

College of Arts & Sciences-Notes on Portfolio Review

General Comments on the Process

- *The College of Arts & Sciences is the largest unit on campus, housing more than 40% of the faculty. Budget reductions over the last few years, as well as anticipated future cuts, necessitate significant strategic reallocation of resources.*
- *CAS Budget & Planning performed the phase 2 review*
- *This committee is a standing committee of CAS—largely elected by the faculty*
- *CAS B&P basically said all programs are fine and should be continued*
- *The portfolio review then went to CAS Dean*
- *He and his senior staff (associate deans & assistant dean) reviewed programs via the rubric and other available data; this group came to a consensus*
- *Dean and Provost discussed programs and reviewed data—then came to a consensus on program continuation or elimination*

Undergraduate Programs

Languages, Lit and Cultures

BA - Languages, Literatures, Cultures

2.73

- Program scored overall very well according to the rubric
- Teach MAC courses in several competencies
- Contribute courses for IGS as well as additional language requirement for all BA students as well as some BS students
- Offer modified courses in French and Spanish for students who struggle with language acquisition
- Offer online courses that support several of our online degrees as well as provide seats for non-UNCG students through the UNC Language Exchange
- Contribute to the Mellon internship initiative
- Organize campus-wide cultural events
- Big contributor to Global Engagement QEP on campus
- Offer several faculty-led study abroad programs and prepare students for other exchange programs
- Language instruction is relatively expensive due to course caps; in recent years tenure line faculty have not taught lower division courses
- Several individual language offerings had low student demand: These languages included Russian, Korean, and Chinese
- **Recommendation = continue (but discontinue minors in Chinese & Russian; and Korean language instruction)**

History

BA - History

2.55

- Is meeting expectations as defined by the rubric
- HIS courses meet elective requirements for several other programs (ENV, AADS, WGSS, HSS, IGS, Islamic studies minor), so HIS courses needed for other majors (and those students' progression towards degrees) and these majors contribute to overall SCH numbers
- HIS provides ~21 MAC courses, covering 4 different MAC competencies – this is very important in terms of UNCG overall – providing students with a vast selection of courses to ensure their timely progression as well as meet the goals of the MAC program
- Transfer students have good retention #s – so a great major choice for incoming transfer students
- Average time to degree is < 3.5 years, so very efficient, in fact this measure exceeds expectations as per rubric
- HIS department is in top third of SCH producers of UNCG departments; Cat 1 meets expectations
- There are 50 online history BA majors registered for this Spring semester; the department has 253 History majors (up 43 students). So good upward trajectory for growth.
- Graduates have a wide variety of job opportunities
- Contributing to Mellon Internship initiative
- **Recommendation = continue**

Anthropology

BA - Anthropology

2.54

- 64 majors in F23 (down from 128 in F19)
- Dept is down 44.1% in credit hours (from 2020 to 2023). Second largest drop in under-grad only dept. at UNCG.
- "approaching expectations" in rubric categories 1 and 2; "meets expectations" in categories 3 and 4;
- Their external funding is excellent (\$900,000 over the last 3 years)
- Substantial issues with student success. For example, DFW spikes in Fall 21 for ATY was 29% in Fall 21, falling to 19.8% in Spring 23. These results are below CAS and social sciences averages.
- They offer courses in nearly every MAC Competency
- ATY contributes courses for the Archaeology Program.
- New infrastructure bills have resulted in significant demand for archaeologists in Cultural Resource Management (CRM)
- Number of majors is down 53% since 19-20, but they do seem to be rebounding a bit, and they report that the dramatically negative trend is largely due to an anomalously high number of majors in 19/20 (recruited at SOAR);
- The number of applications (and yield) is down, too, with 46 applications (yield 21) in 19-20 down to 34 applications (yield 8) in 22-23. But ATY is a discovery major, so we should not expect high numbers of applications.
- They are a small department (3 tenure stream faculty), but they are rebounding well after a loss of multiple faculty
- However, significant investment in faculty lines (perhaps 3 faculty) would be needed to make it a viable program; these resources are needed in higher demand areas
- **Recommendation = discontinue**

