

**BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES**  
**ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL**

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***ACTION:***                           **Approve Undergraduate Minors in International Studies,  
Sociology and Healthcare Business for Peru State College**

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Per Policy 4200, which requires all new academic programs to be submitted to the Board for approval, Peru State requests approval of three undergraduate minors in International Studies, Sociology and Healthcare Business.

The System Office and Peru State College recommend approval of the Undergraduate Minors in International Studies, Sociology and Healthcare Business for PSC.

**ATTACHMENTS:**

- PSC International Studies Minor March 2023       (PDF)
- PSC Sociology Minor March 2023       (PDF)
- PSC Healthcare Business Minor March 2023       (PDF)

**Peru State College**  
Proposal to Add International Studies Minor

**1. Descriptive Information**

- A. Name of Institution: Peru State College
- B. Name of Program: Minor in International Studies
- C. Degrees/credentials to be awarded graduates of the program:  
Minor in International Studies
- D. Other programs offered in this field by the institution:  
None
- E. CIP code: 30.2001
- F. Administrative units for the program: School of Arts and Sciences
- G. Proposed delivery site(s) and type(s) of delivery, if applicable: Campus and Online
- H. Proposed date (term/year) the program will be initiated: Fall 2023
- I. Description of Program:

The interdisciplinary minor in International Studies will provide students with a deeper understanding on current global issues, societies, histories, and cultures. The minor in International Studies will help prepare students for a wide variety of professional careers in various fields, both national and international. Courses will focus on equipping students with a keener understanding of the global community.

**Outcomes:** Graduates with this minor will:

1. Foster an understanding of how world economic and politic systems, historical events, and culture have contributed to our current moment of globalization.
2. Equip students with the ability to critically analyze current global issues.
3. Be able to use current best practices regarding international business.
4. Develop an appreciation for how diversity and cultural exchange strengthen local, regional, and global communities.

**International Studies Minor Requirements:**

<b>Required Courses</b>			
BUS	480	International Business	3
GEOG	103	Human Geography	3
HIST	201	World Civilizations to 1500	3
HIST	202	World Civilizations	3
<b>ELECTIVES</b>			
		Pick 3 classes from the list below	
CJUS	491	International Field Experience	3
ECON	305	Economic Geography	3
ENG	333	Diversity in Literature and Culture	3
ENG	335	Literature of Postcolonialism and Empire	3
HIST	341	Modern Europe	3
HIST	351	Modern East Asia	3
HIST	371	Modern Middle East	3
HIST	387	Modern Latin America	3
HIST	390	Modern Germany	3
HP	315	Global Studies and Development	3
HP	333	Genocides in History	3
MUSC	310	World Musics	3
XXX	389	Study Abroad	3
<b>Total</b>			<b>21</b>

**Existing Course Descriptions:**

*No courses are new*

**BUS 480 - International Business**

Students learn contemporary business and management practices in multi-national market environments with an emphasis on cultural, financial, and marketing differences.

**GEOG 103- Human Geography**

Human Geography is the study of the human elements of the environment with emphasis on the origins of culture, population trends, world cultures, economies of man, and urban and political systems.

**HIST 201- World Civilization Before 1500**

This course is a survey of the beginnings of civilizations in the great river valleys and their diffusion to later civilizations in the Middle East and Europe. Particular attention will be given to the cultural and political institutions of the West that furnish our own cultural heritage.

**HIST 202- World Civilization After 1500**

In this course, the rise and decline of European predominance will be analyzed with emphasis on the major social, political, and economic ideologies and institutions that evolved.

**CJUS 491- International Field Experience**

This is a specialized international field experience where students are immersed in the criminal justice and human service systems to examine and compare the various aspects of each country's systems. Cultural and social factors that have influenced the development of each system under study will be examined. Students will attend daily scheduled presentations, tours, social and cultural events, and celebrations, visit historical sites, volunteer to help local agencies, and participate in other educational opportunities that become available for students while in-country.

