

Proposal for a New Degree Program

I. Information and Rationale

A. Primary Contact Information

Institution: Athens State University

Contact: Alyson Gill, PhD

Title: Provost & Vice President for Academic Affairs and Student Services

Email: Alyson.Gill@athens.edu

Telephone: 256-233-8214

B. Program Information

Date of Proposal Submission: 9/13/2024

Award Level: Bachelor's Degree

Award Nomenclature (e.g., BS, MBA): BS

Field of Study/Program Title: Applied Management

CIP Code (6-digit): 52.0201

C. Administration of the Program

Name of Dean and College: Troy Adair, PhD

Name of Department/Division: MTGB

Name of Chairperson: Kim Roberts, PhD

D. Implementation Information

Proposed Program Implementation Date: 8/1/2025

Anticipated Date of Approval from Institutional Governing Board: 10/18/2024

Anticipated Date of ACHE Meeting to Vote on Proposal: 12/13/2024

SACSCOC Sub Change Requirement (Notification, Approval, or NA): NA

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review): NA

E. Concise Program Description

The objective of the major in Applied Management (APM) is to provide students with a comprehensive business education which will prepare them to enter managerial employment, advance within the management field, or assist in the development of individuals who hold those positions. The degree in Applied Management encompasses the conventional business curriculum and provides students with a strong foundation in the traditional management curriculum. In addition to the Applied Management Professional

Courses core curriculum, students must complete a Concentration in Leadership, Manufacturing, or Small Business Management or they may choose a Tailored Business Concentration.

F. Specific Rationale (Strengths) for the Program

List 3 – 5 strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. The APM major provides a seamless pathway for those coming from technologies-based programs in community colleges such as Air Conditioning & Refrigeration, Aerospace/Aviation Technology, Automotive Technology, Design Drafting Technology, Electrical Technology, Industrial Maintenance, Machine Tool Technology, Process Technology, Robotics, Welding, and more.
2. The APM major meets an educational and workforce development need by bridging the gap between technical expertise and advanced managerial skills.
3. The program offers flexibility to meet the diverse needs of students. Courses are offered online so that students can balance their educational pursuits with professional responsibilities. Furthermore, students are able to select a concentration to align with their career goals.

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document (please see Appendix B).

1. Calhoun Community College
2. Wallace State Community College-Hanceville
3. Steelcase

II. Background with Context

A. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Knowledge of accounting, finance, management, management information systems, global business, strategic management, marketing, and production theories and concepts.
2. Knowledge of technology, as it relates to business.
3. Knowledge of the global economy including an understanding of diversity.
4. Knowledge of and ability to use effective managerial, leadership, and group interaction techniques.

5. Effective use of critical thinking and decision-making techniques.
6. Effective communication skills, both orally and in writing.
7. An understanding of ethical issues and the importance of maintaining ethical standards.

B. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
52.0201	Business Admin & Management	Auburn Univ.	None of these programs allow an easy transition for community college graduates who completed an AAS degree. The proposed applied management program is unique in this regard.
52.0201	Management	Jacksonville State	
52.0201	Global Business	Troy Univ.	
52.0201	Management	UA-Tuscaloosa	
52.0201	Professional Management	UNA	
52.0201	Business Admin & Management	UAH	
52.0201	Management	UAB	

C. Relationship to Existing Programs within the Institution

1. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? Yes No

(Note: Most new programs have some relationship to existing offerings, e.g., through shared courses or resources). If yes, complete the following table. If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.

Related Degree Program Level	Related Degree Program Title	Explanation of the Relationship Between the Programs
Undergraduate	Management	This program is available to AAS transfer students; however, the time to degree would exceed three years. Courses in this major will be available to students pursuing the applied management degree.
Undergraduate	Advanced Manufacturing Management	Courses in this major will be available to students pursuing the applied management degree.
Undergraduate	Management of Technology	Courses in this major will be available to students pursuing the applied management degree.

2. Will this program replace any existing programs or specializations, options, or concentrations? Yes No

If yes, please explain.

3. Will the program compete with any current internal offerings? Yes No

If yes, please explain.

D. Collaboration

Have collaborations with other institutions or external entities been explored? **Yes** **No**

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

Have any collaborations within your institution been explored? **Yes** **No**

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

E. Specialized Accreditation

1. Will this program have any external accreditation requirements in addition to the institution’s SACSCOC program requirements? **Yes** **No**

If yes, list the name(s) of the specialized accrediting organization(s) and the anticipated timeframe of the application process.

2. Does your institution intend to pursue any other non-required accrediting organizations for the program? **Yes** **No**

If yes, list the name(s) of the organization(s) and the purpose of the pursuit.

If there are plans to pursue non-required external accreditation at a later date, list the name(s) and why the institution is not pursuing them at this time.

Note: Check No to indicate that non-required external accreditation will not be pursued, which requires no explanation.

F. Professional Licensure/Certification

Please explain if professional licensure or industry certification is required for graduates of the proposed program to gain entry-level employment in the occupations selected. Be sure to note which organization(s) grants licensure or certification.

N/A

G. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the occupations selected.

N/A

H. Admissions

Will this program have any additional admissions requirements beyond the **Yes** **No**

institution's standard admissions process/policies for this degree level?

If yes, describe any other special admissions or curricular requirements, including any prior education or work experience required for acceptance into the program.

I. Mode of Delivery

Provide the planned delivery format(s) (*i.e.*, in-person, online, hybrid) of the program as defined in policy along with the planned location(s) at which the program will be delivered (*i.e.*, on-campus and/or at specific off-campus instructional site(s)). Please also note whether any program requirements can be completed through competency-based assessment.

Online and some in-person. All program requirements must be fulfilled through coursework or course equivalents (e.g., transfer work, CAEL, or ACE recommendations).

J. Projected Program Demand (Student Demand)

Briefly describe the primary method(s) used to determine the level of student demand for this program using evidence, such as enrollments in related coursework at the institution, or a survey of student interest conducted (indicate the survey instrument used), number and percentage of respondents, and summary of results.

According to data from the Alabama Commission on Higher Education, multiple potential feeder programs from two-year institutions are experiencing growth. Calhoun Community College, which provides the largest proportion of transfer students to Athens State University, has experienced a 10% five-year growth rate in its business administration associate degree program and a 20% five-year growth rate in its manufacturing engineering technology/technician program during the period 2019-2023. The five-year average annual number of completers for these programs are 25 and 146, respectively. Additionally, Northeast Alabama Community College has experienced a 23% five-year completer growth rate in its associate degree business administration program over the same period; the Snead State Community College completer growth rate was 13%.

With regard to employer demand, occupations related to CIP Code 52.0201 in the Huntsville, Alabama metropolitan statistical area are projected to grow 12.5% over the next ten years according to data from Lightcast Analyst. There are an estimated 1,363 annual job openings for individuals with a bachelor's degree compared to 207 annual completions, which demonstrates sufficient employment opportunities.

K. Standard Occupational Code System

Using the federal Standard Occupational Code (SOC) System, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOCs can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

A list of Alabama's In-Demand Occupations is available at <https://www.ache.edu/index.php/policy-guidance/>.

SOC 1 (**required**): 51-1011 First-Line Supervisors of Production and Operating Workers

SOC 2 (optional): 53-1047 First-Line Supervisors of Transportation and Material Moving

SOC 3 (optional): 11-1021 General and Operations Managers

Briefly describe how the program fulfills a specific industry or employment need for the

State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by [Innovate Alabama](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

General & Operations Managers, Industrial Production Managers, and Training & Development Specialists all appear on the 2024 Region 1 Demand Occupations list (845, 85, and 95 annual openings, respectively). The proposed BS in Applied Management will provide a necessary pipeline of management-prepared individuals who have experience in production and technology roles.

III. Curriculum Information for Proposed Degree Program

A. Program Completion Requirements: Enter the credit hour value for all applicable components (enter N/A if not applicable).

Curriculum Overview of Proposed Program	
Credit hours required in general education	64
Credit hours required in program courses	16
Credit hours in program electives/concentrations/tracks	15-18
Credit hours in free electives	26-29
Credit hours in required research/thesis	
Total Credit Hours Required for Completion	124

Note: The above credit hours **MUST** match the credit hours in the *Curriculum Components of Proposed Program* table in Section V.G.

