

# Program Change Request

## New Program Proposal

Date Submitted: 11/29/17 1:38 pm

Viewing: **LA&S-CRTU : Undergraduate Certificate in Intelligence and National Security Studies**

Last edit: 04/26/18 7:52 am

Changes proposed by: rschwien

Academic Career	Undergraduate, Lawrence
Program Type	Certificate
Department/Program	Political Science
School/College	College of Lib Arts & Sciences
Consulting School(s)/College(s)	
Consulting Department(s)	
CIP Code	
Program Name	Undergraduate Certificate in Intelligence and National Security Studies
Do you intend to offer a track(s)?	No
Location(s) of Instruction	Lawrence
Do you intend for this program to be offered online?	Yes
<div style="border: 1px solid gray; padding: 5px;"> <p>Other Resources</p> <p><a href="#">Describe Other Resources</a></p> <p>Center for Online &amp; Distance Learning</p> </div>	
Effective Catalog	2018-2019

### In Workflow

- A. CLAS Dean or Associate Dean
- B. Provost's Office
- C. CLAS Undergraduate Program and Course Coordinator
- D. CUSA Subcommittee
- E. CUSA Committee
- F. CAC
- G. CLAS Final Approval
- H. OIRP CIP Approval
- I. Provost's Office
- J. Future Academic Catalog

### Approval Path

- A. 02/10/18 8:00 pm  
Karen Ledom (kjh): Approved for CLAS Dean or Associate Dean
- B. 03/27/18 5:46 pm  
Aileen Ball (aball): Approved for Provost's Office
- C. 03/28/18 8:15 am  
Rachel Schwien (rschwien): Approved for CLAS Undergraduate Program and Course Coordinator
- D. 05/04/18 10:15 am  
Karen Ledom (kjh): Approved for CUSA Subcommittee

E. 05/09/18 2:07  
pm  
Rachel  
Schwien  
(rschwien):  
Approved for  
CUSA  
Committee

### Program Description

This certificate supports the Defense Intelligence Agency's (DIA) Intelligence Community Centers for Academic Excellence (IC CAE) mission, which is to enhance the recruitment and retention of an ethnically and culturally diverse workforce with capabilities critical to U.S. national security interests. DIA has identified specific core courses as fundamental to the academic preparation for entry-level positions within the US intelligence community. This certificate program directly supports these core requirements. Students are required to complete four on-line courses (12 credit hours): POLS 125 Introduction to Intelligence and Statecraft; POLS 130 US Intelligence Community; POLS 325 Intelligence Analytics; and POLS 345 Counterintelligence. Students enrolled in the certificate program are also required to participate in either a study abroad semester program or participate in 20 hours of campus activities, which have an intelligence/national security focus. The IC CAE education program coordinator will identify and advertise those activities (e.g., workshops, colloquium, seminars, etc.) which meet the intelligence/national security focus. As designed the certificate program will fulfill the majority of the required IC CAE Knowledge Units within the core and optional intelligence topics categories. Upon completion of certificate students will have in-depth knowledge of the intelligence community, intelligence collection, intelligence analysis and threats the US faces in the public and private sectors.

### Demand/Need for the Program

The U.S. intelligence community (IC) as a whole includes over 854,000 people. This certificate program supports the Intelligence Community Centers for Academic Excellence (IC CAE) mission, which is to enhance the recruitment and retention of an ethnically and culturally diverse workforce with capabilities critical to U.S. national security interests. Recent studies show the IC lags behind the rest of the federal workforce and the civilian labor force in workforce diversity. As a result, the IC is committed to strengthening the talent and diversity of the workforce through innovative and broad-based inclusion initiatives. IC CAE program increases the pool of diverse job applicants who also possess highly desired skills and competencies in areas of critical need within the IC. Besides IC CAE students being more competitive for intelligence internships and employment, newly acquired critical thinking, analytic, and communication skills can be applied to any area of study or profession.

### Comparative/Locational Advantage

In 2010, it was estimated 1,271 government organizations and 1,931 private companies in 10,000 locations in the U.S. were working counterterrorism, homeland security, and intelligence issues. Within the Midwest region there are four geographical clusters of national-level intelligence community (IC) personnel (Colorado Springs, CO, Denver, CO, Omaha, NE, and St Louis, MO/Bellefonte, IL). In this region there are also multiple active duty, reserve, and National Guard military installations, as well as, numerous state and local law enforcement organizations that could benefit from the program. Other than the University of Kansas, there are no IC CAE programs located in this specific geographical region. Additionally, the U.S. IC workforce is globally dispersed. The four core classes will be offered on-line in order to reach out to this global market. Besides, IC related personnel, various local, state, and federal government agencies and the private sector organizations may be interested in program.

