

## Kansas State University Program Review Detail (Addendum) - May 2025

### Updates on Programs on FY2024 Action Plans:

#### **Geography (45.0701 – College of Arts & Sciences)**

We are moving forward with plans to merge the departments of Geology and Geography and Geospatial Sciences. With the changing education landscape, we need to be more innovative and nimble, to offer students a clear return on investment as well as teach to our ideals for higher education, and to be more efficient in our use of resources. We intend for this unit to be a model unit with multiple overlapping areas, that will allow multiple degree programs of various specialization in areas to be run on shared cores of courses and curricula. The combined faculty have expertise in Geology and Earth Sciences, Mineral Exploration, Energy, Water and Natural Resources, Geospatial Techniques [Geographic Information Systems & Remote Sensing Technologies], Sustainability, Geopolitical Factors, Conservation Policies, and Environmental Science. The merger will offer new opportunities for imagining and streamlining curricula, taking advantage of the combined resources of the unit as well as collaborations across the university.

#### *Major goals for the merger:*

- Provide a broader base from which to innovate and connect in research, instruction, service, and engagement especially in areas of water, resources, and sustainability.
- Create efficiencies through shared coursework and distributed teaching loads; shared staff; use of shared common spaces/ resources; sharing of service responsibilities.
- Build on this re-energized, efficient, broad base to attract and recruit more students into a set of overlapping, career-oriented, and meaningful programs.

#### *Progress:*

- Starting with Geography and Geospatial Sciences, we identified appropriate units and programs for the merger, and gained initial support from related units across the university. Faculty from both units have been informed, with several informational and Q&A meetings with the dean, and regular involvement of the College Committee on Planning. This first phase of determining appropriate merger partners needed some care, as there are joint programs that needed cross-college and multi-unit discussions, and various different areas of overlaps that might have been taken advantage of.
- We have hired interim heads for both units to serve during the merger process. Both units had long-time heads who each decided that it was an appropriate time to step down, to allow more room for creative development. This created an additional transition period, but both interim heads are up to speed and engaged in the work of the merger.
- A merger steering committee has been established, charged, and is working to develop a foundation for collaboration and development.
- Collection of input from faculty and staff for development of vision and planning is underway; a visioning retreat was held May 9<sup>th</sup>, 2025.
- Plans for moving departments to new spaces are already underway. Because of substantive issues with their current building, Geology plans were already in progress, and have been adjusted to accommodate the merger. They will be moved in fall 2025/Jan 2026.
- We have had to shift the planned timeline for the actual departmental merger, but will accelerate curriculum discussions and development to the coming year as part of merger planning, to keep to the original timeline. Since we will be hiring a new director to lead the

unit, we need to make sure that they will have the opportunity to shape the new unit themselves without having everything decided for them, but we will ensure that sufficient progress is made to enable quick movement once the new director is in place.

*Timeline:*

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|--|------------------------|
| • Steering committee to lead development of proposed name, structure, vision for new unit for advertisement for new director | Summer 2025            |
| • External search for new director   | Fall 2025-Jan/Feb 2026 |
| • Development of curriculum ideas/plans, departmental policies, finance and space plans, etc.                                | AY 2025-2026           |
| • Submission of merger plans and name to KBOR  | Winter/Spring 2026     |
| • Merger of units, with new, merged departmental document (change with start of fiscal year)                                 | July 1, 2026           |
| • New director in place  | July/Aug 2026          |
| • Move curriculum changes through approval process   | Fall 2026              |

**Music (50.0901 – College of Arts & Sciences)**

Two programs—a liberal arts degree (the BA in Music) and a professional performance degree (the BM in Music), which share a classification but serve different educational purposes and lead to distinct career paths—together were low on two metrics: *talent pipeline* and *median wage*. The action plan for the program focuses on helping students supplement their music skills with business and career-oriented skills, and doing so partly with local and regional internships and other partnerships that will improve the program’s contribution to regional employment.

The median salary data do not match our own, which puts median salaries from 2020-2021, 2021-2022, and 2022-2023 all at \$45,000 or above. We also note that BM graduates’ career paths often lead them to larger metropolitan areas outside the region, particularly to cities with a robust performing arts infrastructure. In many ways, this is a success for the program and our students, who often retain connections to Kansas and build connections in the arts between these cities and the state. Nonetheless we are working to increase both salaries and more direct contributions of the program more directly to regional employment.

*Accelerated MBA/BA Music Degree*

As our 2024 report indicated, one key part of the action plan was development of an accelerated 4+1 BA/MBA degree and the development of a Music Business Certificate.

