

From: Deputy Commissioner Brock Tessman

To: Board of Regents

Please see below for an executive overview of the Request to Plan items that are being proposed for your review and action at the September 2021 meeting of the Board of Regents. These items have been submitted by the campuses and reviewed by the Chief Academic Officers of the Montana University System and community colleges. OCHE staff has reviewed the items and provided a short analysis below relying on information submitted by the campuses. For more information and specific details on each item, please see the supporting documentation included on the Academic, Research, and Student Affairs Committee agenda.

Montana State University - Billings

Center for Teaching and Learning

MSU-Billings proposes to establish a Center for Teaching and Learning to support faculty development and to advance teaching excellence. The Center will be supported through existing funds from the MSUB foundation and a reorganization of MSUB's eLearning supports. The center will be comprised of two rotating faculty co-directors (typically one from the university campus and one from City College), one Instructional Design Manager, one Instructional Designer, one Instructional Technologists and a graduate assistant.

Centers for Teaching and Learning are becoming increasingly common as a way to organize support for faculty development, pedagogical innovation, assessment efforts, and instructional design on college campuses. MSU-Bozeman, UM-Missoula, and Montana Tech have similar centers.

Certificate of Applied Science in Industrial Maintenance

The proposed certificate would prepare students to repair industrial equipment and support construction in manufacturing facilities. The program will include training in welding, machining, carpentry, and electrical. The program will primarily be supported through existing coursework from City College's auto, diesel, and construction management programs. Great Falls College offers a related Industrial Technician program at the Certificate and Associates level. MSU-Northern offers a related manufacturing associates degree.

The Bureau of Labor statistics reports a median annual wage of \$64,470 for industrial machine technicians in Montana. The Montana Department of Labor and Industry forecasts 95 annual openings in this occupation (2020-2030 Montana Job Projections).

Montana State University - Bozeman

Midwifery option in the Doctor of Nursing Practice program

The proposed option would provide a pathway for Doctor of Nursing Practice students to receive recognition as Certified Nurse Midwives, a licensable advanced practice specialty in Montana, which enables nurses to provide primary, pre-conception, childbirth, and postpartum care. Currently, there are no Montana programs that prepare certified nurse midwives, and evidence of substantial need due to Montana's aging physician provider population. Though limited information exists on nurse midwives as a specialty, anecdotal accounts through the Montana Healthcare Workforce Coordinating

Board suggest that lack of workers with the necessary scope of practice is limiting the ability of rural clinics and hospitals to offer obstetrics and childbirth services.

Standing up the program will require substantial investment in staffing and equipment, including hiring faculty with national certification as nurse midwives and new staff to support recruitment, admissions, and clinical placements.

Great Falls College Montana State University
Associate of Arts Emphasis in Substance Abuse and Addiction

The proposed emphasis would provide graduates with the training necessary to become licensed addiction counselors in Montana. There is substantial evidence of demand statewide for more licensed addiction counselors, with the encompassing profession (Mental Health and Substance Abuse Social Workers) forecast to grow 18% between 2018-2028, much faster than the labor market as a whole. Program launch can be supported using existing staff, who possess the necessary credentials and already offer related coursework. Over time, additional adjunct instructors may be necessary to further develop the program and provide instruction.

This degree emphasis will also support an existing 2+2 partnership allowing Great Falls College students to enter the University of Montana’s Social Work program.

Several similar programs exist across the state, including at MSU-Billings, Missoula College, FVCC, and several tribal colleges.

The University of Montana - Missoula
B.S. in Environmental Earth Sciences

The proposed Bachelors in Environmental Earth Sciences will provide students an environmental sciences orientation to earth science, with a focus on “grand challenges” related to global environmental change and water. The proposed curriculum provides training in earth sciences, hydrology, climate, energy systems, and hazards, as well as technical, computational, communications, and systems-thinking skills. The program should serve the substantial and growing demand for Geoscientists (forecast to grow 10% 2019-2029) and Environmental Scientists (+13%) in Montana.

Launching the program will require revision of existing and creation of some new curriculum, but the department intends to sunset other courses so that the program can be offered without requiring additional faculty.

