

**Request for Authorization to Establish a  
Bachelor of Science in Integrated Health Sciences  
(B.S., CIP 51.000) at  
Western Carolina University**

**I. Program Highlights**

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- The Integrated Health Sciences (IHS) degree is a 120-credit hour, residential program designed for students who have a broad-based interest in the healthcare professions. The innovative and flexible program of study is intended to equally serve entry-level and transfer students, including those with associate's degrees wanting to earn a four-year bachelor's degree. IHS graduates will be prepared to fill a range of occupations that support healthy living in businesses, community organizations, and numerous support positions throughout the health care industry.
- This is an on-campus program.
- This program requires a minimum of 120 credit hours. Of this number, 64 credit hours will be devoted to the major (40 CH core plus 24 CH concentration). 42-44 credit hours will be comprised of General Education courses. 12-14 credit hours will consist of electives.
- Ninety full-time students are projected in the first year, while 260 full-time students are projected by the fourth year.
- Three new full-time faculty and 14 adjunct positions are required to support the proposed Integrated Health Sciences degree.
- No new library resources or facilities and equipment will be needed.

**II. BOG Academic Program Planning Criteria (UNC Policy 400.1)**

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1. **Existing Programs (Number, Location, Mode of Delivery).** There is no other program in the UNC system with this type of interdisciplinary health degree using the 51.0000 CIP code. Because this is an interdisciplinary degree, 26 public and private universities in the state offer related programs in one or more of the concentration areas of the IHS program.
2. **Relation to Campus Distinctiveness and Mission.** The proposed BS in Integrated Health Sciences degree program will fulfill the mission of Western Carolina University by enriching the lives and providing an undergraduate learning experience that utilizes teaching, research, service, and community engagement to train the next generation of culturally competent health professionals.
3. **Demand (local, regional, state).** Societal demand, as represented by data from the Mountain Area Workforce Development Board, NC Works, and the Bureau of Labor Statistics, appeared to favor disciplines related to Integrated Health Sciences. In addition, data from NC Tower suggested that employment and wages for graduates in similar disciplines were rising.
4. **Potential for Unnecessary Duplication.** While no UNC institution offers a program identical to the proposed BS in Integrated Health Sciences degree program, Appalachian State University, East Carolina University, North Carolina Central University, University of North Carolina at Asheville, University of North Carolina at Charlotte, University of North Carolina at Greensboro, University of North Carolina at Pembroke, and University of North Carolina Wilmington offer programs that are similar to at least one of Western Carolina University's IHS degree concentration areas. Consultations were held with representatives from Appalachian State University, East Carolina,

UNC Asheville, and UNC Wilmington based on proximity to Western Carolina University or if they had an online degree offering. The program's interdisciplinary nature creates a natural overlap with some programs from other institutions. However, it serves the needs of the far-west region of the state. In addition, it will serve a segment of students already at Western Carolina University who would otherwise leave the institution. The program would offer these students a pathway towards high-demand jobs.

5. **Employment Opportunities for Graduates.** Labor market information from the Mountain Area Workforce Development Board, NC Works, and the Bureau of Labor Statistics suggest that projected job growth for nearly all health care jobs exceeds that of other occupations. Salaries are highly competitive with other jobs in the educated workforce.
6. **Faculty Quality and Number.** Three new full-time faculty and 14 adjunct positions are required to support the proposed Integrated Health Sciences degree. One faculty position will include an administrative component to manage the major program; this position will need to start prior to the program start date to facilitate the development and implementation of the major. This position will teach two courses per semester for a total of four courses each academic year. Two additional full-time positions are needed to build the program faculty; one to be hired for the fall 2018 and the second for fall 2019.

Additional adjuncts will be required to teach the remaining sixteen course sections and cover the varied content expertise – in total, 34 additional course sections will be taught in the College of Health and Human Services.

7. **Availability of Campus Resources (library, space, etc.).** Western Carolina University's Hunter Library will offer extensive online, print, and human resources in support of an Integrated Health Sciences Program. The library provides 24/7 access to top resources serving all disciplines within the College of Health and Human Sciences.

The program will be housed in the 160,000 ft. Health and Human Sciences Building, which has twelve dedicated classroom spaces and twenty-one labs that are designed for both research and learning spaces. The Health Management concentration will be primarily taught by the College of Business. Business courses typically are conducted in the Forsyth building. Forsyth has 17 available classrooms with seating capacities ranging from 32 to 96. The Pre-professional concentration will be primarily taught in the College of Arts and Science. Classes in the core (COMM 301, MATH 170, PAR 332, and SOC 456) are taught in classrooms throughout campus. The Health and Wellness concentration will be primarily taught in the College of Education and Allied Professions. Instructional space is adequate in Reid Gymnasium.

8. **Relevant Lower-level and Cognate Programs.** The Integrated Health Services (IHS) program is an inter-disciplinary degree that will be composed of a curriculum designed to meet the core competencies of the Institute of Medicine. The following schools/departments/programs contribute course(s) to the IHS program: The College of Health and Human Sciences, School of Health Science (common core curriculum), Environmental Health Program, Nutrition and Dietetics Program, Social Work Department, College of Arts and Sciences, Biology Department, Chemistry and Physics Department, Communications Department, English Department, Mathematics and Computer Science Department, Philosophy and Religion Program, Psychology Department,

Sociology Program, College of Business, School of Economic, Management, and Project Management, School of Accounting, Finance, Information Systems, and Business Law, School of Marketing, Entrepreneurship, Sport Management, and Hospitality, College of Education and Allied Professions, and the Health and Physical Education Program.

9. **Impact on Access and Affordability.** No differential tuition supplements or program-specific fees will be requested. Western Carolina University will seek to invest enrollment increase funds to implement and sustain the program. We conservatively anticipate enrolling 260 students in the program by 2021 with an increase in 2,475 SCH within the College of Health and Human Services by that same year.
10. **Expected Quality.** Western Carolina University has developed a comprehensive plan for assessing programs, which outlines the ways in which educational programs and other units intend to review their effectiveness and determine the extent to which their goals are being met. The IHS core curriculum has centered on five major goals with one additional goal for each concentration area. Each goal has a number of competencies (student learning outcomes). Course objectives are mapped against the competencies and goals, and each of the objectives will have a key artifact (graded assignment) that will be used to determine if the competency was met or not met. In addition to evaluating program/learning outcomes, the program director will track enrollments, graduation rates, and employment / graduate school attendance rates.
11. **Feasibility of Collaborative Program.** Potential collaboration between Western Carolina University and UNC Asheville's Health and Wellness Promotion program has been discussed by faculty from both institutions. Further conversations are planned as the program becomes more developed. Aside from the program at UNC Asheville, the potential for collaborations is likely to be limited to online teaching activities.
12. **Other Considerations.** None.

### III. Summary of Review Processes

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**Campus Review Process and Feedback.** The proposal was reviewed by the Western Carolina University faculty, department and university curriculum committees, the provost, and chancellor. Approval was obtained at all levels.

**UNC General Administration Review Process and Feedback.** Throughout the review process, Western Carolina University provided relevant information pertaining to program requirements and resources. The institution submitted appropriate documentation and research to support its statements. Reviewers evaluated the requests and did not require further responses.

### IV. Recommendation

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It is recommended that the Board of Governors approve Western Carolina University's request to establish a Bachelor's of Science (B.S.) in Integrated Health Services degree program (CIP 51.000) to enroll students starting Fall 2018.