

**TAMU Deans' Council**  
**September 27<sup>th</sup> 9am – 11:30am**  
**KLM 430**

Dr. San Miguel opened Deans' Council with Faculty Senate updates from a recent Executive Council meeting with Faculty Senate.

**Safe Zone**

Faculty Senate had raised concerns with TAMU Office of the Provost and Office of the President regarding the permissions that Safe Zone requires the user to accept in order to download the app. Faculty have reported discomfort with the permissions required by the app on their personal devices. Permissions include but are not limited to: access to photo libraries, any accounts automatically logged in on the device (i.e. messaging apps and social media) location data, call and text message logs, fitness app data to the level of knowing when you are actively moving vs. when you are stationary, websites visited and search terms used. A full list of the information collected and monitored by Critical Arc, the developers behind Safe Zone, including their statement on sharing this data with third party companies, can be found here: <https://criticalarc.com/privacy/>

While Critical Arc will not transmit this data to an employer or emergency responder until an alert is raised, they claim the information is stored on their servers, some of which are located outside of the US, for their "legitimate business purposes". Furthermore, Safe Zone is constantly monitoring this data in the background of your device. This background activity has a negative impact of the battery life of the device it is installed on, with users reporting the app is capable of fully draining their battery within a very short space of time.

Faculty reported feeling uncomfortable with downloading an app that requires such privacy permissions onto a personal device, especially when doing so also drains the battery of a device needed to log into classroom computers due to two-factor authentication.

Faculty Senate expressed a desire that Office of the Provost and Office of the President investigate a text-message based alternative to safety alerts as faculty currently feel as though they either have to give up privacy on a personal device, or potentially be uninformed about threats to their personal safety and security on campus.

Dr. San Miguel revealed that administration had been unaware of how invasive the privacy permissions were for the app and were actively discussing a possible alternative system for faculty who do not wish to download the app. Faculty Senate was encouraged by Office of the Provost to meet with the Gilberto Perez who is directing the roll-out of the Safe Zone app on campus.

**Labor Day Survey**

Faculty Senate shared the results of the Labor Day faculty survey with the Office of the Provost and the Deans. The majority of faculty who participated (74%) voted in favor of TAMU observing Labor Day, with 60% stating that they would prefer to begin the semester a day earlier or end a day later in order to observe Labor Day. The Provost shared that TAMU is unlikely to be able to observe Labor Day due to scheduling difficulties with laboratory classes. Faculty Senate responded that TAMU is the only institution in the A&M System which does not observe Labor Day. At this point, Dr. San Miguel questioned whether other institutions in the A&M System observe Labor Day and VP of the faculty senate volunteered to recheck the academic calendars of A&M affiliated institutions.

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**Follow-up Note:** The VP of Faculty Senate followed-up the Office of the Provost (and Deans who had been in attendance at the meeting) by presenting a table, via email, which listed all A&M System institutions with links to their calendars and official holiday observances. Within this table each institution's observance of Labor Day was detailed with a note as to whether the institution cancelled classes or closed the entire campus in observance. In this way Senate provided evidence that TAMU is the only institution within the A&M System which does not observe Labor Day.

### **Faculty Searches**

Faculty Senate raised a concern about failed searches and subsequent hiring practices during Executive Council with the Provost and the Provost shared those concerns with Deans' Council. There have been instances in some colleges where a search for a TT position is designated as failed due to the committee not finding any candidates to be sufficiently qualified. In some instances, Deans have then made hires for fixed-term positions within the college from the pool of applicants from the failed TT search. Faculty Senate expressed concern about this practice, especially given the recent developments where fixed-term faculty can now apply to transition into a TT position. Dr. San Miguel clearly stated that if there is a failed search and an applicant from the pool is hired in a position that occupies the same position as the failed search then that position would be designated as "Visiting". Visiting faculty are only employed for 1 year and are not eligible for promotion to TT. The intent would always be to re-run the search and while the visiting faculty are free to re-apply to the TT position, they would have to go through the competitive search process with all other candidates and cannot apply for internal promotion.

### **Course Director Positions**

Faculty Senate also raised concerns over discrepancies in the work-load reductions, and at times stipends, given to Course Directors and Coordinators. Dr. San Miguel explained that this is due to a difference between Course Directors appointed and approved by Office of the Provost, and course coordinators appointed by Department Chairs but not approved as official administrative positions by Office of the Provost. If the course director is an official position appointed by Office of the Provost then that position will come with a formal letter of appointment, and benefits as negotiated, such as a longer contract, stipend and/or course release to account for the additional administrative responsibilities. However, if a faculty member is appointed as a program coordinator by their Department Chair, that is a position where the Department Chair has delegated some of their Chair duties to a faculty member. While such delegated loads count as service, it is not an approved administrative position with an administrative appointment by the Provost and as such does not come with stipends, course releases or official recognition. Faculty Senate will work with Office of the Provost to ensure this distinction is made clear to faculty when they enter into these agreements.

### **Study Abroad**

There are no changes as of now to study abroad programs, however as an institution we need to ensure a greater synergy between Student Learning Outcomes, course descriptions and the activities of the course for study abroad. There are two aspects to the approval process for a Study Abroad course: one is approval by the International Office which handles the logistics, the other is a process of approval which requires evaluation of academic rigor, which occurs at Office of the Provost.

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Future changes to study abroad may involve more classroom hours before the international part of the course occurs. Academic freedom will be respected and such decisions would remain under purview of the faculty member in charge of the course. Courses with proposals that do not meet contact hour requirements will not be approved.

**Dr. San Miguel then provided an update from her meeting with TAMIU's Vice Presidents**

TAMIU has started to have a monthly birthday lunch for faculty. Each month all faculty with a birthday that falls within the month will be invited to a lunch catered by the University to celebrate their birthday.

Meet the author event for the Common Read is scheduled for October 4<sup>th</sup>, at the same time as Faculty Senate (note, Faculty Senate will proceed as scheduled).

There will be a Domestic Violence conference on campus the week of October 1<sup>st</sup>. This is an external organization which has booked campus space.

