University Undergraduate Council

April 14, 2023 1:00 - 3:00 PM

Zoom

Minute Attendance

Committee - Voting Members					
✓	Ladrica Menson-Furr (CAS)		Lisa Mendell (CSD)	✓	Joy Hoffman (NURS)
✓	Denis Grélé (CAS)	✓	Nichelle Robinson (COE)	✓	Candace McGowen (NURS)
✓	Melissa Hirschi (CAS)		Sandra Cooley-Nichols (COE)	✓	Joanne Gikas (CPLS)
✓	Andrew Mickelson (CAS)	✓	Russell Deaton (HERFF)	✓	Lorraine Meiners-Lovel (CPLS)
✓	Kurt Kraiger (FCBE)	✓	Claudio Meier (HERFF)	✓	Debra Bartelli (SPH)
✓	Peter McMickle (FCBE)	✓	Larry Weiss (CHS)	✓	Jennifer Turchi (PUBH)
✓	Kelly Mollica (FCBE)	✓	Melissa Puppa (CHS)	✓	Alistair Windsor (Faculty Senate)
✓	Jenna Thompson (CCFA)	✓	Brandt Pence (CHS)		
✓	Sonin Lee (CCFA)	✓	Michael Hutchison (KWS)		
	Christina Moss (CCFA)	✓	Carol Silkes (HPRM)		
Committee - Non-Voting Members					
✓	Carol Danehower (Chair)	✓	Karen Weddle-West (SAS)	✓	Sofiya Dahman (Library)
	Alletha Davis (Registrar)	✓	Dale Williams (ACC)	✓	Stormey Warren (CAS)
✓	Darla Keel (Registrar)	✓	Kathy Walker (AAN)		
✓	Keri Kerr (Registrar)	✓	Sean Holden (OIR)		
✓	Victoria Tardugno (Registrar)	✓	Atlantica Smith (SGA - Student Rep)		
✓	Trent Harper (ASL)		Melinda Jones (Un. Honors)		
Guests					
✓	Tyler Stegall (BlueOval SK)			✓	
✓	Fernanda West (CAAS)				
Proxies					

University Undergraduate Council
April 14, 2023 Meeting Minutes
April 14, 2023
1:00 p.m. Zoom

I. Call to Order –Carol Danehower, Chair

- Meeting called to order at 1:01 p.m.

II. Old Business –Approval of Meeting Minutes

- Votes on January, February, March UUC Meeting Minutes
  i. All three months of minutes moved and seconded for approval.

III. New Business – No new business

IV. Information for Consideration for Future Curriculum Directions

- Transfer Policy Clarification and Review – *Darla Keel*
- Systematic examination of CIP codes for accuracy and scrutiny for STEM designation (reminder--APM proposal to THEC if wanting change of CIP code) - *Carol*
- BlueOval City/BlueOval SK/Ford in Stanton, TN. (Haywood County, near Brownsville) intro from *Tyler Stegall*, Talent Acquisitions Manager, BlueOval SK
- Strategic Plan –please help your departments keep curriculum review/revisions in mind as you work toward your College/School plan deadlines

V. Updates/Announcements/Reminders

**Carol update on THEC Convening in March

**Next meeting May 12, 1:00PM:

- Vote on proposal from Scheidt School of Music (APM consolidating BM Music, Commercial Music Performance and BPS, Music and Entertainment into BA Music)

VI. Adjourn

- Move to adjourn seconded and passed. The meeting adjourned at 2:17 PM.

POWERING INNOVATION

ELECTRIFYING FUTURES

BlueOval SK

3D FLY THROUGH OF BLUE OVAL CITY:
TENNESSEE

Our Mission

Building safe, reliable EV batteries with exclusive technology to create a sustainable planet for the future

Our Vision

Electrify the Future of Mobility

BlueOval SK Story

In July 2022, BlueOval SK was founded as a Joint Venture between Ford Motor Company and SK Innovation.

Ford Motor Company is an American multinational automobile manufacturer founded in 1903. The company sells automobiles and commercial vehicles under the Ford brand, and luxury cars under its Lincoln luxury brand.

SK On is helping build a new generation of mobility that will create cleaner, more convenient forms of transportation. With its innovative battery technologies, SK On is already a linchpin in the revolution towards widespread adoption of Electric Vehicles (EVs).

BlueOval SK will reimagine how electric vehicles and batteries are designed and built at two mega manufacturing campuses in Kentucky and Tennessee. Together, we will pave the way in the Electric Vehicle revolution.

BlueOval SK Story

BlueOval SK Battery Park – Glendale, Kentucky

BlueOval City – Stanton, Tennessee

BlueOval SK will reimagine how electric vehicles and batteries are designed and built at two mega manufacturing campuses in Kentucky and Tennessee. Together, we will pave the way in the Electric Vehicle revolution.

Scan This Code

Sign up for our monthly newsletter!

- Career Opportunities
- Facility Updates
- Community Events
- Meet the Team
- And more!

BlueOval SK

POWERING INNOVATION
ELECTRIFYING FUTURES

BlueOval SK

THEC | TENNESSEE HIGHER EDUCATION COMMISSION

New Academic Programs Convening

March 24, 2023

Welcome

Julie A. Roberts

Chief Academic Officer
Tennessee Higher Education Commission

THEC

Goals for Today!

