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**AGENDA**
**ACADEMIC AND STUDENT AFFAIRS COMMITTEE**
Wednesday, December 13, 2023
12:35 p.m.

Claiborne Building, 1st Floor
Thomas Jefferson Rooms A&B 1-136
1201 North Third Street
Baton Rouge, LA 70802

I.   Call to Order

II.  Roll Call

III. Consent Agenda

   A.  Routine Staff Approvals

IV.  Academic Programs

   A.  AAS Cybersecurity – L. E. Fletcher Technical Community College

   B.  AAS Graphic and Web Design – Southern University Shreveport Louisiana

V.   Universal Transfer Pathways

VI.  Other Business

VII. Adjournment

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Committee Members:  Blake R. David, Chair; Stephanie A. Finley, Vice Chair; Christian C. Creed; Darren G. Mire; Gary N. Solomon Jr.; Terrie P. Sterling; Samuel T. Gil (student member); LCTC System Representative; LSU System Representative; SU System Representative; UL System Representative
Staff: Dr. Tristan Denley, Deputy Commissioner for Academic Affairs and Innovation

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| Institution | Request |
|---|---|
| LSUA | Request to terminate the Certificate of Applied Science (CAS) in Pharmacy Technician (CIP 51.0805) due to low enrollment. **Approved.** |
| Grambling State University | Request to change the title for the Bachelor of Arts in Visual and Performing Arts (CIP 50.9999) to a Bachelor of Arts in Theatre with concentrations in Theatre and Visual Arts, to be more consistent with the curriculum and as recommended by the program's accreditor, the National Association of Schools of Theatre (NAST). **Approved.** |
| LA Tech | Request to establish an Undergraduate Certificate (UC) in Sport Coaching (CIP 31.0501) with a progress report due October 1, 2024. **Approved.** |
| Northwestern State University | Request to change the name of the Department of Psychology to the Department of Psychology and Addiction Studies to more accurately represent the focus of the department and degree programs offered within the department. **Approved.** |
| ULM | Request to change the name of the Marriage and Family Clinic to the Individual, Couple, and Family Therapy Clinic to more accurately reflect the services provided by the discipline-specific clinicians at the clinic. **Approved.** |

**Proposed Associate of Applied Science in Cybersecurity**
**Fletcher Technical Community College**

## Background Information

Fletcher Technical Community College (Fletcher) requests Board of Regents' approval to offer an Associate of Applied Science (AAS) in Cybersecurity. The proposal was approved by the Louisiana Community and Technical College System (LCTCS) Board of Supervisors and then submitted to Regents for consideration. The proposal was then favorably reviewed by Chief Academic Officers statewide. The proposed program was included on the institution's 2023 Academic Plan.

## Staff Summary

The proposed 60 credit hour, 100% online AAS in Cybersecurity will provide students with the skills and training necessary to manage an organization's network security needs. The program prepares individuals to function as entry-level network security specialists and includes instruction and technologies to keep network assets secure, conduct forensic analyses, perform encryption techniques, and manage organizational security. The program was developed, in part, following legislation in 2020 which established the Louisiana Cybersecurity Talent Initiative Fund, a special fund housed within the state treasury to support the development of degree and certificate programs in cybersecurity at Louisiana's public postsecondary institutions. This legislation also created the Cybersecurity Education Management Council, under the guidance of the Board of Regents, and made up of Louisiana higher education institutions, the Louisiana Department of Education, the Louisiana Workforce Commission, Louisiana Economic Development, and members appointed by the Governor charged with advising and making recommendations to the Board with respect to distributions of monies for the expansion of cybersecurity programs.

1. **Value:** Per Regent's policy, this program meets the criteria of a Quality Credential of Value.

    a. <u>Workforce Demand and Job Opportunities</u>: Cybersecurity is a well-known statewide and national high demand occupation field. According to data from CyberSeek.org, there are currently 164 job openings in the cybersecurity field in the Houma-Thibodaux metro area, with 258 people already employed in this sector. The data in the chart below is regional and is relative to Terrebonne, Lafourche, and Assumption Parishes.

| Occupation | LWC Star Rating[1] | Current Jobs[2] | Projected Jobs 2030[2] | % Change[2] | Average Salary[2] |
|---|---|---|---|---|---|
| **Computer and Information Systems Manager** | 5-star | 58 | 66 | 16% | $104,147 |
| **Computer Systems Analyst** | 4-star | 53 | 59 | 12% | $77,792 |

