



Proposal for a New Academic Program

Institution: University of Oregon

College/School: College of Arts and Sciences

Department/Program Name: Computer Science

Degree and Program Title: BS in Cybersecurity

1. Program Description

a. Proposed Classification of Instructional Programs (CIP) number.

11.1003 - Computer and Information Systems Security

b. Brief overview (1-2 paragraphs) of the proposed program, including its disciplinary foundations and connections; program objectives; programmatic focus; degree, certificate, minor, and concentrations offered.

We propose a bachelor's degree in cybersecurity. The major provides both comprehensive education and training that prepare graduates to succeed in their career, to address the cybersecurity workforce gap, and to adapt to future opportunities.

This program bridges computer science and applications in solving compelling cyber problems with real impact. This major will address the troubling shortfall of cybersecurity professionals in the job market and meets the strong demand for computer security specialists in the future. The cybersecurity field includes both protecting existing systems against threats and design of new systems that will be less vulnerable to threats. These skills are in high demand and will continue to be in demand as technology evolves. The

U.S. Bureau of Labor Statistics projected that information security analyst jobs will grow 33% from 2020 to 2030, which is much faster than the 13% in general computer occupations, and the 8% for all occupations [1]. www.bls.gov/ooh/computer-and-information-technology/

c. Course of study – proposed curriculum, including course numbers, titles, and credit hours.

Code	Title	Credits
Stage 1 <small>All courses must be taken graded.</small>		24
CS 102	Fundamentals of Computer and Information Security	4
CS lower-division core courses		20
CS 210	Computer Science I	
CS 211	Computer Science II	
CS 212	Computer Science III	
MATH 231	Elements of Discrete Mathematics I	
MATH 232	Elements of Discrete Mathematics II	
Stage 2 <small>All courses must be taken graded except for 332.</small>		24
CS upper-division core courses at 300 level		16
CS 313	Intermediate Data Structures	
CS 314	Computer Organization	
CS 315	Intermediate Algorithms	
CS 330	C/C++ and Unix	
CS 332	Course CS 332 (System and Security Administration Lab)	4
CS 333	Applied Cryptography	4
Stage 3 <small>All courses must be taken graded except for 437.</small>		32
CS upper-division core courses at 400 level		12
CS 415	Operating Systems	
CS 422	Software Methodology I	
CS 425	Principles of Programming Languages	
CS 432	Introduction to Networks	4
CS 433	Computer and Network Security	4
CS 437	Course CS 437 (Computer and Network Security Practicum)	4
Stage-3 depth courses		8
CS 434	Computer and Network Security II	
CS 436	Secure Software Development	
J 431	Media Structures and Regulation: [Topic] (Computer	

Code	Title	Credits
	Crime Law)	
Breadth Courses <small>A maximum of 8 credits may be taken Pass/No Pass.</small>		16
Any additional stage-3 depth courses		
Any 400-level CS courses and 399		
A maximum number of 8 credits from courses 399, 400M, and 410 may be counted toward the degree		
A maximum number of 8 credits from 403 may be counted toward the degree		
A maximum number of 4 credits from courses 405 and 407 may be counted toward the degree		
CIS 405, 407, 399, 410 repeatable only with different subtitles		
Writing Requirement: one of the two <small>The course may be taken Pass/No Pass or Graded.</small>		4
WR 320	Scientific and Technical Writing	
WR 321	Business Communications	
Field Study <small>Over one or multiple terms with totally four (4) credits. The course may be taken Pass/No Pass or Graded.</small>		4
CS 401	Research: [Topic]	
CS 404	Internship: [Topic]	
CS 406	Practicum: [Topic]	

- d. **Manner in which the program will be delivered, including program location (if offered outside of the main campus), course scheduling, and the use of technology (for both on-campus and off-campus delivery).**

The program will be delivered primarily in-person at the UO main campus in Eugene, OR.

- e. **Adequacy and quality of faculty delivering the program and f. Adequacy of faculty resources – full-time, part-time, adjunct.**

All the CS courses listed in the program have already been taught by current faculty, including the following security courses:

* CS 102, 333, 436 by Yingjiu (Joe) Li, who is a Ripple Professor who has been teaching and researching cybersecurity for about 22 years since his PhD study.

* CS 432, 433, 434 by Jun Li, who is the Founding Director of Center for Cyber Security and Privacy at UO, has 26 years of experience in studying, developing, and publishing at top venues solutions related to cybersecurity.