B. Maximum number of credits that can be transferred in from another institution and applied to the program: According to the General University Requirements for Graduation policy, at least 25 percent of semester credit hours must be completed at Athens State University. For a 124-credit program, this means that a maximum of 93 semester hours can be transferred in from an accredited institution.

C. Intended program duration in semesters for full-time students: 4

D. Intended program duration in semesters for part-time students: 8

E. Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured [work-based learning](#) with an employer partner, or alignment with nationally recognized industry standards? **Yes** **No**

If yes, explain how these components fit with the required coursework.

F. Does the program include any concentrations? **Yes** **No**

If yes, provide an overview and identify these courses in the *Electives/Concentrations/Tracks* section in the Curriculum Components of Proposed Program Table in Section V.G.

In addition to the Professional Courses, Applied Management majors must complete one of the following:

- The Concentration in Leadership, OR
- The Concentration in Manufacturing, OR
- The Concentration in Small Business Management, OR
- The Tailored Business Concentration.

- G. Please provide all course information as indicated in the following table. Indicate new courses with “Y” in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a “Y” in the WBL column.

Program Name:	Applied Management: Concentration in Leadership			
Program Level:	Undergraduate			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses (Undergraduate Only)				
	Area I: Written Composition	6		
	Area II: Humanities/Fine Arts	12		
	Area III: Mathematics and Natural Sciences	11		
	Area IV: History/Behavioral and Social Sciences	12		
CIS 146	Microcomputer Applications	3		
	Professional electives	20		
Program Courses				
UNV 300	Pathways to Success	3		
MG 320	Organizational Communication (should be taken 1st semester)	3		
MG 346	Principles of Management and Leadership	3		
MG 353	Project Management or MG 390 Operations Management	3		
MK 331	Marketing Principles or MG 349 Human Resources Mgmt.	3		
UNV 400	Career Seminar	1		
Program Electives/Concentrations/Tracks				
GBA 314	Business Ethics	3		
MG 303	Management Decision Support Systems	3		
MG 351	Labor/Management Relations or MG 375 Organizational Behavior & Teambuilding	3		
MG 370	Performance Management in Organizations (Prerequisite of MG 349)	3		
MG 417	Management of Change	3		
	Elective hours as needed to meet 124-hour requirement	26-29		
Research/Thesis				
	N/A			
*Total Credit Hours Required for Completion		124		

*Note: The total credit hours should equal the total credit hours in the Curriculum Overview table (V.B, p. 9).

Program Name:	Applied Management: Concentration in Manufacturing			
Program Level:	Undergraduate			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses (Undergraduate Only)				
	Area I: Written Composition	6		
	Area II: Humanities/Fine Arts	12		
	Area III: Mathematics and Natural Sciences	11		
	Area IV: History/Behavioral and Social Sciences	12		
CIS 146	Microcomputer Applications	3		
	Professional electives	20		
Program Courses				
UNV 300	Pathways to Success	3		
MG 320	Organizational Communication (should be taken 1st semester)	3		
MG 346	Principles of Management and Leadership	3		
MG 353	Project Management or MG 390 Operations Management	3		
MK 331	Marketing Principles or MG 349 Human Resources Mgmt.	3		
UNV 400	Career Seminar	1		
Program Electives/Concentrations/Tracks				
AMM 400	The Technologies of Industry 4.0	3		
LSM 330	Logistics & Supply Chain Management in the Global Environment	3		
MG 392	Manufacturing Planning in Lean Production	3		
MG 430	Project Management Practicum	3		
Choose one	AMM 301 History of Manufacturing/Industry 4.0	3		
	AMM 302 Manufacturing Materials and Processes			
	MG 421 Lean Six Sigma White Belt			
	Elective hours as needed to meet 124-hour requirement	26-29		
Research/Thesis				
	N/A			
*Total Credit Hours Required for Completion		124		

Program Name:	Applied Management: Concentration in Small Business Management			
Program Level:	Undergraduate			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses (Undergraduate Only)				
	Area I: Written Composition	6		
	Area II: Humanities/Fine Arts	12		
	Area III: Mathematics and Natural Sciences	11		
	Area IV: History/Behavioral and Social Sciences	12		
CIS 146	Microcomputer Applications	3		
	Professional electives	20		
Program Courses				
UNV 300	Pathways to Success	3		
MG 320	Organizational Communication (should be taken 1st semester)	3		
MG 346	Principles of Management and Leadership	3		
MG 353	Project Management or MG 390 Operations Management	3		
MK 331	Marketing Principles or MG 349 Human Resources Mgmt.	3		
UNV 400	Career Seminar	1		
Program Electives/Concentrations/Tracks				
AC 305	Fundamentals of Accounting I	3		
AC 306	Fundamentals of Accounting II	3		
AC 415	QuickBooks Accounting	3		
MG 349	Human Resources Mgmt. or MK 331 Marketing Principles	3		
MG 416	Entrepreneurship	3		
MK 335	Integrated Marketing Communications	3		
	Elective hours as needed to meet 124-hour requirement	26-29		
Research/Thesis				
	N/A			
*Total Credit Hours Required for Completion		124		

Program Name:	Applied Management: Tailored Business Concentration			
Program Level:	Undergraduate			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses (Undergraduate Only)				
	Area I: Written Composition	6		
	Area II: Humanities/Fine Arts	12		
	Area III: Mathematics and Natural Sciences	11		
	Area IV: History/Behavioral and Social Sciences	12		
CIS 146	Microcomputer Applications	3		
	Professional electives	20		
Program Courses				
UNV 300	Pathways to Success	3		
MG 320	Organizational Communication (should be taken 1st semester)	3		
MG 346	Principles of Management and Leadership	3		
MG 353	Project Management or MG 390 Operations Management	3		
MK 331	Marketing Principles or MG 349 Human Resources Mgmt.	3		
UNV 400	Career Seminar	1		
Program Electives/Concentrations/Tracks				
	Completion of five approved courses (minimum 15 credit hours) in appropriate academic or professional areas. Courses must be approved by the faculty advisor and the Dean of the College of Business through the University Curriculum Adjustment process.	15		
	Elective hours as needed to meet 124-hour requirement	26-29		
Research/Thesis				
	N/A			
*Total Credit Hours Required for Completion		124		

IV. Program Resource Requirements

A. Proposed Program Faculty*

Current Faculty and Faculty to Be Hired

Please see Appendix C.

Complete the following **New Academic Degree Proposal Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Please see Appendix C			
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
N/A			

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
 Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site
 Courses Taught/To be Taught – For a substantive change prospectus/application, list the courses *to be taught*, not historical teaching assignments.

B. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	21		21
	Part-Time Faculty	18		18
	Administration			
	Support Staff	2		2
**New To Be Hired	Full-Time Faculty			
	Part-Time Faculty			
	Administration			
	Support Staff			
Personnel Total				41

****Note: Any new funds** designated for compensation costs (Faculty (FT/PT), Administration, and/or Support Staff to be Hired) **should be included** in the **New Academic Degree Program Business Plan Excel file**. Current personnel salary/benefits (Faculty (FT/PT), Administration, and/or Support Staff) **should not be included** in the **Business Plan**.

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review.

C. Equipment

Will any special equipment be needed specifically for this program? Yes No

If yes, list the special equipment. Special equipment cost should be included in the **New Academic Degree Program Business Plan Excel file**.

D. Facilities

Will any new facilities be required specifically for the program? Yes No

If yes, list only **new** facilities. New facilities cost should be included in the **New Academic Degree Program Business Plan Excel file**.

Will any renovations to any existing infrastructure be required specifically for the program? Yes No

If yes, list the renovations. Renovation costs should be included in the **New Academic Degree Program Business Plan Excel file**.

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? Yes No

If yes, how many assistantships will be offered?

The expenses associated with any *new* assistantships should be included in the **New Academic Degree Program Business Plan Excel file**.

F. Library

Provide a brief summarization (one to two paragraphs) describing the current status of the library collections supporting the proposed program.

As a member of the Network of Alabama Academic Libraries (NAAL) and OCLC, a global resource-sharing network, Kares Library facilitates access to materials from around the world via interlibrary loan services. Particularly within NAAL, items are often procured swiftly, with periodical articles commonly arriving electronically on the same day as the request. Monographs are delivered to NAAL member libraries via UPS courier service.