### Admission Requirements

### Degree Requirements

### Course List

Code	Title	Hours
<b>Students must complete the following:</b>		
<b>POLS 125</b>	<b>Introduction to Intelligence and Statecraft</b>	<b>3</b>
<b>POLS 130</b>	<b>US Intelligence Community</b>	<b>3</b>
<b>POLS 325</b>	<b>Intelligence Analytics</b>	<b>3</b>
<b>POLS 345</b>	<b>Counterintelligence</b>	<b>3</b>

**Students enrolled in the certificate program are also required to participate in 20 hours of campus activities through workshops, lectures, etc. that have an intelligence/national security focus (the effort to complete these experience points will not exceed 2 credit hours).**

### Faculty Profile

Name of Faculty and Rank	Highest Degree	Number of Faculty FTE
TBA (six faculty, full- and part-time, regular, adjunct and professors from practice)	PhD or JD	2.5

### Student Profile

Anticipated student enrollment			
	Full Time	Part Time	Total
Year 1	5	0	5

Anticipated student enrollment			
Year 2	15	0	15
Year 3	35	0	35

Anticipated number of program graduates	
After 5 Years	100
After 7 Years	150

#### Academic Support

None

#### Facilities and Equipment

None

#### Program Review, Assessment, Accreditation

The program will be subject to review and assessment both by CLAS deans and DIA Program Manager. Assessment will include tracking and annually reviewing learning outcomes for each course. The program will be subject to all accreditation processes to which CLAS undergraduate certificates are subject.

#### Costs, Financing

	Salaries	OOE	Equipment	Other	TOTAL
Year 1	65000	17252	500	30000	112752
Year 2	66400	35321	500	32500	134721
Year 3	67839	35321	500	22500	126160

#### What is the source of the new funds?

The entire cost of the certificate program is funded by the DIA ICCAE grant. The salaries are for an Education Program Coordinator (\$50,000 base salary) and a Graduate Assistant (\$15,000 salary). The OOE includes funds for a lecture series, an annual colloquium, advisory board meetings, branding & marketing, and quarterly workshops. The "other" includes funds for course development and for faculty to provide course delivery.

#### Rationale for proposal

KU received a five-year award from the Defense Intelligence Agency to develop an academic curriculum to prepare students who are interested in pursuing a career with the intelligence community.

#### Additional Information

The purpose of this award is to build long-term partnerships with accredited universities nationwide and work with them to develop sustainable national security and intelligence education programs. The certificate program helps to fulfill award requirements. The certificate will be collaboratively offered by the Kansas Consortium-Intelligence Community Center for Academic Excellence (KC-ICCAE) which draws upon the collective resources of KU, Dodge City Community College, Seward County Community College, and Donnelly College. Of these consortium members, KU is best placed to manage the program, as KU possesses the resources and expertise needed to effectively run this certificate program. Additionally, the KC-ICCAE program complements KU's Bold Aspirations contained in the university's strategic plan.

#### Supporting Documents

[Email Changes for INSS Undergraduate Certificate.docx](#)

#### Program Reviewer Comments

**Bridget Bradley (bbradley) (04/03/18 10:04 am):** I edited the certificate to update the LA&S courses to POLS  
**Bridget Bradley (bbradley) (04/19/18 7:13 pm):** I emailed Don Haider-Markel and Leslie VanHolten sharing the subcommittees concern that the current proposal did not fit with in the College's undergraduate certificate policy. At this time they are requiring at a minimum 15 hours or options to complete study abroad coursework or related campus activities. The subcommittee would like to see them limit to the certificate to at least 14 hours and 4 courses.

Key: 601



# Program Change Request

## New Program Proposal

Date Submitted: 08/17/17 11:28 am

Viewing: **LDST-CRTU : Leadership Strategies and Applications**

Last edit: 05/04/18 10:36 am

Changes proposed by: amyley

Academic Career	Undergraduate, Lawrence		
Program Type	Certificate		
Department/ Program	Leadership Studies		
School/College	College of Lib Arts & Sciences		
Consulting School(s)/College(s)	<table border="1"> <thead> <tr> <th>School(s)/College(s)</th> </tr> </thead> <tbody> <tr> <td>College of Lib Arts &amp; Sciences</td> </tr> </tbody> </table>	School(s)/College(s)	College of Lib Arts & Sciences
School(s)/College(s)			
College of Lib Arts & Sciences			
Consulting Department(s)	<table border="1"> <thead> <tr> <th>Department(s)</th> </tr> </thead> <tbody> <tr> <td>Leadership Studies</td> </tr> </tbody> </table>	Department(s)	Leadership Studies
Department(s)			
Leadership Studies			
CIP Code			
Program Name	Leadership Strategies and Applications		
Do you intend to offer a track(s)?	No		
Location(s) of Instruction	Lawrence		
Do you intend for this program to be offered online?	Yes		
Other Resources	<p>Describe Other Resources</p> <p>Courses will be administered through The College Online via Blackboard</p>		
Effective Catalog	2018-2019		

### In Workflow

- A. CLAS Dean or Associate Dean
- B. Provost's Office
- C. CLAS Undergraduate Program and Course Coordinator
- D. CUSA Subcommittee
- E. CUSA Committee
- F. CAC
- G. CLAS Final Approval
- H. OIRP CIP Approval
- I. Provost's Office
- J. Future Academic Catalog

### Approval Path

- A. 10/30/17 12:21 pm  
Karen Ledom (kjh): Approved for CLAS Dean or Associate Dean
- B. 11/20/17 11:41 am  
Aileen Ball (aball): Approved for Provost's Office
- C. 02/05/18 11:13 am  
Karen Ledom (kjh): Approved for CLAS Undergraduate Program and Course Coordinator
- D. 05/07/18 12:24 pm  
Bridget Bradley (bbradley): Approved for CUSA Subcommittee
- E. 05/09/18 2:07 pm

Rachel Schwien (rschwien): Approved for CUSA Committee

**Program Description**

The Leadership Strategies and Applications Certificate introduces the principles effective and ethical leadership through the Adaptive Leadership paradigm. Students will explore leadership tools and processes, a variety of perspectives of ethical decision making and behavior, strategies for effective interpersonal communication and conflict management, and online communication theories and practices.

