with less than \$3,000 expected

family contribution (EFC, as determined by their FASFA) qualify for grants and/or work program supplemental aid to assist them in covering tuition and fees, room and board, and books. KSU is fully committed to promoting student success while minimizing student debt. The *Breds Pledge Program* is intended to recognize student success and expects student accountability.

**(c). Student services activities**

The Office of Student Life offers a variety of social and developmental activities. Some of the activities have included the Annual Men’s Conference featuring Dr. Boyce Watkins, Dr. Rasheed Cromwell and Rev. Reginald Davis. KSU and Midway College continue their collaborative leadership program for women initiated by Regent Karen Bearden. The Office of Student Life co-sponsored with the Quality Enhancement Program a trip to hear John Green, author of *An Abundance of Catherine’s*.

One year ago the University launched Project Graduate, an outreach effort to engage and graduate returning adult students. Phase I of the initiative focuses on adults who have earned a large number of course credits. The Office of Enrollment Management has developed and implemented KSU's Project Graduate Campus Action Plan, which is designed to provide academically qualified individuals the chance to complete a baccalaureate degree, improve their earning power, and contribute more to their community and the Commonwealth of Kentucky. The action plan has focused on marketing to, reaching out to, and re-enrolling KSU students who left Kentucky State University after completing the majority of work required to attain a baccalaureate degree. To this end, the University is pleased to provide the following update regarding the success of the initiative:

- There are currently 40 project candidates pursuing degree completion.
- The program assisted 2 candidates in attaining degrees during the initial Spring 2008 Semester.
- The program assisted 5 candidates in attaining degrees during this past Fall 2008 Semester.
- The program anticipates that 9 candidates will attain degrees at the end of the current spring 2009 semester.

**(d). High School Visitations and Results**

State	City	High School	Total Number Of Applicants
KY	LAWRENCEBURG	ANDERSON COUNTY HIGH SCHOOL	56
KY	OWENSBORO	APOLLO HIGH SCHOOL	7
KY	LOUISVILLE	ASSUMPTION HIGH SCHOOL	2
KY	LOUISVILLE	ATHERTON HIGH SCHOOL	1
KY	LOUISVILLE	BALLARD HIGH SCHOOL	17
KY	BARDSTOWN	BARDSTOWN HIGH SCHOOL	14
KY	FRANKFORT	BRYAN STATION SENIOR HIGH SCHOOL	50
KY	ELIZABETHTOWN	CENTRAL HARDIN HIGH SCHOOL	9
KY	LOUISVILLE	CENTRAL HIGH SCHOOL	75
KY	HOPKINSVILLE	CHRISTIAN COUNTY HIGH SCHOOL	25
KY	DANVILLE	DANVILLE HIGH SCHOOL	20
KY	OWENSBORO	DAVIESS COUNTY HIGH SCHOOL	8

KY	LOUISVILLE	DUPONT MANUAL MAGNET HS	19
KY	LOUISVILLE	EASTERN HIGH SCHOOL	50
KY	ELIZABETHTOWN	ELIZABETHTOWN SENIOR HIGH SCHOOL	4
KY	CAMPBELLSBURG	EMINENCE SCHOOL	8
KY	IRVINE	ESTILL COUNTY HIGH SCHOOL	4
KY	LOUISVILLE	FAIRDALE HIGH SCHOOL	9
KY	LOUISVILLE	FERN CREEK HIGH SCHOOL	55
KY	FLEMINGSBURG	FLEMING COUNTY HIGH SCHOOL	4
KY	DRIFT	FLOYD COUNTY HIGH SCHOOL	1
KY	FRANKFORT	FRANKFORT HIGH SCHOOL	12
KY	FRANKFORT	FRANKLIN COUNTY HIGH SCHOOL	54
KY	FULTON	FULTON CITY HIGH SCHOOL	2
KY	FRANKFORT	GED CERTIFICATE	8
KY	WINCHESTER	GEORGE ROGERS CLARK HIGH SCH	11
KY	BOWLING GREEN	GREENWOOD HIGH SCHOOL	8
KY	ELIZABETHTOWN	HARDIN COUNTY HIGH SCHOOL	1
KY	LOUISVILLE	HARRY DOSS HIGH SCHOOL	65
KY	HENDERSON	HENDERSON COUNTY SR. HIGH SCHOOL	18
KY	LEXINGTON	HENRY CLAY HIGH SCHOOL	20
KY	TURNERS STATION	HENRY COUNTY HIGH SCHOOL	15
KY	COVINGTON	HOLMES HIGH SCHOOL	15
KY	HOPKINSVILLE	HOPKINSVILLE HIGH SCHOOL	16
KY	LOUISVILLE	IROQUOIS HIGH SCHOOL	33
KY	FRANKFORT	J M ATHERTON HIGH SCHOOL	30
KY	FAIRDALE	JEFFERSON COUNTY HIGH SCHOOL	11
KY	LOUISVILLE	JEFFERSONTOWN HIGH SCHOOL	12
KY	ELIZABETHTOWN	JOHN HARDIN HIGH SCHOOL	25
KY	LEXINGTON	LAFAYETTE SENIOR HIGH SCHOOL	37
KY	PADUCAH	LONE OAK HIGH SCHOOL	7
KY	LOUISVILLE	MALE TRADITIONAL HIGH SCHOOL	24
KY	RADCLIFF	NORTH HARDIN	28
KY	OWENTON	OWEN COUNTY HIGH SCHOOL	40
KY	OWENSBORO	OWENSBORO SENIOR HIGH	17
KY	PADUCAH	PADUCAH TILGHMAN HIGH SCHOOL	19
KY	LEXINGTON	PAUL LAURENCE DUNBAR HIGH SCH	31
KY	LOUISVILLE	PLEASURE RIDGE PARK HIGH SCHOOL	33
KY	BAGDAD	SCOTT COUNTY SENIOR HIGH SCHOOL	24
KY	LOUISVILLE	SENECA HIGH SCHOOL	35
KY	LOUISVILLE	SHAWNEE HS MAGNET CAREER ACAD	28
KY	SHELBYVILLE	SHELBY COUNTY HIGH	46
KY	LOUISVILLE	SUDA E. BUTLER TRADITIONAL HS	21
KY	LEXINGTON	TATES CREEKS HIGH SCHOOL	25

KY	CADIZ	Trigg County High School	12
KY	LOUISVILLE	VALLEY TRADITIONAL HIGH SCHOOL	16
KY	LOUISVILLIE	WAGGENER TRADITIONAL HIGH SCHOOL	22
KY	BOWLING GREEN	WARREN CENTRAL HIGH SCHOOL	12
KY	BOWLING GREEN	WARREN EAST HIGH SCHOOL	5
KY	Frankfort	WESTERN HILLS HIGH SCHOOL	43
KY	LOUISVILLE	WESTERN MST MAGNET HIGH SCHOOL	26
KY	VERSAILLES	WOODFORD COUNTY HIGH SCHOOL	14

**(e). Academic support services**

Below is a chart reflecting the SIS (Student Information System) data uploaded in TutorTrac for visitors to the Academic Center for Excellence (ACE) and FRIENDS (for non-traditional students) for AY's 07-08 and 08-09.

	Fall 2007	Spring 2008	Fall 2008	Spring 2009 (to date)
KY Residents	<b>129</b>	<b>87</b>	<b>77</b>	<b>46</b>
Total Students	571	871	954	502
<b>KY Percentage</b>	<b>23%</b>	<b>10%</b>	<b>8%</b>	<b>9%</b>

Though not a quantitative element, ACE has responded to an area high school teacher who requested a presentation on college readiness for her class. The Center is also currently volunteering at the Simon House to help transitional parents prepare for the ACT and possibly KSU. Other activities, such as the Talent Search and Upward Bound programs serve Kentucky residents, although not directly recruiting them for KSU.

**(f). Number of interviews granted to African-American applicants for positions** - between 1/1/05 and 3/2/09 a total of 153 individuals have been hired as full-time "permanent" employees. The following is a break out of the new hires by ethnicity:

Ethnicity	Number	%
African-American	<b>84</b>	<b>54.9%</b>
White	65	42.5%
Asian	2	1.3%
Hispanic	2	1.3%
<b>Totals</b>	<b>153</b>	<b>100%</b>

**(g). Offers of employment made and rejected** -- Between April 2008 and March 2009 HR made 32 job offers with only one offer rejected. The individual who rejected the offer is an African-American male.

**(h). Utilization of funds to stimulate units to improve their employment data** – KSU does not provide monetary incentives to departments or individuals to increase diversity. In the Academic Affairs area, the Provost assigns a member of his staff to serve on every faculty search committee to make sure that a diverse pool of candidates is developed.

(i). **Special actions for units within an institution if additional efforts are required** – Other than the actions and initiatives mentioned earlier, no other additional efforts are employed.