[1]Source – LWC
[2]Source – Lightcast

    b. <u>Curriculum Alignment with Employer Needs</u>: The proposed program's curriculum was designed with input from Fletcher's Computer Information Systems Advisory Board to align with National Security Agency (NSA) National Centers of Academic Excellence in Cybersecurity (NCAE-C) standards. The Curriculum also aligns with the Universal Transfer Pathway in Cyber Security.

    c. <u>Same or Similar In-State Programs</u>: Bossier Parish Community College is the only other institution

currently offering the AAS in Cybersecurity. Fletcher's program will be the first associate level Cybersecurity program available in the southern part of the state.

d. Student Enrollment and Completion: The creation of the program was prompted by the work of Louisiana's Cybersecurity Education Management Council to meet the state's cybersecurity workforce needs. Enrollment projections are based on demand for the program and institutional capacity. The Industry-Based Certifications (IBCs) built into the program will attract even more students. Once approved, the college plans to establish 2+2 agreements with 4-year colleges both statewide and nationwide to attract students from other states.

|  | Year 1 | Year 2 | Year 3 | Year 4 |
|---|---|---|---|---|
| TOTAL Estimated Program Enrollment | 20 | 30 | 40 | 50 |
| TOTAL Estimated Program Graduates | 0 | 7 | 14 | 28 |

2. **Resources:** The college plans to hire one new full-time faculty and will utilize existing general education faculty and faculty in the computer information systems (CIS) program to assist with teaching courses in the program. Adjunct faculty will be added as enrollment grows. A combination of existing funding, Perkins funds, industry donations and federal grants will support the launch of the program.

|  | Current | Needed | Additional Costs |
|---|---|---|---|
| **Faculty** | Existing faculty and other adjuncts will support the program. | One new full-time faculty will be hired to launch the program and adjuncts will be added as needed. | Yr. 1: $48K<br>Yr. 2: $96K<br>Yrs. 3+: $104,400 |
| **Physical (Facilities, Equipment, Library, & Technology)** | Existing offices and classrooms are sufficient to support the program. | Fletcher has funds budgeted and will seek grant money to support plans to purchase equipment and software for a cyber range. | $0 |
| **Student Support** | Existing resources will meet the needs of the program for the foreseeable future. | No additional resources projected. | $0 |

3. **Master Plan Priorities:** The following aspects of the proposal directly address priorities or goals of the statewide attainment goal and 2030 Master Plan.

- **Accessibility**: The proposed program is a 100% online degree.
- **Affordability**: Prior Learning Assessment (PLA) will be considered when applicable and Fletcher offers employee tuition waiver benefits for qualified employees as well as for students who are spouses or children of employees.
- **Partnerships**: Fletcher is partnering with General Dynamics Information Technology (GDIT), a global technology company that provides consulting to major agencies across the U.S. Government, defense and intelligence community, to establish internship opportunities. In a letter of support, the Vice President of GDIT pledged the company's intentions to partner with Fletcher in their internship program for early career hires.
- **Work-based Learning**: Fletcher is working with Nicholls State University to provide internships through a Sea Grant, which will be written by Nicholls Biology Department staff. This would allow Fletcher students who graduate with AAS in Computer Information Systems and/or Cybersecurity the

opportunity to work with Maritime computer technologies to help find solutions to save the Louisiana coastline and wildlife.

- **Other program attributes that contribute to closing the achievement gap with underserved populations**: Fletcher's programs allow students to achieve the education needed for meaningful employment opportunities and focus on providing more prospects for low income, minority, and adult learners with scholarships and grants provided by the state and the college.

## Staff Analysis

Fletcher's proposed AAS in Cybersecurity will support Louisiana's efforts to grow and sustain a more robust cyber workforce. The program will prepare graduates to function as entry level network security specialists while providing the opportunity to obtain valuable Industry-Based Certifications along the way. By aligning with the Universal Transfer Pathway, it also allows graduates to stack this credential on their journey to a bachelor's degree. The work of Louisiana's Cybersecurity Education Management Council aims to provide support to institutions in meeting educational needs and workforce demand.

## STAFF RECOMMENDATION

**Senior Staff recommends conditional approval of the proposed Associate of Applied Science in Cybersecurity (CIP 11.1003) at Fletcher Technical Community College, with a progress report due October 1, 2024.**

**AGENDA ITEM IV.B.**

**Proposed Associate of Applied Science in Graphic and Web Design**
**Southern University at Shreveport**

**Background Information**

Southern University at Shreveport (SUSLA) requests Board of Regents' approval to offer an Associate of Applied Science (AAS) in Graphic and Web Design. The Southern University Board of Supervisors approved the proposal and submitted it to Regents for consideration. Chief Academic Officers statewide reviewed the proposal and Regents staff worked with the institution to address issues raised during the review process.