In support of the B.S. in Applied Management, we do not anticipate the need for acquiring additional databases. However, we may consider purchasing subscriptions to two core journals (*Journal of Applied Management and Entrepreneurship* and *Journal of Applied Management and Decision Sciences*) for which we currently have back issues but lack access to the most recent issues. In its current collection, Kares Library holds 698 titles related to applied management (60 published within the last five years); 10,900 e-books (4,200 of which were published within the last five years); and 690 peer-reviewed journal titles. The library will also continue to acquire new monographs within the existing budget.

Will additional library resources be required to support the program? Yes No

If yes, briefly describe how any deficiencies will be remedied, and include the cost in the **New Academic Degree Program Business Plan Excel file**.

G. Accreditation Expenses

Will the proposed program require accreditation expenses? Yes No

If yes, briefly describe the estimated cost and funding source(s) and include cost in the **New Academic Degree Program Business Plan Excel file**.

H. Other Costs

Please explain any other costs to be incurred with program implementation, such as marketing or recruitment costs. Be sure to note these in the **New Academic Degree Program Business Plan Excel file**.

N/A

I. Revenues for Program Support

Will the proposed program require budget reallocation? Yes No

If yes, briefly describe how any deficiencies will be remedied and include

the revenue in the **New Academic Degree Program Business Plan Excel file**.

Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)?

Yes No

If yes, list the sources of external funding and include the revenue in the **New Academic Degree Program Business Plan Excel file**.

Please describe how you calculated the tuition revenue that appears in the **New Academic Degree Program Business Plan Excel file**. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

New Academic Degree Program Summary/Business Plan

Use the Excel form from ACHE's Academic Program webpage located at <https://www.ache.edu/index.php/forms/>, named **New Academic Degree Program Business Plan**, to complete the New Academic Program Degree Proposal.

Instructions and definitions are provided in the Excel file. **The New Academic Degree Program Business Plan should be uploaded as an Excel file (.xlsx) in the Academic Program Review (APR) Portal.**

Steps for Submitting the New Academic Degree Proposal

1. Complete the **New Academic Degree Proposal** document.
2. Attach the letters of support from external entities listed in *Section I.D.* at the end of the **New Academic Degree Proposal** document.
3. Save the **New Academic Degree Proposal** document as a **.pdf file**.
4. Complete the **New Academic Degree Program Business Plan** and save as an **.xlsx file**.
5. Login to the Academic Program Review (APR) Portal at apr.ache.edu using your ACHE-provided login information. If you are not a designated user for your institution, contact your designated user.
6. Provide responses to questions in the APR Portal.
7. Upload the **New Academic Degree Proposal .pdf file** in the APR Portal.
8. Upload the **New Academic Degree Program Business Plan .xlsx file** in the APR Portal.
9. Click to "Validate" the proposal and then address any issues with your submission.

10. Once validation is clear, click “Review” to check your responses before submitting. If all looks good, click “Submit” at the bottom of the review screen.
11. The system will then prompt you to “Lock” the submission. Your proposal is considered submitted only once it has been locked within the APR Portal.

NOTE: Proposals that have not been locked by the deadline will not be reviewed for consideration of inclusion on the next Commission agenda.

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	Athens State University		
PROGRAM NAME:	Bachelor of Science in Applied Management	CIP CODE:	52.0201
SELECT LEVEL:	UNDERGRADUATE (BACHELOR'S)		

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY								\$0
ADMINISTRATION/STAFF								\$0
EQUIPMENT								\$0
FACILITIES								\$0
ASSISTANTSHIPS/FELLOWSHIPS								\$0
LIBRARY								\$0
ACCREDITATION AND OTHER COSTS								\$0
TOTAL EXPENSES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

***NEW* REVENUES AVAILABLE FOR PROGRAM SUPPORT**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS								\$0
EXTERNAL FUNDING								\$0
TUITION + FEES	\$124,248	\$124,248	\$196,392	\$240,480	\$268,536	\$264,528	\$252,504	\$1,470,936
TOTAL REVENUES	\$124,248	\$124,248	\$196,392	\$240,480	\$268,536	\$264,528	\$252,504	\$1,470,936

ENROLLMENT PROJECTIONS

Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	9	14	17	19	19	18	16.00
PART-TIME ENROLLMENT HEADCOUNT		13	21	26	29	28	27	24.00
TOTAL ENROLLMENT HEADCOUNT		22	35	43	48	47	45	40.00
NEW ENROLLMENT HEADCOUNT		16	19	19	17	14	14	16.50
Validation of Enrollment			YES	YES	YES	YES	YES	

DEGREE COMPLETION PROJECTIONS

Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	1	5	8	10	11	11	7.67

Appendix B
Letters of Support



CALHOUN COMMUNITY COLLEGE

Post Office Box 2216 • Decatur, Alabama 35609-2216 • Phone 256-306-2500 • www.calhoun.edu

August 7, 2024

Dr. Robin McGill
Deputy Director of Academic Affairs
Alabama Commission on Higher Education
100 North Union Street
Montgomery, AL 36104

Dear Dr. McGill:

I am writing to lend my full support for Athens State University's proposal of a Bachelor of Science in Applied Management. Calhoun Community College is a top feeder school for Athens State and Calhoun's Manufacturing Technology programs rank in the top 3 degree and certificate programs. As the Dean of Technologies, I believe the Applied Management B.S. will attract our many graduates as they seek to build upon their technical skills and move into leadership or advanced manufacturing roles.

The Applied Management program will allow graduates of our Technologies programs a more seamless pathway toward a bachelor's degree, as their technologies-based work experience, courses, and certifications can meet pre-professional and general electives requirements. A degree in applied management offers several benefits and is important in today's job market. Several benefits include:

- Specialized Knowledge and Skills
- Career Advancement
- Higher Earning Potential
- Versatility and Adaptability

Based on the above, it seems fitting and appropriate that Athens State University establish an Applied Management program and I support the effort to introduce it. I look forward to our continued work together as we strive to meet employer needs in today's competitive and dynamic work environment.

Sincerely,

John Holley
Dean, Technologies
Calhoun Community College



WALLACE STATE

HANCEVILLE • ONEONTA

Office of the President

July 31, 2024

Dr. Robin McGill
Deputy Director of Academic Affairs
Alabama Commission on Higher Education
100 North Union Street
Montgomery, AL 36104

Dear Dr. McGill:

I am writing to enthusiastically support Athens State University's new Applied Management Bachelor's degree program. This 124-hour degree, with its concentrations in Manufacturing, Leadership, and Small Business Management represents a significant advancement in higher education opportunities for our students at Wallace State Community College.

Wallace State has a long-standing tradition of excellence in providing quality education and fostering career development in the field of Applied Technology. Our Applied Technology graduates are well-prepared to continue their educational journey. However, until now, there have been limited pathways for them to seamlessly transition into a bachelor's program that directly complements their specialized training and career aspirations.

The Applied Management Bachelor's degree program at Athens State University addresses this critical need by offering an educational continuum that bridges the gap between technical expertise and advanced managerial skills.

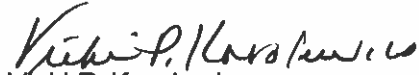
Moreover, the flexibility of the program aligns well with the diverse needs of our students, many of whom are working professionals seeking to balance their educational pursuits with their professional responsibilities. This program not only enhances their career prospects but also contributes to the economic development of our region by preparing highly skilled professionals ready to meet the challenges of today's dynamic job market.

We are confident that the collaboration between Wallace State Community College and Athens State University will yield significant benefits for our students and the broader community. Our faculty and staff are committed to promoting this opportunity and supporting our graduates as they transition into this exciting new program.

Dr. Robin McGill
Page 2
07/31/2024

Thank you for your commitment to expanding educational opportunities and for your partnership in supporting the academic and professional growth of our students. We look forward to seeing the positive impact this program will have on our graduates and the industries they will serve.

Sincerely,



Vicki P. Karolewics
President

8/8/24

Dr. Robin McGill
Deputy Director of Academic Affairs
Alabama Commission on Higher Education
100 North Union Street
Montgomery, AL 36104

Dear Dr. McGill:

I am writing this letter of support for Athens State University's proposal to add to their program inventory a Bachelor of Science in Applied Management. This program would provide essential training to students needed to fill management roles in the future.