(j). **An evaluation of long-range data trends for those objectives that fell below expectation:**

1. Retention of First-Year Kentucky Resident Students

	F04/F05	F05/F06	F06/F07	F07/F08	F08/Spr09*	Objective
African American	54 of 92 58.7%	73 of 140 52.1%	91 of 194 46.9%	79 of 182 43.4%	76 of 100 76.0%	52.2%
White	38 of 69 55.1%	32 of 59 54.2%	36 of 64 56.3%	30 of 70 42.9%	36 of 52 69.2%	52.2%

Continuous Progress Status: Not Achieved

\* Fall 2008 to Spring 2009 retention

2. Retention of all Kentucky Resident Undergraduate Students → “Persistence”

CPE:

	F04/F05	F05/F06	F06/F07	F07/F08	F08/Spr09*	Objective
African American	405 of 594 68.2%	419 of 616 68.0%	476 of 685 69.5%	433 of 657 65.9%	464 of 571 81.3%	66.1%
White	362 of 528 68.6%	357 of 526 67.9%	407 of 537 75.8%	367 of 530 69.2%	360 of 447 80.5%	66.1%

Continuous Progress Status: Not Achieved

\* Fall 2008 to Spring 2009 persistence

3. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 2002 Cohort

CPE:

	F04/F05	F05/F06	F06/F07	F07/F08	Objective
Cohort Year	1999	2000	2001	2002	
African American	30 of 138 21.7%	23 of 85 27.0%	29 of 111 26.1%	15 of 92 16.3%	25.4%
White	13 of 41 31.7%	21 of 48 43.8%	5 of 42 12.0%	8 of 41 19.5%	25.4%

Continuous Progress Status: Not Achieved

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents, Academic Affairs Committee	Date: April 24, 2009
From: Dr. James P. Chapman	
Subject: Bachelor Degree in Spanish	
Reason for Consideration: Approval	Enclosure: Yes

**Background:**

The Board of Regents is asked to approve a Bachelor of Arts in Spanish degree proposed by the College of Arts, Social Sciences, and Interdisciplinary Studies and the Division of Literature, Languages, and Philosophy.

The planned major is composed of the following components: 1) 41 hours of required core courses, 2) 12 hours of integrative studies courses, 3) a required core of Spanish courses, 4) nine hours of advised electives in Spanish 5) three hours of required support courses, and 6) 16 hours of free electives. These components result in a 120 credit hour degree program.

We are confident that this program is well conceptualized, is supported by highly professional and experienced faculty members, and appropriately builds on the success of our existing Spanish courses. The proposal has been approved by the Faculty Senate, the Interim Provost/Vice President for Academic Affairs, and the President.

**Recommendation:**

**APPROVAL**

Initiator:	Dr. James P. Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009

**PROPOSAL FOR A NEW DEGREE PROGRAM  
AT KENTUCKY STATE UNIVERSITY:**

**ABSTRACT**

**Program Title:** Bachelor of Arts in Spanish

CPE Band of Authority: This new Bachelor of Arts in Spanish degree proposal falls within the university's negotiated band of programs authorized by the Council on Post secondary Education, and may be approved by the KSU Board of Regents on behalf of the Council.

**Degree Designation:** Baccalaureate

**Program Description:** The proposed Bachelor of Arts in Spanish degree is consistent with (1) the Mission of Kentucky State University, particularly in regard to its focus on liberal studies programming, the offering of liberal arts baccalaureate programs, and its promotion of the values and methods of multicultural education; and (2) the KSU Campus Action Plan, which in its statement of Mission parameters, notes the University's offering of a "strong liberal arts and sciences undergraduate core preparing students to live and work in a global society" such that it "emphasizes distinctive educational experiences geared to the specific needs and interests of students including service learning, *international education*, opportunities for discovery-based learning, and other special programs." (KSU 2005-2010 Campus Action Plan, p.1).

**Statement of Need:** The proposed Bachelor of Arts in Spanish (1) aligns with the Council on Postsecondary Education's (CPE) "World Language Initiative;" (2) draws upon and contributes to the institution's foundation of liberal studies; and (3) will be extended to support a Spanish Education Major to provide certification of Spanish teachers, which has been identified as a crucial need by the Kentucky Department of Education.

**Job Opportunities for Program Graduates:** A liberal arts degree in Spanish may serve as a foundation for a wide range of career options, for example. business with contacts in the Spanish-speaking world and the medical, teaching, engineering professions..

**Curricular Overlap:** State universities that offer Bachelor of Arts in Spanish degrees include Morehead State University, Northern Kentucky University, Western Kentucky University, Eastern Kentucky University, Murray State University, University of Louisville, and University of Kentucky, which also offers the Ph.D. degree. The proposed degree program contains 36 semester credit hours of Spanish that overlap the B.A. in the Spanish curricula of these six institutions, in accordance with CPE-mandated transferability of credit hours.

**Finances:** No additional internal or external funding is necessary for immediate implementation of the program.

Course Inventory: Eight new courses were approved by the Faculty Senate in the Spring Semester, 2007 to fulfill the necessary requirements for students wishing to obtain a B.A. in Spanish.

**Faculty:** Current KSU faculty in the area of Spanish will teach the courses.

**Facilities:** The lecture classrooms and Language Laboratory are adequate to support the proposed degree curriculum and additional materials have been ordered for the Spanish holdings in the library.

**Program Implementation:** Proposed program implementation date: August 2009.

**Rational:** Kentucky State University's 2005-2010 Campus Action Plan submitted to the Council on Postsecondary Education describes the University's purpose and role in the system, promulgates a set of priorities for action in response to the Five Questions Guiding Postsecondary Education in Kentucky, and identifies the key indicators for progress over the planning period.

The KSU Campus Action Plan, in its statement of Mission Parameters, notes the University's offering of a "strong liberal arts and sciences undergraduate core preparing students to live and work in a global society" and that the University "emphasizes distinctive educational experiences geared to the specific needs and interests of students including service learning, international education, opportunities for discovery-based learning, and other special programs." (KSU 2005-2010 Campus Action Plan, p.1). Therefore, this new degree proposal falls within the University's negotiated band of programs authorized by the Council on Postsecondary Education, and may be approved by the KSU Board of Regents on behalf of the Council.

This proposal for a Bachelor of Arts in Spanish degree is made in accordance with the KSU Campus Action Plan as the degree is intended for the Kentucky State University student who wishes to study Spanish within the liberal arts degree framework. The degree is appropriate for those students who wish to use a liberal arts degree in Spanish as a foundation for a wide range of career options and/or graduate study in Spanish and/or other academic areas.

The proposed Bachelor of Arts in Spanish degree is consistent with the Mission of Kentucky State University, particularly in regard to its focus on liberal studies programming, the offering of liberal arts baccalaureate programs, and its promotion of the values and methods of multicultural education. Additionally, the proposed degree draws upon and contributes to the institution's foundation of liberal studies and the CPE's World Language Initiative.

The issue of program attrition and graduation rates is of equal crucial importance. According to Dr. Robin Geiger, KSU Director of Institutional Research and Effectiveness, since 1996 there have been 91 students who declared a Spanish Minor, which indicates student interest. In addition, the Spanish Major will be expanded to include a Spanish Education Major that will result in more student interest in majoring in Spanish. Due to rising demographic changes, our public schools are in great need of teachers who can teach and speak the Spanish language (currently Shelby County, one

of our eight (8) service counties, is one of two counties in Kentucky with the highest influx of Spanish-speaking students.) Therefore, having a Spanish Education Major will make our teacher education students more marketable.

<b>Required Core Courses</b>	<b>41 hours</b>
<b>IGS</b>	<b>12 hours</b>
<b>UNV</b>	<b>3 hours</b>

**Content Area Studies for Spanish Major**

<b><u>Required for the Spanish Major</u></b>	<b>36 hours</b>
SPA 201 Intermediate Spanish I	3
SPA 202 Intermediate Spanish II	3
SPA 303 Advanced Spanish I	3
SPA 304 Advanced Spanish II	3
SPA 320 Spanish Culture and Civilization	3
SPA 355 History and Phonetics of the Spanish Language	3
SPA 398 Advanced Spanish Composition	3
SPA 399 Advanced Spanish Conversation	3
SPA 401 Survey of Peninsular Literature	3
SPA 402 Survey of Latin-American Literature	3
SPA 425 Spanish Film and Art	3
SPA 499 Senior Seminar in Spanish	3

<b><u>Advised Electives in Spanish</u></b>	<b>9 hours</b>
(9 hours chosen from the following)	
SPA 275 Intermediate Spanish Composition	3
SPA 325 Foreign Languages for the Classroom Teacher	3
SPA 400 Children's Literature in Spanish	3
SPA 425 Masterpieces of Spanish Literature (May be repeated for credit)	3
SPA 427 Major Author(s) (May be repeated for credit)	3
SPA 433 Reading and Writing Clinic Practicum	3
Two semesters at the 100 level of French	6

<b><u>Required Support courses</u></b>	<b>3 hours</b>
(3 hours chosen from the following)	
ENG 311 Advanced Grammar	3
IGS 303 Latin American Culture (This also meets and IGS requirement)	3

<b><u>Free electives</u></b>	<b>16 hours</b>
------------------------------	-----------------

<b><u>Total</u></b>	<b>120 hours</b>
---------------------	------------------

**KENTUCKY STATE UNIVERSITY  
BOARD OF REGENTS  
AGENDA ITEM BACKGROUND**

To: Board of Regents, Academic Affairs Committee	Date: April 24, 2009
From: Dr. James P. Chapman	
Subject: Master's Degree in Environmental Studies	
Reason for Consideration: Approval	Enclosure: Yes

**Background:**

The Board of Regents is asked to approve a Master of Environmental Studies degree proposed by the College of Mathematics, Science, Technology, and Health and the Division of Mathematics and Sciences.

