

November 17-18, 2022

From: Deputy Commissioner Brock Tessman
To: Board of Regents

Please see below for an executive overview of the Request to Plan items that are being proposed for your review and action at the November 2022 meeting of the Board of Regents. These items have been submitted by the campuses and reviewed by the Chief Academic Officers of the Montana University System and community colleges. OCHE staff has reviewed the items and provided a short analysis below relying on information submitted by the campuses. For more information and specific details on each item, please see the supporting documentation included on the Academic, Research, and Student Affairs Committee agenda.

Montana State University Bozeman

Request to Plan to Reorganize the Department of Health and Human Development under the College of Education, Health and Human Development

The Department of Health and Human Development in the College of Education, Health and Human Development will be divided into three departments (1) Department of Food Systems, Nutrition and Kinesiology, (2) Department of Human Development and Community Health and (3) Department of Counseling. The reorganization from one department to three, would increase awareness of the departments individual offerings throughout the enrollment process, create clear identities when establishing partnerships with industry, and provide clarity for current students throughout advising and academic support.

The reorganization will require one-time only funds to support the departments through the transition and one new FTE that would provide administrative support to the three new departments.

Request to Plan for a Bachelor of Science in Economics: Option in Environmental Economics and Policy

This plan requests an additional option for the BS in Economics. This option within Economics would provide students with foundations in economics and would instruct students in economic theory and principles to the analysis of environmental and natural resource policy issues.

This option would support the ongoing changes and regulatory requirements found throughout the energy sector. While large amounts of growth were seen from 2015-2018, Bureau of Labor statistics continue to forecast an 8% growth rate from 2020-2030 for environmental scientists and a 38% increase for environmental economists. In addition to growing labor demand, IPEDS reports that student interest in Environment and Natural Resource Policy has doubled since 2009.

While many neighboring institutions outside of Montana offer similar programs, there are currently no undergraduate degree programs in environmental/natural resource economics offered in the state of Montana.

Great Falls College Montana State University

Request for authorization to Plan an Associate of Applied Science in Early Childhood Development

Currently the region does not offer a face-to-face option for individuals to earn credentials in the field of early childhood education. The proposed program includes stackable credentials beginning

with a Certificate of Technical Studies in Early Childhood Education, leading to a Certificate of Applied Science in Early Childhood Education, and then the proposed Associate of Applied Science in Early Childhood Education. The curriculum is designed to also articulate to the Bachelor of Science in Teaching and Learning in Early Childhood from the University of Montana Western.

According to O*Net data the field is expected to grow 18% nationally from 2020-2030 and 6% in Montana from 2018-2028. Additionally, as a result of the COVID-19 pandemic, a higher-than-expected shortage of preschool teachers exists. Emsi predicts the number of jobs in Montana for this sector to increase from 1,569 in 2022 to 1,998 in 2032, a 27.3% increase. The average annual wage for these graduates is \$29,370.00.

Resources needed for the program are minimal, as the program will be developed through current faculty who are licensed and credentialed. There is a potential for increased adjunct faculty support.

Efforts were made to align curriculum with Flathead Valley Community College and Dawson Community College, while also aligning program offerings to articulate with University of Montana Western's Bachelor of Science in Teaching and Learning in Early Childhood.

Request for authorization to Plan a Certificate of Applied Science in Early Childhood Development

The proposed program imbeds a stackable credential of Certificate of Technical Studies in Early Childhood Education that leads to the proposed Certificate of Applied Science in Early Childhood Education, and then can be mapped to the previously mentioned Associate of Applied Science in Early Childhood Education. The curriculum throughout the credentials is designed to also articulate to the Bachelor of Science in Teaching and Learning in Early Childhood from the University of Montana Western.

The Certificate of Applied Science in Early Childhood Education prepares individuals for immediate employment in childcare centers and other early childhood education locations. The degree includes coursework required by the Montana Department of Health and Human Services.

This program would utilize existing resources at Great Falls College.

