

FACULTY MEETING MINUTES

Wednesday, March 2, 2016
3:35 PM – Heritage Commons

I. Approval of the draft minutes of February 3, 2016 meeting.

The February 3, 2016 minutes were approved as written. These minutes are available online on the Faculty Governance site: <http://www.plymouth.edu/committee/faculty/faculty-agendas-minutes/faculty-meeting-minutes/>

II. Reports

A. Don Birx, President

The President's report was sent out electronically in advance of this meeting. A question was posed to President Birx from the floor:

Question:

- Linda Levy (*Health and Human Performance Department*) asked President Birx if people's jobs are safe now that the budget looks more stable.

Answer:

- President Birx replied that even though the budget is stable, there is still a \$3 million budget gap. This is down from the previously reported \$5 million gap. More will be known by the next faculty meeting.

B. Julie Bernier, Provost and Vice President for Academic Affairs

The Provost's report was sent out electronically in advance of this meeting. A question was posed to Provost Bernier from the floor:

Clarification:

- John Krueckeberg (*History, Philosophy, and Social Studies Education Department*) asked for clarification with regard to Provost Bernier's request for feedback in the March Provost's Report.

Answer:

- Provost Bernier replied that she was specifically asking for feedback from faculty regarding the recommendation to put in place three academic advising specialists to serve all first year students. This recommendation was made by the Academic Affairs Committee at the December faculty meeting.

C. Hilary Swank, Chair, Curriculum Committee (See Attachment 1)

There were no questions regarding the Curriculum Committee's report.

D. Michelle Fistek, Chair, Faculty Welfare Committee (See Attachment 2)

There were no questions regarding the Faculty Welfare Committee's report.

III. Old Business (none)

IV. New Business

A. Resolution of Standing Committees (none)

- B. Motion from Interdisciplinary Studies to add a pre-designed “track” in Interdisciplinary Studies called “Dance Entrepreneurship” (BS) -- (See Attachment 3)

Robin DeRosa (*Interdisciplinary Studies Department*) spoke about the Curriculum Change Proposal submitted to the Curriculum Committee requesting the addition of a Dance Entrepreneurship track as a major in Interdisciplinary Studies. As indicated in the Curriculum Committee meeting report (see Attachment 1), the Committee approved the proposal. Because it will be offered as a major, it requires passage by the faculty.

Hilary Swank (*Chair, Curriculum Committee*) reiterated that the proposal was approved by the Curriculum Committee. However, there were a few concerns. First, the Committee agreed to add a track to a degree program. Presently, the University only offers options, not tracks. Second, in light of the URSA process, it was determined that the new track would allow the University to attract more students without utilizing new resources. This track is already being offered and will continue to be offered in the future.

Robin DeRosa added that by approving this track, it will relieve the administrative burden currently incurred by individually approving interdisciplinary tracks. It will reduce the time spent by faculty formalizing customized degrees as well as reduce advising time. It has taken 2 years to bring the track to this point. During this time, data was analyzed looking at the number of current Dance minors and student inquiries, as well as the number of business majors with a Dance minor. It was determined that demand for this track can be met with the current offering of course sections. This will help fill low enrolled dance courses. The College of Business Administration feels secure in their support of this track for the next two to three years without adding more sections.

Discussion and Comments on this motion included:

- Concern was raised about the ranking of Interdisciplinary Studies (quintile 4) and Dance (quintile 5) in the URSA evaluators report. These programs would fall under the first level of review as part of the next steps in the URSA process. The Dance report for URSA expressed challenges in providing a quality program. Is this the best allocation of our resources?
 - Robin DeRosa reiterated that this track is currently being offered with 14 students graduating in the last 4 years.
 - With clear interest in this program, at what point (number of students) would it trigger the need for repairs to the dance floor, additional dance space, or an increase in business course section offerings?
 - If all current Dance minors and all Dance inquiries converted to this track, demand can be met. Admissions does not expect demand to increase in the future.
 - It was mentioned that Dance, like other performance based programs, requires an audition. This is a mechanism that can be used to manage demand.
 - It was suggested that the lack of resources should not be a barrier to approving curriculum. This track is an immediate response to the direction of clusters and the URSA process as it is student-centered and will save time.
- With the implementation of clusters and a campus-wide focus on being interdisciplinary, is it necessary to approve this track now? How will this affect other interdisciplinary tracks going forward?
 - A comment was made as to how this track is moving us closer to the new cluster model by helping students understand what they can do with Dance. It is also beneficial in reducing redundancy and provides a template for moving forward with interested students. “Boiler plates” for other degree paths have been used in the past to provide students with direction to move forward. If we have used boiler plates in the past and this track is currently being offered, then why not continue?
- The definition of options versus tracks versus boiler plates is unclear. These need to be defined before moving forward.

- David Zehr referenced an old copy of the Interdisciplinary Handbook in which it refers to boiler plates. He said these could be considered pre-approved contracts that allow the University to advertise the track and add it to Degree Works for advising and administration.
- Robin DeRosa mentioned that boiler plate is a PSU term. The nationally accepted and universally used terminology is to refer to this as a track.
- Currently we do not have an established process for approving tracks. With the implementation of clusters and the next steps of URSA, there may be a need to establish additional tracks. A process needs to be established before this track can be approved so a precedent is not set.
 - It was mentioned that at one time Communication and Media Studies was an interdisciplinary boiler plate that evolved into its own major with an academic department. This example could be used to set precedent in this case.

A motion to table the discussion in order to establish an approval process for tracks was moved and seconded. The motion did not pass.

A motion was moved and seconded. The motion carried with the required two-thirds majority.

MOTION: To end the discussion and vote on the original motion. (See Attachment 3)

The original motion was moved and seconded. The motion passed by majority voice vote with some dissent.

MOTION: *To add a pre-designed “track” in Interdisciplinary Studies called “Dance Entrepreneurship” (BS)*

VI. Adjournment

Meeting adjourned at 4:55 pm. [Note: Announcements followed Adjournment]

Respectfully submitted,
Jennifer Smith, Scribe

Report from the Curriculum Committee
Hilary Swank, Chair

On February 19th, the Curriculum Committee met. Changes requiring faculty notification are noted below.

Program Deletions:

B.S. Chemistry, Chemistry Education (7-12) Option
B.S. Health Education and Promotion, Health Promotion Option
B.S. Health Education and Promotion, School Health Option
B.S. Social Work, Aging Services Option
B.S. Social Work, Child and Family Services Option
B.S. Social Work, Health Services Option
B.S. Social Work, Mental Health Services Option
BS Social Work, Social Services for Hispanic Communities Option Health and
Mental Health Studies Minor
B.A. Modern Languages

New Programs:

BS Interdisciplinary Studies, Dance Entrepreneurship "track".

Authorization of the use of "track" is unknown.

ANNOUNCEMENT:

The Curriculum Committee will conduct limited electronic business in March to allow final changes prior to the catalog deadline.

- The deadline for March curriculum review is March 10th @ 5pm.
- The committee will not meet in person so only items requiring limited or no discussion will receive a vote. All other proposals will be postponed until the committee's regular meeting in April.
- Complete proposals must be received by the committee chair by the deadline.
 - Complete proposals have in one single PDF all required information, materials, and signatures. No proposals will be approved without all required elements.

If you have program or course deletions, minor curricular changes or additional catalog "housekeeping" to do, you are encouraged to send your proposals for the March electronic vote.

The Curriculum Committee meets next on April 15th at 2:30pm in the HUB Student Senate Room. The deadline for the April meeting is midnight on Wednesday, April 6th.