The program will be the only one of its kind in the Commonwealth and the first interdisciplinary graduate program at KSU. The degree will be a collaborative effort between the Division of Mathematics and Sciences, the Land Grant Program, the Whitney Young School of Honors and Liberal Studies, and the Kentucky Environmental and Public Protection Cabinet. Currently, KSU has the necessary personnel with appropriate educational backgrounds and expertise to deliver the proposed curriculum.

The degree program will require students to earn 36 credit hours for completion. The proposal has been approved by the Faculty Senate, the Interim Provost/Vice President for Academic Affairs, and the President.

**Recommendation:**

**APPROVAL**

Initiator:	Dr. James P. Chapman Interim Provost/Vice President for Academic Affairs
Board Action Date:	April 24, 2009
Effective Date:	April 24, 2009

**Commonwealth of Kentucky**

**COUNCIL OF POSTSECONDARY EDUCATION**

**1024 Capital Center Drive  
Suite 320  
Frankfort, Kentucky 40601**

***PROPOSAL FOR THE ESTABLISHMENT OF A  
MASTER'S IN ENVIRONMENTAL STUDIES***

(CIP Code: 03.0103)

**Submitted by**



**KENTUCKY STATE UNIVERSITY**

**400 East Main Street  
Frankfort, Kentucky 40601**



**Commonwealth of Kentucky**

**COUNCIL OF POSTSECONDARY EDUCATION**

**1024 Capital Center Drive  
Suite 320  
Frankfort, Kentucky 40601**

***PROPOSAL FOR A NEW DEGREE PROGRAM***

**Submitted by**

**Kentucky State University**

**School: College of Math, Science, Technology & Health  
and  
KSU Land Grant Program**

**Academic Area: Environmental Studies (Interdisciplinary)**

**Proposed Starting Date: Fall 2009**

**Approved by the KSU Board of Regents on \_\_\_\_\_**

---

Charles H. Bennett, Ph.D., Dean, MSTH

---

Harold R. Benson, Ph.D., Director, Land Grant Program

---

James P. Chapman, Ph.D., Provost & Vice President for Academic Affairs

---

Mary Evans Sias, Ph.D., President



## TABLE OF CONTENTS

Section A: ABSTRACT.....	41
Section B: Proposed Program.....	43
Introduction.....	43
Program Rationale & Goal.....	43
Historically Black Colleges and Universities and Environmental Studies.....	45
Needs Assessment.....	46
Recent Environmental Education Initiatives at KSU.....	48
Admission Criteria.....	49
Graduate Student Recruitment & Retention.....	51
Other Environmental Studies Programs.....	53
Program Assessment.....	55
The MES Curriculum & Degree Requirements.....	55
Capstone Research Project.....	57
Highlights of the Proposed MES Program.....	58
Section C: Resources Required.....	59
Faculty.....	59
MES Core Faculty Members .....	60
Office Staff.....	60
Library Resources .....	61
Computer & Laboratory Facilities.....	61
Current Environmental Funding & Future Opportunities.....	61
Graduate Assistants.....	62
Estimated Enrollment, Revenue, and Expenses Analysis.....	63
Budget Justification.....	64
Section D: Key Indicators of Progress Toward Postsecondary Reform.....	66
Five Questions Posed by CPE	
Appendices.....	75
Appendix B1: Comments from the MES Survey .....	75
Appendix B1: Comments from USDA EE Workshop .....	80
Appendix B2: MES Course Descriptions .....	82
Appendix C1: Faculty Biography .....	85
Appendix C2: Blazer Library- Books and Other Catalogued Items .....	90



# **PROPOSAL FOR THE ESTABLISHMENT OF A MASTER'S IN ENVIRONMENTAL STUDIES**

## **Section A: ABSTRACT**

A new interdisciplinary Master's in Environmental Studies (MES) program is being proposed at Kentucky State University (KSU). The program will be the only one of its kind in the Commonwealth and the first interdisciplinary graduate program at KSU. The degree will be a collaborative effort between the Division of Mathematics and Sciences, the Land Grant Program, the Whitney Young School of Honors and Liberal Studies, and the Kentucky Environmental and Public Protection Cabinet. The interdisciplinary curriculum is designed to provide graduates the ability to communicate effectively across traditional discipline boundaries, while fully developing specific areas of expertise. Currently, Kentucky State University has the necessary personnel with the appropriate educational background and experience to deliver the proposed curriculum.

The traditional farming and mining-based economy of Kentucky is changing rapidly. As Kentucky strives to find alternatives to tobacco farming for people who have depended on such practices for generations, the Commonwealth needs to consider not only current job opportunities in technology-oriented sectors but also future job market scenarios. Many individuals believe that efficient use of current energy sources and exploration for alternative energy sources will constitute a major segment of future job opportunities and challenges in this nation. Kentucky is blessed with substantial coal reserves. Use of this major domestic energy source in a way that minimizes degradation of land, water, and air quality will require highly trained scientists and engineers as well as graduates with a broad understanding of the complex interrelated issues. The KSU MES program will attract traditional graduate students and open the door for adult learners and other professionals who might choose to take advantage of the new opportunities and challenges mentioned above.

Scientists and professionals are needed who, after achieving a solid disciplinary education in science-related fields as undergraduates, have learned integrated and interdisciplinary approaches to deal with these problems. The environmental studies

graduate program at Kentucky State University is designed to cut across traditional academic disciplines and colleges and to provide sound and effective graduate education and research on these important environmental issues.

A number of studies show that African-Americans suffer disproportionately from health problems caused by environmental pollution, primarily because most industrial complexes are located near urban centers. Since Historically Black Colleges and Universities (HBCUs) serve a large segment of the urban African-American population, HBCUs should take a leading role in developing environmental studies programs and integrating such programs into the curricula.

The liberal arts mission of Kentucky State University, combined with its land grant mission and the geographic location of KSU at the center of state government activities in Frankfort, will allow KSU to take a leadership role in the emerging field of environmental studies in the Commonwealth and among HBCUs. The developers of the proposed MES program believe it supports and complements KSU's three missions: HBCU, Land Grant and Extension, and Liberal Studies.

The interdisciplinary nature of the program will allow students with diverse undergraduate preparations to pursue the MES degree at Kentucky State University. It is anticipated that the MES program will attract students with backgrounds in physical or natural sciences or related fields, including earth sciences, social sciences, mathematics, and engineering.

Section B of this proposal details the MES program followed by a summary of the resources available for the program in Section C. Section D addresses the key indicators of progress toward postsecondary reform in Kentucky, specifically the five questions posed by CPE as it relates to the proposed MES program at KSU. Additional supporting documents, including library resources and core faculty biographies, are provided in the appendices.

## **Section B**

### **PROPOSED PROGRAM**

#### **Introduction:**

A new interdisciplinary Master's in Environmental Studies (MES) program is being proposed at Kentucky State University. The program has as its goal the pursuit and dissemination of knowledge in the interdisciplinary field of environmental studies. The new MES program is unique not only because it is the only program of its kind in the Commonwealth, but also because it is the only graduate interdisciplinary program at KSU. The degree will be a collaborative effort between the Division of Mathematics and Sciences, the Land Grant Program, the Aquaculture Program, the Whitney Young School of Honors and Liberal Studies, and the Kentucky Environmental and Public Protection Cabinet. The interdisciplinary curriculum is designed to provide graduates the ability to communicate effectively across traditional discipline boundaries, while fully developing specific areas of expertise. After completing the KSU MES program, degree recipients will seek employment with a commitment to human values and will undoubtedly find both jobs and leadership opportunities which will: (1) bring about a more livable environment; (2) assure the MES graduate a fine career with the potential for growth and advancement; (3) bring local and national recognition to Kentucky State University.

#### **Program Rationale and Goal:**

Global ecological problems will be among one of the biggest challenges for mankind in the next millennium. Ecological issues, which involve environmental degradation and resource depletion, are often the ultimate cause of economic and political upheaval. It is important to understand the processes and the principles of the environment to be able to deal with these issues. This type of understanding requires research on the problems themselves and on the basic science underlying the problems. Some of the dominant environmental issues in the 21<sup>st</sup> century include acid precipitation, hazardous waste management, global climate change, water quality, impairment of lakes

and rivers, rain forest and wetland loss, toxic substances in food chains, massive oil spills, loss of biodiversity, and general deterioration of the biosphere.

In light of the pace of population growth, the pressures of the economy, and the shifting regulation policies of the government, the resulting environmental degradation has led the general public and educators alike to confront and understand the crucial importance of environmental education for all students. Currently thirty one states, including Kentucky, have some form of mandated environmental education in the public schools' curricula. However, Dr. Gerald Liberman of the State Education and Environmental Roundtable estimates that only 5% of the schools in the nation have been able to implement an effective environmental education program [Liberman and Moody. *Closing the Achievement Gap*. San Diego: State Education and Environmental Roundtable, 1998]. Therefore, leadership is urgently needed in this area, and this proposal attempts to address the issue in the Commonwealth of Kentucky by providing graduate training for teachers.

Scientists and professionals, after achieving a solid disciplinary education in science-related fields as undergraduates, are needed to study an integrated and interdisciplinary approach to deal with these environmental problems. The environmental studies graduate program at KSU is designed to cut across traditional academic disciplines and colleges in order to provide sound, effective graduate education and research on these important environmental issues. In light of the current global environmental situation and a sense of urgency to immediate action, KSU believes it is just a matter of time before one of the public institutions of higher education in Kentucky takes the initiative in this rapidly emerging field. KSU is uniquely qualified to be the institution to take the lead in this field in the Commonwealth, and it provides KSU with an incredible opportunity to expand its graduate offerings.

