

Dallas New Program Application Instructions

Use this template to propose a new degree program. These include undergraduate majors, graduate degrees, or certificates. Use the [New Track or Minor Application](#) if your proposal is not a free-standing degree program.

Process Overview

Step 1: Campus Coordination

The applicant provides a brief sketch of the proposed program and sends to the assistant provost, who will share the proposal with the Dallas Executive Leadership Team. The ELT will evaluate the mission fit, value to the university, financial viability, and operational viability and determine whether to move forward with the proposal.

Step 2: Full Proposal

The applicant completes the full proposal and submits it to the assistant provost, who requests any revisions necessary to create an accurate, complete picture of the program and ensure that it aligns with institutional policies and processes so that it will be ready to implement upon approval. After the assistant provost is satisfied with revisions, the assistant provost sends the proposal for review to:

1. the library dean's designee for library resources review
2. the SACSCOC liaison for substantive change review
3. the assistant vice president for academic affairs for review of the assessment plan and its linkage to outcomes and curriculum

Step 3: Curriculum Approval Process

After all reviews are complete, the assistant provost will return the full proposal to the applicant, who will begin the process outlined on the [campus approval chart](#) to add a new educational program. This includes approval by the program faculty, dean, campus academic council, senior vice president for academic affairs, and president.

Dallas New Program Application

Step 1: Campus Coordination Information

1. Program Identification

- A. Program title: Master's of Sports Leadership
- B. Degree type: Graduate Degree- Master's Degree
- C. Home school: ACU Dallas
- D. Program developer(s) and credentials: Melissa Long, EdD, ATC, LAT, PES; Daryl Jones, Doctorate in Management
- E. Where program will be offered and delivery method: Dallas, Online
- F. Proposed date of implementation: Spring 2024

2. Program Overview

A. Outlook

1. Market need. What students will be drawn to this program? What types of careers will they pursue after graduation? What is the job market/outlook like in this area?

The demand for sports leadership professionals across all practice settings is increasing.

- The Bureau of Labor Statistics (BLS) Statistics estimates a 13% growth in the profession of coaching.
- By 2026, employment opportunities in sports and fitness are predicted to increase by 13% in the U.S. alone.
- Athletic administrators and like professions are enjoying a 12% higher than average job growth.
- There are roughly 465,00 sports industry employees in the U.S. alone.
- In Europe there are almost 1.4M employees in the sports industry.
- There are roughly 111,115 jobs related to sports marketing and sales alone.
- Commercial sports brands employ over 387,000 employees worldwide.
- Combining athletes and sports business professionals, there are over 2.2M potential learners in the U.S. and Europe combined.
- There is tremendous opportunity for job growth in the collegiate setting as the NCAA expands its recommendation for administrators over new and advancing sectors of athletics (i.e. DEI, Title IX, NIL, etc).
- College athletic departments are expanding with an increase of student-athlete eligibility, therefore hiring more coaches annually.
- It is common practice for colleges and universities to prefer their coaches and administrators to have a master's degree to gain employment. Examples include recently posted jobs by: ACU, SMU, North Texas.
- Graduates that choose to enter public education (High School or under), a Master's degree will increase their starting pay on the

Teacher pay scale. Examples include [Abilene ISD](#), [Fort Worth ISD](#), and [Grapevine ISD](#).

- Equipping our graduates with the ability to coach in public education will provide them with additional income. Examples include: [Aledo ISD](#), [Grapevine ISD](#) (page 13), [Texas City ISD](#)
- More and more professional sport administrators are stepping down giving way for new administrators to move up within the franchise. This has been documented several ways. Huml, M (2022) wrote about it in his article: [Why Employees are Fleeing the College Athletics Industry](#). This is validated in studies by Weight, et al ([Working in the Sport Industry: A Classification of Human Capital Archetypes](#)) and Taylor, et al ([Workaholism in Sport: A Mediated Model of Work–Family Conflict and Burnout](#)).

It is clear that graduates of this program will be well equipped to function in an increasing variety of diverse settings for leadership. Graduates will be able to obtain jobs as coaches and/or administrators in athletic departments on many levels including public education, colleges/universities, club, and professional settings.

2. Estimate total enrollment for each of the first five years.

Year 1: 5
Year 2: 10
Year 3: 20
Year 4: 30
Year 5: 40

3. Name at least three other institutions whose similar programs you have reviewed.

A search of like programs in Texas finds approximately 10 with this CIP code. Of those 10, three may be considered competitors: Hardin-Simmons, Southern Methodist, and Mary Hardin Baylor. HSU offers an online MS of Kinesiology, Sport, and Recreation. It is offered at \$595/credit hour and is 30 credit hours. They offer tracks in Sport Coaching, Multidisciplinary, Recreation and Sport Administration Concentration, and Exercise Science and Human Performance Concentration. SMU offers a MS in Sports Management. This is a 12-month, 37 credit hour, in-person program, that costs approximately \$54,000 to complete. Classes are at night from 6-9pm, and some weekends. A summer internship is required. UMHB offers a MS in Sports Administration. It is a 30 credit hour, fully online program. Cost for UMHB MSSA is not readily available.

B. Curriculum description

1. Describe the focus of this program and why it will be valuable to students.

The Master's of Sports Leadership fits within ACU's mission to educate students for Christian service and leadership. The profession of leadership, especially within athletics, is a service. Coaches and athletic administrators spend their days guiding young people to greater athletic ability, but also to

become contributing members of society, while being good role models. Graduates of our program will be able to help others achieve goals and aspirations of athletic performance, overall mental and physical health, and academic achievement all while reflecting Christian values that were modeled during their time at ACU.

The National Collegiate Athletic Association (NCAA) values research. This is evident in their research department that “conducts national research for its members on a wide variety of topics including academic performance, student-athlete well-being, finances of intercollegiate athletics programs, gender-equity and diversity issues and many others.” The MSSL at ACU will guide students through the research process and show the value of mentorship. Students will become leaders in their profession, simply by keeping the path that ACU’s MSSL set them on.

During a student’s course of study, they will complete the 5 core classes as well as the courses required for the chosen track. The proposed curriculum is below.