As an Operations Manager with 30 years of experience in manufacturing, I can attest to the fact that employees need a pathway to develop strong management skills on top of their technical expertise. While understanding how a job is done is critical to the success of all businesses, the ability to engage and motivate others to perform a job safely and on budget is equally important to that success. As a graduate of Athens State University and now as an Adjunct Instructor in the College of Business for 4 years, I can confirm that the business program curriculum prepares individuals with the knowledge and critical thinking skills they are going to need to succeed and lead others in the workforce.

I applaud Athens State University as they continue to create programs that meet the needs of manufacturing companies. I hope that you will concur with my assessment and support the institution's efforts to establish this program.

Sincerely,

Henry R Carter

Henry R. Carter
Core Operations Manager
Steelcase

Steelcase

901 44th Street SE Grand Rapids, Michigan 49508-7594

Appendix C
Proposed Program Faculty

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT Including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, Including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Full Time (FT)			
Camba, Tina	<p><u>FALL 2023</u> HRM 572 Design Talent Development-3 CH (G) HRM 632 Business Continuity & Risk Management-3 CH (G) HRM 694 Diversity & Inclusion Strategy & Deployment-3 CH (G) HRM 710 Human Capital Strategy & Performance Mgt.-3 CH (G)</p> <p><u>SPRING 2024</u> GBA 311 Legal Environment of Business-3 CH (UT) HRM 632 Business Continuity & Risk Management-3 CH (G) HRM 638 Inclusive Workplace & Future Trends in Diversity Mgt-3 CH (G) HRM 685 HR & Legal Framework of the Employment Landscape-3 CH (G) HRM 710 Human Capital Strategy & Performance Mgt.-3 CH (G)</p> <p><u>SUMMER 2024</u> GBA 311 Legal Environment of Business-3 CH (UT) HRM 638 Inclusive Workplace & Future Trends in Diversity Mgt-3 CH (G) HRM 685 HR & Legal Framework of the Employment Landscape-3 CH (G) HRM 710 Human Capital Strategy & Performance Mgt.-3 CH (G) MG 375 Organizational Behavior & Teambuilding-3 CH (UT) MG 410 Employment Law for Business-3 CH (UT)</p> <p><u>FALL 2024</u> GBA 311 Legal Environment of Business-3 CH (UT) HRM 572 Design Talent Development-3 CH (G) HRM 685 HR & Legal Framework of the Employment Landscape-3 CH (G)</p>	<p>MBA Management (Southern Adventist University) Master of Public Policy (Vanderbilt University) Juris Doctor (University of California, San Francisco) BA English (University of California, Berkeley)</p>	<p>SHRM-CP PHR Law License; 10 Years of HR experience (labor relations, employee relations, compliance)</p>

	<p>HRM 710 Human Capital Strategy & Performance Mgt.-3 CH (G)</p> <p><u>CAN TEACH</u></p> <p>MG 349</p> <p>MG 351</p> <p>MG 370</p> <p>MG 375</p>		
Corzine, Emily	<p><u>FALL 2023</u></p> <p>AC 361 Federal Tax Acct. I-3 CH (UT)</p> <p>AC 411 Government Contract Acct. I-3 CH (UT)</p> <p>ACC 501 Graduate Acct. Fundamentals I-3 CH (G)</p> <p>ACC 502 Graduate Acct. Fundamentals II-3 CH (G)</p> <p>ACC 561 Tax Research-3 CH (G)</p> <p><u>SPRING 2024</u></p> <p>AC 362 Federal Tax Accounting II-3 CH (UT)</p> <p>AC 412 Government Contract Acct. II-3 CH (UT)</p> <p>ACC 502 Graduate Acct. Fundamentals II-3 CH (G)</p> <p>ACC 511 Government Contract Accounting I-3 CH (G)</p> <p><u>SUMMER 2024</u></p> <p>AC 305 Fundamentals of Accounting I-3 CH (UT)</p> <p>AC 312 Law for Accountants-3 CH (UT)</p> <p>AC 362 Federal Tax Accounting II-3 CH (UT)</p> <p>AC 411 Government Contract Acct. I-3 CH (UT)</p> <p>AC 415 QuickBooks Accounting-3 CH (UT)</p> <p>ACC 512 Government Contract Accounting II-3 CH (G)</p> <p>ACC 561 Tax Research-3 CH (G)</p> <p><u>FALL 2024</u></p> <p>AC 321 Intermediate Accounting I-3 CH (UT)</p> <p>AC 322 Intermediate Accounting II-3 CH (UT)</p> <p>AC 412 Government Contract Acct. II-3 CH (UT)</p> <p>ACC 511 Government Contract Accounting I-3 CH (G)</p> <p>ACC 561 Tax Research-3 CH (G)</p> <p><u>CAN TEACH</u></p> <p>AC 305</p> <p>AC 306</p> <p>AC 415</p>	<p>MBA Business Administration with Major/Concentration in Accounting (University of North Alabama)</p> <p>BSBA Accounting (University of Alabama, Huntsville)</p>	CPA
Daniel, Alana	<p><u>FALL 2023</u></p> <p>BUS 525 Foundations of Business Analytics-3 CH (G)</p>	<p>PHD Business Administration w/Concentration in Management (18 hours of</p>	

	<p>BUS 603 Business Analytics for Decision Making-3 CH (G) BUS 675 Business Analytics Practicum-3 CH (G) MG 320 Organizational Communication-3 CH (UT) <u>SPRING 2024</u></p> <p>BUS 525 Foundations of Business Analytics-3 CH (G) BUS 603 Business Analytics for Decision Making-3 CH (G) BUS 675 Business Analytics Practicum-3 CH (G) MG 320 Organizational Communication-3 CH (UT) <u>SUMMER 2024</u></p> <p>BUS 525 Foundations of Business Analytics-3 CH (G) BUS 603 Business Analytics for Decision Making-3 CH (G) BUS 655 HR Analytics Portfolio-3 CH (G) BUS 675 Business Analytics Practicum-3 CH (G) <u>FALL 2024</u></p> <p>BUS 525 Foundations of Business Analytics-3 CH (G) BUS 603 Business Analytics for Decision Making-3 CH (G) BUS 675 Business Analytics Practicum-3 CH (G) MG 320 Organizational Communication-3 CH (UT) <u>CAN TEACH</u> GBA 314 MG 320 MG 346 MG 417</p>	<p>statistics/analytics) (University of South Alabama) MBA Business Administration (Troy University) BS Marketing (University of Alabama, Birmingham)</p>	
<p>Essary, Michael</p>	<p><u>FALL 2023</u> FIN 301 Financial Institutions & Markets-3 CH (UT) LDR/MGT 654 Strategic Thinking, Behavior, & Leadership-3 CH (G) LSM 603 Supply Chain & Logistics Strategies-3 CH (G) MG 350 Financial Management-3 CH (UT) <u>SPRING 2024</u> LDR/MGT 654 Strategic Thinking, Behavior, & Leadership-3 CH (G) LSM 603 Supply Chain & Logistics Strategies-3 CH (G) <u>SUMMER 2024</u> FIN 355 General Insurance-3 CH (UT) LDR/MGT 654 Strategic Thinking, Behavior, & Leadership-3 CH (G) <u>FALL 2024</u></p>	<p>DBA w/Specialization in Financial Management (Northcentral University) MBA Business Administration (University of South Carolina) BS Industrial Management (University of Tennessee, Knoxville)</p>	<p>CPIM</p>

