

## Wayland Baptist University

### Teach Out Plan for Discontinuing Theatre 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.

#### **Theatre Programs to be Discontinued:**

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

- B.A. – Theatre
- B.A. – Theatre (grades EC-12)
- B.F.A. – Musical Theatre

#### **Date of Discontinuation:** December 19, 2020

The theatre programs listed above will be discontinued effective December 19, 2020

#### **Informing Students, Faculty and Staff**

Students: Theatre faculty have notified the six students majoring in the impacted programs that the programs will be discontinued effective December 19, 2020. Fine Arts faculty and the affected students created individual plans to identify the best option for each student.

Faculty: One position was eliminated as a result of discontinuing the three theatre programs. The Vice President of Academic Affairs (VPAA) and a member of the Human Resources staff met with the affected faculty member on September 17 and provided information relative to the discontinuation of the programs. 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 theatre programs.

#### **Completing Degree Programs – Active Students**

Two senior theater majors (B.F.A. – Musical Theatre and B. A. – Theatre) will complete their degrees in the Spring 2021 term. The two remaining B.A. – Theatre students may elect to complete their degrees as well. Adjunct instructors have been identified to teach the remaining theatre courses for their degrees. The two B.F.A. – Musical Theatre students have options to transition to a B.A. – Theatre with a minor of their choice with adjunct instructors offering the theatre classes needed to complete their degrees, or they may choose another major, or transfer to another institution. These students are working individually with academic advisors to determine the best course of action.

#### **Faculty and Staff Transition**

There are no other positions available for which the impacted faculty member is qualified, so an individual 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.