Deans are encouraged to nominate Faculty for the Zaffarini Scholarship and Leadership Award. To quote the TAMU website: "The Senator Judith Zaffirini Scholarship and Leadership Award is bestowed upon an individual who excels in and out of the classroom and embodies many of the traits that make our Senator the leader she is, which include Service, Leadership and Scholarship."

Shakespeare Event: Currently Humanities and the Library are in coordination to bring this event to life.

FPA Welcome Concert – Deans encouraged to share the event with their faculty.

Trailblazers tower dedication is tentatively scheduled for late October.

Convocation has been moved to November 13<sup>th</sup>.

**Media Contact with Faculty**

Deans were encouraged to remind faculty that the Office of Public Relations, Marketing and Information Services (PRMIS) is available to faculty to support them as they publicize their research to the wider community. Often, writing for a media/press release is very different to writing for an academic publication. PRMIS has the experience and connections to ensure that not only are any press releases an accurate representation of the research, but that the research is communicated in such a way as to be accessible to the wider community. Working with PRMIS will ensuring the press release is successful.

If faculty are interested in a press release to publicize their research then they can contact PRMIS here: <https://www.tamiu.edu/newsinfo/index.shtml>

Deans were reminded that any faculty member acting as a representative of the institution to the media is governed by rules and regulations described in a SAP and must complete a process of thorough review as described here:

<https://www.tamiu.edu/compliance/documents/Rules%20and%20SAPs/09.02.01.I0.01officialmessaging.pdf>

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**Food Trucks and Bus Routes**

Office of the Provost shared that there is an initiative under way to invite food trucks and vendors to campus. There are also conversations with EL Metro to increase bus routes to and from campus.

**Grant Announcements and Senator Cuellar**

Dr. Enab from the School of Engineering has secured a new grant from the Department of Energy. The grant will be announced by TAMIU at a press event scheduled for next week (week beginning September 30<sup>th</sup>). Senator Cuellar will be in attendance.

**Voting Site**

TAMIU will be a voting site on election day. The Student Center is the likely location for the voting site as it can accommodate the broader community comfortably. Faculty (and staff) should note that on election day sections of the parking lot closest to the student center will be reserved for community members visiting our campus to vote.

**Career Readiness**

Deans' Council discussed possible partnerships with faculty to help make students aware that career services can provide resume building support, help students to find jobs as they approach graduation and give them access to the career closet if they are in need of business attire for job interviews. TAMIU is entering into a partnership with google for professional certificates that may help with career readiness. Career services will give a talk on their services as part of the Prof Center Series, on October 16<sup>th</sup>.

**Course Schedules**

Overall course schedules for Spring 2025 are looking good. Most courses are greenlit to go live next week (Week of September 30<sup>th</sup>). General notes – for key periods such as Tues/Thurs 10am-2pm, have the volume of courses has been reduced which gives some flexibility to move classrooms. This should resolve issues with courses scheduled back-to-back.

Need lists from Deans about faculty who need a computer lab for their courses so faculty can be scheduled into them.

Dr. Maddan also cautioned Deans about changing courses after they have begun, especially time changes. Dr. Maddan noted that while some exceptional circumstances arise for faculty where such changes are necessary, that we also need to be aware how difficult it is for enrolled students to make adjustments and change after classes have begun due to the integrated nature of their entire schedule (i.e. a change in one course may affect their ability to stay enrolled in multiple other courses).

Deans asked for clarification on the review process for course schedules before they are approved. Dr. Maddan explained that Office of Provost reviews schedules that are submitted and compares them to the year before, maybe even compares them to a few years before, in order to evaluate degree structures, course offers (courses that make and those that do not) and evaluate the feasibility of proposed course rotations based on enrollment data. If a course has a history of not filling then the

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Office of the Provost may request that course be offered less frequently if offering it on the current frequency schedule is resulting in it not making. Courses that don't make get cut at the last minute and that is problematic for faculty who face uncertainty over their schedule, and students who have enrolled in the class that does not make. These decisions are always balanced with room availability, degree requirements and sequencing.

Deans and Provosts discussed whether to offer courses and rely on them being cancelled due to low enrollment to protect the carousel or whether it is better to not offer the courses so frequently, which would interfere with carousels. Deans expressed concerns that by not offering the courses as frequently it could cause bottlenecks in the system.

Dr. San Miguel discussed tensions that arise between the priorities of Risepoint, which wants courses offered more frequently even if they do not make minimum enrollments, and TAMU which is working to ensure that faculty are not overwhelmed and students are receiving academically rigorous courses while continuing to grow the university and grow enrollment. Ensuring faculty are not overwhelmed by rapid growth is a priority of Office of the Provost. Some limits are in terms of putting undergraduate courses online for example – that kind of large-scale change needs to be justified as academically appropriate.

#### **Remote Work**

College of Ed has its first remote work position. This is a non-TT position with a goal that it can free up teaching load so TT and tenured faculty have more time for research. The Provost described these changes as being an important part of her goal to support faculty growth in a sustainable way.

#### **PROF Center**

Dr. Gonzalez discussed plans for the PROF Center to offer workshops for faculty to teach them the skills needed to assess student progress in larger courses and how to adapt courses that traditionally afforded lower class sizes as course caps extend upwards.

#### **Enrollment Reports**

See attachment for enrollment reports from 2018 to present day. Some programs are struggling to grow. Those programs require an evaluation as to whether growth stagnation is due to a marketing issue or whether changes need to be made to how programs are structured to ensure their continuation. There is a recognition that enrollments overall dropped during COVID and many institutions are only just starting to see a return to growth so conclusions from these numbers are indicative at best. These figures will continue to be evaluated in the years going forward. Figures like this can be used to assess areas of growth and resource need.

