

Program Approval

I. General Information

A. Institution Kansas State University

B. Program Identification

Degree Level: Bachelor
Program Title: Addiction Counseling
Degree to be Offered: BA/BS, Addiction Counseling
Responsible Department or Unit: Department of Sociology, Anthropology, and Social Work
CIP Code: 51.1501
Modality: Hybrid
Proposed Implementation Date: Fall 2023

Total Number of Semester Credit Hours for the Degree: 120

II. Clinical Sites: Does this program require the use of Clinical Sites? **Yes**

Use of clinical sites. Clinical sites will be used to fulfill program requirements for 10 credit hours of practicum work. This requirement is in line with Kansas Behavioral Sciences Regulatory Board, which requires “400 clock-hours of practice” through “an experience that integrates didactic learning that is related to substance use disorders with face-to-face, direct counseling experience that includes intake and assessment, counseling, treatment planning, discharge planning, documentation, and case management activities.” The Addiction Counseling degree will utilize already-established clinical site placements in conjunction with the social work program, in which social work students are placed in social service agencies throughout the state of Kansas for social work practice experience. Existing social work clinical placement sites will fulfill criteria for students completing the Addiction Counseling degree.

Location. Clinical sites will be located in Kansas, or in a bordering community. Students will be placed in clinical sites by the social work program’s Director of Field Education. Through the placement process, the Director coordinates with field agencies to ensure sites meet necessary staffing requirements. For Addiction Counseling clinical sites, staff requirements will include the need for a supervisor at the agency with a license in Addiction Counseling. Clinical sites must also ensure appropriate opportunities for direct service delivery with clients. The Director of Field Education maintains a list of possible clinical sites, which contains up-to-date information about the agencies and their appropriateness for placements. Students may request an agency not on this list. These requests necessitate an initial visit from field faculty to determine the appropriateness of the agency for field placements.

Expected demand. Completion of 10-hours of clinical education is required for the Addiction Counseling degree. Students must complete all other course requirements prior to their clinical work wherein clinical education will consist of the final semester of student’s degree requirements. As such, our expected demand for clinical sites will be equivalent to the number of students who enroll in the degree each semester.

III. Justification

The rpkGROUP’s 2023 Academic Portfolio and Teaching Workload Review submitted to the Kansas Board of Regents lists, “Substance Abuse, Behavioral Disorder, and Mental Health Counselors” as an occupation with a strong outlook that does not currently have an associated KBOR academic program.

Addiction Counselors provide treatment for people who suffer from alcoholism, drug addiction, or other mental

or behavioral problems. They work in a variety of settings, including substance abuse treatment centers, mental health centers, and prisons. In Kansas, Saint Francis Ministries and KVC Health Systems are the top employers for this field. The need for Addiction Counselors in the state of Kansas is high and continues to grow each year. Recent data indicates that Kansas adults are increasingly engaging in risky substance use behaviors (Kansas Department for Aging and Disability Services, 2022). In particular, heavy alcohol consumption and marijuana consumption has increased among Kansas adults. Moreover, rates of drug-related deaths are on an upward trend. Kansas also ranks higher than the national average with regards to the alcohol-related age-adjusted death rate.

Despite this need, Kansas also ranks higher than the national average on the number of individuals needing but not receiving alcohol substance abuse treatment – indicating that there are not enough Addiction Counselors to meet the needs of the state’s residents (Kansas Department for Aging and Disability Services, 2017). In many parts of the state, Addiction Counseling positions remain unfilled. According to the Kansas Department of Labor, annually from 2021-2022 there were 214 job openings for Substance Abuse, Behavioral Disorder, and Mental Health Counselors out of 2,000 positions (Kansas Department of Labor, 2023). This indicates that roughly 10% of positions are vacant. The Kansas Behavioral Sciences Regulatory Board requires a bachelor’s degree, at minimum, to become a Licensed Addiction Counseling – a more advanced degree requirement than many other states. A bachelor’s degree in Addiction Counseling can fill the gap in needed service providers for Western Kansas, and graduates from Kansas State University will be in an ideal geographic and educational position.