**ECON 305- Economic Geography**

Economic geography introduces students to the basic concepts, analytical tools, and resources that explain ways in which individuals and organizations organize their economic activities in geographical locations. It further develops the influence of various institutional arrangements that affect spatial interdependencies. Finally, the course explains the use of demographic data in interpreting international target markets.

**ENG 333- Diversity in Literature and Culture**

This course is designed to introduce students to a diverse body of works by African-American, Latinx, Native American, and other authors speaking from a marginalized position not only racially, economically, or culturally, but in regard to gender and sexuality as well. Specifically, this course seeks to introduce students to a wide range of works that express a specific cultural identity and viewpoint, while encouraging them to reevaluate their own place in society. Courses may focus on topics ranging from the drama and poetry of the Harlem Renaissance to literature reflecting shifting postcolonial identities contextualized amidst historical movements such as American Civil Rights, the Stonewall Uprisings, and worldwide struggles for self-determination. Course topics will vary and are subject to the instructor's discretion.

**ENG 335- Literature of Postcolonialism & Empire**

This course will be an examination of literature and theoretical works of formerly or currently colonized nations and the historical and socio-economic conditions that impact them. Along with exploring a wide range of literature from such regions as the Middle East, Africa, Australia, and the West Indies and including works by indigenous authors, this course will pay special attention to postcolonial theories and the various interpretive lenses used to analyze these works and the identities that emerge out of specific instances of imperialism and colonialization.

**HIST 351- Modern Africa**

Modern Africa presents the history of sub-Saharan Africa, concentrating on the events of the last three centuries and providing comparisons with European and American history.

**HIST 371- Modern Middle East**

This course examines the recent history of the Middle East region, focusing on the Arab-Israeli conflict, the growth of fundamentalism and terrorism, and the international conflicts in Afghanistan and Iraq.

**HIST 387- Modern Latin America**

This course examines the recent history of Latin America from the Haitian Revolution (1791) to the present. Topics covered include the nineteenth-century revolutions, the growth of nationalism, the influence of the United States, and the Cold War in modern Latin American History. Special attention will also be paid to current events in Latin America.

**HIST 390- Modern Germany**

This course surveys the history of the modern German nation-state, including the rise and fall of the Hitler dictatorship and the integration of Germany into a democratic Europe. Topics include absolutism of the old regime, the Enlightenment and the Napoleonic occupation, the 1848 revolution, unification and rule under Bismarck, imperialism under Wilhelm II, the First World War, the Weimar Republic, the Nazi dictatorship, the Second World War and the Holocaust, the divided Germanys, and the Federal Republic since 1989.

**HP 315- Global Studies & Development**

The goal of this course is to explore complex global issues from an interdisciplinary perspective. The course examines how change and innovation are continuously transforming human endeavors such as technology, business, politics, laws, culture, and arts. We will investigate how innovation and change can provide new solutions to the many challenges humanity faces, yet create novel problems and unintended consequences.

**HP 333- Genocides in History**

This course examines the phenomenon of genocide in world history in a comparative and historical perspective, with a principal focus on the 19th, 20th, and 21st centuries. Potential topics to be discussed may include ancient, medieval, and early modern cases, the extermination of the indigenous peoples of the Americas and Australia, the Herero-Nama Genocide, the Armenian Genocide, the Holodomor, the Holocaust, Cambodia, Rwanda, Yugoslavia, and Darfur.

**MUSC- 310 World Music's**

World Music's is an introduction to ethnomusicology, integrating the disciplines of anthropology and musicology. Students will learn to experience and understand music in the context of cultural beliefs and societal institutions.

Students will gain exposure to, and analyze the music of Africa, Native America, Asia, the Near East, the Pacific, and Eastern Europe. This course will also provide the student with the tools with which to discover the meanings of music in the life of any society.

**XXX 389 Study Abroad**

This course provides opportunities for students to learn and apply disciplinary knowledge in a global context while gaining intercultural skills. The course includes an international travel component.