SPLD 601 Sports Foundations	CORE
SPLD 521 Research and Assessment in Sport	CORE
SPLD 543 Ethics and Legal Issues in Sport	CORE
PSYO 688 Teams and Team Leadership	CORE
LEAD 514 Self-Assessment in Leadership	CORE
NUTR 635 Nutrition for Exercise and Sport	Coaching Track
ATPO 613 Care and Prevention of Athletic Injuries	Coaching Track
PSYO 542 Applied Sports Psychology	Coaching Track
KINO 591 Principles of Coaching	Coaching Track
KINO 604 Internship 1	Coaching Track & Athletic Administration Track
KINO 502 Athletic Finance	Athletic Administration
CONR 602 Dynm of Interpersonal Conflict	Athletic Administration
HIED 611 Foundations of Higher Education	Athletic Administration
Or	
LEAD 615 Change Management	Athletic Administration
LEAD 601 Leadership Foundations and Theory	Athletic Administration & Analytics
BUSA 550 Foundations of Analytics	Analytics

IS 680 Data Mining	Analytics
IS 682 Data Management	Analytics
IS 684 Data Visualization and Reporting	Analytics

The MSSL will offer an “Analytics” track, designed to meet the educational needs of professionals in the sports industry looking to increase core analytical skills. Situational analysis, problem solving, and decision making in the sports industry is further complicated by truncated performance windows and a win/lose culture. These unique industry-related dynamics inform the need for a track of learning based on these, and other, sports-related phenomena. The College of Business Administration in Abilene has agreed that students who complete this track will be able to earn their Business Analytics Certificate which offers the same four courses.

The implementation of a Master’s of Sport Leadership at ACU fits with the university’s current strategic plan on several levels.

- This degree offers a new graduate level degree. This will increase the number of graduate students at ACU.
- This degree offers experiential learning. This experiential learning will be directly in the career field the students have chosen.
- This degree will open the opportunity for current ACU student-athletes and transfer student-athletes to use an extra year of eligibility. Many students are seeking advanced degrees during that extra year. The MSL will offer a meaningful and relevant two-year degree plan during which those students can still compete in their sport and then move on to their experiential learning after their NCAA eligibility is exhausted.
- In addition to the athletic context, this degree prepares students for diverse professional fields and will therefore be appealing to many students focused on athletic educational administration.

2. Name the existing ACU programs to which it will be most similar.
Residential graduate level programs: Master of Athletic Training, Master of Strength, Conditioning, and Human Performance.
3. Estimate how many new courses will be needed to deliver the program.
Four of the core courses are new to ACU. LEAD 514 Self Assessment in Leadership is not currently offered at the Master's level but is at the doctoral level. The Athletic Administration track has two new courses that are also included in the new MS in Organizational Leadership (formerly the Organizational Development program): LEAD 601 and 615. New to ACU-D in the track are KINO 502 & 604, but they are currently offered in Abilene. LEAD 601 is new to ACU in the Admin track and Analytics track.

Course Development Table

Course	Placement in Degree	Course in ACU Catalog	Course will need to become shared course with ACUD	Course needs ACUD Development
SPLD 601 Sports Foundations	CORE	No	No	Yes
SPLD 521 Research and Assessment in Sport	CORE	No	No	Yes
SPLD 543 Ethics and Legal Issues in Sport	CORE	No	No	Yes
PSYO 688 Teams and Teams Leadership	CORE	Yes	Yes	Yes
LEAD 514 Self-Assessment in Leadership	CORE	No	No	Yes
NUTR 635 Nutrition for Exercise and Sport	Coaching Track	Yes	No	No
ATPO 613 Care and Prevention of Athletic Injuries	Coaching Track	Yes	Yes	Yes
PSYO 542 Applied Sports Psychology	Coaching Track	Yes	Yes	Yes
KINO 591 Principles of Coaching	Coaching Track	No	Yes	Yes
KINO 604 Internship 1	Coaching Track & Administration Track	Yes	Yes	Yes
KINO 502 Athletic Finance	Athletic Administration	No	Yes	Yes
CONR 602 Dynm of Interpersonal Conflict	Athletic Administration	Yes	No	No
HIED 611 Foundations of Higher Education	Athletic Administration	Yes	No	No
LEAD 615 Change Management	Athletic Administration	No	No	Yes
LEAD 601 Leadership Foundations and Theory	Athletic Administration & Analytics	No	No	Yes

BUSA 550 Foundations of Analytics	Analytics	Yes	No	No
IS 680 Data Mining	Analytics	Yes	No	No
IS 682 Data Management	Analytics	Yes	No	No
IS 684 Data Visualization and Reporting	Analytics	Yes	No	No

C. Resource estimates

1. Number of new faculty required to deliver the program.
At the outset, only one new faculty member will be required, the Program Director.
2. Describe and estimate cost of equipment needs or facility renovation.
None
3. Will the program require disciplinary accreditation? Which organization?
No/None

Stop here and submit to the dean for discussion. The dean may ask for some clarification or revision. If the dean agrees, the dean should send the proposal to the assistant provost. Continue with Step 2 after the assistant provost approves the proposal to advance. Adjust responses in the Step 1 section as requested by the assistant provost.

This proposal

☒ ~~should~~

☐ should not

advance for further consideration.

Nannette W. Glenn, Ph.D.

11-9-23

Dean

Date

Comments:

There are only a few comments in the initial part of the proposal that I would like to have addressed. Thank you.

This proposal

☒ ~~should~~

☐ should not

advance for further consideration.

J. Scott Self

23-10-17

Assistant provost

Date

Comments:

Step 2: Full Proposal Information

3. Program Information

- A. Program description. This 50- to 200-word explanation will be included in the catalog with a degree plan.

The Master's of Sports Leadership provides comprehensive coursework for students that seek knowledge in the field of sports leadership, analytics, coaching, or athletic administration. The program will provide the students with didactic coursework and valuable, applicable knowledge while reinforcing Christ-centered values.

- B. Program mission statement. It should define what students will be equipped to do upon completion of the program.

The mission of the Master's in Sports Leadership program is to prepare students for successful careers as sport leaders, coaches, and administrators through a dynamic, respected program that challenges them to grow intellectually, academically, emotionally, and spiritually.

- C. Student learning outcomes. Define the competencies for graduates of your program. They should be specific and measurable. You should have a minimum of three and no more than seven.

The program will prepare graduates to:

- Address physical, psychosocial, human resource, or financial aspects of sports leadership, coaching, or administration.
- Address ethical or legal dilemmas facing sport leaders.
- Demonstrate competency in evaluating, designing, or conducting research in regards to athletics.

- D. Admission requirements. Describe prerequisites, which may include items such as application to the major, test scores, GPA, courses, skills, academic standing, etc.

