



UNIVERSITY OF
GEORGIA

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University Council

February 14, 2020

UNIVERSITY CURRICULUM COMMITTEE – 2019-2020

John Maerz, Chair

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Public Health – Brittani Harmon

Social Work – Harold Briggs

Veterinary Medicine – Susan Sanchez

Graduate School – Amy Medlock

Ex-Officio – Provost S. Jack Hu

Undergraduate Student Representative – Melissa Hevener

Graduate Student Representative – Jordan Henley

Dear Colleagues:

The attached proposal from the College of Public Health to offer the existing Graduate Certificate in Gerontology online will be an agenda item for the February 21, 2020, Full University Curriculum Committee meeting.

Sincerely,

John Maerz, Chair
University Curriculum Committee

cc: Provost S. Jack Hu
Dr. Rahul Shrivastav

PROPOSAL FOR AN ONLINE PROGRAM

Date: August 26, 2019

College/School: College of Public Health

Department/Division: Institute of Gerontology

Program: Graduate Certificate in Gerontology (Online)

Proposed Effective Date: Fall 2020

Program Abstract:

The purpose of the online Graduate Certificate in Gerontology is to prepare students to address the challenges of an aging society. The current in-person Graduate Certificate in Gerontology has been an approved certificate program since 1987. The need for this program has increased with an aging population, and an online certificate would allow us to reach a larger and broader audience. The online certificate will be 12 credit hours, where all students will complete the core foundational course (GRNT 7100E, Foundations of Aging (3 hours)) and then choose three additional 3-hour courses. The program will continue to be housed in the College of Public Health's Institute of Gerontology.

1. Assessment

Overview

The Graduate Certificate in Gerontology has been an approved certificate program since 1987. The purpose of the program is to prepare students to address the challenges of an aging society. The need for this program has increased with an aging population, and an online certificate would allow us to reach a larger and broader audience.

Hanover, Inc., conducted a feasibility study to determine the viability of an online graduate certificate in gerontology. The firm determined that an online graduate certificate in gerontology program was viable, indicating that national conferral trends and/or labor market demand are increasing at a faster than average rate and that competitive saturation is low.

Hanover, Inc. specifically recommends that UGA differentiate its program from others by offering a fully online program. Although Georgia currently is home to at least two other gerontology graduate certificates (Georgia State University and Georgia Southern University), both programs are delivered on campus. UGA should be able to market its program effectively to professional audiences by emphasizing the flexibility of an online structure. Additional key findings support the need for an online graduate certificate in gerontology.

Occupational Projections

There is considerable and increasing workforce need for people with training in gerontology, particularly in healthcare and social assistance occupations. A rapidly aging American population will soon necessitate the expansion of industry services to meet their needs. While a good deal of demand will be for healthcare workers, such as nurses, doctors, and physician's assistants, to treat the physical needs of older adults, other support services, such as social work, counseling, and retirement living

communities, will also be essential. Outside of these core industries, training related to the specialized needs of older adults may also prove useful in a range of other services as well, such as financial planning.

Projections for relevant job codes are below. Table 1.1 shows long-term employment projections for occupations related to gerontology in the United States, and Table 1.2 shows employment projections related to gerontology in Georgia. Each shows a significant predicted increase in employment, especially for physician assistants.

Table 1.1 – Job Projections by Code 2014-2024, United States

SOC TITLE	EMPLOYMENT		CHANGE, 2014-2024		AVERAGE ANNUAL OPENINGS
	2014	2024	NUMBER	PERCENT	
19-3039 Psychologists, All Other	16,600	18,300	1,600	9.6%	520
21-1029 Social Workers, All Other	66,400	68,900	2,500	3.8%	1,850
29-1071 Physician Assistants	94,400	123,200	28,700	30.4%	5,000
29-1141 Registered Nurses	2,751,000	3,190,300	439,300	16.0%	108,874
31-9099 Healthcare Support Workers, All Other	102,700	114,700	12,000	11.7%	3,340
39-9099 Personal Care and Service Workers, All Other	93,200	99,100	5,900	6.3%	2,690

Source: BLS*

Table 1.2 – Job Projections by Code 2014-2024, Georgia

SOC TITLE	EMPLOYMENT		CHANGE, 2014-2024		AVERAGE ANNUAL OPENINGS
	2014	2024	NUMBER	PERCENT	
19-3039 Psychologists, All Other	410	410	--	0.0%	10
21-1029 Social Workers, All Other	1,570	1,810	240	15.3%	60
29-1071 Physician Assistants	2,560	3,850	1,290	50.4%	190
29-1141 Registered Nurses	68,200	81,920	13,720	20.1%	2,980
31-9099 Healthcare Support Workers, All Other	2,950	3,340	390	13.2%	100
39-9099 Personal Care and Service Workers, All Other	550	570	20	3.6%	10

Source: Projections Central

Note: Georgia Department of Labor projections call for 11.1% employment growth across the economy as a whole in this period.

Assessment

All gerontology core courses will be reviewed each semester by the program coordinator against UGA-approved student learning outcomes, following UGA's Academic Affairs Policy No. 2.04-4. Per this policy, the gerontology program has an assessment plan in place already and collects data on at least one of the student learning outcomes each semester. Faculty will work with UGA's Office of Online Learning to assure that all online courses meet the Quality Matters rubrics to meet best practices in online teaching.

