

NOTICE OF PUBLIC MEETING

The Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon will hold the following public meeting remotely with a video livestream available for members of the media and the public. Subjects of the meeting will include remarks from the committee chair and university provost, and possible action on academic program requests.

Video livestream information is available at: <https://trustees.uoregon.edu/meetings>. Meeting materials are available at: <https://trustees.uoregon.edu/upcoming-meetings>. If telephone conference, sign language for the deaf or hard of hearing, or accessibility accommodations are required, contact trustees@uoregon.edu at least 48 hours in advance of the posted meeting time. Please specify the sign language preference if applicable.

The meeting will occur as follows:

Monday, November 17th at 10:30 a.m. Pacific Time
Remotely via Zoom

Office of the University Secretary
Board of Trustees

112 Johnson Hall
6227 University of Oregon, Eugene, OR 97403-6227
541-346-3166 | trustees.uoregon.edu

The University of Oregon is an equal-opportunity institution committed to cultural diversity and compliance with the Americans with Disabilities Act.

**Board of Trustees of the University of Oregon
Academic and Student Affairs Committee | Public Meeting
10:30 a.m. | Monday, November 17, 2025
Virtual Meeting Via Zoom**

Convene

- Call to order & roll call

- 1. Chair's Report.** Trustee Elisa Hornecker, Academic and Student Affairs Committee Chair.
- 2. Provost's Report.** Chris Long, Senior Vice President and University Provost.
- 3. Academic Program Request (Action): B.Ed. Child Behavioral Health.** Kate McLaughlin, Executive Director, Ballmer Institute for Children's Behavioral Health.
- 4. Academic Program Request (Action): M.S. Data Science.** Elliot Berkman, Divisional Associate Dean, Natural Sciences; Peter Ralph, Department Head, Data Science.
- 5. Academic Program Request (Action): M.S. Cybersecurity.** Elliot Berkman, Divisional Associate Dean, Natural Sciences; Reza Rejaie, Department Head, Computer Science.

Meeting Adjourns.

Agenda Item #1

Committee Chair's Report

THERE ARE NO MATERIALS FOR THIS AGENDA ITEM

Agenda Item #2

Provost's Report

THERE ARE NO MATERIALS FOR THIS AGENDA ITEM

Agenda Item #3

Academic Program Request (Action): B.Ed. Child Behavioral health.

Kate McLaughlin, Executive Director, Ballmer Institute for Children's Behavioral Health.



Academic Program Approval

Summary of Program and Requested Action

November 17, 2025

The Board of Trustees (Board) retains authority under Section 1.7.1 of the Board's Retention and Delegation of Authority Policy to establish and substantially revise academic programs, locations, and units of operation. Any significant change in the University's academic programs as defined by the Higher Education Coordinating Commission (HECC) must be approved by the Board prior to submission to the HECC.

Academic program requests follow an established process at the University of Oregon (UO) where programs are reviewed by numerous internal stakeholders, including faculty, Deans, the University Provost and the University Senate. Once a program has advanced through the internal processes and has been approved by the Provost, the Board's Academic and Student Affairs Committee (ASAC) is notified of the proposed new academic program or existing academic program change. Once approved by the UO Senate, the ASAC reviews proposals based on the following: alignment with the UO's mission and strategic goals, enrollment demand and ability to attract new students, strong post graduate career opportunities, positive financial return to the university, and benefit to the state of Oregon. Proposals supported by the ASAC are forwarded to the full Board for final approval.

Requested Action:

The UO requests approval from the Board of Trustees for a **new Bachelor's of Education degree in Child Behavioral Health**, offered through the **Ballmer Institute for Children's Behavioral Health**. The **new program** would take effect **Fall 2026**.

All appropriate University committees and the Provost have approved the proposal. The University Senate is expected to take action on the proposed program prior to the full Board of Trustees meeting on December 9-10th. The University Secretary will monitor University Senate action and ensure only programs approved by the University Senate and forwarded by the ASAC are added to the December full board meeting agenda for final approval.

Proposal Type: ☒ **New Degree** ☐ **Program Revision** ☐ **New Location**

Academic Program Proposal Summary:

While the Ballmer Institute already offers a B.A. and a B.S. in Child Behavioral Health, the B.Ed. in Child Behavioral Health offers an additional pathway for students pursuing the Child Behavioral Health major, providing greater flexibility for transfer students from related Associate of Applied Science (AAS) programs. These programs include Portland Community College's AAS in Family and Human

Summary of Requested Action: Proposal for a B.Ed. in Child Behavioral Health

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Services, Mount Hood Community College’s AAS in Mental Health, Social Service, and Addiction Counseling, and Clackamas Community College’s AAS in Human Services, among others.