## 2. Centrality to Role and Mission

The College's mission states, "Peru State College provides students of all backgrounds access to engaging educational experiences to strengthen and enrich communities, Nebraska and the world." This program supports PSC's goal of "fostering an inclusive environment on campus and preparing our students for an increasingly diverse world" by providing students the opportunity to learn about other cultures and ideas. Students that complete the minor will be better equipped to engage people from all sorts of backgrounds they might encounter throughout their professional careers.

## 3. Evidence of Need and Demand

### A. Need for the Program:

Most Colleges and Universities have some form of an International Studies program. This would assist our students who are looking to move into graduate programs in Political Science. Additionally, the knowledge and skills taught in these courses are important for students from a variety of fields and will help them be better employees and leaders in the disciplines and communities. By offering a minor in International Studies, students will have focus and direction for their elective credits needed for graduation.

### B. Demand for the Program:

The courses included in this minor are often popular general education courses that students take. By offering the minor, students will be encouraged to take additional credits in order to bolster their knowledge and build their resumes.

## 4. Adequacy of Resources

### A. Faculty and Staff Resources:

All of the courses are currently being offered, by qualified full-time and adjunct faculty.

### B. Physical Facilities:

Courses are already scheduled and the facilities are sufficient for their instruction.

### C. Instructional Equipment and Informational Resources:

No additional instructional equipment or information resources will be necessary.

### D. Budget Projections for the first five years of program:

Since all courses are already being offered, there will be no new expenses for this program. There will likely not be additional new revenue since students are taking this minor to fulfill their elective credits.

## 5. Avoidance of Unnecessary Duplication

International Studies programs are quite common at institutions in the state and region. However, it is not practical for Peru State students to take a minor at those institutions.

## 6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

The proposal to add an International Studies minor at Peru State College is consistent with the Coordinating Commission for Postsecondary Education's Comprehensive Statewide Plan for Postsecondary Education and helps the state advance three major goals: meeting the educational needs of students, meeting the needs of the state, and meeting the needs through exemplary institutions.

This program meets the educational needs of students by providing a new credential for those students interested in international affairs, politics, and history. This supports lifelong learning opportunities and is responsive to student interests.

The program also helps to meet the needs of the state. Knowledge of international affairs will be increasingly important for employees in a wide variety of fields. For instance, there have been recent trade initiatives involving political and business leaders in the state to expand markets in other countries. Graduating students who are equipped to understand and navigate a global marketplace will be increasingly important.

Additionally, the International Studies minor will strengthen Peru State College. The courses necessary for this minor are already offered at Peru State so there is no additional expense, yet offering this program provides an additional credential for our students.

## Peru State College Proposal to Add Sociology Minor

### 1. Descriptive Information

- A. Name of Institution: Peru State College
- B. Name of Program: Minor in Sociology
- C. Degrees/credentials to be awarded graduates of the program:  
Minor in Sociology
- D. Other programs offered in this field by the institution:  
None
- E. CIP code: 45.1101
- F. Administrative units for the program: School of Professional Studies
- G. Proposed delivery site(s) and type(s) of delivery, if applicable: Campus and Online
- H. Proposed date (term/year) the program will be initiated: Fall 2023
- I. Description of Program:

Sociology is the study of human behavior, social institutions and how interactions over one's life course affect understanding, perspectives, and behaviors. The Sociology Minor at Peru State exposes students to topics such as families, religion, race, ethnicity, deviance, sexuality, social class, and social problems. Students will learn and understand the differences between and within societies along with the challenges people face based on the socialization within a given culture or society. The program has five courses required of all students seeking the minor but allows for flexibility in options for the final two courses. The Sociology Minor at Peru State helps students prepare for a wide variety of careers by giving them an understanding of the diverse cultures and perspectives that exist within the modern world.

**Outcomes:** Graduates with this minor will:

1. Demonstrate an understanding of the socialization process and how that can affect behavior and perspectives about social institutions, cultural practices, social problems, and social structures.
2. Demonstrate an ability to analyze and apply classical and contemporary sociological theories.
3. Develop the sociological imagination and apply it to a variety of social problems present within society.
4. Be able to think critically about sociological topics and express their ideas orally and in writing.