Montana State University offers an Earth Sciences B.S. with concentrations in Geology, Geography, Paleontology, Snow Science, and GIS/Planning. The University of Montana – Western also offers a related degree in Environmental Science, whose curriculum has a strong earth sciences component.

B.F.A. & B.M. in Sound Design & Technology

The University of Montana proposes to transition its existing option in Sonic Arts within the Media Arts B.F.A. into a Bachelor of Music and Bachelor of Fine Arts in Sound Design and Technology. The intent in offering two program options is to serve students with different career goals. The B.F.A. will serve students who are interested in sound as experimental art practice in the areas of interactive and immersive art, as well as sound as it is applied to media (film and games). B.M. will serve students wanting a music experience deeply intertwined with technology, who are interested in experimental music practices, interactive music systems, and technology-based performance.

The proposers foresee only minor costs associated with launching these degree pathways, as they will primarily draw on courses and facilities that support the existing sonic arts track as well as music technology courses in the Music Composition program. Montana State University offers a closely related Bachelor of Arts in Music Technology.

Eliminate the Geography Department

Due to attrition and faculty retirements, the number of faculty in the department has decreased to two tenure-track and one non tenure-track faculty. At this level, the department cannot perform its core functions of curricular oversight or faculty evaluation without placing undue burden on its remaining tenure track faculty. The department faculty will be integrated into other departments within the W.A. College of Forestry and Conservation. Existing Geography degree pathways (B.S. and M.S.) will continue to be offered, as they are supported by faculty across the College and University with relevant Geography expertise.

Environmental Humanities Minor

Environmental Humanities (EH) is an interdisciplinary area of research, drawing on the many environmental sub-disciplines that have emerged in the humanities over the past several decades, in particular environmental literature, environmental philosophy, environmental history, environmental communications, science and technology studies, and environmental anthropology. Environmental humanities employs humanistic questions about meaning, culture, values, ethics, and responsibilities to address pressing environmental problems.

This proposed minor would serve students across the university whose interdisciplinary interests in the environment are broader than the focus in existing scientific, policy, and managerial programs at UM. No new investment is envisioned, as the minor will draw wholly on existing coursework offered across multiple colleges.

Environmental Philosophy Option in the Philosophy B.A.

This option is intended to emphasize a coherent sub-discipline (environmental philosophy) within philosophy where UM currently offers a good variety of coursework. The resulting credential will help students communicate their specific training to both graduate schools and potential employers. No new resources should be required, as the required courses are regularly taught already.

Philosophy and Law Option in the Philosophy B.A.

This option is intended to emphasize a coherent sub-discipline (philosophy of law) within philosophy where UM currently offers a good variety of coursework. The resulting credential will help students communicate their specific training to both graduate schools and potential employers. No new resources should be required, as the required courses are regularly taught already.

Environmental Public Health Journalism Option in the Environmental Science and Natural Resource Journalism M.A.

This option would prepare students for a career in journalism with a focus on the intersection of public health and the environment, areas that are expected to be ever more journalistically important due to mounting climate change and pollution impacts and their relationship to public health. This

option can be offered using existing coursework across multiple departments, so only minor costs are foreseen.

Little labor market information exists regarding journalists with explicit environmental or public health expertise, though bureau of labor statistics forecasts suggest the occupation as a whole will have declining employment (-12% 2019-2029) in Montana through the next decade.

Pre-Dance Therapy Option in the Dance B.A.

This proposed option would prepare Dance students at the University of Montana to enter graduate study in Dance Therapy. While little government data is available on Dance Therapy as an occupation, the broader occupational category of Art Therapists is expected to grow much faster than the average occupation (15% 2019-2029), with a median annual wage of \$57,310 (Bureau of Labor Statistics).

The program will largely draw on existing courses in the school of dance and school of social work, though the proposers do note concerns with maintaining the number of dance faculty required to sustain the program longer term.