- Start a statewide conversation around program development
- Provide resources for new academic program proposals
- Hear from campus partners about best practices
- Engage participants in meaningful discussion
- Elicit feedback to help inform and advance the work of the Academic Affairs team
- Build community and share resources

Agenda

- Introduction to the Academic Affairs Team
- Overview of New Academic Programs Process
- Resources for workforce alignment for feasibility studies
- Discussion of importance of strategic alignment and programs
- Keynote presentation – innovative academic programming
- Best practices panel from campus partners
- Feedback session

Academic Affairs Programs Team

Dr. Katherine Brackett
Director of Academic Affairs

- Academic Programs
- General Education
- Academic Program Inventory

Dr. Ryan Korstange
Director of Academic Affairs

- Academic Programs
- Textbook Affordability
- Contract Management

Anjelica (AJ) Jones
Director of Academic Affairs

- Academic Programs
- TN Accreditation Network
- Off-Campus Approval

Academic Affairs Team

Gregg Crawford
Director of Veterans Transition & Outreach

- VETS Campus Designation
- Veteran Reconnect Grants
- Service Member Opportunity Portal & Veteran PLA

Dr. Tracy Comer
Director of Articulation & Transfer

- Articulation and Transfer Initiatives
- Reverse Transfer
- TN Transfer Pathways
- Technical TN Transfer Pathways

Mitch Currey
Senior Director of Workforce & Economic Development

- Coordination of Economic Development Strategies in Higher Education
- Alignment of Career & Technical Education (CTE) across sectors
- Workforce Development Grants

Maya Robinson
Academic Affairs Coordinator

- Academic Common Market
- Administrative Support

Academic Affairs Team Focus

- Improve processes and update systems
- Convene stakeholders around various topics
- Provide resources to institutional partners
- Partner with campuses to develop and implement statewide priorities and initiatives

Improve Processes and Update Systems

- Academic policy revisions
- Electronic submissions and tracking
- New Academic Program Inventory – coming in 2023!
- Future updates to Off-Campus and Academic Common Market Portals
- Website refresh – coming soon

Convene Stakeholders

- Tennessee Accreditation Network
- Open Education Week
- Textbook Affordability Working Group
- Transfer Convenings – TACRAO meeting Fall 2023
- Veteran Reconnect Conference focused on Prior Learning Assessment (PLA) – Fall 2023
- Discussion of program modality definitions in collaboration with UT, Chattanooga

Provide Resources

- Quarterly program trainings
- Tennessee Open Education Hub – *in partnership with the Tennessee Board of Regents*
- Veteran Campaign – in development
- Tennessee Transfer Pathway website
- Workforce Development Grants

Partner with Campuses on Statewide Priorities & Initiatives

- Engage stakeholders in policy reviews to create efficiencies while maintaining quality
- Tennessee Transfer Pathway Curriculum Reviews – *in partnership with TBR and UT System*
- VETS Campus designation
- Led a statewide team to develop Quality Non-Degree Credential definition
- Facilitate workforce discussions

Academic Program Policy Changes/Resources

- THEC Policy A1.0 – New Academic Programs: Approval Process
  - Substantial revision in July 2022
  - Minor revision in January 2023
  - Updated checklists online
- THEC Policy A1.1 – Academic Program Modifications
  - Policy revision July 2022
- THEC Policy A1.3 – New Academic Units
  - Policy revision January 2023

Overview:
New Academic Program Process

1

Letter of Notification

- Public Comment – 15 days
- Overview
- Background
- Feasibility
- Projections
- Costs
- Revenues

2

New Academic Program Proposal

- Revised Letter of Notification
- Timeline
- Curriculum
- Students
- Resources

3

External Review

- Reviewer Selection
- Site Visit
- Reviewer Report
- Institutional Response

4

Board Approval

- University Board of Trustees
  -or-
  System Board of Trustees*

5

Commission Action

- Campus presentation at quarterly Commission meeting

** Note: institutional policies on required approval differ, all proposals are subject to local board policies.*

Resources for Workforce Alignment & Feasibility Studies

Dr. Amy Moreland

Assistant Vice Chancellor of Policy and Strategy
Tennessee Board of Regents

Paige Elliott

Director of Research and Strategy
Tennessee Higher Education Commission

THEC

Data Resources for Workforce Alignment

March 24, 2023

Data Resources for Workforce Alignment

1. TBR Data Resources
2. TN Education & Workforce Maps
3. Other Resources for State & Regional Data

The Value of Workforce Alignment

A recent essay from the Community College Research Center said:

"To build back enrollment over the longer term, colleges must not only take steps to make it easier to attend college but also reevaluate their programmatic offerings to ensure that all programs lead to outcomes that make them worth the investment of time and money by students and their families… Colleges will also need to look at the curriculum and pedagogy of their programs and ensure that they are aligned with the requirements for good jobs in their areas."

(Jenkins & Fink, 2021)

TBR's Interactive Data Tools

- Dashboards about enrollment & success trends
- Tools about the pipeline from high school to college
- **The TN Education & Workforce Maps**

Scan here or visit tbr.edu/data to view TBR Data & Research.

The TBR College System of Tennessee Data Dashboard provides interactive and visual information on various student data.

Data Dashboards | College Profiles | TN Education & Workforce Maps | Research Library | Strategic Plan | Glossary of Terms

Community College - Data Dashboards

The data dashboards allow exploration of the community colleges within the TBR System by topic.

General Enrollment

General Enrollment Trends
General Enrollment by Program
Enrollment by Status and Demographics

Enrollment by Student Types

Dual Enrollment
Lottery Student Enrollment
Low Income
Adult Learner (25+)
Military-Affiliated Students