Report from the Faculty Welfare Committee
Michelle Fistek, Chair

The Faculty Welfare Committee has been discussing the survey results we received last year. Many of these issues are currently being discussed in the context of the URSA results and the creation of clusters. One of the issues mentioned most frequently was the need to find a better work/life balance and to deal with perceived inequities in workloads. Transparency in decision making is another issue which came up during the URSA Town Hall meeting on Friday. At our last meeting we discussed some issues with a faculty member who has had some troubling experiences lately.



Curriculum Change Proposal

Curriculum Committee (Graduate and Undergraduate)

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Use for all proposals **except** new courses and experimental courses. For new or experimental courses, use New Course Proposal form or Experimental Course form.

Department/Program	Interdisciplinary Studies
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Proposal
To add a pre-designed "track" in Interdisciplinary Studies called "Dance Entrepreneurship" (BS).

Justification: (Include justification to demonstrate that any curriculum changes align with the results of program reviews and Academic Plans)
Because multiple students design nearly-identical programs each year, we would like to create a pre-designed track that would allow students to select this option without going through the customization paperwork, which takes significant hours on the part of students, and faculty from Dance, COBA, and IDS. SEE PROGRAM SPECIFICS and ADDITIONAL RATIONALE, ATTACHED

Program/s Affected: Please Specify
The BA/BS in Interdisciplinary Studies

Will this affect General Education?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Specify:	
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Describe all communication with affected department(s) and/or General Education Committee:
MTD: The full department of Music, Theater, and Dance has approved this proposal. Amanda Whitworth was a lead designer of the program. Paul Mroczka stewarded the proposal through the program. COBA: COBA has approved this proposal. Vedran Lelas was a lead designer of the program. Robyn Parker stewarded the proposal through the department.

Curriculum Changes become effective with the next academic catalog (with certain rare exceptions). When should this change become effective? If later than the next catalog, please justify.
Next academic catalog.

What provision is made for students currently enrolled in the program?
None needed. Will not affect any currently enrolled IDS students.

Will any requirements be waived? (Note: A waiver does not reduce the total number of credits required for the degree.)	No.
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What term will be the last offering of any course(s) to be deleted?	None deleted.
What course(s) may substitute:	N/A
Justification:	

Library: Describe your consultation with the library liaison for your department (Please include email communications with this proposal).
Will significant additional resources be necessary? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N
Please specify additional resources needed.
No new resources will be needed. Elaine Allard has confirmed review (see email).

Technology: Describe your consultation with ITS Director of Client Services (Please include email communications with this proposal).

Will significant technological resources be needed? Y N

Please specify additional resources needed.

No new resources will be needed. Jo-Ann Guilmett was contacted (see email).

Describe additional resources such as facilities, equipment, supplies, etc. if applicable.

None.

Staffing: Will this change require additional teaching resources (e.g. overload, teaching lecturer)? Please explain:

No.

Dean Comments/Justification regarding change, especially if change requires additional teaching resources:

This proposal has been approved by David Zehr (IDS), Cynthia Vascak (MTD), and Robyn Parker (COBA). See emails.

No new teaching resources needed.

Department or Council Vote:		Council of Educator Preparation Vote:		Curriculum Committee Vote:	
7	In Favor		In Favor		In Favor
0	Opposed		Opposed		Opposed
0	Abstained		Abstained		Abstained
0	Absent		Absent		Absent

Department Chair or COBA Director of Instruction:		Date:	
Council of Educator Preparation Chair: (if applicable)	N/A	Date:	
Dean Signature: <i>(Required only as indicated in Curriculum Committee Procedures Document)</i>	See emails	Date:	
Provost Signature: <i>(Required only as indicated in Curriculum Committee Procedures Document)</i>	See email	Date:	
Undergraduate Curriculum Committee Chair: (if applicable)		Date:	
Graduate Curriculum Committee Chair: (if applicable)		Date:	

- New degree programs must follow the PSU Program Approval Process: <http://www.plymouth.edu/office/vpaa/faculty/>

