

**Utah System of Higher Education  
New Academic Program Proposal  
Cover/Signature Page - Abbreviated Template**

**Institution Submitting Request:** University of Utah  
**Proposed Program Title:** Veterans Studies  
**Sponsoring School, College, or Division:** Office of Undergraduate Studies  
**Sponsoring Academic Department(s) or Unit(s):** Office of Undergraduate Studies  
**Classification of Instructional Program Code<sup>1</sup> :** 42.2813  
**Min/Max Credit Hours Required of Full Program:** Min Cr Hr / Max Cr Hr  
**Proposed Beginning Term<sup>2</sup>:** Fall 2020  
**Institutional Board of Trustees' Approval Date:**

**Program Type:**

<input type="checkbox"/>	Certificate of Proficiency	<input type="checkbox"/>	Entry-level CTE CP	<input type="checkbox"/>	Mid-level CP
<input checked="" type="checkbox"/>	Certificate of Completion				
<input type="checkbox"/>	Minor				
<input type="checkbox"/>	Graduate Certificate				
<input type="checkbox"/>	K-12 Endorsement Program				
<input type="checkbox"/>	<b>NEW</b> Emphasis for Regent-Approved Program <i>Credit Hours for NEW Emphasis Only:</i> Min Cr Hr / Max Cr Hr <i>Current Major CIP:</i> <i>Current Program Title:</i> <i>Current Program BOR Approval Date:</i>				
<input type="checkbox"/>	Out of Service Area Delivery Program				

**Chief Academic Officer (or Designee) Signature:**

I, the Chief Academic Officer or Designee, certify that all required institutional approvals have been obtained prior to submitting this request to the Office of the Commissioner.

Please type your first and last name \_\_\_\_\_ Date: \_\_\_\_\_

☐ I understand that checking this box constitutes my legal signature.

<sup>1</sup> For CIP code classifications, please see <http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55>.

<sup>2</sup> "Proposed Beginning Term" refers to first term after Regent approval that students may declare this program.

**Utah System of Higher Education  
Program Description - Abbreviated Template**

**Section I: The Request**

University of Utah requests approval to offer the following Certificate of Completion: Veterans Studies effective Fall 2020. This program was approved by the institutional Board of Trustees on .

**Section II: Program Proposal/Needs Assessment**

**Program Description/Rationale**

*Present a brief program description. Describe the institutional procedures used to arrive at a decision to offer the program. Briefly indicate why such a program should be initiated. State how the institution and the USHE benefit by offering the proposed program. Provide evidence of student interest and demand that supports potential program enrollment.*

According to the Census Bureau and Department of Veterans Affairs, about 6 % of Americans are veterans. Of these veterans, about 40% are Gulf War era and 43% are under the age of 50. Although modern medicine has increased the survivability of these recent combat veterans, some face emotional and physical challenges, and many feel misunderstood by those who have not served in the military. In helping professions, there is a need for those who understand the unique experiences and challenges of veterans.

The intent of the Veterans Studies certificate is to provide students with a foundational knowledge that will enable them to better serve or relate to veterans in our communities, workplaces, and care facilities. The certificate will comprise 24 credit hours in four themes: Government & National Security (3 credits or one course required); History of War & Violent Conflict (3 credits or one course required); Social/Ethical Aspect of War (6 credits or 2 courses required); and Social & Health Topics (9 credits or 3 courses required). A 3-credit hour capstone course will also be required.

The Veterans Studies certificate was initially conceptualized by Mr. Max Werner, MFA. Mr. Werner is a Writing professor who teaches a course entitled "Writing about War" to student veterans and non-veterans. Mr. Werner collaborated with Dr. Paul Morgan, Director of the University of Utah Veterans Support Center (VSC), to design the curriculum. Dr. Morgan approached Dr. Martha Bradley, Senior AVP for Academic Affairs and Dean of the Office of Undergraduate Studies (UGS), to determine if UGS would be an appropriate home for the certificate. Dr. Bradley agreed and suggested that he work with Dr. Amy Bergerson, Associate Dean of UGS, to develop the certificate. Drs. Morgan and Bergerson then called together a meeting of faculty whose courses are included in the certificate's offerings, to determine their support of the concept and their commitment to having students from the certificate in their courses. While not all faculty were able to attend the meeting, all who were contacted enthusiastically supported the creation of the certificate. This enthusiasm across all of the individuals involved is driven by the acknowledged need to provide more students with the means to better serve veterans in their various career fields.

