

## **Faculty Senate Curriculum Committee Minutes**

**5.10.1 – 5.10.9 expert**

**March 16, 2021**

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**Faculty Senate Curriculum Committee Minutes 5.10.1 – 5.10.9 expert  
 March 16, 2021**

**I. 5.10 Article 15 program drops**

5.10.1	<a href="#"><u>Anthropology Non-Thesis, B.A.</u></a>				
	P13949	Major	Drop program	Rob Winningham	Provost
5.10.2	<a href="#"><u>Anthropology, Thesis Option, B.A.</u></a>				
	P13950	Major	Drop program	Rob Winningham	Provost
5.10.3	<a href="#"><u>Anthropology Minor</u></a>				
	P13951	Minor	Drop program	Rob Winningham	Provost
5.10.4	<a href="#"><u>Earth System Science Minor</u></a>				
	P13952	Minor	Drop program	Rob Winningham	Provost
5.10.5	<a href="#"><u>Physics Minor</u></a>				
	P13953	Minor	Drop program	Rob Winningham	Provost
5.10.6	<a href="#"><u>Geography, B.A.</u></a>				
	P13954	Major	Drop program	Rob Winningham	Provost
5.10.7	<a href="#"><u>Philosophy, B.S.</u></a>				
	P13957	Major	Drop program	Rob Winningham	Provost
5.10.8	<a href="#"><u>Philosophy, B.A.</u></a>				
	P13958	Major	Drop program	Rob Winningham	Provost
5.10.9	<a href="#"><u>Philosophy Minor</u></a>				
	P13959	Minor	Drop program	Rob Winningham	Provost

## II. Overall notes | 5.10.1 – 5.10.9

1. The Curriculum Committee standard for approving a drop course proposal is a full analysis of affected programs, including **concurrent** program changes for programs affected by drops in other programs. See [wou.edu/curriculum/courses](http://wou.edu/curriculum/courses), **15. Required corresponding program change**. Although these are not course drop proposals, as a result of dropping entire programs, many courses will no longer be offered at WOU, which will result in direct curriculum and catalog issues for the affected programs. Our practice is to not include drop proposals on an agenda without *concurrent* proposals for changes to the affected programs. These proposals, 5.10.1 – 5.10.9 are missing the affected program analysis. In every case, a genuine curriculum study would be an appropriate first step prior to dropping a program.
2. I disagree with the premise that dropping low-enrolled programs is the solution to WOU's budget deficit. I also fear the repercussions of doing this without following a careful curricular review process. And I value the liberal arts. For those reasons I cannot approve this in good conscience.
3. I am selecting "Issue" for this batch of drops because I still need more information from divisions. Specifically, "Who are the faculty affected, etc?"
4. I value liberal arts. I chose to teach here primarily because of the strong liberal arts program; therefore, I cannot in good conscience approve these.
5. The included lists of declining numbers of majors do not include a comparison to the numbers of other majors, nor any analysis regarding helping to bolster these programs.
6. The included lists of declining numbers of majors do not include a comparison to the numbers of other majors, nor any analysis regarding a university wide plan to help to bolster these programs and offer WOU students a variety of program options.
7. My division and I truly think this process was a matter of opportunism, not honest consultation. Our job as a Curriculum Committee is, in part, to "Examine the curricular implications of policies and procedures." My examination of this leads me to conclude the process and outcome here is contrary to our vision as a comprehensive university. The Article 15 cuts do not reflect a true budget emergency but an administrative decision to use the situation to change the nature of the institution, diminishing the liberal arts core. These cuts come before the many actual dismissals of faculty, indicating that the Article 15 "discussions" were not in good faith. The state and the University clearly have more money than anticipated in June 2020, and decisions to restructure should have been adjusted.
8. "...a recent report found that 80% of employers want all students to study the liberal arts and sciences. Moreover, the skills gained from a liberal arts education consistently rank among the most in-demand skills for the future." <https://www.bestcolleges.com/blog/is-a-liberal-arts-degree-worth-it/>

### III. 5.10.1 – 5.10.3 Anthropology majors and minor

- ANTH courses are used in a variety of programs that have not inputted curriculum changes, and will be impacted in the coming years as students attempt to complete or add majors and minors and minor that includes ANTH courses that are no longer offered. This proposal has no analysis of these repercussions

This includes, per the Registrar posted "Course-Usage-in-Programs-in-Academic-Year-2020-21" document, at least the following: Approved General Education Courses Forensic Anthropology Minor, Criminal Justice Majors, International Studies, B.A., Social Science, B.A., Human Biology Minor, Forensic Science Minor, Non-Chemistry Majors, Forensic Psychology Minor, Interpreting Studies: Theory, B.S., Latino/Chicano Studies Minor, Latin American Studies Concentration, Latin American Studies Minor, Public History Minor, Film Studies Minor, Gender Studies Minor, African Studies Concentration, Health Policy and Administration Concentration, Approved Bachelor of Applied Science Core Courses, Canadian Studies Concentration, Education, Early Childhood/Elementary Teaching Preparation, B.S., Education Studies (Non-Licensure), B.S.

