Revitalization and Restructuring

• Evaluate all 80 degree programs at UNO
• Identify programs for enhancement and closure
• Recommendations will be provided to President Fos by Nov. 7, 2014
• President Fos will use report to guide decisions for program closure – sent to UL System in November
• Closures would be effective Jan. 2016
Evaluation Criteria

1. External Demand for Programs (Short term and long term; student and workforce demand); **15%**
2. Internal Demand (General Ed and support of other programs, feeder to masters); **15%**
3. Size, Scope, and Productivity (Retention, SCHS, Completers, Research); **20%**
4. Quality and Inputs, Processes and Outputs; **10%**
5. Revenue and Cost (separately documented); **15%**
6. Impact, Justification, Essentiality (Alumni, industry, mission alignment); **25%**

Scores from these criteria will be used by the committee to help determine program category.
Program Categories

- Category 1: Enhance
- Category 2: Sustain
- Category 3: Restructure, Merge, or Otherwise Transform
- Category 4: Close
Process

- Select criteria and weights ✔
- Form subcommittee for each criterion ✔
- Identify data needs ✔
- Develop evaluation process ✔
- Collect data, including input from department ✔
- Subcommittees evaluated all 80 programs and scored based on evaluation criteria ✔
- Feedback was solicited from all faculty and department chairs ✔
- Full committee will use scores from evaluation criteria as well as additional qualitative inputs to categorize programs ✔
- Preliminary report presented to President Fos ✔
Key Points

• Overall motivation for program categories places great emphasis on the viability of UNO as a university

• Look to the future – enhance growth programs to generate greater revenue in order to support less profitable programs

• Enhancement may be to weak or strong programs – based on potential to sustain the university
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Enhance</td>
<td>Programs with the highest potential for positively impacting the university mission; should receive enhanced resources to support growth in student learning outcomes, scholarly productivity, and revenue (current resources are deemed insufficient)</td>
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<tr>
<td>2) Sustain</td>
<td>Programs with clear potential for positively impacting the university mission; should receive sufficient resources to support growth in student learning outcomes, scholarly productivity, and revenue (current resources are deemed insufficient)</td>
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<tr>
<td>3) Restructure, Merge, or Otherwise Transform</td>
<td>Programs have potential for growth and making an important impact on the university mission; scarcity of resource, changing demand, program stagnation, or other limitations threaten program viability; new models or approaches are needed to build stronger programs that can flourish; some programs may later be deemed non-viable, but the majority are expected to emerge with strength; Colleges must devise transformation plans by the end of the spring 2015 semester</td>
</tr>
<tr>
<td>4) Close</td>
<td>Due to the current fiscal and enrollment climate, these programs can no longer be maintained and should be closed</td>
</tr>
</tbody>
</table>
**Preliminary Report**

**Category 1 and 2: Enhance or Sustain.** Programs in these two categories are currently combined since the committee did not have sufficient time to differentiate these two categories. The committee will continue with this endeavor with a goal of refining these categories by January 2015.

- B.A. English
- B.A. Film & Theatre
- B.A. Fine Arts
- B.A. History
- B.A. Music
- B.I.S. Interdisciplinary Studies
- B.S. Accounting
- B.S. Biological Sciences
- B.S. Business Administration
- B.S. Chemistry
- B.S. Civil Engineering
- B.S. Computer Science
- B.S. Earth & Environ Sciences
- B.S. Electrical Engineering
- B.S. Finance
- B.S. Hotel, Restaurant, & Tourism
- B.S. Hum Per & Health Prom
- B.S. Management
- B.S. Marketing
- B.S. Math
- B.S. Mechanical Engineering
- B.S. Naval Arch & Marine Eng.
- B.S. Psychology
- B.A. Sociology
- M.A. English
- M.A.T. C&I
- M.B.A. Business Administration
- M.Ed. Counselor Education
- M.F.A. Creative Writing
- M.F.A. Film & Theatre
- M.M. Music
- M.P.A. Public Administration
- M.S. Accounting
- M.S. Biological Sciences
- M.S. Biochem
- M.S. Business Administration
- M.S. Chemistry
- M.S. Civil Engineering
- M.S. Computer Science
- M.S. Earth & Environ Sciences
- M.S. Electrical Engineering
- M.S. Finance
- M.S. Hotel, Restaurant, & Tourism
- M.S. Hum Per & Health Prom
- M.S. Management
- M.S. Marketing
- M.S. Math
- M.S. Mechanical Engineering
- M.S. Naval Arch & Marine Eng.
- M.S. Psychology
- M.S. Sociology
- M.S. Tax Accounting
- M.S. Urban & Regional Planning
- M.S. Urban Studies
- M.S. Financial Economics
- M.S. Health Care Management
- M.S. Hospitality & Tourism
- M.S. Math
- M.S. Psychology
- M.U.R.P. Urban & Regional Planning
- Ph.D. Chemistry
- Ph.D. Counselor Education
- Ph.D. Engineering & Applied Science
- Ph.D. Financial Economics
- Ph.D. Integrative Biology
- Ph.D. Psychology
- Ph.D. Urban Studies
Category 3: Restructure, Merge, or Otherwise Transform. Transformative models may include merged programs, focus on high demand sub-disciplines, cross-discipline endeavors, development of certificate or other high demand markets, and in some cases discontinuance of programs. Because program characteristics are best understood by those in the field, we envisioned strategies for program transformation would come from the programs themselves in collaboration with college and university leadership. Plans can be innovative, student centered, and focused on strengthening the university. A majority vote was required to place a program in Category 3.
Preliminary Report

Category 3: Restructure, Merge, or Otherwise Transform.

B.A. Anthropology
B.A. International Studies
B.A. Philosophy
B.A. Political Science
B.A. Romance Languages
B.S. Elementary Education
B.S. Physics
B.S. Secondary Teaching
B.S. Urban Studies
M.A. Arts Administration
M.A. History
M.A. Political Science
M.A. Romance Languages
M.A. Sociology
M.A.T. Special Education
M.Ed. Curriculum & Instruction
M.Ed. Educational Leadership
M.Ed. Special Education

M.F.A. Fine Arts
M.S. Applied Physics
M.S. Engineering Management
M.S. Urban Studies
Ph.D. Curriculum & Instruction
Ph.D. Educational Administration
Ph.D. Special Education
Category 4: Program Closure. The programs in this category are recommended for closure. This recommendation is based on enrollment patterns, expected future demand for the program, and anticipated trends in future workforce needs. Only programs that were deemed unable to remain viable were placed into this category. It is important to note that a number of factors contributed to the demise of these programs. Placement into this category does not reflect in any way on the quality of students and teaching in these programs.

B.S. Early Childhood Education
B.S. Elem Ed & Mild Mod Disabilities
Ph.D. Political Science
What Actions Will be Taken

• President Fos will make recommendation to UL System Board
• UL System Board will make decision
• Program closures will take effect at end of fall 2015 semester
• FGC will continue to meet about issues identified by faculty.