

Fort Hays State University
Strategic Program Alignment/Low Enrollment Program Report
Presented to BAASC - January 2021
Presented to KBOR – February 2021
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The following report contains information requested for the Strategic Program Alignment/Low Enrollment Program Report. The report features information that addresses the criteria as outlined by the Board.

FORT HAYS STATE UNIVERSITY
(Information provided by the Kansas Board of Regents Staff)

The updated data show that 12 programs at Fort Hays State University are below the minimum enrollment threshold.

Of the 12 programs:

- 6 programs are new, being/will be phased out, or being reviewed under strategic program alignment. **See final page of this report for an overview of the status of each program.**
 - 3 are being phased out;
 - 2 will be phased out; and
 - 1 is currently being reviewed under strategic program alignment.
- 6 are active and at least 5-years old. **These programs are reviewed below in detail as per the criteria outlined by the Board.**

The average number of majors and graduates in each low enrollment program is detailed below.

Program	Average Number of Majors*	Average Number of Graduates**	Notes
ART TEACHER EDUCATION.	11	3	• Supports Other Programs
COMPUTER ENGINEERING TECHNOLOGIES/TECHNICIAN S, OTHER.	1	N/A	• Under strategic program alignment Review (will report to the Board in June)
FOREIGN LANGUAGES AND LITERATURES, GENERAL.	13	6	• Interdisciplinary • Supports General Education
BIOLOGICAL AND PHYSICAL SCIENCES.	11	9	• Will Phase Out (Recommended by FHSU to discontinue in 2019 Program Review)
PHILOSOPHY.	15	3	• Supports General Education
PHYSICS, GENERAL.	20	6	• Supports General Education

Program	Average Number of Majors*	Average Number of Graduates**	Notes
GEOGRAPHY.	24	5	• In Phase-Out Status
ART/ART STUDIES, GENERAL.	5	3	• Supports Other Programs.
MUSIC, GENERAL.	13	7	• Supports General Education
ATHLETIC TRAINING/TRAINER.	5	5	• Will phase out based on accreditation requirement
ADMINISTRATIVE ASSISTANT AND SECRETARIAL SCIENCE, GENERAL.	12 ³	2	• In Phase-Out Status
BUSINESS/CORPORATE COMMUNICATIONS, GENERAL.	2	3	• In Phase-Out status. Will be discontinued in 2023.

*Represents the 5-year average number of juniors and seniors majoring in a program each fall between 2014-2018.

**Represents the 5-year average number of program graduates between 2014-2018.

Art Teacher Education

5 year average through 2018

-11 Majors

-3 Graduates

Faculty Profile – 2019-20

- Number of faculty dedicated solely to the program: 1
- Number of departmental faculty teaching: 12.5 plus Teacher Education faculty
 - Core courses in program: 4
 - Elective courses in program: 5
 - General Education courses: 3 plus adjuncts

Narrative

The Art Education program at FHSU prepares aspiring artist educators with pedagogical and content skills necessary to provide quality fine arts instruction within K-12 education. Students engage in leadership development through intern opportunities in teaching young students through summer youth programs, cooperative relationships with local High Schools and Elementary Schools, within Undergraduate Research Experience programs, and on campus peer teaching. Students are required to engage in personal artistic research and growth in creating and exhibiting fine art products, furthering their expertise in practice. The Art Education program aligns with the FHSU mission statement as it promotes teacher-scholar behavior, connects students with a greater community of educators in practice, and emphasizes leadership qualities in the pursuit of citizen leadership. The relatively low number of majors and subsequent graduates per 2018 data reflects the trend of students seeking design jobs or graduate school (both requiring a BFA). In addition, the Art and Design Department provides General Education courses.

The Department of Art and Design enjoys new, state-of-the-art facilities with the largest sculpture foundry in a university west of the Mississippi, multiple scholarship for students from donors who appreciate and invest in the arts, an excellent network and placement of students through student membership and participation in art organizations (i.e. AIGA (American Institute of Graphic Arts), and online options for some coursework.

According to data collected by FHSU Career Services, the success rate for students who graduate with a degree in “Art” from 2014–2018 is 89% which is slightly lower than the university mean. The success rate for “Art Education” is 100% over the same time period which is above the university mean. The majority of the students are employed in their field or in graduate school.

