

MINUTES

KSU Faculty Senate Meeting

Tuesday, September 14, 2021, 3:30 pm

Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

Present: Aakeroy, Adams, Ahlers, K. Bach, Baird, Bennett, Bitsie-Baldwin, Blankley, Bormann, Brusk, Buffington, Caldas, Chen, Craghead, Craig, Crawford, Denison, DePaola, Doan, Dodd, Dogan, Douthit, Dowd, Dunn, Durtschi, Falcone, Finch, Finkeldei, Gates, Gragg, Grice, Haub, Hauck, Hay McCammant, Hicks, Higginbotham, Hiller, Hosni, Hudgins, Hughey, Jackson, K. Jones, Kastner, Kempton, Kiss, Kliewer, Korten, Kramer, Krysko, Launius, LeHew, Lehman, Linville, Little, Littrell, Markham, Maseberg-Tomlinson, Mason, McCulloch, Moorberg, Oborny, Oetken, Passarelli, Phillips, Raine, Rubin, Ruiz Diaz, Santos, Saucier, Savage, Schermerhorn, Seay, Sevin, Sherbert, Spare, Spooner, Thomason, Von Bergen, Wanklyn, Wigfall, Wilken, Wilson, and Yu-Oppenheim

Absent: J. Bach, Gabbard, C. Jones, McGlynn, Meekins, Presley, Renberg, Rivera, Rys, Tarpoff, Thompson, and Warren

Proxies: Chengappa, Luly, and Shappee

Guests/Visitors: Tara Coleman, Tanya González, Mustaque Hossain, Stephanie Lott, Anne Phillips, Camilla Roberts, Charlotte Self, Charles Taber, Audrey Taggart-Kagdis, and Kristin Waller

Parliamentarian: Daniel Ireton

1. President Laurel Littrell called the meeting to order and played a Land Acknowledgement.
2. President Littrell asked for a moment of silence for past presidents Brad Fenwick and Aruna Michie. Brad Fenwick passed away on July 22 and Aruna Michie passed away on September 6. They were Faculty Senate presidents during the 1992-93 and 1993-94 years respectively. They contributed greatly to the work of Faculty Senate and to Kansas State University.
3. The June 8, 2021 minutes were approved as presented.
4. Guest: Provost Chuck Taber
Topics for Discussion:
 - COVID-19 updates; mask compliance requirement- We rely on the CDC Tracker for data to comply with the mandate for indoors. The Tracker shows Riley and Saline counties continue to be in the red and high transmission county areas. Therefore, we will continue the indoor mask mandate and will continue this protocol until the numbers go down. We continue to use the compliance survey, which is a tool we use to see how compliant our campus is on the indoor mask mandate. The majority of campus believes that the indoor compliance is quite good, 95% or better are complying with the mask mandate. Provost indicates that he tracks survey comments regularly, and it is mostly off-campus visitors who have the lower compliance incidents, than campus personnel. We continue to address these concerns with facilities and other areas that have regular visitors. We hope to continue to get the message out to visitors. Overall, we are doing well as campus. There continues to be a significant difference of opinions about mask usage and other issues related to the virus and vaccinations across our country. It's also clear that there is a subset of our students, as was shared in the student town hall forum last week, that do not agree with the university's position on the mask mandate, but nevertheless most of the students comply. We should note there is a difference of

opinion, and we may see some objections and exercising of free speech on our campus that we need to be aware of.