In order to gain admission to the Master's of Sports Leadership applicants must meet the following requirements:

1.) **Bachelor's Degree-** Completion of a bachelor's degree at an accredited college or university. Applicants must submit official transcripts for review. Admissions are made on the assumption that applicants will have the bachelor's degree by the time of matriculation, and if not, the program admission is void. The GRE is not required.

2.) **Prerequisite Coursework-** All prerequisite courses must be completed prior to matriculation. Prerequisite courses include:

Communication- 3 hours

English- 6 hours
Math (College Algebra or higher)- 3 hours
Kinesiology/Biomechanics/Physical Education
*(For coaching track applicants)- 2-3 hours

3.) **GPA** – An overall GPA of 3.0 is suggested to apply.
Probationary status may be granted for those with a GPA less than 3.0

4.) **Resume**

- E. CIP code. Identify the 6-digit CIP code for the program. This is the system by which the government classifies all postsecondary educational programs.
31.0504- This is the code that I believe identifies most closely with what we have designed. There are 174 institutions in the country using this CIP code for a masters degree

4. Rationale and Need for Program

- A. Mission fit. How does the program fit with the university's mission to educate students for Christian service and leadership throughout the world? How does the program fit with the university's current strategic plan or emphases?

The Master of Sports Leadership fits within ACU's mission to educate students for Christian service and leadership. The professions within sports are all service-oriented. Coaches, athletic administrators, and athletic leaders spend their days guiding young people to greater athletic ability and performance, but also to become contributing members of society, while being a good role model. Graduates of our program will be able to help others achieve goals and aspirations of athletic performance, overall mental and physical health, and academic achievement all while reflecting Christian values that were modeled during their time at ACU.

The implementation of a Master's of Sports Leadership at ACU fits with the university's current strategic plan on several levels.

- This degree offers a new graduate level degree. This will increase the number of graduate students at ACU.
- The coaching and athletic administration tracks will require a semester of experiential learning. This experiential learning will be directly in the career field the students have chosen and will be guided by experienced Christian professionals.
- This degree will open the opportunity for current ACU student-athletes and transfer student-athletes to use an extra year of eligibility. Many students are seeking advanced degrees during that extra year. The MSSL will offer a meaningful and relevant two-year degree plan during which those students can still compete in their sport and then move on to their experiential learning after their NCAA eligibility is exhausted.

- In addition to the athletic context, this degree prepares students for diverse professional fields and will therefore be appealing to many students focused on athletic educational administration.

B. Employment demand and career possibilities.

1. Identify jobs that graduates would be qualified to pursue.

Graduates will be able to obtain jobs as leaders within many different sectors of sports. This could include, but is not limited to coaches, front office personnel, administrators, and/or agents in athletic departments on many levels including public education, colleges/universities, club, and professional settings.

2. Use official databases to establish the job market for graduates of the program. Use the U.S. Bureau of Labor Statistics and Texas Workforce Commission; other sources that may be helpful are authorities on regional labor markets (e.g., metropolitan Chambers of Commerce) and current industry reports.

The U.S. Bureau of Labor and Statistics shows a 13% growth in the profession of coaching, while administrators are seeing a growth of about 12%.

3. Use the [crosswalk document provided by IPEDS](#) to take your previously identified CIP code and find the associated occupations in the [Standard Occupational Classification](#) system provided by the Bureau of Labor Statistics. Use the associated SOC number to find entry-level and mean wages in that field in Texas from the Texas Workforce Commission ([Texas Wages](#) — Wages by Workforce Development Area).

The CIP codes and SOC numbers associated with the type of employment show a median salary in the state of Texas between \$57,000-\$114,000 (CIP- 31.0504; SOC- 11-9033(Postsecondary Education administrators \$113,995) & 27-2022(Coaches and Scouts-\$57,628))

3. Prospective student interest. Share any data from your discipline that shows student demand for the program. Is the program likely to draw students who are already at ACU, or will it draw new students to the university? Whom should we recruit, and with whom will we compete for students?

This Master's degree would allow students already at ACU to continue their graduate studies here. Kinesiology and Nutrition, as well as Education, are two of the largest departments on campus, and many of the students are student-athletes. Many student athletes complete their undergraduate degree with NCAA eligibility remaining and then enroll in online classes (ACU Dallas) in order to still compete for ACU. The MSSL will allow those student-athletes to enroll in a Master's degree program.

Additionally, this program will draw students from other universities due to its unique design and opportunity to complete internships for credit. This allows the student to build his or her skill set while also networking in order to obtain jobs upon graduation.

For non-traditional students, this program will be attractive because of its online availability. Depending on the student's place of employment, the

internships may be able to be completed through the student's current employer.

When offered to students that are already in the educational setting, it is important to remember that it is common practice for colleges and universities to require their coaches and administrators to have a master's degree to gain employment. Additionally, if our graduates choose to enter public education (high school or under) a Master's degree will increase their starting pay on the Teacher pay scale.

Recruitment should focus on students with a baccalaureate degree in Kinesiology, Exercise Science, Human Performance, Education, Business or other like degrees.

4. Disciplinary benchmarking. Use the benchmark schools that you named in 2.A.3 to respond, plus any other programs you have reviewed. How does this program curriculum compare to other programs in your discipline? Which Texas universities already offer this program? You may also note other peer institutions that offer the program.

This Master's program will fill a need for programs in this degree field. While no universities offer a Masters in Sports Leadership, a search of similar programs (Master's in Coaching and Administration) in Texas finds only one other residential program at Angelo State. Three other Master's level programs exist in Texas (TAMU-Commerce, UMHB, Concordia-Austin) but all are online programs.

5. Curriculum

- A. Degree plan. List the major requirements as they would appear in the catalog. For undergraduate degree plans, include 66 credit hours of major requirements and electives, and mark which courses are the capstone and writing-intensive courses. A master's degree must have a minimum of 30 credit hours. A doctoral degree must have a minimum of 30 hours beyond the master's degree.

