

May 2, 2002

MEMORANDUM

To: Mr. Dalton B. Floyd, Jr., Chairman, and Members, Commission on Higher Education

From: Ms. Dianne Chinnes, Chairman, Committee on Academic Affairs and Licensing

Consideration of Initial License Request

Troy State University, Troy, AL at Charleston and Sumter

M.Ed. with concentrations in Educational Leadership, Instructional Technology, Criminal Justice, and Counseling and Psychology;

**M.S. in Management with concentrations in Healthcare Management, Human Resources Management, and Leadership and Organizational Effectiveness;
M.S. in Human Resources Management;**

M.P.A. with concentrations in Public Management and Public Personnel Management

Summary

Troy State University (TSU) <<http://www.troyst.edu/>> requests approval of an initial license to offer programs leading to the M.Ed., M.S., and M.P.A degrees. The institution offers classes to 73 students on Shaw Air Force Base in Sumter, having offered programs there since 1992. The Air Force provides classrooms and office space. The Commission does not have authority to license programs on military bases. TSU does not operate on any other South Carolina military bases. However, TSU requests approval for an initial license to offer the M.Ed. program in Sumter off the Air Force Base so that it will be available to more civilian students and so that the students will not be subjected to the additional security procedures now required for those entering Federal military installations. The earliest the first classes off the base in Sumter could be offered is August 2002. The additional programs will then be added as demand and resources evolve. The programs outlined in the Memorandum of Understanding with the U.S. Air Force will continue. The proposal also references the institution's intentions to expand into Charleston and Greenville within three years.

Established in 1887 as the Troy Normal School, Troy State University has developed into a worldwide educational system now serving approximately 18,000 students. The off-campus programs are offered at 50 military installations, metropolitan teaching locations in 13 states and four nations, and two independently accredited universities located in Dothan and Montgomery, Alabama. The system now offers more than 70 associate's, bachelor's, master's, and education specialist degrees. The Southern Association of Colleges and Schools (SACS) accredits Troy State, and it anticipates achievement of Association to Advance Collegiate Schools of Business (AACSB) accreditation within the next two years.

Troy State University offers education programs to the full-time employed working adult population who find it difficult, if not impossible, to further their educations through the traditional college setting. Most Troy State University students are "non-traditional." They tend to be older and have family and outside commitments. These individuals find it difficult to acquire advanced education during the typical day class. These same students are interested in an accelerated program where they have some flexibility in choosing evening or weekend formats.

The off-campus branch of TSU is referred to as "University College." The Troy State University system has five regions within University College. Within the southeast region there are three "hubs" (Atlanta, Fort Benning, and Augusta); each hub has administrative authority over several teaching sites. The Augusta hub has administrative authority over Brunswick, Covington, and Augusta, Georgia; Shaw Air Force Base; and Fort Bragg, North Carolina. The southeast region employs a full-time staff person for each 75 enrollments. Each region and hub director holds an earned doctorate degree; each site employs at least one full-time site coordinator and one full-time assistant site coordinator/student services specialist. The site coordinators in South Carolina will report to the site director located at Shaw Air Force Base (SAFB). The site director must hold a doctoral degree in one of the disciplines offered at the site. The site director is also a faculty member who teaches one course per term. The site coordinator is responsible for the overall day-to-day operations of a site and must have at a minimum a bachelor's degree in education or management.

The institution will initially lease at each location a minimum of 2,000 square feet to include two offices, two regular classrooms that will comfortably hold up to 25 students, and one classroom that will comfortably hold a 12-station networked computer lab with Internet access. Classrooms, offices, and common areas will be appropriately equipped and furnished to meet the needs of the students, faculty, and staff.

Library services are provided through local and other resources. The TSU Library System has subscriptions to several databases that offer remote access. Some are INFOTRAC, ProQuest Direct, Grolier Online, EBSCOHost, SilverPlatter, and

WebSPIRS. Each student receives a comprehensive library resource book that describes the procedures to access TSU online resources, interlibrary loan, local library support, Internet hints, computer safeguards, and directions on citations.

The courses are offered in five ten-week terms per year. Each course meets either one night per week in ten four-and-one-half hour sessions or bi-weekly for three weekends on Friday evenings and Saturday all day or bi-weekly for two weekends on Friday evenings, Saturday all day, and Sunday half day. By taking two courses each five-week term students can complete a 30-credit-hour program in one year. Officials project beginning enrollment for the first term in the M.Ed. program in Sumter will be 20 students. Classes and majors will be added depending on student interest. Tuition is \$265 per credit hour, or \$795 per course.