- Concern about the impacts of ANTH courses suddenly disappearing. These details have not been considered through a curriculum process.

#### 5.10.1

- Vote: Disapprove
  - 3 approve
  - 6 disapprove
  - 3 abstain

#### 5.10.2

- Vote: Disapprove
  - 3 approve
  - 6 disapprove
  - 3 abstain

#### 5.10.3

- Vote: Disapprove
  - 3 approve
  - 6 disapprove
  - 3 abstain



#### IV. 5.10.4 Earth System Science Minor

- See the document V. *Retaining the Earth System Science Minor*
- Per this document, dropping the Earth System Science Minor does not save WOU any money. This minor can easily be completed with courses that will be regularly offered for current programs, programs that have been retained via the Article 15 process. Thus, dropping the ESS minor is a poor curriculum choice for WOU, it will not result in reducing course offerings, and it will result in reduced student choice at WOU. A declining number of minors is shown in the proposal, but this is not relevant as it will be **cost neutral to continue to offer this minor**. Further, there is no comparison to other minors that are retained.
- NSM rep emphasized the cost neutral nature of continuing this minor. Dropping this minor will not result in reduced course offerings or budget savings at WOU.

#### 5.10.4

- Vote: Disapprove
  - 2 approve
  - 7 disapprove
  - 3 abstain

## **A Request to Retain the Earth System Science Minor at Western Oregon University**

The purpose of this document is to make the case for retaining the Earth System Science Minor at Western Oregon University. We believe there is strong merit in retaining this minor for a number of reasons, which are articulated below.

- 1) The Earth System Science Minor could continue to be offered at WOU for **no cost** and help the Earth Science program with our goal of **increasing enrollments in our upper-division courses**. Table 1 emphasizes the fact that all of the courses in the Earth System Science Minor are part of existing programs that have been retained through the Article 15 process, including the Earth Science Major, GIS Minor, Environmental Studies Minor, Integrated Science Teacher Education Major, and Elementary/Middle Level Education Major (Table 1). The key take away here is that **the Earth System Science Minor could continue to be offered at no cost using existing courses** that are already widely deployed at WOU, through the Earth Science Major, allied programs, and General Education.
- 2) The Earth System Science Minor **has consistently attracted a solid number of students** over the past 10 years, with an average of 15.4 minors per year since 2010. For comparison, the Environmental Studies Minor, which was retained by the Article 15 Task Force, had an average of 10.5 minors per year over the same time period. Based on an analysis of the available minor enrollment data, there are 35 other minors at WOU with lower enrollments than the Earth System Science Minor (Table 2). Of these “lower enrolled” minor programs, 28 were retained by the Article 15 Task Force and 7 have been targeted for elimination. Given the stated premise that enrollment trends are driving the Article 15 decision-making process, these data support retaining the Earth System Science Minor, as has been done for the 28 other minor programs at WOU with lower enrollments.
- 3) The Earth System Science Minor has been **popular with community college transfer students** in recent years, especially those from underrepresented groups interested in STEM. Retaining it will give another pathway for WOU to strengthen its curricular connections with Chemeketa, LBCC, Clackamas, and PCC. In this vein, we have been working with LBCC science faculty and transfer specialists, including Dr. Kristin Mauro, to enhance the Degree Pathway Program between LBCC and WOU. Additional connections can be strengthened with Clackamas as one of our past NTTs is on the faculty there, and at PCC where we have professional connections. These are on top of the already strong connections we have with Chemeketa.
- 4) By retaining this minor, the Earth and Physical Science Department, the Natural Sciences and Mathematics Division, and the College of Liberal Arts and Sciences, would be **better positioned to pivot towards more integrated, interdisciplinary curricula** without going through a lengthy, full-scale curriculum process for creating a new minor. The existing minor could easily be modified to accomplish this type of approach in the future, saving an immense amount of time, energy, and work.