Transitional Doctor of Occupational Therapy

This program would allow licensed occupational therapists at the bachelor or master degree to elevate their academic credentials to the forthcoming required entry-level degree standard of Doctorate of Occupational Therapy (OTD). The University of Montana would offer this degree in partnership with Rehab Essentials, Inc., which would provide the online didactic portion of the program

The national accrediting body for occupational therapy programs, AOTA, will begin requiring a doctorate as the entry level standard for the profession in 2025. In other professions, such as physical therapy, which have experienced similar changes in the preferred credential, graduates from bachelor's or master's level programs have sought a transitional program so that they can compete in a labor market made up of doctoral graduates.

Currently, there are no active Doctor of Occupational Therapy programs in Montana. UM has a program authorized by the BOR, which will begin accepting students in the next couple of years. The median wage for occupational therapists in Montana is \$77,730 (Bureau of Labor Statistics). Occupational Therapy is forecast to grow much more quickly than the average profession (16%) between now and 2030, with 30 annual job openings in Montana (Bureau of Labor Statistics).

Helena College University of Montana

Associate of Applied Science in Cosmetology

This program, which is designed to lead to licensure through the Montana Board of Barbers and Cosmetologists, would be the only non-profit cosmetology program to be offered in Montana. Starting the program would entail renovating available space at the Helena College Airport Camus to create a working salon, which would serve the Helena community. Other expenses will include purchase of equipment and supplies and hiring of a both a full-time director and a full-time tenure track faculty member. Despite these start-up costs, Helena College forecasts that tuition and salon revenue will make the program self-sufficient in the long-term.

The median annual earnings for hairdressers, hairstylists, and cosmetologists in Montana is \$24,360 (Bureau of Labor Statistics). For reference, the median annual earnings in Montana for prime age (25-54) high school graduates employed full time is \$25,403 (Current Population Survey). The Montana

Department of Labor and Industry forecasts 143 annual openings for hairstylists, hairdressers and cosmetologists. Currently, the Montana Board of Barbers and Cosmetologists, which regulates barbering and cosmetology programs in Montana, has approved 11 private for-profit programs in Montana. Six of these programs participate in federal financial aid and report their graduate numbers to IPEDS. These six programs produced 166 graduates in 2019.

Certificate of Applied Science in Avionics

In reaction to requests from their industry advisory board, Helena College proposes to offer a 1-year certificate in Avionics. This can serve either as a standalone credential for new students or aviation mechanics looking to up-skill or a credential that can stack towards Helena's existing Aviation Maintenance Associates. New equipment will be required, though these equipment purchases can likely be supported through existing state grant sources (Perkins). Supporting the program would likely not require new space or full-time staff.

The Bureau of Labor Statistics estimates median annual earnings of \$50,940 for avionics technicians in Montana. The Montana Department of Labor and Industry estimates six annual openings for avionics technicians. DLI also estimates 40 annual openings for the related aircraft mechanics and service technicians occupation.

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-2701-R0921

ITEM NAME: Request for Authorization to Establish a Center for Teaching and Learning**OCHE ANALYSIS**

Labor market outlook	N/A			
Related programs / centers / institutes	Centers for teaching and learning are becoming more common nationwide as a hub to coordinate instructor professional development and teams that support curriculum design and assessment. Montana State University and the University of Montana both have similar centers. Montana Tech recently established its own Center for Academic Innovation.			
Budget Impact	X	LOW <ul style="list-style-type: none"> • Only incidental costs 	MEDIUM	HIGH <ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget
CAO discussion and follow-up	The Center will be established through reorganization of existing teams and should not require substantial new resources.			
CAO discussion and follow-up	No concerns.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-2702-R0921**ITEM NAME:** Request for Authorization to Establish a Certificate of Applied Science in Industrial Maintenance**OCHE ANALYSIS**

Labor market outlook	The Bureau of Labor statistics reports a median annual wage of \$64,470 for industrial machine technicians in Montana. The Montana Department of Labor and Industry forecasts 95 annual openings in this occupation (2020-2030 Montana Job Projections).			
Related programs / centers / institutes	Currently, Great Falls College is the only other campus to offer a program of study for industrial technicians. MSU-Northern offers a related associates degree in manufacturing.			
	Great Falls College Industrial Technician Graduates, 2017-2019 (IPEDS)			
		2017	2018	2019
	Industrial Technician C.A.S.	2	2	4
	Industrial Technician A.A.S.	0	3	4
Budget Impact	LOW	X	MEDIUM	HIGH
	<ul style="list-style-type: none"> • Only incidental costs 			<ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget
	The program will primarily draw from existing coursework and equipment used for City College's auto and diesel programs.			
CAO discussion and follow-up	No concerns.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-2011-R0921**ITEM NAME:** Request for Authorization to Establish a Midwifery Option in the Doctor of Nursing Practice**OCHE ANALYSIS**