Request for authorization to Plan an Associate of Applied Science in Technical Studies

The proposed Technical Studies program will differ for each student. Individualized plans of study will be developed to meet student career goals. The proposed program is designed for students who can articulate a specific career objective, would benefit from the combination of associate degree courses from two or more discipline areas, and are seeking academic credit for work and/or other experience related to a specific career goal. Participants must have completed a high school diploma or equivalency and clearly articulate their own career goals and what they need to get there. A minimum of 25 percent of technical studies course requirements must be earned at Great Falls College.

At Great Falls College general studies courses are required along with the technical skills classes as the intention is to provide opportunities to prospective students who have some credits, work or military experience or are apprentices to earn an associate degree. Future opportunities to collaborate among the Montana University System colleges would be consistent in awarding credit for prior learning and establishing a centralized process and procedure to transcript the credits in accurate discipline areas.

The proposed program also fits well with the Purpose, Plan, and Path initiative at Great Falls College.

University of Montana Missoula

Request for authorization to Plan a Bachelor of Arts in Criminology

The proposed plan would replace the current the Bachelor of Arts in Sociology with a Criminology emphasis and would create a separate BA in Criminology. The program would be offered in-person and online. BA of Sociology would also continue. Demand for a BA in criminology remains high at UM. Sociology has been and continues to have one of the highest levels of student enrollment, with over 2/3 of students in sociology declaring a criminology emphasis. This mirrors national trends of students interested in pursuing degrees in criminology.

Labor market statistics point to an increase in demand with a 26.8% regional growth for criminology graduates and an 18.9% growth nationally. The job outlook for sociologists, which include criminologists, is projected to grow by 4% between 2019-2029 (US Bureau of Labor Statistics) The median salary is \$86,000 annually. However, salary amounts vary significantly based on educational attainment, certifications, specializations as well as where the position is located (private, public).

Request for authorization to Plan a Bachelor of Music in Composition: Popular and Commercial Music

The proposed plan for a Bachelor of Music Degree in Composition: Popular and Commercial Music would ensure that composition students graduate with the necessary skills to thrive in the contemporary music industry. This track will prepare students with essential musical, technical, and entrepreneurial skills that will enable them to join a workforce that is currently underserved in both the Missoula community, state, and region. O*Net projects an 8% growth for Montana in music composition for 2020-2030.

This new degree track would require the equivalent of two additional full-time faculty members at Lecture Rank or above. Additionally, a full-time staff member may be considered to support program growth. Many courses will be shared between the different schools/degrees of University of Montana's School of Music and will be taught by the same professors.

Request for authorization to Plan a Minor in Sport Psychology

This proposed minor would be a multidisciplinary effort supported by the School of Integrated Physiology and the Department of Psychology. Both areas have high student enrollment and there has been increased interest in the current offering of Sport Psychology. Currently no other institutions across the MUS offer a minor in sport psychology.

Request for authorization to Plan a Center for Cybersecurity Workforce, Innovation and Rural Policy

The Center for Cybersecurity Workforce, Innovation, and Rural Policy includes cybersecurity workforce certificates, and the associate of applied science and Bachelor of Applied Science degrees. The program, established in 2017, has expanded its cybersecurity workforce education impact across Missoula College through the proposed Bachelor of Science degree. The Center will provide a place to further expand the State's cyber defense posture by establishing a Rural Cybersecurity Policy Institute, a Security Operations Center (SOC), and a hackerspace. The Rural Cybersecurity Policy Institute will serve public institutions by providing policy guidance and a space to practice policy through hands-on learning.

Qualified cybersecurity professionals continue to be in high demand in Montana and across the Nation. According to CyberSeek, over 700,000 open positions exist in the national workforce, while in the State of Montana over 1,000 positions are currently vacant. According to Bureau of Labor Statistics these positions provide average annual salaries at \$102,600.