#### **Credentialing**

October 31<sup>st</sup> is the deadline for credentialing for Spring. Anyone teaching a new course for the first time at TAMU needs to be credentialed to teach that course. Only needs to happen the first time a course is offered by a specific professor. This applies to newly hired faculty and existing faculty who have developed a new course. A link to the credentialing form can be found here:

<https://www.tamtu.edu/provost/forms.shtml>

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Deans were encouraged to remind their Chairs that they can communicate with Office of Provost ahead of time for hiring and course scheduling decisions to ensure the candidate/faculty member could be credentialed to teach a certain course. It is especially useful to have these conversations early when hiring adjuncts. Deans and Chairs were encouraged to reach out to Dr. Gonzalez. The Credentialing Policy has recently been updated and so all chairs are encouraged to re-read the credentialing policies to ensure that they are up to speed on the new requirements for course credentialing. Please reach out to Dr. Gonzalez with questions.

**Merit**

Deans will receive the Merit Pay Worksheets shortly. TAMIU will have merit this year but calculations are ongoing to determine the percentage. Dr. San Miguel stated that merit would be in the range of 1-3%. Merit worksheets will have employee name and percent of merit Deans have allocated to a certain faculty member. The file will calculate a WhatIF scenario if the percentage of merit at the institutional level is different to the estimate. Deans were reminded that merit must be tied to performance. For faculty that means scores on PPE from the previous period only - Deans cannot work outside those parameters.

**Faculty Searches**

Office of the Provost has written up rules and regulations with regards to the roles and responsibilities of persons involved in a faculty search. These can be found as an attachment to these minutes and will be posted on the Office of the Provost website (<https://www.tamtu.edu/provost/forms.shtml>). This document will ensure all departments follow the same procedure and timeline so that everyone in the process is aware of the timelines and reporting requirements. Years towards tenure can be brought in for TT positions, at the discretion of the Dean and Provost.

Faculty searches should start on August 16<sup>th</sup>.

Provost and Deans discussed funding allocations for travel and transport, and how funding works for international travel – Provost encourages Deans to bring qualified candidates to campus and if they are international then travel costs will be paid.

**Directed Electives**

Programs and colleges are reviewing their directed electives, some, such as COED and Psychology already have theirs mapped out, but some programs are still under review and revisions for changes. Changes must be made before the November 8<sup>th</sup> deadline.

**Curriculum Committee**

First curriculum meeting is today (Friday September 27<sup>th</sup>).

**Weaver Reading Intervention**

Weaver is a program to increase reading levels. It is working well in Nursing, but it's unclear whether this is a solution that can be scaled up to other colleges.

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**College Updates**

**COED** – Excited about enhanced residency opportunities which mean students can learn and earn at the same time, and can “buy out” of certain tests due to experience. Charles Butt Scholarship \$8k per student per year. There is no cap to the awards given, organization will check that the candidates are eligible and fundable. Charles Butt Foundation Scholarship launch date is World Teacher Day in October, shortlist is in March.

Program reviews are progressing well. Faculty searches have been launched. There is an Airport Design challenge in Minecraft to recreate the Laredo airport. Working on a program to give parents educator skills to help support their children through homework. STEM Core teacher grants due on Monday – currently working on an application to become a hub for Texas STEM core teacher alliance.

**Library:** The information literacy/research skills program has more than doubled course offerings from the entirety of what was offered in the last academic year. Working on solutions to the research desk to ensure it is staffed and accessible. Library will reach out to Department Chairs to start talking about collections. Multiple focus groups and strategic planning initiatives currently ongoing at the library.

**Business:** Has a schedule of prominent speakers for their lecture series this Fall. Looking ahead to April, two invitations have already been secured for a conference and campus talks. Banking academy announcements were successful and there will be more to come. Have visited with all the banks and trusts in town and all have been very enthusiastic and welcoming of the school's action based approach.

**Faculty Senate:** Committee assignments are currently settled with committee chairs being elected prior to the October 4<sup>th</sup> meeting. Some Deans asked for guidance on the numbers of committees and committee members needed from Senate, citing that each college had to send representatives to multiple committees and that this was a high service burden. Senate responded that there is a Committee on Committees to ensure that committees which form and operate are important. Senate emphasized the importance of faculty representation and discussed a desire of the senate to provide more concrete terminology in the faculty handbook regarding service and service loads for faculty.

**University College:** Common Read author talk on October 4<sup>th</sup> followed by a lecture at the Laredo Public Library on October 5<sup>th</sup>. University College has been awarded a college readiness grant. COED asked UC if they have any developmental faculty who may be interested in working on the Achievement through Individual Determination Committee. Meetings start on October 18<sup>th</sup>, they are a 90 minute commitment on Fridays.

**Arts and Sciences:** A search has begun for a distinguished professor of psychology to serve as PhD Program Director, rank will be at advanced associate or full professor with a salary in the range of \$120k. There are two brown bags upcoming for math and engineering in addition to COAS brownbag. Some brownbags are virtual and some are face-to-face. Both formats appear to be working well for engagement with audiences. COAS P&T review starts October 1<sup>st</sup> with 13 dossiers for review. College meeting will be held on October 11<sup>th</sup>.

At the conclusion of the COAS remarks Dr. San Miguel adjourned the meeting at 11:32am.



# TEXAS A&M INTERNATIONAL UNIVERSITY

Office of the Provost and Vice President for Academic Affairs

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**Deans' Council**  
**September 27, 2024**  
**9am; KL 430**

- I. Updates from Meetings Attended
- II. Updates from Office of the Provost
  - a. Course Schedule and Faculty Credentials
  - b. Enrollment Trends
  - c. Merit Worksheets
  - d. Guidelines for Faculty Searches
  - e. Graduate Faculty Status
  - f. Field of Study/Directed Electives
- III. Updates for Colleges, ORSP, and Faculty Senate



## Texas A&M International University

### Guidelines for Faculty Searches

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The faculty search procedures employed by Texas A&M International University strive to recruit the most qualified faculty members without discrimination or violation of appropriate equal opportunity policies. The University is also committed to the principle that faculty should participate actively in the writing of job descriptions for faculty positions, in the screening of applicants, in the selection and interviewing of finalists, and in the formation of hiring recommendations to be submitted to Department/Division Chairs, Deans or Directors, and the Provost. To ensure maximum faculty participation and to provide the University with the largest pool of qualified applicants, the search process for permanent, full-time tenure-track faculty and fixed-term faculty should commence and end, whenever possible, within the regular academic year (commencing during the fall semester and ending in spring of the same academic year). Faculty searches should not carry over into the summer, unless necessary. Additional policies for hiring faculty are available from the Office of Human Resources (OHR).