Faculty who teach in the programs must meet the South Carolina Commission on Higher Education licensing requirement that, with rare exception, graduate faculty members must hold a terminal degree, usually an earned doctorate, in the field in which they teach. TSU also requires that each faculty member have experience teaching at the college level. The institution will use a combination of core and adjunct faculty with a minimum of 25 percent of each program taught by full-time faculty members. TSU currently employs three full-time faculty at Shaw. Initially, full-time faculty members will come from Shaw Air Force Base and Augusta. Full-time faculty members will be employed at the local sites when enrollments are sufficient.

Program Descriptions (Curricula outlines are attached)

M.Ed. with concentrations in Educational Leadership, Instructional Technology, Criminal Justice, and Counseling and Psychology

The programs leading to the M.Ed. are designed to provide graduate study for students whose research and career goals depend on further education; to extend students' abilities to function effectively in research and policy in their chosen concentration; and to enhance students' expertise in evaluating, analyzing, and synthesizing current trends in education. Public/private school teachers, education and training personnel, government employees/military personnel, and law enforcement personnel who work full-time and people who work nights or shift work are especially interested in Troy State's flexible and accelerated schedule. The Instructional Technology concentration involves six hands-on computer related courses that teach the systematic approach to instruction and includes computer-based training and web training. In addition to a doctoral degree from an accredited university in the discipline in which they teach and teaching experience at the college level, faculty teaching in the M.Ed. programs must have relevant experience in the discipline.

Each M.Ed. program requires 30 semester hours. Admission requirements include a bachelor's degree with a cumulative 2.5 GPA or 3.0 GPA on the last 30 hours and GRE (850 minimum), MAT (33 minimum), or GMAT (450 minimum) scores. Students may transfer from regionally accredited institutions a maximum of 12 hours with a grade of "B" or better. The catalog includes an appropriate disclosure that the programs do not lead to elementary or secondary teacher certification, school counselor certification, or administrator certification. All students are required to pass a comprehensive examination during their last term of enrollment or during the term following the completion of their coursework.

M.S. in Management with concentrations in Healthcare Management, Human Resources Management, and Leadership and Organizational Effectiveness

The programs leading to the M.S. degree in Management are designed to offer the graduates of diversified undergraduate programs an opportunity to obtain a specialized proficiency in management skills and decision making. These skills will enable them to carry out managerial responsibilities in both general and specialized managerial roles such as human resources management, international management, and healthcare management. Students develop managerial problem-solving skills required in a dynamic and uncertain business environment; synthesize and apply knowledge, theories and concepts from various business and behavioral science disciplines in their problem solving analysis; identify and develop alternative problem solutions; evaluate and choose from among the alternatives identified; and effectively communicate the results of their analyses.

Each of the M.S. degree in Management programs require 30 semester hours. Admission requirements include a bachelor's with a cumulative GPA of 2.5 or 3.0 GPA on the last 30 hours; GRE (850 minimum), MAT (33 minimum), or GMAT (450 minimum) scores. Students may transfer from regionally accredited institutions a maximum of 12 hours with a grade of "B" or better. All students are required to pass a comprehensive examination during their last term of enrollment or during the term following completion of their coursework.

M.S. in Human Resource Management

The program leading to the M.S. degree in Human Resource Management is designed to offer graduates of diversified undergraduate programs an opportunity to obtain a proficiency in human resources management skills. Students develop problem-solving skills required to confront human resources management issues in a dynamic and uncertain business environment; synthesize and apply knowledge, theories, and concepts from the field of HRM and various other business disciplines in their problem-solving analysis; identify and develop alternative problem solutions to HRM problems; evaluate

and choose from among the alternatives identified; and effectively communicate the results of their analyses.

The program requires 30 semester hours. Admission requirements include a bachelor's with a cumulative 2.5 GPA or 3.0 GPA on the last 30 hours and GRE (850 minimum), MAT (33 minimum), or GMAT (450 minimum) scores. Students may transfer from regionally accredited institutions a maximum of 12 hours with a grade of "B" or better. All students are required to pass a comprehensive examination during their last term of enrollment or during the term following completion of their coursework.

M.P.A. with concentrations in Public Management and Public Personnel Management

The programs leading to the M.P.A. with concentrations in Public Management and Public Personnel Management are designed to offer graduates of various undergraduate programs an opportunity to obtain high levels of proficiency in public management as the basis for an application of technical and managerial skills to enhance public service work. They aim at a broad understanding of the goals and problems of public administration and the relationship of these to more specialized aspects of planning, organization, and analysis in the public sector at the national, state, and local levels. Each program requires 30 semester hours. Admission requirements include a bachelor's degree with a cumulative GPA 2.5 or 3.0 GPA on the last 30 hours; GRE (850 minimum), MAT (33 minimum), GMAT (450 minimum) scores. Students may transfer from regionally accredited institutions a maximum of 12 hours with a grade of "B" or better.