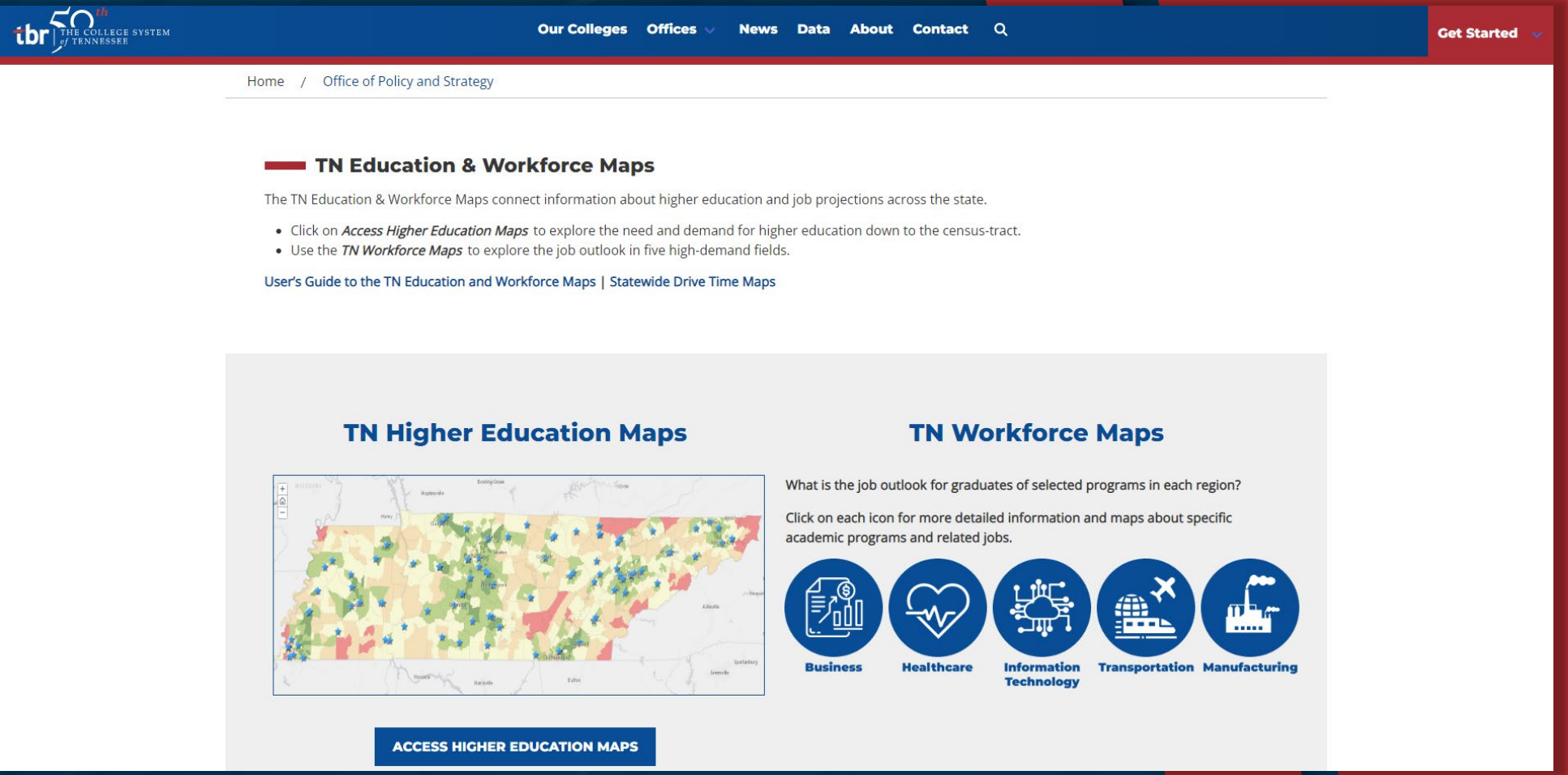
Student Success

Student Retention
Student Graduation Rates

Awards

Award Trends
Awards by Program
Awards by Demographics
Warranty Program

TBR Data Resources



TN Education & Workforce Maps

TN Education & Workforce Maps

What kind of questions can be answered with these maps?

Which regions of Tennessee have the **highest need or demand** for additional higher education credentials?

What is the **statewide job outlook** for graduates of selected programs?

What is the job outlook for graduates of selected programs **in my region**?

1

DEMOGRAPHIC DATA

about the Need and Demand for Higher Education

LABOR MARKET DATA

about Graduates and Jobs

2

The TN Education & Workforce Maps draw from two publicly-available data sources.

1

DEMOGRAPHIC DATA

about the Need and Demand for Higher Education

Population & Population Density

Population Projections

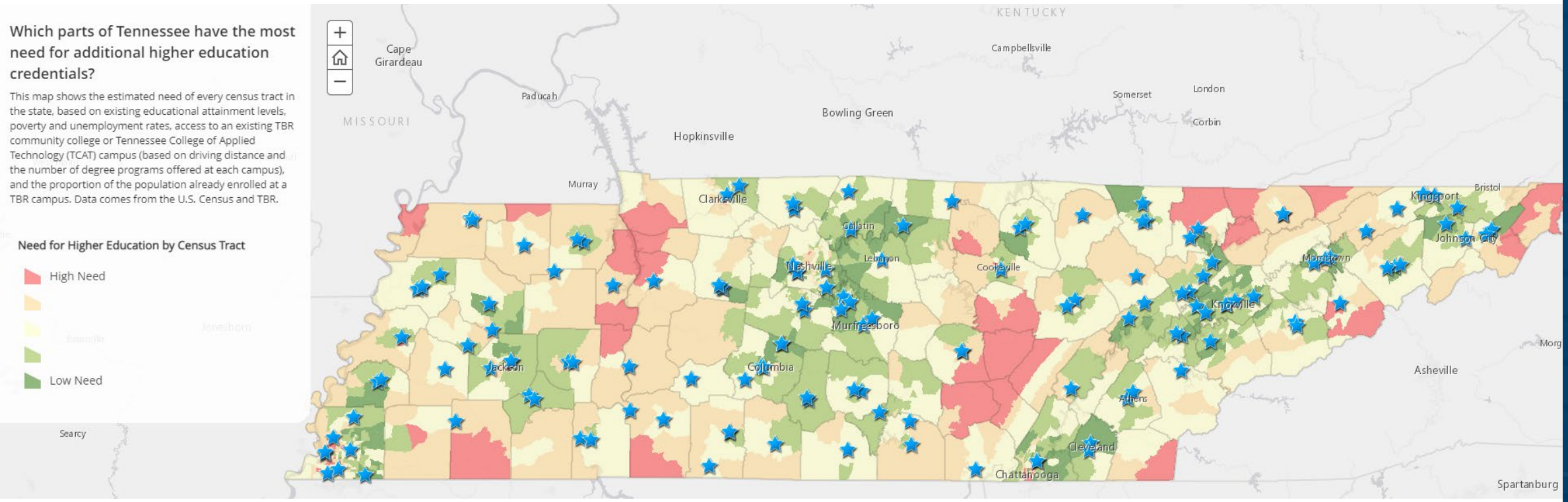
Unemployment, Labor Force Participation, & Poverty Rates

