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CWU Faculty Senate Minutes - 03/04/15

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CENTRAL WASHINGTON UNIVERSITY
FACULTY SENATE

REGULAR MEETING
Wednesday, March 4, 2015, 3:10 p.m.
BARGE 412
Minutes

ROLL CALL All senators or their alternates were present except: Phil Backlund, Kim Bartell, Dave Brown, Ben Glasgall, Lila Harper, Boris Kovalerchuk, Eric Mayer, Danielle Neal, Teresa Sloan,

Guests: Jesse Nelson, Elvin Delgado, Chris Bruya, Ginny Blackson, Patricia Cutright, Henry Williams, Steve Wagner, Chet Claar and Nathan Davis.

Meeting called to order at 3:11 p.m.

CHANGES TO AND APPROVAL OF AGENDA Senator Erdman moved to switch Student Report to before Communications. Senator Donahoe seconded and motion was approved.

MOTION NO. 14-28(Approved): **APPROVAL OF MINUTES** of February 4, 2015

Student Report – Scholarship night was a success with approximately 40 - 50 students in attendance. Next year they will be holding two Scholarship Nights, one in October and one in February.

COMMUNICATIONS – The Executive Committee received a formal complaint from faculty in LLSE and EFC departments. Faculty Senate committees have been charged with reviewing the complaint. This is the first step in the process.

FACULTY ISSUES – Senator Quidadamo spoke on behalf of the CTL faculty. Teacher education is under fire nationally. There have been a lot of recommendations from a variety of stakeholders in order to be able make changes to that. Some of the specific changes that they have recommended is that all of the programs move toward more of an evidence based field and clinical practice. Particularly in the disciplines that the candidates are going to teach in. That candidate preparation should move away from a shared core setting and embed them in the clinical practice and in the field. There have been a number of programs that have put forward changes. Those have been approved by CTL and Faculty Senate policy. There have been a number of other programs that have put forward similar proposals that have been stymied, but are still under the CTL policy and Faculty Senate policy. We ask that those be allowed to move forward. In addition, we have multiple years of evidence to support the changes that have been recommended per the CTL leadership. Without those changes, it is going to be near impossible for students to meet state mandated changes as specified by Standard 5. Students would have reduced total of credits and reduced time to graduation and tuition that would allow us to get more students through programs. Allow students to get more clinical experience in the field that they are going to be teaching in. We have a letter that would be happy to give to the Executive Committee and ask for things to move forward.

Senator Dormady asked if letters of recommendation for scholarships could be uploaded to

the financial system similar to what we have with graduate students. That way faculty could do it directly, instead of having to send a paper copy over to Financial Aide.

Senator Sorey asked what venue that the other side of complaint could be heard? Chair Whitcomb gave a brief description of the review process. The open EC meeting is meant for issues like this and can also send a letter to the Faculty Senate office.

PRESIDENT: No report.

PROVOST: Provost Levine reported that the admissions office has received the largest number of applications in the history of Central. There were over 500 applications. Vice President Clark and the Provost have been giving 2 hour RCM workshops. Will be doing 4 2 hour works for Faculty Senators.

OLD BUSINESS – Chair Whitcomb reported that Central will have a printed phone book for 2015-16 coming in the fall. It will be printed over the summer. A big thank you to President Gaudino. Report on a past faculty issue regarding Panopto. Cody and Kathy went to a Vanguard meeting about Panopto. CWU representatives participated in a state wide committee that sent out proposals that selected Panopto for state wide adoption. The proposal was reviewed through the ATAC and Enterprise Information System committee. It was suggested that the Executive Committee be in communication with those committees to talk about vetting these type of decisions with boarder faculty audience.

REPORTS/ACTION ITEMS *(45 Minutes)*

SENATE COMMITTEES:

Executive Committee

Motion No. 14-29 (First reading of two): Amend the Faculty Senate Bylaws Section IV.A as outlined in Exhibit B.”

Motion No. 14-30 (First reading of three): Amend the Faculty Code Section IV.D.3 as outlined in Exhibit C.”

Bylaw and Faculty Code Committee

Motion No. 14-24(Approved): Recommends that the word “voluntary” be removed from Section III.A.2 of the Faculty Code as shown in Exhibit A.