Below are the guidelines for faculty searches.

1. The Department/Division Chair will seek approval from the College Dean, who will then seek approval from the Provost, to commence a faculty search.
  - Approval is sought by using the Request to Post a Faculty Position form:  
<https://wvlfforms.tamtu.edu/Forms/prov-rtpap>
  - Position descriptions (job advertisements) should solicit feedback from respective department/program/unit faculty.
2. Once the Provost gives approval, the Department/Division Chair will assemble a Search Committee (SC) from the discipline/unit/division for which there is a vacancy (or an approval for a new position). No more than 5 committee members are needed for a faculty search. At least three members must be from the respective disciplinary area, and one should be external to the disciplinary area.
3. The SC will elect a SC Chair who will be the liaison between the SC, prospective candidates, finalists, the Department/Division Chair, Dean, and Provost. He/she will coordinate meetings, schedule interviews including campus interviews, and submit all required paperwork on a timely basis.
  - The SC Chair should be at a higher rank than the position being advertised. Ex: For Assistant Professor positions, the SC Chair should be a tenured Associate Professor.
4. The OHR posts the position on Workday, the Chronicle of Higher Education, The Texas A&M University System Career Site, Higheredjobs.com, and the Higher Education Recruitment Consortium Job website.
  - If the SC plans to advertise on other job sites, the SC Chair will contact the OHR before posting externally as approval must be given by the OHR. Once approved, the SC Chair will work with the department administrative assistant/associate to process proper paperwork and requisitions.
  - If posting on other job sites requires payment, it is normal practice for the department/division to pay.
5. The SC Chair schedules a meeting with search members and the OHR to discuss hiring guides, required hiring documents, maintaining confidentiality during the search, and any additional requirements and resources.
6. The SC Chair schedules a meeting with search members to review applications and together, the SC Chair and the committee review applications, screen applicants, and develop a short list of candidates for initial interviews.
  - A DEI statement may not be required by applicants. If one is provided, preferential consideration may not be given on the basis of the provided statement.
  - The SC, including the SC Chair, determines the protocol for interview questions and reference

- checks.
- Initial interviews may be conducted via phone or virtual meeting.
  - The SC Chair must be present. SC members should strive to attend all interviews and give priority to this service role before scheduling other meetings. If one interview is missed, the SC member must recuse him/herself from any recommendation for campus interviews.
7. Once finalists for campus interviews are selected, the SC, via the SC Chair, submits the completed Faculty Recruitment Travel Estimation Form, the completed Faculty Request Form for Interview, the CV and Cover Letter to the Department/Division Chair (or administrative associate) for each finalist who will be interviewed on-campus.
    - At least three finalists should be invited to campus interviews per position posted.
  8. Once the Department/Division Chair reviews all documents, he/she signs the Faculty Recruitment Travel Estimation Form and the Faculty Request Form. Those signed forms plus the CV and Cover Letter must be sent to the College Dean who then approves/disapproves the candidate's travel and request for campus interview.
    - a. If the College Dean does not approve, he/she must notify the SC Chair.
    - b. If the College Dean approves, he/she submits forms plus other documents to the Office of the Provost's Executive Assistant who will verify information on forms and then send to the Provost.
  9. If the Provost approves bringing finalists to campus, the Office of the Provost's Executive Assistant will send notice to the college's administrative assistant/associate, the SC Chair, and the College Dean. The SC Chair will then coordinate travel and campus-interviews for each finalist.
    - Interviews for the three finalists should be scheduled within a two-week timeframe.
  10. The SC establishes suggested interview questions, forums, and research/teaching demonstrations.
    - A research demonstration is required for finalists applying for a tenure-track or tenured position.
    - A teaching demonstration is required for finalists applying for non-tenure track positions.
  11. After all finalists have completed campus interviews, the SC Chair convenes a meeting with the SC to discuss the finalists. After discussions, the
    - a. SC must provide a memo to the Department/Division Chair with strengths/weaknesses of each finalist no later than one week after the last finalist has visited campus.
    - b. Department/Division Chair must provide the College Dean with their assessment of each finalist no later than 3 days after receiving information from the SC.
    - c. Dean must provide the Provost with his/her assessment no later than 3 days after receiving the chair's assessment.
    - d. Once the Provost gives approval to make an informal offer to the selected finalist, the Office of the Provost will provide CUPA salary to the College Dean.
    - e. The College Dean is responsible for contacting the selected or sole finalist to begin an informal negotiation process (i.e., discussions about start-up funds and salary). If the College Dean is emailing the finalist, he/she must state in email correspondence that the offer is informal. Official offers are only sent by the Office of the Provost.
      - i. If a finalist is asking for credit toward tenure, the College Dean must seek approval from the Provost.
      - ii. If a finalist is asking for a modification to teaching loads, the College Dean must seek approval from the Provost.
      - iii. If an offer of appointment intends to involve tenure upon arrival, the College Dean must seek approval from the Provost. For tenure upon arrival, the finalist should be an Associate Professor (with tenure) or Full Professor (with tenure) at their current institution. A letter of recommendation is needed by the tenured professors of the TAMIU unit/department together with a letter for the Department/Division Chair and College Dean.
  12. Once the selected finalist and the College Dean come to an agreement, the College Dean drafts an appointment /offer letter (with start-up funds included) and sends it to the Office of the Provost for review and Provost signature.
  13. The Provost will review the draft appointment letter, sign it, and then send it to the College Dean so that

he/she can send it to the finalist.