**Sociology Minor**

<b>Required Courses</b>			
SOC	201	Principles of Sociology	3
SOC	255	Diversity Issues in the United States	3
SOC	300	Contemporary Social Problems	3
SOC	322	The World's Religions	3
SOC	340	The Family	3
<b>ELECTIVES</b>		Pick 2 classes from the list below	
BUS	343	Medical Sociology and Ethics	3
CJUS	350	Sexual Deviance and Violence	3
CJUS	360	Criminology	3
CJUS	385	Victimology	3
CJUS	410	Juvenile Delinquency	3
SOC	389	Study Abroad in Sociology	3
EDUC	365	Child Abuse and Neglect	3
Total			21

**Existing Course Descriptions:**

*No courses are new*

**SOC 201 Principles of Sociology (3 credits)**

This course is an introductory study of group and social dynamics, cultures, social problems, social institutions, intergroup relationships, and the impact of social policies.

**SOC 255 Diversity Issues in the United States (3 credits)**

This course provides a comprehensive review of majority-minority relations in the United States and begins with an introduction of the sociological framework of the study of minorities, culture, prejudice, discrimination, and intergroup relations. Subsequent weeks will be spent learning specifically about the experiences of a wide variety of minority groups, each starting with a sociohistorical perspective and ending with a sociological analysis of their contemporary situation.

**SOC 300 Contemporary Social Problems (3 credits)**

This course is an introduction to the causes, treatment, and prevention of selected social problems with particular emphasis on the problems of conflict and inequality. Social problems tend to be those issues, situations, behaviors, and ideas labeled as problematic and in need of an immediate solution. In this course, we will not only be learning what constitutes as a social problem, but why. More specifically, why few labeled social problems receive more attention than others do and how politics and the media play a role in this determination.

**SOC 322 The World's Religions (3 credits)**

This course provides an introduction to the world's major religions: Hinduism, Buddhism, Confucianism, Taoism, Islam, Judaism, and Christianity. Central to the understanding of each will be knowledge of: Location and history of the origins of the faith, especially in relation to world history; the difference between philosophy and religion, and where each fits; basic theological concepts; and social teachings.

**SOC 340 The Family (3 credits)**

This course provides an examination of the role of the family in contemporary society with an emphasis on the factors influencing the family structure, functions, and roles, and their implications for both the community and individuals at varying stages of the family life cycle.

**BUS 343 Medical Sociology and Ethics (3 credits)**

This course explores the branch of sociology that deals with the analysis of medical organizations and how social and cultural factors affect them. Through medical sociology, the condition of the patients and the education of individuals regarding various socio-cultural factors, lifestyle and social identities that may make them vulnerable to disease.

**CJUS 350 Sexual Deviance and Violence (3 credits)**

This course will explore conformity and deviance within various cultures and across social groups by examining theories and empirical research. This course will focus on the characteristics of sexual deviants and sexually violent perpetrators. Special focus will be given to theories of criminality to explain offender motivation, assessment, management, and treatment of sexual deviance and paraphilic disorders. Students will learn about deviant behaviors, paraphilias, and sexually violent criminal acts. Students will be encouraged to think critically about sex, sexual acts, sexual deviance, and sex crimes.

**CJUS 360 Criminology (3 credits)**

This course examines the nature and causes of crime as a social phenomenon. The course introduces students and practitioners to the issues of crime and criminal behavior found in the United States. Students will explore criminal behavior from a variety of theoretical and historical perspectives. Students will develop a better understanding of how crime, criminal behavior, and the criminal justice system are related.

**CJUS 385 Victimology (3 credits)**

This course focuses on the theoretical perspectives of victimization, the scope of victimization in the United States, the justice system's response, victim's rights, restorative justice, and research and evaluation findings. Being exposed to and understanding victimization issues enhances students' knowledge about a comprehensive system of justice rather than a "criminal's justice system."