The primary goal of the KSU MES program is the pursuit and dissemination of knowledge in the field of environmental studies using a multidisciplinary approach. The program will broaden the scope of scientific and technological study of the environment through a multidisciplinary approach based on ecological principles encompassing the social and legal aspects of environmental concerns. The field includes, but is not limited to, studies of toxicology, environmental impact, population and community ecology,

ecological modeling, regional ecology, water and air pollution, nuclear and hazardous waste management, ecological and environmental economics, and aquatic, terrestrial, and wetland systems studies. The program will emphasize basic research on ecological processes and effects, as well as applied research and teaching, to solving the current environmental problems facing the Commonwealth and the nation.

### **Historically Black Colleges and Universities and Environmental Studies:**

A number of studies show that African Americans suffer disproportionately from health problems caused by environmental pollution primarily because most industrial complexes are located near urban centers [Source: The National Black Environmental Justice Network]. Data show that 71% of African Americans live in counties that violate pollution standards compared to 58% of the white population [The National Environmental Trust, [www.net.org](http://www.net.org)]. Asthma attacks send African Americans to the emergency room at three times the rates of whites [Keating & Davis, *Air of Injustice*, 2002, [www.cleartheair.org](http://www.cleartheair.org)]. A higher percentage of African Americans living in rural areas are also more likely to be negatively affected because of proximity to landfills and abandoned industrial sites. Children and older African Americans bear the brunt of this adverse situation.

Since HBCUs serve a large segment of the African American population from urban areas and inner cities, they should take a leading role in developing environmental studies programs and integrating such programs into the curricula. Drs. Collette Hopkins and Trevor Turner of Clark Atlanta University discussed these issues in their keynote paper at the 2002 Wiscasset Teaching Symposium [Association of University Leaders for Sustainable Future Publications, vol. 5, no. 2, May 2002]. They identified the lack of resources and a perception that the curriculum is already saturated as major factors preventing environmental studies from being a higher priority in the academic curricula of HBCUs.

Hopkins and Turner suggest a collaborative effort of faculty across disciplines, similar to the proposed MES program at KSU, to develop graduate environmental programs at HBCUs. In addition, they call for developing innovative organizational structures for the use of faculty time and finding creative ways of financing these

structures to foster collaboration between faculty members for success of these programs. The proposed program described in this document offers KSU an opportunity to take a leadership role in this emerging interdisciplinary field in the Commonwealth and among HBCUs.

An additional goal of the program is to provide courses and course-project activities that are oriented towards providing policy options and potential solutions to the community, adjoining communities, and the Commonwealth of Kentucky. It is also believed that the proposed MES program will complement the current Regional Stewardship initiative under development at KSU.

### **Needs Assessment:**

Two surveys were conducted in order to gauge interest in the proposed MES program. One survey was conducted to assess the demand for the program among state personnel working in the Kentucky Environmental and Public Protection Cabinet (EPPC), the Kentucky Transportation Cabinet (KYTC) and the Kentucky Department of Fish and Wildlife. This survey was conducted in March, 2008. The other survey involved middle and high school teachers who attended a week-long stream ecology workshop at KSU last summer. These groups were targeted due to the likelihood that they would enroll in the MES program.

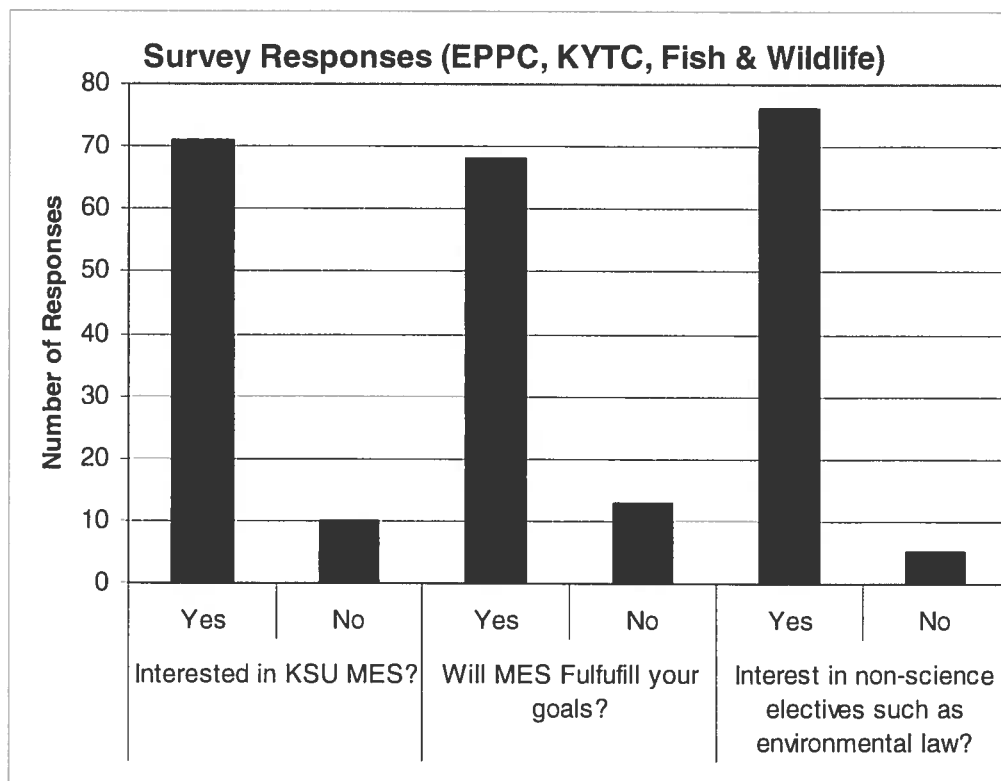
Our existing contacts in the three state agencies decided how to administer the state personnel survey. It was sent to all Frankfort area EPPC personnel through the Deputy Commissioner's office and to a select group of people in the KYTC and the Kentucky Department of Fish and Wildlife. The state personnel survey included an open-ended comments section following three questions:

1. Would you be interested in the KSU MES program?
2. Could a Master's in Environmental Studies help you fulfill personal/career goals?
3. Would you like to have non-science courses such as environmental law serve as electives for the MES program?

Eighty-one (81) responses from state personnel employees were received. In response to the first question, 87.6% indicated that they would be interested in the KSU

MES program. In response to the 2<sup>nd</sup> question, 84% indicated that the program would help them fulfill personal or career goals. Over 94% of the respondents expressed their desire to see non-science courses as part of the MES curricula. These results are summarized in table B1. All comments are compiled, verbatim, in appendix B1.

**Table B1**



Last summer, a collaborative partnership was developed with several middle and high schools to assist them in enhancing their existing school curricula by incorporating environmental education. The MES program proposal was presented to the teachers, and they were offered the following opportunity for feedback in their final workshop evaluation:

“KSU is planning to offer a new Master’s in Environmental Studies (MES) degree starting in Fall 2008. This will be an interdisciplinary program.

A) Please comment on the MES program.

B) Please indicate if you would be interested in the KSU MES program.”

Twenty-four out of thirty-nine respondents indicated that they would be interested

in the program. Many suggested that the program will attract more interest if it offers teachers an opportunity to complete a professional rank change. Some teachers also noted that a lack of science-related degree opportunities in the KSU region compels teachers seeking advancement to pursue graduate degrees in administration or counseling. Comments made by the teachers are included in appendix B1.

Based on the overwhelmingly positive response to the two limited surveys, it is believed that there will be a strong demand for the proposed KSU MES program. It is also anticipated that the program will have wide appeal among recent college graduates, including KSU graduates.

### **Recent Environmental Education Initiatives at KSU:**

Since 2002, KSU has been building experience in the area of environmental education teacher preparation. KSU is a member of the Kentucky University Partnership for Environmental Education (KUPEE), which serves as the “umbrella” organization for environmental education in higher education in Kentucky. As a result of a legislative mandate to establish a center for environmental education at each of the eight state universities in Kentucky, a center for the KSU service region in the state was initiated in 2002. The mission of the Center is to facilitate both in-service and pre-service teacher training in environmental education in KSU’s service area, to incorporate environmental topics into new and existing courses in departments across the campus, and to serve as an information clearing house.

Since 2002, KSU has offered eight teacher workshops in the areas of water quality, watershed modeling, and biodiversity. Some of these workshops were offered in partnership with Eastern Kentucky University (EKU), one of the eight KUPEE universities. Other partners in planning and delivering workshops have included the Land Grant research and agricultural extension side of KSU, the Kentucky Department of Education, and the Kentucky Department of Fish and Wildlife Resources. Resource materials were purchased for the teachers to take back to their classrooms, and other materials were provided by the Kentucky Division of Water, the Kentucky Department of Forestry, the Nature Preserves Commission, the local Conservation District, the Kentucky Environmental Education Council, and the Environmental Quality

Commission. Given KSU's location in the state capital, it has ready access to multiple partners for collaboration.

In an effort to institutionalize environmental education at KSU, the Center provided sixteen mini-grants to KSU faculty to enhance their existing courses and to create new courses with environmental topics. Faculty responded from a wide range of disciplines: Biology, Aquaculture, Computer Science, Literature (including a new course in nature writing), Geography, Sociology, Psychology, Speech, Journalism, the Visual Arts, and the Whitney Young School of Honors and Liberal Studies. Some of these enhanced courses are part of the General Education Core that pre-service KSU teacher candidates must take. Faculty from these disciplines will also be available to contribute to the MES program.