Labor market outlook	<p>Certified Nurse Midwives are licensable as advanced practice registered nurses in Montana and able to provide primary, pre-conception, childbirth, and postpartum care. Montana also licenses direct entry midwives, who have a similar scope of midwifery practice, but do not carry a nursing license.</p> <p>Currently, there are no Montana programs that directly lead to certification as either a Certified Nurse Midwife or a direct entry midwife. While the number of APRNs in Montana has grown substantially in recent years (from six per 10,000 in 2009 to 16 per 10,000 in 2019), this growth has largely not been sufficient to meet demand, given Montana’s aging population and the need for health professionals, particularly in rural areas. Five counties have no practicing APRN, and the overall population of APRNs is aging, with 34% over age 55. Anecdotal accounts through the Montana Healthcare Workforce Coordinating Board suggest that lack of workers with the necessary scope of practice is limiting the ability of rural clinics and hospitals to offer obstetrics and childbirth services.</p>				
Related programs / centers / institutes	<p>Currently, there are no Montana programs that directly lead to certification as either a Certified Nurse Midwife or a direct entry midwife. Montana State University is the only institution to offer a nursing doctorate in state.</p>				
Budget Impact	LOW	MEDIUM	HIGH		
	<ul style="list-style-type: none"> • Only incidental costs 		X	<ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget 	
	<p>Faculty who are licensed in Montana and nationally certified as Certified Nurse Midwives will need to be hired to lead the program and teach specialty courses. The specialty courses in midwifery content will need to be developed for the CNM option within the existing DNP program. Staff support will need to be hired to manage student recruitment, admissions, retention, progression, clinical placements, graduation and to support faculty work. Additional simulation equipment must be purchased to teach midwifery-specific skills (such as episiotomy suturing, IUD placement, etc).</p>				
CAO discussion and follow-up	No concerns.				
ARSA/BOR comment and direction for Level II proposal					

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-2901-R0921

ITEM NAME: Request for Authorization to Plan Associate of Arts Emphasis in Substance Abuse and Prevention

OCHE ANALYSIS

Labor market outlook

Licensed Addiction Counselors are grouped into the Mental Health and Substance Abuse Social Workers occupation in Bureau of Labor statistics data. BLS forecasts this occupation will grow 18% from 2018-2028, which is much faster than the typical occupation and indicates 60 annual job openings. Median wages in Montana for Mental Health and Substance Abuse Social Workers are \$37,000.

Montana Department of Labor and Industry licensure data indicates that the number of licensed abuse counselors per capita has remained flat since 2006 (at 6 per 10,000 population).

Related programs / centers / institutes

Flathead Valley Community College and several tribal colleges (listed in the table below) offer terminal associates degrees in substance abuse counseling.

Missoula College offers a Chemical Addiction Studies emphasis within their Associates of Arts degree. Similarly, MSU-Billings offers an emphasis in Rehabilitation studies in its Associates of Arts degree. Because these degree emphases are reported to IPEDS as general studies associate degrees, their graduates are not reported in the table below.

Montana State University offers a graduate certificate intended to lead towards licensure as an addiction counselor. This program requires entrants have a bachelors degree.

Substance Abuse Counseling Graduates, 2017-2019 (IPEDS)			
	2017	2018	2019
Flathead Valley Community College	4	1	8
Salish Kootenai College	3	4	4
Fort Peck Community College	0	0	3
Little Big Horn College	1	1	2
Stone Child College	2	1	2
Blackfeet Community College	3	4	1
TOTAL	13	11	20

Budget Impact	LOW	X	MEDIUM	HIGH
	<ul style="list-style-type: none"> Only incidental costs 			<ul style="list-style-type: none"> substantial commitment of resources relative to institutional budget

Program launch can be supported using existing staff, who possess the necessary credentials and already offer related coursework. Over time, additional adjunct instructors may be necessary to further develop the program and provide instruction.