Driving Time to a College Campus

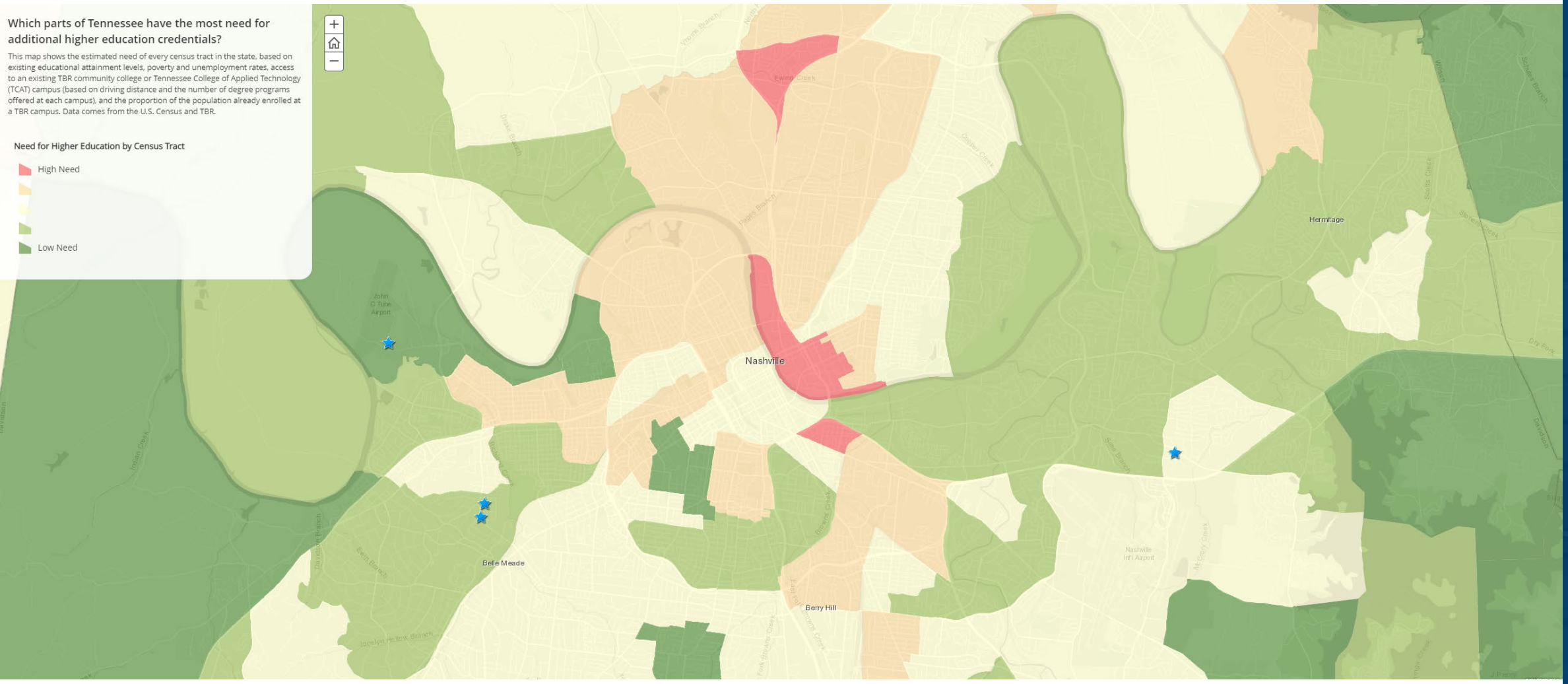
Educational Attainment

K-12 Enrollment & Enrollment Projections

First, we examined demographic data for each Census-tract in Tennessee.

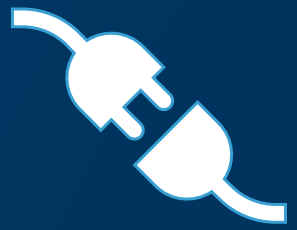


Need & Demand for Higher Education



Need & Demand for Higher Education

Regional Data on Job Prospects from the TN Department of Labor and Workforce Development



Connections from programs (CIP codes) to occupations (SOC codes)

Regional Data about Graduates based on CIP Codes and IPEDS Data

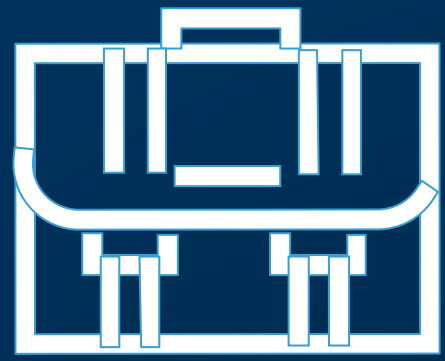
LABOR MARKET DATA
about Graduates and Jobs

2

Second, we examined labor market data on job outlooks at the regional level.

Healthcare

Information Technology



Business

Transportation, Distribution, and Logistics

Manufacturing

The TN Education & Workforce Maps focus on five career fields.

What is the demand for workers?

In this region, what is the level of demand for workers trained in this field?

Is the demand high, medium, or low?

What's the long-term job outlook?

How many annual job openings are available each year?

What's the projected growth rate?

How does the demand compare to the supply?

What's the projected ratio of graduates in this field compared to jobs available in this field?

What information is available about jobs?