* J 431 by Bryce Newell, who is an assistant professor from School of Journalism and Communication, who studies law enforcement adoption and use of technology, privacy law, information ethics, and the social implications of information and communication technologies.

In addition, we are developing CS 332 and 437. Teaching these courses regularly will require one new faculty member. The department needs new faculty in any case as retirements and the COVID hiring freeze have decreased faculty size considerably while student demand remains strong.

f. Other staff.

Many existing courses are large or have a strong lab component and thus require a GE. To the extent that this grows existing courses (at a steady state of 120 students in this major, that is a 20% increase in students taking the core computer science and mathematics courses) additional GEs may be needed.

It is impossible to predict this accurately since some students may be in courses that will not push over the edge of GE requirements, but we estimate up to two new GEs will be required once this is at steady state (6 GE terms).

g. Adequacy of facilities, library, and other resources.

Some courses will need some basic lab equipment for hands-on exercises such as a couple of servers for creating sand-boxes for students to do hands on experiments for lab courses. The CS department will provide this equipment, as it already does for computer science majors. No unusual or special library resources are needed, at least as of this point.

h. Anticipated start date.

Fall 2023

2. Relationship to Mission and Goals

a. Manner in which the proposed program supports the institution's mission, signature areas of focus, and strategic priorities.

The cybersecurity program will help address the severe cybersecurity workforce shortfall in Oregon and the nation and meets the strong demand for top-quality computer security specialists. The State of Oregon is pursuing a Cybersecurity Center of Excellence to help address the high costs to the state from cybercrimes and data breaches. A key component of this proposal is workforce development in the area of cybersecurity. The University of Oregon, and this program, will be important partners and contributors in this effort to enhance Oregon's capacity in educating and producing capable workforce in the much-needed cybersecurity area.

The program is aligned with the mission of the University of Oregon in its aim to produce career-ready graduates with a liberal arts education coupled with discipline-focused training grounded in current research and experiential learning. The design of the cybersecurity program leverages UO's signature in computer science. The program will produce cybersecurity professionals who receive the same solid training in computer science as other computer science majors at UO.

In addition, students will receive the technical expertise needed to deal with the demands of technology, and vision to imagine the secure technology of the future while providing opportunities to become educated in allied topics such as law and business related to cybersecurity. Finally, UO's status as an R1 research university will provide experiential opportunities to conduct field studies in cybersecurity, such as doing an internship at information services or conducting research at a research lab.

- b. Manner in which the proposed program contributes to institutional and statewide goals for student access and diversity, quality learning, research, knowledge creation and innovation, and economic and cultural support of Oregon and its communities.**

This program will provide students with access to a new program that offers bachelor's degree in cybersecurity and enrich the diversity of educational programs offered by UO with a critical expertise for the 21st century.

There is no other bachelors level cybersecurity major in Oregon with grounded in computer science, and the existing non-bachelors programs don't offer the deep connection to computer science embedded in this major.

This major addresses specific (and enormous) workforce needs which will appeal to students who come to college from economic situations that make connecting to a career at an early stage a "must." Thus this program simultaneously addresses meaningful access to higher education for certain groups of students, and the economic support of Oregon.

- c. Manner in which the program meets regional or statewide needs and enhances the state's capacity to:**
- i. improve educational attainment in the region and state;**
 - ii. respond effectively to social, economic, and environmental challenges and opportunities; and**
 - iii. address civic and cultural demands of citizenship.**

As mentioned above, this will be the first bachelors-level cybersecurity program grounded in computer science in Oregon, and one of the first in the Pacific Northwest.

This program can address the severe statewide cybersecurity workforce shortage. As many economy sectors, including information technology, transportation, health care, to just name a few, heavily rely on cybersecurity, this program will further strengthen the state's capacity in these sectors.

Students will also address legal and ethical issues in cybersecurity, which are becoming ever more important as so much data and activity is mediated by computers and the internet.