CAO discussion and follow-up

DC Tessman requested that campuses with similar programs (FVCC, MSUB, Missoula College) coordinate between now and final submission to ensure curriculum is readily transferrable.

ARSA/BOR comment and direction for Level II proposal

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1001-R0921**ITEM NAME:** Request for Authorization to Plan a B.S. in Environmental Earth Sciences**OCHE ANALYSIS**

Labor market outlook		Median MT Wage	Forecast MT Growth 2019-2029 (%)	Forecast MT Annual Openings																				
	Geoscientist	\$72,750	10%	30																				
	Geographer	\$85,430 (national)	-1% (national)	Not Available																				
	Environmental Scientist	\$61,610	13%	50																				
Related programs / centers / institutes	<p>Montana State University offers an Earth Sciences B.S. with concentrations in Geology, Geography, Paleontology, Snow Science, and GIS/Planning. The University of Montana offers degrees in Geosciences, International Field Geosciences (in collaboration with the University of Cork and Potsdam University), and Earth Science Education. Rocky Mountain College offers bachelor's degrees in Geology and Geography.</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th colspan="4" style="background-color: #e0e0e0;">Montana Earth Sciences Undergraduate Credentials, 2017-2019 (IPEDS)</th> </tr> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Montana State University</td> <td>35</td> <td>54</td> <td>38</td> </tr> <tr> <td>University of Montana</td> <td>14</td> <td>12</td> <td>9</td> </tr> <tr> <td>Rocky Mountain College</td> <td>4</td> <td>1</td> <td>5</td> </tr> </tbody> </table> <p>The University of Montana – Western has a closely related degree in Environmental Sciences, which has a strong earth sciences component. Western's program averaged 9 graduates per year 2017-2019.</p>				Montana Earth Sciences Undergraduate Credentials, 2017-2019 (IPEDS)					2017	2018	2019	Montana State University	35	54	38	University of Montana	14	12	9	Rocky Mountain College	4	1	5
Montana Earth Sciences Undergraduate Credentials, 2017-2019 (IPEDS)																								
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Budget Impact	LOW	X	MEDIUM	HIGH																				
	<ul style="list-style-type: none"> Only incidental costs 			<ul style="list-style-type: none"> substantial commitment of resources relative to institutional budget 																				
Budget Impact	This degree will entail some course revisions and the development of new coursework, though the program intends to sunset existing courses so that the curriculum can be delivered without adding faculty.																							
CAO discussion and follow-up	DC Tessman noted a similar program exists at UM-Western, though it appears there is scope for distinction between the two programs. He asked that UM and UM-Western discuss further prior to the BOR meeting.																							
ARSA/BOR comment and direction for Level II proposal																								

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1002-R0921**ITEM NAME:** Request for Authorization to Plan a BFA in Sound Design and Technology**OCHE ANALYSIS**

Labor market outlook	Not enough sound engineers are working in Montana for reliable labor market information to be produced. The Bureau of Labor Statistics reports that, nationally, sound engineering technicians earn a median annual wage of \$53,520. The occupation is expected to grow 6% from 2019-2029, which is slightly faster than average.															
Related programs / centers / institutes	<p>The University of Montana has an existing option in Sonic Arts within the Media Arts B.F.A. The Sonic Arts option includes a minimum of 29 credits specifically oriented towards sound design.</p> <p>Montana State University offers a Bachelor of Arts in Music Technology</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #e0e0e0;"> <th colspan="4" style="text-align: center;">Montana State University Music Technology Graduates, 2018-2020 (MUS Data Warehouse)</th> </tr> <tr style="border-top: 1px solid black;"> <th style="width: 60%;"></th> <th style="width: 15%;">2018</th> <th style="width: 15%;">2019</th> <th style="width: 10%;">2020</th> </tr> </thead> <tbody> <tr> <td style="border-top: 1px solid black;">B.A. in Music Technology</td> <td style="border-top: 1px solid black; text-align: center;">7</td> <td style="border-top: 1px solid black; text-align: center;">9</td> <td style="border-top: 1px solid black; text-align: center;">13</td> </tr> </tbody> </table>				Montana State University Music Technology Graduates, 2018-2020 (MUS Data Warehouse)					2018	2019	2020	B.A. in Music Technology	7	9	13
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Budget Impact	X	LOW <ul style="list-style-type: none"> • Only incidental costs 	MEDIUM	HIGH <ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget 												
CAO discussion and follow-up	Over time, UM anticipates this program would replace the existing Sonic Arts track within the Media Arts BFA. It would draw primarily on existing courses, faculty, and equipment.															
CAO discussion and follow-up	CAO discussion identified overlap between the proposed UM B.M. option and MSU-Bozeman's existing B.M. in Music Technology. DC Tessman asked MSU, MSUB, and UM to connect and determine if the programs can be effectively distinguished to be non-duplicative.															
ARSA/BOR comment and direction for Level II proposal																

