

Report of the Provost, Deans, and Faculty Committee on Dismissal

March 30, 2018

Meeting Participants: Dean Tom Erekson, Zekeriya Eser, Chuck Fields, Dean Betina Gardner, Nathan Jasinski, Dean Victor Kappeler, Jim Larkin, Lynnette Noblitt (*ex-officio, non-voting*), Dean Tom Otieno, Dean Jerry Pogatshnik, Dean Sherry Powers, Judy Short, Sherwood Thompson, Interim Provost Deborah Whitehouse (Chair), Lori Wilson, Matt Winslow (*ex-officio, non-voting*), Dean Sara Zeigler.

The Provost, Deans, and the Faculty Committee on Dismissal (Participants) met on March 30, 2018, per Policy 4.6.16, to evaluate the necessity of eliminating tenured faculty positions based on available data and to prepare a report recommending the number of tenured faculty lines to be eliminated, with justifications and supporting data for the recommendation. Recommendations are based on the possibility of the proposed programs being discontinued since proposed program suspensions are currently under review.

Participants reviewed faculty lines and teach-out plans for the following programs:

- A.S.N. in Nursing
- Economics (B.A., Minor)
- Theatre (Certificates, Minors)

Policy 4.6.16, a table of Programs Recommended for Suspension that Might Impact Tenured Faculty, and the applicable teach-out plans are attached to this report.

Participants made the following recommendations regarding each program:

Nursing (A.S.N.)

Participant vote: 12-2 in support of reducing four tenured faculty lines.

Additional discussion:

- The A.S.N. is a stand-alone program and a separate department. If the program is suspended, faculty will not be able to transition to other roles at the University.
- Faculty have different criteria and qualifications for initial appointment, promotion, and tenure than the Department of Baccalaureate and Graduate Nursing.
- The program has distinct accreditations and a distinct curriculum from baccalaureate and graduate nursing programs.

Economics (B.A., Minor)

Participant vote: 11-3 in support of reducing three tenured faculty lines.

Additional discussion:

- Economics was reviewed as part of the 2016 Academic Program Review and was placed on a watch list. Many deliberative bodies have reviewed since that time.
- Other options for upper-division Economics courses exist for students.
- There are several alternatives for general education courses.
- The recommendation to retain one faculty member is for support courses.
- Could do a combination of online and face-to-face classes for support courses.

Theatre (Certificates, Minors)

Participant vote: 12-2 in support of reducing one tenured faculty line.

Additional discussion:

- Theatre was reviewed as part of the 2016 Academic Program Review and had the opportunity to participate in the 2016 discussions.
- Program faculty made presentations to both CAA and to the Faculty Senate as part of that review.
- There are other alternatives for general education courses.

Participants reviewed the recommendations and the timeline.

In compliance with Policy 4.6.16, "to accommodate the necessity to teach out discontinued academic programs, tenured faculty will be given notice of dismissal at least twelve months prior to the end of the approved teach-out plan."