Mathematics and Statistics

BS - Mathematics

2.51

- Core major at any University.
- Often a second major for students pursuing degrees in other STEM fields.
- When combined with the BA program, the number of MAT majors has been significant over the last decade. There are currently 64 undergraduate majors (50 BS; 14 BA), although these numbers are down somewhat over the last few years (97 majors in 2019).
- The job market for MAT majors is robust. The U.S. Bureau of Labor Statistics lists a large number of occupations for bachelor's degree recipients that are high paying and projected to have "much faster than average" growth, including Data Scientist (projected growth 35 percent, median pay \$103,500), Actuaries (23 percent growth, \$113,990 median salary), and Software Developers (25 percent growth, \$124,200 median salary).
- Despite some student success issues in the recent past, the department has instituted a number of measures to rectify these problems, and considerable improvements have been evident over the last few years (though there is still work to be done).
- **Recommendation = continue**

Computer Science

BS - Computer Science

2.41

- Fast growing area, with job openings and good salaries (strong market for grads)
- MAC courses offered (2) – contributes to UNCGs selection for these courses
- Has increased SCH production over past 3 years – high demand from students
- This is an accredited program (ABET) and - thus its requirements for students are rigorous but meet industry standards
- High interest from high school students – although many such students are not prepared for the requirements... department is actively addressing concerns of loss of majors after first year in program
- # apps increasing, an average of 732 per year
- # of students graduating is increasing; average time of completion is ~ 4 years
- Meets expectations for cat 3, so good grant activity
- Exceeds expectations for cat 2, so strong demand and growth trend
- **Recommendation = continue**

Classical Studies

BA - Classical Studies

2.39

- Largest undergraduate program in the state (a signature program for UNCG which has been around since the Women's College)
- All tenure-stream faculty have won (or been nominated for) teaching awards
- Consistently in the top quartile for SCH/FTE
- Very student-centered department
- Two faculty-led study abroad programs – in Rome and Greece
- good grad rates and student success; provides MAC courses (12 different ones)
- contribute to ARC program and Medical Humanities
- Contributing to Mellon Internship initiative
- good trajectory
- good job market (ex. archaeology)
- great/productive scholarship

- Dept faculty are good citizens of the College and University – lots of service
- **Recommendation = continue**

Geography/Environment/Sustain BA - Environment and Sustainability **2.37**

- This is a new program so no graduation data
- Provides MAC courses
- Students take classes in other programs, and vice versa
- Has a significant number of students enrolled
- **Recommendation = continue**

Mathematics and Statistics BA - Mathematics **2.35**

- Gives students who cannot complete the BS in MAT an alternative to still complete a MAT degree (only 36 hours required for the BA, instead of 48 hours for the BS).
- It is common for MAT departments to offer both a BS and BA degree.
- Since the BA degree requires fewer hours, it is an attractive second major for some students.
- Cutting this program would not save money unless the BS degree was also eliminated.
- Given the statement above, the BA and BS degrees in MAT should be considered together. When that is done, the low scores in the data rubric for the BA are raised significantly. And when considered together, the MAT major clearly falls within the “Meets Expectations” range.
- The job market for MAT majors is robust. The U.S. Bureau of Labor Statistics lists a large number of occupations for bachelor’s degree recipients that are high paying and projected to have “much faster than average” growth, including Data Scientist (projected growth 35 percent, median pay \$103,500), Actuaries (23 percent growth, \$113,990 median salary), and Software Developers (25 percent growth, \$124,200 median salary).
- Despite some student success issues in the recent past, the department has instituted a number of measures to rectify these problems, and considerable improvements have been evident over the last few years (though there is still work to be done).
- **Recommendation = continue**