Motion No. 14-31 (First reading of two): “Recommends the elimination of current Section I of the Faculty Senate Bylaws to eliminate duplication as outlined in Exhibit D.” BFCC Memo (1)

Motion No. 14-32(First reading of two): “Recommend changes to Bylaws section II (now section I) as outlined in Exhibit E.” BFCC Memo (1) Benson - is there anything that needs procedure in the Bylaws?

Motion No. 14-33(First reading of three): “Recommend updating Faculty Code IV.F, G, H, I, J and V.D.1.c to amend Bylaw section references that have been changed as outlined in Exhibit F.” BFCC Memo (2)

Motion No. 14-34(First reading of two): “Recommend adding Faculty Bylaw section I.B.2 as outlined in Exhibit G.” BFCC Memo (3)

Motion No. 14-35 (First reading of three): “Recommends changes to Faculty Code IV.B.1.a.iii as outlined in Exhibit H.” BFCC Memo (4)

Motion No. 14-36 (First reading of two): “Recommends changes to Senate Bylaws III.C.2 (now II.C.2) as outlined in Exhibit I.” BFCC Memo (5)

Motion No. 14-37 (First reading of two): “Recommends the elimination of Sections IV.B, IV.A.1.g., IV.A.2.b and IV.A.2.c to elimination duplication between Bylaws and Faculty Code as outlined in Exhibit J.” BFCC Memo (6)

Motion No. 14-38 (First reading of two): “Recommends change to title of Faculty Senate Bylaws Section IV (now III) and amend outline numbering as outlined in Exhibit K.” BFCC Memo (7)

Motion No. 14-39 (First reading of two): “Recommends amending Faculty Senate Bylaws Section IV.A.1.a and IV.A.1.b (now III.A) as outlined in Exhibit L.” BFCC Memo (8) & (9)

Motion No. 14-40(First reading of two): “Recommends amending Faculty Senate Bylaws section IV.A.3 (now III.C) as outlined in Exhibit M.” BFCC Memo (9)

Curriculum Committee

Motion No. 14-41(Approved, 2 abstentions): “Approve Advanced Programs Mentoring/Instructional Coaching Type B Certificate as shown in Exhibit N.”

Motion No. 14-42(Approved): “Approve Music Department Jazz Studies Type A Certificate as shown in Exhibit O.”

Motion No. 14-43(Tabled): “Approve the School Library Media Minor as shown in Exhibit P.”

Motion 14-43a(Approved 32-9 by hand vote): Senator Pedersen moved to table motion

no. 14-43. Senator Bartlett seconded.

Motion No. 14-44(Approved): “Approve new Bachelor of Science in Craft Brewing as shown in Exhibit Q.”

Motion No. 14-45(Approved, 1 abstention): “Approve new Bachelor of Science in Integrated Energy Management with three specializations as outlined in Exhibit R.”

Motion No. 14-46(Approved, 1 nay 5 abstentions): “Approve a new specialization in CyberSecurity for B.S Information Technology and Administrative Management as shown in Exhibit S.”

Motion No. 14-47(Approved): “Approve a new specialization in CyberSecurity for M.S. Information Technology and Administrative management as shown in Exhibit T.”

Motion No. 14-48(Approved): “Approve Bachelor in Accounting to continue to be over the 110 credit limit as shown in Exhibit U.”

Motion No. 14-49(Approved): “Approve Bachelor of Science in Electronic Engineering Technology to continue to be over the 110 credit limit as shown in Exhibit V.”

Evaluation and Assessment Committee – The committee chair could not be in attendance, but did send a note asking to relay that the committee is waiting for feedback on the academic administrator evaluation. There are looking at a framework proposal for service and scholarship similar to the one for teaching that Senate endorsed.

General Education Committee - Written report is available in the Faculty Senate office.

Faculty Legislative Representative - Written report is available in the Faculty Senate office.

CHAIR: Chair Whitcomb reported that Senate will have four small group presentations on RCM in the Faculty Center. The sessions are March 9 2:00 – 4:00; March 11 9:00 – 11:00; April 2 2:00-4:00 and April 10 9:00 -11:00. There are sign-up sheets available today or contact the Faculty Senate office to sign up. The Ormsby award nominations have closed and the Executive Committee is working on their recommendation. The Executive Committee is making progress on shared governance issues. Jim Huckabay has asked for faculty to send leaders regarding the STEM initiatives at Central. If you are interested, please pick up additional information.