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1003-R0921**ITEM NAME:** Request for Authorization to Plan a BM in Sound Design and Technology**OCHE ANALYSIS**

Labor market outlook	Not enough sound engineers are working in Montana for reliable labor market information to be produced. The Bureau of Labor Statistics reports that, nationally, sound engineering technicians earn a median annual wage of \$53,520. The occupation is expected to grow 6% from 2019-2029, which is slightly faster than average.															
Related programs / centers / institutes	<p>The University of Montana has an existing option in Sonic Arts within the Media Arts B.F.A. The Sonic Arts option includes a minimum of 29 credits specifically oriented towards sound design.</p> <p>Montana State University offers a Bachelor of Arts in Music Technology</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #cccccc;"> <th colspan="4" style="text-align: center;">Montana State University Music Technology Graduates, 2018-2020 (MUS Data Warehouse)</th> </tr> <tr> <th style="width: 60%;"></th> <th style="width: 15%;">2018</th> <th style="width: 15%;">2019</th> <th style="width: 10%;">2020</th> </tr> </thead> <tbody> <tr> <td>B.A. in Music Technology</td> <td style="text-align: center;">7</td> <td style="text-align: center;">9</td> <td style="text-align: center;">13</td> </tr> </tbody> </table>				Montana State University Music Technology Graduates, 2018-2020 (MUS Data Warehouse)					2018	2019	2020	B.A. in Music Technology	7	9	13
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CAO discussion and follow-up	Over time, UM anticipates this program would replace the existing Sonic Arts track within the Media Arts BFA. It would draw primarily on existing courses, faculty, and equipment.															
CAO discussion and follow-up	CAO discussion identified overlap between the proposed UM B.M. option and MSU-Bozeman's existing B.M. in Music Technology. DC Tessman asked MSU, MSUB, and UM to connect and determine if the programs can be effectively distinguished to be non-duplicative.															
ARSA/BOR comment and direction for Level II proposal																

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1005-R0921

ITEM NAME: Request for Authorization to Plan to Eliminate the Geography Department**OCHE ANALYSIS**

Labor market outlook	NA					
Related programs / centers / institutes	Montana State University offers Geography curriculum through the Earth Sciences Department.					
Budget Impact	X	LOW • Only incidental costs		MEDIUM		HIGH • substantial commitment of resources relative to institutional budget
	This proposal suggests a reorganization due to faculty retirements. No costs are foreseen.					
CAO discussion and follow-up	UM reported that this proposal has garnered faculty approval. No student feedback has been received.					
ARSA/BOR comment and direction for Level II proposal						

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1006-R0921

ITEM NAME: Request for Authorization to Plan an Environmental Humanities minor

OCHE ANALYSIS						
Labor market outlook	Environmental Humanities is an emerging field with interdisciplinary ties to environmental studies/sciences, literature, journalism, history, and philosophy. It does not serve a single field or occupation, which complicates labor market analysis					
Related programs / centers / institutes	No similar program option exists in Montana.					
Budget Impact	X	LOW <ul style="list-style-type: none"> Only incidental costs 		MEDIUM		HIGH <ul style="list-style-type: none"> substantial commitment of resources relative to institutional budget
	The program will draw on existing UM coursework.					
CAO discussion and follow-up	No concerns.					
ARSA/BOR comment and direction for Level II proposal						