**For these reasons, we respectfully request that the Earth System Science Minor be retained at Western Oregon University.**

**Table 1: List of courses in the current Earth System Science Minor, showing instructors, scheduling rotations, and emphasizing alignment with General Education, College of Ed, and Earth Science curricula retained as part of Article 15 directives.**

Earth System Science Minor	Credits	Instructor	Scheduling Rotation	General Education	Earth Science BS/BA	GIS Minor	Env.Studies Minor (rev)	Int.Sci Teacher Ed	EI/Middle Science Ed
<b>SLATED FOR ELIMINATION</b>					<b>RETAINED</b>	<b>RETAINED</b>	<b>RETAINED</b>	<b>RETAINED</b>	<b>RETAINED</b>
<b>CORE</b>	<b>8</b>								
ES 104 Exploring the Physical Earth	4	Variable	Offered annually Fall, Winter	ExpKnow-SciPer	Required in BA		Elective		Required
ES 105 Discoveries in Earth Science -OR-	4	Variable	Offered annually Winter, Spring	ExpKnow-CritThink			Elective		Elective
ES 106 Exploring the Oceans and Atm	4	Variable	Offered annually Fall, Spring	ExpKnow-SciPer	Required in BA		Elective		Required
<b>ELECTIVES</b>	<b>16 to 18</b>								
ES 331 Introduction to Oceanography	3	Myers	Offered annually Fall		Elective		Elective	Required	Required
ES 341 Geographic Information Systems I	4	Szpakowski	Offered annually Fall		Elective	Required	Elective	Elective	
ES 354 Geology of Earthquakes	4	Templeton	Offered alternating years Spring		Elective		Elective	Elective	
ES 390 Basic Meteorology	3	NTT-TBD	Offered alternating years Spring		Elective		Elective	Required	Required
ES 431 Paleobiology	4	Myers	Offered alternating years Fall		Elective		Elective		
ES 453 Geology of the Pacific Northwest	4	Myers	Offered alternating years Winter		Elective		Elective	Elective	
ES 454 Volcanology	4	Templeton	Offered alternating years Spring		Elective		Elective	Elective	
ES 460 Energy and Mineral Resources	3	Templeton	Offered alternating years Spring		Elective		Elective		
ES 473 Environmental Geology	4	Taylor	Offered annually Spring		Required in BA		Elective	Elective	
ES 476 Hydrology	4	Taylor	Offered alternating years Winter		Elective		Elective		
ES 491 Stratigraphy and Dep Systems	4	Myers	Offered alternating years Fall		Required in BS/BA		Elective	Elective	
ES 492 Adv. GIS Apps in Earth Science	4	Szpakowski	Offered annually Spring		Elective	Required			
GS 351 Elements of Astronomy	3	NTT-TBD	Offered alternating years Spring		Elective			Required	Required

**TOTAL CREDITS = 24 to 26**

If retained, we intend to update the Earth System Science Minor to be even more efficient with respect to existing courses and alignment with other programs. For example, we envision merging elements from the defunct Geology and Earth Resources minors (with addition of ES 201, ES 202, and ES 203 as lower-division electives), remove sub-disciplinary buckets of upper-division electives, and replace with a single list of upper-division elective courses that is updated to better reflect current offerings and enhance alignments with recently approved Integrating Knowledge-Science, Technology, and Society courses.

Table 2 - Compiled Minor Data

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	AVG	ART 15 Decision
Minor Human Biology	75	136	199	236	247	268	246	242	196	166	201.1	RETAIN
Minor Business	177	223	208	214	233	207	179	174	121	89	182.5	RETAIN
Minor Psychology	138	176	184	193	208	206	193	159	129	106	169.2	RETAIN
Minor Health	132	172	177	182	181	167	147	150	116	100	152.4	RETAIN
Minor Entrepreneurship	159	152	162	146	142	133	141	142	102	66	134.5	RETAIN
Minor Bilingual/ESOL										116	116.0	RETAIN
Minor Spanish	110	129	124	131	127	105	86	98	110	96	111.6	RETAIN
Minor Social Science	105	104	82	86	81	89	77	89	69	46	82.8	RETAIN
Minor American Sign Language	51	53	65	57	70	64	63	91	87	74	67.5	RETAIN
Minor Forensic Psychology						6	43	77	88	107	64.2	RETAIN
Minor Communication Studies	19	25	62	69	68	79	74	82	68	66	61.2	RETAIN
Minor Homeland Sec & Comm Prep	35	44	62	72	76	62	71	85	57	34	59.8	ELIMINATE
Minor Sports Management	96	89	81	63	49	48	36	45	28	19	55.4	RETAIN
Minor SPED/Rehabilitation	36	35	47	69	76	74	64	53	35	22	51.1	RETAIN
Minor Economics	40	40	74	59	64	49	40	51	34	16	46.7	RETAIN
Minor Humanities	63	58	58	63	54	43	40	41	28	12	46.0	RETAIN
Minor Writing	51	68	72	54	45	37	33	27	19	20	42.6	RETAIN
Minor Sports Leadership	42	49	45	41	54	53	53	44	21	11	41.3	RETAIN
Minor Sociology	43	41	47	53	46	33	38	35	32	16	38.4	RETAIN
Minor Legal Studies	32	43	38	36	33	27	30	24	27	20	31.0	RETAIN
Minor Mathematics	23	38	38	32	44	44	24	18	19	19	29.9	RETAIN
Minor Computer Science	28	35	45	38	25	16	24	32	21	22	28.6	RETAIN
Minor Dance	26	35	35	26	33	26	30	28	22	22	28.3	RETAIN
Minor History	36	36	36	35	30	28	24	22	17	17	28.1	RETAIN
Minor Art-Studio Art	38	25	26	28	23	40	39	32	19	10	28.0	RETAIN
Minor Biology	28	42	38	24	18	26	30	30	23	19	27.8	RETAIN
Minor Organizational Leadershp					11	32	42	42	20	17	27.3	RETAIN
Minor Music	34	34	25	24	23	28	23	28	30	22	27.1	RETAIN
Minor Sociology-Community Serv	22	29	29	38	30	27	26	30	18	12	26.1	RETAIN
Youth Crime Studies								18	28	29	25.0	RETAIN
Minor Chemistry	26	30	30	37	26	17	21	22	19	20	24.8	RETAIN
Minor Political Science	34	30	31	23	19	18	24	20	17	16	23.2	RETAIN
Minor The Arts	8	17	20	21	27	25	51	43	12	4	22.8	RETAIN
Minor Gerontology		17	26	31	31	21	17	20	16	14	21.4	RETAIN
Minor Chemistry for BIO Majors	25	19	17	22	29	33	21	17	16	13	21.2	RETAIN
Minor Linguistics	13	17	30	23	23	24	26	24	15	9	20.4	RETAIN
Minor Theater Arts	27	27	25	26	29	17	15	13	14	11	20.4	RETAIN
Minor Educational Psychology							9	17	26	28	20.0	RETAIN
Minor Anthropology	30	26	27	21	18	20	19	11	9	8	18.9	ELIMINATE