	<p>FIN 301 Financial Institutions & Markets-3 CH (UT)</p> <p>LSM 601 Procurement & Materials Management-3 CH (G)</p> <p>LSM 603 Supply Chain & Logistics Strategies-3 CH (G)</p> <p>MG 346 Principles of Management & Leadership-3 CH (UT)</p> <p>MG 350 Financial Management-3 CH (UT)</p> <p><u>CAN TEACH</u></p> <p>LSM 330</p> <p>MG 346</p> <p>MG 390</p> <p>MG 417</p>		
Hammon, Diann	<p><u>FALL 2023</u></p> <p>AC 315 Managerial Accounting-3 CH (UT)</p> <p>AC 321 Intermediate Accounting I-3 CH (UT)</p> <p>ACC 571 Advanced Cost Accounting-3 CH (G)</p> <p>ACC 620 Internal Auditing-3 CH (G)</p> <p>ACC 650 Current Issues & Research in Accounting-3 CH (G)</p> <p>ACC 660 Accounting Ethics-3 CH (G)</p> <p><u>SPRING 2024</u></p> <p>ACC 571 Advanced Cost Accounting-3 CH (G)</p> <p>ACC 620 Internal Auditing-3 CH (G)</p> <p>ACC 670 Corporate Controllership-3 CH (G)</p> <p><u>SUMMER 2024</u></p> <p>AC 321 Intermediate Accounting I-3 CH (UT)</p> <p>ACC 660 Accounting Ethics-3 CH (G)</p> <p>ACC 670 Corporate Controllership-3 CH (G)</p> <p><u>FALL 2024</u></p> <p>ACC 501 Graduate Accounting Fundamentals I-3 CH (G)</p> <p>ACC 571 Advanced Cost Accounting-3 CH (G)</p> <p>ACC 620 Internal Auditing-3 CH (G)</p> <p>ACC 650 Current Issues & Research in Accounting-3 CH (G)</p> <p>ACC 660 Accounting Ethics-3 CH (G)</p> <p><u>CAN TEACH</u></p> <p>AC 305</p> <p>AC 306</p> <p>AC 415</p>	<p>PHD Management (University of South Alabama)</p> <p>MACC Accounting (University of Alabama, Huntsville)</p> <p>BBA Accounting (Athens State University)</p>	CPA

Hughes, Stacie	<p><u>FALL 2023</u> AC 452 Forensic Accounting II-3 CH (UT) ACC 525 Accounting Information Systems-3 CH (G) ACC 540 Accounting Analytics I-3 CH (G) ACC 551 Forensic Accounting I-3 CH (G) ACC 640 Accounting Analytics II-3 CH (G) <u>SPRING 2024</u> ACC 501 Graduate Accounting Fundamentals I-3 CH (G) ACC 540 Accounting Analytics I-3 CH (G) ACC 552 Forensic Accounting II-3 CH (G) ACC 640 Accounting Analytics II-3 CH (G) <u>SUMMER 2024</u> ACC 525 Accounting Information Systems-3 CH (G) ACC 540 Accounting Analytics I-3 CH (G) ACC 630 Financial Statement Analysis-3 CH (G) ACC 640 Accounting Analytics II-3 CH (G) <u>FALL 2024</u> ACC 525 Accounting Information Systems-3 CH (G) ACC 540 Accounting Analytics I-3 CH (G) ACC 551 Forensic Accounting I-3 CH (G) ACC 640 Accounting Analytics II-3 CH (G) <u>CAN TEACH</u> AC 305 AC 306 AC 415</p>	<p>DBA Business Administration (Indiana Wesleyan University) MBA Accounting (University of North Alabama) BBA Accounting (Athens State University)</p>	<p>CPA, CMA, CFM, CGMA, CFE, FCPA, NDCCDP</p>
Kerner, James	<p><u>FALL 2023</u> MG 420 Business Policy-3 CH (UT) MGT 600 Operations Planning & Control-3 CH (G) <u>SPRING 2024</u> MG 420 Business Policy-3 CH (UT) MGT 600 Operations Planning & Control-3 CH (G) <u>SUMMER 2024</u> MG 420 Business Policy-3 CH (UT) MGT 601 Global Economics-3 CH (G) <u>FALL 2024</u> MG 417 Management of Change-3 CH (UT) MG 420 Business Policy-3 CH (UT)</p>	<p>EDD Educational & Organizational Leadership (Nova Southeastern University) MS Human Resources (Barry University) BS Human Resource Management (Barry University)</p>	

	<u>CAN TEACH</u> GBA 314 MG 346 MG 417		
LaFevor, Kim	<u>FALL 2023</u> HRM 501 Strategic HRM/Building Competitive Human Capital Management Advantage-3 CH (G) HRM 520 Employee & Labor Relations-3 CH (G) HRM 560 Diversity & Inclusion & the Professional Consultant-3 CH (G) HRM 665 Talent Development Strategy & Deployment-3 CH (G) MG 370 Performance Management-3 CH (UT) <u>SPRING 2024</u> HRM 501 Strategic HRM/Building Competitive Human Capital Management Advantage-3 CH (G) HRM 520 Employee & Labor Relations-3 CH (G) HRM 641 Talent Development Return-on-Investment-3 CH (G) HRM 665 Talent Development Strategy & Deployment-3 CH (G) HRM 694 Diversity & Inclusion Strategy & Deployment-3 CH (G) <u>SUMMER 2024</u> HRM 501 Strategic HRM/Building Competitive Human Capital Management Advantage-3 CH (G) HRM 580 Workforce Planning & Staffing-3 CH (G) HRM 641 Talent Development Return-on-Investment-3 CH (G) MG 351 Labor/Management Relations-3 CH (UT) <u>FALL 2024</u> HRM 520 Employee & Labor Relations-3 CH (G) HRM 560 Diversity & Inclusion & the Professional Consultant-3 CH (G) HRM 610 Total Rewards: Competitive Compensation & Benefits-3 CH (G) MG 351 Labor/Management Relations-3 CH (UT) <u>CAN TEACH</u> MG 349 MG 351 MG 370 MG 375	DBA Management & Education (Argosy University) MS Human Resource Management (Troy State University) BA Personnel Psychology & Psychology (Athens State University)	SPHR, SHRM-SCP

<p>Lovelace, Cynthia</p>	<p><u>FALL 2023</u> LSM 320 Logistics & Distribution-3 CH (UT) LSM 330 LSCM in the Global Environment-3 CH (UT) LSM 602 Management of Distribution & Inventory-3 CH (G) LSM 605 Supply Chain Resilience-3 CH (G) <u>SPRING 2024</u> LSM 320 Logistics & Distribution-3 CH (UT) LSM 330 LSCM in the Global Environment-3 CH (UT) LSM 602 Management of Distribution & Inventory-3 CH (G) LSM 605 Supply Chain Resilience-3 CH (G) <u>SUMMER 2024</u> LSM 600 Supply Chain Governance-3 CH (UT) LSM 605 Supply Chain Resilience-3 CH (G) <u>FALL 2024</u> LSM 600 Supply Chain Governance-3 CH (UT) LSM 602 Management of Distribution & Inventory-3 CH (G) <u>CAN TEACH</u> LSM 330</p>	<p>PHD Industrial & Systems Engineer (University of Alabama, Huntsville) MS Engineering (University of Alabama, Huntsville) Bachelor of Industrial Engineering (Auburn University)</p>	<p>Curriculum lead for Supply Chain Education Initiative, Army Materiel Command (AMC). Extensive experience using algorithms and prediction modeling such as used in Supply Chain Management field.</p>
<p>McCain, Wayne</p>	<p><u>FALL 2023</u> ACM/LSM/MG 353 Project Management-3 CH (UT) ASM/MG 484 Space Exploration Strategies-3 CH (UT) ASM/MG 487 Aviation Risk Management-3 CH (UT) MG 346 Principles of Management & Leadership-3 CH (UT) MG 415 Technical Risk Management-3 CH (UT) MG 419 Technology Transfer & Commercialization-3 CH (UT) <u>SPRING 2024</u> ACM/LSM/MG 353 Project Management-3 CH (UT) ASM/MG 481 Spacecraft Environments-3 CH (UT) ASM/MG 486 Rocket & Spacecraft Propulsion-3 CH (UT) MG 415 Technical Risk Management-3 CH (UT) MG 419 Technology Transfer & Commercialization-3 CH (UT) <u>SUMMER 2024</u></p>	<p>PHD Engineering (University of Alabama, Huntsville) Master of Space Systems (Florida Institute of Technology) Master of Administrative Science (University of Alabama, Huntsville) Bachelor of Aerospace Engineering (Auburn University)</p>	<p>PMP</p>