Core Curriculum (courses taken by all MSSL students)

Research and Assessment in Sport	SPLD 521
Ethics and Legal Issues in Sport	SPLD 543
Self-Assessment in Leadership	LEAD 514
Teams & Team Leadership	PSYO 688
Sports Foundations	SPLD 601

Coaching Track

Principles of Coaching	KINO 591
Internship 1	KINO 604
C&P of Athl Injuries	ATPO 613
Nutrition for Exc & Sport	NUTR 635
App Sport Psyc	PSYO 542

Athletic Administration Track

Dynm of Interpersonal Conflict	CONR 602
Athletic Finance	KINO 502
Leadership Foundations and Theory	LEAD 601

Internship 1	KINO 604
Menu- Choose 1:	
Found High Educ	HIED 611
Change Management	LEAD 615

Analytics Track

Leadership Found & Theory	LEAD 601
Foundations of Analytics	BUSA 550
Data Mining	IS 680
Data Management	IS 682
Data Visualization & Reporting	IS 684

- B. Course coordination. Attach a memo or email of support from the program director of each course outside the home program that will provide a course for the program.

Only four of the courses fall within a home department. Melissa Long (Abilene) is the Department Chair over all KINE, NUTR, and MATP courses, her memo is attached. Dr. Nancy Kucinski under the guidance of Dr. Brad Crisp is the Program Director over BUSA; a memo is attached. Dr. Scott Self is the Program Director for HIED, a memo is attached. A memo (email) from Dr. Richard Beck (Abilene), Program Director is attached for the PSYC courses. A memo is also attached from Dr. Kipi Fleming for the CONR and LEAD courses.

- C. Courses. Create a table with one row for every course, existing and new, included in the program/major requirements. Create five columns that provide the following information:
1. Rotation and frequency (e.g., fall odd years)
 2. Whether the course is required or on a menu
 3. Which track(s) the course serves, if applicable
 4. Current faculty credentialed to teach (everyone who is eligible to teach the course, not just who *will* teach the course)

Core Courses

Course	Rotation/ Frequency	Required?	Tracks Served	Credentialed Faculty
SPLD 543- Ethics and Legal Issues in Sport	Every first part of term (fall 1, spring 1, summer 1) *New	Yes	All	Carroll; Long
SPLD 521- Research and Assessment in Sport	Every second part of term (fall2, spring 2, summer 2)	Yes	All	Self
SPLD 601- Sport Foundations	Every first part of term (fall 1, spring 1, summer 1) *New	Yes	All	Jones; Long

LEAD 514 Self-Assessment in Leadership	Every first part of term (fall 1, spring 1, summer 1) *New	Yes	All	Jones; Counts
PSYO 688- Teams & Team Leadership	Every second part of term (fall2, spring 2, summer 2)	Yes	All	Adjunct faculty

Coaching Track

Course	Rotation/ Frequency	Required?	Tracks Served	Credentialed Faculty
KINO 591- Principles of Coaching	Run every third term. *New	Yes	Coaching	Undergrad-S hake
KINO 604- Internship 1	Every first part of term (fall 1, spring 1, summer 1)	Yes	Coaching, Admin	Long; Carroll
ATPO 613- Care & Prevent of Athletic Injury	Run every third term.	Yes	Coaching	Long
NUTR 635- Nutrition for Ex & Sport	Already runs in every first part of term (fall 1, spring 1, summer 1)	Yes	Coaching	Smallwood; Jones
PSYO 542- Applied Sports Psyc	Run every third term.	Yes	Coaching	Adjuncts

Administration Track

Course	Rotation/ Frequency	Required?	Tracks Served	Credentialed Faculty
CONR 602- Dym of Interpersonal Conflict	Already runs in every first part of term (fall 1, spring 1, summer 1)	Yes	Admin	Fleming; McAdoo
KINO 502- Athletic Finance	Run every third term. *New	Yes	Admin	Jones; Carroll
KINO 604- Internship 1	Every first part of term (fall 1, spring 1, summer 1)	Yes	Coaching, Admin	Long; Carroll
LEAD 601- Leadership Foundations and Theory	Run every third term. *New, but new to former OD Master's Degree	Yes	Admin	Fleming, Counts
Menu-Choose 1 of the following				
HIED 611- Found High Educ	Already runs in every second	Yes	Admin	Self

	part of term (fall 2, spring 2, summer 2)			
LEAD 615- Change Management	Run every third term. *New, but new to former OD Master's Degree	Yes	Admin	Fleming, Counts

Analytics Track

Course	Rotation/ Frequency	Required?	Tracks Served	Credentialed Faculty
LEAD 601- Leadership Foundations and Theory	Run every third term. *New, but new to former OD Master's Degree which will become MSOL.	Yes	Admin	Fleming, Counts
BUSA 550- Found of Analytics	Already runs every third term.	Yes	Analytics	COBA Faculty
IS 680- Data Mining	Already runs.	Yes	Analytics	COBA Faculty
IS 682- Data Management	Already runs.	Yes	Analytics	COBA Faculty
IS 684- Data Visualization and Reporting	Already runs.	Yes	Analytics	COBA Faculty

D. New courses. For each new course included in the program requirements, list the following information. The assistant provost will insert a curriculum approval schedule to set deadlines for introducing each new course.

1. Proposed subject code and course number
2. Course title and description
3. Existing programs in which the courses will also be used, if applicable

SPLD 543 Ethics and Legal Issues in Sport - The course examines the important areas of law that impact sport and the related ethical issues that influence behavior as well as decision-making.

KINO 502- Athletic Finance- This course covers principles and factors involved in the fiscal management of athletic/sports programs. This course also addresses purchasing, budgeting, risk management, operational procedures, and auditing guidelines.

KINO 591- Principles of Coaching- An advanced course in methods which are common to coaching all sports. Included are program design, psycho-social factors, communication skills, ethics, and contemporary issues.

SPLD 521 Research and Assessment in Sport - Examines the research process from problem formulation to data collection and analyses. Application is made to the sports management setting. Students will also learn appropriate assessment techniques for sports administration.

SPLD 601- Sports Foundations- Students will learn and discuss the dynamic culture of sports organizations, with special attention paid to both the nature and role of crisis in these organizations. Concepts such as organizational crisis, leader self-preservation, burden of freedom, and the Boiled Frog Theory are explored in detail.

LEAD 514 Self-Assessment in Leadership- Students will critically evaluate their leadership styles in various contexts using theoretical discussions, practical exercises, and reflective assessments. The student will gain a fuller understanding of their leadership identity, armed with the knowledge and skills to lead authentically and inspire positive change within their organizations.

LEAD 615 & LEAD 601 are both technically new courses, but they're new to the MSOD that is becoming the MSOL. That program will develop and own these courses.

Assessment Plan

- A. Curriculum map. Prepare a table that lists all required courses in the degree plan and program outcomes. Identify the program outcomes that each course supports and mark whether the course addresses the program outcome at an introductory, reinforcing, or advanced level (see example).