Housing an Addiction Counseling program specifically within the Department of Sociology, Anthropology, and Social Work will allow for an efficient use of resources. The Addiction Counseling curriculum was composed based on course requirements set forth by the Kansas Behavioral Sciences Regulatory Board for an individual to sit for the Licensed Addiction Counselor exam. Several courses are already part of the standard curriculum for the Social Work major and can be cross listed to allow enrollment by both addiction counseling and social work students. This model would reduce the number of FTE instructors needed to start the degree, and only one instructor FTE would need to be added to the department.

IV. Program Demand: Select one or both of the following to address student demand:

Market Analysis

Market size. For the 2019-2020 school year, 441 bachelor’s degrees were conferred for students studying “Substance abuse/addiction counseling” (U.S. Department of Education, 2022). This represents a 171% increase since 2007-2008. Comparatively, bachelor’s degree conferral rates increased by 27% during this same period across all disciplines. Addiction Counseling is a field of study with significant growth, positive job prospects, and considerable need across the country and particularly for the state of Kansas.

Student characteristics. Our target market for a bachelor’s in Addiction Counseling includes individuals from Kansas and surrounding states who are interested in becoming Licensed Addiction Counselors. Based on prior research, we anticipate students will be primarily female and White (Rieckmann et al., 2011). Given that a bachelor’s degree is required to become a Licensed Addiction Counselor in the state of Kansas, we will target undergraduate students, including new students to the university and those transferring from two-year community colleges. Community colleges represent a ripe area for recruiting potential students, as several Kansas community colleges, including Kansas City Kansas Community College, offer coursework in Addictions or Substance Abuse Counseling. Students completing degrees at these institutions looking to become a Licensed Addiction Counselor could complete necessary coursework at Kansas State University to obtain a bachelor’s degree and meet licensure requirements.

Comparison to similar programs. Several Kansas universities offer necessary coursework to become a Licensed Addiction Counselor. Washburn University offers a Bachelor of Applied Sciences in Addiction Counseling.

Bethel College and Fort Hayes State University offer a Bachelor of Social Work with available electives to sit for the Licensed Addiction Counselor exam. Similarly, Kansas Wesleyan University offers a Bachelor of Psychological Services with a concentration in Addictions and Substance Abuse Counseling.

Competitive advantage. Kansas State University’s degree in Addiction Counseling would be one of only two free-standing bachelor’s degree in this discipline in the state of Kansas and the only one offered at a state university. Although online options are available in other states, the Kansas Behavioral Sciences Regulatory Board (BSRB) has considerably more stringent coursework requirements than surrounding states, and our degree would ensure compliance with these requirements to fill this need. Each required ADC course was designed to fulfill BSRB requirements for Addiction Counseling licensure at the bachelor’s level. We have submitted syllabi to BSRB for their approval and will make necessary syllabi changes if requested by BSRB.

V. Projected Enrollment for the Initial Three Years of the Program

Year	Headcount Per Year		Sem Credit Hrs Per Year		Credit Hrs Per Year
	Full- Time	Part- Time	Full- Time	Part- Time	Total
Implementation	10	5	240	60	300
Year 2	20	10	480	120	600
Year 3	30	15	720	180	900

VI. Employment

According to the U.S. Bureau of Labor Statistics (2022), 351,000 individuals were employed as “Substance Abuse, Behavioral Disorder, and Mental Health Counselors” in 2021. Between 2021 and 2031, this is projected to increase by 77,500 positions (22% job growth), which is considered much faster than the national average of job growth. The typical entry-level education required for this job is a bachelor’s degree. Individuals with a bachelor’s in Addiction Counseling will meet the criteria to sit for the licensing exam and become a Licensed Addiction Counselor in the state of Kansas.

In the state of Kansas, there were an estimated 214 openings per year in 2021-2022 for individuals employed as “Substance Abuse, Behavioral Disorder, and Mental Health Counselors.” According to the Kansas Department of Labor (2020),

“Employment growth is expected as people continue to seek addiction and mental health counseling services. Demand for substance abuse, behavioral disorder, and mental health counselors is also expected to increase as states seek treatment and counseling services for drug offenders rather than jail time. In addition, there will be a continued need for counselors to work with military veterans to provide them the appropriate mental health or substance abuse counseling care. Job prospects are expected to be very good for substance abuse and behavioral disorder counselors, particularly for those with a bachelor's or master's degree. In addition, many workers leave the field after a few years and need to be replaced. As a result, those interested in entering this field should find favorable prospects.”