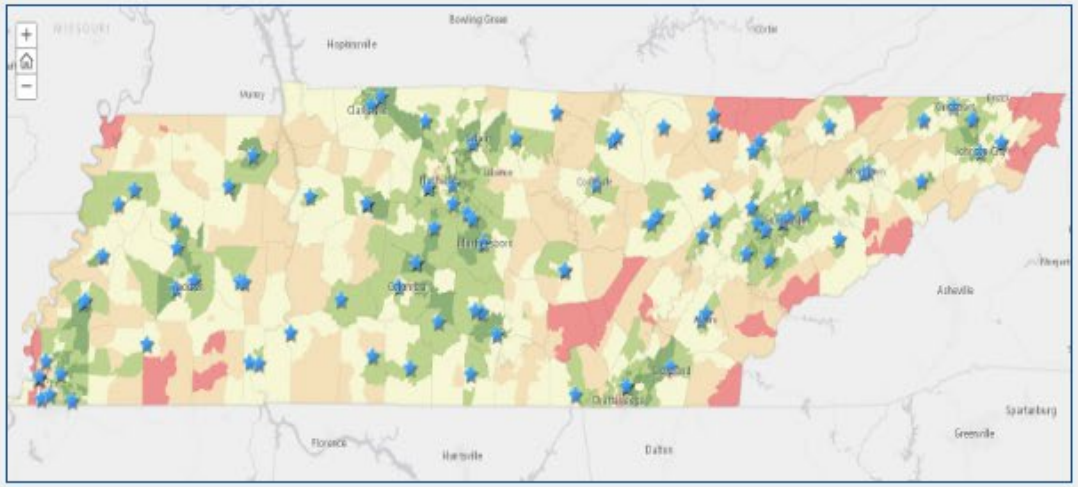
Challenges in **Connecting** Jobs to Programs and Graduates

Some fields include jobs that **don't require college degrees**, like manufacturing.

Some fields include jobs that have **flexibility in degree requirements**, like IT.

Some programs prepare students for jobs in **multiple fields**, like business.

TN Higher Education Maps



ACCESS HIGHER EDUCATION MAPS

TN Workforce Maps

What is the job outlook for graduates of selected programs in each region?

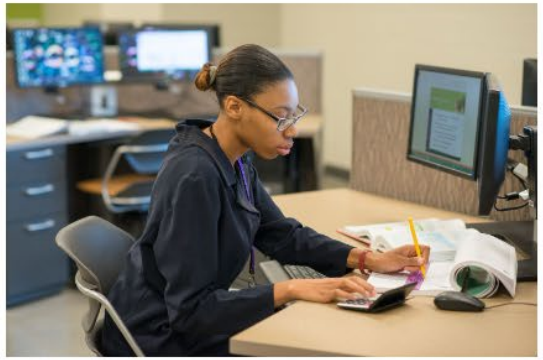
Click on each icon for more detailed information and maps about specific academic programs and related jobs.

Business | Healthcare | Information Technology | Transportation | Manufacturing

TN Workforce Maps

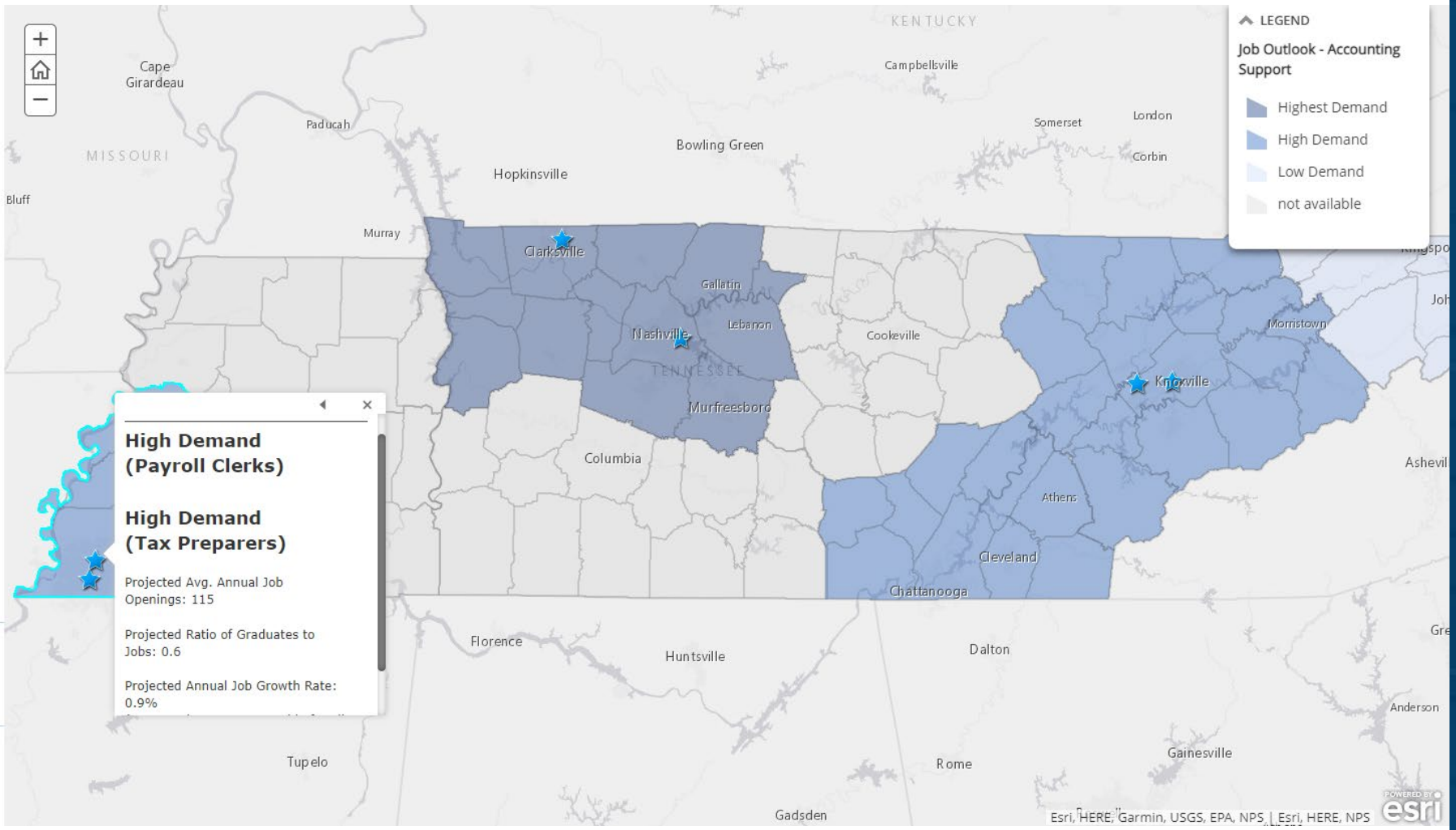
Accounting Administrative Support

This map shows the outlook for general accounting administrative support jobs, as well as all colleges that currently offer accounting administrative support programs. A ratio of graduates to jobs above 1.0 indicates that there are more graduates with accounting administrative support degrees in that region than accounting administrative support jobs in that region.



