

## Program Approval

### I. General Information

A. **Institution** Kansas State University – Olathe

### B. Program Identification

Degree Level: Bachelor  
Program Title: Bachelor of Science  
Degree to be Offered: Applied and Interdisciplinary Studies  
Responsible Department or Unit: K-State Olathe Innovation Campus, School of Applied & Interdisciplinary Studies  
CIP Code: 30.0000  
Modality: Online  
Proposed Implementation Date: Summer 2026

Total Number of Semester Credit Hours for the Degree: 120

II. **Clinical Sites:** Does this program require the use of Clinical Sites? NO

### III. Justification

The primary objective of the program is to enable students with an associate's degree, including Associate of Applied Science (AAS) and Associate of General Studies (AGS), to transfer and complete a bachelor's degree at Kansas State University. Due to the Johnson County Education Research Triangle (JCERT) legislation, the Olathe campus is restricted from offering 100- and 200-level courses. Consequently, the only undergraduate program available at the K-State Olathe Innovation campus is a degree completion program. Traditionally, the AAS degree has been difficult to transfer and is often seen as a terminal associate degree, leaving many students without a clear pathway to a bachelor's degree. The Bachelor of Science in Applied and Interdisciplinary Studies is designed to be flexible, allowing for the transfer of up to 75 credits and ensuring that students can complete their AAS or AGS and most of the general education core requirements. Students in other associate degree types are eligible to transfer based on standard course articulation.

To support a successful transition from associate to bachelor's-level study, initial targeted efforts will focus on aligning the Bachelor of Science in Applied and Interdisciplinary Studies with high-demand programs that complement the initiatives for the K-State Olathe campus. **Initial alignment includes programs such as Business Administration, Automation Engineering Technology, and Electronics Technology**, which reflect the applied learning focus of both regional community colleges and the Olathe Innovation Campus. In collaboration with these community colleges, additional associate degree programs will be reviewed to ensure clear articulation pathways and credit alignment. These efforts will help ensure that students are fully informed about their enrollment options and degree completion timelines based on their specific AAS or AGS program. This approach supports student success by providing clarity, flexibility, and relevance in their academic and career progression.

This program will also enable students to earn an undergraduate Leadership Certificate from the Staley School in Manhattan and complete an applicable minor or an additional undergraduate certificate. Students can complete applied learning courses through each campus's online coursework, gain valuable professional skills through elective options, and enhance their educational experience without losing technical coursework in business and/or technology in the transfer process. Articulation agreements with two-year and technical colleges, which includes program-specific evaluations, will determine which technical courses align with the proposed program's curriculum. Additionally, this new bachelor's degree completion program will support current students at KSU who may be at risk of not completing their traditional bachelor's degree programs, providing them with a viable

alternative for degree completion.

#### **IV. Program Demand - Market Analysis**

In January of 2024, the K-State Olathe New Program Development team hosted six area community colleges to discuss transfer opportunities for students. Some of the barriers that were communicated to the K-State team include:

1. Transferability to K-State is poor, and there is a lack of prescribed transfer guides for all degrees, but this is increasingly difficult for AAS degree types.
2. What is the value of a four-year degree? K-State does not often articulate the full associate's degree, and many community colleges are struggling to engage students in seeking a two-year degree.

Additionally, the colleges offered feedback on curriculum opportunities between K-State and existing associate degrees:

1. The establishment of clear pathways for transfer credits and articulation agreements must be easy to understand. Additionally, communication related to changes to these agreements is critical.
2. Students need experiences that mimic or replicate real-life applied professional experience as much as possible, but this can be cost prohibitive.
3. There is a need for education in professional skills (e.g., leadership, entrepreneurship) and less technical skills that they are already receiving at the technical and community college level.
4. The number of transfer credits from community college partners that K-State will accept should be maximized.

