

KANSAS WESLEYAN UNIVERSITY
Institutional Direction Committee Meeting
November 11, 2019

IDC is under the expectation of keeping confidentiality about necessary candid conversations to carry out the charge for this committee.

Minutes

Present: Dr. Matt Thompson (Chair), Dr. Bill Backlin, CFO Rhonda Bethe Dr. Dorothy Hanna, Dr. Paul Hedlund, Dr. Steve Hoekstra (by phone), Dir. Janeane Houchin, Dr. Damon Kraft, Prof. Barbara Marshall Nickell, Dir. Bryan McCullar, Dir. Ken Oliver, Dr. Melanie Overton, Dr. Kristy Rodriguez, EAP Jan Shirk, Dir. John Swagerty, and Steve Wilson.

Absent: Head Coach Anthony Monson, VP Bridget Weiser,

Call to Order: Dr. Thompson called the meeting to order at 3:02 pm and Barbara Nickell offered the opening prayer.

Introductions: Steve Wilson, new AD was introduced. His first day at KWU is today.

Minutes: The Nov. 5 minutes were approved as amended.

Confidentiality Reminder: What is discussed in these IDC meetings is confidential.

Academic Program Prioritization Discussion. The review of the updated list of recommendations continued.

Cut

Gallery Management Position:

- The Gallery is important as a community outreach as well as the campus.
- The current Salina artist showing his works in the Gallery probably has not been approached for any fundraising.
- Are the faculty to seek fundraising to keep the Gallery open?
- Art faculty said the managing the Gallery is too big a job, need someone to oversee.
- We haven't leveraged the Gallery as it could be.
- Costs to run the Gallery is approximately \$4800/year.
- Does the Gallery add \$5K in value to the university? Barbara responded, "no".
- Dr. Thompson said he did not envision the space would go away, just the management position. There is a need for space to show KWU owned art, plus the senior showcase artwork.
- Could we work out an agreement to share with the Art Gallery downtown? Barbara is not sure there has been any discussion on this option and she will look into this.

Speech degree:

- Degree is gone. The two courses (SCTH 338 and SCTH 230) will be moved to Communications, allowing students to have a Communications minor they actually want. Will change the prefix to COMM. Speech 130 will move to COMM 130.

Honors program:

- This is not a degree, but we would teach out, not admit any new students.
- Have not seen any traction in this program. We are four years into the program and have not found what works to grow it.

- Scheduling issues is a challenge for students and it is difficult to get faculty to teach in the program; those that do are doing so in overload.
- We also do very little recruiting of students above 27 ACT.
- We can find a way to lift up Alpha Chi.

IDS program:

- This was not at the bottom of the rubric, but the rubric is just one piece of the information.
- The core IDS courses would go away.
- IDS has three majors now, graduated five in the last three years.
- Three courses are unique to this program. One is a LS, one is offered every other year (Human Expression) online, and one is an independent study.
- Cutting would mean cutting the IDS minor too.
- This is a ¼ time faculty position.

Music General degree:

- Dr. Thompson talked with Dr. Milt Allen and he is OK with this change.
- Prof. Nickell talked with Dr. Allen and Dr. Rowles and reported the same, they are OK with this.

Sociology (minor only) – ¼ time release for Institutional Research role:

- Particular courses are not specified for this minor.
- There are six tracks, all interdisciplinary.
- The dept. is in the process of trimming the courses now.
- The goal is to have a lot less than six tracks.
- The most popular are domestic issues, education counseling.
- Addictions Counseling uses the most adjuncts. This will live as a stand-alone major, but can do it by tacking on to the Social Work major.
- Dr. Thompson stated that institutionally, having more courses taught by full time faculty is better for our students and for budget efficiencies.

Psychological Services degree options:

- Psychological Services has the most adjuncts after music.
- Two courses are online and two are onground each semester.

Piano Studies program:

- Clear goals were set for this program from the start: in four years get to ten students. That has not happened. We currently have two students.
- Dr. Thompson spoke to Dr. Milt Allen who is in agreement on cutting this program.
- Currently this one has a ¾ time staff person now and includes two 2-credit courses.
- The funding for this program is ending.
- Piano competencies can be taught by Mr. Steve Leuth and Dr. Carl Rowles, as well as another person from Manhattan (KS). This class is not affected by cutting piano studies.
- Piano studies is more of a conservatory approach.
- When do we have this discussion with music faculty? Not all the information in this process is shared with faculty if it does not affect a faculty line.
- There is currently one freshman piano studies student --- we will teach out with other faculty.

All stand-alone Liberal Studies courses (courses must also exist within a major)

- A Liberal Studies review has to happen.
- Liberal Studies courses should be larger, not just for a few students.

