

**BOARD OF HIGHER EDUCATION**

**REQUEST FOR COMMITTEE AND BOARD ACTION**

**COMMITTEE:** Academic Affairs

**NO.:** AAC 14-18

**COMMITTEE DATE:** December 3, 2013

**BOARD DATE:** December 11, 2013

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**MOVED:** The Board of Higher Education hereby approves the Articles of Amendment of **Becker College** to award the **Bachelor of Arts in Early Childhood and Youth Education**.

Authority: Massachusetts General Laws Chapter 69, Section 30 et seq.

Contact: Shelley Tinkham, Assistant Commissioner for Academic, P-16 and Veterans Policy

## **BOARD OF HIGHER EDUCATION**

**December 2013**

### **Becker College Bachelor of Arts in Early Childhood and Youth Education**

#### **INTENT**

Becker College, a non-profit, NEASC-accredited institution located in Worcester, Massachusetts, requests approval to offer the Bachelor of Arts in Early Childhood and Youth Education. The Bachelor of Arts in Early Childhood and Youth Education will provide professional preparation for students who want to work with young children in settings outside of public schools (i.e. child care centers, pre-schools, after-school programs). Students completing this degree will be prepared for the following roles: child advocates, childcare directors, program evaluators, coaches, teachers, mentors, and family support specialists.

Research on brain development, coupled with rising concerns about school readiness, has fueled an interest in the importance of the educational preparation of early childhood education teachers. The National Association for the Education of Young Children (NAEYC) recommends that all early childhood teachers have a bachelor's degree by 2015. Programs, such as Head Start, now require teachers to have a bachelor's degree or to be enrolled in a degree program. The Massachusetts Department of Early Childhood and Care Quality Rating Improvement System (QRIS) provides for a higher rate of funding to childcare providers who employ early childhood educators with associate and baccalaureate degrees in early childhood. Consequently, early education has become a growth industry. The College's proposed program intends to address these changes in the field.

The institution's Board of Trustees approved the program on June 8, 2012.

#### **INSTITUTIONAL OVERVIEW**

Becker College is a small, private non-profit educational corporation, accredited by the New England Association of Schools and Colleges (NEASC). The College was incorporated originally by an act of the Massachusetts Legislature on December 4, 1940, as Becker School of Business Administration and Secretarial Science with the power to award the degree of Associate in Science, St. 1943, C. 555. In March 1977, the College acquired the Leicester campus and began offering courses in Leicester as well.

In 1990, an Act of the Legislature, amending the institution's charter, authorized a change of name to Becker College and award the Associate in Science degree in the following fields: liberal arts, business, secretarial science, education, health and animal sciences, technical studies, retailing and human services, environmental studies, law and criminal justice, communications, sports and recreation, travel, tourism and hospitality, and to offer any and all other courses or programs related or incidental thereto. In 1993 Becker filed Articles of Amendment pursuant to M.G.L.C. 69, s. 30 and came under the jurisdiction of the Board of Higher Education in May 1993 when it was authorized to award, in addition to its associate degree programs, the Bachelor of Science in Business Administration, Bachelor of Science in Legal Studies, and Bachelor of Arts in Psychology. In May 1996, the College was authorized to award the degree, Bachelor of Science in Veterinary Science. In April 1997, Becker College

was authorized to grant the degree, Bachelor of Science in Criminal Justice. In March 1998, the Board approved the Bachelor of Science in Kinesiology and two years later, in April 2000, the College was authorized to grant the Bachelor of Arts in Liberal Arts. In 2001, the Board of Higher Education approved the Bachelor of Arts in Design and in 2007, the Bachelor of Science in Nursing. The institution now requests the Bachelor of Arts in Early Childhood and Youth Education.

## **ACADEMIC AND RELATED MATTERS**

### *Curriculum (Attachment A)*

The proposed program's curriculum was developed building on the early childhood and elementary licensure programs already offered at the College and addresses the Massachusetts Department of Early Childhood and Care's Massachusetts Core Competencies for Early Education and Out-of-School Time Educators. The Core Competencies include an in-depth examination of child development theory, skills that are essential to work directly with children and youth, and the leadership skills that are required to ensure program quality and accountability. The proposed program intends to provide graduates with the knowledge of the following areas:

- Growth and development of young children
- Guidance of and interaction with children and youth
- Partnerships with families and communities
- Health, safety, and nutrition
- Learning environments, curriculum and technology
- Observation, assessment, and documentation;
- Program planning and development;
- Professionalism and leadership, and
- The pluralistic society in which they will work.