These programs are part of a statewide pilot initiative led by the Oregon Health Authority in collaboration with the Mental Health and Addiction Certification Board of Oregon (MHACBO), educational institutions, and behavioral health organizations. The initiative aims to expand and diversify Oregon’s behavioral health workforce by creating a streamlined pathway to a Qualified Mental Health Associate (QMHA) certification.

Graduates of these associate-level programs are well prepared to continue their education at the Ballmer Institute at UO Portland given the extensive training in behavioral health they receive as part of their Associate’s Degree. The B.Ed. pathway ensures a smoother transfer process, minimizing excess credits beyond the 180-credit requirement through a degree type already offered by the UO. Minimizing excess credits is particularly important for students interested in the Child Behavioral Health major given the lack of core education and elective course offerings at the UO Portland campus.

Offering the B.Ed. as an additional pathway will:

- Support timely graduation for transfer students by minimizing excess credits beyond the 180-credit requirement.
- Strengthen career preparation by integrating students from applied associate-level programs, fostering growth in the behavioral health field, and advancing the recognition of child behavioral health specialists as a profession.
- Expand UO’s impact in the state by increasing the number of trained graduates who will directly contribute to improving youth behavioral and mental health.

Additionally, as part of the over \$425M gift from Connie and Steve Ballmer, there is a \$100M scholarship endowment that supports student scholarships. These scholarships will be awarded primarily to incoming Oregon residents with demonstrated financial need interested in pursuing careers in children’s behavior health. Scholarships are renewable for up to 3 additional years (total of 12 terms).

Academic Program Approval

Name of Proposed Academic Program: Bachelor’s of Education (B.Ed.) in Child Behavioral Health
Academic Department/School/College: Ballmer Institute of Children’s Health
Geographic Site & Instructional Modality: Portland, In-person
Evidence of Enrollment Demand: The U.S. market for programs similar to UO’s proposed bachelor’s program in Children’s Behavioral Health is spread across a large group of schools. However, the top 10 schools with the highest graduation rate in 2023 conferred just under 33% of the nation’s degrees. Only three schools have over five percent of the market

Summary of Requested Action: Proposal for a B.Ed. in Child Behavioral Health

share. Of the top 20 schools, only one (The Chicago School at Los Angeles) is located in the Pacific States region. Only four regional institutions are public, and there are only two similar programs currently offered in Oregon (Lewis & Clark College and Southern Oregon University).

Using growth in degree conferral as an indicator of student demand, steady growth over the past 10+ years at the nationwide (47%), regional (101%) and state (43%) levels are promising.

Projected Enrollment:

<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>
15	20	25	30	35

The program is a traditional, full-time program. The BEd in Child Behavioral Health offers an additional pathway for students pursuing the Child Behavioral Health major, providing greater flexibility for transfer students from related Associate of Applied Science (AAS) programs. These programs include Portland Community College's AAS in Family and Human Services, Mount Hood Community College's AAS in Mental Health, Social Service, and Addiction Counseling, and Clackamas Community College's AAS in Human Services, among others.

These programs are part of a statewide pilot initiative led by the Oregon Health Authority in collaboration with the Mental Health and Addiction Certification Board of Oregon (MHACBO), educational institutions, and behavioral health organizations. The initiative aims to expand and diversify Oregon's behavioral health workforce by creating a streamlined pathway to a Qualified Mental Health Associate (QMHA) certification.

Graduates of these associate-level programs are well prepared to continue their education at the Ballmer Institute at UO Portland given the extensive training in behavioral health they receive as part of their Associate's Degree. The BEd pathway ensures a smoother transfer process, minimizing excess credits beyond the 180-credit requirement through a degree type already offered by the UO. Minimizing excess credits is particularly important for students interested in the Child Behavioral Health major given the lack of core education and elective course offerings at the UO Portland campus. (*Lightcast Q4 2025 Data Set*)

Anticipated Degree Production:

<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>
0	15	20	25	30

Evidence of Post Graduate Opportunities:

The labor market for graduates in this type of degree program is expected to grow 40.3% nationally, 49.7% regionally and 33.1% in Oregon. At all levels, national, regional, and state, the number of average monthly job postings outnumber average number of hires. For example, in the region, there is a monthly average of 2,742 unique job postings, and 8,900 hirings. (Postings include existing and new jobs.) With projected regional growth of an additional 67,065 new jobs by 2035, national completion numbers can't keep up with that, let alone regional or state completion numbers. While this can be tricky, since we have no way of knowing which jobs graduates will actually go and fill in the job market, the projected growth compared to current completions show a strong demand for a degree of this type.

