

**University of Wisconsin-Whitewater
Audit & Review Follow-Up Meeting
Undergraduate Programs, 2020-2021
Majors/Minors and Standalone Minors**

Program Name: Theater and Dance

Date of Follow-Up Meeting: 4/16/2021

Time: 1:00-2:00

Location: Webex

Attendees: Dean Eileen Hayes; Department Chair Marshall Anderson; Barbara Grubel, Audit & Review Team Chair James Collins; Assessment Representative Katy Casey

- 1) Call to order
- 2) Introductions
- 3) Review of the A&R Response and Conclusion:
 - a) Collins summarized the review team's findings on recommendation 1. For that recommendation, the team encouraged the program to create a structure leading with the program SLOs, instead of individual measures. Anderson and Grubel asked for clarification on a comment related to budgetary constraints and program offerings.
 - b) Dean Hayes asked for details on staffing needs. The program believes additional tenure lines to meet course and service demands would be beneficial.
 - c) Good progress on Recommendation 2. The review team thought continuing to develop the website to reflect current offerings, and connecting with local high schools are good avenues to recruit new students.
- 4) Program responses and comments:
 - a) Agreed with the review team's comments on recommendation 1, and will work to structure program assessment.
 - b) Grubel discussed Dance program recruitment. She referenced reaching out to the advising office to discuss approaches to advising students into the Dance program as freshman. There have been anecdotal reports of students being told they cannot take Dance classes freshman year. There may also be local dance studios the program can connect with.
- 5) Next full self-study due in fall 2023. Respond to all recommended actions from the last full self-study and the recommendations from this progress report.
- 6) Meeting adjourned at 1:30.

University of Wisconsin-Whitewater
Audit & Review Progress Report
Undergraduate Programs, 2020-2021

Program Name: Theater and Dance

Date of Review Team Meeting: March 31, 2021

Evaluations submitted by: James Collins, Hephzibah Kumpaty, Janine Tobeck, Bob Mertens, Katy Casey

Review meeting attended by: James Collins, Katy Casey, Bob Mertens

Recommendation #1

Continue to develop and implement an assessment plan, consulting with the college assessment committee for support throughout the process.

- a. Make sure to gather data on each SLO (particularly direct performance data).
- b. Develop a clear timeline for when (i) data collection will take place, (ii) analysis and discussion of data will happen, and (iii) programmatic changes will occur based on information obtained from the analysis.
- c. Look for ways to streamline the assessment process, with an emphasis on developing simple procedures to track how data are used for program improvements such as curricular revisions/decisions, classroom processes, assignments and assessments, etc.

Recommendation #1 Overall Evaluation (please select your choice).

Good Progress	3
Making Progress	2
Little/No Progress	0

Comments related to recommendation #1

- Positive distinctions observed between class assessments and performance assessment.
- Due to staffing issues / emergency hires, the program acknowledges that the collection and compilation of data had been informally accomplished.
- SLOs appear relevant and the broad areas of program assessment seem appropriate. I appreciate that the department provides biweekly time for staff to discuss student issues and the ongoing post mortem reviews are excellent.
- The capstone senior project seems well developed and it should provide a lot of useful data. I appreciate that the program developed a rubric for scoring this as well.
- Collecting external feedback from professional organizations (e.g., the Kennedy Center American College Theatre Festival and the American College Dance Association) after a production is valuable.
- Collection of data (qualitative and quantitative) from student exit interviews, which included personal interviews between the department chair and each student, is thoughtful and should provide useful information to consider when making programmatic changes. I appreciate use of the survey data to inform areas of strength and opportunities for growth within the program.
- Growing enrollment in the Performance program (to a greater degree) and in the Stage Management program (to a lesser degree) are vital goals for the department.
- I appreciate inclusion of the table that aggregated grades for students' senior projects and the interpretative inferences that were made, as well as intentional alignment between these data and SLOs.
- Collected data resulted in the program working towards changes related to the clarity of standards, holding students accountable to the standards, improving communication between faculty/staff and students, ongoing use of guest artists, and curricular revisions.