- Music Business remains one of the most in-demand fields within music in our region, and we are currently the only institution in a six-state area offering an accelerated music and business program.
- Students in the BA/MBA program complete two semesters of internships, culminating in capstone projects aligned with their research and career goals. These projects are supervised by faculty and often take place in collaboration with partners such as the T-Mobile Center, Kauffman Center, Wareham Hall, and the McCain Performance Series. These internships also support the students as GAs in the graduate portion of their accelerated program.
- We are only in the third semester of the accelerated program, but we already have 17 in the program, and will have our first students graduate in Spring 26

### *Internships*

Internships are also available to undergraduate-only students. These are being expanded with particular focus on local and regional employers.

- We have 7 undergraduate-only students in these programs currently pursuing internships, one of which is graduating this year and has already been hired as a full-time instrument repair specialist for the company (a regional employer in KS and MO) he is interning with.
- We have grown local partnerships with the Wareham Hall, including a business agreement for up to 15 paid internships, along with McCain Auditorium, the Manhattan Arts Center, Quimby Organs, Ernie Williamson Music, and MKL Reeds. Three of these are in Manhattan, KS; two are in the KS/MO area.

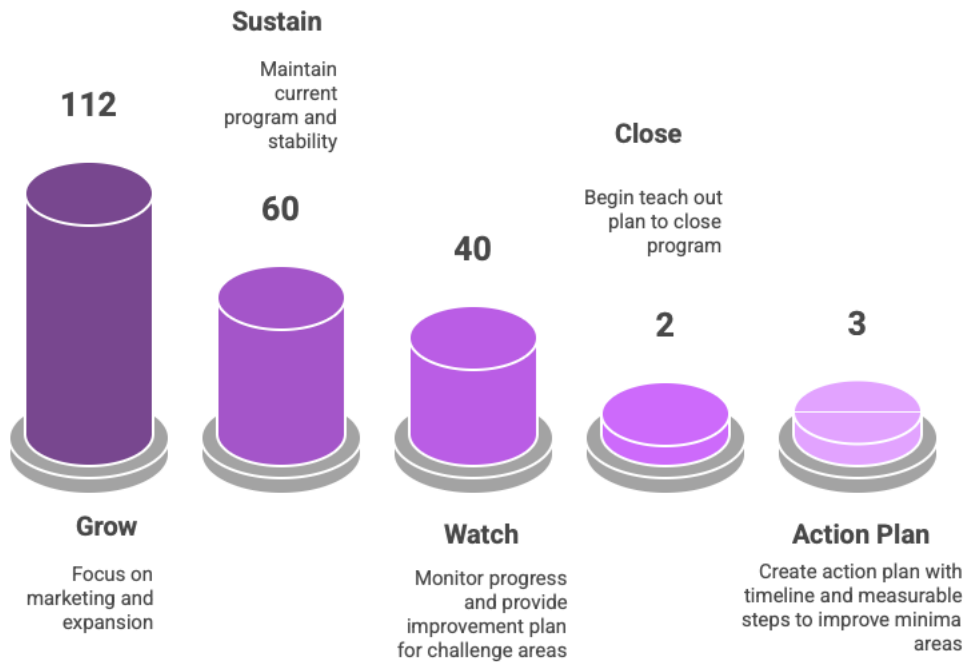
### *Career-oriented certificates*

The program has several certificates in various stages of development that make use of existing and new courses that build career-focused knowledge and skills for several overlapping areas. By offering these certificates, we believe our students will be even more marketable and have opportunity for increased starting wages on the outset.

- The **Music Business Certificate** gives music students opportunities to learn business marketing and management skills that apply to the performing arts and theatre management, which are not currently part of the BA Music degree. This is in final stages of approval.
- The **Sacred Music Certificate** focuses on performance and leadership in worship settings by combining coursework in organ, choral conducting, and composition with community internships. Our proximity to Manhattan Christian College has led to a steady increase in students preparing for music ministry. The certificate prepares students for full-time music ministry positions rather than gig positions by training them for the various roles they will hold while serving in places of religious observances which can include performance, accompanying, conducting, singing, and chamber groups. The Bureau of Labor Statistics claims the median income for music directors is \$63,670, and the job outlook is projected to grow within the next decade. Students also complete a paid internship with a local church as part of this certificate. This certificate is newly approved and already has 3 students enrolled.
- The **Music Recording Certificate** will address popular music studies, songwriting/composing, and amplified performance - most commonly attributed to commercial music, which is a large and growing industry. These students will take courses in Sound Design, Sound Production, Mastering, Composition, Performance, and Sound Engineering; most of which are expanded experiences from across Theatre and Music degrees that they would not have within a BA or BM degree explicitly. The proposal for this certificate is about to be launched.