When considering market saturation, it is useful to compare the number of projected new jobs with completion numbers. Available data shows that the state of Oregon is projecting to add 500 new jobs in 2026, yet in the state there were only 116 completions in 2023.

Based on the data, it seems that University of Oregon's distinct advantages comes from a strong labor market, growing student demand, and a small, but growing number of competing programs regionally. The Ballmer Institute for Children's Behavioral Health has a unique mission that positions itself well as a leader in producing graduates in this field. (*Lightcast Q4 2025 Data Set*)

Similar Programs in Oregon:

There are no similar programs at the bachelor's level in Oregon. With that stated, we are working to increase access by building pathways for similar associate level programs at Oregon community colleges. We are working closely with Portland Community College, Clackamas Community College, and Mount Hood Community College. Similar to the UO, programs in the state are offered at the graduate level (e.g., psychology, social work, counseling). We anticipate that many of our graduates will be interested in pursuing advanced degrees in these disciplines. The training across these programs is distinctive.

There are few related undergraduate academic programs (e.g., psychology, social work, human services). These programs do not provide focused training on meeting the behavioral health needs of youth. The narrow focus of the child behavioral health major allows for a greater depth of training and expertise in children's behavioral health. Although these related programs provide applied training, they do not provide two years (over 700 clock hours) of supervised training, nor do they provide a pathway to licensure for direct service with youth.

Program Fee/Differentiated Tuition: No

Budget Summary:

The Ballmer Institute offers both a Bachelor of Arts and a Bachelor of Science in Child Behavioral Health. The major requirements for these degrees are identical; the only differences are the university-wide general education requirements that distinguish the Bachelor of Arts from the Bachelor of Science.

This proposal introduces a third degree option - a Bachelor of Education in Child Behavioral Health. The Bachelor of Education will have the same major requirements as the existing Bachelor of Arts and Bachelor of Science degrees, differing only in the university-wide general education requirements specific to each degree type.

The primary goal of introducing the Bachelor of Education is to broaden academic pathways for students pursuing the Child Behavioral Health major. The university-wide general education requirements associated with the Bachelor of Education create greater flexibility for students to pursue minors, explore additional academic interests, and fulfill general education requirements prior to transitioning to the Ballmer Institute at UO Portland.

All teaching faculty involved in the program are directly supported by restricted gift funds. The proposed addition is not anticipated to incur any new costs beyond those already associated with offering the existing Child Behavioral Health degrees. Furthermore, the new degree option enhances flexibility for community college students seeking to transfer into the program, thus increasing accessibility, student enrollment and future tuition revenue.

**Academic and Student Affairs Committee
Board of Trustees of the University of Oregon**

Resolution: Program Approval – B.Ed. Child Behavioral Health

WHEREAS, the University of Oregon (University) benefits from a cross-section of high quality, well-designed academic degree programs;

WHEREAS, the Ballmer Institute for Children’s Behavioral Health seeks to offer an additional pathway for students pursuing the Child Behavioral Health major by offering a Bachelor’s of Education (B.Ed.) in Child Behavioral Health at the Portland Campus;

WHEREAS, the proposed program would provide greater flexibility for transfer students from related programs and further expand and diversify Oregon’s behavioral health workforce by creating a streamlined pathway to a Qualified Mental health Associate certification;

WHEREAS, the program has been approved by relevant departments, the Ballmer Institute for Children’s Behavioral Health, relevant academic committees, and is expected to be voted on by the University Senate prior to the December 2025 Board of Trustees meeting;

WHEREAS, the Board of Trustees’ approval is required before the program can be considered by the Higher Education Coordinating Commission;

WHEREAS, the Policy on Committees authorizes the Academic and Student Affairs Committee to submit items to the full Board as a seconded motion, recommending passage.

NOW THEREFORE, the Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon hereby refers to the full Board of Trustees of the University of Oregon the approval of the B.Ed. in Child Behavioral Health as proposed in the associated materials.