Core Courses

Outcome	SPLD 543 Ethics and Legal Issues in Sport	SPLD 521 Research and Assessme nt in Sport	LEAD 514 - Self Assessm ent in Leadersh ip	PSYO 688- Teams and Team Leadership	SPLD 601- Sports Foundation s
Address physical, psychosocial, human resource, and financial aspects of sports leadership, coaching, or administration			I	I	I
Address ethical or legal dilemmas facing sport leaders.	I	I			I
Demonstrate competency in evaluating, designing, or conducting research in regards to athletics.	I			I	

Coaching

Outcome	KINO 591- Principles of Coaching	KINO 604- Internshi p 1	ATPO 613- Care and Prevention of Athletic Injuries	NUTR 635- Nutrition for Sport and Exercise	PSYO 542- Applied Sports Psychology
Address physical, psychosocial, human resource, or financial aspects of sports leadership, coaching, or administration	R	A	I	I	R
Address ethical or legal dilemmas facing sport leaders.	R	A	R		
Demonstrate competency in evaluating, designing, or conducting research in regards to athletics.		A		R	

Admin

Outcome	CONR 602- Dyn of Interpers onal conflict	KINO 502 Athletic Finance	LEAD 615- Change Manage ment	KINO 604- Internshi p 1	HIED 611 Found of High Ed	LEAD 615- Change Managem ent
Address physical, psychosocial, human resource, or financial aspects of sports leadership, coaching, or administration	R	I	R	A	R	A
Address ethical or legal dilemmas facing sport leaders.		R	R	A		A
Demonstrate competency in evaluating, designing, or conducting research in regards to athletics.				A		

Analytics

Outcome	BUSA 550 Found of Analysis	LEAD 601- Leadership Foundati on & Theory	IS 680 Data Mining	IS 682 Data Managem ent	IS 684 Data Visualizati on and Reporting
Address physical, psychosocial, human resource, or financial aspects of sports leadership, coaching, or administration	I	A	A	A	R
Address ethical or legal dilemmas facing sport leaders.	I	A	R	A	
Demonstrate competency in evaluating, designing, or conducting research in regards to athletics.					R

- B. Outcome assessment measures. For each program outcome (in sections 3.C and 6.A), identify *at least* two measures. These may be course-embedded components (e.g., assignments, projects, exams) or other measures, such as pre- and post-tests, external certification or licensure, portfolio assessment, standardized exams, research presentation, juries, etc. You should be able to collect each measure every year unless the course is offered less frequently. Each measure will include:
1. Description of the artifact to be assessed.
 2. Competency target. This is the minimum acceptable target (e.g., 80% of students will demonstrate competency; 75% of students will earn a C or higher) that defines success.
 3. Ideal target. This may be a slightly higher standard or a greater percentage of student success (e.g., 90% of students will demonstrate competency; 75% of students will earn a B or higher). Be realistic; universal success is unlikely.
 4. Name of the person responsible for measuring the outcome.
 5. Timeline. When will you measure the outcome? This may happen every time the class is taught, during a particular semester (e.g. annually in fall), or on a regular basis (e.g., every other year).

Outcome 1-Address physical, psychosocial, human resource, or financial aspects of sports leadership, coaching, or administration

Measure 1- Students will identify skills needed to be an effective team member or leader.

Artifact: Student Learning- SLO for PSYO 688- Teams and Team Leadership. In this assignment, students will read The Five

Dysfunctions of a Team (Lencioni) and The 17 Indisputable Laws of Teamwork (Maxwell). They will then write personal reaction papers about each book.

Competency Target: 80% of students complete the assignment with a C or greater.

Ideal Target: 90% of students complete the assignment with B or higher.

Person Responsible: Instructor of PSYC 688

Measurement Timeline: Annually

Measure 2- Students will analyze how sports organizations are influenced by current culture.

Artifact: Student Learning- SLO for SPLD 601- Sport Foundations. In this assignment, the student will reflect on how outside stakeholders impact a sports organization.

Competency Target: 80% of students complete the assignment with a C or greater.

Ideal Target: 90% of students complete the assignment with B or higher.

Person Responsible: Instructor of SPLD 601

Measurement Timeline: Annually

Outcome 2- Address ethical or legal dilemmas facing sport leaders.

Measure 1- Students will identify ethical dilemmas and potential conflicts facing sport managers

Artifact: Student Learning- SLOs for SPLD 543- Ethics and Legal Issues in Sports- Class assignment. In this assignment the student will define an ethical dilemma, explain the five steps for rendering ethical judgment, and list the benefits of ethical decision making.

Competency Target: 80% of students complete the assignment with a C or greater.

Ideal Target: 90% of students complete the assignment with B or higher.

Person Responsible: Instructor of SPLD 543

Measurement timeline: Annually

Measure 2- Students will identify ethical treatment of research subjects.

Artifact: Student Learning- SLOs for SPLD 521- Research and Assessment in Sport-- Class Quiz. In this assignment the student will learn about ethical treatment of human subjects in the realm of research. They will study past research experiments that examine ethical treatment policies and procedures. They will then learn how to identify research studies that meet ethical standards.

Competency Target: 80% of students complete the quiz with a C or greater.

Ideal Target: 90% of students complete the quiz with B or higher.

Person Responsible: Instructor of SPLD 521

Measurement timeline: Annually

Outcome 3- Demonstrate competency in evaluating, designing, or conducting research in regards to athletics.

Measure 1-Students will apply relevant applied research to team situations.

Artifact: Student Learning- SLO for PSYO 688- Teams and Team Leadership- In this assignment, the student will develop and administer a survey that assesses team members' opinions about their team's strengths and weaknesses. The survey (15-20 items) should be written so items can be scored on a Likert scale; at the end of the survey add 2-3 open-ended questions.

Competency Target:80% of students complete the assignment with a C or greater.

Ideal Target: 90% of students complete the assignment with B or higher.

Person Responsible: Instructor of PSYO 688

Measurement Timeline: Annually

Measure 2- Students will appraise research for accuracy and relevance to the professional field.

Artifact: Student Learning- SLOs for SPLD 521 Research and Assessment in Sport- Annotated Bibliography. In this assignment, students examine effective, evidence-based approaches to nutrition for specific sports or exercise based on peer-reviewed, original research. Students will prepare an annotated bibliography with 5 journal articles published within the last 10 years (in the US) about leadership and sports.