- COVID impact statements- Provost is proud of our university for acknowledging COVID -19 impact on productivity. We have done so in a tangible, direct way for all faculty and some staff by putting a written COVID impact statement of how the COVID crisis has impacted one's productivity into the file for evaluation of the Promotion and Tenure process as well and the Annual Evaluation process. Provost stated that it is so important, and in his opinion, it is not just a matter of accommodation but rather a matter of acknowledging and understanding the reality of the situation we are in and the reality of the impacts this has had on all our productivity. It has different degrees of impact on different people. Provost thinks it is important to acknowledge this in our processes. He believes COVID impact will be with us for a while and will need to be noted in our files going forward. We are learning from this as well, and would like to have conversations going forward about whether we should have something analogous to the impact statement, but he is not sure what we will call it. This will allow us to acknowledge as a life event in a formal way within evaluation files going forward. He reiterated this is not a matter of accommodation, but it's a matter of providing information to those who are doing evaluations about what factors that may be affecting a person's life whether it a health issue or things that should be in the confidential file. While he did not provide a formal proposal, he would welcome conversation about what we continue to see as Best Practices for the university that come out of COVID.
- Timeline for budget review- Several questions continue to arise. We began the full implementation of the budget model in fiscal year 21, starting in June 2020. That means that the three-year time period is up in fiscal year 2024, at which time we would potentially make modifications to the model. There is discussion and a collection of ideas from many people about places where the budget model may be improved. We will continue to collect data with an eye to making changes to the model in fiscal year June 2024. Please be reminded it will be the Budget Model Review Panel, which is an existing group that meets on a regular basis. There is governance representation in that group, including faculty senate, staff, and student leadership, both grad and undergrad. This group will evaluate and make recommendations for the changes to the model. They have been meeting since implementation of the budget model. "Why wait?" is a question that is heard a lot? Why do we have a three-year period of waiting before we would change the budget model? There are a number of good reasons, in a practical sense. We don't want to change something as consequential as a budget model quickly and easily. We want to know that the changes being made are based on upon real deficits and real concerns in the model. We also want to have multi-year data in order to evaluate the performance of the model before making changes. We are at the very beginning stages of the implementation of our model. Therefore, we don't have adequate data to know yet how the model is performing, and how people are managing different units under the budget model. Prior to provosts' arrival, his predecessors went out and visited other universities to learn from them and their experience with the budget model. They unanimously heard one thing, "don't chase your tail. Don't change the budget model willy nilly on an ongoing basis. Keep a regular cycle of review and evaluation." We looked at the University of Arizona process and they are clear about a three-year cycle of change. Auburn University is another university we visited and they provided similar advice. Stony Brook University, where the provost implemented a budget model change also had a three-year cycle. Three-years seems to be a minimum period after which you have enough data and information about the performance of the model to be able to make good adjustments. Many people are eager and have varying opinions but we are going to stick with the three-years.

The provost entertained questions from senators. What action if any is taken about certain departments who are mentioned multiple times in the COVID-19 survey comments. Provost Tabor assured us that he watches the comments carefully and personally reaches out to departments based on the comments, and reminds departments of our university policy and requirements. He will follow up as needed. Clarification

as to where we are in the budget model cycle was raised. Some departments are hurting badly and there is a perception that this is connected to the budget model. In particular, the budget model doesn't seem to explicitly value research and scholarly activities and this disadvantages departments with that emphasis. The question/concern is how bad does it have to get before things are looked at? Instead of trying to adhere to a timeline set up well before we had an idea of the implications of what the budget model would do. Provost reminded us that when the process started, we had a shadow year followed by a bridge year before the budget model was actually implemented in fiscal year 2021. There are many folks that believe there are defects due to the budget model. Provost believes that the challenges perceived are more budget turndowns, and much less how resources are allocated. The previous incremental model did not have research or anything strategic in it. In that model it was up to deans and unit leaders to support research with resources that were allocated incrementally each year. In our current budget model deans receive an allocation through the budget model and it's their responsibility to support all parts of the university mission within their college. In this budget model, through subvention, the level of support for colleges continue to be the same as it was incrementally, except for reductions and the budget cuts. A new model has not been created to take away from incentives that used to exist for research. Provost does agree that we need to have the kind of model that provides incentives. Another senator spoke about departments being directly affected by the budget model. For example, departments are now seeing water and electricity bill invoices that were previously paid by the university, for big lab operations. While the plan is to wait three years to evaluate, how are we doing with the budget model? How do you see our future, can you speculate where we are heading? I personally hear faculty and staff morale concerns; can you give us some honest perspective? Provost responded by stating that we are in a pretty good budget year, this year. Frankly, because we have been quite conservative and cautious as a university, this particular approach was in place before Provost Taber arrived. Compared to our peers we are in a good place with the budget model. Monies have flowed back to colleges during this fiscal year. He is aware that people are exhausted and it is hard to see prospects for the future, but we are doing good. When we look at applications for admissions, we are at an all-time high, although we were unable to yield as many new students as we would have in normal times. We couldn't get them to campus during COVID-19, but we do a great job of yielding the students who come for campus visits. He feels good about rising enrollment and the interest we are getting from out-of-state applicants. The number of grant and research applications are also up during difficult times. Provost is excited about the energy of new hires, for example the new dean of libraries, Joe Mocnik, has brought many, great ideas. There are many things that make the provost optimistic about K-State. Due to the interest of time, President Littrell shared one last question from the chat that asked for any examples of how the new budget model has resulted in alignment and changes in behavior as intended; is it working as hoped in various colleges? One example was provided, all the colleges' data is shared and is transparent, but if you look at the College of Education, they have made some strategic changes that have proved to be successful in the budget model. That college's revenue increased significantly over the last couple of years. They noticed that the budget model rewarded growth at a higher level for graduate programs. The college understood that 100% of the revenue for graduate programs goes back to the college that generates it. So, the College of Education targeted online graduate programs and other opportunities. They have put a lot of effort into growing that opportunity. That's a good example of behavioral changes that have benefitted that college. Another good example of a collaboration is the computer science partnership between the Colleges of Arts & Sciences and the College of Engineering around the cyber pipeline program. It is centered around data informed folks and will reach into high schools, and people who need coding, we are looking for lots of ways this will pay off. President Littrell thanked the provost for his visit to Faculty Senate.