Liberal/Prof Studies BA - Liberal/Interdisciplinary Stds **2.30**

- Important asset in UNCG’s online portfolio.
- Strong enrollments – currently 85 students.
- Minimal cost – no tenure-line faculty. Instruction provided by dedicated PTF but also by faculty in other departments and some adjunct instructors.
- Important off-ramp for current UNCG students who cannot complete a major in other departments for a variety of reasons.
- Attractive program for non-traditional, non-resident students. Program serves very few first time in college first-year students.
- Program helps UNCG meet its degree completion goals.
- Potential for growth in the newly formed Liberal and Professional Studies program in CAS.
- Because of the unique nature of the program, data limitations in the student success category of the APR rubric do not track BLS students correctly, or capture the value the program has in retaining, re-recruiting, and graduating students UNCG would otherwise lose.
- **Recommendation = continue**

Geography/Environment/Sustain BA - Geography

2.28

- “discovery” major, so the first-year cohort is very small, creating the appearance of less efficient 4-year graduation rates. If one more student had graduated from the F18 cohort, the degree program would have moved to “meets expectations” overall.
- F23 unduplicated headcount is 98 students (which is slightly down from high of 106 in 2021, but still robust)
- Average apps/admitted students dipped during COVID (from low 20s in 19-20 to low teens in 20-21), but it has largely returned to pre-COVID levels in 22-23 (20 applications, 18 admits, yield of 7)
- According to the academic data dashboard, GES is one of the few programs (overall) in the CAS that is growing
- GES contributes courses for the Archaeology Program
- Average time to degree is creeping upward, from 2.86 years in AY19-20 to 4.17 years in AY22-23, but In F23, they revised their curriculum to make it more straightforward and easier to navigate.
- GES is in the process of changing their CIP code to STEM (from Social Science), which will increase state appropriations and funding opportunities
- GES provides 7 MAC courses across 5 competencies
- **Recommendation = continue**

History

BA - History, Secondary Education

2.22

- Needed for licensure to teach social studies – this program gives future teachers all they need to be licensed teachers in NC schools; NC teachers needed as there is a teacher shortage
- Program prepares students well for their careers – all students pass the edTPA licensure exam; graduates are award-winning teachers at their schools
- Tied to school of education; students take HIS courses so increases SCH for department
- Cutting does not save funds
- Meets expectations for Cat 1 – so an efficient program
- Significant # of students – 46 of the overall 77 teacher education students at UNCG are in this program; good graduation rate; < 4 years, so an efficient program in terms of completion
- All secondary education licensure programs housed in academic units – this one is most popular as social studies teachers mostly teach history.
- **Recommendation = continue**

Women's, Gender, and Sexuality BA - Women's/Gender/Sexuality Stds

2.16

- This program is mission critical
- It is a discovery major, might not have a high number of applications but students find this major and that's important
- Is a small program, but very successful in terms of SCH production
- Courses have high fill rates

- Contributing to Mellon Internship initiative
- **Recommendation = continue**

Chemistry & Biochemistry BA - Chemistry **2.11**

- Important for student success – it provides a pathway to completion for students who cannot quite finish the BS degree (i.e. soft landing)
- CHE provides MAC courses
- Also provides courses required by other majors
- CHE majors take MAT and BIO
- Cutting this saves no money and could harm student completion
- **Recommendation = continue**

Geography/Environment/Sustain BA - Geography, Secondary Education **2.08**

- This is tied to the school of education
- GES does provide MAC courses, but would continue to do so outside of this program
- Very few students enrolled (1)
- As per rubric, Category 2 (demand and instructional efficiency) very low.
- As per rubric, Category 4 (student success) very low, especially degree efficiency
- **Recommendation = discontinue**

Geography/Environment/Sustain BS - Geography **2.08**

- New program so no graduation data
- Provides MAC courses
- Students take classes in other programs and vice versa
- Good start to the program
- **Recommendation = continue**

