



# University of Wisconsin-Eau Claire

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**Date:** May 25, 2020

**To:** Provost and Vice Chancellor, Patricia Kleine

**From:** MEMBERS OF THE UNIVERSITY SENATE ACADEMIC POLICIES COMMITTEE

**Subject:** APC report regarding program review of the Department of Music and Theatre Arts

The Academic Policies Committee (APC) appreciates the time and effort of Chair, Gretchen Peters of the Department of Music and Theatre Arts, the members of the Internal Review Committee (Jyl Kelley, Cheryl Muller, & Ezra Zeitler) and the external reviewer (Dr. Jacob Pinholster) for the review of the Department of Music and Theatre Arts. The internal review committee and external reviewer reports provided the committee useful information to assist us in forming our recommendations. While the APC recommendations are generally summarized on the attached spreadsheet APC is providing additional details in the form of this letter.

## COMMENDATIONS:

The Department of the Department of Music and Theatre Arts is to be commended for the following:

1. The department's continued contributions to generated SCH.
2. The department's continued contributions to the community via public program offerings.
3. The department's continued commitments to High Impact Practices (HIPs) inside and outside of the classroom.
4. The department's excellent placement (100% placement) with 57% employed and 43% continuing education.
5. The department's continued major contribution to the K4 category of LE.
6. The department's continued contribution as a well-known recruiting tool for incoming freshmen.

## RECOMMENDATIONS:

### 1. **Finalize Memorandum of Understanding (MOU) regarding utilization of Pablo Center.**

The Department of Music and Theatre Arts has been sharing/utilizing the Pablo Center space for almost two years without an existing MOU. It is clear from the self-study that the lack of an existing MOU has led to fundamental disagreements on the Department's use of this space. This is problematic because UWEC (Department of Music and Theatre Arts) is tied to its success and financial stability. In addition to finalizing MOU, APC also recommends that the chair of the Department of Music and Theatre Arts be appointed to the Pablo Center Confluence Council to ensure academic representation and to stay abreast to changes in relationship with UWEC.

2. **Address Retention Concerns.** According to the department's self-study and external reviewer reports, the retention issue stands out as a glaring issue that needs to be addressed by the department. The retention concerns could be explained by a myriad of reasons that have yet to be clarified. Dr. Peters mentioned during the APC meeting that a committee would be formed to identify reasons for the retention losses as students matriculate through the program. APC recommends the creation of this committee expeditiously.

*EXCELLENCE: Our measure, our motto, our goal.*

*Academic Policies Committee*

*University Senate*

Summary Recommendation:

The Department of Music and Theatre Arts is doing a great job in providing a distinctive, rigorous, and highly regarded undergraduate program. For the program to continue in these efforts, the APC recommends these immediate actions:

- Continued excellence in scholarly/creative activity
- Explore alternative ways faculty workload can be accounted for in 1-credit course options to alleviate overworked faculty
- Explore ways to offer major courses/requirements more frequently to increase time-to-degree (especially for the Theatre Arts major)
- Continued assessment of student learning outcomes within the major, service, and LE courses
- Continue to explore ways to enhance EDI initiatives within the department via student recruitment, curricula modification, and/or professional development for faculty
- Enhanced communication with ARCC regarding all majors in the department and the intricacies of navigating course sequencing and ancillary performance requirements for undergraduate students

APC strongly supports the recommendation from all the other review levels to “continue in present form” considering the recommendations made above.

**Addendum to Program Review Form:** The APC chose to leave recommendations (#2- Rebuild the Department with FT faculty) and (#10- Reduce dependence on IAS; invest in faculty, including in the scenic design area) blank. The APC acknowledges there is a process outside of program review that addresses these concerns and agrees with statement from the Dean of College of Arts & Sciences.

Cc.

Dr. Gretchen Peters, Chair, Department of Music and Theatre Arts  
Dr. Mary Hoffman, Director of Academic Planning and Assessment