5. Dispute Resolution and Honor and Integrity System Reports

Full reports were attached along with the Faculty Senate agenda. Please see [those](#) for more detail.

- A. Honor & Integrity System report (Camilla Roberts) – **Attachment 1**
Senators were directed to the annual report. Roberts provided an overview of the last three years, in 2018-2019 we had 162 cases, 195 students. Then in 2019-2020 that was up to 396 students and last year 427 cases, which was 491 students. In the college breakdowns none of the cases were Olathe or Polytechnic, but several were Arts and Sciences and other colleges. Dr. Roberts is happy to visit and look closer at the cases associated with your college. Students who violated the honor pledge: 31% Seniors, 29% juniors, 24% sophomores, 11% freshmen with a 3.15 cumulative GPA for alleged violators. As compared to 3.29 GPA last semester. Of the 491 reported, 20 have contested as of Aug. 1. Some cases are not closed, 432 were not contested, 24 dropped, other cases remain open. Eighty percent of the violators are between plagiarism and unauthorized collaboration. Unauthorized aid had 44% perhaps due to usage of online resources, Chegg being a large one. We have been working with Wiley publishers and Pearson and are excited to see movement toward academic integrity as publishers take on a large giant of academic dishonesty. Our integrity course will probably double in size this year. They are still looking at similarity checking software. With a higher caseload there are still staffing concerns. Please look for constitution changes to come through Faculty Senate this year for approval as Human Ecology had a name change to Health and Human Sciences. She would also like K-State to take part in the International Center for Academic Integrity Survey, to support their mission.
- B. Ombudsperson report (Tara Coleman, Andrew Smith, Anne Phillips) – **Attachment 2**
Tara Coleman presented their report and directed members to the attachment. The three Ombudspersons offer neutral consultation for faculty and professional staff. There were 31 consultations with roughly 89 hours, but that does not include preparation, research, and steps taken to find resources. People are often concerned about anonymity, so Tara will reach out to HCS (Human Capital Services) and review the University Handbook for information. For example, 90 minutes in a one-on-one could be three hours outside of that. Evaluations and work environment are the biggest concerns which recently have been related to COVID, being a result of some issues. There were 11 conversations but not always resulting in grievances. It was inquired whether the majority of meetings with ones take place via Zoom or in-person now. Most continue by Zoom as this is preferred, but a few people have requested in-person meetings or phone calls.
- C. General Grievances report (Mustaque Hossain) – **Attachment 3**
Hossain reported there were no requests this last academic year, but a request came in later and they were advised on specific steps. He personally thanked Tara, Anne and Drew for their good work as this often alleviates the need for a hearing request. It was thought there used to be a website link on the provost page that may need to be revisited as it now appears people get bounced around. President Littrell will follow up with the meeting that was proposed to minimize contacts.
- D. Employee Relations and Engagement report (Charlotte Self) – **Attachment 4**
Charlotte Self serves on the employee relations and engagement team and also as the ADA Coordinator. The employee relations and engagement team include Paul Volino and Laverne Williamson. Training is offered. Their team strives to empower leaders and employees to manage their workplace issues independently. They want to highlight the services they provide. Policy interpretation, policy and procedures related to the University Handbook, dismissal, performance management process, notices of non-reappointment, term contracts, they offer templates that can provide guidance with difficult conversations. They provide tools for conflict and mediation, performance management consultation, improvement plans, issues related to tasks or competency-based guidance. They also assist supervisors with SMART objectives, attendance, and conduct performance. Employees can certainly also reach out separately for assistance. Supervisors must quickly respond to medical and other accommodations requests. Last year we addressed 685 concerns, which is up five%. This year they addressed 834 new concerns