Liberal/Prof Studies BS - Professional Studies **2.03**

- Important asset in UNCG’s online portfolio.
- Minimal cost – no tenure-line faculty. Instruction provided by two dedicated PTF and some adjunct instructors.
- Important off-ramp for current UNCG students who cannot complete a major in other departments (such as the Business School) for a variety of reasons.
- Serves as a completion program for transfer/reactivated UNCG students with significant credits in other disciplines.
- Serves many older, non-traditional students. The largest group of students in the program are in their 30s, and 15 percent of students are older than 50.
- Potential for growth in the newly formed Liberal and Professional Studies program in CAS (only transferred to the College in 2021).
- Because of the unique nature of the program, data limitations in the student success category of the APR rubric do not track BPS students correctly, or capture the value the program has in retaining, re-recruiting, and graduating students UNCG would otherwise lose.
- **Recommendation = continue**

Religious Studies

BA - Religious Studies

1.81

- Provides MAC courses
- Connected to other programs with cross-listed courses
- eSports connection is important (but could be moved to another division)
- Jewish studies and Islamic studies important aspects, as well engaging students is discourse regarding the diversity of religions
- Contributing to Mellon Internship initiative
- There was a “bookkeeping quirk”, however removing that amount did not actually change overall measures
- As per rubric, Category 2 scores low, especially in terms of demand, admits, headcount, and graduation rate
- Overall, as per the rubric, this program was below most other CAS programs, and 5th from the bottom of all bachelor’s programs at UNCG
- Dept is down 45.1% in credit hours (from 2020 to 2023). Second largest drop in under-grad only dept. at UNCG.
- **Recommendation = discontinue (but continuing Jewish Studies, Islamic Studies, e-sports in other units)**

African Amer/African Diaspora

BA – Afr Am/Afr Diasp Studies

1.79

- This is a discovery major
- Supports DEI at UNCG; mission critical in terms of its programing
- Provides MAC courses
- Number of majors is trending upward
- This is an efficient program
- Contributing to Mellon internship initiative
- This is the only one of its kind in Guilford County
- Grant \$ attributed to other home departments, but grants used to support AADS initiatives
- Graduates have successful careers
- **Recommendation = continue**

Physics and Astronomy

BS - Physics

1.76

- Department provides cognate requirement courses for other departments
- Looking at the rubric overall scores, this program (and BA, below) scored the lowest in all of CAS, as well as all of UNCG, Bachelor’s programs (with the exception of the brand new HHS Pre-health studies program)
- Very low grant activity for this department, reflected by Category 3 scores in rubric. As a STEM department, this department should be applying for more external funding
- Student success in PHY courses very low, as reflected by low scores for Category 4 of the rubric
- Students taking physics courses as part of cognate requirements (ex. Biology) have struggled for years with success in needed courses, often driving students to take Physics elsewhere.
- **Recommendation = discontinue (but continue teaching to support STEM students)**

Physics and Astronomy

BA - Physics

1.74

- Department provides cognate requirement courses for other departments – this is important
- Few students doing BA program, low scores for Category 2 of rubric
- Also see the BS, above
- **Recommendation = discontinue**

Master's programs

Math/Stat

MAT - MA

2.96

- This program has very low enrollment (5)
- Graduate course sections, which constitute the majority of instruction delivered by tenure-stream faculty, are very small. Very few graduate sections (2 sections) met CAS minimum enrollment levels in 2022-2023.
- Tenure-stream faculty delivered just 28.2% of the organized instruction at the undergraduate level in 2022-2023. The rest are taught by instructional faculty and graduate students.
- Unit should refocus its resources and efforts on continuing to improve undergraduate outcomes, especially in lower-division courses.
- **Recommendation = discontinue**

Languages, Lit and Cultures

MAT - MA in Teaching

2.56

- This program has very low enrollment (1)
- As per rubric, very low for Category 2, in terms of demand, headcount, and number of degrees awarded
- **Recommendation = discontinue**