VII. Admission and Curriculum

A. Admission Criteria

Admission criteria to the Addiction Counseling degree will be consistent with university admission requirements approved by the Kansas Board of Regents. To be admitted to the university, students with fewer than 24 hours of college courses must meet one of the following criteria: cumulative high school GPA of 3.25 or higher; an ACT composite score of 21 or higher; or an SAT ERW+M score of 1060 or higher. Students with completed college credit hours must have achieved a 2.0 GPA or higher on all college credit. Students with 24

or more completed transfer hours must have a minimum GPA of 2.0 on all transfer course work by the time they start at K-State.

B. Curriculum

The curriculum for the proposed program aligns with requirements of the Kansas Behavioral Sciences Regulatory Board for licensure as a bachelor-level addiction counselor. The core objectives of the coursework are to equip students with skills to assist individuals with addictions, collaborate with client's social support systems to assist the client through the process of changing their behaviors, to evaluate and assess client needs, and to engage in treatment planning with clients to offer behavior change strategies, crisis intervention, and case management within the scope of their addition. Along with traditional lecture- and skills-based courses, students will be required to complete one immersive clinical experience consisting of 400-hour internship under supervision of Licensed Addiction Counselor.

Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH....
ANTH 200	Introduction to Cultural Anthropology	3
SOCIO 211	Introduction to Sociology	3
ENGL 100	Expository Writing I	3
PHYS 101	Physical Science and a Lab	4
		13

Year 1: Spring

Course #	Course Name	SCH....
ECON 110	Macroeconomics	3
MATH 100	College Algebra	3
PSYCH 110	General Psychology	3
ENGL 200	Expository Writing II	3
SOCWK 100	Social Work: A Helping Profession	3
		15

Year 1: Summer

Course #	Course Name	SCH....
SOCWK 200	Basic Skills for Working with People	3
GEOL 100	Earth in Action	3
		6

Year 2: Fall

Course #	Course Name	SCH....
COMM 105	Public Speaking	2
BIOL 198	General Biology and a Lab	4
SOCWK 510	Social Welfare	3
SOCWK 350	Social Work with Criminal Offenders & Victims	3
		12

Year 2: Spring

Course #	Course Name	SCH....
PHIL 130	Ethics	3
ENGL 220	Fiction into Film	3
BIOL 303	Ecology of Environmental Problems	3

SOCWK 320	Dynamics of Working with Older Adults	3
DANCE 225	Rhythmic Notation For Dance	1
		13

Year 2: Summer

Course #	Course Name	SCH....
HIST 152	American History 1865-Present	3
MUSIC 250	Music Appreciation	3
		6

Year 3: Fall

Course #	Course Name	SCH....
PSYCH 202	Drugs and Behavior	3
ADC 595	Holistic Recovery and Addictions Services Coordination	3
ADC 650	Methods of Individual Counseling	3
PSYCH 570	Psychopharmacology	3
		12

Year 3: Spring

Course #	Course Name	SCH....
SOCIO 423	Research Methods	4
ADC 325	Professional, Ethical and Legal Issues in Counseling	3
CRIM 361	Criminal Justice System	3
CRIM 462	The War on Drugs	3
		13

Year 3: Summer

Course #	Course Name	SCH....
CRIM 480	Prisons and Punishment	3
CRIM 572	The Death Penalty	3
		6

Year 4: Fall

Course #	Course Name	SCH....
ADC 570	Methods of Group Counseling	3
ADC 350	Addiction, Family, and Community	3
ADC 630	Co-occurring Disorders	3
HDFS 110	Introduction to Human Development	3
		12

Year 4: Spring

Course #	Course Name	SCH....
ADC 564	Professional Seminar	2
ADC 562	Field Experience	10
		12

Total Number of Semester Credit Hours [120]