Another resource that KSU will bring to the proposed MES program and overall environmental education initiatives at the University is its newly acquired Henry County site for outdoor environmental learning. Located 15 miles north of Frankfort, the site, known as the Environmental Education Center (ECC), covers more than 300 acres of diverse natural habitats. This site is a location where K-16 teachers can bring their students to investigate environmental issues. While they are there, teachers will learn how to develop outdoor classrooms and use outdoor learning areas on their school grounds and in their neighborhoods. It is anticipated that schools in Franklin, Henry, and Owen County, and other surrounding counties in the KSU service area, will involve students in field trips and overnight camping activities at the EEC. Activities will include designing and maintaining an outdoor site, integrating environmental education across the curriculum, and integrating classroom learning with outdoor experiences. The KSU EEC is managed by the Land Grant Program ([www.ksuenvironmental.org](http://www.ksuenvironmental.org)). In an effort to extend experiences related to the site, the program has acquired a mobile classroom that can bring resource people and environmental exhibits to service-area schools.

**Admission Criteria:**

The interdisciplinary nature of the program will allow students with diverse undergraduate backgrounds to enroll in the MES program. All applicants (part-time and full-time) must meet the minimum standards for admission to graduate study at KSU.

Applicants should be aware that a student is admitted to a graduate program, not to graduate studies in general. It should also be noted that all entering students must have successfully completed a college algebra course as part of their undergraduate degree regardless of their major. The MES Graduate Admissions Committee will use the following criteria for admission considerations:

- Application form with a letter outlining the applicant's goals and career objectives. The application form can be found at the KSU website ([www.kysu.edu](http://www.kysu.edu)) or obtained from the KSU admissions office.
- Transcripts: Copies of all official transcripts must be mailed from the applicant's undergraduate institution directly to the Office of Graduate Studies, Kentucky State University, Frankfort, KY 40601.
- GRE scores: Official scores should be sent to the Office of Graduate Studies. It is the responsibility of the applicant to apply for and take the examination and have the test scores sent. GRE test dates, times, and fees can be confirmed at [www.gre.org](http://www.gre.org)
- Three letters of recommendation (professional and/or academic) mailed to the Office of Graduate Studies.

The following types of admission will be available to candidates for the MES program:

1. Regular: Criteria for this unconditional admission are
  - a. A complete application package including the application form, official transcripts, GRE scores, and letters of recommendation.
  - b. A baccalaureate degree from an accredited institution.
  - c. Satisfies course prerequisites for the MES program. To be specific, that is courses equivalent to KSU BIO 307 (Genetics) for ENV 545 and KSU BIO 101 (Life Science) and CHE 101 (General Chemistry I) for ENV 595. It should also be noted that all entering students must have successfully completed a college algebra course as part of their undergraduate degree regardless of their major.
  - d. An overall undergraduate grade-point-average of 3.0 (on a 4.0 scale).
  - e. A GRE minimum combined score of 1,000 (Verbal and Quantitative).
  - f. TOEFL score for international students (minimum score of 500).

2. Provisional: If an applicant is unable to provide all the necessary documents, but otherwise meets the admissions criteria, he/she may be granted provisional admission. Provisional admission may not be permitted for more than one semester and all credentials must be received before the end of the semester in which the student has registered. To move from provisional status to regular admission status, students must either meet all regular admissions requirements or complete 9 hours of graduate study with at least 3.0 GPA.
3. Non-degree: A non-degree status is allowed for students that wish to take graduate courses but do not intend to seek the MES degree. The student must hold a baccalaureate degree from an accredited institution with a minimum overall undergraduate GPA of 2.5 (on a 4.0 scale).

### **Graduate Student Recruitment and Retention:**

The interdisciplinary nature of the program will allow students with diverse undergraduate preparations to pursue the MES degree at KSU. It is anticipated that the MES program will attract students with backgrounds in physical or natural sciences or related fields, including earth sciences, social sciences, mathematics, or engineering.

In addition to traditional students, KSU expects to attract non-traditional students, particularly area science teachers who wish to pursue a master's degree in a related field. Graduates of this program are expected to hold positions as environmental professionals in government and in the non-profit and private sectors.

The first goal of the recruiting effort is to raise the visibility of the KSU MES program in the region, state, and around the nation. The MES graduate advisory council will develop a comprehensive plan for the recruitment, retention, and success of students in the program. The plan will identify the most cost-effective strategies from various approaches that are widely used for graduate recruitment and retention. One of the strategic goals of the recruitment plan will be to attract women and under-represented populations in the MES applicant pool. Most students graduating in one of the STEM areas do not pursue a graduate education. The KSU MES program should appeal to many STEM students seeking graduate educational opportunities in a related field. The program will also allow many KSU graduates to continue their pursuit of higher

education by enrolling in the MES program.

KSU fully recognizes the importance of publicizing the new program regionally and nationally, particularly among HBCUs. A draft program brochure has already been prepared and is submitted with this proposal as an attachment. Other advertising and promotional materials will include a program poster that will be distributed to all undergraduate institutions in Kentucky.

KSU plans to partner with other colleges and universities in Kentucky as well as the nation's HBCUs in order to insure the successful recruitment of well-qualified minority graduate students. It is recognized that these types of activities requires significant amount of time for interaction between KSU's faculty and target institutions. The core group of MES faculty is committed to this process. Plans are being developed to utilize every opportunity, including regional and national conferences and recruitment fairs, to highlight the KSU MES program. A web-site for the program will be created since the internet has proven to be one of the most popular and effective tools for recruitment. This is particularly important for recruiting at the national and international level.

KSU has made plans to enhance recruitment activities under the Commonwealth's 2020 strategic plan. The MES program will take advantage of several built-in collaborative efforts which can be utilized for recruitment purposes. The Kentucky Environmental and Public Protection Cabinet is one of the collaborating agencies for the capstone project component of the program. Students will be actively recruited from the Kentucky Transportation Cabinet. The program will be promoted particularly to these two state agencies, as well as other state and local agencies and school districts.

Once students are recruited into the program, successful retention will become an important primary focus. The KSU MES program has been designed to maximize the use of hands-on, guided inquiry-based, activity-oriented learning. It is believed that the use of this type of learning, which requires higher level of critical thinking and connecting with real-life problems, will assist the program's students to become more engaged and motivated to complete the program.

Like most graduate programs around the nation, KSU will not be able to attract qualified students to the MES program without a strong graduate assistantship program.

Recently, a USDA grant proposal seeking support for six graduate stipends (three per year for two years) was submitted and funded. The program requires the completion of the MES Student Team Project during their first year of study and completion of a Capstone Project during the second year. The USDA graduate stipend awardees will be selected by a MES stipend selection committee. Graduate stipend recipients will work 20 hours per week during their first year on the MES Student Team Project. Some students will be recent graduates while others will have been employed before seeking a graduate degree at KSU. Each team will have at least one faculty adviser to assist the team. A final written report will be completed and a formal presentation made at the end of the spring semester. Several examples of potential Student Team Projects are included in the program description.

The KSU MES program should also be attractive to some of KSU's education majors. Once the Kentucky Education Professional Standards Board (EPSB) adopts the proposed new guidelines for master's degree programs for rank change for teachers, the program director will explore the possibility of making the KSU MES degree compatible to EPSB requirements. It is highly possible that the MES program should pave the way to eventually seek and establish a master's in education degree at KSU.

Kentucky State University is located in Frankfort where one of the largest state government agencies, the Natural Resources and Environmental Protection Cabinet, has most of its offices. The Cabinet also has a large laboratory which is responsible for all water-quality monitoring for the entire state. It is anticipated that the KSU environmental studies graduate program will be able to serve the needs of the state government as well as regional private sectors. The State Central Environmental Laboratory can also serve as a site for internships for KSU environmental graduate studies students. This type of hands-on environmental laboratory experience will qualify graduates for challenges that await them following graduation.

#### **Other Environmental Studies Programs:**

Use of a multi-disciplinary approach outlined for the proposed program to address the needs of an interdisciplinary subject matter is not new. A number of environmental studies program are found around the country, including the nationally recognized

programs at Evergreen State University, Ohio University, Oberlin College, Middlebury College, the College of Charleston, and the University of Colorado at Boulder. The MES program being proposed at KSU is modeled after these programs and several others. However, as mentioned in the required resources section of this proposal, the KSU program is specifically designed to utilize the expertise of the existing personnel who make up the core faculty group.

No other college or university in Kentucky is offering a masters degree in environmental studies at this time. However, as the following table indicates, a number of Kentucky institutions do have some form of environmental focus in their curriculum.