The general education component includes courses in the humanities, social science, sciences, and mathematics. The program also includes practical experience and a capstone.

Students graduating from this degree will meet the Massachusetts Department of Early Education and Care (EEC) qualifications to be certified as a teacher, lead teacher, and/or director. Early education/childcare programs for children whose teachers have college degrees are deemed to be of higher quality by EEC and are reimbursed at a higher rate than those programs with lesser qualified teachers.

### *Admission Requirements*

First year students will be accepted if they have a 2.0 grade point average with a combined mathematics and reading SAT score of 800. Transfer students will be accepted if they have a 2.0 grade point average from their previous college. Becker College accepts transfer credits from regionally accredited colleges with grades of C or better.

### *Tuition and Fees*

Tuition for the program is \$30,000 per year. Annual fees are \$1,500.00. This information is for the 2013-14 academic year.

### *Projected Enrollment*

Student projections include internal demand and part-time students. The College anticipates a yearly rate of retention of 80%.

	<b># of Students Year 1</b>	<b># of Students Year 2</b>	<b># of Students Year 3</b>	<b># of Students Year 4</b>
New Full-Time	5	6	7	8
Continuing Full-Time	5	13	20	27
New Part-Time	5	10	10	10
Continuing Part-Time And internal transfers	50	50	50	50
<b>Totals</b>	<b>65</b>	<b>79</b>	<b>87</b>	<b>95</b>

## **RESOURCES AND BUDGET**

### *Faculty and Staff*

The degree will be part of the Department of Teacher Education and Family Studies. The department includes the Bachelor of Arts in Psychology, the Bachelor of Arts in Psychology with a concentration in Early Childhood Education, and the Bachelor of Arts in Liberal Arts with a concentration in Elementary Education. Students will take core courses with students in Teacher Education.

The faculty who will be teaching in the proposed new program include existing faculty. These include three full-time faculty, two of which are terminally qualified, in addition to currently retained long-term adjuncts. The institution anticipates needing to hire additional full-time faculty as the program grows.

### *Library Resources*

Becker College provides library services for both campus locations; Ruska Library in Worcester and Swan Library in Leicester. Both libraries hold 61,000 print volumes altogether. In addition, the libraries subscribe to 150 online/print journals and provide access to 1,000 full-text journals through database subscriptions, all of which cover educational topics, in support of the *Bachelor of Arts in Early Childhood and Youth Education*.

Becker College participates in the Academic and Research Collaborative (ARC), a group of central Massachusetts academic, public, and institutional libraries, which allows reciprocal borrowing for the College community and professional development for library staff. For education and related subjects, the Becker libraries currently hold 2,400 books, which is about 4% of the total book collection.

## *Budget (Attachment B)*

A multi-year budget projection has been developed for the proposed program.

## **EVALUATION**

### **External Review**

The proposed program was evaluated by an external visiting committee comprising of Maureen J. Provost, Associate Professor, Mount Wachusett Community College; Louise Boyle Swiniarski, Professor, Director of the Northeast Global Education Center; Salem State University; Lisa Van Thiel, Senior Early Childhood Specialist, Institute for Community Inclusion, Adjunct Faculty, University of Massachusetts Boston and Eleonora Villegas-Reimers, Associate Professor, Wheelock College.

The Visiting Committee reviewed the petition and appendices in preparation for the site visit, which took place on July 25-27, 2013. During the visit, the Committee met with administrators, faculty, staff, and students; and toured the facilities. The criteria that guided the review were the standards currently utilized by the New England Association of Schools and Colleges, supplemented by the criteria of the Independent Institutions of Higher Education Standards, 610 C.M.R. 2.08 (3) (b) through (g).

