

Wayland Baptist University
Teach Out Plan for Discontinuing Music Programs
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.

Music Programs to be Discontinued:

The following music programs have been identified for discontinuation due to lack of student demand:

- Bachelor of Music in Performance (Instrumental, Keyboard, Vocal)
- Bachelor of Music in Education (Instrumental)

Date of Discontinuation: December 19, 2020

The music programs listed above will be discontinued effective December 19, 2020. However, new options for vocal, piano and guitar performers with an emphasis in teaching will be created under the Bachelor of Arts – Music in lieu of the Bachelor of Music in Performance and the Bachelor of Music in Education (Instrumental).

Informing Students, Faculty and Staff

Students: Music faculty have notified the 14 students majoring in instrumental music education and the three students majoring in vocal music performance that the programs will be discontinued effective December 19, 2020.

Faculty: Three faculty positions were eliminated as a result of discontinuing the music programs. The Vice President of Academic Affairs (VPAA) and a member of the Human Resources staff met with the affected faculty members on September 17-18 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 music programs.

Completing Degree Programs – Active Students

Once determinations of program discontinuation were made, the Dean of the School of Music and the continuing faculty immediately began meeting individually with the affected students regarding the best options for degree completion. After considering a variety of degree completion options, plans were developed for each student with the following results.

Bachelor of Music in Education (Instrumental):

- Total number of impacted students: 14 (five seniors, two juniors, three sophomores and four freshmen)

- All five senior students will be able to complete their degrees pending passing of state certification exams. One is projected to graduate in December 2020, three in May 2020, and one in December 2021.
- The remaining nine students will transfer to programs at other institutions.

Bachelor of Music in Performance (Instrumental, Keyboard, Vocal):

- Total number of students impacted: 4 (three upperclassmen and one freshman)
- The freshman student will transition to a different music degree option at Wayland Baptist University.
- The remaining three students can complete their degree programs, with projected graduation dates as follows:
 - December 2020: one student
 - December 2021: one student
 - May 2022: one student

Faculty and Staff Transition

There are no other positions available for which the impacted faculty members are qualified, so individual meetings were 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 members were offered severance agreements. They were invited to apply and be considered for any future positions available within the Wayland system.