#### **Market Data - Acquired from Lightcast by the K-State Market and Intelligence Analysis Team**

The industry market analysis report was conducted by the K-State Market Intelligence & Analysis Team. The data in this report is from Lightcast™, a labor market analytics company that curates and maintains comprehensive labor market data sets. The degree completion data are from IPEDS, reported by CIP code. Labor data is from Quarterly Census of Employment Wages from the Bureau of Labor Statistics and Bureau of Economic Analysis. The regions analyzed include: Arkansas, Colorado, Illinois, Iowa, Kansas, Missouri, Nebraska, Oklahoma, and Texas. To provide further analysis, we used five metrics:

- Regional Unique Job Postings (2019-2023)
- Projected Industry Growth (2023-2032)
- Top Ten Job Titles (2023)
- Top Ten Companies by Unique Job Postings (2023)
- Example Job Postings with Company, Location, and Salary Information (2023)

Total bachelor's degree completions (IPEDS) in the 30.0000 Multi-/Interdisciplinary Studies, General CIP code in the United States increased 168.6% over the past ten years from 2,771 in 2013 to 7,444 in 2022. In comparison, the ten-year percent change for all baccalaureate degrees in the United States was 9.1%, so student interest in this area has grown considerably. Similarly, the number of institutions awarding bachelor's degrees increased 206.8% over the past ten years to 227 in 2022. As there are some very large programs, the top ten institutions accounted for 45.8% of all bachelor's degree completions in 2022. However, five of the top ten institutions are in Florida and none are in the Midwest.

While competition is growing, this should be less of a concern owing to the unique completion pathway orientation of this proposed program. The potential pipeline of graduates from Johnson County Community College, for example, looks promising. The total number of Associate of Applied Science degree completions in a subset of business and technology CIP codes fluctuated slightly over the past ten years but nearly doubled from 78 completions in AY2013 to 153 completions in AY2022.

To highlight the projected demand for careers related to Business, Management, Marketing, and Related Support

Services, the report includes data on occupations based on designated codes from the Bureau of Labor Statistics:

- |                                  |  |
|----------------------------------|--|
| Accountants & Auditors           | General & Operations Managers                    |
| Marketing Managers               | Sales Managers                                   |
| Administrative Services Managers | Human Resources Managers                         |
| Project Management Specialists   | Social & Community Service Managers              |
| Compensation & Benefits Managers | Human Resources Specialists                      |
| Public Relations Managers        | Training & Development Managers                  |
| Financial Managers               | Market Research Analysts & Marketing Specialists |
| Public Relations Specialists     |  |

Unique job posting data are based on number of deduplicated job vacancy advertisements scraped from over 45,000 websites. Occupation projections are based on Lightcast methodology. The report provides data by the “Kansas City Metropolitan Statistical Area” and is one of the regions used by the Market Intelligence & Analysis team.

The projected growth rate in the Kansas City metropolitan area (2022 to 2032) for all fifteen related occupations (4.5%) is just above the growth rate for total occupations in the region (4.4%). Also, eight of the fifteen occupations exceed the growth rate for total occupations in the region. Similarly, eight of the fifteen occupations are projected to be above the Kansas City Metropolitan Statistical Area (MSA) occupation average size. So, the future job market should yield continuing opportunities for graduates of the program.

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

Year	Total Headcount Per Year		Total Sem Credit Hrs. (SCH) Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation		5		90 - 105 SCHs
Year 2		15		180 – 210 SCHs
Year 3		20		270 – 315 SCHs

**VI. Employment**

Data from the K-State Market Intelligence & Analysis team using Lightcast Analyst tool using the 15 occupations listed above determined the current employment opportunities for Unique Job Postings within a 9-state region from 2019-2023. The nine-state region included: Arkansas, Colorado, Illinois, Iowa, Kansas, Missouri, Nebraska, Oklahoma, Texas.

The current job market and long-term occupation projections are encouraging. Unique job postings in 2023 for thirteen of the fifteen selected occupations, listed above, were above the average for all occupations in the Kansas City Metropolitan Statistical Area. And the five-year percent change in unique job postings (2019 to 2023) for eleven of the fifteen selected occupations were above the percent change for all occupations in the Kansas City Metropolitan Statistical Area. More specific examples include,

- The General & Operations Manager and Accountants & Auditor occupations account for 52.4% of the 2032 projected jobs, and eight of the fifteen occupations are projected to be above the Kansas City MSA occupation average size.
- The projected growth rate in the Kansas City MSA for all fifteen related occupations (4.5%) is just above the growth rate for total occupations in the region (4.4%). Also, eight of the fifteen occupations exceed the growth rate for total occupations in the region.