Competency Target: 80% of students complete the assignment with a C or greater.

Ideal Target: 90% of students complete the assignment with B or higher.

Person Responsible: Instructor of SPLD 521

Measurement timeline: Annually

7. Required Institutional Support

A. Faculty requirements and availability.

1. Describe the new program's impact on faculty workload. Your narrative should provide supporting evidence that the number of full-time faculty members will be adequate to support the program.

ACU-D currently runs its graduate degrees with a full-time program director and primarily adjunct faculty. In this program, we have a variety of types of courses: BUSA, CONR, HIED, ATPO NUTR, PSYO, & LEAD.

Some of these courses are already being run at ACU-D:

NUTR 635- Nutrition for Sport & Exercise

CONR 602- Dyn of Interpersonal Conflict

HIED 611- Foundations of Higher Education

LEAD 615- Change Management*

BUSA 550- Foundations of Analytics

IS 680- Data Mining

IS 682- Data Management
 IS 684- Data Visualization and Reporting
 LEAD 601- Leadership Foundations and Theory*

*Will be running in new MSOL

These courses that already exist at ACU-D would be impacted by increased enrollment in their courses. And, with the Program Director's support (as evidenced by the memos attached), we would benefit their courses and programs.

The other courses that are either new to ACU or new to ACU-D would need to be taught by adjuncts. The one Program Director would manage the hiring of those instructors, which is a typical workload for a Program Director here at ACU-D.

2. If program delivery requires a faculty hire, provide an expected salary range and forecast potential faculty availability.

The CUPA report for [2019-2020](#) notes that a non-tenure track Physical Science new Assistant Professor makes \$58,575. Add to that the ACU-D Program Director stipend, the estimated cost would be \$64,575. Admittedly, those numbers are four years old, so the estimate could be raised by another \$5,000 resulting in \$69,475.

3. If the plan includes part-time instructors, include total cost per year for adjunct pay.

Estimated total cost per year for adjunct pay:

Course	# of times run in a year	Current ACU-D Course	Cost per course/term - adjunct pay	Total - based on first year estimate of 5 students
BUSA 550- Foundation of Analytics	2	X	\$1,100	\$2,200
CONR 602- Dynamics of Interpersonal Conflict	3	X	\$1,100	\$3,300
HIED 611- Foundations of	3	X	\$1,100	\$3,300

Higher Education				
IS 680- Data Mining	2	X	\$1,100	\$2,200
IS 682- Data Management	2	X	\$1,100	\$2,200
IS 684- Data Visualization and Reporting	2	X	\$1,100	\$2,200
LEAD 601- Leadership Found & Theory	2	X (will be with new MSOL)	\$1,100	\$2,200
LEAD 514 Self-Assessment in Leadership	3		\$1,100	\$3,300
LEAD 615- Change Management		X (will be with new MSOL)		Cost not added since this course is an "either" course with HIED 611.
KINO 502- Athletic Finance	2		\$1,100	\$2,200
KINO 591- Principles of Coaching	2		\$1,100	\$2,200
KINO 604- Internship 1	3		\$1,100	\$3,300
ATPO 613 Care and Prevention of Athletic Injuries	2		\$1,100	\$2,200
NUTR 635 Nutrition for Exercise and Sports	3	X	\$1,100	\$3,300
PSYO 542 Applied Sports Psychology	2		\$1,100	\$2,200
PSYO 688	3		\$1,100	\$3,300

Teams and Team Leaders				
SPLD 601 Sports Foundations	3		\$1,100	\$3,300
SPLD 521 Research and Assessment in Sport	3		\$1,100	\$3,300
SPLD 543 Ethics and Legal Issues in Sport	3		\$1,100	\$3,300
TOTAL				\$62,700

- B. Impact on existing programs. Identify any existing programs/majors from which the new program would draw students and estimate enrollment effects on existing programs in the home department or other departments.

Being a new program, this will most likely draw a completely new clientele. It may distract from the residential Master of Strength and Conditioning Program by drawing students that want to get a degree in coaching.

- C. Program director. Identify the program director (who may or may not be the department chair). If the program director does not have a terminal degree in the discipline, provide a justification of the director's qualifications.
- i. Dr. Daryl "DJ" Jones - Interim Program Director
- D. Staff requirements. Indicate need for new staff (providing expected salary range and forecast suitable applicant availability) and evaluate effect on existing loads of current staff who will serve the program.

No new staff are needed to serve the degree. Current staff in Enrollment, Recruiting, Student Services, and Instructional Design will have added to their load an additional degree, more courses, and with more students to support in their various areas. However, this degree has been in the planning stages with ACUD for several months, and the ELT of ACUD has approved the degree to go forward with the understanding that each of their areas will be impacted.

- E. Library resources. Identify discipline-specific library resources necessary to serve the requirements of the program. These may be existing holdings and services and new ones.

This section highlights electronic resources that the ACU Library currently provides in support of the proposed MSL program:

SPORTDiscus With Full-Text - The leading bibliographic database for sports and sports medicine research. It includes millions of records from leading sports medicine journals, books, dissertations and more. Subjects covered include nutrition, physical therapy, occupational health, exercise physiology and kinesiology.

EBSCO Alternative Health Watch - Provides full text for 180 publications in the collection, including many peer-reviewed journals. Provides in-depth coverage across many subject areas covered by complementary and alternative medicine dating back to 1990.

EBSCO Medline - source of medicine and health related information in journals. Includes 3,800 current biomedical journals published in the U.S. and 70 foreign countries. Some sports medicine Journals are Included

EBSCO CINAHL With Full Text - Resource for allied health professions on topics including biomedicine, athletic training, consumer health, and more.

Health Reference Center Academic - Provides citations and full-text for an integrated collection of general interest health and fitness magazines, medical and professional periodicals, nursing and allied health journals, reference books, pamphlets, and newspaper articles.

Health Source: Consumer Edition - Provides information on many health topics including the medical sciences, food sciences and nutrition, childcare, sports medicine and general health. Features searchable full text for nearly 150 journals. Updated on a daily basis.

Health Source: Nursing/Academic Edition - Provides nearly 550 scholarly full text journals focusing on many medical disciplines. Features abstracts and indexing for nearly 850 journals. Updated on a daily basis.