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable
 FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Cheryl Calhoun	Teaching Assistant Professor	Masters	No	Addiction Counseling and Social Work	1.00
Jung Sim Jun	Associate Professor	PhD	Yes	Social Work	0.10
Kristen Kremer	Associate Professor	PhD	Yes	Social Work	0.10
Don Kurtz	Professor	PhD	Yes	Social Work	0.10
Lorenza Lockett	Teaching Assistant Professor	PhD	No	Social Work	0.10
Charles Pickens	Associate Professor	PhD	Yes	Psychology	0.10

Number of graduate assistants assigned to this program **10**

IX. Expenditure and Funding Sources (List amounts in dollars. Provide explanations as necessary.)

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	\$60,000	\$61,800	\$63,654
Administrators (other than instruction time)			
Graduate Assistants			
Support Staff for Administration (e.g., secretarial)			
Fringe Benefits (total for all groups)	\$18,000	\$18,540	\$19,096
Other Personnel Costs			
Total Existing Personnel Costs – Reassigned or Existing	\$78,000	\$80,340	\$82,750
Personnel – New Positions			
Faculty			
Administrators (other than instruction time)			
Graduate Assistants			
Support Staff for Administration (e.g., secretarial)			
Fringe Benefits (total for all groups)			
Other Personnel Costs			
Total Existing Personnel Costs – New Positions			
Start-up Costs - One-Time Expenses			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			

Other – marketing	\$5,000		
Total Start-up Costs	\$5,000		
Operating Costs – Recurring Expenses			
Supplies/Expenses			
Library/learning resources			
Equipment/Technology			
Travel			
Other			
Total Operating Costs			
GRAND TOTAL COSTS	\$83,000	\$80,340	\$82,750

B. FUNDING SOURCES <i>(projected as appropriate)</i>	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$93,750	\$187,500	\$281,250
Student Fees				
Other Sources				
GRAND TOTAL FUNDING		\$93,750	\$187,500	\$281,250
C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$10,750	\$107,160	\$198,500

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

Cheryl Calhoun was hired as a social work instructor in fall 2022. During the 2022-2023 academic year, she has been teaching addiction counseling courses as social work electives alongside social work courses. When the ADC degree begins, she'll teach these classes as ADC courses. No other faculty will be reassigned to Addiction Counseling courses. Rather, as explained in the *Justification* section, several Addiction Counseling courses will be cross-listed with Social Work courses. These courses include ADC 562, ADC 564, and ADC 570. These courses will be taught by social work instructors as part of their regular course load. Cheryl's current salary is \$60,000, which is the projected expenditures for First Fiscal Year. We have built in inflation-based salary increases of 3% for Second Fiscal Year and Third Fiscal Year.

Personnel – New Positions

No new faculty will be hired.

Start-up Costs – One-Time Expenses

Since the degree will be housed within the Department of Sociology, Anthropology, and Social Work, there will be limited start-up costs associated with the degree. We have budgeted for \$5,000 in marketing expenses.

Operating Costs – Recurring Expenses

The Department of Sociology, Anthropology, and Social Work will not incur additional operating costs as a result of the Addiction Counseling degree.

B. Revenue: Funding Sources

Student tuition revenue has been calculated at \$312.50/credit hour, the standard in-state tuition rate for undergraduate courses. The total number of credit hours per year is based on the projected enrollment and anticipated credit hours for full-time and part-time students.

Fiscal year	Total credit hours	Cost per credit hour	Total revenue
First FY	300	\$312.5	\$93,750
Second FY	600	\$312.5	\$187,500
Third FY	900	\$312.5	\$281,250

C. Projected Surplus/Deficit

The projected surplus reflects the difference between Total Funding and Total Expenses.

Fiscal year	Total Funding	Total Expenses	Surplus
First FY	\$93,750	\$83,000	\$10,750
Second FY	\$187,500	\$78,000	\$107,160
Third FY	\$281,250	\$78,000	\$198,500

XI. References

Kansas Behavioral Sciences Registry Board. (n.d.). *Educational requirements*. Retrieved from https://ksbsrb.ks.gov/docs/default-source/regulations/addiction-counselors/102-7-3.pdf?sfvrsn=15048885_8.

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