CHAIR-ELECT: Chair-Elect Pedersen thank for all of the participation that is happening. Working to systemically improve the processes to keep shared governance working

better and better. Reminder about the open Executive Committee next Wednesday in Grupe Faculty Center at 3:10 p.m.. Next Friday March 13 5:00 – 7:00 p.m. is Faculty Friday in the Grupe Faculty Center.

NEW BUSINESS - None

Meeting was adjourned at 4:55 p.m.

Exhibit A

Faculty Code III.A.2.

2. Distinguished Professor of Service

Service shall be defined as ~~voluntary~~ endeavors contributing to the welfare of individuals, professional organizations, university groups, the community at large, or the university.

Rationale: To bring the Professor of Service in sync with the other award areas.

Exhibit B

Senate Bylaws

IV. Senate Committees

A. Standing Committees

1. General Provisions

- a. The Executive Committee may initiate and, with the approval of the Senate, authorize the creation of standing committees.
- b. Alternatively, any senator with a written petition signed by a total of ten senators may recommend to the Executive Committee the creation of a standing committee. The Executive Committee shall submit the proposal to the Senate for its consideration, no later than forty-five (45) days upon receipt of petition.
- c. Each standing committee shall consist of no fewer than five (5) faculty members, appointed by the Executive Committee and ratified by the Senate by ~~February 15th~~ May 1st.
- d. No faculty member may serve on more than one standing committee at a time.
- e. Term appointments for standing committees shall run three (3) consecutive academic years. A partial term of two (2) years or more shall be treated as a full term, while a partial term of less than two (2) years shall not be counted.
 - i. Continuous service on standing committees (~~whether the same committee or two different committees~~) shall be limited to no more than ~~two (2)~~ three (3) consecutive full terms.
 - ii. Once a faculty member has served ~~two (2)~~ three (3) consecutive full terms, a minimum of ~~three (3) years~~ one (1) year shall lapse before said faculty member may serve again on ~~any~~ the same standing committee.
- f. Members may be appointed from among the general faculty, with proportional balance sought between the colleges. At least one (1) member of each standing committee should have served on the committee the previous year.
- g. The Executive Committee shall have the right to appoint and remove the members of all Senate standing, sub, and ad hoc committees ~~with Senate approval~~.

Rationale: The change to three consecutive terms makes it consistent with Senator terms. This policy has had unintended consequences of not being able to keep experienced faculty members on Senate committees.

Exhibit C

Faculty Code

Section IV Faculty Senate

D. Committees

3. Authorization of Committees

The authorizing resolution or motion establishing any standing committee shall include, but is not limited to, language to establish the scope of the committee's charge, the length of time for which the committee will be in service, the number of members on the committee, and the length of term for which members will serve.

- a. The Executive Committee, with the approval of the Senate, may, at any time, amend the authorizing language of a standing committee.
 - b. The maximum length of time a standing committee shall be authorized by the Senate is four years, excepting those committees identified in D.1. above. The Senate may reauthorize a standing committee at the end of its term.
 - c. There shall be no limit to the number of times the Senate may reauthorize a standing committee.
4. The Executive Committee shall have the right to appoint and remove the members of all Senate standing, sub, and ad hoc committees ~~with Senate approval~~.
5. Terms of service for committee chairs shall be limited to ~~six (6)~~ nine (9) consecutive years. A partial year shall be treated as a full year.

Rationale: The change to three consecutive terms makes it consistent with Senator terms. This policy has had unintended consequences of not being able to keep experienced faculty members on Senate committees.

Exhibit D

Senate Bylaws Section I

I. Membership

A. Voting members

1. ~~The following voting members are selected from faculty who hold no concurrent exempt appointment:~~
 - a. ~~One senator and an alternate elected by and from tenured or tenure-track faculty from each academic department and the library.~~
 - b. ~~Additional senators, elected as directed in (a) above, allocated to departments as specified in Section II.B below.~~
 - c. ~~One senator-at-large and an alternate from each university center that has at least five full-time faculty. Senators-at-large and alternates may be non-tenure track, and are elected by the faculty at the respective center.~~
 - d. ~~One senator-at-large and an alternate representing all of the remaining centers with fewer than five full-time faculty. Senators-at-large and alternates may be non-tenure track and are elected by the faculty at the respective centers.~~
 - e. ~~Two non-tenure track faculty senators and alternates elected in the Spring quarter for the following year by those non-tenure track faculty under contract in the preceding Winter quarter. The senators and alternates shall serve for one academic year contingent on continued employment as non-tenure track faculty at CWU. The Executive Committee shall oversee the election.~~
2. ~~Terms of service for voting senators:~~
 - a. ~~Term appointments for tenured or tenure-track senators and alternates shall run three (3) years. No tenured or tenure-track senator shall serve more than three (3) consecutive terms. A partial term of two (2) years or more shall be treated as a full term, while a partial term of less than two (2) years shall not be counted.~~
 - b. ~~Term appointments for non-tenure track senators and alternates shall run one (1) academic year. No non-tenure-track senator shall serve more than nine (9) consecutive terms. A partial term shall be treated as a full term.~~
 - c. ~~All terms begin June 16th.~~
3. ~~Provisions for replacements are contained in Section II.D below.~~