As noted, the increasing number of veterans in American society and the specific needs of these individuals as they return from ongoing military conflicts across the globe drives the proposal for the Veterans Studies certificate. Graduates who leave the University of Utah in careers in health, social work, psychology, education, business, and engineering will benefit from an improved ability to serve, support, and engage veterans in their work. The certificate is designed to provide students with an increased capacity to empathize with and recognize the specific needs of veterans, to easily complement any degree at the University, and to allow students to focus on areas in which they have a specific interest.

As one of only four institutions offering a Veterans Studies certificate or minor, the University

will be positioned on the cutting edge of the growing need for veteran-specific services as more and more service members return from their military obligations. Surprisingly, more than half of students who enroll in Mr. Werner's "Writing about War" course are non-veterans who wish to understand the experiences of service members. The course fills quickly. Additionally, the VSC receives frequent requests to provide military and veteran cultural competency training to student groups, classes, and faculty and staff, such as the Associated Students of the University of Utah, College of Nursing, Admissions, and others who want to understand veterans' experiences and learn how to better support them.

The following learning outcomes will guide the program:

1. Knowledge of issues facing US military veterans: Students will demonstrate an understanding of the issues faced by US military veterans. These include the psychological impact of engaging in military service, the social and political circumstances veterans encounter during and after their time in the military, and the physical consequences of serving in both combat and non-combat settings. Students completing the certificate will have the ability to:
  - a. Name the primary issues related US military veterans encounter in their day-to-day lives
  - b. Identify the means by which issues US military veterans face can be addressed in various situations and environments
  - c. Discuss the social, political, and historical contexts which contribute to the issues that US military veterans encounter in their day-to-day lives.
2. Application of theory to improve the lives of US military veterans: Students will demonstrate the ability to apply concepts learned in their coursework to solving the complex problems that US military veterans encounter in various aspects of their lives. Students completing the certificate will have the ability to:
  - a. Identify theories that are useful in solving practical problems faced by US military veterans.
  - b. Demonstrate a working knowledge of these theories by applying theory to practice to generate solutions to complex problems.
3. Understanding of ethical issues related to serving diverse populations of veterans: Students will demonstrate the ability to identify key ethical concerns around service members and US military veterans. Further, students will develop the ability to apply a knowledge of the diverse communities represented by US military veterans to their work. Students completing the certificate will have the ability to:
  - a. Identify the intersections of identity that comprise the demographics of the US military, including LGBT sexual identity, gender identity, racial and ethnic identity, and disability.
  - b. Demonstrate the capacity for understanding how identity impacts the experiences of diverse individuals within the US military veteran population.
  - c. Discuss the ethical facets of working with US military veterans in various areas of the work force.

The Veterans Studies certificate includes a capstone course in which students will integrate the knowledge and skills students gain from the various courses they take during their experience, and to apply them to a practical problem in a way that will demonstrate their progress on these learning outcomes. Because the certificate is intended to prepare students to work with veterans in a number of ways, the capstone project will ask students to 1) identify a problem of practice in the area of veterans' services; 2) conduct research around that problem; and 3) develop a solution to the problem. As they develop their solutions, students will address each of the bullet points above.

Additionally, we will establish a Curriculum Management Board for the certificate which will oversee learning outcomes assessment and make curricular decisions related to the certificate. With the support of the Curriculum Management Board, we will maintain a core set