Administrative and Information Support

notes and data sources



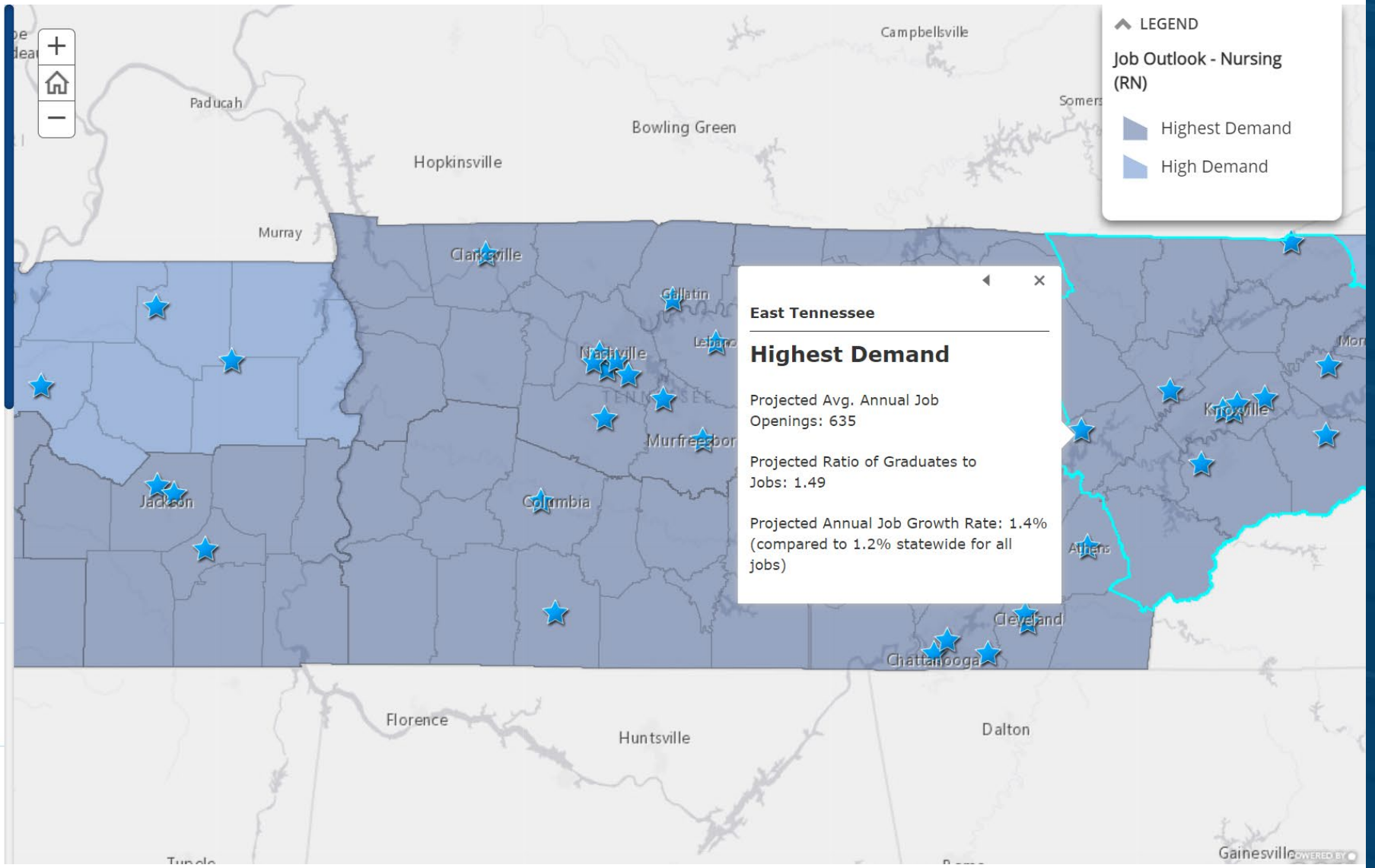
Job Outlook in Business

Nursing (RN)

This map shows the outlook for Registered Nurses (RN) jobs, as well as all colleges that currently offer RN programs. A ratio of graduates to jobs above 1.0 indicates that there are more graduates with RN degrees in that region than RN jobs in that region.

Nursing Assistants and Home Health

Practical Nurse (LPN)



Job Outlook in Health Care

What are the potential limitations and challenges?

Students follow jobs outside of **regional boundaries**.

The work is ongoing to keep the data **up-to-date** and relevant.

These tools are a great place to begin, but data should be supplemented with **regional workforce knowledge**.

Other Data Resources

Bureau of Labor Statistics

for cross-state data or emerging job trends

Specialized State Resources

From TN ECD or the UT Institute of Agriculture

Supply and Demand Report

THEC, TDLWD, TNECD, and TDOE

TBR Data Resources

Email
Amy.Moreland@tbr.edu

Visit
tbr.edu/data

Scan here or visit **tbr.edu/data** to view TBR Data & Research.

Resources for Workforce Alignment and Feasibility Studies

Improving the Pipeline for TN's Workforce:
Academic Supply for Occupational Demand Report

TN Department of Economic & Community Development

TN Department of Education

TN Department of Labor & Workforce Development

THEC TSAC

Purpose and Partnership

- Public Chapter 183 (2021)

- Second Joint Report
  - 14 Career Clusters
  - In-Demand Occupations
  - Aligned Academic Programs (apprenticeships, too)