Students graduating with the art education degree are afforded extremely high employment opportunities largely due to extreme teacher shortages in Kansas and other Midwest states. FHSU has an outstanding reputation for preparing excellent teachers, and often K-12 administration will recruit directly from faculty suggestions. The majority of the teaching related occupations on the Kansas Department of Labor projections from 2018–2020 suggest sustained job opportunities in Kansas for artists and designers. According to the Bureau of Labor Statistics (BLS) national employment projections, the employment of high school teachers is projected to grow 4% from 2018–2028 while employment of elementary and middle school teachers is

projected to grow 3% from 2018–2028. KS DegreeStats does not feature wage information for this program; however, 80% of graduates are employed in the region.

Student Credit Hour Production in the Department of Art and Design

AY 2018 – 5243

AY 2019 – 5254

AY 2020 - 5698

Direct Instructional Expenditures for the Department of Art and Design

Source	FY 2020
Salaries	\$1,235,216
Benefits	Included above
Other Personnel Expenditures	\$38,830
Total	\$1,274,046

Sources that Support the Program

Source	FY 2020
Tuition	\$877,492
Fees	
State Funds	\$809,116
Other Sources	
If this applies, please specify each source and its amount. For example: \$50,000 from Private Gifts \$50,000 from a Federal Grant \$100,000 Total	
Total	\$1,686,608

Recommendation

Merge the program with the BA in Art (outcome of 2020 KBOR Program Review). The BA in Art Education is designed to serve the needs of students desiring to pursue careers as public school art educators. We recommend this program be merged with the BA in Art and a concentration in Art Education be developed within that degree program to serve students desiring to become licensed art educators.

Art/Art Studies, General

5 year average through 2018

- 5 Majors
- 3 Graduates

Faculty Profile – 2019-20

- Number of faculty dedicated solely to the program: 0
- Number of departmental faculty teaching: 12.5
 - Core courses in program: 4
 - Elective courses in program: 5
 - General Education courses: 3 plus adjuncts

Narrative

The BA program in the Department of Art and Design delivers a comprehensive foundation of art within a historical, cultural, and hands-on framework as well as the education and experience needed to invigorate creative and critical-thinking skills. The BA program offers pathways in both Art History and Studio Art. In addition, the Art and Design Department provides General Education courses.

The Art History program at FHSU aims to cultivate a broad knowledge of major art movements and artists in both Western and Non-Western art history. Through an emphasis on observation, analysis, and interpretation skills the program seeks to develop an awareness and respect for the motivations of artistic creation within global cultures. The program stresses a high level of scholarship, including critical research skills and the writing of formal, contextual, and comparative analyses, while also fostering opportunities for practical work experience through internships at galleries and arts organizations.

The Studio Art program at FHSU provides student with foundational skills in the studio arts and builds upon them with a comprehensive knowledge of materials and processes relevant to each student's chosen discipline. A broad understanding of contemporary art and the art history of the discipline is developed. Professional skills in critical analysis, written and oral communication and technological skills are fostered. Students build skills in designing creative problems, researching relevant data, communicating and collaborating, executing the project and analyzing the outcomes in order to improve their art. Workshops, art related travel and participating in exhibitions builds students' understanding and confidence in their artistic practice and place within the field of art.

The majority of the art and design-related occupations on the KDL projections from 2018–2020 suggest sustained job opportunities in Kansas for artists and designers. The following are the national projections of art and design occupations according to the BLS from 2018 to 2028 in line with the BA degree:

- Fine artists and craftsmen: Employment will show little to no change.
- Archivists, curators, museum technicians, and conservators: Employment is projected to grow 9%. The need to store information in archives and public interest in art and history may continue to spur demand for archivists, curators, museum technicians, and conservators.

Budget and Student Credit Hour Data is featured above.

Recommendation

Merge the program with the BA in Art Education (outcome of 2020 KBOR Program Review). The BA in Art is a liberal arts degree designed for students interested in the study of studio art or art history in combination with other courses available within the university. We recommend this program be merged with the BA in Art Education.