which is up about 22%. They have received 137 new requests for accommodations, 23 were COVID related. There has been a spike in discipline, performance related process issues. There has been an increase in policy related questions with the new remote work policy in place. In 2020, they conducted 29 trainings and had 430 folks attend compared to last year with 14 trainings and 232 people attend. Thanks again to our ombudspersons who suggested that more training be conducted on performance reviews and for mental health resources.

E. Office of Institutional Equity report (Stephanie Lott) – **Attachment 5**

Dr. Lott, who joined the KSU team in April, also serves as the Title IX Coordinator and Affirmative Action Officer for the university. They have been working to change the office perception since taking over. Just hired a new investigator, Jennifer Haskins, to start Oct. 4. They are still looking to fill positions and by January; every face will be a new face in the office. They are moving from a shared drive storage system to using Maxient. They are also trying to form partnerships that did not exist before, as well as make classroom presentations. The office information can be reviewed as a Calendar or Clery year, or on an Academic Year. In the year 2020 we had 548 adjustments/interactions. There was an explanation of “red zones” and double red zones, as we look at essentially having a double freshmen class experience due to the COVID year. We looked at the high number of 29 disabilities, and it was noted that faculty did not provide accommodations to students that provided faculty letters from the Student Access Center. President Littrell posed a question to explain how ombudsperson and OIE might both be involved in an issue as a practical illustration. Dr. Lott explained it’s a partnership not an adversarial piece that works together. You can start with ombudsperson, which is confidential and move over to OIE which is not, we just want you to utilize the service you are comfortable using. Tara Coleman noted that she has to inform individuals that certain things are considered part of mandatory reporting and that she will need to disclose that information when it is shared. It was inquired if the numbers included Greek Houses. Dr. Lott replied they include everything whether it meets our jurisdictional components or whether or not it proceeds to a formal investigation; it is counted. Numbers may vary from a Clery Report and a Campus Safety Report so it was asked, of those cases reported, are we allowed to know a breakdown of those that occurred in Greek houses and which were on campus? Since arriving to campus in April there have been none with Greek Houses. Maxient will change data shared in the future.

Senator Von Bergen moved and Senator Wigfall seconded to accept these reports as presented. Motion carried. President Littrell thanked the teams for presenting their reports and the time it took to put the information together to present to us today.

6. Approval of Consent Agenda (page 9) – President Elect Saucier

President Elect Saucier inquired if any items should be moved to the discussion agenda. Seeing none and with no objection, the consent agenda stood approved.

7. Report from Standing Committees, Graduate Student Council, and Senates

A. Academic Affairs – Jenny Bormann/Don Von Bergen

• Discussion agenda item (page 10)

Senator Von Bergen moved approval of the discussion agenda item: a new undergraduate certificate from the College of Arts and Sciences. Coming from committee this motion does not need a second. No discussion, motion carried.

Senator Von Bergen mentioned the committee is working to improve the interdisciplinary program approval process. This was worked on several years ago and it is now time to review again. He gave kudos to ones who have spent much time on this already, senators Bormann, Dodd, and Sevin.