**CJUS 410 Juvenile Delinquency (3 credits)**

This course focuses on the nature and extent of delinquent acts and status offenses historically, theoretical approaches to explain why these behaviors develop including environmental/contextual approaches to explanation, and how the justice system and society legally respond. A variety of cultural and social factors related to delinquency are examined, along with program implications for prevention and intervention.

**SOC 389 Study Abroad in Sociology (3 credits)**

This is a specialized international field experience focused on knowing and understanding the history of social sciences in Europe. The impact of culture; political, economic systems; and historical context will be considered. Students will participate in a variety of daily activities, including tours, lectures, and guided discussion sessions designed to promote understanding of the topics. Included is the presentation of strategies to develop the appropriate level of preparation to meet challenges of working and traveling in an international/intercultural setting. This course satisfies the Methods of Inquiry and Explanatory Schema (Social Science) or the Community, Regional and Global Studies requirement in the General Studies Program.

**EDUC 365 Child Abuse and Neglect (3 credits)**

The content of this course will cover a broad range of topics dealing with child abuse and neglect issues as related to the public schools, the juvenile justice system, and the community at large. The course will emphasize the relationship between child abuse and juvenile delinquency. A further emphasis will be placed on equipping the student to obtain competent detection and reporting skills, skills dealing with the treatment of victims, and the prevention of abuse and neglect.

**2. Centrality to Role and Mission**

The College's mission states, "Peru State College provides students of all backgrounds access to engaging educational experiences to strengthen and enrich communities, Nebraska and the world." Sociology is a discipline that analyzes the differences within societies to include looking at the areas of inequality that exist and how to address them. Students who complete this program will be in a great position to affect positive changes in their communities and workplaces with the knowledge and experiences received throughout their courses. The knowledge gained in these courses is relevant across a wide variety of disciplines.

**3. Evidence of Need and Demand**

A. Need for the program:

Most Colleges and Universities have some form of a Sociology program. This would assist our students that are looking to move into graduate programs within the human services field. Additionally, the knowledge and skills taught in Sociology courses are important for students from a variety of fields and will help them be better employees and leaders in the disciplines and communities.

B. Demand for the Program:

Sociology is one major/minor we have been asked about by prospective and current students many times over the last few years. All the courses listed as being part of the Sociology minor are already offered on a regular basis both on campus and online. This would be fully accessible to both the on campus and online students.

#### 4. Adequacy of Resources

- A. Faculty and Staff Resources:  
All of the courses are currently being offered, by qualified full-time and adjunct faculty.
- B. Physical Facilities:  
Courses are already scheduled and the facilities are sufficient for their instruction.
- C. Instructional Equipment and Informational Resources:  
No additional instructional equipment or information resources will be necessary.
- D. Budget Projections for the first five years of program:  
Since all courses are already being offered, there will be no new expenses for this program.  
There will likely not be additional new revenue since students are taking this minor to fulfill their elective credits.

#### 5. Avoidance of Unnecessary Duplication

Sociology programs are quite common at institutions in the state and region. However, it is not practical for Peru State students to take a minor at those institutions.

#### 6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

The proposal to add a Sociology minor at Peru State College is consistent with the Coordinating Commission for Postsecondary Education's Comprehensive Statewide Plan for Postsecondary Education and helps the state advance three major goals: meeting the educational needs of students, meeting the needs of the state, and meeting the needs through exemplary institutions.

This program meets the educational needs of students, as this program will offer lifelong learning opportunities that are responsive to students' and workforce needs as well as generate leadership skills with the knowledge and workplace skills needed to be successful employees.

The program also helps to meet the needs of the state. As society becomes more diverse and complex, there is a need for our students to understand the socialization process and how people are affected by society as well as how people can affect society. This program helps students as they prepare to interact with diverse populations and social structures upon their graduation regardless of their discipline.

Additionally, the Sociology minor will strengthen Peru State College. The courses necessary for this minor are already offered at Peru State so there is no additional expense, yet offering this program provides an additional credential for our students.