	<p>ACM/LSM/MG 353 Project Management-3 CH (UT) ASM/MG 474 General Aviation Management-3 CH (UT) GBA 301 Windows Applications for Business-3 CH (UT) MG 413 Project Communication, Management, & Leadership-3 CH (UT) MG 418 Management of Technology-3 CH (UT) MG 419 Technology Transfer & Commercialization-3 CH (UT) <u>FALL 2024</u> ACM/LSM/MG 353 Project Management-3 CH (UT) MG 405 Project Cost Control & Earned Value Mgt-3 CH (UT) MG 415 Technical Risk Management-3 CH (UT) MG 418 Management of Technology-3 CH (UT) <u>CAN TEACH</u> GBA 314 MG 353 MG 430</p>		
Moore, John	<p><u>FALL 2023</u> ACM 396 ACM Administration-3 CH (UT) ACM 400 Advanced ACM-3 CH (UT) MG 346 Principles of Management & Leadership-3 CH (UT) MG 416 Entrepreneurship-3 CH (UT) <u>SPRING 2024</u> MG 346 Principles of Management & Leadership-3 CH (UT) MG 416 Entrepreneurship-3 CH (UT) <u>SUMMER 2024</u> ACM 394 Introduction to Acquisition & Contract Mgt-3 CH (UT) MG 346 Principles of Management & Leadership-3 CH (UT) MG 416 Entrepreneurship-3 CH (UT) MG 417 Management of Change-3 CH (UT) <u>FALL 2024</u> MG 346 Principles of Management & Leadership-3 CH (UT) MG 416 Entrepreneurship-3 CH (UT) <u>CAN TEACH</u> LSM 330 MG 320</p>	<p>DBA Management (Walden University) MS Management/ACM (Florida Institute of Technology) MS Project Management (Florida Institute of Technology) MS Logistics Management (Florida Institute of Technology) BS Health Science (Illinois State University)</p>	

	MG 346 MG 416 MG 417		
Nelson, Christopher	<u>FALL 2023</u> AC 306 Fundamentals of Accounting II-3 CH (UT) AC 322 Intermediate Accounting II-3 CH (UT) AC 323 Intermediate Accounting III-3 CH (UT) AC 442 Auditing & Fraud Examination-3 CH (UT) <u>SPRING 2024</u> AC 306 Fundamentals of Accounting II-3 CH (UT) AC 322 Intermediate Accounting II-3 CH (UT) AC 442 Auditing & Fraud Examination-3 CH (UT) <u>SUMMER 2024</u> AC 306 Fundamentals of Accounting II-3 CH (UT) AC 322 Intermediate Accounting II-3 CH (UT) AC 323 Intermediate Accounting III-3 CH (UT) AC 442 Auditing & Fraud Examination-3 CH (UT) <u>FALL 2024</u> AC 306 Fundamentals of Accounting II-3 CH (UT) AC 312 Law for Accountants-3 CH (UT) AC 442 Auditing & Fraud Examination-3 CH (UT) <u>CAN TEACH</u> AC 305 AC 306 AC 415	MBA Accounting (University of North Alabama) BS Accounting (Athens State University)	
Phillips, Michael	<u>FALL 2023</u> AC 431 Advanced Accounting-3 CH (UT) AC 471 Cost Accounting-3 CH (UT) <u>SPRING 2024</u> AC 431 Advanced Accounting-3 CH (UT) AC 471 Cost Accounting-3 CH (UT) <u>SUMMER 2024</u> AC 431 Advanced Accounting-3 CH (UT) AC 471 Cost Accounting-3 CH (UT) <u>FALL 2024</u> AC 305 Fundamentals of Accounting I-3 CH (UT) AC 323 Intermediate Accounting III-3 CH (UT) <u>CAN TEACH</u> AC 305 AC 306	MACC Accountancy (Athens State University) BS Accounting (Athens State University)	CFE

	AC 415		
Ragus, Elmer	<u>FALL 2023</u> MK 331 Marketing Principles-3 CH (UT) MK 335 Integrated Marketing Communications-3 CH (UT) MK 434 Sales Management-3 CH (UT) <u>SPRING 2024</u> MK 331 Marketing Principles-3 CH (UT) MK 336 Consumer Behavior-3 CH (UT) MK 337 Digital Marketing-3 CH (UT) MK 431 Marketing Research-3 CH (UT) <u>SUMMER 2024</u> MK 331 Marketing Principles-3 CH (UT) MK 335 Integrated Marketing Communications-3 CH (UT) MK 338 Marketing Analytics I-3 CH (UT) MK 434 Sales Management-3 CH (UT) <u>FALL 2024</u> MK 331 Marketing Principles-3 CH (UT) MK 336 Consumer Behavior-3 CH (UT) MK 337 Digital Marketing-3 CH (UT) MK 339 Marketing Analytics II-3 CH (UT) <u>CAN TEACH</u> MK 331 MK 335	EDD Educational Leadership and Policy Analysis (University of Missouri) EDS Human Services/Educational Technology (University of Central Missouri) MBA Business Administration w/Emphasis in Marketing (University of Central Missouri) BS Economics w/Minor in Agriculture (University of Central Missouri)	
Reeves, Lawrence	<u>FALL 2023</u> LDR 690 Special Topics in Strategic Leadership & Business Analytics-3 CH (G) LSM 301 Intro. to Logistics & Supply Chain Mgt.-3 CH (UT) LSM 600 Supply Chain Governance-3 CH (G) MG 346 Principles of Management & Leadership-3 CH (UT) <u>SPRING 2024</u> LDR 680 Human Capital Leadership-3 CH (G) LDR 690 Special Topics in Strategic Leadership & Business Analytics-3 CH (G) LSM 301 Intro. to Logistics & Supply Chain Mgt.-3 CH (UT) LSM 410 Logistics & Supply Chain Strategy-3 CH (UT) <u>SUMMER 2024</u> LSM 301 Intro. to Logistics & Supply Chain Mgt.-3 CH (UT)	DBA Business Administration w/Concentration in Global Supply Chain Management (Walden University) MBA Business Administration w/Concentration in Global Management (University of Phoenix) BS Supply Chain Management (North Carolina Agricultural and Technical State University)	

	<p>LSM 320 Logistics & Distribution-3 CH (UT) MG 346 Principles of Management & Leadership-3 CH (UT) MG 352 International Business-3 CH (UT) <u>FALL 2024</u> LSM 320 Logistics & Distribution-3 CH (UT) LSM 330 LSCM in the Global Environment-3 CH (UT) MGT 600 Operations Planning & Control-3 CH (G) <u>CAN TEACH</u> LSM 330 MG 346 MG 417</p>		
Roberts, Kim	<p><u>FALL 2023</u> LDR 500 Influential Leadership-3 CH (G) LDR 680 Human Capital Leadership-3 CH (G) MG 320 Organizational Communication-3 CH (UT) MG 421 Lean Six Sigma White Belt-3 CH (UT) <u>SPRING 2024</u> LDR 500 Influential Leadership-3 CH (G) MG 390 Operations Management-3 CH (UT) MG 422 Lean Six Sigma Yellow Belt-3 CH (UT) <u>SUMMER 2024</u> LDR 680 Human Capital Leadership-3 CH (G) MG 320 Organizational Communication-3 CH (UT) MG 391 Fundamentals of Operations-3 CH (UT) <u>FALL 2024</u> LDR 500 Influential Leadership-3 CH (G) MG 320 Organizational Communication-3 CH (UT) MG 421 Lean Six Sigma White Belt-3 CH (UT) MG 423 Lean Six Sigma Introduction to Green Belt-3 CH (UT) <u>CAN TEACH</u> MG 320 MG 390 MG 392 MG 421</p>	<p>PHD Instructional Leadership w/concentration in Instructional Technology (The University of Alabama) MBA Business Administration (University of North Alabama) BS Chemical Engineering (The University of Alabama)</p>	
Valcana, Gary	<p><u>FALL 2023</u> MG 349 Human Resources Management-3 CH (UT) MG 375 Organizational Behavior & Teambuilding-3 CH (UT)</p>	<p>Professional MBA Business Administration (Florida Institute of Technology) MS Nursing (University of Alabama, Huntsville)</p>	SHRM-SCP, SPHR