## VII. Admission and Curriculum

### A. Admission Criteria

Students will be admitted through a selective admissions process that is overseen by the School of Applied and Interdisciplinary Studies. For transfer students, the transfer coursework must have a minimum of 2.0 GPA. Transfer grade of a “D” does not transfer for applied business courses. Additional transfer credit limitations may exist depending on the certificate or minor program that the student is interested in completing as part of their degree requirements.

### B. Curriculum

The following are the degree maps to show the transferability of the program. The one directly below represents an example of a degree completion for the AGS. The second is a specific example of a degree completion for the AAS in Business Administration at Johnson County Community College. Please note, K-State Olathe cannot offer 100/200 level coursework per the JCERT Legislation requirements.

#### General Program Academic Degree Map (includes undergraduate certificate in Leadership Studies)

##### Year 1: Fall

SCH = Semester Credit Hours

Course #	Course Name	SCH
	Transfer Elective	3
	Transfer Elective	3
CORE 01	Composition I Transfer	3
CORE 03	Business Mathematics Transfer	3
CORE 04	Science w/Lab Transfer Elective	4
	<b>TOTAL Year 1 Fall</b>	<b>16</b>

##### Year 1: Spring

Course #	Course Name	SCH
	Transfer Elective	3
	Transfer Elective	3
CORE 02	Public Speaking Transfer	3
CORE 05	Social & Behavioral Sciences Transfer	3
CORE 01	Composition II Transfer	3
	<b>TOTAL Year 1 Spring</b>	<b>15</b>

##### Year 2: Fall

Course #	Course Name	SCH
	Transfer Elective	3
	Transfer Elective	3
CORE 06	Arts & Humanities Transfer	3
	Transfer Elective	3
	Transfer Elective	3
	<b>TOTAL Year 2 Fall</b>	<b>15</b>

##### Year 2: Spring

Course #	Course Name	SCH
	Transfer Elective	3
	Transfer Elective	3
	Transfer Elective	3

	Transfer Elective	3
CORE 05	Social & Behavioral Sciences Transfer	3
CORE 07	Transfer Elective	3
	<b>TOTAL credits Year 2 Spring</b>	<b>18</b>

**Year 3: Fall**

Course #	Course Name	SCH
AAI 301	Career Planning for Applied & Technical Professionals	3
CORE 06	Arts & Humanities Course	3
	300+ Level Applicable Minor/Certificate Course or Elective	3
LEAD 212	Introduction to Leadership Concepts	3
	300+ Level Applicable Minor/Certificate Course or Elective	3
	<b>TOTAL credits Year 3 Fall</b>	<b>15</b>

**Year 3: Spring**

Course #	Course Name	SCH
	300+ Level Applicable Minor/Certificate Course or Elective	3
LEAD 350	Culture and Context in Leadership	3
AAI 501	Practicum in Applied and Interdisciplinary Studies	3
	300+ Natural Science or Statistics Elective	3
CORE 07	Elective	3
	<b>TOTAL credits Year 3 Spring</b>	<b>15</b>

**Year 4: Fall**

Course #	Course Name	SCH
	300+ Level Applicable Minor/Certificate Course or Elective	3
	300+ Level Applicable Minor/Certificate Course or Elective	3
LEAD 405	Leadership in Practice	3
	300+ Level Applicable Minor/Certificate Course or Elective	3
	300+ Level Applicable Minor/Certificate Course or Elective	2
	<b>TOTAL credits Year 4 Fall</b>	<b>14</b>

**Year 4: Spring**

Course #	Course Name	SCH
AAI 502	Applied Studies Seminar	3
LEAD 450	Capstone in Leadership Studies	3
	300+ Level Applicable Minor/Certificate Course or Elective	3
	300+ Level Applicable Minor/Certificate Course or Elective	3
	<b>TOTAL credits Year 4 Spring</b>	<b>12</b>