Enrollment

Faculty in the gerontology program have developed online versions of the core courses required for the certificate, and the core coursework has been approved and offered fully online since the fall of 2017. Enrollments in gerontology courses have essentially doubled since the coursework was made available online. Students complete the coursework on varying schedules, but average enrollment for spring 2016-summer 2017 (when courses were in-person) was in the single digits, and average course enrollment since fall 2017 is 16. Not all students enrolled in gerontology courses choose to complete the certificate, but it is expected that the option of an online certificate will increase interest in completing the certificate.

2. Admission Requirements

The certificate is open to UGA graduate students in any program of study and non-degree students (e.g., career-changers or those seeking deeper expertise in their profession) who matriculate through the UGA Graduate School's process for non-degree students. Students will apply as non-degree-seeking graduate students through the Graduate School unless they are enrolled in a UGA graduate program. The Graduate School's admissions standards will be used for non-degree students.

3. Program Content

All students will complete the core foundational course (GRNT 7100E, Foundations of Aging (3 hours)) and must also select three additional 3-hour courses for a total of 12 credit hours. The credit hour total is in line with several current online graduate certificates offered at UGA (e.g., Certificate in Nonprofit Management & Leadership and Certificate in Gifted In-Field Endorsement). The recommended courses below will meet the requirements, though appropriate substitutions may be made with permission of the graduate coordinator. All courses listed below have been approved in the UGA CAPA system, and by the end of the 2019-20 academic year, all will have been taught online at least once.

Program of Study:

All students must complete the following foundations course (3 hours):

Course Number	Course title	Semester offered	Credit Hours
GRNT 7100E	Foundations of Aging	Every Fall	3 hours

Then students should choose 3 of the following gerontology courses (total of 9 hours). Additional courses may be approved by the graduate coordinator.

Course Number	Course title	Semester offered	Credit Hours
GRNT 6650E	Aging in Society	Every Summer	3 hours
GRNT 7200E	Lifespan Health Psychology	Every Spring	3 hours
GRNT 7400E	Cognition and the Aging Brain	Every Fall	3 hours
GRNT 7500E	Smart Technology in an Aging Society	Every Fall	3 hours
GRNT 8200E	Public Health and Aging	Every Spring	3 hours

Sample Program of Study:

Year 1	Fall	GRNT 7100E (3 hours)
	Spring	GRNT 8200E (3 hours)
	Summer	GRNT 6650E (3 hours)
Year 2	Fall	GRNT 7400E (3 hours)

4. Student Support Services

Each student will be advised one-on-one by the program coordinator. The program coordinator also serves as the program coordinator for the traditional certificate, as well as for the Master's in Public Health with an Area of Emphasis in Gerontology, and has experience advising students both as non-degree-seeking students (certificate only), as well as students seeking other graduate degrees who choose to add the certificate to their studies. Advising can be done via email, phone, or online collaboration tools such as Zoom or Skype.

5. Resident Requirement

This is a certificate program, not a degree program, so there is no resident requirement.

6. Program Management

The Graduate Certificate in Gerontology is housed in the College of Public Health's Institute of Gerontology, which is where the online version will reside. This means faculty, administrative

support, and technological capacity are already established and existing resources will be used to deliver content.

The certificate will be managed and continually evaluated by the program coordinator. Faculty from the Institute of Gerontology will teach all gerontology courses. All gerontology courses are scheduled consistently for spring/fall semesters, and course schedules are projected ahead by at least two years.

7. Library and Laboratory Resources

Online access to some library resources will be required, but no additional library resources will be necessary to offer the online version of the certificate. The current UGA online learning management system known as eLC will be used to offer these courses. Links to those resources are included in all syllabi.

8. Budget

The College of Public Health is requesting an e-rate of \$275 per credit hour for the proposed online Graduate Certificate in Gerontology.

We project some additional resources will be needed to assure the quality and success of the program. The budget projections include: (1) Faculty to teach one additional course over the summer to meet the demands of students to complete the certificate in one year, including summer courses. Currently we do not offer any graduate summer courses; (2) Graduate assistants, who will allow for increased enrollment in high-demand courses, including additional sections of existing courses; and (3) Instructional Designer time, who will work with faculty to review courses against established Quality Matters guidelines and revise/update courses every three years. We believe that these resources will allow us to offer the highest quality online certificate. The proposed e-rate will project the program to be solvent by fiscal year 2024. See budget below for details.

	First Year	Second Year	Third Year
Personnel	\$8,000	\$8,000	\$32,500
Operating Costs	\$14,000	\$14,000	\$14,000
Capital Outlays	\$0	\$0	\$0
Library Acquisitions	\$0	\$0	\$0
TOTAL	\$22,000	\$22,000	\$46,500

9. Program Costs Assessed to Students

There are no additional anticipated costs beyond those that students would normally incur in the existing certificate program except for the additional tuition E-rate of \$275 per credit hour.

Approvals on File

Proposal: Offer the Existing Graduate Certificate in Gerontology Online

College: College of Public Health

Department: Institute of Gerontology

Proposed Effective Term: Fall 2020

Department:

- Institute of Gerontology Interim Director, Dr. Timothy Heckman, 2/5/20

School/College:

- College of Public Health Dean, Dr. Marsha Davis, 10/28/19

Graduate School:

- Graduate School Interim Dean, Dr. Ron Walcott, 1/24/20