B. Nonvoting members

~~The following are ex-officio, nonvoting members:~~

1. ~~the president;~~
2. ~~the provost;~~
3. ~~three student representatives selected by the Associated Students of CWU—Board of Directors.~~

Rationale: Section I of the Bylaws, prescribing membership of the Senate, duplicates the content of section IV.B.1 and IV.B.2 in the Faculty Code. The committee recommends eliminating the duplication by removing this in the Bylaws but retaining it in the Faculty Code. (BFCC Memo (1))

Exhibit E

Senate Bylaws Section II (Now I)

I Membership and Procedures for Election

A. Membership

Membership of the Senate is prescribed in the Code, Section IV.B.

Rationale: The committee recommends concomitant changes to Section II (now Section (I) of the Bylaws. This section should be renamed to include “Membership” and its sub-section on the topic of membership should refer to the proper section of the Faculty Code. (BFCC Memo (1))

Exhibit F

Faculty Code changes

Section IV Faculty Senate

- F. Interpretation (Bylaws ~~VIII.A~~ [VII.A](#))
- G. Faculty Senate Forum (Bylaws ~~VIII.B~~ [VII.B](#))
- H. Referendum (Bylaws ~~VIII.C~~ [VII.C](#))
- I. Faculty Senate Hearing (Bylaws ~~VIII.D~~ [VII.D](#))
- J. Review by Faculty (Bylaws ~~VIII.E~~ [VII.E](#))

Section V.D.1.

- c. Members and alternates of the FDAC shall be appointed by the Executive Committee and ratified by the Senate at the last regular meeting of each academic year. For a single individual appointed to the FDAC, a term appointment shall run three (3) calendar years, whether the individual is a member or an alternate (or both, in succession). Terms shall begin September 15. Service on the committee shall be treated as service on a Senate standing committee, and thus shall be subject to the provisions of the Bylaws ~~IV.A.1.e~~ [III.A.5](#). An individual may thus serve no more than two (2) successive terms. A partial term of two (2) years or more shall be treated as a full term, while a partial term of less than two (2) years shall not be counted. Terms shall be staggered so that only one position will need to be filled in any one year for both member and alternate. When the original appointee is unable to complete the full term of office, an alternate shall complete the remainder of that three year term, and a replacement alternate shall be appointed and ratified immediately to complete the remainder of the alternate's term.

Rationale: As a result of the elimination of the first section of the Bylaws, all subsequent sections will be re-numbered. The Code contains several references to specific parts of the Bylaws. These references must be amended accordingly. (BFCC Memo (2))

Exhibit G

Bylaws Section II (Now I)

B. Nomination and election

1. Senators and alternates (except non-tenure track faculty senators; see [I.A.1.eB.2 below](#)) shall be nominated and elected during Winter quarter and the Senate informed of results by February 15.
2. [Non-tenure track senators and alternates shall be nominated and elected during Spring quarter \(see Code IV.B.1.a.iv\).](#)
3. Only faculty members consenting to nomination shall be candidates.
4. Elections shall be conducted by secret ballot.

Rationale: One part of the current Bylaws section I that should be retained is a provision concerning the nomination and election of NTT senators. We recommend this information be retained and moved to new section I.B.2. (BFCC Memo (3))

Exhibit H

Faculty Code Section IV Faculty Senate

B. Membership

1. The Senate shall include:

a. Voting members

The following voting members are selected from faculty who hold no concurrent exempt appointment.