The Visiting Committee expressed support for the proposed program and made recommendations for improvements mostly in the following standards: planning and evaluation; the academic program and library resources.

- While the program's current faculty's qualifications meets minimal standards, the visiting committee was concerned about the impact of growth on faculty resources, the Visiting Committee recommended that the College develop a hiring plan that establishes a strategic approach to recruiting and hiring future full-time faculty prior to the fourth year of the program as originally planned.
- Revise and resubmit syllabi to express the academic rigor of the course, including a more thorough description of assignments, forms of evaluation, and connection to ECC's Core Competencies.
- Reflect the inclusion of the "youth" in the degree title in the syllabi or revise the title of the degree to solely include early childhood education
- Provide sufficient and consistent financial support to the library to develop and enhance resources for the proposed program

In response to the specific recommendations outlined above, the institution provided evidence documenting changes in the hiring plan to anticipate hiring a full-time faculty person as early as September 2016 and the budget reflects this change. The program's courses were revised and strengthened per the visiting committee's recommendation. Course content and readings now clearly cover content from birth to age eight; hence, the inclusion of the word "youth" in the degree title is appropriate. The institution also provided evidence of sufficient support to

develop and enhance library resources. After reviewing the institution's response to all of its recommendations, the visiting committee felt that the institution had responded adequately.

## **PUBLIC HEARING**

The required public hearing was held on November 26, 2013 at the Department of Higher Education. No comments were offered in opposition to the proposed program.

## **STAFF ANALYSIS AND RECOMMENDATION**

After an evaluation of all documentation submitted, staff is satisfied that the proposed **Bachelor of Arts in Early Childhood and Youth Education** meets the criteria set forth in 610 CMR 2.08 (3) in the Degree-Granting Regulations for Independent Institutions of Higher Education accredited by the New England Association of Schools and Colleges. Recommendation is for approval.

## Attachment A: Curriculum Outline

<b>Required (Core) Courses in the Major (Total # courses required = 16)</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credit Hours</b>
PSYC 1002	Developmental Child Psychology	3
EDUC 1003	Principles in American Education	4
EDUC 1201	Arts in Education	3
EDUC 1004	Experiences in ECE Curriculum	4
EDUC 2203	Diverse Learners in the Classroom	3
EDUC 1001	Behavior and the Young Child	3
ENGL 1006	Children's Literature	3
EDUC 2405	Observing, Documenting and Assessing Children	3
EDUC 2004	Administrating and Evaluating Programs for Young Children and Youth	3
EDUC 3101	Foundations of Literacy	3
EDUC 3203	Math, Science, and Technology for Young Children	3
EDUC 2500	Practicum I	6
EDUC 3500	Practicum II	6
EDUC 4100	Early Childhood and Youth Capstone	3
INFO 1001	Technology and Society	3
ACAD 1001	First Year Experience	2
	<b>Sub Total # Core Credits Required</b>	<b>55</b>
<b>Elective Courses (Total # courses required = 5) (attach list of choices if needed)</b>		
	History Elective  Students may choose any one of the following courses: HIST 1303 or HIST 1304 or HIST 1305 Western Civilization I and II and III HIST 1308 or HIST 1309 US History I or II HIST 1401 or HIST 1402 World History I or II HIST 2306 Man and Technology in Western Civilization HIST 3100 American Constitutional History	3
	Global Awareness Elective  Students may pick one of the following electives: HIST 1401 or HIST 1402 World History I and II HUMN 2107 America and the Contemporary World HUMN 2401 Elements of Japanese Culture HUMN 2405 Religions of the World HUMN 2603 Islam: Faith, Culture and History HUMN 3100 Intercultural Communication HUMN 3502 Ancient Cultures and Their Heroes HUMN 3503 Contemporary Heroes and Their Cultures HUMN 4105 Religion, Peacemaking, and Social Transformation	3