- It is clear a lot of work has gone into assessment. The methods in place provide rich data for the program to consider.
- I agree with comments from the last full self-study to be more selective and strategic with assessment methods. The plan seems to be to review a couple SLOs each year, but what was provided was an exhaustive list of plans, methods, and general results. It was difficult to identify the key points or takeaways from all of this information.
- The SLOs for the emphasis areas have many similarities. There seems to be a clear core set of SLOs for the program. The emphasis areas have some distinction and/or additional content specific SLOs.
- I encourage the program to consider one program assessment plan for reporting purposes.
- When reporting assessment results, it would help to receive a summary of students' actual knowledge and skills related to the SLOs and not grades. For example, instead of the number of "A" grades, consider reporting out what the program learned from the "senior project" in terms of what the students demonstrated they are able to do. The summaries of what was learned from the exit survey seemed to be the most meaningful in terms of understanding how data are used to evaluate the program. The summaries on pages 26-27 were insightful and identified some next steps for the program.
- The program is making very good progress in terms of addressing the A&R recommendations despite going through staffing/resource challenges during the period under review.
- The progress report is well written and impressive responses to all questions. I appreciate the program's willingness to devote the time and effort implementing the assessment plan.
- SLOs are mapped to program courses and SLOs that are shared across programs were individually assessed by both direct and indirect measures.
- Clear timelines are problematic due to COVID and evolving staffing issues, but data collected has been analyzed and programmatic changes based on it are in motion (e.g. curriculum revisions, revisions to advising practices, etc.)
- Rubrics and exit surveys have been created/streamlined for use in the (remarkably) collaborative assessment process. Overall program procedures for this are being addressed.
- The program has a variety of information gathering methods outlined in their assessment plan. The report mentions three specific data to measure student progress; post mortems, senior projects and exit interviews.

Recommendation #2

Examine enrollment trends

- a. Develop strategies to address decreasing enrollments. Include detailed forecasts of the demand for program graduates and use these as a basis for a clear plan for enrollment. Use enrollment trends to inform program and facility needs.
- b. Continue developing and implementing strategies designed to increase the diversity of students in the major.

Recommendation #2 Overall Evaluation (please select your choice).

Good Progress	5
Making Progress	0
Little/No Progress	0

Comments related to recommendation #2

- Enrollment trends seem indicative of broader trends and local staffing changes.
- The program provided a detailed table of enrollments and noted a need to work more on recruitment and strengthening those efforts. They also provided rational explanations for declining enrollment.

- Use of social media has been enhanced and outreach was made to a few students.
- Webpages were refreshed and a plan to contact high school theatre departments was developed to grow enrollment; excellent idea.
- I appreciate that they are working towards resuming previous recruitment efforts and improving diversity within the program. Market demand appears good for graduates.
- Clearly, an analysis of enrollment trends was completed. There seems to be a good understanding that the program is undersubscribed and there is a desire to increase enrollment.
- I appreciated having enrollment targets by emphasis.
- Detailed recruitment plans were provided. The program has plans and goals in this area.
- During the period under review, the program has gathered several pieces of assessment data on SLOs, evaluating strengths and weaknesses and making changes to improve the program. For example, results of their annual auditions, portfolio reviews, annual reviews and performance outcomes are shared with stake holders including students for feedback and ways to improve program.
- Included detailed forecasts and placement data in analysis.
- Identified sources of enrollment fluctuations and have addressed these through outreach.
- Attending to WI high school trends and opportunities and have specific outreach plans in place.

Recommendations for next review. Additional progress reports required?

Yes, Please List Due Dates (e.g. in 1 year, 2 years)?	0
No	5

Next report should specifically address the following:

Continue focusing on Recommendation #1 with an emphasis on streamlining and prioritizing the data collection process to ensure sustainability. Consider identifying commonalities across SLOs and then collapse/narrow the number of SLOs to target 3-5 major outcomes of interest.

Work with the administration to stabilize staffing needs.

Additional comments:

This was a well written report. Thank you for taking the time to provide detailed information and many additional documents.