## Peru State College Proposal to Add Healthcare Business Minor

### 1. Descriptive Information

A. Name of Institution: Peru State College

B. Name of Program: Business Administration

C. Degrees/credentials to be awarded graduates of the program:

Healthcare Business minor

D. Other programs offered in this field by the institution:

Options: Accounting, Computer Management Information Systems, Management, Marketing, Human Resources and Risk Management, Public Administration, Business Finance, Healthcare Business

Minors: Accounting, Computer Management Information Systems, Management, Marketing, Human Resources and Risk Management, Organizational Leadership and Management, and Organizational Leadership and Global Issues, Public Administration, Business Finance

E. CIP code: 52.0201 Business Administration and Management, General

F. Administrative units for the program: School of Professional Studies

G. Proposed delivery site(s) and type(s) of delivery, if applicable: Online

H. Proposed date (term/year) the program will be initiated: Fall 2023

I. Description of Program:

The Healthcare Business minor is designed to provide a strong business core and healthcare focused courses. The focused healthcare courses provide the student with skills that develop the ability to navigate the unique challenges of healthcare organizations including hospital, outpatient, and ancillary services.

**Outcomes:** Graduates with this minor will:

1. Communicate effectively within the healthcare business environment
2. Demonstrate professional, ethical and legal standards appropriate to healthcare business.
3. Apply financial tools to analyze data and make sound budget decisions.
4. Apply ethical and efficient management tools and problem solving skills to make sound decisions.

**Healthcare Business Minor Requirements:**

Healthcare Business Minor			Credits
BUS	233	Medical Terminology for Healthcare Business	3
BUS	253	Integrated Body Systems for Reimbursement	3
BUS	330	Healthcare Delivery Systems	3
BUS	333	Healthcare Management	3
BUS	343	Medical Sociology and Ethics	3
BUS	423	Healthcare Law, Policy and Compliance	3
BUS	433	Healthcare Classifications and Reimbursement	3
<b>TOTAL</b>			<b>21 Credits</b>

**Healthcare Business Administration Option Course Descriptions:**

*No courses are new*

**BUS 233 Medical Terminology for Healthcare Business (3 credits)**

This course introduces students to medical terminology, using the building blocks of word methodologies. This will include the root words, prefixes, suffixes and connectors to enable students to communicate, document and analyze terminology used in billing, reimbursement and documentation of patient records.

**BUS 253 Integrated Human Body Systems for Reimbursement (3 credits)**

This course provides a basic overview of the human body systems and their functions. Along with medical terminology this course serves as a foundation for the healthcare manager to recognize the integration of proper documentation, coding, and billing of patient records to ensure appropriate reimbursement to the organization. Prerequisite BUS 233.

**BUS 330 Healthcare Delivery Systems (3 credits)**

This course provides an overview of American healthcare delivery systems and some foreign health care systems for comparison. It includes the study of the current state of healthcare services and its evolution. Included in the overview of systems are insurance, healthcare organizations, health professionals, health policies, and healthcare financing topics. Current socioeconomic issues impacting health care delivery and services will be discussed.

**BUS 333 Healthcare Management (3 credits)**

This course provides students with the understanding of managing health care departments. Topics such as, leadership skills, human resource for healthcare professionals, budgets, decision making, change management, communication and cultural diversity will be discussed.

**BUS 343 / SOC 343 Medical Sociology and Ethics (3 credits)**

This course explores the branch of sociology dealing with the analysis of medical organizations and how social and cultural factors affect them. Through medical sociology, the condition of the patients and the education of individuals regarding various socio-cultural factors, lifestyle and social identities that may increase their vulnerability to diseases.

**BUS 423 Healthcare Law, Policy and Compliance (3 credits)**

This course covers the legal aspect of healthcare and regulatory requirements. The security of data and patient information will be reviewed including risks and privacy. External trends and regulations that affect healthcare systems will be discussed. Prerequisite BUS 251.