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1006-R0921**ITEM NAME:** Request for Authorization to Plan an Environmental Philosophy Option in the Philosophy BA**OCHE ANALYSIS**

Labor market outlook	Philosophy bachelors' graduates tend to pursue career options outside of academic philosophy. These pathways regularly include graduate study in law. The variety of paths philosophy graduates take complicate analysis of their labor market outlook.			
Related programs / centers / institutes	No similar program option exists in Montana.			
	Montana Undergraduate Philosophy Graduates, 2017-2019 (IPEDS)			
		2017	2018	2019
	University of Montana	10	7	8
	Montana State University	9	12	10
	Carroll College	3	1	2
Budget Impact	X	LOW <ul style="list-style-type: none"> • Only incidental costs 	MEDIUM	HIGH <ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget
	The program will draw on existing UM coursework.			
CAO discussion and follow-up	No concerns.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1008-R0921**ITEM NAME:** Request for Authorization to Plan a Philosophy and Law option in the Philosophy B.A.**OCHE ANALYSIS**

Labor market outlook	Philosophy bachelors' graduates tend to pursue career options outside of academic philosophy. These pathways regularly include graduate study in law. The variety of paths philosophy graduates take complicate analysis of their labor market outlook.																							
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CAO discussion and follow-up	No concerns.																							
ARSA/BOR comment and direction for Level II proposal																								

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1009-R0921

ITEM NAME: Request for Authorization to Plan an Environmental Public Health Journalism Option in the Environmental Science and Natural Resources Journalism M.A.

OCHE ANALYSIS

Labor market outlook	There are no sources reporting labor market information for environmental or public health journalists. For the entire journalism occupation, the Bureau of Labor statistics forecasts declining employment in Montana (-12%) from 2019-2029 and a median wage of \$26,980.			
Related programs / centers / institutes	No similar program option exists in Montana.			
	University of Montana Journalism MA Graduates 2017-2019 (IPEDS)			
		2017	2018	2019
	Environmental Science and Natural Resource Journalism M.A.	10	8	6
Budget Impact	X	LOW <ul style="list-style-type: none"> • Only incidental costs 	MEDIUM	HIGH <ul style="list-style-type: none"> • substantial commitment of resources relative to institutional budget
	The program will draw on existing coursework offered at UM in journalism and public health			
CAO discussion and follow-up	No concerns.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1010-R0921**ITEM NAME:** Request for Authorization to Plan a pre-Dance Therapy Option in the Dance B.A.**OCHE ANALYSIS**

Labor market outlook	<p>Little labor market information is available for dance therapists as an occupation. The broader classification of Art Therapists does exist in bureau of labor statistics data, though the number employed in Montana is insufficient for wage information or employment forecasts to be reported.</p> <p>Nationally, Art Therapists have a median wage of \$57,310. Art therapy as an occupation is expected to grow 15% between 2019 and 2029, which is much faster than the average occupation. Dance and art therapy typically require a graduate degree for entry.</p>				
Related programs / centers / institutes	Currently, no dance therapy option or program exists in Montana.				
Budget Impact		LOW • Only incidental costs	X	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
Budget Impact	The program will largely draw on existing courses in the school of dance and school of social work. The proposers do note concerns with maintaining the number of dance faculty required to sustain the program longer term.				
CAO discussion and follow-up	No concerns.				
ARSA/BOR comment and direction for Level II proposal					

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1011-R0921**ITEM NAME:** Request for Authorization to Plan a transitional Doctor of Occupational Therapy**OCHE ANALYSIS**