3. Accreditation

- a. Accrediting body or professional society that has established standards in the area in which the program lies, if applicable.**

NA

- b. Ability of the program to meet professional accreditation standards. If the program does not or cannot meet those standards, the proposal should identify the area(s) in which it is deficient and indicate steps needed to qualify the program for accreditation and date by which it would be expected to be fully accredited.**

NA

- c. If the proposed program is a graduate program in which the institution offers an undergraduate program, proposal should identify whether or not the undergraduate program is accredited and, if not, what would be required to qualify it for accreditation.**

NA

- d. **If accreditation is a goal, the proposal should identify the steps being taken to achieve accreditation. If the program is not seeking accreditation, the proposal should indicate why it is not.**

NA

4. **Need**

- a. **Anticipated fall term headcount and FTE enrollment over each of the next five years.**

Year 1	Year 2	Year 3	Year 4	Year 5
25	52	82	115	120

- b. **Expected degrees/certificates produced over the next five years.**

Year 1	Year 2	Year 3	Year 4	Year 5
0	5	5	20	22

- c. **Characteristics of students to be served (resident/nonresident/international; traditional/ nontraditional; full-time/part-time, etc.).**

We expect that the majority of students that this program attracts are full-time, traditional, resident/non-resident/international students, mirroring the demography of students in the CIS program. Some students may be part-time. The program will be particularly appealing to students who would like to pursue a career in cybersecurity, regardless of their backgrounds.

- d. **Evidence of market demand.**

The Oregon population is approximately 1.3% of the US populations. Right now, there are about 377,000 unfilled cybersecurity jobs in the US [8]. So, there is clearly very high demand even if we scale by Oregon’s population. We estimate that this major might be about one quarter to one half the size of the current CS major, and that it will bring students to the UO looking specifically for this kind of training. Thus, we imagine 25 new students in the first year and then about 10% increase per year before it stabilizes.

We expect to see students who enrolled in this program as freshmen to graduate within 4-5 years, starting Year 4. We expect a small number of current CS students may elect to pursue the BS Cybersecurity degree, concurrent with their current BS Computer Science degree. So we estimate a small number of graduates in Year 2 and Year 3 of these students.

[8] (ISC)2 Cybersecurity Workforce Study. A Resilient Cybersecurity Profession Charts the Path Forward. <https://www.isc2.org/~/media/ISC2/Research/2021/ISC2-Cybersecurity-Workforce-Study-2021.ashx>, 2021.

- e. **If the program’s location is shared with another similar Oregon public university program, the proposal should provide externally validated evidence of need (e.g., surveys, focus groups, documented requests, occupational/employment statistics and forecasts)**

NA

- f. **Estimate the prospects for success of program graduates (employment or graduate school) and consideration of licensure, if appropriate. What are the expected career paths for students in this program?**

The U.S. Bureau of Labor Statistics estimated that through 2029, the annual job growth rate in information security roles is 31%. This is much faster than the 11% in general computer occupations, and the 4% for the national average. The top cybersecurity jobs are Chief Information Security Officer, Information Security Analyst, IT Security Administrator, Penetration Tester, and Security Engineer. The U.S. Bureau of Labor Statistics further reported that the mean annual pay in 2021 is \$102,600 for information security analysts whose typical entry-level education is a bachelor’s degree [9].

Graduates from this program will also have a promising chance to enter graduate school. In fact, many universities nowadays also have a Master program in cybersecurity. As graduates from this program receive the same computer science training as CIS majors, they can also apply to master’s degree program in computer science. For those who would like to pursue a Ph.D. degree in cyber security, or computer science, they should also be able to find many good matches in R1 or R2 universities.

[9] U.S. Bureau of Labor Statistics. Occupational Outlook Handbook – Information Security Analysts Pay. <https://www.bls.gov/ooh/computer-and-information-technology/information-security-analysts.htm#tab-5>.

5. Outcomes and Quality Assessment

- a. **Expected learning outcomes of the program.**

Students in this program will learn essentials of secure computing and applications; network structure, vulnerabilities and protections; cryptographic principles and techniques; policy, methods and ethics of data security and privacy. These outcomes follows National Security Agency definitions and learning outcomes in cybersecurity and embrace a focus on hands-on skills.