**Table B2 Environmental Studies Programs in Kentucky**

<b>Institution</b>	<b>Degree</b>	<b>Type of program</b>
Berea College	BS	Natural Resource Management degree by the Sustainability and Environmental Studies Program
Eastern Kentucky University	BS	Earth Science/Teaching, Applied Ecology Option
	MS	Biology, Applied Ecology Option
	MPH	Master of Public Health, Environmental Health Option
University of Kentucky	BS	Sustainable Agriculture, College of Agriculture.
	Minor	Interdisciplinary Minor, Environmental Studies Program in the College of Arts & Sciences.
	PhD	Related Area: M.S. & Ph.D. in Geology by the Department of Earth and Environmental Sciences.
University of Louisville	BS	Applied Geography, Environmental Analysis Option
NKU	BS	Environmental Science, (interdisciplinary program)
Murray State University	BS	Conservation Biology degree by the Department of Biological Sciences
	MS	MS in Water Science, (interdisciplinary master's program)
	PhD	Environmental Biology
Georgetown	BS	Environmental Science

College		
Ky. Wesleyan College	BS	Environmental Science
Centre College	Minor	Environmental Studies minor open to all students.
WKU	MPH	Master of Public Health, Environmental Option

**Program Assessment:**

Using the concept of continuous assessment as outlined by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS), the MES graduate committee will establish formal assessment criteria for each of the program objectives. The goal of the assessment program will be to develop appropriate and quantifiable evaluation criteria for assessing the success of the program. At least one direct and one indirect assessment instrument will be used to assess each program objective. Student learning outcomes for each course found in the program will be carefully developed and used to promote program success. Both the MES graduate committee, as well as the program advisory committee, will use the assessment results to identify potential areas of concern with the program, and will recommend appropriate solutions. The program developers fully recognize the importance of continuous assessment, particularly for a new graduate program. By integrating the best assessment practices with the program following its initiation, it is anticipated that the MES program at KSU will be equated with other regionally and nationally recognized graduate programs in the field of environmental studies.

**The MES Curriculum and Degree Requirements:**

The Master’s in Environmental Studies program will be comprised of 36 credit hours, including 30 hours of coursework and 6 capstone project hours. It should be noted that the capstone project is typically less comprehensive than a traditional master’s thesis. Students interested in pursuing the master’s degree full-time should plan to spend about two years in residence.

The core curriculum deals with the interaction among environmental science and current environmental issues along with policy response. The electives and the capstone

project give students the opportunity to develop specialized expertise in an area of interest. A sample curriculum listing the core courses and the electives are presented below. Some of the MES electives have pre-requisites. Depending on their selection of electives, some students will have to take up to 12 credits hours of course specific pre-requisites. Detailed course descriptions are included in appendix B2. Additional courses will be developed in the future and will be added to the curriculum as elective courses, including a course in environmental law which will be developed in collaboration with EPPC personnel.

**KENTUCY STATE UNIVERSITY**  
**MASTER'S IN ENVIRONMENTAL STUDIES**

Suggested Curriculum

**TOTAL CREDIT HOURS: 36**

**First Year**

<b>Fall</b>	<b>Hours</b>	<b>Spring</b>	<b>Hours</b>
ENV 501 Intro to Env. Studies	3	ENV 503 Student Team Project	3
ENV 502 Pop & Community Eco.	3	ENV 509 Biostatistics	3
Elective*	<u>3</u>	Elective*	<u>3</u>
Total	9	Total	9

**Second Year**

<b>Fall</b>	<b>Hours</b>	<b>Spring</b>	<b>Hours</b>
ENV 699 Capstone Project	3	ENV 699 Capstone Project	3
ENV 511 Energy & the Envir	3	Elective*	3
Elective*	<u>3</u>	Elective*	<u>3</u>
Total	9	Total	9

**Core Courses (Total of 21 credit hours):**

- ENV 501 Introduction to Environmental Studies (3 cr. hr.)
- ENV 502 Population and Community Ecology (3 cr. hr.)
- ENV 503 MES Student Team Project (3 cr. hr.)
- ENV 509 Biostatistics (3 cr. hr.)
- ENV 511 Energy and the Environment (3 cr. hr.)
- ENV 699 MES Capstone Research Project (6 cr. hr.)

**\* Electives may be chosen from (Total of 15 credit hours):**

- ENV 508 Introduction to Geographic Information Systems
- ENV 513 Aquatic Ecology
- ENV 515 Environmental Ethics
- ENV 517 Environmental and Resource Economics
- ENV 595 Environmental Science & Bioremediation
- ENV 545 Molecular Techniques for Environmental Studies
- ENV 519 Sustainable Agriculture Systems

**Examples of Potential MES Student Team Projects (ENV 503):**

- Environmental Management Plan for KSU
- Training Modules for Invasive Plant Species
- Potential for Prairie restoration in Central Kentucky
- Frankfort Bikeways and Transportation
- Elkhorn Creek Biotic Inventory and Assessment
- A Plan for Recreational Development of Elkhorn Creek
- Frankfort Greenspace
- Development and Implementation of an EE Program for Frankfort and Environs
- Evaluation of Education Programs and Teaching Techniques Used by the Kentucky Department of Fish and Wildlife
- Environmental sustainability models for State and Local Governments
- University leadership models for campus carbon neutral initiatives
- Carbon emission assessment for Frankfort, Kentucky

**Capstone Research Project (ENV 699):**

The independent research capstone project would be designed in collaboration with an interdisciplinary advisory committee of two or three selected KSU

faculty/research members. KSU MES students will have the opportunity to select topics from a number of on-campus projects or work on existing specific problems with one of the state environmental agencies or develop new projects based on the new Henry County Environmental Education Center.

**Highlights of the Proposed MES Program:**

- The Kentucky State University MES program is an interdisciplinary program that will be open to students with a bachelor's degree, including non-science students who will also be accepted in the MES program after completion of some additional undergraduate courses. A customized course-work schedule will be prepared on a case-by-case basis for students entering the program from non-science disciplines. The interdisciplinary KSU MES program will serve a unique student niche in the Commonwealth.
- The interdisciplinary curriculum is designed to give graduates the ability to communicate effectively across traditional discipline boundaries, while fully developing specific areas of expertise. Students will have opportunities for in-depth learning and development of interdisciplinary expertise to understand and solve environmental problems.
- The MES degree requires the completion of 36 credit hours, including a 6-credit capstone project. Students can select electives from a wide range of existing courses in the social or natural sciences, or from new courses developed specifically for the environmental studies program.
- Graduates of the program should have challenging opportunities with state and local government agencies and private enterprises. The program will appeal to students seeking meaningful employment with a commitment to human values, and prepare them for a wide range of jobs and leadership opportunities. The MES program will also provide advanced educational opportunities for in-service science teachers and Kentucky EPPC, KYTC, Dept. of Fish and Wildlife personnel in the region as most of the courses will be offered in the evenings as well as online.

## Section C

### RESOURCES REQUIRED

The interdisciplinary field of environmental studies is a broad field of study that requires resources typically found in natural and social science programs including biology, chemistry, geology, agriculture, as well as programs in political science and economics dealing with policy matters. Fortunately, Kentucky State University has all the essential resources including personnel with the appropriate educational backgrounds and experiences to deliver the proposed curriculum. This section summarizes the resources available for the proposed program.

#### **Faculty:**

The biggest strength of this proposed MES program at KSU is a core faculty group with a broad spectrum of academic backgrounds and experience. Unlike other new programs where faculty members are hired to meet program needs, the proposed MES program was developed to maximize the expertise of individuals who already work at KSU as faculty members in different departments or Land Grant Program researchers. The diverse background of the chemistry and biology faculty as it relates to the MES program is complemented by faculty and research personnel from the Land Grant Program and other participating programs. The faculty expertise covers a wide spectrum of environmental issues including expertise in aquatic ecology, water quality, toxicology, resource economics, environmental ethics, waste management and land remediation. As part of the University Land Grant Program, KSU has an Agriculture and Aquaculture Research Center. It is anticipated that several members of the research staff will be able to make contributions to the environmental studies program. The program will promote collaboration between individuals from various departments and programs in an interdisciplinary area of common interest and form the backbone of the KSU MES program. At this time, the core group is composed of eleven individuals from the KSU Division of Mathematics and Sciences, the Land Grant Program, the Whitney Young School of Honors and Leadership Studies, and the Literature, Languages, and Philosophy

program. In addition, personnel from county and state agencies will be able to share their relevant expertise with the program's students under cooperative arrangements between KSU and the agencies. Some of the courses will be team-taught by KSU faculty and Kentucky Environment and Public Protection Cabinet (EPPC) professionals as guest lecturers. Based on the proposed curriculum, KSU is not seeking any new faculty members. However, it is anticipated that other existing qualified KSU faculty members from various parts of the university will join the MES program at a later time. A short biographical sketch of the core faculty members outlining their academic backgrounds as well as their teaching and research experience as it relates to the proposed MES program is presented in Appendix C1.

### **MES Core Faculty Members**

#### Division of Mathematics and Sciences:

Tamara Sluss  
TS Kochhar  
Kazi Javed

#### Land Grant Program:

Mike Bomford  
Kirk Pomper  
George Antonious  
John Sedlacek

#### Aquaculture Program (Land Grant):

Sid Dasgupta

#### Literature, Languages, & Philosophy:

George Shields

#### Whitney Young School of Honors & Liberal Studies:

Ron Mawby  
Tom McPartland

### **Office Staff:**

To maximize resource efficiency, this interdisciplinary program utilizes a multi-disciplinary approach to administration, taking advantage of administrative support from the three participating departments and the Land Grant Program. In addition, support staff associated with the KSU Environmental Education Center will coordinate some field activities. The program coordinator will work as a liaison between the department chairs, deans, and the director of graduate studies to facilitate communications between

the areas. A full-time administrative assistant will be hired for the program.

**Library Resources:**

Our library resources are considered adequate for existing KSU graduate and undergraduate programs. Over the last five years, the KSU Blazer Library has added a substantial number of books on environmental topics as part of the campus-wide environmental education improvement plan. The KSU library also works in close collaboration with the Kentucky Virtual Library. A listing of KSU's environmental books and catalogued items are presented in Appendix C2. The Blazer library also has online access to numerous journals.