- B. Faculty Affairs – Marcellus Caldas/Veronica Denison
Senator Caldas mentioned a couple of items being discussed so far. The definition of department head versus department chair and discussing how to best assess and include engagement and diversity in University level tenure and promotion documents.
- C. Graduate Student Council – Pingping Chen or David Marcus
Senator Chen shared that GSC had their first general meeting yesterday. They've had postdoc workshops for graduate students, postdoc writing for CV's and resumes and are also helping address career concerns. They are encouraging students to apply to the research and poster sessions to present to their peers and are looking for faculty judges; please contact her if you are interested at pingpingchen@ksu.edu.
- D. Professional Staff Affairs – Renee Gates/Mishelle Hay McCammant
Senator Gates shared they had their first meeting and reviewed various issues and spent time prioritizing to tackle this year's docket. They also make the Professional Staff of the week selections from nominations received and those will be shared with all soon.
- E. Student Senate – Blake Phillips
- Student Senate Resolution – Commendation of Alternative Textbook Initiative – **Attachment 6**
Senator Phillips reported they have been meeting for a few weeks now, it's their third meeting. They are getting some introductory things done but are up and rolling for the year. Resolution 14, K-State Student Organization Reform just passed, specifically looking at independent student organizations. They are asking K-State to provide an exemption for our current Title IX Policy, if there are Title IX violations within independent student organizations, specifically looking at Greek Life as a target. If a Title IX violation were to happen it would go through the university rather than the Greek Life. We will be working on getting that implemented. Senator Dowd, Phillips and other SGA leadership will be traveling to Baylor on Thursday for the weekend for Big 12 SGA and learning about other SGA operations. President Littrell also thanked the students for the resolution on alternative textbook initiatives that can be found in the attachments.
- F. Technology – Brett DePaola/Michael Raine
Senator Raine mentioned that they will meet next week and look forward to providing an update at the next month.
- G. University Planning – Martin Seay
There was not a lot to report from the colleges. Senator Seay thanked senators Emily Finch and Marianne Korten, who will serve as secretary and the appointment to the City University Fund Committee respectively. They have identified topics to focus on in the upcoming meetings. We will meet with Karen Goos about tuition and fees task force, on what was done and implemented this year. Looking at the college committees on planning (CCOPs), important topics on building maintenance, and how that will relate to budgetary concerns moving forward. Also looking at enrollment management and the budget model.
- H. University Support Staff Senate – Mary Oborny or Monica Macfarlane
Senator Oborny reported they have had their first couple of meetings and are still trying to fill senate and committee vacancies, please share with university support staff that you might know. We are the only regent's school whose university support staff have not been meeting with the President and Provost on a monthly basis, we hope to meet in October.

We had a meeting Dr. Lott for clarification when staff would meet with HCS, employee relations and engagement team, or Institutional Equity? Dr. Lott has offered to do a training along with Andy Thompson, Student Life Office, on this matter to help us understand. Also, related to open enrollment session, HCS has worked to offer pop up virtual benefit fairs to answer questions for staff in the next couple weeks, especially for facilities and HDS staff, we may have limited technology to join.

8. Announcements

- A. President Littrell shared that the following faculty senator replacements have been made for the following caucuses. The majority of these were due to senators taking different positions within K-State created a need to vacate the seat. Others were due to senators taking positions outside of the university. Welcome new senators we appreciate having you and your service.

Arts and Sciences, Christer Aakeroy for Don Saucier (June 2021-May 2022)

Arts and Sciences, Lorena Passarelli for Sarah Reznikoff (Sept. 2021-May 2022)

Engineering, Kimberly Kramer for Todd Easton (Sept. 2021-May 2023)

Extension, Dorivar Ruiz Diaz for Jason Hackett (Sept. 2021-May 2023)

Health and Human Sciences, Melody LeHew for Sara Rosenkranz (Sept. 2021-May 2024)

- B. Revisions to University Handbook, Appendix E: Faculty Senate Constitution - Update
President Littrell was very pleased to report that the constitution revisions presented to the general faculty and unclassified professionals on August 31st were approved by a wide margin. Therefore, next tasks will be to begin the elections for the Term Appointment Caucus in Faculty Senate. This is a big, important step for K-State. The election committee, Ms. LaBerge, and the co-chairs of the Professional Staff Affairs committee will begin this process soon. The hope is to have the new caucus in place by January and representatives from that caucus assigned to each of the permanent committees.

- C. KBOR meeting report

- Dependent/Spouse Tuition Proposal

President Littrell announced that KBOR has its meeting this week and an important agenda item is the dependent/spouse tuition benefit proposal, and tuition benefits for term employees. President Littrell will keep us updated on the outcome.