Recommendation

The Committee recommends that the Commission approve initial licensure for five years of Troy State University and that the Commission delegate to the staff authorization to license sites in Sumter and Charleston as facilities are developed to support the curricula.

TSU CURRICULA OUTLINES

M.Ed.

Required Core – 12 semester hours
PSY 6631 Psychological Foundations of Education
EDU 6660 Current Trends in Education
EDU 6651 Comparative Education
EDU 6690 Application of Research Methods
Selected Concentration – 18 semester hours

Counseling and Psychology Concentration
CP 6610 Facilitation Skills & Counseling Tehnqs
CP 6651 Counseling Diverse Populations
PSY 6645 Evaluation & Assessment of the Indvdl
PSY 6668 Human Lifespan Grwth & Dvlpmnt Thrs

Two of the following:

CP 6600 Professional Orientation and Ethics
CP 6642 Group Dynamics and Counseling
CP 6646 Organizational Behavior
PSY 6635 Vocational Psychology

Criminal Justice Concentration
CJ 6610 Personnel Management
CJ 6620 Current Trends in Criminal Law
CJ 6622 Seminar in the Administration of Justice
CJ 6624 Court Administration
CJ 6630 Crime and Delinquent Youth
HPR 6625 Specialized Study in Area of Spelztn

Educational Leadership Concentration
EDL 6603 School Business Prcdrs for the Admnstrtr
EDL 6613 Legal Bases of Public Education
EDL 6643 Administration of School Personnel
EDU 6685 Curriculum Design
Electives (6 hours)

Instructional Technology

EDU 6605 Computer-Based

Instructional Technlgs

EDU 6606 Current and Emerging

Instrctnl Technlgs

EDU 6607 Curriculum Integration of

Technology

EDU 6616 Distance Learning

Strategies

EDU 6617 Graphic Design in

Multimedia Instrctn

EDU 6618 Advanced Multimedia

Production

EDU 6625 Specialized Study in Area

of Education

TSU CURRICULA OUTLINES

M.S. in Management

Required Core – 15 semester hours

MAN 6601 Advanced Concepts &
Tpcs in Mngmnt

BUS 6610 Business Research

MGT 6671 Organizational Behavior

MAN 6685 Management Strategy

MAN 6696 Financial Analysis

Selected Concentration – 12 semester
hours

Elective - 3 semester hours

Healthcare Management Concentration
(choose 4)

MAN 6683 Healthcare Law

MAN 6684 Healthcare Administration
and Policy

HRM 6603 Human Resources
Management

IS 6679 Management Information
Systems

MAN 6625 Splclzd Study (Apld Rsrch
in Hlthcr)

Human Resources Management Cncntrtn
(choose 4)

HRM 6603 Human Resources
Management (Rqrd)

HRM 6604 Labor Law

HRM 6601 Legal Environment of
Emplymnt Dcsns

HRM 6619 Seminar in Human Rsurcs
Admnstrtn

HRM 6622 Human Resources Staffing

HRM 6623 Training and Human Rsrcs
Dvlpmnt

HRM 6632 Compensation and Benefits

HRM 6645 International Human Rsrcs
Mngmnt

Leadership and Organizational
Effectiveness

MAN 6681 Organization Development
and Change

MAN 6682 Leadership and Motivation

IS 6679 Management Information
Systems

MAN 6674 Business Ethics

M.S. in Human Resources Management

Required Core – 27 semester hours

- BUS 6610 Business Research
- HRM 6601 Legal Environment of Employment Decision
- HRM 6603 Human Resources Management
- HRM 6622 Human Resources Staffing
- HRM 6623 Training and Human Resources Development
- HRM 6632 Compensation and Benefits
- HRM 6698 Strategic Human Resources Management
- MAN 6601 Advanced Concepts and Topics in Management
- MGT 6671 Organizational Behavior

Elective – 3 semester hours

M.P.A.

Required Core - 21 semester hours

- PA 6601 Research Methods in Public Administration
- PA 6610 Survey of Public Administration
- PA 6622 Public Policy Analysis
- PA 6624 Public Personnel Management
- PA 6644 Administrative Law
- PA 6646 Organizational Behavior or PA 6620 Organization Theory
- PA 6650 Governmental Budgeting

Concentration Electives – 9 semester hours