Proquest Nursing and Allied Health Source - Provides users with reliable healthcare information covering nursing, allied health, athletic training, alternative and complementary medicine, and much more. Provides abstracting and indexing for more than 850 titles, with over 715 titles in full-text, plus more than 12,000 full text dissertations representing the most rigorous scholarship in nursing and related fields. Contains full-text of Journal of Athletic Training.

Journal Publisher Content

Sage Premier - Contains full-text of American Journal of Sports Medicine

Wiley Online Library

SpringerLink

ScienceDirect

Journal of Strength and Conditioning Research

Strength and Conditioning Journal

Additionally,

1. Describe how faculty and students will access information electronically and on site, and explain how they will receive instruction about how to do this.
Students and faculty will access the library via the website. Instruction will come from the program director, instructors of courses, and librarians.
 2. Describe requirements to support students in their access to and use of learning resources.
Students will need access to Canvas, the online writing center, Team 55, Brown Library website that explains access to library resources, and librarians on duty.
- F. Physical resources. Identify needs for classroom, lab, and office space and impacts on existing space use. List necessary equipment. Provide costs for any construction or equipment.
None
- G. Scholarships. Will the unit provide any unique scholarships to students in the program?
None
- H. Recruiting. To whom should the degree be marketed? What additional recruiting beyond general recruiting to the university will be needed, and what costs will we incur?
This degree should be marketed to undergraduate students that are majoring in kinesiology, exercise physiology, coaching, strength and conditioning, human performance, business, education, or other like degree programs. This degree can also be marketed to professional sports leagues, teams, and professionals.
- I. Additional cost to deliver program. Total expenses from sections A to H. Clarify which expenses are one-time and which are ongoing.
Ongoing total for PD and courses: \$132,175

Stop here and resubmit to the assistant provost. Section 8 is not required for all applications, and you will only need to complete it if requested by the SACSCOC liaison.

8. Additional Information Required for Substantive Changes
 1. Student support services. Describe specific programs, services, and activities that will support students enrolled in the program. Some examples of academic support services are teaching and resource centers, tutoring, academic advising, counseling, disability services, diversity and inclusion offices, teaching laboratories, career services, testing centers, student life, and information technology.

2. Describe financial resources available to support the new program, including a budget for the first year of the program; projected revenues, expenditures, and cash flow; amount of resources going to external institutions or organizations contracted to provide support services for the program; the operational, management, and physical resources available for the change.
3. Provide contingency plans in the event required resources do not materialize.

Approvals

The proposal aligns with institutional policies and processes, and the campus is prepared to support the proposed program as presented.



Jan 9, 2024

Assistant Provost

Date

The library has sufficient resources to support the program, or the comments below outline additional acquisitions required and their associated costs.



Jan 12, 2024

Associate Dean of the Library

Date

Comments, if needed:

This proposal connects the program's student learning outcomes, curriculum, and assessment plan completely and is prepared to begin assessment.



Jan 19, 2024

Assistant Vice President for Academic Affairs

Date

This proposal does not require additional review for institutional accreditation purposes, or I have worked with the faculty to gather the information necessary to notify SACSCOC or gain its approval.



Jan 12, 2024

SACSCOC Liaison

Date

Step 3: Curriculum Approval Process

When all signatures are complete, attach a [Dallas Approval Chart for Curriculum Changes](#), conduct the department faculty vote to approve the new program, and continue the approval process as specified by the approval chart.

11/7/23

Memo of Support from Kinesiology and Master of Athletic Training

The Kinesiology department, including the Master of Athletic Training program, supports the use of KINE and MATP courses in the new Master of Sports Leadership degree. Please reach out with any questions or concerns.



Melissa Long, EdD, LAT, ATC

Abilene Christian University;

Kinesiology and Nutrition Department,

Department Chair;

Master of Strength, Conditioning, and Human Performance Program,

Interim Program Director;

ACU Box 28084

(817) 807-6539 cell

(325) 674-2328 office

(325) 674-4822 fax

"Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be" 1 Peter 5:2



Melissa Long <mdl16a@acu.edu>

ACU Dallas Master of Sport Leadership

8 messages

Melissa Long <mdl16a@acu.edu>
To: Richard Beck <beckr@acu.edu>
Cc: Dena Counts <dld99b@acu.edu>

Tue, Nov 7, 2023 at 11:20 AM

Hello Dr. Beck,
ACU Dallas is working on a proposal for a Masters in Sport Leadership. The degree would include PSYC 688 in the required curriculum, and PSYC 542 as a menu item. Would the PSYC department be okay with ACU Dallas offering these courses in this new degree?
Thanks,
Melissa

--

Melissa D. Long EdD, LAT, ATC Abilene
Christian University; Kinesiology and
Nutrition Department, Department
Chair;
Master of Strength, Conditioning, and Human Performance Program,
Interim Program Director;
ACU Box 28084
(817) 807-6539 cell
(325) 674-2328 office
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"Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be" 1 Peter 5:2

Richard Beck <beckr@acu.edu>
To: Melissa Long <mdl16a@acu.edu>
Cc: Dena Counts <dld99b@acu.edu>

Tue, Nov 7, 2023 at 11:27 AM

Hi Melissa,

Yes, we'd support those classes being offered by Dallas.
Grace and peace,
Richard

Richard Beck, PhD
Abilene Christian University
ACU Box 28011 Abilene, TX 79699
beckr@acu.edu

[Quoted text hidden]

Melissa Long <mdl16a@acu.edu>
To: Richard Beck <beckr@acu.edu>

Tue, Nov 7, 2023 at 11:33 AM

Thank you so much!

[Quoted text hidden]

Melissa Long <mdl16a@acu.edu>
To: Richard Beck <beckr@acu.edu>

Fri, Nov 17, 2023 at 9:19 AM

Hi Dr. Beck,

I am circling back on the Dallas degree. Thank you for your help on this! We feel that the students would benefit from a statistics class as well. Could we include PSYC 550 in a track of the degree? Not all students would be taking that class, just the students that choose the Analytics track.

Thanks!

Melissa

Melissa D. Long EdD, LAT, ATC

Abilene Christian University

Kinesiology and Nutrition,

Department Chair;

Master of Strength, Conditioning, and Human Performance,

Interim Program Director

ACU Box 28084

(817) 807-6539 cell

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"Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be" 1 Peter 5:2

On Nov 7, 2023, at 11:27 AM, Richard Beck <beckr@acu.edu> wrote:

[Quoted text hidden]

Richard Beck <beckr@acu.edu>
To: Melissa Long <mdl16a@acu.edu>

Fri, Nov 17, 2023 at 11:19 AM

Hi Melissa,

Yes, it would be fine for Dallas to offer PSYC 550.