- D. State of the University Address - Friday, September 17, 3:30 pm, Student Union Forum Hall

This year's Address will be held in-person and will also be [Live Streamed](#). If you have questions from your caucus in advance, please share those with President Littrell and Candace so they can compile a list of what may be asked. If you will not be able to present your question, either in person or via the YouTube Live chat, please let us know so we can ask your question as time permits. All can ask questions in person, via the YouTube Live chat, or anonymously via email to facsen@ksu.edu if they wish.

- E. Professor and Staff of the Week selections

The Professor and Staff of the Week selections have been submitted. A list of who was selected will be shared with senators by the next meeting.

9. Open discussion period for senators | New Initiatives | For the Good of the University (4:55 – 5:00 pm)

- A. Dining Dollars program – Audrey Taggart-Kagdis from the K-State Union Marketing provided a brief statement about using Dining Dollars in conjunction eating places on campus. If you load \$300, there are incentives for free food and discounts. You can add additional \$100 increments to your card. This

program benefits faculty and staff. You can save about \$60 with this program. When enrolled, each month vendors provide incentives.

- B. Justice, Equity, Diversity, Access, Inclusion, and Identity Ad Hoc Committee – Senator Julie Yu made a request on behalf of past president Markham, inviting people to join JEDAll, formerly known as the Social Justice Ad Hoc Committee. Last year, with the leadership of Tanya González, we worked with the office of Institutional Equity, Chief Diversity Officer, Dr. Be Stoney, and with the institute of teaching and learning on Title IX professional development, recruitment and retention of faculty and staff, and cultural competency training. The committee would like to meet at the end of the month so if you're interested in serving, please reach out to Senator Yu (julieyu@ksu.edu).

C. New Initiatives

President Littrell reminded senators that if their units are collaborating and working on new initiatives, programs or the like, these meetings are a wonderful place to share those in order for us all to be in tune with the pulse of the university community.

Senators were reminded about and the [K-State Indigenous People's Day Conference](#) and [KSUnite](#) coming up on October 11th and 12th respectively. Please join us as we continue to make K-State more beautiful, diverse, and colorful like it already is. Senator Bitsie- Baldwin talked about the theme for Indigenous People's Day, Sovereignty: Food, Film and Policy. There is also a breakout session for the Marrow Thieves if you are looking for a session to send a class. We encourage you to get your classes to participate- just register as we prepare to order food. This will be very engaging.

President Littrell mentioned that Mary Oborny reminded us that Meritorious Service Awards for university support staff can be submitted year-round.

President Littrell thanked guests for attending and senators for serving. Zoom was kept open for people to visit and fellowship if they desired.

10. The meeting was adjourned at 5:07 pm.

Respectfully submitted by:
Pat Hudgins,
Faculty Senate Secretary

Next meeting: Tuesday, October 12, 2021; 3:30 pm; Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

**ACADEMIC AFFAIRS
CONSENT AGENDA**

Approve the following course and curriculum changes and graduation list addition and posthumous degree requests:

A. COURSE AND CURRICULUM PROPOSALS:

To view the proposals in Curriculog,

First - Login to Curriculog using your K-State eID and password

<https://kstate.curriculog.com>

Second - Go to the course or curriculum agenda at links listed below.

From the list of proposals, hover over the proposal and click View/Edit Proposal Icon

In User Tracking, change "Show current" to "Show current with markup"

View the proposal

Use the browser back button to return to the agenda and select next proposal

For more information on viewing proposals, see:

<http://www.k-state.edu/curriculog/training/view/index.html>

CURRICULUM: <https://kstate.curriculog.com/agenda:1373/form>

Arts and Sciences	Global Health, Medicine, and Society Certificate Intercultural Competency Certificate
Health and Human Sciences	Personal Financial Planning Minor

B. Graduation list addition and posthumous degree request:

List addition: Deral Danis, Master of Science, Graduate School, Spring 2009

Posthumous degree: Jared Gaynor, Bachelor of Science, Engineering, Spring 2021

Posthumous degree: Jace Ryan Ward, Bachelor of Science, Business Administration, Summer 2021

Posthumous degree: Tyler Waddingham, Bachelor of Science, Agriculture, Fall 2021

**ACADEMIC AFFAIRS
DISCUSSION AGENDA**

Approve the following new curriculum proposal:

New certificate:

To view full proposals, see the Curriculog Agenda: <https://kstate.curriculog.com/agenda:1374/form>

Arts and Sciences	Undergraduate Certificate in Quantitative Techniques of Data Science
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