**Staff Summary**

The proposed AAS in Graphic and Web Design is a 61-credit hour program that prepares students to enter the workforce with appropriate technical training in digital communications, software, and computer applications. The program provides a strong foundation for students who wish to explore careers in graphic design, web design, digital publishing/printing and multimedia design and development. Together with the existing Certificate in Web Development and the new Certificate of Graphic Design, the AAS will provide additional opportunities for students. The addition of general education courses will expand educational options for graduates as these courses will transfer to baccalaureate degree programs if students wish to pursue further education and increase opportunities for advancement in the workplace.

1. **Value:** Per Regent's policy, this program meets the criteria of a Quality Credential of Value.

    a. <u>Workforce Demand and Job Opportunities</u>: Employment of graphic designers is projected to grow 3 percent from 2022 to 2032. As companies continue to increase their digital presence, graphic designers may be needed to help create visually appealing and effective layouts of websites and social media sites. The Louisiana Workforce Commission (LWC) ranks Graphic and Web Design in the Shreveport region as a 3/4-star occupation. According to the Bureau of Labor Statistics, employment of web developers and digital designers is projected to grow 13% from 2020-2030. Nearly 24,000 openings for graphic designers are projected each year over the decade.

| Occupation | LWC Star Rating[1] | Current Jobs[2] | Projected Jobs 2030[2] | % Change[2] | Average Salary[1] |
|---|---|---|---|---|---|
| **Graphic Designers** | 3-star | 1,387 | 1,545 | 11% | $41,600 |
| **Web and Digital Interface Designers** | 3-star | 301 | 405 | 35% | $48,090 |
| **Commercial and Industrial Designers** | 4-star | 200 | 220 | 10% | $77,195 |

[1]Source – LWC
[2]Source – Lightcast

    b. <u>Curriculum Alignment with Employer Needs</u>:  The student learning outcomes for the proposed program directly align with the career ready competencies identified by the National Association of Colleges and Employers (NACE). The knowledge, skills, and abilities (KSAs) incorporated into the course content directly aligns with those identified by the US Department of Labor. For example, critical thinking, digital technology, quality control, communications, and planning.

c.  Same or Similar In-State Programs:  While other institutions around the state offer graphic and web design programs this will be the only AAS in Graphic and Web design in the state.

d.  Student Enrollment: Projected enrollment is set at 30 students in year one increasing to 50 in year four based on the current enrollment of students in Computer Science, CWEB, and Louisiana Transfer Mass Comm who may have interest in earning the AAS degree along with the certificates associated with the program. The average number of graduates over the past five years for these programs is 10.6 which would equate to 33% of the projected enrollment for the first year. The second year shows a 10% increase in the projection of graduates with subsequent years projecting at least a 50% graduation rate of the projected enrollment.

| | Year 1 | Year 2 | Year 3 | Year 4 |
|---|---|---|---|---|
| TOTAL Estimated Program Enrollment | 30 | 35 | 40 | 50 |
| TOTAL Estimated Program Graduates | 10 | 15 | 20 | 25 |

2.  **Resources:** Title III funding has been allocated in the amount of $40,000 for equipment to assemble a production room. Additionally, the City of Shreveport has pledged $50,000 in support of the program, which will provide funds to remodel the dedicated classroom space.

| | Current | Needed | Additional Costs |
|---|---|---|---|
| **Faculty** | Current faculty will teach the courses needed to initiate and sustain the program. | No additional faculty needed. | $0 |
| **Physical (Facilities, Equipment, Library, & Technology)** | Existing facilities are adequate to support the program. | Additional costs for a production room and equipment. | $65,000 Yr 1 $25,000 Yr 2 |
| **Student Support** | Existing resources will meet the needs of the program for the foreseeable future. | No additional resource needs projected. | $0 |

3.  **Master Plan Priorities:** The following aspects of the proposal directly address priorities or goals of the statewide attainment goal and 2030 Master Plan.