B.S. in Interdisciplinary Studies: Dance Entrepreneurship Track

IS2222	Intro to Interdisciplinary Studies	3	
IS4444 (number changing)	Senior Seminar in Interdisciplinary Stud.	3	INCO
TH2500	Stagecraft Fundamentals	3	QRCO
BU1100	Business Computer Applications	3	TECO
BU1500	Financial Reporting & Analysis	3	
BU2290	Organizational Communications	3	WRCO
BU2450	Principles of Marketing	3	
BU3420	Organizational Behavior	3	DICO
BU4650	Professional Employment	3	WECO
CHOOSE 3 CREDITS			
BU3340	Consumer Behavior	3	
BU3350	Event Marketing	3	
BU3370	Branding/Marketing Communic.	3	
BU3450	Sports Marketing	3	
BU3460	SB/E Marketing & Operations	3	
DN3020	Hist of Mod Dance & Technique	3	
DN3050	World Dance	3	GACO
DN3360	Advanced Ballet	3	
DN3270	Advanced Modern Dance	3	
DN3320	Dance Composition	3	
DN3500	Dance Pedagogy I	3	
CHOOSE 3 CREDITS			
DN4500	Dance Pedagogy II	3	
DN4010	Dance Practicum	2-3	
DN3100	Movement Concepts for Dance Education	3	
DN4410	Dance Internship	3	
TH2600	Fundamentals of Costume Construction	3	
TOTAL		51-2	

Q & A about the BS in Interdisciplinary Studies: Dance Entrepreneurship

Question: Is this a degree in Dance Entrepreneurship?

No, this is a B.S. in Interdisciplinary Studies, with an option in Dance Entrepreneurship.

Question: Is this a new option?

Not really. It is new that we will offer this as a pre-designed option in Interdisciplinary Studies, but many students (for example 6 in Fall 2014) currently do the B.S. in Interdisciplinary Studies with Dance Entrepreneurship as their program. Right now, they “customize” these degrees, but the truth is that they just use current student programs as templates, and they all end up selecting virtually the exact same programs. This customization process takes hours of time and pages of paperwork. Aside from students, those most affected by the time requirements are the DE faculty, BU faculty, IDS faculty, and IDS administrator, who spend an estimated 19 hours per new Dance Entrepreneurship student on advising. With this new track, that 19 hours will be reduced to approximately 3 hours, and students will still be able to take the exact same curriculum. The Interdisciplinary Studies Council is also maxed with contract reviews, and this proposal will free up critically needed time for the ISC to review truly customized contracts. A pre-designed track will allow students to select the template without jumping through these customization hoops, which drain faculty resources and do not genuinely reflect a customized path developed by an individual student. We expect that faster declaration of the major could also lead to slightly improved time-to-graduation for these students. What we are proposing here is to help the institution adapt in order to more fully and efficiently support the work that students are already doing.

Question: Is this a track or an option?

We would like to call this a track, but Banner would process it in the same way it processes options, and it would function in the same way for DegreeWorks. We like the term “track” because it is consistent with our field; most American IDS programs offer customizable programs and pre-designed “tracks.” The word “track” best distinguishes the only real difference from the regular IDS program: this one is a pre-designed track that students can select, rather than a customizable experience.

Question: What new resources will be needed to run this new track?

None.

Question: When you say you need NO new resources, can you elaborate?

New courses to be added: 0

New faculty (FT or PT) needed: 0

New facilities needed: None

New Library resources required: None

New technology resources needed: None

Additional advising time: None (major reduction)

Additional staff support: None (small reduction)

Question: Besides making life easier for students and preserving faculty time, why else might we do this?