Biology Education degree

- Dr. Rodriguez reported on her conversation with Dr. Kevin Wright.
- There are currently three majors for this degree and only one in the last three years.
- All the science methods classes are taught together.
- A program review requires more paperwork, but occurs about every eight years.
- Collectively we are producing in the upper quartile in state of KS for graduates eligible to teach science, more than KSU and KU.

- Discussion about the need for science teachers not matching the demand of students. Do we decide that this field is important and put the resources to it, or is it the product that is faulty? If a program is mission-driven, do we criteria of what we will accept for losses?
- **Conclusion at this point: Taking Biology Education Degree OFF the cut list.**

Accounting degree:

- **This degree is moved to more discussion category.**

Speech/Theatre Education degree:

- This degree is now dormant.
- One course is taught by ACCK and perhaps we could teach one in summer.

Wesleyan Journey budget (50% reduction) and realignment of the program:

- Dr. Meredith Drees is the lead on this.
- The budget will be reduced as well as some of the journey options.

Language offerings:

- We don't teach any courses, but need to leave in because some students transfer in languages.

Combine

Marketing, Communication, and Public Relations degrees:

- A Business marketing person is different than a Communications person.
- Dr. Hedlund shared that the general feeling from his Business colleagues is that the ones with the expertise in the Business Department are not being honored in this process. Dr. Thompson disagreed with this sharing that his educational background does bring expertise to this discussion as well as an overall management view, that he had requested proposals from the Business faculty last spring, and that the push the faculty are feeling is that from the outside world, the market place.
- We have to look at ways to effectively and efficiently run this institution. A positive that has come out of these discussions is that we realize that some combinations are possible.
- **Conclusion at this time: It is OK to not combine Business and Communications**, but we need to have conversations to continue to determine where we can find common ground, and make improvements in efficiencies.
- It is OK for Dr. Hedlund to talk with his department colleagues on the possible combo options.

English and Communication degrees:

- Communication should be a separate degree. It is a very popular degree. It could become more specific.
- Strategic communication is being reviewed, PR would go here (strategic marcom).
- It's hard to see how English and Communications would work as a combined degree.
- We could make some changes and teach the mediated English course taught at KSU now. Classical Rhetoric could be part of English.
- English courses could move to Communications.

Musical Theatre and Theatre degrees:

- These two need to be moved together.
- Theatre has to have tech design, acting I and II, theatre history.
- We could have a Theatre Degree with emphasis in music theatre.
- Reducing music theory classes from four to two. Four is too many.

Art and Design degrees:

- This is a bigger conversation. An email message from Prof. Nickell stated that the art faculty think combining is the most doable option, with a three-year marketing plan.
- A concern is that the art department does not have discretionary dollars and no marketing.
- Art & Design will always be marketed together.
- We have put extra support into the department the past few years and they now have two full-time faculty. We need to make the program more marketable.

- Our departments must work cross functionally.

Philosophy and Christian Leadership with oversight of WExperience, WHeritage, and WJourney:

- Drs. Thompson, Backlin and Kraft met last week with Drs. Drees and Meckley. They thought this option was in alignment with the program.

Computer Studies with Math OR Business: Will be discussed at next IDC meeting.

Realignment

Statistics courses to Math department:

- We teach 4-5 stats classes per year. These classes have been adjuncted out past couple years.
- Stats is required for several programs, including: Psychology, Sociology, Nursing, and Biology. It is expected to also be a requirement for all education programs in the future.

History – more service oriented offerings (more courses in Liberal Studies):

Liberal Studies review:

- This review must be done.

Art and Design courses back to 3 hours and fit within the regular schedule of the academic day:

- The art faculty do not think changing from 4-credit hours course to 3-credit hours is doable.
- KU has studio courses that are 3 hours.
- Dr. Hanna suggested going with art labs for the 4th hour.
- Dr. Kraft said we need to look at scheduling options that may help accommodate students who wish to take the art classes. The intent is to get more students into the classes. There are students who want to take them, but can't fit the 4-hours into their schedules.

Grow

- Criminal Justice degree
- Exercise Science degree

Metrics Development

- Clarify measurements for within 1 year and 2 year for next review process
- Align departmental/program annual reviews to collect and analyze program viability metrics

Summary: Dr. Thompson will update the list with information from this meeting today. At the conclusion of the IDC meeting on Nov. 13, we will have a firm set of recommendations.

Other: Ms. Bethe reminded everyone about completing their health benefits enrollment and the current HR training assigned.

Next IDC Meetings: The next IDC meeting is Wednesday, Nov. 13 at 3-5pm in Backstrom Conference Room.

Adjournment: Dr. Thompson adjourned the meeting at 4:58pm.

Submitted by:
Jan Shirk
EAP and Meeting Recorder