Moved: _____ Seconded: _____

Trustee	Vote	Trustee	Vote
Hornecker		Ulum	
James		Worden	
Sandoval			
Tykeson			

Date: _____ Initials: _____

Agenda Item #4

Academic Program Request (Action): M.S. Data Science

Elliot Berkman, Divisional Associate Dean, Natural Sciences; Peter Ralph,
Department Head, Data Science



Academic Program Approval

Summary of Program and Requested Action

November 17, 2025

The Board of Trustees (Board) retains authority under Section 1.7.1 of the Board's Retention and Delegation of Authority Policy to establish and substantially revise academic programs, locations, and units of operation. Any significant change in the University's academic programs as defined by the Higher Education Coordinating Commission (HECC) must be approved by the Board prior to submission to the HECC.

Academic program requests follow an established process at the University of Oregon (UO) where programs are reviewed by numerous internal stakeholders, including faculty, Deans, the University Provost and the University Senate. Once a program has advanced through the internal processes and has been approved by the Provost, the Board's Academic and Student Affairs Committee (ASAC) is notified of the proposed new academic program or existing academic program change. Once approved by the UO Senate, the ASAC reviews proposals based on the following: alignment with the UO's mission and strategic goals, enrollment demand and ability to attract new students, strong post graduate career opportunities, positive financial return to the university, and benefit to the state of Oregon. Proposals supported by the ASAC are forwarded to the full Board for final approval.

Requested Action:

The UO requests approval from the Board of Trustees for a **new Master's Degree in Data Science**, offered through the **School of Computer and Data Sciences** in the **College of Arts and Sciences**. The **new program** would take effect **Fall 2026**.

All appropriate University committees and the Provost have approved the proposal. The University Senate is expected to take action on the proposed program prior to the full Board of Trustees meeting on December 9-10th. The University Secretary will monitor University Senate action and ensure only programs approved by the University Senate and forwarded by the ASAC are added to the December full board meeting agenda for final approval.

Proposal Type: ☒ **New Degree** ☐ **Program Revision** ☐ **New Location**

Academic Program Proposal Summary:

The University of Oregon is a comprehensive public research university committed to exceptional teaching, discovery, and service. Data science is increasingly critical to an expanding set of research fields. The collaborative nature of this degree builds upon recent UO strengths in accessibility, applied programs and the discovery-driven mission of the new School of Computer and Data Science (SCDS).

Summary of Requested Action: Proposal for an M.S. in Data Science

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Experienced data scientists with diverse knowledge bases in a variety of domains are a growing economic need. The proposed Master of Science program in Data Science is designed to enable students coming from all backgrounds to achieve master’s level mastery of data science techniques and their application to real data. A set of foundational classes are provided to enable students lacking mathematical, statistical, and/or computational knowledge to prepare for the core courses in the MS degree.

Each student completes 6 core courses (databases, statistics, machine learning I and II, data mining, and data ethics). Each student also completes three application domain courses. The remaining credits needed to obtain the MS degree are either research or internship credits. Learning objectives of the degree include the ability to work with a diversity of applied science data sets, formulation and implementation of appropriate models and analyses, grasp of statistical and computer programming “toolboxes,” ability to communicate complex analyses intuitively to action-seeking stakeholders, appreciation for social and ethical dimensions of data-based decision making, and effective team-based work.

Academic Program Approval

Name of Proposed Academic Program: Master’s of Science (M.S) in Data Science										
Academic Department/School/College: School of Computer and Data Science in the College of Arts and Sciences										
Geographic Site & Instructional Modality: In-person, Eugene campus										
Evidence of Enrollment Demand: The demand for master’s degrees in data science is increasing due to strong growth in the employment sector. This relatively new program graduated a total of 2,326 students in 2023. Less than six percent (n=136) of those were from an institution in a Pacific state. In the U.S., degree completions in this type of program have seen an increase of 2,725% since 2020, with a total of 4,322 U.S. graduates in 2024. Institutions are responding to this demand, although no programs of this type currently exist in Oregon, and only 6 exist in Pacific states. (<i>Lightcast Q4 2024 & Q4 2025 Data Set</i>)										
Projected Enrollment: <table border="1" style="margin: 10px auto; width: 80%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="padding: 5px;"><i>Year 1</i></th> <th style="padding: 5px;"><i>Year 2</i></th> <th style="padding: 5px;"><i>Year 3</i></th> <th style="padding: 5px;"><i>Year 4</i></th> <th style="padding: 5px;"><i>Year 5</i></th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">15</td> <td style="padding: 5px;">25</td> <td style="padding: 5px;">40</td> <td style="padding: 5px;">45</td> <td style="padding: 5px;">45</td> </tr> </tbody> </table> This program will attract students with diverse characteristics. Resident, out-of-state, international, traditional, and non-traditional students with a wide variety of educational and lived experiences will be attracted to the program. Given the relatively intensive (~12-15 month) flight path for the program, we mostly anticipate full-time students, although part-time students are possible depending on the circumstances. The program is specifically designed to welcome and appeal to students from all backgrounds,	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>	15	25	40	45	45
<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>						
15	25	40	45	45						