**Specific potential example of AAS transition from Johnson County Community College**

**Year 1: Fall (Johnson County Community College) SCH = Semester Credit Hours**

Course #	Course Name (KSU equivalent)	SCH
BUS 121	Intro to Business (BUS 110 – KSU)	3
BUS 225	Organizational Business (Unrestricted Elective – KSU; CORE 07)	3
ENGL 121	Composition I (ENGL 100 – KSU; CORE 01)	3
MATH 120	Business Math (MATH XXX – KSU; CORE 03)	3
CIS	Electives (Unrestricted Elective – KSU)	4
	<b>TOTAL CREDITS</b>	<b>16</b>

**Year 1: Spring**

Course #	Course Name	SCH
ACCT 121	Accounting I (BUS 251 – KSU)	3
BUS 141	Principles of Management (MANGT 220 – KSU)	3
ECON 230	Principles of Macroeconomics (ECON 110 – KSU; CORE 05)	3
COMS XXX	Comms Course (COMM 106 – KSU; CORE 02)	3
	Arts & Humanities Elective (Ex. - MUSIC 250 – KSU; CORE 06)	3
	<b>TOTAL CREDITS</b>	<b>15</b>

**Year 2: Fall**

Course #	Course Name	SCH
ACCT 122	Accounting II (BUS 251 – KSU)	3
BLAW 261	Business Law I (MANGT 430 – KSU)	3
ECON 231	Principles of Microeconomics (ECON 120 – KSU; CORE 05)	3
MKT 230	Marketing (MKTG 400 – KSU)	3
PHIL 140	Business Ethics (ELECT 1** - KSU; CORE 07)	3
	Business Elective (300+ level)	3
	<b>TOTAL CREDITS</b>	<b>18</b>

**Year 2: Spring**

Course #	Course Name	SCH
ACCT 222	Managerial Accounting (ACCT 231 – KSU)	3
BUS 123	Personal Finance (PFP 105)	3
BUS 243	Human Resource Management (MANGT 2** – KSU)	3
BLAW 263	Business Law II (MANGT 2** - KSU)	3
EVRN 130 and EVRN 132	Environmental Sciences & Lab (BIOL 263 – Ecology of Environmental Problems & BIOL 1** Lab – KSU; CORE 04)	5
	<b>TOTAL CREDITS</b>	<b>17</b>

**(Total from JCCC****66 hours)****Year 3: Fall**

Course #	Course Name	SCH
AAI 301	Career Planning for Technical Professionals	3
BUS 400	Marketing Techniques	3
ENGL 302	Technical Writing	3
LEAD 212	Introduction to Leadership Concepts	3
ENGL 122	Composition II - CORE 01	3
	<b>TOTAL CREDITS</b>	<b>15</b>

**Year 3: Spring**

Course #	Course Name	SCH
COMM 311	Business & Professional Speaking	3
LEAD 350	Culture and Context in Leadership	3
AAI 501	Practicum in Applied and Interdisciplinary Studies	3
ENGL 471	Written Communication for the Workplace	3
	Arts & Humanities Course – CORE 06	3
	<b>TOTAL CREDITS</b>	<b>15</b>

**Year 4: Fall**

Course #	Course Name	SCH
BIOL 101	Concepts of Biology (BIOL 121 – KSU)	3
BUS 520	Integrated Technology Management Capstone	3
LEAD 405	Leadership in Practice	3
CNRES 531	Core Conflict Resolution	3
	<b>TOTAL CREDITS</b>	<b>12</b>

**Year 4: Spring**

Course #	Course Name	SCH
AAI 502	Applied Studies Seminar	3
LEAD 450	Capstone in Leadership Studies	3
COMM 326	Group Communication	3
MANGT 531	Human Resource Management	3
	<b>TOTAL CREDITS</b>	<b>12</b>

**Total Number of Semester Credit Hours ..... 120**

**VIII. Core Faculty**

Note: \* Next to Faculty Name Denotes Director of the Program

Additional Faculty are located at the Salina and Manhattan campuses. They do not serve as core faculty but will lead students through the related certificate programs that the student chooses.

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
*Darrin Smith	Associate Professor	PhD	Y	Chemistry	.30
Kim Voight	Instructor	MS	N	Counseling	.20

Associated number of faculty contributing to the program through teaching will vary based on the students' selected certificates/minors. There will be an available adjunct pool for the AAI-related courses.