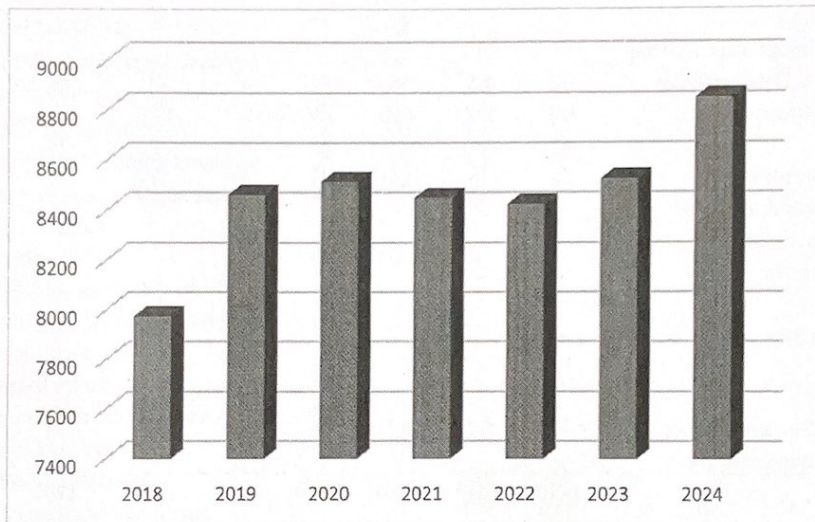
14. Once the appointment letter is signed by the candidate, the candidate should send the signed letter to the College Dean who will forward to the Office of the Provost. The Office of the Provost will then distribute copies of signed letter of appointment to HR and the Office of Budget and Payroll. The search will not be closed until the SC submits all paperwork to HR and/or completes Workday processes.

**Additional Notes:**

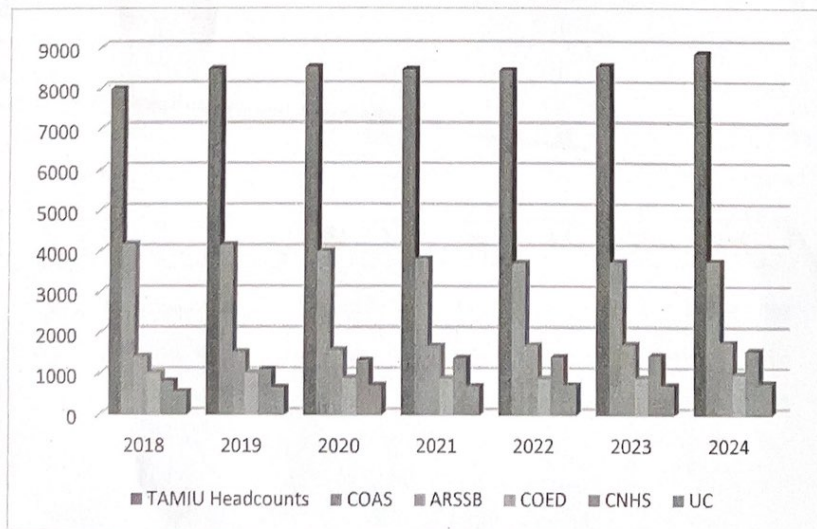
- All faculty positions start August 16<sup>th</sup> of a given year. No mid-year or mid-semester offers will be made unless there is a compelling reason. Grant-funded faculty positions must also follow the faculty hiring cycle with searches commencing fall semester.
- The Provost, or her designee, interviews candidates at level of Assistant Professor – Professor as well as Director positions. Interviews will not exceed thirty minutes and should be scheduled after the Department/Division Chair and Dean have conducted their interviews.
- College Deans are responsible for the cost of lodging and meals for all candidates. The cost of the airfare is provided by the Office of the Provost. However, the Office of the Provost will only fund two rounds of on-campus interviews. Anything beyond two rounds would have to be funded by the college or department.