Grace and peace,

Richard

Richard Beck, PhD
Abilene Christian University
ACU Box 28011 Abilene, TX 79699
beckr@acu.edu

[Quoted text hidden]

Melissa Long <mdl16a@acu.edu> Fri, Nov 17, 2023 at 12:23 PM
To: Richard Beck <beckr@acu.edu>
Cc: Dena Counts <dld99b@acu.edu>, Stephanie Wanamaker <slw21b@acu.edu>

Thank you so much, Dr. Beck.
-Melissa

[Quoted text hidden]

Melissa Long <mdl16a@acu.edu> Fri, Nov 17, 2023 at 6:05 PM
To: Richard Beck <beckr@acu.edu>

I'm sorry, I got the number wrong. It would be PSYC 511- Elementary Statistics, not PSYC 550.
Is that still okay?
Thanks,
Melissa

[Quoted text hidden]

Richard Beck <beckr@acu.edu> Fri, Nov 17, 2023 at 6:07 PM
To: Melissa Long <mdl16a@acu.edu>

Yes.

Grace and peace,
Richard

Richard Beck, PhD
Abilene Christian University
ACU Box 28011
Abilene, TX 79699
beckr@acu.edu

On Nov 17, 2023, at 6:05 PM, Melissa Long <mdl16a@acu.edu> wrote:

[Quoted text hidden]

[Quoted text hidden]

Melissa Long <mdl16a@acu.edu>
To: Richard Beck <beckr@acu.edu>

Tue, Nov 7, 2023 at 11:33 AM

Thank you so much!

[Quoted text hidden]

MEMORANDUM

Date: November 27, 2023

To: Dena Counts, Chair of CGPS Council

From: J. Scott Self, Interim Program Director for HIED

Re: Use of HIED 611 in Sports Leadership Program

I am very happy to approve and support the use of HIED 611 in the Sports Leadership Program. I believe HIED 611 will be appropriate for students in that program without prerequisite courses in HIED, and I look forward to supporting the Sports Leadership Program and its use of this course in the future.

JSS/jss

MEMORANDUM

Date: December 1, 2023
To: Dena Counts, Chair of CGPS Council
From: Nancy Kucinski, Program Director for the MBA/MSM
Re: Use of BUSA 550 Foundations of Analytics, IS 680 Data Mining, IS 682 Data Management, and IS 684 Visualization (and the Certificate in Business Analytics)

I approve and support the use of BUSA 550, IS 680, IS 682, and IS 684 (the Certificate in Business Analytics) in the Sports Leadership Program. This comes with approval of the COBA Dean. We believe that these courses and the Analytics concentration will be highly beneficial to Sports Leadership students who are interested in developing data analysis, management and mining, and visualization for their careers in Sports Leadership. These courses will provide opportunities to inform decision-making in any sports organization. I look forward to supporting the Sports Leadership Program and its use of these courses in the future.

NRK

MEMORANDUM

TO: CGPS Academic Council

FROM: Dr. Kipi Fleming, Program Director-MACMR/MSOD

DATE: January 4, 2024

RE: Support for use of CONR 602 - The Dynamics of Interpersonal Conflict for new Master of Sports Leadership

I have reviewed the application for the new Master of Sports Leadership which is using CONR 602 - The Dynamics of Interpersonal Conflict course from the MACMR program and the LEAD 615 Change Management/LEAD 601 Leadership Foundations and Theory courses from our proposed new MDOL program. Our programs are happy to support this new degree and can provide the courses and instructors as needed.

Sports Leadership, Coaching Track

Major Requirements

Sports Leadership Core

- SPLD 601 - Sports Foundations Credit Hours: 3
- SPLD 521 - Research and Assessment in Sport Credit Hours: 3
- SPLD 543 - Ethics and Legal Issues in Sport Credit Hours: 3
- LEAD 514 - Self Assessment in Leadership Credit Hours: 3
- PSYO 688 - Teams & Team Leadership Credit Hours: 3

Total: 15 Credit Hours

Coaching Track

- KINO 591 - Principles of Coaching Credit Hours: 3
- ATPO 613 - Care and Prevention of Athletic Injuries Credit Hours: 3
- NUTR 635 - Nutrition for Exercise & Sport Credit Hours: 3
- PSYO 542 - Applied Sport Psychology Credit Hours: 3
- KINO 604 – Internship 1

Total: 15 Credit Hours

Total Major Hours: 30 hours

Sports Leadership, Athletic Administration Track

Major Requirements

Sports Leadership Core

- SPLD 601 - Sports Foundations Credit Hours: 3
- SPLD 521 - Research and Assessment in Sport Credit Hours: 3
- SPLD 543 - Ethics and Legal Issues in Sport Credit Hours: 3
- LEAD 514 - Self Assessment in Leadership Credit Hours: 3
- PSYO 688 - Teams & Team Leadership Credit Hours: 3

Total: 15 Credit Hours

Athletic Administration Track

- CONR 602 - Dynamics of Interpersonal Conflict Credit Hours: 3
- KINO 502 - Athletic Finance Credit Hours: 3
- LEAD 601 - Leadership Foundations and Theory Credit Hours: 3
- KINO 604 - Internship 1 Credit Hours: 3

Select 3 hours from:

- HIED 611 - Foundations of Higher Education Credit Hours: 3
- LEAD 615 - Change Management Credit Hours: 3

Total: 15 Credit Hours

Total Major Hours: 30 hours

Sports Leadership, Analytics Track

Major Requirements

Sports Leadership Core

- SPLD 601 - Sports Foundations Credit Hours: 3
- SPLD 521 - Research and Assessment in Sport Credit Hours: 3
- SPLD 543 - Ethics and Legal Issues in Sport Credit Hours: 3
- LEAD 514 - Self Assessment in Leadership Credit Hours: 3
- PSYO 688 - Teams & Team Leadership Credit Hours: 3

Total: 15 Credit Hours

Analytics Track

- LEAD 601 - Leadership Foundations & Theory Credit Hours: 3
- BUSA 550 - Foundations of Analytics Credit Hours: 3
- IS 680 - Data Mining Credit Hours: 3
- IS 682 - Data Management Credit Hours: 3
- IS 684 - Data Visualization & Reporting Credit Hours: 3

Total: 15 Credit Hours

Total Major Hours: 30 hours