One main reason is that we have the chance to boost enrollments. Amanda Whitworth reports that DN could use healthier enrollments in courses. Vedran Lelas reports that if all DN minors converted to this major, BU could still accommodate the numbers in current sections. That being said, both Jim Hundreiser and Andrew Palumbo (before his departure) endorsed this proposal and suggested that it could assist them in drawing new enrollments to the university. Jim wrote, “As we look to MTD related programs across the country, many are moving to a more interdisciplinary studies construct to recruit and retain students. More parents are saying ‘What will you do with a dance degree?’ They very much appreciate that their son/daughter has a love for dance, but worry that after \$80 to \$120,000 what job will they get. Some PSU students naturally find their ways into one of the education programs. A program like this, given no new additional resources are needed, provides for us a second avenue to recruit students who are interested in Dance, but will graduate from here with a solid foundation of business skills that would make them highly marketable for a variety of professions. After reviewing the curricular outline draft, I am in full support of adding this and other interdisciplinary studies programs like these that will help support our overall enrollment and provide us with some distinctive niche programs for students seeking individualized programs that align with their passion and goals.” Andy added, “Jim hit the nail on the head. I couldn’t agree more. It’s a low/no cost way to enhance our recruitment of these students.”

It is possible that if enrollments swell, we would need to add sections of some existing courses, particularly in BU, but we don't anticipate that happening for several years given the room that now exists in these classes. We currently offer students the chance to customize a degree in Dance and Business, but we can't easily advertise it as an existing degree that students can enroll in from Day 1. This changes how we can advertise the program and simplifies advising without creating any new degrees or drawing on any new resources. COBA is aware that over time, it could increase their enrollments in select courses, and they believe they will be able to manage that increase. Dance is hopeful that increased enrollments would help fill several of their underenrolled classes. An additional section of IS2222 could also be added without adding new faculty, though we just added an additional section in FY16 because of program growth, so we do not expect this track to impact that course scheduling for a while.

Dance Entrepreneurship is becoming a sought-after major for dancers. One Dance magazine recently reported, "artistic entrepreneurship, which focuses on both the craft and business, can help create job opportunities for dancers who want more creative input. Dance entrepreneurship is part of a relatively new and growing field of academic study." (Short, Shawn. "Aspiring dancers must choose entrepreneurship or the arts." *Black Dance Magazine*.) Currently, PSU alums own and/or operate eight of the major dance studios in New Hampshire and Massachusetts, and Amanda Whitworth reports that she sees interest from employers who want to hire our students and alumni, so this is a good field for dancers who are career focused. We currently offer this major at PSU, but we are ready to make that more evident to prospective students, and easier for current students to enter the program and pursue their goals.

Question: But why don't we create a full-on non-IDS major in Dance Entrepreneurship, housed in MTD and/or COBA? While this also a viable path, this would mean starting a new program. So far, PSU has not established any Dance major, and there is no TT line in DN at PSU. All of the students who contract in this area are dancers who want to add BU to their programs (not BU students who want to add DN), so the fact that there is only a minor in DN means that we would need to see additional resources added to the mix if we want to create a fully independent major. As it is now, students use the IDS advising structure and the IDS core courses to integrate their programs. For DN or DN/BU to create its own theoretical foundation and capstone experience would demand new courses, more faculty, and probably a TT line in DN. By using IDS, we can assure curricular continuity, solid foundational theory for the major, and an integrated capstone experience, all without adding any new resources. And remember, we already offer this degree frequently in IDS. At heart, we believe that this degree's hallmark is its interdisciplinarity. It explores how business practices are shaped and constrained by creative goals, and how creative decisions can reflect and adapt to business-related goals, and this is something we believe is crucially connected to the IDS framework that our program supplies.

Question: Would students still be able to customize an IDS degree in Dance and Business if the Dance Entrepreneurship program does not fit their goals perfectly?

Absolutely. This track will not affect the ability of any student to customize an IDS degree. Even with just slight modifications from Dance Entrepreneurship, a student could propose a distinct, customized DN/BU contract.

Question: Is it unusual for a university's Interdisciplinary Studies program to offer pre-designed tracks on specific themes?