**Computer and Laboratory Facilities:**

Adequate computer facilities are available in the participating departments and the Land Grant Program. In addition to existing departmental computer facilities, students will be able to take advantage of the recently established state-of-the art Geographic Information System (GIS) computer laboratory located at the co-op extension building. Students in the program will also take advantage of the existing laboratory facilities in the division of mathematics and sciences, the aquaculture department, and the Land Grant Atwood Research building. In addition, some of the capstone project studies will be conducted in collaboration with the central laboratory of the Environmental Protection Cabinet and the Transportation Cabinet environmental services laboratories. These facilities will allow students to choose from a wide range of project topics.

**Current Environmental Funding and Future Opportunities:**

The environmental initiatives outlined in the previous section have been primarily funded by external grants that the KUPEE Center for Environmental Education has been receiving for the past several years. The funding agencies include the U.S. Department of Education (through Murray State University) and the Kentucky Environmental Education Council (KEEC). Recently, KSU was awarded two USDA Capacity Building grants (approximately \$400,000) which provided the necessary funding for the development of the aquatic ecology and the environmental science and bioremediation

courses. These two courses are being proposed as two of the core courses for the MES program. The new KEEC grant (\$121,000) will support development of an environmental education endorsement as an option for KSU's education majors similar to the computer science teaching endorsement that is already in place in KSU's education program.

The MES program will allow KSU to seek additional external funding from a number of agencies. It will also allow KSU to collaborate with the other universities pursuing similar goals by offering courses and seeking grant opportunities with the University of Kentucky Tracy Farmer Center for the Environment and the University of Louisville Institute for the Environment and Sustainable Development. Since the initial draft of this MES proposal was written, KSU submitted and received another USDA Capacity Building grant (\$200,000) for the MES program for the 2008-2011 funding cycle. Graduate research/teaching assistantship funding opportunities are also available in this emerging area from a number of agencies, including the US Environmental Protection Agency (EPA).

**Graduate Assistants:**

In light of renewed international and national focuses on energy and environmental issues, more resources are being allocated by funding agencies in the field of environmental studies and related research areas. The MES program plans to take full advantage of all potential funding sources and compete for these resources to strengthen the program. Specifically, there are plans to secure funds for program graduate assistants from the US Department of Agriculture, the National Science Foundation, and the US EPA. It is anticipated that some of the MES graduate students will work with program faculty on externally funded individual and collective research projects. The KSU Land Grant Program will support two graduate assistants for the program who would work on the KSU Environmental Education Center in Henry County. Overall, it is anticipated most of the full-time students enrolled in the program will receive some form of graduate assistantships.

**Summary of Estimated Enrollment, Revenue, and Expenses:**

**I. ESTIMATED ENROLLMENT (Upon which the program budget is developed)**

Project the full-time and part-time headcount enrollment of students in the proposed program for the fall semester of each of the first four years

**Projected Student Enrollment**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
Full-time Headcount Enrollment	10	20	25	30
Part-time Headcount Enrollment	10	20	20	20
Total Projected Enrollment	20	40	45	50

**II. AMOUNT AND SOURCES OF REVENUE**

1. Tuition and Fees	\$122,075.00	\$244,150.00	\$284,437.50	\$324,725.00
2. Internal Reallocations	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00
3. Other (specify)				
Total Revenue	\$222,075.00	\$344,150.00	\$384,437.50	\$424,725.00

**III. ESTIMATED EXPENSES**

A. Personnel	\$120,000.00	\$130,000.00	\$140,000.00	\$150,000.00
B. Operating Costs	\$30,000.00	\$32,000.00	\$35,000.00	\$38,000.00
C. Capital Costs	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
Total Expenses	\$160,000.00	\$172,000.00	\$185,000.00	\$198,000.00

**SUMMARY:**

<b>PROJECTED REVENUE</b>	\$222,075.00	\$344,150.00	\$384,437.50	\$424,725.00
<b>PROJECTED EXPENSES</b>	\$160,000.00	\$172,000.00	\$185,000.00	\$198,000.00
<b>DIFFERENCE</b>	\$62,075.00	\$172,150.00	\$199,437.50	\$226,725.00

### **Budget Justification:**

The revenue/expense analysis is based on several assumptions. They are:

- 1) No new faculty will be needed for the program.
- 2) Tuition and fees revenue is based on full-time students taking 9 credit hours and part-time students taking 6 credit hours per semester. It also assumes that 75% of the full-time students will be in-state and 25% will be non-residents.
- 3) Internal reallocation amount reflects a portion of the \$500,000 annual KSU share of the Higher Education Reauthorization and College Opportunity Act of 2008 which provides funding to HBCUs to expand their graduate programs.
- 4) Personnel expenses are calculated based on four courses being offered each semester by faculty with an average salary of \$60,000 dedicating 25% time towards the program.
- 5) Operating costs includes one full-time office assistant and capital costs include books, journals, and other program related resources.

### **Cost Effectiveness/ Feasibility Analysis:**

As noted earlier, the proposed MES program is a collaborative partnership between KSU's Division of Mathematics & Sciences, the Land Grant Program, the Honors Program, and the Kentucky Environmental and Public Protection Cabinet. To maximize resource efficiency, this interdisciplinary program utilizes a multidisciplinary approach by taking advantage of administrative support from the three participating departments and the Land Grant Program. In addition, support staff associated with the KSU Environmental Education Center will coordinate most field activities. The program coordinator will work as a liaison between the department chairs, deans, and the director of graduate studies to facilitate communications between the support offices. The program will promote collaboration between individuals from the various departments and programs in an interdisciplinary area of common interest which forms the backbone of the KSU MES program. At this time, the core group is composed of eleven individuals from the collaborating departments and programs.

Some of the capstone project studies will be conducted in collaboration with the central laboratory of the Environmental Protection Cabinet and the Transportation

Cabinet environmental services laboratories. These facilities will allow students to choose from a wide range of project topics.

The same collaborative approach will be used in every aspect and phase of the program including recruitment activities. It is strongly believed that the MES program can not be developed without this multidisciplinary approach. This approach also allows KSU to maximize the use of all existing research and laboratory facilities in the participating programs. The KSU Land Grant Program has a fully developed recruitment plan, and the MES graduate committee will collaborate with them in order to maximize efforts and reduce travel expenses. The use of the internet will be maximized in order to publicize the program and to reduce overall recruiting costs.

Based upon the interest expressed in the recently completed survey (section B) for the proposed program in the Frankfort area alone, a conservative estimate of student in the program would be about fifty. If only four courses are initially offered each semester with an enrollment of 15 to 20 students, the program would generate additional revenue for KSU. Graduate programs are inherently expensive. However, the proposed program will not require hiring of any new faculty and KSU has the necessary infrastructure for the program including computer and laboratory facilities.



## Section D

### The Key Indicators of Progress toward Postsecondary Reform

#### The Five Questions Posed by CPE

In order to assess the impact of the proposed program on higher education in the Commonwealth, CPE mandates that the following five questions be addressed. In this section the questions (in italics) are listed and followed by KSU's response to the questions.

*1. Are more Kentuckians ready for postsecondary education (Masters program level)?*

- *What preparation (e.g. math, science, foreign language, specific skills and knowledge) is required for entrance into the program?*

- The Kentucky State University MES program is interdisciplinary in nature. By design, the program will allow students with diverse undergraduate academics preparation to pursue the proposed master's degree. In order to be admitted to the program, applicants must have a bachelor's degree and complete all admissions requirements as described in pages 13-15. Students with a bachelor's degree in any of the traditional STEM areas, to include all areas of physical and biological sciences, engineering (chemical, mechanical, electrical, civil, material, nuclear), mathematics, and technology, as well as other areas such as geology, psychology, agriculture, and forestry will be able to pursue the program without completing any undergraduate prerequisite courses. Depending on their background, non-science students will be required to take some additional undergraduate courses before they are formally accepted in the MES program. A customized course-work schedule will be prepared on a case-by-case basis for students entering the program from non-science disciplines. In order to be admitted to the program, applicants must have a bachelor's degree and complete all admissions requirements as described in page 13.

- *Detail arrangements with lower level schools to ensure adequate preparation of entering students.*
  - Applicants to the KSU MES program are expected to have a diverse undergraduate academic background. Graduates of any accredited college or university should be able to pursue the proposed MES degree.