- b. **Methods by which the learning outcomes will be assessed and used to improve curriculum and instruction.**

Principle Learning Outcome (Concept or Skill)	Part of curriculum where this learning outcome introduced	Part of curriculum where this learning outcome developed	How student learning for this outcome will be assessed
Cybersecurity foundations (CSF)	CS 102	CS 433	Homework, discussions, exam
Cybersecurity Principles (CSP)	CS 102	CS 433, CS 436	Homework, discussions, exam
IT Systems Components (ISC)	CS 102	CS 314, CS 433	Homework, discussions, exam
Basic Cryptography (BCY)	CS 333	-	Homework, discussions, exam
Basic Networking (BNW)	CS 432	-	Homework, exercises, discussions, exam

Principle Learning Outcome (Concept or Skill)	Part of curriculum where this learning outcome introduced	Part of curriculum where this learning outcome developed	How student learning for this outcome will be assessed
Basic Scripting & Programming (BSP)	CS 330	CS 436	Homework, exercises, discussions, exam
Network Defense (NDF)	CS 433	CS 434	Homework, discussions, exam
Operating Systems Concepts (OSC)	CS 415	CS 436	Homework, exercises, discussions, exam
Cyber Threats (CTH)	CS 102	CS 433	Homework, discussions, exam
Cybersecurity Plan & Management (CPM)	CS 433	-	Homework, discussions, exam
Policy, Legal, Ethics & Compliance (PLE)	CS 433	-	Homework, discussions, exam
Adv. Cryptography (ACR)	CS 333	-	Homework, discussions, exam
Algorithms (ALG)	CS 210	CS 211, 212, 315	Homework, exercises, discussions, exam
Basic Cyber Operations (BCO)	CS 332	CS 437	Exercises, discussions
Cloud Computing (CCO)	CS 433	CS 434	Homework, discussions, exam
Cyber Crime (CCR)	CS 102	CS 433	Homework, discussions, exam
Cybersecurity Ethics (CSE)	CS 433	-	Homework, discussions, exam
Data Structures (DST)	CS 210	CS 211, 212, 313	Homework, exercises, discussions, exam
Low Level Programming (LLP)	CS 212	CS 314, CS 436	Homework, exercises, discussions, exam
Netwk Forensics (NWF)	CS 437	-	Exercises, discussions
Netwk Security Administration (NSA)	CS 437	-	Exercises, discussions
Netwk Tech. and Protocols (NTP)	CS 437	-	Exercises, discussions
Operating System Admin. (OSA)	CS 332	-	Exercises, discussions
Operating Systems Hardening (OSH)	CS 332	-	Exercises, discussions
Operating Systems Theory (OST)	CS 415	-	Homework, discussions, exam
Privacy (PRI)	CS 433	-	Homework, discussions,

Principle Learning Outcome (Concept or Skill)	Part of curriculum where this learning outcome introduced	Part of curriculum where this learning outcome developed	How student learning for this outcome will be assessed
			exam
Secure Programming Practices (SPP)	CS 433	CS 436	Homework, discussions, exam
<p>Note: Discussions can help an instructor assess the learning of students on the fly during the discussion.</p> <p>We didn't include quizzes, but each individual instructor may decide whether and how to use quizzes for learning assessments.</p> <p>Different from homework, exercises in our context mainly refer to program assignments and hands-on activities.</p>			

c. Nature and level of research and/or scholarly work expected of program faculty; indicators of success in those areas.

Cybersecurity is already an area of relative strength in the department, and faculty are expected to undertake scholarship appropriate to their rank and appointment in computer science and cybersecurity. Faculty research projects in cybersecurity also offer a opportunities for students in this program to become involved in those research projects to fulfill the field study requirement of this program.

6. Program Integration and Collaboration

a. Closely related programs in this or other Oregon colleges and universities.

There are cybersecurity certificate programs from Oregon State University (OSU) [12], Portland State University (PSU) [13], and Southern Oregon University (SOU) [14], BS in Computer Science programs with cybersecurity concentration from George Fox University [15] and Western Oregon University (WOU) [16], and multiple cybersecurity training or associate degree programs at community colleges (e.g., MHCC [17], PCC [18], LCC [19]). Several 4-year colleges have majors related to cybersecurity: OIT has had a cybersecurity BS program since Fall 2019 [20], but as it is focused on “business-savvy cybersecurity professionals”, it integrates many business courses and lacks computer science at its core [21]. Western Oregon University has a cybercrime investigation and enforcement B.S. but not focused on cybersecurity science and technologies [22]. Eastern Oregon University has a cybersecurity major but cannot offer the base depth in computer science that UO can [23].

b. Ways in which the program complements other similar programs in other Oregon institutions and other related programs at this institution. Proposal should identify the potential for collaboration.