STEM-centered or not. The program will offer an optional set of three foundational courses for students from non-STEM backgrounds to fill in missing exposure in mathematics, statistics, and programming. Students wanting applied data science careers in domains with which they are already experienced, for example, should be especially attracted to the program. Likewise, students with strong backgrounds in computer science, statistics, etc., may seek more general data science careers but will also be prepared to work within specific domains.

Anticipated Degree Production:

<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>
15	25	40	45	45

Evidence of Post Graduate Opportunities:

The labor market for graduates with this degree is expected to grow 33.5% nationally and 28.6% regionally over the next 10 years. The top two occupations in the region (Computer Systems Design and Related Services and Software Publishers) show job postings far outnumber hires made into these occupations. Posting intensity for open positions indicate above average efforts expended to fill jobs for Software Engineers and Software Developers. Posting intensity ratios for the open positions indicate average efforts expended to fill the jobs. Nationally, similar master's programs graduated 22,272 students, compared to 211,813 unique job postings for which these graduates would be qualified. Of those postings, 35,739 were in Pacific states, which indicates a growing need for graduates with this type of degree in the region.

Based on the data, it appears that both the lack of Master's of Data Science degree programs in Pacific states and projected labor market growth in the region would be an advantage for a new program at the University of Oregon. (*Lightcast Q4 2024 Data Set, Nov 2024*)

Similar Programs in Oregon:

There are two existing programs in Oregon that are similar. There is some potential for collaboration, but we expect minimal competition given the broadly experienced students we anticipate recruiting. Other MS in Data Science degrees in Oregon:

Oregon State University

Link: <https://ecampus.oregonstate.edu/online-degrees/graduate/data-analytics/curriculum.htm>

This degree in Data Analytics is offered online (OSU's eCampus) by the Statistics department. The proposed UO degree is more heavily focused on Machine Learning and Data Mining, along with Ethics, Probability and Statistics, and Visualization. Our graduates will be more well-rounded and have been exposed to leading ML approaches.

Portland State University

Link: <https://www.pdx.edu/academics/programs/graduate/applied-data-science-business>

This online degree is targeted at applied data science for business applications. The proposed UO degree is targeted at multiple emphasis domains, including business.

The opportunity for collaboration among institutions is likely minimal, but there is a standing relationship with Oregon State University in areas of computational genomics and biological data

science. In the future, collaboration with respect to education in this particular domain (biological data science) is possible.

The potential impact on the other institutions' programs should be minimal, as our program will draw from a much broader pool of potential students.

Program Fee/Differentiated Tuition: No

Budget Summary: (see attachment)

The College of Arts and Sciences is proposing a new master's in data science program. The undergraduate program was established in 2020 and has grown to be a healthy and relatively large program with over 280 majors in Fall 2025. Adding the master's degree program will require additional teaching capacity and the department plans to hire an additional career faculty member to support the master's program along with one GE position to augment teaching capacity.

Demand for this program is hard to estimate, though labor market analysis indicates strong demand in the workforce and the rapid growth of the undergraduate program since its inception provides an indication that demand exists for such a program.

The program financials are built on enrollment projections reaching 45 students in year four, with incremental growth each year up to that level. The program can service demand up to 50 students per cohort before additional incremental costs, beyond those outlined above, are necessary to provide additional courses.

The program is estimating 2/3 of students will be non-resident and 1/3 resident based on programs in similar subjects in CAS. However, those programs are primarily PhD programs with GE support. With this enrollment mix the program could generate approximately \$1.3M in annual revenue on expenses of approximately \$307K once it reaches maturity. Sensitivity analysis indicates that program revenue will cover all expenses at either (1) 45 students if all students are resident students or at (2) 11 students if the predicted residency mix occurs. If enrollment does not reach expectations, the department can reduce career faculty or GE positions, as necessary, to match supply/costs with demand.

