

Wayland Baptist University
Teach Out Plan for Discontinuing Geology Program
Effective December 19, 2020

Background:

In keeping with its strategic plan, Wayland Baptist University routinely evaluates the continued relevance of each of its programs and units and the contributions of each of those sites to the overall university mission and vision. The most recent analysis also considered appropriate responses to declines in enrollment and other revenue streams compounded by the COVID-19 pandemic. Pursuant to the most recent evaluation, the university has determined that discontinuation of a limited number of programs is in the best interests of the university and its mission.

Geology Program to be Discontinued:

The following geology program has been identified for discontinuation due to lack of student demand:

B. S. - Geology

Date of Discontinuation: December 19, 2020

The geology program listed above will be discontinued effective December 19, 2020

Informing Students, Faculty and Staff

Students: Math/Science faculty have notified the single student majoring in geology that the program will be discontinued effective December 19, 2020.

Faculty: One position was eliminated as a result of discontinuing the geology program. The Vice President of Academic Affairs (VPAA) and a member of the Human Resources staff met with the affected faculty member virtually on September 18, 2020 and provided information relative to the discontinuation of the program. The VPAA stressed that the discontinuation of the program was based solely on the need to best position the university to continue to meet its mission in concert with the university's strategic plan.

Staff: No staff members were impacted by the decision to discontinue the geology program.

Completing Degree Programs – Active Students

The single geology major has elected to change to a B. S. – Environmental Science degree with a minor in geology.

Faculty and Staff Transition

The faculty member currently filling the position to be eliminated resides in Colorado. There are no other positions available for which the impacted faculty member is qualified, so an individual virtual meeting was scheduled with the Vice President of Academic Affairs (VPAA), the cabinet member overseeing the impacted programs, and the executive director of human resources. During these meetings, the VPAA explained the analysis process leading to the determination to discontinue the program and answered any questions raised by the faculty member. The director of human resources subsequently provided information concerning the end of employment process that included:

- unemployment and locating future employment;
- retirement accounts;

- medical benefits;
- tax information; and
- timeframes and process for final payroll and vacation payouts.

The faculty member was offered a severance agreement. He was invited to apply and be considered for any future positions available within the Wayland system.