Foreign Languages and Literatures, General

5 year average through 2018

-13 Majors

-6 Graduates

Faculty Profile – 2019-20

- Number of faculty dedicated solely to the program: 5 plus 6 adjunct faculty members
- Number of departmental faculty teaching
 - Core courses in program: 5 plus adjunct faculty members
 - Elective courses in program: 5 plus adjunct faculty members
 - General Education courses: 5 plus adjunct faculty members

Narrative

The Modern Languages Department at Fort Hays State University offers language and culture courses tailored to student career goals and designed for traditional and non-traditional students. Our courses promote the linguistic & cultural competencies that enable our students to expand beyond their own borders to become local and global ambassadors. Students work with a diverse international faculty dedicated to quality instruction and ongoing scholarly and professional engagement.

The program's mission statement aligns with the university's mission in its commitment to the development of engaged global citizen leaders. Students of modern languages not only gain language skills, but also the cultural competency to navigate the nuances of other cultures. The innovative program in Spanish for Specific Purposes provides a diverse student body the opportunity to tailor language learning to career goals, thus providing accessible language education at the local, national, and international level.

The department fully initiated the Spanish for Specific Purposes in the fall semester of the academic year 2017-2018; therefore, five-year enrollment data is not yet available. Majoring in Spanish is a very prominent second major at FHSU. Students going into a wide variety of professional positions—education, health care, law enforcement, hospitality, business—see the value in having a second major in Spanish. Fall 2020 reports indicated that FHSU had 26 students pursuing Spanish as their first major and 34 as a second major. At that time, FHSU also had 56 enrolled Spanish minors. In addition Modern Languages provides the courses required for the foreign language requirement in any BA degree, as well as General Education courses.

Based on the most recent undergraduate employment data provided by Career Services, the placement rate for graduates of the Modern Languages Department stands at 100%. Graduates are all either employed or continuing with their education. This placement rate certainly shows the importance and the marketability of our programs, both past and present.

According to the Bureau of Labor Statistics (BLS), employment of interpreters and translators is projected to grow 19 percent from 2018 to 2029, much faster than the average for all occupations. Globalization and large increases in the number of non-English-speaking people in the United States will drive employment growth. Job prospects should be best for those who

have professional certification. KS DegreeStats indicates that the average salary for graduates after five years is \$38,201 and that 67% of graduates are employed in the region.

Student Credit Hour Production in the Department of Modern Languages:

AY 2018 – 2474
 AY 2019 – 2587
 AY 2020 - 2512

Direct Instructional Expenditures for the Department of Modern Languages

Source	FY 2020
Salaries	\$454,226
Benefits	Included above
Other Personnel Expenditures	\$3,639
Total	\$457,865

Sources that Support the Program for the Department of Modern Languages

Source	FY 2020
Tuition	\$386,848
Fees	
State Funds	\$356,704
Other Sources	
If this applies, please specify each source and its amount. For example: \$50,000 from Private Gifts \$50,000 from a Federal Grant \$100,000 Total	
Total	\$743,552

Recommendation

This program was recommended for **additional review** as a result of the 2020 FHSU Program Review process and is being recommended for **additional review** through this KBOR Low Enrollment Program Process. The Provost and Dean will continue to work with the department chair and faculty to discuss the best next steps for the Modern Languages Department and program at FHSU.

Physics, General

5 year average through 2018

-20 Majors

-6 Graduates

Faculty Profile – 2019-20

- Number of faculty dedicated solely to the program: 6 plus 3 adjunct faculty members
- Number of departmental faculty teaching
 - Core courses in program: 6
 - Elective courses in program: 6
 - General Education courses: 2-4 (depends on the semester)

Narrative

The Department of Physics, founded in approximately 1939, produces graduates with the necessary knowledge, skills and attributes that will enable them to enter and be successful in graduate school or the STEM workforce.

The physics program is relatively open access, with minimal pre-requisites, yet produces graduates with the skills necessary to attend and successfully complete a range of different graduate and professional programs (graduate programs in physics, biophysics, meteorology, petroleum engineering, as well as medical school and law school). Students often choose to enter the STEM workforce after graduation as well, and we have a proven track record of developing successful engineers, medical physicists, computer scientists, and teachers. Their careers often take them all over the world with graduates in multiple countries such as China, Sweden and Germany. By being successful in these competitive and often high-demand fields, FHSU physics graduates naturally develop into leaders in their chosen careers. This aligns well with the FHSU mission statement of being accessible, and developing global citizen-leaders.

Strengths of the FHSU physics program include its pre-engineering curriculum and emerging online bachelor's degree. Industry and government collaborations have been longstanding traditions within the established program. Tenured faculty work closely with students on undergraduate research and creative projects through these collaborations. In the FHSU physics program, under-represented and female students track or exceed national averages on test scores.

