

## Key Messages

### *Why are we doing this?*

- Our 4-year graduation rate is 18%; our 6-year graduation rate is 43%. Research [CITE RESEARCH] shows that the more choices given to students, the higher likelihood that student will become overwhelmed, leading to stop out. Reducing the options will help students focus their options, which will help them persist and increase likelihood of graduating.
- Our university studies program is currently set for a school nearly three times our size [GET INFO ON NUMBER OF SEATS; how about the number of seats offered in fall and spring of last year?], and that paring down our minors will aid in right-sizing our offerings in relation to the size of our institution.
- Paring down our offerings will free up time, talent and budget that can be invested in programs that are in demand and will meet the workforce needs of our region, which is an essential element of our mission. [CHECK MISSION]

**Commented [ZJ1]:** Do you want the number from 2016-17 or only a fall semester?

### *What process was taken to pare down offerings?*

- Several meetings were held by university leaders over the course of many weeks. The following data sets were analyzed by program:
  - Enrollment trends
  - Graduation rates
  - Completion rates
  - Credits to degree
  - Program Prioritization data and recommendations
  - Programs in which students were more likely to double major
  - Distribution of students by level (freshmen, sophomores, juniors, seniors)

### *What criteria was factored into the decisions to adjust programs?*

- Demonstrated lack of interest in with these programs (see above data list).
- Reducing course and program array will make it easier for students to more efficiently complete their programs, thereby resulting in student success.
- Reducing the number of minors will bring additional students into existing minors, making the size of classes more beneficial for student learning.

### *What is the result?*

- Will this address the issue with excessive university studies courses? How many seats will be reduced by these suspensions/warnings/merges?
- We will still have robust academic program offerings for students, with 50 majors and 48 minors.

### *Questions to address:*

- You said program prioritization is over. Why are we doing this now?

- Program prioritization was an exercise that helped to bring to light issues around major and minor enrollments. While many issues were identified through the program prioritization process, few action steps were taken as a result of this exercise.
- We now have a mandate from the state for student success. Our graduation rates are going to matter more than they ever have before, as our institution's funding could be based on this and other Key Performance Indicators around student success. The time to act is now.
- We still have 50 majors and 48 minors.
- What were the conclusions drawn from program prioritization? Is the work done during program prioritization informing what we're doing now? (if not, was program prioritization a waste of time?) No, program prioritization was not a waste of time. We learned a great deal through that experience.
- Why aren't faculty involved in these decisions? Faculty were actively involved in the program prioritization process and we learned from that experience. We discovered which programs were struggling in terms of enrollments. We also learned that some of our faculty and staff turned against each other during the decision-making process. We wanted to avoid infighting within our institution and have the Vice Chancellors and the Chancellor take responsibility for these tough decisions.
- Are we moving away from being a liberal arts university?
  - No. We are not reducing our offerings at the expense of forsaking a liberal arts education. We still maintain a healthy university studies program that [LOOK AT POWER OF LIBERAL ARTS EDUCATION FOR WORDING]
- Why are we keeping the music major/minor, but eliminating the theater minor?
  - While the number of music major and minor students is small, we have 624 students (2016-17) taking music courses to fulfill their university studies courses. Additionally we have 175 students (117 unduplicated across ensembles) engaged with our music department through our [LIST ENSEMBLES]
    - A Cappella Choir
    - Chamber Choir
    - Jazz Band
    - Jazz Ensemble I
    - Mixed Ensemble
    - Percussion Ensemble
    - Steel Drum Ensemble
    - Symphonic Band
    - University Orchestra
    - Woodwind Ensemble.
  - Our music programs are nationally accredited and each ensemble requires a faculty member with expertise in that specific genre of music. Conversely, we have 92 students taking theater courses, either as part of the MAJOR/MINOR and as university studies courses combined. While the theater major is being suspended, the theater minor remains. The two?? faculty in our theater department will remain for producing the productions that fulfill our student's theatrical bug [REWORD] and feed our community's arts and culture

scene. Theater productions can still take place even if there isn't an academic program in place.

- Is UW-Superior in financial trouble? Is that why we're doing this?
  - Although we continue to work ourselves out of a structural deficit, the decision to pare down our offerings isn't motivated by budget woes. This is about cutting down on the program array to help students achieve success.
  - It's also about investing our budget and focus toward programs that will meet the needs of our students and region, and can ultimately grow our student population.
- What will UW-Superior be investing in?
  - Faculty governance will be involved in exploring and identifying programs to invest in based on regional needs and student interest, whether that is a new program or bolstering an existing program to meet demand.
- How many students do these reductions affect?
  - This will not have an effect on students in these suspended majors. There are 98 students among the 10 suspended majors, and 28 students among the 13 minors (4% of our student body). We are fully committed to finishing out all students who have declared these majors and minors, but are not currently accepting new students into these programs.
  - Students nearing completion of these programs will be able to complete their program, students who have just begun these programs will work closely with academic advisors to assess their options and help them find a program that will fit their needs.
  - Academic advisors and others will be working with these students to ensure they achieve success at UW-Superior.
- Will any faculty lose their jobs because of these reductions?
  - No faculty will be laid off.
- Will any academic staff lose their jobs?
  - We will be making personnel decisions based on course enrollments as we've always done every semester. Academic staff contracts are renewable annually.
- What does a suspension mean?

The following description about **suspending a program** is available in UW System Administrative Policy 102 (<https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/policy-on-university-of-wisconsin-system-array-management-program-planning-delivery-review-and-reporting/#3.3SuspendingAdmissionstoanAcademicDegreeProgram>): Suspending admissions allows an institution to temporarily remove a major from the systemwide academic degree program array and, if appropriate at a later date, reinstate the program when demand and resources justify the continued operation of the program without Board of Regents (BOR) approval.

While in suspension, the program in question is not included in the systemwide array or listed in the University of Wisconsin System Majors and Other Academic Programs Database ([MajorMania](#)). Institutions should not "unpublish" a program in MajorMania or the institution's catalogue without also submitting notification of program suspension.

Continuing students will count as a part of institutional degree productivity. Officially suspended programs can be reinstated at any time during a period of five years.

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Commented [ZJ2]: Do you want the unduplicated count?

Commented [ZJ3]: If we don't count a concentration as a major, it would be 7 majors.

- What's the difference between suspension and warning?
  - Suspension = Not accepting new students for this program, they have five years to redevelop the curriculum to poise the program for increased enrollments
  - Warning = A warning is an internal designation by leaders at our institution. We will continue to accept students to the program, but will require significant changes to the curriculum supported by an action plan within two years.
- Why are some programs merging? Are we merging programs????
- Why have we not gotten warning before suspension?
  - Emily has provided data sets annually, so departments have had the information that shows their enrollment and other key indicators of program viability. In addition, department chairs, faculty and staff have been given information through the program prioritization process and through the more recent Provost's Task Force on Guided Pathways for Student Success.
- What data led to each decision for suspending majors?
  - Jackie can address this one-on-one with departments. There are myriad of factors that led to our suspension decisions. They include:
  - Enrollment trends
  - Graduation rates
  - Completion rates
  - Credits to degree
  - Program Prioritization data and recommendations
  - Programs in which students were more likely to double major
  - Distribution of students by level (freshmen, sophomores, juniors, seniors)