- Four State Agency Partners

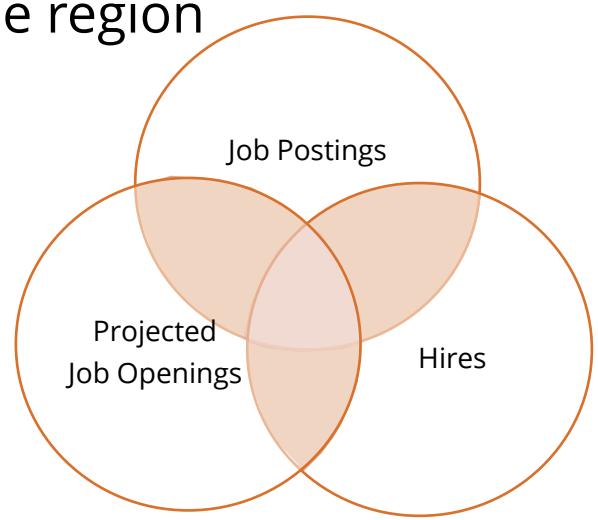
Report Use

- Identifies in-demand occupations statewide and within each local workforce development area (LWDA) or region
- Aligns academic programs matching skills and knowledge attained in an academic program to the skills and knowledge required for success in the occupation
- This report connects occupations to academic programs and apprenticeships but **is not** a gap analysis. This report captures one component of workforce supply, recent degree completers. Future reports will seek to improve the comprehensiveness of Tennessee's supply for in-demand occupations.

In-Demand Occupations

In-Demand Jobs: Methodology

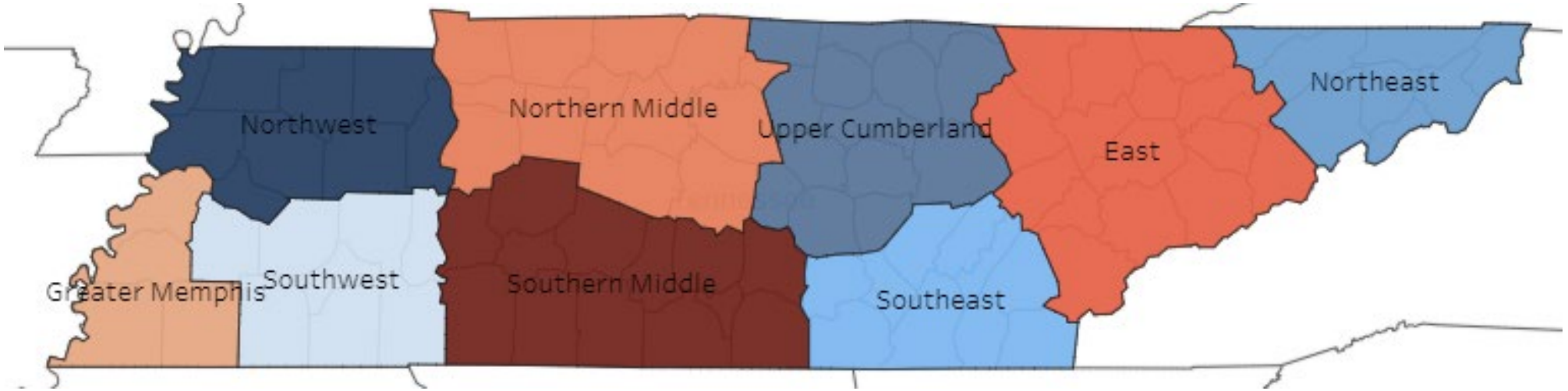
- Evaluate all 750+ occupations in the Standard Occupation Code (SOC) System
- Measure postings, openings, and hires for an occupation relative to total number of people employed in the occupation.
  - Unique job postings (2021)
  - Hires (2021)
  - Projected annual job openings over the next 10 years (2018-2028)
- An occupation is considered "in demand" when at least 2 of these indicators of demand are above the median relative to other occupations within the region
- Thresholds
  - Wage: Median wage is at least 80% of the median wage for the region
  - Size: Occupation employs at least 0.04% of the region's total employment



Note: In-demand jobs cross all educational requirement levels. Aligned academic programs will be presented next.

Regions

- Evaluation conducted at the statewide level and for each local workforce development area (LWDA)
- Report identifies number of regions where an occupation is in-demand
- View data for each region using the dashboard or data file



IT Jobs: All Regions

SOC Code	Occupation Description	Tennessee	Greater Memphis	Northwest	Southwest	Northern Middle	Southern Middle	Upper Cumberland	East	Southeast	Northeast	Total Number of Regions*
15-1211	Computer Systems Analysts		X	X	X	X	X	X		X		7
15-1212	Information Security Analysts	X	X			X			X	X	X	5
15-1231	Computer Network Support Specialists							X				1
15-1232	Computer User Support Specialists	X	X	X	X	X	X	X	X	X	X	9
15-1241	Computer Network Architects	X	X				X		X	X		4
15-1242	Database Administrators	X	X			X			X			3
15-1244	Network and Computer Systems Administrators		X		X		X		X	X		5
15-1251	Computer Programmers	X	X			X			X			3
15-1252	Software Developers	X	X			X			X	X		4
15-1253	Software Quality Assurance Analysts and Testers		X			X						2
15-1254	Web Developers	X										0
15-1299	Computer Occupations, All Other							X				1
15-2031	Operations Research Analysts	X	X			X				X		3

*Excludes Statewide Demand in Total Count

TN Department of Economic & Community Development

TN Department of Education

TN Department of Labor & Workforce Development

THEC TSAC

Dashboard of In-Demand Jobs

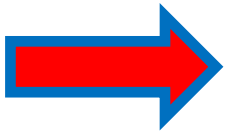
- Filter in-demand jobs by….
  - Region
  - Target industry sector
  - Major occupational group
- Wages (entry-level, median, experienced)
- Projected annual openings, postings, hires
- Low concentration relative to national average

Aligned Academic Programs

Aligned Academic Programs

- Training programs that prepare students for careers in an in-demand occupation
- Data from the P20 Connect Statewide Longitudinal System
- Postsecondary completers for the 2020-21 academic year are linked to occupations by their program of study through Classification of Instructional Program (CIP) codes

Connecting In-Demand Occupations to Aligned Academic Programs

CIP Code  **SOC Code**

(Program) **(Occupation)**

Academic Supply Tables – IT (11.10)