- **Accessibility:** SUSLA will deliver this program in a hybrid format, which will allow more flexibility for working-age adults with full-time jobs to enroll in and complete the program.
- **Affordability:** The general education courses will utilize open educational resources. Transfer articulation and credit awarded through prior learning assessment will also be utilized.
- **Partnerships:** SUSLA has partnered with the City of Shreveport to create the Empowering People in Careers Center (EPIC) in downtown Shreveport. The Center will house SUSLA workforce programs within the City's Choice Neighborhood. EPIC will also house a new TV production and Graphic Design studio. The institution will also work alongside the Caddo Career and Technology Center to offer dual enrollment opportunities for students.
- **Work-based Learning**: The institution is working to establish internship opportunities through SUSLA's graphic services department and is also seeking local businesses who may wish to establish internship programs for students.

- **Other program attributes that contribute to closing the achievement gap with underserved populations including low income, minority, and adult learners**: SUSLA currently has a Student Support Services (SSS) program that provides students with tutoring with separate labs dedicated for Math and English. The SSS also provides bus passes to help students with traveling to and from classes. In addition, a Student Success Center is also available to students providing access to college coaching and advising. Currently, it is estimated that approximately 4% of graphic designers are African American which further strengthens the need to offer this program at an HBCU.

## Staff Analysis

SUSLA's proposed AAS in Graphic and Web Design is intended to serve students from high school dual enrollment students to adults seeking upskilling or a mid-career change, providing multiple opportunities for employment in Northwest Louisiana.

## STAFF RECOMMENDATION

**Senior Staff recommends approval of the proposed AAS in Graphic and Web Design (CIP 50.0409) at Southern University at Shreveport, with a progress report due October 1, 2024.**

## AGENDA ITEM V.

## Universal Transfer Pathways

### Executive Summary

Act 308 of the Louisiana Legislature 2022 Regular Session, which provides the requirements for student transfer at the state's public post-secondary institutions, requires the creation and implementation of statewide transfer pathways from two-year associate degree programs into four-year baccalaureate degree programs.

To facilitate compliance with the legislation, Regents approved the new Academic Affairs Policy 2.25 Universal Transfer Pathways that provides requirements for the establishment and maintenance of these pathways. Specifically, the legislation requires and policy supports:

- Each transfer pathway will consist of 60 credit hours of instruction that can be transferred and applied toward the requirements of a BA or BS degree at a four-year institution.
- Each transfer pathway must contain courses from the common course numbering system that satisfy graduation requirements for an associate degree.
- All courses in the transfer pathway will transfer and apply toward the general education requirements for graduation in the high-demanded program at any four-year public institution in Louisiana.
- Any student who completes the requirements of the transfer pathway who transfers to a four-year public institution in Louisiana will not be required to complete more than the total of credits required for the BA or BS degree, less the sixty credit hours earned in the transfer pathway.
- Students can earn credit for a course in the transfer pathway that is included in the common course numbering system through accelerated programs, like dual enrollment, AP, IB, CLEP, and competency-based education or prior learning assessments that have been deemed equivalent by the Regents.

In collaboration with the Statewide Articulation and Transfer Council (SATC), and with the assistance of Student Ready Strategies (SRS), Regents staff conducted an analysis of the highest enrollment bachelor's degree programs in the state and worked with institutions and SRS to analyze the curricula for those degree programs throughout the state to develop recommended curricula to complete the first 60 hours of those bachelor's degrees. This past spring, 20 committees of 10-15 faculty each from all institutions that offer those programs met to discuss and revise those draft curricula resulting in a total of 24 subject-specific universal transfer pathways. All 28 public undergraduate degree granting institutions have confirmed which programs are offered at each institution stated their expectations to launch statewide for students in Fall 2024. Students who complete the pathways are eligible to receive the Associate of Arts Louisiana Transfer (AALT) or Associate of Science Louisiana Transfer (ASLT) in accordance with Academic Affairs Policy 2.25, or another associate degree from the institution with a curriculum that aligns with the pathways. The process for the establishment of an additional 20 pathways will take place in the coming months.

The completed universal transfer pathways aligned to Act 308 are as follows:

- Art
- Biology
- Business
  - Accounting
  - Finance
  - General Business
  - Management
  - Marketing
- Engineering
  - Chemical
  - Civil
  - Electrical
  - Mechanical
- Communication
- Computer Science
- Criminal Justice
- Cybersecurity
- English
- History
- Kinesiology
  - Sport Management
  - Pre-allied Health
- Nursing
- Political Science
- Psychology
- Social Work
- Sociology

## <u>STAFF RECOMMENDATION</u>

**Senior Staff recommends the Board receive and accept the established Universal Transfer Pathways.**