## Results from FY 2025 Program Review:

### Distribution of Program Review Categories



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### Programs to be put on Action Plans

School/ College	School/ College	School/ College	School/ College	School/ College	School/ College	School/ College
Health and Human Sciences	Interior Design and Fashion Studies	19.0901	Apparel and Textiles	Masters	Completion & Enrollment	<ul style="list-style-type: none"> <li>Consultant for vision and direction (current)</li> <li>Action Plan forthcoming</li> <li>Changed name to Fashion Studies in 2023</li> </ul>

### Programs to be closed by end of FY2026

School/ College	School/ College	School/ College	School/ College	School/ College	School/ College	School/ College
Arts & Sciences	Social Transformation Studies	05.0200	Ethnic Studies	Bachelor	Enrollment, Completion, & Median Wage	<ul style="list-style-type: none"> <li>Program is already closed to new students</li> <li>Created a new merged program called BS Social Transformation Studies</li> </ul>

Arts & Sciences	Social Transformation Studies	05.0207	Women's Studies	Bachelor	Enrollment & Completion	<ul style="list-style-type: none"> <li>Program is already closed to new students</li> <li>Created a new merged program called BS Social Transformation Studies</li> </ul>
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Watch List (monitoring regularly and improvement plans)						
School/ College	Department	CIP Code	CIP Description	Program Level	Minima Area	Improvement Plan
Education	Special Education, Counseling and Student Affairs	13.1001	Special Education and Teaching, General	Doctoral	Completion	<ul style="list-style-type: none"> <li>Admit a summer cohort to meet the needs of current students.</li> <li>Engage in faculty discussions about program support and enhancement.</li> </ul>
Architecture, Planning and Design	Interdisciplinary (Dean's Office)	03.0103	Environmental Studies	Doctoral	Completion	<ul style="list-style-type: none"> <li>Searching for ways to support through funding.</li> <li>Ongoing dialogue.</li> <li>Indicates need for revitalization in self-assessment.</li> </ul>
Agriculture	Plant Pathology	26.0305	Plant Pathology/ Phytopathology	Masters & Doctoral	Completion	<ul style="list-style-type: none"> <li>Strategic deployment of GRA funding</li> <li>Increase # of GRAs</li> <li>Focus on Mentoring Development</li> </ul>
Vet Medicine	Anatomy & Physiology	01.8109	Veterinary Physiology	Doctoral	Completion	<ul style="list-style-type: none"> <li>While graduation numbers are on the border, expanding too much further is difficult with current resources.</li> <li>Developed an interdisciplinary pathway to support the first year of study in the degree. A joint effort between the VPR's office and the Graduate school. Exploring ways to increase competitive admissions.</li> </ul>
Arts & Sciences	Interdisciplinary (Dean's Office)	45.0901	International Relations and Affairs	Doctoral	Completion	<ul style="list-style-type: none"> <li>Increase persistence following comp exams</li> <li>Reform the comp exam process</li> <li>Expand faculty expertise leading to more topics for PhD study</li> <li>Continue identifying student success options to enhance the current graduation numbers.</li> </ul>
Arts & Sciences	History	54.0101	History, General	Doctoral & Masters	Completion	<ul style="list-style-type: none"> <li>Explore ways to increase GTA lines to support writing and research at the PhD level.</li> <li>Outside partnerships aligned with museums to expand outreach and potential PhD students and completers.</li> </ul>

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Health & Human Sciences	Hospitality Management	52.0901	Hospitality Administration/ Management, General	Masters	Enrollment & Completion	<ul style="list-style-type: none"> <li>Exploring option to combine under Master of Consumer Sciences.</li> <li>Update website</li> <li>Maximize Online Presences</li> <li>Strengthen Industry collaboration</li> <li>Develop microcredentials leading toward certificates and perhaps a pipeline to a master degree.</li> <li>College and School restructure</li> </ul>
Arts & Sciences	Modern Languages	16.0101	Foreign Languages and Literatures, General	Masters	None – borderline enrollment and completion	<ul style="list-style-type: none"> <li>Casting a wider net by hosting a large-scale info session.</li> <li>Host a graduate symposium to showcase graduate student research.</li> <li>Reinstate the Director of Graduate Studies position to aid building program numbers.</li> </ul>
Arts & Sciences	AQ Miller School of Media and Communication	09.0101	Speech Communication and Rhetoric	Masters	None – borderline enrollment and completion	<ul style="list-style-type: none"> <li>Modernized and streamlined curriculum</li> <li>Increase international recruitment for the online program.</li> <li>Expand marketing campaign</li> <li>Continue to recruit more experts.</li> </ul>
Arts & Sciences	Political Science	44.0401	Public Administration	Masters	None – borderline enrollment and completion	Developing improvement plans.
Health and Human Sciences	Kinesiology	26.0908	Exercise Physiology and Kinesiology	Masters	None – borderline completion	<ul style="list-style-type: none"> <li>Developing strategies to maximize recruitment</li> <li>Revamp the website</li> <li>Continue to encourage/recruit to accelerated programs.</li> </ul>
Engineering	Biological and Agricultural Engineering	14.0301	Agricultural Engineering	Masters & Doctoral	None – borderline completion	Developing improvement plans.
Engineering	Chemical Engineering	14.0701	Chemical Engineering	Doctoral & Masters	None – borderline completion	Developing improvement plans.