Number of graduate assistants assigned to this program ..... **0**

**IX. Expenditure and Funding Sources** [List amounts in dollars. Provide explanations as necessary. Please double-check the math.]

A. EXPENDITURES	First FY	Second FY	Third FY
<b>Personnel – Reassigned or Existing Positions</b>			
Faculty	\$105,877	\$109,053	\$112,325
Administrators ( <i>other than instruction time</i> )			
Graduate Assistants			
Support Staff for Administration ( <i>e.g., secretarial</i> )			
Fringe Benefits ( <i>total for all groups</i> )	\$38,979	\$40,149	\$41,353
Other Personnel Costs			

<b>Total Existing Personnel Costs – Reassigned or Existing</b>	\$144,856	\$149,202	\$153,678
<b>Personnel – New Positions</b>			
Faculty			
Administrators ( <i>other than instruction time</i> )			
Graduate Assistants			
Support Staff for Administration ( <i>e.g., secretarial</i> )			
Fringe Benefits ( <i>total for all groups</i> )			
Other Personnel Costs			
<b>Total Existing Personnel Costs – New Positions</b>			
<b>Start-up Costs - One-Time Expenses</b>			
Library/learning resources			
Equipment/Technology			
Physical Facilities: Construction or Renovation			
Other (Course Development)	\$9,000		
Marketing	\$26,000		
<b>Total Start-up Costs</b>	\$35,000		
<b>Operating Costs – Recurring Expenses</b>			
Supplies/Expenses			
Library/learning resources			
Equipment/Technology			
Travel			
Other (Adjunct Pay & Assessment)	\$18,000	\$18,000	\$18,000
<b>Total Operating Costs</b>	\$18,000	\$18,000	\$18,000
<b>GRAND TOTAL COSTS</b>	\$197,856	\$167,202	\$171,678

<b>B. FUNDING SOURCES</b> <i>(projected as appropriate)</i>	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds	\$47,250	\$141,750	\$189,000
Student Fees			
Other Sources	\$53,000	\$18,000	\$18,000
<b>GRAND TOTAL FUNDING</b>	\$100,250	\$159,750	\$207,000



<b>C. Projected Surplus/Deficit (+/-)</b> (Grand Total Funding <i>minus</i> Grand Total Costs)		- \$97,606.90	- \$7,452.61	\$35,321.31
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**X. Expenditures and Funding Sources Explanations**

**A. Expenditures**

**Personnel – Reassigned or Existing Positions**

1. A .30 FTE for the Program Director (Existing Assistant Dean)
2. A .20 FTE for program assistance in student services/teaching (Existing Director of Student Services)

**Personnel – New Positions**

There are no plans for new positions. Since the curriculum is built from existing coursework, it is anticipated that the administration and course offerings at the Olathe campus will come from reallocation of time from four existing positions and the onboarding of adjunct instructors as needed for the coursework.

**Start-up Costs – One-Time Expenses**

1. Course Development = \$9,000 (3 courses at 3 SCH per course, \$1000 per credit hour)
2. Marketing Costs = \$26,000 (startup for digital marketing and printed materials)

**Operating Costs – Recurring Expenses**

1. Adjunct/Instructor Costs = \$18,000
2. Faculty Release for Assessment = \$18,000

**B. Revenue: Funding Sources**

The program has been granted \$89,000 for start-up and first three-year maintenance costs through the K-State Academic Innovation Fund (<https://www.k-state.edu/provost/academic-excellence/funding-opportunities/academic-innovation/>). This amount is broken down in the financial table over three years, with \$53,000 shown the first year and \$18,000 shown the next two years.

If the program can enroll students at the following rate, the table below would project anticipated revenue generation. The tuition rate per credit hour is conservatively estimated at \$393.75 for in-residence students:

Year 1	Year 2	Year 3
5 Students (24 SCHs)	15 Students (24 SCHs)	20 Students (24 SCHs)
\$47,250	\$141,750	\$189,000

**C. Projected Surplus/Deficit**

The Bachelor of Science is anticipated to be revenue-positive after the second year.

**XI. References**

Kansas State University. (n.d.). *Olathe campus tuition and fees*. Retrieved July 29, 2024, from <https://www.k-state.edu/finsvcs/cashiers/costs/olathe-tuition-fees/>

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