- i. One senator and an alternate elected by and from tenured or tenure-track faculty from each academic department and the library.
- ii. Additional senators, elected as directed in paragraph i above, allocated to departments as specified in the Senate by-laws.
- iii. One senator-at-large and an alternate from each of the university centers that have at least five full-time faculty. Also one senator-at-large and an alternate for the remaining centers with fewer than five full-time faculty. Senators-at-large and alternates may be full-time non-tenure track, and are elected by the faculty at the respective center(s).

Rationale: The Code and Bylaws for the most part currently contain the same language about nomination and election of senators. But one notable provision is present in the Bylaws but absent from the Code: that senators-at-large from the centers are to be elected by faculty at the centers. We therefore recommend the following amendment to Code IV.B.2.a.iii. (BFCC Memo (4))

Exhibit I - Revised

Bylaws Section III (now II)

C. Officers

1. Terms of office: Election to the position of chair-elect assumes a three-year commitment to the Executive Committee: the first year as chair-elect, the following year as chair, and the third year as immediate past chair.

2. Chair

~~The chair shall be the presiding officer at all meetings of the Senate, at any Faculty Forum, and at general faculty meetings upon request by the president of the university. The chair shall serve as official representative and spokesperson of the Senate in communication with the faculty. In this capacity, the chair or chair's designee shall have the right to ex officio voting membership on any university committees and councils on which the Executive Committee deems that faculty ought to be represented. As the chief executive officer of the Senate, the chair shall coordinate and expedite the business and budgets of the Senate and its committees. The chair's powers and duties are set out in the Code, Section IV.C.~~

Rationale: Section III.C.2 of the Bylaws (now II.C.2) describing the role of the Senate chair, duplicates material that is in Section IV.C of the Code. We therefore recommend it be replaced with the above. (BFCC Memo (5))

Exhibit J

Bylaws Section IV (now III)

~~IV.B 4. The Executive Committee may initiate and, with the approval of the Senate, authorize the creation of standing committees.~~

~~IV.A.1.g. The Executive Committee shall have the right to appoint and remove the members of all Senate standing, sub, and ad hoc committees with Senate approval.~~

~~IV.A.2.b Terms of service for committee chairs shall be limited to six consecutive years. A partial year shall be treated as a full year.~~

~~IV.A.2.c The chairperson of any standing committee shall have the authority, upon approval of the voting members of the standing committee and of the Executive Committee, to create subcommittees.~~

Rationale: The information in the Faculty Code is duplicated in the Bylaws. We therefore recommend eliminating the duplication in the Bylaws. (BFCC Memo (6))

Exhibit K

Bylaws Section IV(now III)

III. Senate Standing Committees

A. Standing Committees

~~B.~~ A. General Provisions

B. Organization and Procedures

C. Membership

Rationale: Given the eliminations recommended in BFCC Memo (6), the content of Bylaws Section IV (now III) concerns only Senate standing committees. Therefore the recommendation is to change the title and renumber sub headings. (BFCC Memo (7))

Exhibit L - Revised

Bylaws Section IV (now III)

III. Senate Standing Committees

A. Standing Committees

~~B.~~ A. General Provisions

- ~~1. *The Executive Committee may initiate and, with the approval of the Senate, authorize the creation of standing committees.*~~
1. Alternatively, any senator with a written petition signed by a total of ten senators may recommend to the Executive Committee the creation of a standing committee. The Executive Committee shall submit the proposal to the Senate for its consideration, no later than forty-five (45) days upon receipt of petition. Rules concerning the creation of standing committees are set out in the Code, Section IV.D.2.
2. The powers and duties of the standing committees are set out in the Code, Section IV.D.1.

Rationale: This section state the rules about creation of standing committees. This information is duplicated in Faculty Code IV.D.2.a. Recommend that the information be collapsed down into the above paragraph. (BFCC Memo (8))

Also, with all of the material on the powers and duties of standing committees removed from the Bylaws, we are adding a reference to the place in the Code at which these powers and duties can be found. (BFCC Memo (9))

Exhibit M

Bylaws Section IVA.3 (now III.C)

C. ~~Powers, Duties and Membership~~

1. The membership of the General Education Committee shall consist of:
 - a. two (2) faculty from each college with the exception of the Library,
 - b. one (1) student selected by ASCWU, and
 - c. the Director of Academic Planning, ex-officio, non-voting.