Chemistry & Biochemistry

MS - Chemistry

2.48

- graduates are successful career wise;
- cutting program doesn't save anything, in fact would hurt as students are TAs
- **recommendation = continue**

Geography/Environment/Sustain

MA - Applied Geography

2.46

- This program has a good timely completion rate
- This program has low enrollment however
- **Recommendation = discontinue**

Languages, Lit and Cultures

MA – Languages,Literatures,Cultures

2.45

- This program has low enrollment
- As per rubric, very low for Category 2, in terms of demand, headcount, and number of degrees awarded
- **Recommendation = discontinue**

Liberal/Prof Studies MA - Liberal/Interdisciplinary Stds 2.39

- enrollment has dropped so there are fewer students
- program is economically efficient
- in fact, it makes \$ for UNCG
- **recommendation = continue**

Informatics and Analytics MS - Informatics and Analytics 2.26

- new program, and new to CAS;
- solid demand and prospects after graduation;
- good grant activity
- program expected to grow
- **recommendation = continue**

Women's, Gender, and Sexuality MA - Women's/Gender/Sexuality Stds 2.10

- only such program in the state;
- this is a solid program with good interest from students and timely completion rates
- **recommendation = continue**

Interior Architecture MFA - Interior Architecture 1.83

- This program has been in decline in terms of enrollment numbers (3)
- As per the rubric, this program scored very low for Category 2 and 4, so low student demand, enrollment, degrees awarded, and student success/timely completion
- **Recommendation = discontinue**

PhD programs

Geography/Environment/Sustain PHD - Geography 2.45

- Robust enrollment: 25 PhD students
- Time to degree is on par with other CAS PhD programs, ranging from 4.75 to 6.25 in the period under review (19-20 to 22-23)
- Category 1 for the rubric is misleading, as explained for the BA program, because of the small size of the cohort of first-year students.
- Non-personnel expenses in 21-22 were due to necessary upgrades in lab equipment and faculty computers
- According to the academic data dashboard, GES is one of the few programs (overall) in the CAS that is growing
- **Recommendation =continue**

History PHD - History 2.14

- These students provide significant levels of instruction – in the time period examined, PhD students taught 76 courses for HIS, totaling 8247 SCHs, plus 2139 SCHs over the summer, for a total of 10,386 SCHs
- This instruction plays a critical role in teaching the new online BA program concentration

- Outstanding future success for graduates – these students have garnered tenure track jobs, instructor jobs at universities, community colleges, high schools
- 25 students – strong program – if seems like small #, then this is how the program was designed... program was approved in 2004 with the stipulation that they enroll 5 students on average per year, so 25 is a perfectly acceptable # of students
- This is only 1 of 2 general-purpose, public PhD programs in History in NC. Our program has a focus on American history as such expertise is predominant in the History department
- Students engage in nationally recognized scholarship
- National average of time to completion for a HIS PhD is 8 years; UNCG's HIS students take an average 6 years, thus more efficient than national average. This time period also includes students learning / demonstrating proficiency in a foreign language.
- Is a selective program, an average across years of <=45% of applicants admitted
- Meets expectations for Cat 1 – so an efficient program
- These students will also help mentor undergraduate students – including those supported (potentially) by the prestigious Mellon Foundation award (if awarded)
- **Recommendation = continue**

Computer Science

PHD - Computer Science

1.91

- This is a new program (started in 2022) and therefore won't have many measures
- There is a strong demand for this program and graduates – it's a fast-growing area with jobs available
- Graduates have great career trajectories
- Program has strong numbers for cat 3, thus good grant activity
- This program was enthusiastically endorsed by other state schools – because the demand for such programs in the state cannot be met by the existing programs at other schools. This program allows students to attend a PhD program in computer science, who might otherwise not be able to do so.
- **Recommendation = continue**