The 2019-2029 projections suggest an 8.0% increase in demand for STEM workforce (U.S. Bureau of Labor Statistics). No wage data is available for the BA in Physics from KS DegreeStats; however, 75% are employed in the region. Physics graduates find employment in a broad range of fields. Examples of FHSU graduate employment include:

- Software development
- Computer systems analysts, support specialists, and programmers
- Engineering (all fields)
- Network and computer systems administrators
- Technical support and sales
- Biomedical
- Technical writing
- Medical Physicist

Student Credit Hour Production in the Department of Physics:

AY 2018 – 3559

AY 2019 – 3825

AY 2020 - 3413

Direct Instructional Expenditures for the Department of Physics

Source	FY 2020
Salaries	\$600,156
Benefits	Included above
Other Personnel Expenditures	\$12,467
Total	\$612,623

Sources that Support the Program for the Department of Physics

Source	FY 2020
Tuition	\$525,602
Fees	
State Funds	\$484,646
Other Sources	
If this applies, please specify each source and its amount. For example: \$50,000 from Private Gifts \$50,000 from a Federal Grant \$100,000 Total	
Total	\$1,010,248

Recommendation

Continue the program. The program stands out from area schools based on its affordability and small class size. Not only does the physics program support our KAMS/AMS program and significant General Education coursework, but also creates opportunities for pre-engineering students to begin their education at FHSU and transfer to an engineering program to complete the engineering degree. The physics program is working on an entirely online physics degree option, which would be one of only a few in the country. Online offerings will help improve the enrollment indicators in this program in addition to more partnership agreements with key community college and high school feeder programs.

Philosophy

5 year average through 2018

- 15 Majors
- 3 Graduates

Faculty Profile – 2019-20

- Number of faculty dedicated solely to the program: 8 plus 8 adjunct faculty
- Number of departmental faculty teaching: 8
 - Core courses in program: 8
 - Elective courses in program: 5-6/semester
 - General Education courses: 6-8/semester

Narrative

The members of the FHSU Philosophy Department seek to serve students, the university, and the regional community by training people to think well about fundamental questions that cannot be answered empirically. Over the past six years, the faculty in the Department of Philosophy have worked diligently to expand and improve the program, by (1) creating courses and putting the major program online, the only online philosophy major in the state; (2) developing ‘hybrid’ courses that allow online students to ‘enter’ the on-campus classroom and participate in the class discussions, an important aspect of philosophy courses; (3) creating an innovative tiered writing system to help students learn to write argumentative essays; (4) improving how faculty guide majors through the process of developing, researching, writing, revising, and publicly presenting their senior thesis; and (5) formulating and establishing agreed upon student learning outcomes, assessment criteria, and grading rubrics. The department is currently creating an entirely new critical thinking class as part of the revision to the FHSU General Education program. It is envisioned that all freshmen will take the class which will improve the critical thinking skills of students, dovetailing into the mission of FHSU.

It still remains true that FHSU is the only university in Kansas offering an online major in philosophy, and one of the few such programs in the United States. The FHSU data system recognizes 61 students as having declared a first or second major in philosophy, and an additional 18 students as having declared a first or second minor in philosophy. The philosophy program also serves the FHSU China partnership programs through required philosophy and ethics courses in two major programs.

Nationally, philosophy and religious studies majors are among the most likely liberal arts students to pursue graduate education. Philosophy is widely known as the recommended pathway for either law school or theological training, though significant portions also study for advanced degrees in philosophy, computer science, and a variety of other fields. According to the Payscale annual salary research data, midcareer philosophy graduates earn approximately \$84,000. The writing, analyzing, and critical thinking skills developed in philosophy programs make philosophy graduates remarkably valuable to employers. KS DegreeStats are not available for this major at FHSU.

Student Credit Hour Production in the Department of Philosophy:

AY 2018 – 5487

AY 2019 – 5421

AY 2020 - 5458

Direct Instructional Expenditures for the Department of Philosophy

Source	FY 2020
Salaries	\$498,260
Benefits	Included above
Other Personnel Expenditures	\$7,518
Total	\$505,778

Sources that Support the Program for the Department of Philosophy

Source	FY 2020
Tuition	\$840,532
Fees	
State Funds	\$775,036
Other Sources	
If this applies, please specify each source and its amount. For example: \$50,000 from Private Gifts \$50,000 from a Federal Grant \$100,000 Total	
Total	\$1,615,568

Recommendation

Continue the program. The Department of Philosophy does have a growing number of students in the online program and is now focusing on updating their senior capstone experience that will lead to more graduates from the program. The program also heavily supports General Education and our programs in China.