## **2. Are more students enrolling?**

- *Document the need and demand for the program. How many students will be drawn from other majors?*
  - The traditional farming and mining-based economic structure of Kentucky is changing quite rapidly due to a number of factors. As alternatives are sought for tobacco farming for people who have depended on such practices for generations, not only current job opportunities in technology oriented sectors but also on future job market scenarios need to be considered. Efficient use of current energy sources and exploration for alternative energy sources will constitute a major segment of the future job opportunities and challenges. Kentucky is blessed with substantial coal reserve. Exploration of this major domestic energy source and at the same time minimizing its environmental impact in terms of degradation to land, water, and air quality will require highly trained scientists and engineers as well as graduates with broader understanding of the complex interrelated issues. The KSU MES program will attract not only traditional graduate students, it will open the door for adult learners and other professionals who might choose to take advantage of the new opportunities and challenges mentioned above. This program does not duplicate any existing program in the Commonwealth. The KSU MES interdisciplinary program will serve a unique niche of potential students. Results of the needs survey have been discussed in Section B of this proposal.
- *Detail plans for student recruitment (include specific plans to attract non-traditional students, including minorities, and to address gender related issues.)*

- Kentucky State University has made plans to enhance recruitment activities. The proposed MES program will reap some of the benefits of these university sponsored efforts. In addition, the MES program will take advantage of several built-in collaborative efforts which can be utilized for recruitment purposes. The Kentucky Environmental and Public Protection Cabinet is one of the collaborating agencies for the capstone project component of the program. Other collaboration efforts with the Kentucky Transportation Cabinet are being developed. The program will be promoted particularly to these two state agencies as well as other state and local agencies.
- Recently KSU formed an environmental education collaborative partnership with regional middle and high schools with funding from the U.S. Department of Agriculture. Interaction with these teachers, as well as the survey results, indicates that many of the area science teachers would be interested in the MES program.
- The interdisciplinary nature of the program will allow many KSU graduates to continue their pursuit of higher education by enrolling in the MES program.
- *Provide a statement of your institution's EEO status and plans.*
  - Kentucky State University is the only HBCU in the Commonwealth. Diversity is one of KSU's biggest strengths. This diversity is reflected in the makeup of the University's faculty and staff. A summary of the faculty and student composition based on their ethnic background is listed below:

<u>Faculty</u>		<u>Students</u>	
Black Men:	29	African American:	63%
Black Women:	16	White non-Hispanic:	30%
White Men:	45	Other:	7%
White Women:	30	Male:	44%
Others:	17	Female:	56%
Total faculty:	137	Total students:	2,500

### **3. *Are more students advancing through the system?***

- *What is the anticipated time-to-graduation for full-time and part-time students entering this program?*
  - As projected in the curriculum ladder, full-time students should be able to complete the program in three to four semesters. Students requiring additional undergraduate courses will require one or two extra semesters depending on the number of extra courses they have to complete. Part-time students should be able to complete all the requirements of the program in approximately three years.
- *Describe your plans for collaborating with other institutions for offering this program. Why is it necessary that your institution offer the program?*
  - KSU's involvement in the Kentucky University Partnership for Environmental Education (KUPEE) through the Kentucky Environmental Education Council of KDE over the last several years was a key motivating factor in developing the MES program. It is advantageous to continue to collaborate with the KUPEE group, which includes all eight of the Commonwealth's public universities. Collaborative partnerships between the MES program personnel and faculty conducting environmental research at the two research universities of the Commonwealth, the University of Kentucky and the University of Louisville, are being planned. The program plans to establish formal research/teaching collaborative arrangements with the UL Kentucky Institute for the Environment and Sustainable Development (KIESD), the UK Center for Applied Energy Research (CAER), and the EKU Environmental Research Institute. The close proximity of these institutes will allow KSU to explore joint research projects and faculty to team teach some courses.
  - The liberal arts mission of Kentucky State University combined with its land grant mission and the geographic location of KSU at the center of state government activities in Frankfort will allow the University to take a leadership role in the emerging field of environmental studies. The KSU

MES program could be an important component in linking knowledge to action for sustainable development plans and the long-term well being for Kentuckians.

- The MES program will collaborate with a number of state government agencies including the Environmental and Public Protection Cabinet, Kentucky Transportation Cabinet, and the Kentucky Fish & Wildlife Department. The capstone project of the program can be conducted based on specific topics or issues related to these agencies. In addition, personnel from these agencies with specialized expertise will be invited to make presentations to the appropriate courses and seminars.
- *List the other Kentucky institutions offering similar or related programs at this or other levels.*
  - At this time no other private or public institutions of higher education in the Commonwealth are offering a Master's in Environmental Studies degree. However, several institutions have programs leading to a minor or certification, primarily at the undergraduate level. A detailed snapshot of various related programs around the Commonwealth is presented in Table B1.
- *Describe arrangements for transfer and articulation into and from this program. Provide information about completed, signed articulation agreements.*
  - Kentucky State University recently completed a transfer articulation with BCTC for transfer of undergraduate students. Similar articulation arrangements with other area community and technical colleges in the KCTCS system are under development. Articulation agreement with institutions where undergraduate environmental studies or similar programs are offered will be initiated.
- *What plans are in place for delivering this program through the Kentucky Virtual University and other distance learning technologies?*
  - Most of the courses listed for the MES program (detailed in the program description section) are amenable to delivery through the Kentucky Virtual University. Plans are being developed to offer as many of these

courses using the KYVU on-line platform as possible. However, it should be noted that some of the courses and the capstone project may not be fully compatible for such delivery mode because of their hands-on component. The program coordinator will continue to work with program faculty to explore various delivery options. Kentucky State University is in the process of establishing a pod-casting learning environment using Really Simple Syndication (RSS) platform as part of the iTunes U project, and this media will be used to enhance the delivery capabilities of the program.

- In order to accommodate state employees who might be interested in the program, classes will be offered in the evenings. As outlined in the program description section, employees who are interested in creating their capstone project based on their job functions will be able to do so at a remote site and interact with their project advisor electronically.
- The program will use Blackboard to “web-enhance” the courses which will facilitate teacher student interaction and augment course materials electronically.

4. *Are we preparing Kentuckians for life and work?*

- *How does the program prepare Kentuckians for life and for work?*
  - A number of scientific studies have highlighted the concerns and issues as it relates to global climate change. The recently published Intergovernmental Panel on Climate Change (IPCC) group has summarized the overall situation in three reports. The three reports are titled: 1) “The Physical Science Basis”, 2) “Impacts, Adoption, and Vulnerability” and 3) “Mitigation of Climate Change”. It is believed that these studies and documents can serve as important guidelines and assist in the formulating of future development plans. This type of planning is considered essential for the long-term well being of all Kentuckians. As national policy makers analyze the severity of the situation and develop action plans, Kentucky must prepare itself to place its future on a

sustainable economic foundation. The MES program must prepare leaders and policy makers who will have the necessary understanding of these complex issues. The KSU MES program will facilitate development of professionals right here at the center of Kentucky's legislative and executive activities.

- *What are the accreditation expectations for this program?*
  - Environmental Studies programs are not accredited by any national agency at this time. However, since the KSU MES program is modeled after several nationally recognized environmental studies program, accreditation for the MES program will be sought when such a body is formed. The program involves multiple disciplines to focus on the interdisciplinary field of environmental studies. Each of the KSU programs involved in the makeup of the MES program are expected to meet all SACS accreditation requirements.
- *Are there licensure requirements for graduates of this program?*
  - There are no specific licensure requirements for graduates of this program. However, some of the graduates might choose to obtain specific additional certificates or licenses depending on their job requirements.
- *What are the projected degree completions?*
  - It is anticipated that over 70% of the candidates will complete the program, which is typical for Master's degrees around the nation.

**5. *Are Kentucky's communities and economy benefiting?***

- *Describe external advisory groups involved in the development of this program (e.g. disciplinary groups, community, government, business, labor interests).*
  - Recently, a collaborative partnership with area school teachers to incorporate or enhance environmental education in their existing school curriculum was developed. This US Department of Agriculture-funded project gave the program developers the opportunity to seek input from the 42 teachers participating in the project. This group provided critical input to the development of this proposal and the program curriculum.

- Meetings with the Kentucky Environmental and Public Protection agency, led by the Deputy Secretary of the area, were held. The program developers also met with officials from the Kentucky Transportation Cabinet. As outlined in the program description, both of these cabinets will collaborate with the capstone research project component of the MES program. A formal external advisory group will be formed once the program is approved.
- *What are the employment expectations for graduates? Document the contributions of the program to current workforce needs within the state.*
  - Graduates of the program should have challenging opportunities with state and local government agencies as well as private enterprises. Based on the responses from KSU's summer teacher's environmental education workshop, it is anticipated that in-service teachers will seek advanced educational preparation through this interdisciplinary program.
  - The collaborative partnership with state government agencies (particularly EPPC and KYTC) should result in personnel from these and other agencies taking advantage of the program to advance their careers.
  - As an HBCU, it is expected that the MES program will enroll a high percentage of underrepresented minority students. These graduates should alleviate the Commonwealth's workforce diversity concerns to some extent.
- *What other benefits to Kentucky's community and its economy will the program provide?*
  - Kentucky has one of the highest sprawl rates in the country. Everyday Kentucky is losing substantial portions of its natural heritage to unsustainable growth practices. The proposed MES program will produce graduates who can provide critical leadership in improving the overall quality of life for all Kentuckians by incorporating best practices of smart growth as the needs and demands of growing demographics are addressed.
  - Mandated by the CPE, all six of the Commonwealth's comprehensive universities have initiated regional stewardship activities. The MES

program will allow KSU to enhance its stewardship efforts. As outlined in the program description of this proposal, all MES students will take a Student Team Project which is intended to foster the concept of stewardship for all graduates of the program.

- The possibility of adding another option for the MES program under the “Professional Science Master’s (PSM)” initiative will be explored. The PSM option will require MES students to acquire additional skills in business management and communication. There are plans to develop the necessary collaborative arrangements with these departments to create the PSM option in the near future.
- If the program is approved, plans will be developed to seek external funding to build a “green structure” at the KSU Environmental Education Center in Henry County. The site has the potential to become a nationally recognized environmental center which could be used as a outdoor classroom as well as a environmental research center for K-16 programs in the area.