Below is a summary of anticipated revenues and expenses at different enrollment and residency assumptions: (see next page)

Baseline Projection	2027	2028	2029	2030	Notes
Total Graduate Students	15	25	40	45	33% resident; 67% non-resident
New Courses (count)	6	6	6	6	
Personnel Expenses	\$238,679	\$280,603	\$289,271	\$298,788	
Supplies & Services Expenses	\$8,000	\$8,000	\$8,000	\$8,000	
Total Cost of Program	\$246,679	\$288,603	\$297,271	\$306,788	
Graduate Tuition	\$414,224	\$708,196	\$1,162,439	\$1,341,672	FY26: \$5,778/term resident; \$10,548/term nonresident; 1% resident tuition increase / yr; 3% non-resident tuition increases/yr
Net Revenue	\$167,545	\$419,593	\$865,168	\$1,034,884	

100% Resident Enrollment	2027	2028	2029	2030	Notes
Total Graduate Students	15	25	40	45	100% resident; 0% non-resident
New Courses (count)	6	6	6	6	
Personnel Expenses	\$238,679	\$280,603	\$289,271	\$298,788	
Supplies & Services Expenses	\$8,000	\$8,000	\$8,000	\$8,000	
Total Cost of Program	\$246,679	\$288,603	\$297,271	\$306,788	
Graduate Tuition	\$262,610	\$442,060	\$714,370	\$811,702	FY26: \$5,778/term resident; \$10,548/term nonresident; 1% resident tuition increase / yr; 3% non-resident tuition increases/yr
Net Revenue	\$15,931	\$153,457	\$417,099	\$504,914	

Reduced Cohort Size	2027	2028	2029	2030	Notes
Total Graduate Students	11	11	11	11	33% resident; 67% non-resident
New Courses (count)	6	6	6	6	
Personnel Expenses	\$238,679	\$280,603	\$289,271	\$298,788	
Supplies & Services Expenses	\$8,000	\$8,000	\$8,000	\$8,000	
Total Cost of Program	\$246,679	\$288,603	\$297,271	\$306,788	
Graduate Tuition	\$303,764	\$311,606	\$319,671	\$327,964	FY26: \$5,778/term resident; \$10,548/term nonresident; 1% resident tuition increase / yr; 3% non-resident tuition increases/yr
Net Revenue	\$57,085	\$23,003	\$22,400	\$21,176	

**Academic and Student Affairs Committee
Board of Trustees of the University of Oregon**

Resolution: Program Approval – M.S. in Data Science

WHEREAS, the University of Oregon (University) benefits from a cross-section of high quality, well-designed academic degree programs;

WHEREAS, the College of Arts and Sciences seeks to advance the University’s commitment to exceptional teaching, discovery, and service by offering a Master of Science (M.S.) in Data Science at the Eugene Campus;

WHEREAS, the proposed program builds upon recent University strengths in accessibility, applied programs, and the discovery-driven mission of the new School of Computer and Data Science;

WHEREAS, the program has been approved by relevant departments, the College of Arts and Science, relevant academic committees, and is expected to be voted on by the University Senate prior to the December 2025 Board of Trustees meeting;

WHEREAS, the Board of Trustees’ approval is required before the program can be considered by the Higher Education Coordinating Commission;

WHEREAS, the Policy on Committees authorizes the Academic and Student Affairs Committee to submit items to the full Board as a seconded motion, recommending passage.

NOW THEREFORE, the Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon hereby refers to the full Board of Trustees of the University of Oregon the approval of the M.S. in Data Science as proposed in the associated materials.

Moved: _____ Seconded: _____

Trustee	Vote	Trustee	Vote
Hornecker		Ulum	
James		Worden	
Sandoval			
Tykeson			

Date: _____ Initials: _____

Agenda Item #5

Academic Program Request (Action): M.S. Cybersecurity

Elliot Berkman, Divisional Associate Dean, Natural Sciences; Reza Rejaie,
Department Head, Computer Science



Academic Program Approval

Summary of Program and Requested Action

November 17, 2025

The Board of Trustees (Board) retains authority under Section 1.7.1 of the Board's Retention and Delegation of Authority Policy to establish and substantially revise academic programs, locations, and units of operation. Any significant change in the University's academic programs as defined by the Higher Education Coordinating Commission (HECC) must be approved by the Board prior to submission to the HECC.

Academic program requests follow an established process at the University of Oregon (UO) where programs are reviewed by numerous internal stakeholders, including faculty, Deans, the University Provost and the University Senate. Once a program has advanced through the internal processes and has been approved by the Provost, the Board's Academic and Student Affairs Committee (ASAC) is notified of the proposed new academic program or existing academic program change. Once approved by the UO Senate, the ASAC reviews proposals based on the following: alignment with the UO's mission and strategic goals, enrollment demand and ability to attract new students, strong post graduate career opportunities, positive financial return to the university, and benefit to the state of Oregon. Proposals supported by the ASAC are forwarded to the full Board for final approval.