**TAMIU Provost's Report**  
**Fall Headcounts Data**  
**Sean Maddan and Erika Noyola**  
**9/24/2024**

**Figure 1. Total Fall Student Headcounts, 2018-2024**



**Figure 2. Total Fall Student Headcounts by College, 2018-2024**

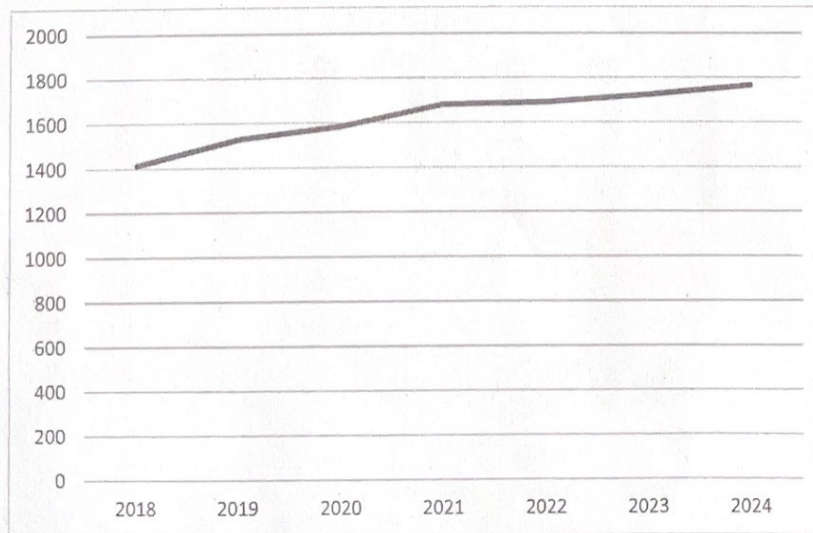


**ARSSB**

**Table 1. ARSSB Fall Headcounts by Degree, 2018-2024**

Degree	Major	2018	2019	2020	2021	2022	2023	2023	2024	Difference
BAAS	Composite	-	1	7	10	10	10	10	7	+7
BBA	Accounting	277	241	253	242	223	248	248	289	+12
BBA	Business Administration	761	823	736	734	834	873	873	874	+113
	Undeclared	2	-	-	-	-	-	-	7	+5
BBA	Management Information Systems	14	2	2	-	-	-	-	-	-14
	Mgt Info Sys & Data Analytics	60	57	56	46	47	60	60	60	-
MBA	Business Administration	198	322	424	526	463	404	404	391	+193
MPACC	Accounting	41	38	57	45	32	29	29	39	-2
MS-IS	Information Science	25	16	25	47	51	71	71	75	50
NDCT	Trans, Intl Trade & Log	-	1	-	-	-	-	-	-	-
NDGD	Business Administration	1	-	-	-	-	-	-	-	-1
	Exchange Program	1	2	-	-	-	-	-	-	-1
	Undeclared	4	1	3	2	-	1	1	-	-3
NDUG	Exchange Program	8	10	-	7	5	6	6	4	-4
	Undeclared	1	-	2	1	-	2	2	-	+1
PBUG	Undeclared	1	-	1	-	-	-	-	-	-1
PHD	International Business Admin	19	13	17	19	18	13	13	10	-9
PHD	International Business Admin	-	-	-	-	6	5	5	8	+8
<b>Total</b>		<b>1413</b>	<b>1527</b>	<b>1583</b>	<b>1679</b>	<b>1689</b>	<b>1722</b>	<b>1722</b>	<b>1764</b>	<b>+351</b>

**Figure 3. ARSSB Headcount, 2018-2024**

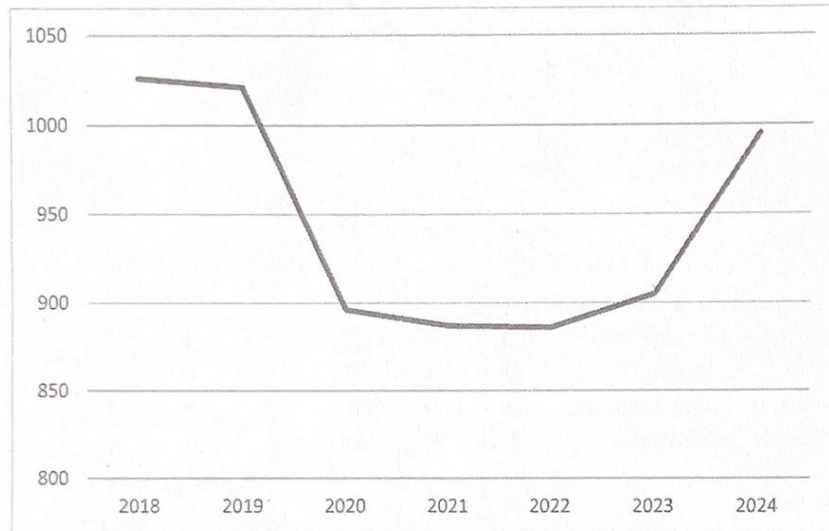


**College of Education**

**Table 2. COED Headcounts by Degree, 2018-2024**

Degree	Major	2018	2019	2020	2021	2022	2023	2024	Difference
BS	Communication Disorders	85	47	15	-	-	-	-	-85
	Elementary Ed & Teaching	-	-	-	-	97	238	330	+330
	Interdisciplinary Studies	-	121	246	360	287	136	56	+56
	Kinesiology	257	211	100	63	30	15	9	-248
	Special Ed-EC6 & All Lvl Cert	75	22	4	1	-	-	-	-75
	Phys Ed., Teaching, & Coaching	-	-	-	-	17	9	6	+6
BSIS	Elem Ed-Bilingual Emphasis	251	168	99	36	15	3	-	-251
	Elem Ed-ESL Emphasis	30	26	11	4	1	-	-	-30
	Elem Ed-Early Lrning Emphasis	44	54	46	19	9	1	-	-44
	Elem Ed-Spec Ed Emphasis	4	35	22	8	6	1	-	-4
MA	Master Teacher	-	-	-	2	1	1	-	-
MA	Education	12	2	4	1	-	-	-	-12
MS	Curriculum and Instruction	-	-	-	2	-	-	-	-
MS	Educational Administration	43	32	5	-	1	-	-	-43
MS	Special Education	-	-	-	2	-	-	-	-
MS	Bilingual Education	11	10	3	-	-	-	-	-11
MS	Curriculum and Instruction	76	82	22	2	1	-	-	-76
MS	Special Education	41	31	7	1	-	-	-	-41
MS	Bilingual Education	-	8	10	6	8	29	44	+44
	Curriculum and Instruction	-	62	177	231	223	182	165	+165
	Special Education	-	8	20	20	10	48	108	+108
	School Counseling	78	53	25	1	-	1	1	-77
MS	Educational Administration	-	30	63	85	72	81	78	+78
	Bilingual Education	-	-	1	-	-	-	-	-
	School Counseling	-	-	-	30	92	114	133	+133
NDCT	Administration	17	3	-	-	-	-	-	-17
	Education	-	8	4	5	-	-	-	-
	Educational Diagnostics	2	1	4	1	9	-	26	+24
	Principal	-	6	6	9	7	21	27	+27
	Superintendent	-	-	-	1	-	25	-	-
NDGD	Undeclared	-	1	1	1	-	-	13	+13
<b>Total</b>		<b>1026</b>	<b>1021</b>	<b>896</b>	<b>887</b>	<b>886</b>	<b>905</b>	<b>995</b>	<b>-31</b>