Some of these programs (such as those at community colleges) can feed our cybersecurity degree program. OIT’s cybersecurity program is complementary to our proposal and WOU’s cybercrime investigation and enforcement B.S. program is focused on legal aspects of cybersecurity. Some will overlap with what we propose, such as EOU’s cybersecurity major program, but the need to train students in this area is very high and increasing. We expect to be able to collaborate with all these cybersecurity programs in different ways. All the evidence indicates that a significantly higher capacity in cybersecurity education and training

is especially needed in Oregon.

[12] Oregon State University. Cybersecurity Undergraduate Certificate. <https://ecampus.oregonstate.edu/online-degrees/undergraduate/certificates/cybersecurity>. Degrees on-line.

[13] Portland State University. Cybersecurity Graduate Certificate. <https://www.pdx.edu/computer-science/cybersecurity>. Maseeh College of Engineering and Computer Science, Computer Science.

[14] Southern Oregon University. Certificate in Cybersecurity. https://catalog.sou.edu/preview_program.php?catoid=14&poid=3880. 2021-22 University Catalog (for both graduate and undergraduate students).

[15] George Fox University. Cyber Security Concentration. <https://www.georgefox.edu/college-admissions/academics/major/cyber-security-concentration.html>.

[16] Western Oregon University. Cybersecurity Concentration. https://catalog.wou.edu/preview_program.php?catoid=6&poid=2118&chl=cybersecurity&returnto=search. 2021-22 University Catalog.

[17] Mountain Hood Community College. Information Systems and Technology Management - Cyber Security and Networking. <https://www.mhcc.edu/Cybersecurity>.

[18] Portland Tribune. PCC receives \$189,000 for cybersecurity training. <https://www.koin.com/local/multnomah-county/pcc-receives-189000-for-cybersecurity-training>. March 1, 2022.

[19] Lane Community College. Cybersecurity Program. <https://www.lanecollege.edu/programs-academics/academic-programs/computer-science-and-information-technology/cybersecurity>.

[20] Oregon Institute of Technology. Cybersecurity, BS. https://catalog.oit.edu/preview_program.php?catoid=10&poid=2323&print. 2021-22 University Catalog.

[21] Oregon Institute of Technology. Oregon Tech Announces New Cybersecurity Degree Starting Fall 2019. <https://www.oit.edu/news/oregon-tech-announces-new-cybersecurity-degree-starting-fall-2019>. May 21, 2019.

[22] Western Oregon University, Criminal Justice Sciences Division. Cybercrime Investigation and Enforcement Bachelor of Science. <https://wou.edu/criminal-justice/undergraduate-degrees/bs-cybercrime-investigation-enforcement>.

[23] Eastern Oregon University. Cyber Security Major. <https://www.eou.edu/academics/cyber-security-major>.

c. If applicable, proposal should state why this program may not be collaborating with existing similar programs.

NA

d. Potential impacts on other programs.

NA

7. External Review

If the proposed program is a graduate level program, follow the guidelines provided in *External Review of New Graduate Level Academic Programs* in addition to completing all of the above information.

NA



UNIVERSITY
OF OREGON

Program Approval Format for HECC Docket Submission

Consent Agenda Sentence

The University of Oregon seeks the Oregon Higher Education Coordinating Commission approval to offer an instructional program leading to a Bachelor of Science in Cybersecurity.

Program Description and Justification

1. Identify the institution, degree, and title of the program.

University of Oregon
Bachelor of Science in Cybersecurity

2. Describe the purpose and relationship of the proposed program to the institution's mission and strategic plan.

The cybersecurity program will help address the severe cybersecurity workforce shortfall in Oregon and the nation and meets the strong demand for top-quality computer security specialists. The State of Oregon is pursuing a Cybersecurity Center of Excellence to help address the high costs to the state from cybercrimes and data breaches. A key component of this proposal is workforce development in the area of cybersecurity. The University of Oregon, and this program, will be important partners and contributors in this effort to enhance Oregon's capacity in educating and producing capable workforce in the much-needed cybersecurity area.

The program is aligned with the mission of the University of Oregon in its aim to produce career-ready graduates with a liberal arts education coupled with discipline-focused training grounded in current research and experiential learning. The design of the cybersecurity program leverages UO's signature strength in computer science. The program will produce cybersecurity professionals who receive the same solid training in computer science as other computer science majors at UO.

In addition, students will receive the technical expertise needed to deal with the demands of technology, and vision to imagine the secure technology of the future while providing opportunities to become educated in allied topics such as law and business related to cybersecurity. Finally, UO's status as an R1 research university will provide experiential opportunities to conduct field studies in cybersecurity, such as doing an internship at information services or conducting research at a research lab.