**Demand/Need for the Program**

Forbes Magazine (Jan. 17, 2017) notes that that cultural shifts are demanding new skills and strategies from those in positions of leadership, reinforcing findings from a 2016 World Economic Forum report listing complex problem solving, emotional intelligence, coordinating with others, creativity, and cognitive flexibility as the top leadership skills in demand by 2020. Existing leaders, emergent leaders, and students of leadership processes and practices recognize the need to continue their personal and professional growth but often lack the time to undertake lengthy courses of study. The Leadership Strategies and Applications certificate offers a theoretically-based, ethics-focused approach to these emergent leadership skills in a compact, quick moving, and collaborative online environment that is attractive to students and working professionals alike.

**Comparative/Locational Advantage**

Presently, Fort Hays State University's Virtual College offers 9-credit online certificates in both Leadership Studies and Global Leadership. This program addresses a need and fills a void in the marketplace by offering a fully online, abbreviated course of study that is immediately relevant to the needs of existing and emergent leaders, students, and working professionals while carrying the prestige of the University of Kansas' name.

**Admission Requirements**

This certificate is available to all undergraduate students at the University of Kansas. Interested students who are not already attending the University of Kansas must have the following in order to be admitted to complete the certificate online:

1. A minimum of 60 transferable credit hours
2. 24+ transferable credit hours with a 2.50+ cumulative college GPA

**Degree Requirements**

**Course List**

Code	Title	Hours
<b>Students will complete 12 credits via five 8-week minimester courses across a minimum of two academic semesters.</b>		
<b>Required Courses:</b>		
<b>LDST 201</b>	<b>Introduction to Leadership</b>	<b>2</b>
<b>LDST 202</b>	<b>Introduction to Leadership Applications</b>	<b>1</b>
<b>COMS 310</b>	<b>Introduction to Organizational Communication</b>	<b>3</b>
<b>LDST 420</b>	<b>Communication, Leadership, and Conflict Management</b>	<b>3</b>
<b>LDST 520</b>	<b>Leadership Ethics</b>	<b>3</b>

**Faculty Profile**

Name of Faculty and Rank	Highest Degree	Number of Faculty FTE
Dr. Jacob Stutzman, Lecturer Dr. Alesia Wozidlo, Associate Professor Graduate Teaching Assistants	Ph.D. Ph.D. MA and/or Ph.D.	1

**Student Profile**

<b>Anticipated student enrollment</b>			
	Full Time	Part Time	Total
<b>Year 1</b>	40	0	40
<b>Year 2</b>	40	0	40
<b>Year 3</b>	40	0	40

<b>Anticipated number of program graduates</b>	
<b>After 5 Years</b>	40
<b>After 7 Years</b>	40

**Academic Support**

Students will have access to all College Online support services including a comprehensive online orientation, the KU library system, the KU Lawrence campus Writing Center, the University Career Center, and the Academic Achievement and Access Center (AAAC).

**Facilities and Equipment**

No additional facilities or equipment will be required.

**Program Review, Assessment, Accreditation**

Efficacy assessment is a core component of the LDST 201 course with pre- and post-testing built into the class structure. Periodic programmatic reviews will be conducted by the staff as a routine best practice. LDST 201/202 and 520 will undertake additional assessment processes to continue their qualification as Core Goal 5.1 courses.

**Costs, Financing**

	Salaries	OOE	Equipment	Other	TOTAL
Year 1	15900	0	0	0	15900
Year 2	15900	0	0	0	15900
Year 3	15900	0	0	0	15900

**What is the source of the new funds?**

LDST is collaborating with the College Online and Communication Studies for funding.

**Rationale for proposal**

Leadership, communication, and conflict management skills are no longer simply "soft" skills or nice professional add-ons. Existing and emergent leaders in professional and community environments are faced with a shifting cultural landscape where issues of diversity, generational differences, information immediacy, and changing definitions of "the workplace" demand effective and ethical responses. The Online Leadership Strategies and Applications certificate provides these tools and techniques

**Additional Information**

**Supporting Documents**

**Program Reviewer Comments**

**Karen Ledom (kjh) (02/05/18 11:15 am):** in subcommittee review. Subcommittee has questions - will invite proposing unit to next subcommittee meeting per BB.

**Bridget Bradley (bbradley) (05/07/18 12:24 pm):** Approved by subcommittee after edits were made by the department.

Key: 577