	<p>MG 411 Compensation & Benefits-3 CH (UT) MG 449 Advanced HRM-3 CH (UT) MG 450 Strategic HR Competencies & Professional Certification-3 CH (UT) <u>SPRING 2024</u></p> <p>MG 349 Human Resources Management-3 CH (UT) MG 411 Compensation & Benefits-3 CH (UT) MG 449 Advanced HRM-3 CH (UT) MG 450 Strategic HR Competencies & Professional Certification-3 CH (UT) <u>SUMMER 2024</u></p> <p>MG 349 Human Resources Management-3 CH (UT) MG 449 Advanced HRM-3 CH (UT) <u>FALL 2024</u></p> <p>MG 349 Human Resources Management-3 CH (UT) MG 375 Organizational Behavior & Teambuilding-3 CH (UT) MG 411 Compensation & Benefits-3 CH (UT) MG 449 Advanced HRM-3 CH (UT) MG 450 Strategic HR Competencies & Professional Certification-3 CH (UT) <u>CAN TEACH</u> GBA 314 MG 349 MG 351 MG 370 MG 375</p>	<p>BS Nursing (University of Alabama, Huntsville)</p>	
<p>Waldrep, Darren</p>	<p><u>FALL 2023</u> AC/MG 302 Management Information Systems-3 CH (UT) MCO 409 Management of Cybersecurity-3 CH (UT) MCO 413 Cybersecurity Management of Systems & Product Acquisition-3 CH (UT) MCO 500 Cybersecurity Risk Management-3 CH (G) MCO 525 Cybersecurity Leadership & Strategic Planning-3 CH (G) <u>SPRING 2024</u> AC/MG 302 Management Information Systems-3 CH (UT) LIS 602 Enterprise Resource Planning-3 CH (G) MCO 409 Management of Cybersecurity-3 CH (UT) <u>SUMMER 2024</u></p>	<p>PHD Information Technology w/concentration in Digital Forensics (University of the Cumberlands) MS Cybersecurity w/Information Security Management Certificate (Bellevue University) BS Management of Technology (Athens State University)</p>	

	<p>AC/MG 302 Management Information Systems-3 CH (UT) MCO 411 Cybersecurity Strategic Management-3 CH (UT) MCO 412 Cybersecurity Mgt of Business Contingency & Resilience Planning-3 CH (UT) MCO 515 Cybersecurity Continuity Plan-3 CH (G) <u>FALL 2024</u> AC/MG 302 Management Information Systems-3 CH (UT) LIS 602 Enterprise Resource Planning-3 CH (G) MCO 413 Cybersecurity Management of Systems & Product Acquisition-3 CH (UT) MCO 500 Cybersecurity Risk Management-3 CH (G) MCO 525 Cybersecurity Leadership & Strategic Planning-3 CH (G) <u>CAN TEACH</u> MG 303</p>		
Wang, Steve	<p><u>FALL 2023</u> LAI 602 Work & Artificial Intelligence-3 CH (G) MG 390 Operations Management-3 CH (UT) MG 418 Management of Change-3 CH (UT) <u>SPRING 2024</u> AMM 400 Technologies of Industry 4.0-3 CH (UT) LAI 601 The Artificial Intelligence Evolution-3 CH (G) LAI 602 Work & Artificial Intelligence-3 CH (G) MG 390 Operations Management-3 CH (UT) MG 392 Manufacturing Planning in Lean Production-3 CH (UT) MG 418 Management of Change-3 CH (UT) <u>SUMMER 2024</u> AMM 400 Technologies of Industry 4.0-3 CH (UT) LAI 601 The Artificial Intelligence Evolution-3 CH (G) LAI 602 Work & Artificial Intelligence-3 CH (G) MG 390 Operations Management-3 CH (UT) <u>FALL 2024</u> MG 390 Operations Management-3 CH (UT) <u>CAN TEACH</u> AMM 301 AMM 302 MG 390</p>	<p>PHD Industrial and Manufacturing Systems Engineering (Lehigh University) MS Management of Technology (Lehigh University) MME (Masters Manufacturing Engineering) (Northwestern University) BS Mechanical Engineering (National Chung Chang Institute of Technology, Taiwan)</p>	

	MG 392		
Wells, John	<u>FALL 2023</u> GBA 314 Business Ethics-3 CH (UT) MG 346 Principles of Management & Leadership-3 CH (UT) OHSM 405 Injury Damage Incidents Evaluating & Reporting-3 CH (UT) OHSM 422 Safety Training & Development-3 CH (UT) <u>SPRING 2024</u> GBA 314 Business Ethics-3 CH (UT) MG 462 Internship in Management-2 CH (UT) OHSM 425 Industrial Health Technology Management-3 CH (UT) OHSM 451 Environmental Health & Regulation-3 CH (UT) <u>SUMMER 2024</u> GBA 314 Business Ethics-3 CH (UT) MG 462 Internship in Management-2 CH (UT) OHSM 385 Environmental Conservation Management-3 CH (UT) OHSM 391 Ergonomics & Human Factors-3 CH (UT) OHSM 448 Managing the Public Safety & Health Emergency-3 CH (UT) <u>FALL 2024</u> GBA 314 Business Ethics-3 CH (UT) MG 346 Principles of Management & Leadership-3 CH (UT) MG 462 Internship in Management-2 CH (UT) OHSM 405 Injury Damage Incidents Evaluating & Reporting-3 CH (UT) OHSM 422 Safety Training & Development-3 CH (UT) <u>CAN TEACH</u> GBA 314 MG 346	EDD Higher Education and Leadership (Union University) MS Occupational Health and Safety Management (Murray State University) BS Occupational Health and Safety Management (Murray State University)	CSP (Certified Safety Professional)
Willisson, Janet	<u>FALL 2023</u> AC/MG 303 Management Decision & Support Systems-3 CH (UT) ISM 400 Information Management-3 CH (UT) ISM 408 E-Commerce Systems Management-3 CH (UT) <u>SPRING 2024</u>	EDD Instructional Technology and Distance Education (Nova Southeastern University) MSM Information Systems (Florida Institute of Technology) BSED Early Childhood Education (University of North Alabama)	Certified Information Security Manager (CISM) Microsoft Certified Professional

	<p>AC/MG 303 Management Decision & Support Systems-3 CH (UT) ISM 402 Information Systems & Analytics-3 CH (UT) MCO 510 Cybersecurity Policy-3 CH (G) MCO 598 Project Development-3 CH (G) <u>SUMMER 2024</u> AC/MG 303 Management Decision & Support Systems-3 CH (UT) ISM 403 Data Communications Management-3 CH (UT) ISM 404 Managing Information Resources-3 CH (UT) MCO 520 Asset Security & Cybersecurity Auditing-3 CH (G) <u>FALL 2024</u> AC/MG 303 Management Decision & Support Systems-3 CH (UT) ESM 410 Business Intelligence Systems-3 CH (UT) ISM 400 Information Management-3 CH (UT) ISM 408 E-Commerce Systems Management-3 CH (UT) <u>CAN TEACH</u> MG 303</p>		
Part Time (PT)			
Allison, Seth	<p><u>FALL 2023</u> AMM 302 Manufacturing Materials & Processes-3 CH (UT) <u>SPRING 2024</u> AMM 302 Manufacturing Materials & Processes-3 CH (UT) <u>CAN TEACH</u> AMM 301 AMM 302</p>	<p>MS Industrial Engineering w/concentration in Engineering Management (University of Tennessee, Knoxville) BS Industrial and Systems Engineering (University of Alabama, Huntsville)</p>	
Arnold, Robert	<p><u>FALL 2023</u> AC/MG 302 Management Information Systems-3 CH (UT) <u>SPRING 2024</u> AC/MG 303 Management Decision & Support Systems-3 CH (UT) MCO 410 Cybersecurity Administration & Operations Management-3 CH (UT) <u>FALL 2024</u> AC/MG 303 Management Decision & Support Systems-3 CH (UT) MCO 409 Management of Cybersecurity-3 CH (UT) <u>CAN TEACH</u> MG 303</p>	<p>DS Information Technology (Middle Georgia State University) MS Information Technology w/concentration in Cybersecurity and Forensics (Middle Georgia State University) BS Information Technology w/specialization in Information Assurance and Security (Capella University)</p>	CASP, CEH, CYSA, Sec+, Linux+