Statewide collaborations for this work, including MUS institutions and Montana Tribal Colleges, have been established with faculty using a Communities of Practice (CoP) model.

Request for authorization to Plan a Multi-Disciplinary BA in Entrepreneurial Arts, Media and Design

The Multi-Disciplinary BA in Entrepreneurial Arts, Media, and Design is structured to serve professional trends in the Arts and Culture marketplace. Goals of the design include providing

entrepreneurial degrees that ensure flexibility in student choice while highlighting career-ready skills, experiential learning, and other high-impact learning practices. This degree path would provide an educational pathway for Montana students who wish to stay in Montana to work in film, tourism, and entertainment industries, as well as those who wish to pursue careers out of state.

The proposed BA is collaborative by design. It aligns well with established programs such as the Certificate in Entertainment Management offered by the College of Business and the recently approved Certificate in Creative Entrepreneurship which is housed in the College of the Arts and Media (CAM).

Much of the needed curriculum and course offerings are currently in place. While no additional faculty or facility improvements would be required to launch this degree, additional staff will be required for professional advising and coordination of internships. Extra compensation for faculty or staff to mentor integrative capstones for students may also be required.

Request for authorization to Plan a Health Enhancement Program

The proposed program brings the Health Enhancement program that was placed into moratorium due to budget constraints and host program (formerly HHP) to be realigned within the University of Montana. The current proposal is a collaboration between Integrative Physiology and Athletic Training (College of Health) and the Teaching and Learning program (College of Education).

There is significant need within the state/MUS to increase the number of Health Enhancement graduates to fill needs in K-12 schools, particularly in rural school systems. In addition, many of these instructors often fill vacant coaching roles.

No significant resources are needed to re-launch the program. There are several other Health Enhancement programs across the MUS.

University of Montana Western

Request for authorization to Plan a B.S. in Natural Resource Science

The Environmental Sciences Department at the University of Montana Western offers B.S. degrees in Environmental Science and Environmental Sustainability. Both programs have several option choices for students. Data shows that the Sustainable Natural Resource Management option is the most popular option and has the best job placement. As a result, UM Western has proposed to elevate this option to the B.S. level. The proposed degree was informed by faculty expertise, evaluated by professional partners, and supported by students.

The proposed degree updates UM Western's degree title and curriculum to reflect trends and remain competitive in academia and industry. The new degree is a combination of coursework taken from current UM Western degrees and therefore requires no significant resources.

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-2012-R1122

ITEM NAME: Request for authorization to Plan a Bachelor of Science in Economics: Option in Environmental Economics and Policy

OCHE ANALYSIS

Labor market outlook	While many job listings in this area request more advanced degrees, MSU discovered that many students in the region choose that path. Additionally, with an aging state workforce, O*Net is projecting a 38% increase for employment in environmental economics with an average annual salary of \$80,000.			
Related programs / centers / institutes	There are currently no undergraduate degree programs in environmental/natural resource economics offered in the state of Montana.			
Budget Impact	x	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
	The proposed option requires two additional courses in the curriculum. These are already being taught through the Environmental Economics and Policy Curriculum. The department assess that no additional resources will be needed.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-2013-R1122

ITEM NAME: Request to plan to Reorganize the Department of Health and Human Development under the College of Education, Health and Human Development

OCHE ANALYSIS

Labor market outlook	The reorganization will contribute to greater name recognition and identification for each new unit and enhance community partnerships and engagement.			
Related programs / centers / institutes	N/A – While other institutions across the MUS have Health Human Development related areas, as well as Colleges of Education, this proposal is for a reorganization rather than a new program, center or institute.			
Budget Impact	X	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
	The reorganization will require one-time only funds to support the departments through the transition and one new FTE that would provide administrative support to the three new departments.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-2901-R1122**ITEM NAME:** Request for authorization to plan an Associate of Applied Science in Early Childhood Education**OCHE ANALYSIS**