~~The Faculty Senate standing committees have powers and duties as described below (and see Section IV.D of the Code):~~

4. ~~The Curriculum Committee shall be concerned with the study, development, and improvement of the curriculum, educational programs, and academic policy (section 5-10 of the CWU Policies Manual, Curriculum Policies and Procedures) of the university, shall cooperate with other individuals, groups or committees at the university in carrying out its duties, and shall do such other things as may be requested by or approved by the Executive Committee. The membership of the Curriculum Committee shall consist of:~~
 - a. ~~two (2) faculty from each college,~~
 - b. ~~one (1) faculty from the Library,~~
 - c. ~~one (1) student selected by ASCWU,~~
 - d. ~~the Director of Academic Planning, ex-officio, non-voting, and~~
 - e. ~~the Dean or Associate Dean from CAH, COB, CEPS, COTS and the Library, ex officio, non-voting.~~
2. ~~The Academic Affairs Committee shall be concerned with the study and improvement of academic standards, academic policies and regulations, and academic organizational structures. The committee shall review and recommend changes to academic policy (section 5-90 of the CWU Policies Manual, Academic Policies). It shall perform other duties as may be requested by or approved by the Senate Executive Committee. The membership of the Academic Affairs Committee shall consist of:~~
 - a. two (2) faculty from each college with the exception of the Library,
 - b. one (1) student selected by ASCWU,
 - c. one (1) ex-officio non-voting representative of the provost, and
 - d. the chair of the Academic Department Chairs Organization (ADCO) as an ex-officio non-voting member.
3. The membership of the Curriculum Committee shall consist of:
 - a. two (2) faculty from each college,
 - b. one (1) faculty from the Library,
 - c. one (1) student selected by ASCWU,
 - d. the Director of Academic Planning, ex-officio, non-voting, and
 - e. the Dean or Associate Dean from CAH, COB, CEPS, COTS and the Library, ex officio, non-voting.

- ~~3. The General Education Committee shall be concerned with the study, development, and improvement of the General Education Program. The committee shall review and recommend courses, programs and policies of general education in close cooperation with appropriate academic administrators. It shall perform other duties as may be requested by or approved by the Executive Committee. The membership of the General Education Committee shall consist of:
 - ~~a. two (2) faculty from each college with the exception of the Library,~~
 - ~~b. one (1) student selected by ASCWU, and~~
 - ~~c. the Director of Academic Planning, ex-officio, non-voting.~~~~
- ~~4. The Bylaws and Faculty Code Committee shall be concerned with the continuing study and improvement of the Senate Bylaws and the Faculty Code. It shall receive, review, initiate, and make recommendations or proposals for amendments to both documents to the Senate via the Executive Committee, coordinating its efforts with other individuals, groups or committees as necessary or appropriate. It shall prepare drafts of such amendments and present such drafts to the Senate together with the rationale for such amendments, and do such other similar things as charged by the Executive Committee. The membership of the Bylaws and Faculty Code Committee shall consist of: five (5) current senators.~~
- ~~5. The Evaluation and Assessment Committee shall be concerned with assessment tools affecting faculty or requiring faculty input. It shall receive, review, initiate, and make recommendations or proposals for assessment tools used for the biennial Faculty Assessment of Academic Administrators, the biennial Faculty Senate and Senate Executive Committee Assessments, and do such other similar things as charged by the Executive Committee, coordinating its efforts with other individuals, groups or committees as necessary or appropriate. The membership of the Evaluation and Assessment Committee shall consist of five (5) faculty members (one from each college plus one from the library), nominated and ratified to staggered terms.~~

B. Ad Hoc Committees

~~The Executive Committee shall have exclusive authority to create ad hoc committees.~~

Rationale: The Bylaws lists the standing committees and describes their powers, duties and membership. The prescription of their powers and duties duplicates the content of Code IV.D.1.

Exhibit N

Mentoring/Instructional Coaching Certificate – Type B

See attached

Exhibit O

Jazz Studies Certificate – Type A

See attached

Exhibit P
School Library Media Minor

See attached

Exhibit Q
B.S. Craft Brewing

See attached

Exhibit R

B.S. Integrated Energy Management w/ 3 specializations

See attached

Exhibit S

B.S. Information Technology and Administrative Management CyberSecurity Specialization

See attached

Exhibit T

M.S. Information Technology and Administrative Management CyberSecurity Specialization

See attached

Exhibit U
B.S. Accounting

See attached

Exhibit V

Bachelor of Science in Electronic Engineering Technology

See attached