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Engineering	Mechanical and Nuclear Engineering	14.1901	Mechanical Engineering	Masters	Completion	Developing improvement plans.
Engineering	Mechanical and Nuclear Engineering	14.2301	Nuclear Engineering	Masters & Doctoral	None – borderline completion	Developing improvement plans.
Engineering	Industrial and Manufacturing Systems Engineering	14.3401	Industrial Engineering	Masters & Doctoral	None – borderline completion	Developing improvement plans.
Health and Human Sciences	Interdisciplinary (Dean's Office)	19.0101	Family and Consumer Sciences/Human Sciences, General	Bachelor	Completion	<ul style="list-style-type: none"> <li>- This is an interdisciplinary program</li> <li>- Create articulation agreement with community college(s)</li> <li>- Market analysis to ensure program is meeting intended market</li> </ul>
Arts & Sciences	Interdisciplinary (Dean's Office)	24.0103	Humanities/ Humanistic Studies	Bachelor	Enrollment & Completion	<ul style="list-style-type: none"> <li>- This is an interdisciplinary program</li> <li>- No additional faculty or resources needed</li> <li>- Market analysis to ensure program is meeting intended market</li> <li>- Review purpose of the program – is it meeting a niche need?</li> </ul>
Arts & Sciences	Biochemistry and Molecular Biophysics	26.0202	Biochemistry	Masters & Doctoral	None – borderline completion	Developing improvement plans.
Arts & Sciences	Biology	26.0502	Microbiology, General	Doctoral	Completion	Developing improvement plans.
Agriculture	Entomology	26.0702	Entomology	Masters	Completion	Developing improvement plans.

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Agriculture	Interdisciplinary (Dean's Office)	26.0801	Genetics, General	Masters	Enrollment and Completion	Developing improvement plans.
Arts & Sciences	Statistics	27.0501	Statistics, General	Bachelor	Completion	Developing improvement plans.
Applied & Interdisciplinary Studies	Applied and Interdisciplinary Studies	30.0000	Multi-/ Interdisciplinary Studies, General	Masters	Completion	Developing improvement plans.
Arts & Sciences	Geography and Geospatial Sciences	30.4401	Geography and Environmental Studies	Doctoral	Completion	- Department merging and re- evaluating curricular offerings
Arts & Sciences	Geology	40.0601	Geology/ Earth Science, General	Bachelor	Completion	- Department merging and re- evaluating curricular offerings - Create articulation agreement(s)
Arts & Sciences	Physics	40.0801	Physics, General	Bachelor	Talent Pipeline  Borderline Completion	Developing improvement plans.
Arts & Sciences	AQ Miller School of Media and Communication	44.0201	Community Organization and Advocacy	Doctoral	Borderline Completion	Developing improvement plans.
Arts & Sciences	Geography and Geospatial Sciences	45.0702	Geographic Information Science and Cartography	Bachelor	Borderline Enrollment and Completion	- Program is less than 5 years old - Watching for enrollment growth and completion increases - Departments are merging and reviewing curricular offerings



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Arts & Sciences	Sociology, Anthropology, and Social Work	45.1101	Sociology, General	Masters & Doctoral	Borderline enrollment (masters only) and completion (both)	Developing improvement plans.
Arts & Sciences	Art	50.0702	Fine/ Studio Arts, General	Masters	Enrollment and Completion	Developing improvement plans.
Arts & Sciences	Interdisciplinary (Dean's Office)	51.1005	Clinical Laboratory Science/ Medical Technology/ Technologist	Bachelor	Enrollment and Completion	<ul style="list-style-type: none"> <li>- Interdisciplinary Program</li> <li>- Review marketing plan to ensure meeting demand</li> </ul>