Figure 4. COED Headcount, 2018-2024

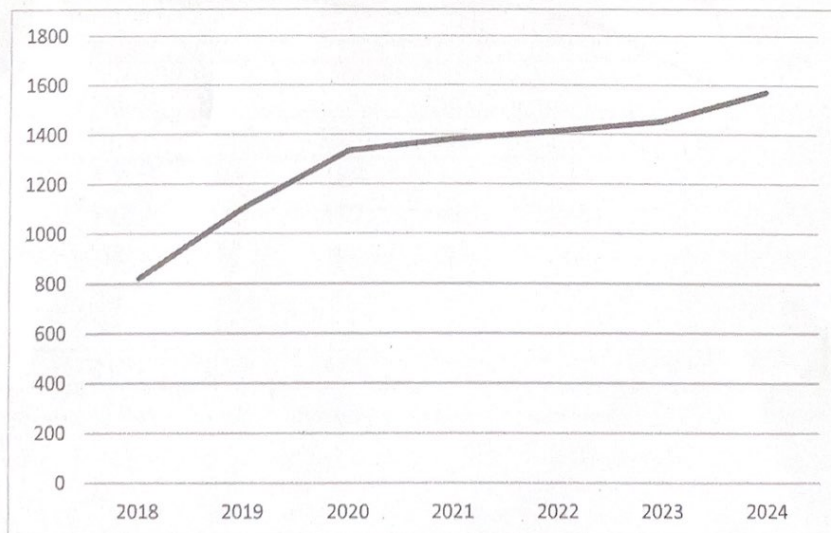


**College of Nursing and Health Sciences**

**Table 3. CNHS Headcounts by Degree, 2018-2024**

Degree	Major	2018	2019	2020	2021	2022	2023	2024	Difference
BSN	Nursing	170	259	284	310	306	308	340	+170
	Pre-Nursing	559	590	569	515	486	430	486	-73
BS	Kinesiology	-	-	-	-	-	57	107	+107
BS	Communication Disorders	17	31	60	70	71	79	60	+43
	Kinesiology	-	-	-	38	101	97	85	+85
	Pre-Comm Disorders	-	1	23	34	16	16	12	+12
	Pre-Public Health	-	-	5	11	14	19	14	+14
	Public Health	-	-	12	25	46	62	46	+46
BS	Communication Disorders	-	-	16	-	-	-	-	-
	Kinesiology	41	27	261	276	253	229	203	+162
MSN	Nursing Administration	2	132	56	55	60	64	83	+81
	Family Nurse Practitioner	24	36	47	46	55	84	123	+99
	Nursing Administration	6	25	1	-	2	3	6	-
NDCT	Psyc Mental Health Nurse Pract	-	-	-	-	3	4	6	+6
NDUG	Undeclared	1	4	-	1	-	-	-	-
<b>Total</b>		<b>820</b>	<b>1105</b>	<b>1334</b>	<b>1381</b>	<b>1413</b>	<b>1452</b>	<b>1571</b>	<b>+751</b>

**Figure 5. CNHS Headcount, 2018-2024**



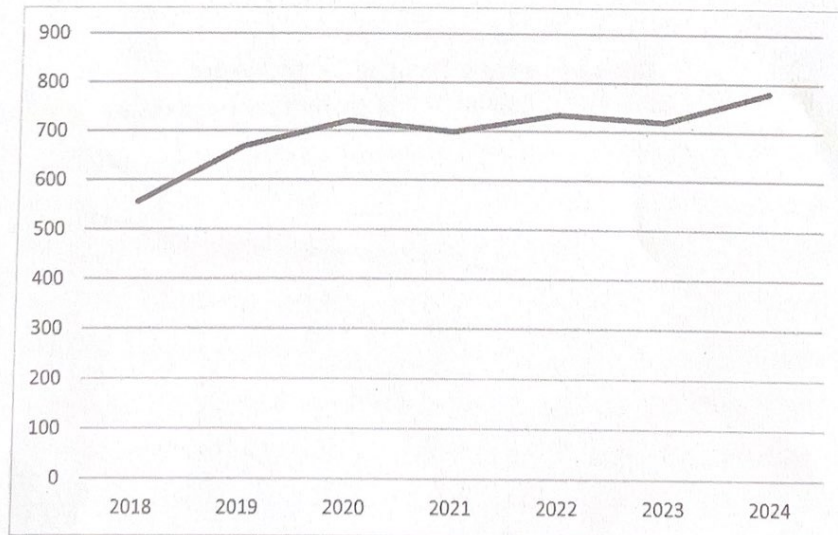


**University College**

**Table 4. UC Headcounts by Degree, 2018-2024**

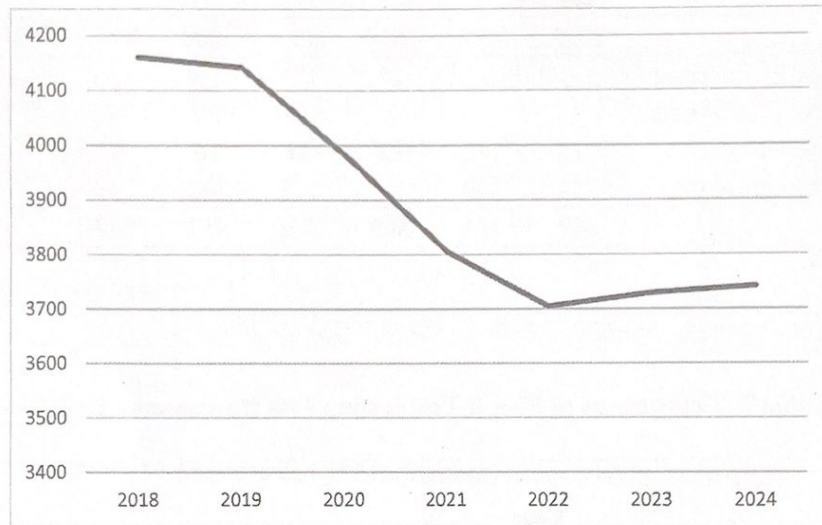
Degree	Major	2018	2019	2020	2021	2022	2023	2024	Difference
BA	Undeclared	72	20	1	-	-	-	-	-72
	Undeclared-Dual Credit	342	263	203	78	-	-	-	-342
BA	Ethical Leader. in Business	-	1	-	-	-	-	-	-
	Ethical Leader. in Pol. & Law	2	1	-	-	-	-	-	-2
	Health Administration	11	8	2	-	-	-	-	-11
	Human Resource Development	1	1	-	-	-	-	-	-1
	Multidisc. Studies-Art&Business	6	4	-	-	-	-	-	-6
	Multidisc. Studies-PreLaw	9	5	1	-	-	-	-	-9
	Multidisciplinary Studies	111	140	106	94	154	171	206	+95
	Org. Psych. & Business	1	3	-	-	-	-	-	-1
BUND	Undeclared	-	55	77	64	67	46	62	+62
	Undeclared-Dual Credit	-	167	328	460	520	502	509	+509
NDUG	Undeclared	-	-	2	2	1	-	3	+3
<b>Total</b>		<b>555</b>	<b>668</b>	<b>720</b>	<b>698</b>	<b>733</b>	<b>719</b>	<b>780</b>	<b>+225</b>

**Figure 6. UC Headcount, 2018-2024**



College of Arts and Sciences

Figure 7. COAS Headcount, 2018-2024



Tables below include BAAS and BA Certificate degrees. No NDGD-AS or NDUG-AS are included.