Labor market outlook	<p>The national accrediting body for occupational therapy programs, AOTA, will begin requiring a doctorate as the entry level standard for the profession in 2025. In other professions, such as physical therapy, which have experienced similar changes in the preferred credential, graduates from bachelor's or master's level programs have sought a transitional program so that they can compete in a labor market made up of doctoral graduates.</p> <p>The median wage for occupational therapists in Montana is \$77,730 (Bureau of Labor Statistics). Occupational Therapy is forecast to grow much more quickly than the average profession (16%) between now and 2030, with 30 annual job openings in Montana (Bureau of Labor Statistics).</p>			
Related programs / centers / institutes	Currently, no occupational therapy program is active in Montana. The University of Montana is developing the state's first Doctorate of Occupational Therapy.			
Budget Impact	X	<p>LOW</p> <ul style="list-style-type: none"> Only incidental costs 	MEDIUM	<p>HIGH</p> <ul style="list-style-type: none"> substantial commitment of resources relative to institutional budget
Budget Impact	The university plans to partner with Rehab Essentials, Inc., an online provider, which supports tDPT and tOTD programs, to deliver the main didactic coursework. This relationship limits the upfront investment required for the program.			
CAO discussion and follow-up	DC Tessman asked that UM further describe faculty input and control over the proposed partnership with Rehab Essentials.			
ARSA/BOR comment and direction for Level II proposal				

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1901-R0921

ITEM NAME: Request for Authorization to Offer an Associate of Applied Science in Cosmetology

OCHE ANALYSIS

Labor market outlook

The median annual earnings for hairdressers, hairstylists, and cosmetologists in Montana is \$24,360 (Bureau of Labor Statistics). For reference, the median annual earnings in Montana for prime age (25-54) high school graduates employed full time is \$25,403 (Current Population Survey).

The Montana Department of Labor and Industry forecasts 143 annual openings for hairstylists, hairdressers and cosmetologists.

Related programs / centers / institutes

There are currently eleven barbering and cosmetology programs approved by the Montana Board of Barbers and Cosmetology. Of these, six participate in title IV aid programs and therefore report their number of completers to IPEDS.

Program Name	Institution	Total Conferrals 2019
Cosmetology/Cosmetologist, General	Academy of Cosmetology-Bozeman	24
Cosmetology/Cosmetologist, General	Bitterroot School of Cosmetology	23
Cosmetology/Cosmetologist, General	Butte Academy of Beauty Culture	23
Cosmetology/Cosmetologist, General	Crevier's Academy of Cosmetology Arts	41
Cosmetology/Cosmetologist, General	Montana Academy of Salons	29
Cosmetology, Barber/Styling, and Nail Instructor	Bitterroot School of Cosmetology	1
Barbering/Barber	Bold Beauty Academy	2
Barbering/Barber	Montana Academy of Salons	16
Barbering/Barber	Montana Academy of Salons	7
TOTAL		166

Source: IPEDS

Budget Impact	LOW	MEDIUM	HIGH
	<ul style="list-style-type: none"> Only incidental costs 		<ul style="list-style-type: none"> substantial commitment of resources relative to institutional budget

While the program is anticipated to be self-sustaining due to salon revenues over the long term, in the short term it would require building renovation, purchase of equipment and consumables and two new FTE staff (one instructional and one administrative).

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

CAO discussion and follow-up	DC Tessman noted that the Helena College team has discussed this proposal separately with OCHE to ensure that program costs and student outcomes be addressed clearly in the full proposal.
ARSA/BOR comment and direction for Level II proposal	

Montana University System
REQUEST TO PLAN – OCHE ANALYSIS

ITEM 196-1902-R0921**ITEM NAME:** Request for Authorization to Offer a Certificate of Applied Science in Avionics**OCHE ANALYSIS**

Labor market outlook	The Bureau of Labor Statistics (O*NET) estimates median annual earnings of \$50,940 for avionics technicians in Montana. The Department of Labor and Industry estimates six annual openings for avionics technicians. DLI also estimates 40 annual openings for the related aircraft mechanics and service technicians occupation.			
Related programs / centers / institutes	Helena College is the only institution in the state to offer programming in aircraft maintenance / avionics. In 2019, Helena College's Aviation Maintenance Technology AAS had 8 graduates.			
Budget Impact	LOW • Only incidental costs	X	MEDIUM	HIGH • substantial commitment of resources relative to institutional budget
Budget Impact	It is likely that new equipment will be required, though this can be supported through existing grant sources (Perkins). Supporting the program would likely not require new space or full-time staff.			
CAO discussion and follow-up	No concerns. Provost Mokwa noted very similar demand from industry in the Gallatin Valley.			
ARSA/BOR comment and direction for Level II proposal				