Labor market outlook	According to O*Net data, the field is expected to grow 18% nationally from 2020-2030 and 6% in Montana from 2018-2028 with the average wage of \$29,000. Additionally, Emsi predicts the number of jobs in Montana for this sector to increase from 1,569 in 2022 to 1,998 in 2032, a 27.3% increase.				
Related programs / centers / institutes	University of Montana Western - Bachelor of Science in Teaching and Learning in Early Childhood Flathead Valley Community College - Associate of Applied Science in Early Childhood Education. Dawson Community College - Certificate of Applied Science and Associate of Applied Science in Early Childhood Education				
Budget Impact	X	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget	
CAO discussion and follow-up	The program would be developed and offered with existing faculty and staff who are appropriately credentialed and licensed.				
ARSA/BOR comment and direction for Level II proposal					

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-2902-R1122**ITEM NAME:** Request for authorization to plan a Certificate of Applied Science in Early Childhood Education**OCHE ANALYSIS**

Labor market outlook	There is a high need for quality early childhood providers. Northcentral Montana has a need for early childhood care providers. Access to quality childcare was identified as one of the top two concerns of Cascade County in a recent community survey conducted by the United Way of Cascade County and its community partners. Graduates in this area can expect to make approximately \$29,000 annually.					
Related programs / centers / institutes	Flathead Valley Community College - Associate of Applied Science in Early Childhood Education. Dawson Community College - Certificate of Applied Science and Associate of Applied Science in Early Childhood Education					
Budget Impact	X	LOW • Only incidental costs		MEDIUM		HIGH • substantial commitment of resources relative to institutional budget
CAO discussion and follow-up	Program would be developed through current faculty at Great Falls College.					
ARSA/BOR comment and direction for Level II proposal						

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-2903-R1122

ITEM NAME: Request for authorization to plan an Associate of Applied Science in Technical Studies**OCHE ANALYSIS**

Labor market outlook	As the program creates individualized career pathways for each student, the labor market outlook is challenging to measure. However, this will provide students with a quality credential that should allow for increased employment earnings and placement, while providing a foundation for students who may want to complete a bachelors degree.			
Related programs / centers / institutes	Dawson Community College – Technical Skills			
Budget Impact	X	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
	No new financial, staff or facility resources are needed. No new curricula need to be developed. A new procedure to award credit for prior learning will be developed along with a process for assisting students in developing their plans.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1001-R1122

ITEM NAME: Request for authorization to Plan a Bachelor of Arts degree in Criminology**OCHE ANALYSIS**

Labor market outlook	Labor market statistics point to an increase in demand with a 26.8% regional growth for criminology graduates and an 18.9% growth nationally. The job outlook for sociologists, which include criminologists, the employment rate is projected to grow by 4% between 2019-2029 (US Bureau of Labor Statistics) The median salary is \$86,000 annually. However, salary amounts vary significantly based on educational attainment, certifications, specializations as well as where the position is located (private, public).			
Related programs / centers / institutes	Montana State University – BS Sociology, Criminology Emphasis			
Budget Impact	LOW • Only incidental costs	X	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
CAO discussion and follow-up	Additional faculty and staff will be required to support in-person students, as well as to move the program to a fully online option.			
CAO discussion and follow-up	UM to provide OCHE staff with further information on the Strategic Enrollment Planning findings that relate to the demand and outcomes for criminology students.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1002-R1122

ITEM NAME: Request for authorization to Plan a Bachelor of Music in Composition: Popular and Commercial Music

OCHE ANALYSIS

Labor market outlook	Currently the workforce for music composition is underserved in both the Missoula community, state, and region. O*Net projects an 8% growth for Montana in music composition for 2020-2030.			
Related programs / centers / institutes	Montana State University – BA Music Technology			
Budget Impact	LOW • Only incidental costs	X	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
CAO discussion and follow-up	This degree track would require the equivalent of two additional full-time faculty members at Lecture Rank or above. Additionally, a full-time staff member must be considered to support program growth.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1003-R1122