Table 5. Department of Biology & Chemistry Headcounts, 2018-2024

Biology/Chemistry										
Degree	Major	Year								
		2018	2019	2020	2021	2022	2023	2024	Difference	
BA	Biology	193	213	189	142	113	108	93	-100	
BS	Biology	518	535	517	486	466	492	523	-5	
	Chemistry	53	50	44	48	45	38	41	-12	
	Science	22	26	27	29	26	24	17	-5	
MS	Biology	31	33	27	27	22	17	9	-22	
<b>TOTAL</b>		817	857	804	732	672	679	683	-134	

Table 6. School of Engineering Headcounts, 2018-2024

ENGR Degree	Major	Year							Difference
		2018	2019	2020	2021	2022	2023	2024	
BS	Computer Engineering	-	-	17	126	224	300	336	+336
	Petroleum Engineering	-	-	2	19	30	40	63	+63
	Pre-Engineering	125	112	92	49	56	50	46	-79
	Systems Engineering	224	249	249	178	142	148	172	-52
<b>TOTAL</b>		<b>349</b>	<b>361</b>	<b>360</b>	<b>372</b>	<b>452</b>	<b>538</b>	<b>617</b>	<b>+268</b>

Table 7. Department of Fine & Performing Arts Headcounts, 2018-2024

PA Degree	Major	Year							Difference
		2018	2019	2020	2021	2022	2023	2024	
BA	Art	100	95	91	99	106	124	131	+31
	Music	3	1	2	1	1	1	3	-
	Music Performance	8	2	-	-	-	-	-	-8
BM	Music Performance	7	6	3	2	2	1	1	-6
	Guitar	1	2	-	-	-	-	-	-1
	Keyboard	19	15	34	37	45	53	52	+33
	Music All Level Certification	14	8	18	16	16	21	28	+14
	Music Performance	8	7	2	2	2	1	0	-8
	Violin, Viola, Cello, Bass	5	6	0	0	0	0	0	-5
Vocal	27	31	21	16	7	0	0	-27	
Woodwinds, Brass, Percussion	192	173	171	173	179	201	215	+23	
<b>TOTAL</b>		<b>192</b>	<b>173</b>	<b>171</b>	<b>173</b>	<b>179</b>	<b>201</b>	<b>215</b>	<b>+23</b>

**Table 8. Department of Humanities Headcounts, 2018-2024**

<b>Humanities</b>									
<b>Degree</b>	<b>Major</b>	<b>Year</b>							
		2018	2019	2020	2021	2022	2023	2024	Difference
BA	English	147	136	152	143	137	110	80	-67
	History	124	115	107	107	117	117	114	-10
	Spanish	42	60	65	61	62	44	30	-12
MA	English	32	18	16	16	14	18	15	-17
	Hist/Pol Thought*	31	29	24	19	19	24	20	-11
	Lang, Lit, & Trans	14	9	10	6	6	6	7	-7
<b>TOTAL</b>		<b>390</b>	<b>367</b>	<b>374</b>	<b>352</b>	<b>355</b>	<b>319</b>	<b>266</b>	<b>-124</b>

**Table 9. Department of Mathematics Headcounts, 2018-2024**

<b>Math &amp; Physics</b>									
<b>Degree</b>	<b>Major</b>	<b>Year</b>							
		2018	2019	2020	2021	2022	2023	2024	Difference
BA	Mathematics	103	116	107	103	80	74	56	-47
BS	Mathematics	35	31	35	21	19	22	12	-23
MS	Mathematics	25	29	22	22	23	18	10	-15
<b>TOTAL</b>		<b>163</b>	<b>176</b>	<b>164</b>	<b>146</b>	<b>122</b>	<b>114</b>	<b>78</b>	<b>-85</b>

**Table 10. Department of Psychology & Communication Headcounts, 2018-2024**

Psych/Comm									
Degree	Major	Year							
		2018	2019	2020	2021	2022	2023	2024	Difference
BA	Communication	144	136	152	143	137	152	149	+5
	Psychology	610	598	581	562	560	556	538	-54
MA	Communication	13	16	17	11	12	14	14	+1
	Counseling Psychology	36	43	44	36	35	31	29	-7
MS	Psychology	40	37	42	42	28	29	27	-13
<b>TOTAL</b>		<b>843</b>	<b>830</b>	<b>836</b>	<b>794</b>	<b>772</b>	<b>782</b>	<b>757</b>	<b>-86</b>

**Table 11. Department of Social Sciences Headcounts, 2018-2024**

DSS									
Degree	Major	Year							
		2018	2019	2020	2021	2022	2023	2024	Difference
BA	Criminal Justice	72	80	76	143	60	54	54	-18
	Political Science	115	123	108	104	94	90	78	-37
	Sociology	70	62	57	55	48	41	33	-37
BAAS	Composite	34	32	37	30	20	16	10	-24
BSCJ	Criminal Justice	729	719	720	698	691	653	695	-34
MA	Sociology	23	18	14	11	6	9	5	-18
	Hist/Pol Thought*	31	29	24	19	19	24	20	-11
MPA	Public Administration	63	81	75	60	43	42	40	-23
MS	Criminal Justice	59	123	155	162	167	149	139	+80
PHD	Criminal Justice	0	0	0	8	11	13	16	+16
<b>TOTAL</b>		<b>1196</b>	<b>1267</b>	<b>1266</b>	<b>1290</b>	<b>1159</b>	<b>1091</b>	<b>1090</b>	<b>-106</b>