	PSYC 2203 Understanding Diversity SOC 2100 Women of the World: Health, Social Challenges, and Solutions	
	2 Open Electives  Students may pick any two courses to fulfill this requirement. There are no restrictions. Examples of popular electives include the following: EDUC 2901 Infant/Toddler Internship SPAN 1001 Conversational Spanish SOC 3001 Individual and Society PSYC 2001 Psychology of Adjustment PSYC 2002 Psychology of Personality GOVT 1108 American Government ENGL 3205 Creative Writing ENGL 2500 Mythology	6
	Health Elective  Students may pick one of the following electives: EXSC 1500 Stress Management EXSC 2202 Emergency Responder EXSC 2203 Personal and Community Health EXSC 2204 Fitness for Life EXSC 3105 Nutrition EXSC 3201 Consumer Health EXSC 3205 Drugs and Society EXSC 3500 Human Sexuality	3
	<b>Sub Total # Elective Credits</b>	<b>15</b>
<b>General Education Courses (Total # courses required = 17)</b>		
<b>Indicate Distribution of General Education Requirements Below</b> Attach or Insert Link to List of General Education Offerings (Course Numbers, Titles, and Credits) <a href="http://www.becker.edu/academics/general-education">http://www.becker.edu/academics/general-education</a> <a href="http://www.becker.edu/academics/electives">http://www.becker.edu/academics/electives</a>		# of Gen Ed Credits
Arts and Humanities, including Literature and Foreign Languages  ENGL 1001 English Composition I ENGL 1003 Writing About Literature ENGL 1006 Children's Literature ( this was included in the Core Courses) ENGL 2101 Advanced Composition ENGL 2003 Public Speaking		12
Mathematics and the Natural and Physical Sciences  MATH 1200 Algebra MATH 2200 Statistics Students may choose any two of the science courses listed below: BIOL 1001 Biology I BIOL 1002 Biology II BIOL 1101 Issues in Biology BIOL 2502 Microbiology BIOL 2503 Anatomy and Physiology I BIOL 2504 Anatomy and Physiology II PHSC 1001 Integrated Physical Science PHYS 2001 Physics I PHYS 2002 Physics II CHEM 1001 and 1002 Chemistry I and II CHEM 2100 and 2101 Organic Chemistry I and II ENVS 1001 Environmental Science I ENVS 1002 Environmental Science II		14

Social Sciences  PSYC 1002 Developmental Child Psychology (also listed in the core requirements) PSYC 1001 Introduction to Psychology SOC1 1001 Introduction to Sociology PSYC 2203 Understanding Diversity PSYC 2105 Social Psychology SOC1 2400 Social Problems PSYC 2806 Educational Psychology PSYC 3200 Psychology of Family PSYC 3400 Abnormal Psychology PSYC 4301 Counseling Children	27
<b>Sub Total # General Education Credits</b>	<b>53</b>
<b>Curriculum Summary</b>	
Total number of courses required for the degree	38
Total credit hours required for degree	123
<b>Prerequisite, Concentration or Other Requirements:</b>	

**Attachment B: Budget**

<i>One Time/ Start Up Costs</i>		<i>Annual Expenses</i>			
		<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>
	<b>Cost Categories</b>				
	Full Time Faculty (Salary & Fringe)			\$80,000	\$80,000
	Part Time/Adjunct Faculty (Salary & Fringe)*	\$7,052	\$20,433	\$8,815	\$18,985
	Staff				
	General Administrative Costs				
\$3,640	Instructional Materials, Library Acquisitions	\$4,000	\$3,650	\$3,808	\$3,973
	Facilities/Space/Equipment				
	Field & Clinical Resources		\$2,000	\$2,000	\$2,000
\$4,000	Marketing	\$4,000	\$2,000	\$1,000	\$1,000
\$1,000	Other (Stipends for course development)	\$1,000	\$1,000	\$1,000	\$1,000
\$8,640	<b>TOTALS</b>	\$16,052	\$29,083	\$96,623	\$106,958

<i>One Time/Start-Up Support</i>		<i>Annual Income</i>			
		<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>
	<b>Revenue Sources</b>				
	Grants				
	Tuition less institutional aid of 40% average on full time students	\$34,2150	\$531,960	\$670,680	\$809,400
	Fees	\$14,400	\$27,360	\$38,880	\$50,400
	Departmental				
	Reallocated Funds				
	Other (specify)				
	<b>TOTALS</b>	\$356,550	\$559,320	\$709,560	\$859,800