of courses from those included in the certificate that align with the certificate's specific learning outcomes. We will then work with the instructors of these courses to determine whether they can include formative assessments related to these learning outcomes in their courses. Utilizing the associator tool within Canvas, the Curriculum Management Board will then access these assessments to determine how students are progressing on the outcomes, and whether the courses included in the certificate guide students towards these outcomes. The Curriculum Management Board will then help refine the certificate's curriculum based on these assessments. In addition to assisting with learning outcome assessment, the Curriculum Management Board will consult on: additional courses to include as options within the certificate, selecting instructors for additional capstone course sections if needed, and managing the growth of the certificate. The first review of the certificate program will occur one year following the certificate's establishment, and subsequent reviews will occur biannually. A thorough review every seven years. The initial Curriculum Management Board will include the following members: Paul Morgan (Veterans Support Center), Amy Bergerson (Undergraduate Studies), Brent Steele (Political Science), Craig Bryan (Dept. of Psychology), Maximilian Werner (Dept. of Writing and Rhetoric), and Ed Davies (Dept. of History), all of whom are faculty who teach in, or administrators who provide support for, the certificate.

### **Labor Market Demand**

*Provide local, state, and/or national labor market data that speak to the need for this program. Occupational demand, wage, and number of annual openings information may be found at sources such as Utah DWS Occupation Information Data Viewer ([jobs.utah.gov/jsp/wi/utalmis/gotoOccinfo.do](http://jobs.utah.gov/jsp/wi/utalmis/gotoOccinfo.do)) and the Occupation Outlook Handbook ([www.bls.gov/oco](http://www.bls.gov/oco)).*

There is a need for employees educated in veterans' experiences and challenges. In July 2019, the U.S. Department of Veterans Affairs had more than 4,500 job listings nationwide, 95 of which were in Utah. On the Utah Department of Workforce Services website, more than 700 health support and more than 500 social services job postings were listed in July 2019. Although all were not veteran-specific, many do include serving veterans as part of the job duties. This is not surprising, given that there are over 18 million veterans in the U.S. and nearly 38,000 homeless veterans (Volunteers of America). Additionally, many employers hire veterans, who comprise 6.8% of the workforce (BLS), creating a need for managers and human resource professionals who understand veterans' challenges and strengths.

In 2011, Utah Governor, Gary Herbert, proposed that 66% of Utah's population should hold a post-secondary degree or certificate by 2020. While the implementation of the Veterans Study certificate will not take place until well into 2020, the certificate does support the 66% by 2020 vision by contributing to a "well-educated citizenry and workforce that qualitatively and quantitatively meet the needs of Utah employers..." (<https://curriculum.utah.edu/degrees/66by2020.pdf>). As noted above, the increasing number of military veterans rejoining the workforce indicates that services for these individuals will clearly contribute to a robust and productive work force.

### **Consistency with Institutional Mission/Impact on Other USHE Institutions**

*Explain how the program is consistent with the institution's Regents-approved mission, roles, and goals. Institutional mission and roles may be found at [higheredutah.org/policies/policyr312/](http://higheredutah.org/policies/policyr312/). Indicate if the program will be delivered outside of designated service area; provide justification. Service areas are defined in [higheredutah.org/policies/policyr315/](http://higheredutah.org/policies/policyr315/).*

The University's mission includes "preparing students from diverse backgrounds for lives of impact as leaders and citizens" and "engage local and global communities to promote education, health, and quality of life." The Veterans Studies certificate supports the University mission by preparing students to work with any of the 18.2 million veterans in the U.S. (VA, 2018) and to understand veterans' issues and experiences. By understanding military and veteran history, culture, and social issues, students in psychology, social work, human services, business, health, communities, and countless other areas can better connect with veterans, thus assisting the University in meeting this aspect of its mission.

Currently only three institutions in the U.S. offer a Veterans Studies minor/certificate. The westernmost of these institutions is located in St. Louis, Missouri. The University of Utah will

be the only institution in the west to offer such a program. The program will complement other veteran-related programs such as the University's National Center for Veterans Studies, Veterans Support Center, and academic programs such as medicine, nursing, psychology, and social work in which many students have practicums/rotations at the Veterans Affairs Hospital near the University. It will also complement the University's National Veterans Service Academy, a program to prepare student veterans for service in public and nonprofit, which is currently in a planning phase. Additionally, this certificate supports the state's growing veteran community and the reputation of Utah as a veteran-friendly state. The certificate will be offered within the service region of the University of Utah.