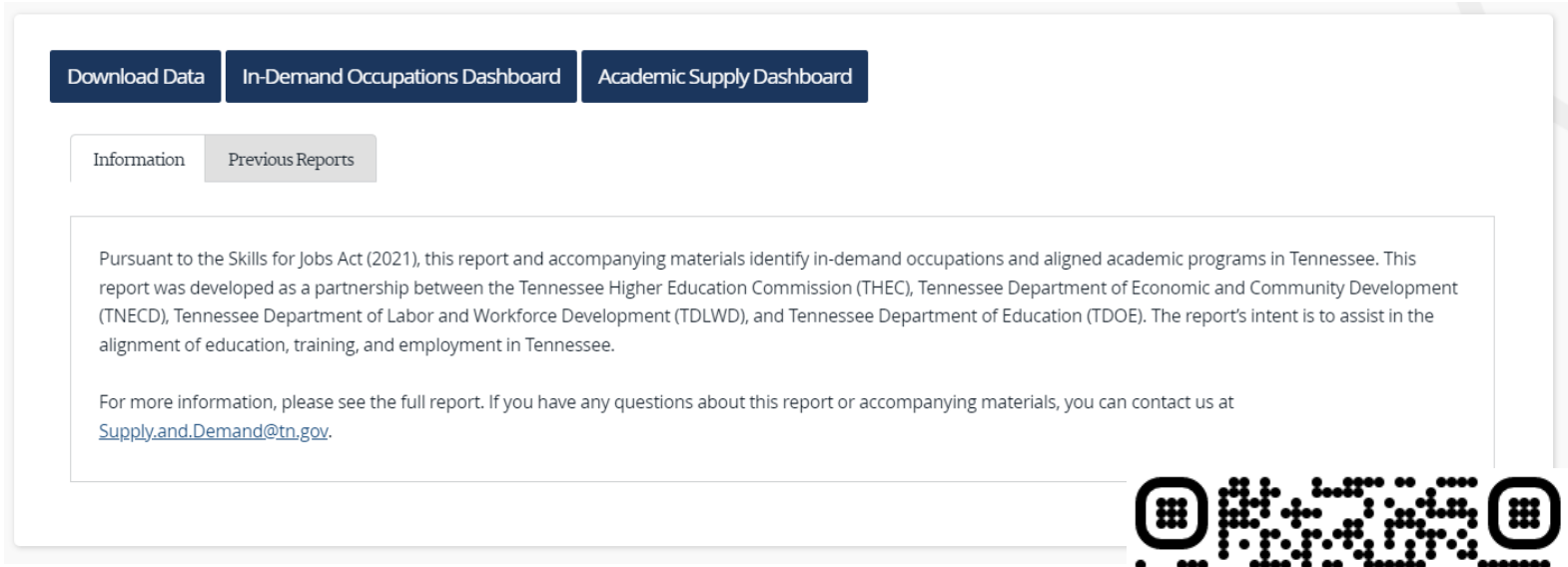
CIP Code	Program Title	Education Award Level	Number of Grads	% Employed in TN	Estimated First Year Annual Wages
11.1002	System, Networking, and LAN/WAN Management/Manager.	C < 1 YR	34	41%	$37,244
11.1002	System, Networking, and LAN/WAN Management/Manager.	C 1-2 YR	84	64%	$33,937
11.1003	Computer and Information Systems Security/Auditing/Information Assurance.	C < 1 YR	30	73%	$46,154
11.1003	Computer and Information Systems Security/Auditing/Information Assurance.	C 1-2 YR	12	67%	$34,912
11.1003	Computer and Information Systems Security/Auditing/Information Assurance.	BA	*	33%	*
11.1006	Computer Support Specialist.	C < 1 YR	280	41%	$20,910
11.1006	Computer Support Specialist.	C 1-2 YR	244	47%	$32,280
11.1005	Information Technology Project Management.	CPBA	18	33%	$71,195
11.1099	Computer/Information Technology Services Administration and Management, Other.	MA	*	0%	*

What Next? Data Application

- Analyze in-demand jobs for your region and/or industry
  - Does this resonate with your knowledge of the local market and company requirements?
- For in-demand jobs, collaborate with education & workforce training stakeholders to explore academic supply
  - Identify gaps in educational programming
  - Develop, expand, and modify programs or introduce concentrations
- Consider industry partnership opportunities
- What additional pathways to in-demand careers could be developed/expanded?
  - Industry Certifications
  - Early Postsecondary Opportunities
  - Work Based Learning
    - Awareness and Exploration (e.g., career fairs, industry tours, etc.)
    - Preparation and Training (e.g., Apprenticeships, clinical experiences, etc.)

Additional Resources

- *Academic Supply for Occupational Demand Report* – Scan the QR code below.
  - Data Download
  - In-Demand Occupations Dashboard
  - Academic Supply Dashboard
- Jobs4TN.gov
  - Labor Market Information
  - Menu
  - Data Trends
  - Advertised Jobs Data
  - Jobs Data by Occupation
  - Job Openings by Occupation



Scan here for the report!

TN Department of Economic & Community Development

TN Department of Education

TN Department of Labor & Workforce Development

THEC TSAC

Questions?

Contact Us

supply.and.demand@tn.gov

Paige Elliott, Director of Research and Strategy, THEC

paige.elliott@tn.gov

TN Department of Economic & Community Development

TN Department of Education

TN Department of Labor & Workforce Development

THEC TSAC

Strategic Planning & Program Alignment

Dr. Lori Bruce
Provost & Vice President for Academic Affairs
TTU

Dr. Phil Cavalier
Interim Chancellor
UT, Martin

Dr. Tom Sewell
Associate Vice Chancellor for Academic Innovation
TN Board of Regents

Dr. John Zomchick
Provost & Senior Vice Chancellor
UT, Knoxville

THEC

Lunch!

Effective Strategies & Innovative Programs

J. Mark Hutchins
AVP for Corporate & Foundation Services
Motlow State

Dr. Amy Aldridge Sanford
Vice Provost for Academic Affairs
MTSU

Dr. Elizabeth Whalen
Asst. Professor & Program Director
Tourism & Hospitality
MTSU

Dr. Mark Mendenhall
J. Burton Frierson Chair of Excellence in Business Leadership & Professor
UT, Chattanooga

THEC

Wrap-Up and Feedback