Requested Action:

The UO requests approval from the Board of Trustees for a **new Master's Degree in Cybersecurity**, offered through the **School of Computer and Data Science** in the **College of Arts and Sciences**. The **new program** would take effect **Fall 2026**.

All appropriate University committees and the Provost have approved the proposal. The University Senate is expected to take action on the proposed program prior to the full Board of Trustees meeting on December 9-10th. The University Secretary will monitor University Senate action and ensure only programs approved by the University Senate and forwarded by the ASAC are added to the December full board meeting agenda for final approval.

Proposal Type: ☒ **New Degree** ☐ **Program Revision** ☐ **New Location**

Academic Program Proposal Summary:

The University of Oregon (UO) is a founding member of the Oregon Cybersecurity Center of Excellence (OCCoE). Workforce development is one of the key goals of this state-funded center. Over the past few years, the Computer Science department at UO initiated several activities to lay the foundation for creating several cybersecurity programs. The bachelor's degree in cybersecurity was

established in Fall 2023 and the department is actively promoting and expanding this program. We have developed a few cutting-edge experiential learning elements at UO in support of these Cybersecurity programs.

The program meets the four goals of the Oregon Rising. In particular, the certificate and master's programs 1) enable students to graduate in a timely manner; 2) graduates of these program are career ready and can find a position within a few months from graduation; 3) Cybersecurity professionals profoundly and positively impact companies and communities around them; 4) these programs support various research and advance development projects in the area of Cybersecurity at UO.

Academic Program Approval

Name of Proposed Academic Program: Master's of Science (M.S.)in Cybersecurity										
Academic Department/School/College: School of Data and Computer Science, College of Arts and Sciences										
Geographic Site & Instructional Modality: In person, Eugene										
Evidence of Enrollment Demand: The demand for master's degrees in cybersecurity is increasing due to strong growth in the employment sector. This well-established and evolving program of study graduated a total of 7,660 students in programs across the U.S. in 2023. Less than four percent (n=302) of those were from an institution in a Pacific state. Demand for the program has been growing since 2019, with 47% growth nationally and 36% growth in Pacific states. The top ten producers of graduates in this program consist primarily (86%) of on-line or distance programs and when comparing all programs offering this degree, produced an average of 40 graduates per program in 2023. None of the top twenty institutions (by number of graduates) is in a Pacific state. Overall, the data on both the program demand and job market sides indicate that both the lower number of programs from reputable public institutions, overall low numbers in Pacific states and projected labor market growth nationally and in the region would be an advantage for a new program at the University of Oregon. (<i>Lightcast Q4 2025 Data Set</i>)										
Projected Enrollment: <table border="1" style="margin: 10px auto; width: 80%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="padding: 5px;"><i>Year 1</i></th> <th style="padding: 5px;"><i>Year 2</i></th> <th style="padding: 5px;"><i>Year 3</i></th> <th style="padding: 5px;"><i>Year 4</i></th> <th style="padding: 5px;"><i>Year 5</i></th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">8</td> <td style="padding: 5px;">21</td> <td style="padding: 5px;">26</td> <td style="padding: 5px;">51</td> <td style="padding: 5px;">51</td> </tr> </tbody> </table>	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>	8	21	26	51	51
<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>						
8	21	26	51	51						
Expected Student Characteristics Resident: Oregon residents looking to advance their careers locally. Out-of-State: Students from across the U.S. attracted by the program's reputation and unique offerings along with the growing job market in the area of Cybersecurity. International: International students seeking specialized education in cybersecurity, leveraging Oregon's diverse academic environment.										

Student Type:

Traditional: Recent graduates with a Bachelor’s degree in Computer Science, Information Technology, or related fields.

Nontraditional: Career changers or professionals with industry experience looking to deepen their cybersecurity expertise.

Enrollment Status:

Full-Time: Students committed to completing their degree within a typical two-year timeframe.

Part-Time: Working professionals balancing education with their job responsibilities.

Appealing Backgrounds and Career Goals

Technical Backgrounds: Individuals with degrees in Computer Science, Engineering, Information Technology, and related fields.

Professionals in IT or Cybersecurity: Those already working in IT, network security, or cybersecurity roles who seek advanced knowledge and career progression.