Blythe, Emerald	<u>FALL 2023</u> GBA 305 Statistical Methods of Business I-3 CH (UT) MK 433 Marketing Strategies-3 CH (UT) <u>SPRING 2024</u> MK 331 Marketing Principles-3 CH (UT) <u>SUMMER 2024</u> MK 433 Marketing Strategies-3 CH (UT) <u>FALL 2024</u> MK 431 Marketing Research-3 CH (UT) <u>CAN TEACH</u> MK 331 MK 335	MS Marketing w/Concentration in Marketing Analytics (18 hours of statistics/analytics) (The University of Alabama) BA Art (Computer Graphics) w/Minor in Marketing (Athens State University)	
Carter, Henry	<u>FALL 2023</u> AMM 301 History of Manufacturing/Industry 4.0-3 CH (UT) <u>SPRING 2024</u> AMM 301 History of Manufacturing/Industry 4.0-3 CH (UT) MG 390 Operations Management-3 CH (UT) <u>FALL 2024</u> AMM 301 History of Manufacturing/Industry 4.0-3 CH (UT) <u>CAN TEACH</u> AMM 301 AMM 302 AMM 400 MG 390	MBA Business Administration (University of North Alabama) BBA in Management w/minor in Marketing (Athens State University)	25+ years of manufacturing experience (10 years in upper level management)
Corum, Thomas	<u>FALL 2023</u> MG 346 Principles of Management & Leadership-3 CH (UT) <u>SPRING 2024</u> MG 346 Principles of Management & Leadership-3 CH (UT) <u>CAN TEACH</u> MG 320 MG 346 MG 417	MBA Business Administration (University of North Alabama) BBA Accounting (University of North Alabama)	
Eaton, Kristin	<u>FALL 2023</u> MG 480 Seminar in Business-1 & 2 CH (UT) <u>SPRING 2024</u> MG 480 Seminar in Business-1 & 2 CH (UT) <u>FALL 2024</u> MG 480 Seminar in Business-1 CH (UT) <u>CAN TEACH</u> MG 320 MG 346	MBA Business Administration/Executive (University of North Alabama) BS Management w/minor in Human Resource Management (Athens State University)	

Eubanks, Brandon	<u>FALL 2023</u> AC 401 Auditing-3 CH (UT) <u>SPRING 2024</u> AC 323 Intermediate Accounting III-3 CH (UT) AC 415 QuickBooks Accounting-3 CH (UT) <u>SUMMER 2024</u> AC 401 Auditing-3 CH (UT) <u>FALL 2024</u> AC 401 Auditing-3 CH (UT) <u>CAN TEACH</u> AC 305 AC 305 AC 415	MACC Accounting (University of Alabama, Huntsville) BSBA Accounting w/minor in Mathematics (University of Alabama, Huntsville)	CPA, CFE
Griffin, Tammy	<u>FALL 2023</u> MG 417 Management of Change-3 CH (UT) <u>SPRING 2024</u> MG 417 Management of Change-3 CH (UT) <u>FALL 2024</u> MG 417 Management of Change-3 CH (UT) <u>CAN TEACH</u> MG 346 MG 417	MBA Management (Amberton University) BBA Accounting (Athens State University)	
Holland, Betsey	<u>FALL 2023</u> MG 375 Organization Behavior & Teambuilding-3 CH (UT) <u>SPRING 2024</u> MG 375 Organization Behavior & Teambuilding-3 CH (UT) <u>FALL 2024</u> MG 320 Organizational Communication-3 CH (UT) <u>CAN TEACH</u> MG 320 MG 346 MG 375	MBA Business Administration (University of Mississippi) BBA Professional Management (University of North Alabama)	
Massey, Jillian	<u>FALL 2023</u> MG 351 Labor/Management Relations-3 CH (UT) <u>SPRING 2024</u> MG 351 Labor/Management Relations-3 CH (UT) <u>FALL 2024</u> MG 351 Labor/Management Relations-3 CH (UT) <u>CAN TEACH</u> MG 346 MG 351	MBA Business Administration (Auburn University) BSBA Human Resource Management (Auburn University)	
Minor, Tracy	<u>FALL 2023</u> AC 305 Fundamentals of Accounting I-3 CH (UT) <u>SPRING 2024</u> AC 305 Fundamentals of Accounting I-3 CH (UT) <u>FALL 2024</u>	DBA w/specialization in Financial Management (National University, formerly Northcentral University) Master of Accounting and Financial Management (DeVry University)	

	ACC 502 Graduate Accounting Fundamentals II-3 CH (G) <u>CAN TEACH</u> AC 305 AC 306	Master of Human Resource Management (DeVry University) MBA Business Administration (Webster University) BS Business Administration in Accounting (Columbia College of Missouri)	
Mose, Denise	<u>FALL 2023</u> MG 320 Organizational Communication-3 CH (UT) <u>SPRING 2024</u> MG 320 Organizational Communication-3 CH (UT) <u>FALL 2024</u> MG 320 Organizational Communication-3 CH (UT) <u>CAN TEACH</u> MG 320 MG 346	PHD Business Administration (Walden University) MBA Business Administration (19 credit hours in Finance) (Everest College) BSED Elementary and Early Childhood Education (Alabama A&M University)	
Renz, Jill	<u>FALL 2023</u> AC 315 Managerial Accounting-3 CH (UT) <u>SPRING 2024</u> AC 321 Intermediate Accounting I-3 CH (UT) <u>FALL 2024</u> AC 361 Federal Tax Accounting I-3 CH (UT) <u>CAN TEACH</u> AC 305 AC 306	MBA Business Administration w/concentration in Accounting (University of North Alabama) BS Accounting (Athens State University)	
Roberts, Sarah	<u>FALL 2023</u> AC 306 Fundamentals of Accounting II-3 CH (UT) <u>SPRING 2024</u> AC 361 Federal Tax Accounting I-3 CH (UT) <u>FALL 2024</u> AC 361 Federal Tax Accounting I-3 CH (UT) <u>CAN TEACH</u> AC 305 AC 306	MBA Business Administration w/concentration in Accounting (University of North Alabama) BBA Accounting (University of North Alabama)	CPA
Southwell, Gail	<u>FALL 2023</u> HRM 610 Total Rewards: Competitive Compensation & Benefits-3 CH (G) <u>SPRING 2024</u> MG 370 Performance Management-3 CH (UT) <u>FALL 2024</u> MG 370 Performance Management-3 CH (UT) <u>CAN TEACH</u> MG 349 MG 370	PHD Depth Psychology (Pacifica Graduate Institute) MA Management and Supervision: Personnel Management (Central Michigan University) BS Political Science w/minor in Public Administration/Psychology (Eastern Michigan University)	
Suggs, Daniel	<u>FALL 2023</u> ASM/MG 490 Aerodynamics & Flight Performance-3 CH (UT)	MS Aerospace Engineering (The University of Alabama)	PMP

	<p>MG 357 Project Detailed Scheduling & Planning-3 CH (UT) <u>SPRING 2024</u> ASM/MG 491 Commercial Space Enterprises-3 CH (UT) MG 405 Project Cost Control & Earned Value Management-3 CH (UT) <u>SUMMER 2024</u> ASM/MG 485 Aircraft Propulsion Systems-3 CH (UT) <u>CAN TEACH</u> MG 353 MG 430</p>	<p>BS Mechanical Engineering (The University of Alabama)</p>	
Wingate, Lory	<p><u>SUMMER 2024</u> MG 430 Project Management Practicum-3 CH (UT) <u>FALL 2024</u> MG 357 Project Detailed Scheduling & Planning-3 CH (UT) <u>CAN TEACH</u> MG 353 MG 430</p>	<p>MBA w/Emphasis in Information Technology Management (California Lutheran University) BA Business Administration (California Lutheran University)</p>	PMP
Woodall, Monica	<p><u>FALL 2023</u> MK 331 Marketing Principles-3 CH (UT) <u>SPRING 2024</u> MK 331 Marketing Principles-3 CH (UT) <u>FALL 2024</u> MK 331 Marketing Principles-3 CH (UT) <u>CAN TEACH</u> MK 331 MK 335</p>	<p>MBA Business Administration w/minor in Marketing (South University) BS Human Resource Management w/minor in Marketing (Athens State University)</p>	