ITEM NAME: Request for authorization to Plan a Minor in Sport Psychology

OCHE ANALYSIS

Labor market outlook	While O*Net projects employment growth and high-wage salaries for sport psychologists, these outcomes are based upon advanced degrees. Information suggesting labor outlooks for a minor in sport psychology are less clear.			
Related programs / centers / institutes	None at this time.			
Budget Impact	x	LOW <ul style="list-style-type: none"> • Only incidental costs 	MEDIUM	HIGH <ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget
	Current resources exist to offer the program.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1004-R1122

ITEM NAME: Request for authorization to Plan a Center for Cybersecurity Workforce, Innovation, and Rural Policy

OCHE ANALYSIS

Labor market outlook	Qualified cybersecurity professionals continue to be in high demand in our State and across the Nation. According to CyberSeek, over 700,000 open positions exist in the national workforce, while in the State of Montana over 1,000 positions are currently vacant.. According to Bureau of Labor Statistics these positions provide average annual salaries at \$102,600.			
Related programs / centers / institutes	Currently there are no other centers for cybersecurity in Montana.			
Budget Impact	x	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
CAO discussion and follow-up	One-time only (OTO) startup funding has been provided to the University of Montana in establishing a hub for cybersecurity workforce education. Cybersecurity education has been selected as a top priority for SEP, and the institution is committed to cybersecurity education funding.			
ARSA/BOR comment and direction for Level II proposal	Request was provided by OCHE staff to remove the word “Montana” from the title of the Center			

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1005-R1122

ITEM NAME: Request for authorization to Plan a Multi-Disciplinary BA in Entrepreneurial Arts, Media and Design

OCHE ANALYSIS

Labor market outlook	In 2010, the Montana Arts Council found that the arts generated nearly a quarter of a billion dollars annually, and that “the number of artists in Montana's labor market grew three times faster than the rest of the state's labor force”. This educational path provides the educational opportunities for Montana students to remain in Montana for their career or to use those skills on the national market.			
Related programs / centers / institutes	While many MUS institutions offer portions of this proposed degree as part of their program portfolio, there are no multi-disciplinary offerings currently offered in the same design.			
Budget Impact	X	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
	Existing curricula and course offerings are already in place. While no additional faculty or facility improvements would be required to launch this degree, additional staff will be required for professional advising and coordination of internships. Extra compensation for faculty or staff to mentor integrative capstones for students may also be required.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1012-R1122

ITEM NAME: Request for authorization to plan a Health Enhancement Program**OCHE ANALYSIS**

Labor market outlook	The current need for instructors with this area of specialization is at least at 75 open positions. Accordingly, there is significant need within the state/MUS to increase the number of Health Enhancement graduates to fill this critical need in K-12 schools, particularly in rural school systems. In addition, many of these instructors often fill vacant coaching roles.			
Related programs / centers / institutes	Montana State University – Health Enhancement Degree University of Montana Western – Physical Education & Health K12 Montana State University Northern – Health and Physical Education Montana State University Billings – Health and Physical Education			
Budget Impact	x	LOW <ul style="list-style-type: none"> • Only incidental costs 	MEDIUM	HIGH <ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget
Budget Impact	No significant resources are needed to re-launch this program. The courses to be offered are already in place, and on-campus faculty already exists.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 203-1601-R1122

ITEM NAME: Request for authorization to Plan a B.S. in Natural Resource Science**OCHE ANALYSIS**

Labor market outlook	Bureau of Labor Statistics shows a positive trajectory in employment sectors where Natural Resource Science graduates are typically employed. Additionally, the average wage in these areas is approximately \$53,000 annually.			
Related programs / centers / institutes	Montana State University - Natural Resources and Rangeland Ecology			
Budget Impact	x	LOW • Only incidental costs	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
	The new degree is a combination of coursework taken from existing degrees and therefore requires no new significant resources.			
CAO discussion and follow-up				
ARSA/BOR comment and direction for Level II proposal				