Career Changers: Professionals from other fields with a strong interest in transitioning to cybersecurity, leveraging the growing demand in the industry.

Aspiring Security Experts: Students aiming for roles such as Security Analyst, Network Security Engineer, Cybersecurity Consultant, or roles in government and private sectors related to national security.

This program’s blend of theoretical knowledge, practical skills, and interdisciplinary understanding is designed to cater to a wide range of students with diverse backgrounds and career aspirations.

Anticipated Degree Production:

<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>
8	13	20	25	35

Evidence of Post Graduate Opportunities:

The labor market for graduates with this degree is expected to grow 17.7% nationally and 14.9% regionally over the next 10 years. Of the top occupations in the nation and region, Project Management Specialists, in particular, show job postings outnumber hires made into these occupations. Posting intensity for open positions indicate average efforts expended to fill top job titles for graduates of this program, except for Principal Systems Engineers, who extend above average efforts to fill open positions, both nationally and regionally. (*Lightcast Q4 2024 & Q4 2025 Data Set*)

Similar Programs in Oregon:

OSU offers a Cybersecurity certificate which has a different focus and covers different courses. PSU offers a non-degree certificate in Cybersecurity which does not have a technical depth of our program. Given the huge need for Cybersecurity workforce across the state, there is a clear demand for total capacity of these programs apart from differences in their focus. In fact, Oregon legislature is demanding more training programs at major public universities to address growing Cybersecurity challenges that state is facing.

Through the OCCoE, there is coordination (and no competition) among three universities regarding our Cybersecurity offerings.

Program Fee/Differentiated Tuition: No

Budget Summary:

The Computer Science Department inaugurated a cybersecurity undergraduate major in Fall 2024. In its second year now, the major has 40 students. Between the new curriculum created at the 400/500 (advanced undergraduate/beginning graduate) level for the undergraduate cybersecurity program, and the existing graduate curriculum for Computer Science graduate students, the department has already created and is already teaching the curriculum needed for a cybersecurity master's degree.

Demand for this program is hard to estimate since most comparator programs are in cities or are online programs, but because the courses are already being taught, the department head believes they can accommodate a cohort of 20-30 new students each year (this is a two-year program) without additional investments. To get to the desired cohort of 50 new students each year, the department would have to invest some additional teaching resources, most likely in terms of additional teaching assistant support for larger lectures. At this level of enrollment, there would be significant new revenue to support additional graduate student employees necessary to teach the larger cohorts of students.

Nationally there is significant demand for cybersecurity professionals (the department head quotes a figure of 4000 unfilled jobs in cybersecurity in Oregon, and 400,000 nation-wide). The department head is working to create an industry partner network, and working with the Division of Global Education to recruit international students, and is hoping that UO's partnership in [Oregon's Cybersecurity Center of Excellence](#) can also be a draw.

Regardless of the hypotheticals around program demand, the ability to use existing capacity means that the program does not have costs until it reaches a level of demand that provides significant income to defray those costs.

**Academic and Student Affairs Committee
Board of Trustees of the University of Oregon**

Resolution: Program Approval – M.S. in Cybersecurity

WHEREAS, the University of Oregon (University) benefits from a cross-section of high quality, well-designed academic degree programs;

WHEREAS, the College of Arts and Sciences seeks to further the University’s work as a founding member of the Oregon Cybersecurity Center of Excellence by offering a Master of Science (M.S.) in Cybersecurity at the Eugene Campus;

WHEREAS, the Department of Computer Science has initiated several activities to lay the foundation for enhancing the University’s cybersecurity programs, including establishing a Bachelor’s degree in cybersecurity in 2023;

WHEREAS, the program has been approved by relevant departments, the College of Arts and Science, relevant academic committees, and is expected to be voted on by the University Senate prior to the December 2025 Board of Trustees meeting;

WHEREAS, the Board of Trustees’ approval is required before the program can be considered by the Higher Education Coordinating Commission;

WHEREAS, the Policy on Committees authorizes the Academic and Student Affairs Committee to submit items to the full Board as a seconded motion, recommending passage.

NOW THEREFORE, the Academic and Student Affairs Committee of the Board of Trustees of the University of Oregon hereby refers to the full Board of Trustees of the University of Oregon the approval of the M.S. in Cybersecurity as proposed in the associated materials.

Moved: _____ Seconded: _____

Trustee	Vote	Trustee	Vote
Hornecker		Ulum	
James		Worden	
Sandoval			
Tykeson			

Date: _____ Initials: _____