3. What evidence of need does the institution have for the program?

The Oregon population is approximately 1.3% of the US populations. Right now, there are about 377,000 unfilled cybersecurity jobs in the US [8]. So, there is clearly very high demand even if we scale by Oregon's population. We estimate that this major might be about one quarter to one half the size of the current CS major, and that it will bring students to the UO looking

specifically for this kind of training. Thus, we imagine 25 new students in the first year and then about 10% increase per year before it stabilizes.

We expect to see students who enrolled in this program as freshmen to graduate within 4-5 years, starting Year 4. We expect a small number of current CS students may elect to pursue the BS Cybersecurity degree, concurrent with their current BS Computer Science degree. So we estimate a small number of graduates in Year 2 and Year 3 of these students.

[8] (ISC)2 Cybersecurity Workforce Study. A Resilient Cybersecurity Profession Charts the Path Forward. <https://www.isc2.org/~/media/ISC2/Research/2021/ISC2-Cybersecurity-Workforce-Study-2021.ashx>, 2021.

4. Are there similar programs in the state? If so, how does the proposed program supplement, complement, or collaborate with those programs?

There are cybersecurity certificate programs from Oregon State University (OSU), Portland State University (PSU), and Southern Oregon University (SOU), BS in Computer Science programs with cybersecurity concentration from George Fox University and Western Oregon University (WOU), and multiple cybersecurity training or associate degree programs at community colleges (e.g., MHCC, PCC, LCC). Several 4-year colleges have majors related to cybersecurity: OIT has had a cybersecurity BS program since Fall 2019 [20], but as it is focused on “business-savvy cybersecurity professionals”, it integrates many business courses and lacks computer science at its core. Western Oregon University has a cybercrime investigation and enforcement B.S. but not focused on cybersecurity science and technologies. Eastern Oregon University has a cybersecurity major but cannot offer the base depth in computer science that UO can.

Some of these programs (such as those at community colleges) can feed our cybersecurity degree program. OIT’s cybersecurity program is complementary to our proposal and WOU’s cybercrime investigation and enforcement B.S. program is focused on legal aspects of cybersecurity. Some will overlap with what we propose, such as EOU’s cybersecurity major program, but the need to train students in this area is very high and increasing. We expect to be able to collaborate with all these cybersecurity programs in different ways. All the evidence indicates that a significantly higher capacity in cybersecurity education and training is especially needed in Oregon.

In a separate paragraph, include the following sentence:

All appropriate University committees and the Statewide Provosts Council have approved the proposed program. The [University of Oregon](#) Board of Trustees approved the program on [March 13, 2023](#).

Recommendation to the Commission

The Statewide Provosts Council recommends that the Oregon Higher Education Coordinating Commission authorize [the University of Oregon](#) to establish an instructional program leading to a [Bachelor of Science in Cybersecurity](#), effective [Fall 2023](#).

Note: A signature page showing how the provosts voted on the program will need to be submitted along with this write-up.

Institution: University of Oregon
Program: BS in Cybersecurity

Action: At the **April 12, 2023**, meeting, the Statewide Provosts Council approved a new program for **University of Oregon, BS in Cybersecurity** to move forward to the Oregon Higher Education Coordinating Commission for its review and approval. The Board of Trustees approved the **BS in Cybersecurity** program at its **March 8, 2023**, meeting.

Eastern Oregon University

Dr. Matt Seimears, Interim Provost

Approved
 Opposed
 Abstained



Oregon Health & Science University

Marie Chisholm-Burns, Provost

Approved
 Opposed
 Abstained



Oregon State University

Ed Feser, Provost

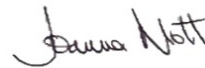
Approved
 Opposed
 Abstained



Oregon Tech

Joanna Mott, Provost

Approved
 Opposed
 Abstained



Portland State University

Susan Jeffords, Provost

Approved
 Opposed
 Abstained



Southern Oregon University

Susan Walsh, Provost

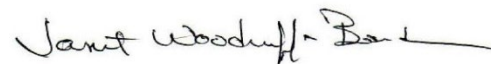
Approved
 Opposed
 Abstained



University of Oregon

Janet Woodruff-Borden, Acting Provost

Approved
 Opposed
 Abstained



Western Oregon University

Rob Winningham, Provost

Approved
 Opposed
 Abstained