**BUS 433 Healthcare Classification and Reimbursement (3 credits)**

This course provides information regarding the different classification systems and their relationship with the healthcare reimbursement process. Components of the revenue cycle process will be explored and evaluated, along with how organizations manage and comply with reimbursement methodologies and regulatory requirements. Prerequisite BUS 339.

**2. Centrality to Role and Mission**

The mission of Peru State College is to provide students of all backgrounds access to engaging educational experiences to strengthen and enrich communities, Nebraska and the world. The proposed minor will enhance the training of business students in their pursuit of careers in the healthcare industry. Because of the unique challenges of the healthcare field, this will provide the education they require to enter into the field and be productive employees. The program supports the state's increasing need for healthcare workers, so it is consistent not only with the College's mission, but with the NSCS mission and CCPE State Plan as well.

**3. Evidence of Need and Demand**

A. Need for the program:

According to the Bureau of Labor Statistics (BLS), Medical and Health Services Managers earned a median salary of \$101,340 in 2021. A bachelor's degree is required for entry-level positions. The occupation is seeing 32% growth between 2020-2030, which is much faster than average. On May 23, 2022, there were 128 job openings in Nebraska according to the Nebraska Department of Labor in this category. For those openings, there were only 82 candidates who had active resumes in the workforce system.

According to the BLS, "Medical and health services managers plan, direct, and coordinate the business activities of healthcare providers." They recruit, train, and supervise staff members of health care offices; develop and manage budgets; keep and organize records for the facility; and communicate with members of the medical staff.

Examples of jobs in this field include:

- Clinic Data Analyst
- Billing and Information Systems Manager
- Patient Access Representative
- Hospital or Nursing Home Administrator
- Healthcare Operations Manager
- Clinic Manager
- Practice Administrator
- Health Information Manager

B. Demand for the Program:

Given the number of jobs in the healthcare industry, we anticipate that a number of students will add this minor to their existing major. Students in human resources or marketing, for instance, would see this as valuable addition to their skillset.

#### 4. Adequacy of Resources

##### Faculty and Staff Resources:

Courses required for this program are already being offered, and there is capacity to accommodate more students in many of those courses. Current faculty have qualifications to teach these courses and the College will be able to hire qualified adjuncts, as needed, due to online modality of courses.

##### Physical Facilities:

The program will be offered online, so there is no need for physical facilities upgrades or improvements.

##### Instructional Equipment and Informational Resources:

No additional instructional equipment is needed. Library has sufficient resources.

##### Budget Projections for the first five years of program:

Since all courses are already being offered, there will be no new expenses for this program. There will likely not be additional new revenue since students are taking this minor to fulfill their elective credits.

#### 5. Avoidance of Unnecessary Duplication

The healthcare colleges in the region primarily focus their healthcare business on coding and reimbursement and data analytics. This healthcare minor will pair well with students who have majors in areas such as human resources, computer information systems, or management. Additionally, it is not practical for Peru State students to take this minor from other institutions.

#### 6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Adding a Healthcare Business option at Peru State College is consistent with the Coordinating Commission for Postsecondary Education's Comprehensive Statewide Plan for Postsecondary Education and helps the state advance three major goals: meeting the educational needs of students, meeting the needs of the state, and meeting the needs through exemplary institutions.

This program meets the educational needs of students by providing instruction in a growing area of interest for students. The online delivery of the program will accommodate students who are place-bound. Students will have another primary option as their area of emphasis with the minor in Healthcare Business complementing that area.

The program also helps to meet the needs of the state by creating a knowledgeable, trained and skilled workforce in healthcare. As evidenced by the high demand for positions in this field, this program will prepare students to fill these positions, serving in critical workforce areas and preparing the state to meet the needs to support the healthcare industry.

Finally, the addition of the Healthcare Business minor will help Peru State College fulfill its role in an exemplary manner. The inclusion of the minor within Business Administration, provides a unique program that is not readily available at the state's public institutions. Given that the option can be created with no additional new resources, it is an efficient way to provide additional access to students served by the College's mission.