Music, General

5 year average through 2018

-13 Majors

-7 Graduates

Faculty Profile – 2019-20

- Number of faculty dedicated solely to the program: None
- Number of departmental faculty teaching: 14
 - Core courses in program: 14
 - Elective courses in program: 14
 - General Education courses: 3-4

Narrative

The mission of the Department of Music and Theatre is to provide opportunities for students to become creative, analytical, and expressive artists in teaching and performance through a liberal-arts foundation. Students are expected to gain a working knowledge of theory and history, become adept in performance, and skilled in their area of specialization. Faculty members are dedicated to continuing research, performances, and other creative activities that foster academic and cultural excellence for students, the university, and the region. As a cultural leader in western Kansas, the department offers students and community members resources to discover and promote music and theatre as an integral part of life.

The Department of Music and Theatre contributes to the University mission by 1) providing instruction in the arts, 2) providing instruction in education through music education, 3) providing liberal arts education in the humanities, 4) providing three professional degree programs [Performance, Music Education, Composition], 5) stimulating the growth of departmental faculty and students through frequent performances and research, and 6) providing activities in music and theatre which emphasize FHSU's place as a cultural center of Western Kansas.

The department recently completed a restructuring of the BA program. The BA program now has the title of "Performing Arts," and within that designation are separate studies in music and theatre with new concentrations in Jazz Studies and Music Theatre that began in the Fall of 2019. While a number of tracks have been created to allow students to focus on specific areas of music (Jazz Studies, Music Theatre, etc.), a more generic track has also been created that should allow struggling students in the BM program a pathway to completion. This particular track allows students to complete only the minimum standards required by the accrediting body, the National Association of Schools of Music (NASM), while also giving students a great deal of freedom to choose electives that best suit their interests and goals, including the ability to get a minor or second major in another area and have those outside courses count towards the BA program electives.

A BA degree is a pathway to many opportunities. In music and theatre, the degree is not considered a professional degree, and thus is not always tied to music and theatre jobs after graduation. It is like many other BA degrees. Some students with a BA go on to graduate school in the same area of study, while others may pursue a new field of study. Other students use the

BA as a qualification for employment in other fields, such as typical service industry positions and entry-level white-collar jobs, and this is often the case for students with a BA in music or theatre. KS DegreeStats indicates that salary upon entry into the field is \$22,651 with 63% employed in the region.

Student Credit Hour Production in the Department of Music and Theatre:

AY 2018 – 4831

AY 2019 – 4704

AY 2020 - 4528

Direct Instructional Expenditures for the Department of Music and Theatre

Source	FY 2020
Salaries	\$1,422,953
Benefits	Included above
Other Personnel Expenditures	\$60,122
Total	\$1,483,075

Sources that Support the Program for the Department of Music and Theatre

Source	FY 2020
Tuition	\$697,312
Fees	
State Funds	\$642,976
Other Sources	
If this applies, please specify each source and its amount. For example: \$50,000 from Private Gifts \$50,000 from a Federal Grant \$100,000 Total	
Total	\$1,340,288

Recommendation

Additionally review the program. The revised Bachelor of Arts in Performing Arts program began in Fall 2019 (after data for low enrollment programs was considered). Should the number of students in and graduates from this program not meet the KBOR minimum standards in four years, FHSU will consider other program changes (i.e. moving the theater concentration in to another area on campus; phase out the BA in Performing Arts or consider a different type of BA option)

Status of Other Low Enrollment Programs:

Computer Engineering Technologies/Technicians, Other

-Recommended discontinuance in 2019-20 Strategic Program Alignment

Biological and Physical Sciences

-Recommended discontinuance in 2019 Program Review

Geography

-In Phase Out Status per 2019 Program Review

Athletic Training/Trainer

-Will Phase Out due to accreditation requirements

Administrative Assistant and Secretarial Science, General

-In Phase Out Status

Business/Corporate Communications, General

-In Phase Out Status