## **Finances**

*What costs or savings are anticipated in implementing the proposed program? If new funds are required, indicate expected sources of funds. Describe any budgetary impact on other programs or units within the institution.*

There is no cost to fully implementing the Veterans Studies certificate. The design of the certificate involves the addition of only one new course, the capstone course. This capstone course will initially be taught by the Director of the Veterans Support Center who will be appointed as an adjunct faculty member as part of the position. All of the other courses in the certificate are currently taught in their respective academic departments by faculty who are compensated by their departments. All of these faculty have been contacted and the support for including their courses in the certificate was overwhelmingly positive. Program reviews by the Curriculum Management Board will allow the options for fulfilling the certificate's course requirements to expand or change as additional courses across campus are deemed relevant and appropriate for the certificate. The Veterans Support Center and UGS will work with individual faculty to ensure their approval prior to listing their courses as part of the certificate. In summary, there is no additional cost to the University for offering the Veterans Studies certificate, while the certificate will generate additional semester credit hours for the institution.

### Section III: Curriculum

#### Program Curriculum

List all courses, including new courses, to be offered in the proposed program by prefix, number, title, and credit hours (or credit equivalences). Indicate new courses with an X in the appropriate columns. The total number of credit hours should reflect the number of credits required to receive the award. **For NEW Emphases, skip to emphases tables below.**

For variable credits, please enter the minimum value in the table below for credit hours. To explain variable credit in detail as well as any additional information, use the narrative box below.

Course Number	NEW Course	Course Title	Credit Hours
General Education Courses (list specific courses if recommended for this program on Degree Map)			
General Education Credit Hour Sub-Total			6
Required Courses			
UGS 5900	X	Veterans Studies Capstone	3
Add Another Required Course			
Required Course Credit Hour Sub-Total			3
Elective Courses			
AEROS /SBS 404		National Security Affairs	3
POLS 2100		Introduction to International Relations	3
POLS 1100		US National Government	3
MILS 3960		Military Leadership	3
HIST 3210		Age of Total War	3
HIST 4765		The Vietnam War	3
GEOG 3320		Geography of Terrorism	3
HIST 4780		The Korean War	3
GNDR 4765		Gender and War	3
WRTG 3019		Writing about War	3
POLS 5625		International Ethics	3
PHIL 3500		Ethics	3
PSY 3410		Social Psychology	3
PSY/ETHNC 445		Intergroup Relations: prejudices and stereotypes	3
EDPS 5066		Growing from Traumatic Life Experiences	3
PSY 3460		Health Psychology	3
PSY 3330		Stress Management	3
PSY 3120		Cognitive Psychology	3

Course Number	NEW Course	Course Title	Credit Hours
PSY 3160		Human Error	3
Add Another Elective Course			
Elective Credit Hour Sub-Total			57
Core Curriculum Credit Hour Sub-Total			66

Propose a NEW Emphasis to an existing Regent approved program

### Program Curriculum Narrative

*Describe any variable credits. You may also include additional curriculum information, as needed.*

The total number of credits required for the certificate is 24 credits -- students will select a total of seven (7) elective courses across the emphasis areas and will be required to take the Capstone course in one of the final two (2) semesters of their program.

## Degree Map

Degree maps pertain to undergraduate programs ONLY. Provide a degree map for proposed program. Degree Maps were approved by the State Board of Regents on July 17, 2014 as a degree completion measure. Degree maps or graduation plans are a suggested semester-by-semester class schedule that includes prefix, number, title, and semester hours. For more details see <http://higheredutah.org/pdf/agendas/201407/TAB%20A%202014-7-18.pdf> (Item #3).

Please cut-and-paste the degree map or manually enter the degree map in the table below

First Year Fall	Cr. Hr.	First Year Spring	Cr. Hr.
AEROS/SLS 4010 National Security Affairs	3	PHIL 3500 Ethics	3
HIST 4780 The Korean War	3	GNDR 4765 Gender & War	3
Total	6	Total	6
Second Year Fall	Cr. Hr.	Second Year Spring	Cr. Hr.
ED PS 5066 Growing from Traumatic Life Experi	3	PSY 3410 Social Psychology	3
PSY 3160 Human Error	3	UGS 5900 Veterans Studies Capstone	3
Total	6	Total	6