Not at all. In fact, it seems that more IDS programs have these kinds of tracks than not. A very quick Google search will indicate the hundreds of IDS programs in the United States that offer tracks in (for example): Dance Arts; Musical Theater; American Studies; Exercise Science; Liberal Studies; Environmental Studies; Women's Studies, etc. It is more common than not that IDS programs offer specific courses of study that are pre-designed, declarable, and housed within the regular BA/BS degrees in IDS. Many of the comparators and aspirational programs mentioned in the most recent IDS self-study have pre-designed IDS tracks. Bill Newell, our external reviewer, concurred that the Dance Entrepreneurship program would be nothing unusual for an IDS program, and that it would assist our program in more strongly marketing what it is currently already offering. There are many examples of pre-designed IDS majors, including many that actually look very similar to Dance Entrepreneurship, though there is currently no DE competition at most of our competitor colleges. More tracks are possible in the future, and we could potentially use them to assist us as we try to merge PSU undergraduate curriculum with emerging interdisciplinary clusters, though this proposal is only for Dance Entrepreneurship, and any other proposals in the future would be considered independently on a case-by-case basis.

Who has approved this program?

The Interdisciplinary Studies Council has voted in favor of this program. Music, Theater, and Dance has voted in favor of this program. COBA has voted in favor of this program. The program has support from David Zehr, Cynthia Vascak, Robyn Parker, and Julie Bernier. Mary Campbell reviewed the program for curricular problems and we revised accordingly after her review. Admissions and Enrollment Management were both consulted and expressed enthusiasm for this program.

Who will be responsible for this curriculum?

The Chair of Interdisciplinary Studies will coordinate this curriculum, with MTD and COBA being in charge of any curriculum changes/updates related to all included non-IDS courses. Advising responsibilities will remain spread across IDS, DE, and COBA.

Permissions

From Cynthia Vascak, CAS, on 1/29/16:

Hello Robin,

I appreciate having this additional information. Based on the thoughtful combination of courses, the interest in this program by students, the support of both COBA and MTD, and the large number of elective credits that opens opportunities in multiple directions, I confirm my support for this IS degree. I believe this will also increase enrollments in the Dance minor and/or dance pedagogy courses as the IS program creates a dynamic career based pathway for student interested in dance, teaching of dance in private settings, entrepreneurship, and interdisciplinary studies.

Thank you,

Cynthia

Dr. Cynthia Vascak

Dean, College of Arts and Sciences

Plymouth State University

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Plymouth, NH 03264

603-535-3500

cynthiav@plymouth.edu

From Robyn Parker, COBA, on 1/28/16

Robin,

We're set to support using the schedule of classes we discussed last fall. Most are offered each semester, but not all. If you have any questions about the schedule, please reach out to Vedran. Looks like a great program!

Robyn

Robyn E. Parker, Ph.D.

Dean, College of Business Administration

Plymouth State University

(603) 535-2707

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From David Zehr, AVP for Academic Affairs, on 1/28/16

I support the proposal.

David

David Zehr

Associate Vice President for Academic Affairs

(603) 535-2235

From Julie Bernier, Provost, on 1/31/16

Yes- I'm good with it.

Julie N Bernier, EdD

Provost and Vice President for Academic Affairs

From Elaine Allard, Lamson Library, on 1/28/16

There are no additional library resources needed for this program.

Elaine

Elaine S. Allard

Plymouth State University

Interim Dean, Library & Academic Support Services

Lamson Learning Commons

603 535-2458

eallard@plymouth.edu

From JoAnn Guilmett, Director of Client Services, on 2/1/16

Robin

Thank you for reaching out to me regarding your proposed Curriculum Changes as follows: Interdisciplinary Studies degree in Dance Entrepreneurship. I agree, that no additional technology tools or infrastructure is needed to accommodate these curriculum changes..

Please let me know if you have additional questions, or if my team can offer any further assistance in this matter.

JoAnn

JoAnn M. Guilmett '09G

Director of Client Services

Information Technology Services