Table 2 - Compiled Minor Data

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	AVG	ART 15 Decision
Minor Art Hist for Art Majors	30	31	19	23	17	16	10	12	11	5	17.4	RETAIN
Minor Physical Education	23	26	30	22	14	11	11	17	11	9	17.4	RETAIN
Minor Literature	35	29	25	19	13	14	14	8	4	3	16.4	RETAIN
Minor Forensic Science CHM Mjr	15	15	15	14	20	18	21	16	14	14	16.2	RETAIN
<b>Minor Earth System Science</b>	<b>16</b>	<b>25</b>	<b>20</b>	<b>20</b>	<b>17</b>	<b>11</b>	<b>12</b>	<b>10</b>	<b>12</b>	<b>11</b>	<b>15.4</b>	ELIMINATE
Minor Military Science	26	17	15	17	13	13	8	11	15	13	14.8	RETAIN
Forensic Anth-for CJ Majors			2	10	8	9	19	27	20	20	14.4	RETAIN
<b>Minor Philosophy</b>	21	14	18	19	15	13	10	16	8	8	14.2	ELIMINATE
Minor Physical Science	12	12	11	12	18	18	14	13	13	13	13.6	RETAIN
Minor Art-Art History	24	23	15	11	11	13	15	10	5	8	13.5	RETAIN
Minor French	16	18	20	14	8	12	13	11	9	9	13.0	RETAIN
<b>Minor Geography</b>	16	17	16	17	16	11	10	15	8	4	13.0	ELIMINATE
Minor Medicinal Chem & Pharma		2	12	12	12	12	23	16	15	12	12.9	RETAIN
Minor Geographic Info Science					4	18	18	17	10	8	12.5	RETAIN
Minor German	22	17	13	13	13	12	8	9	7	10	12.4	RETAIN
Minor Visual Comm Design			2	16	24	19	15	10	9	4	12.4	RETAIN
Minor Environmental Studies	9	14	11	13	11	10	9	12	11	5	10.5	RETAIN
Minor Art & Design									4	16	10.0	RETAIN
Minor Forensic Sci-Non Chem	19	14	14	10	4	7	6	4	10	10	9.8	RETAIN
Minor Information Systems					7	11	6	10	10	11	9.2	RETAIN
Minor International Studies	9	9	10	9	10	11	10	5	7	2	8.2	RETAIN
Minor Public Policy & Admin	9	9	10	10	8	7	8	9	6	6	8.2	RETAIN
Minor Gender Studies	6	5	14	9	8	10	8	8	3	7	7.8	RETAIN
Minor Film Studies	9	7	5	5	3	3	3	5	7	4	5.1	RETAIN
Minor Chican@ Studies	9	9	4	1	2	2	5	7	6	5	5.0	RETAIN
Minor Mathematics Education	4	6	4	3	7	6	3	3	4	4	4.4	RETAIN
Minor Early Childhood										4	4.0	RETAIN
Minor Forensic Sci Natural Sci										4	4.0	RETAIN
<b>Minor Physics</b>	4	2	6	5	4	3	1	6	4	3	3.8	ELIMINATE
Forensic Anth-non CJ/Anth Mjrs			1	4	5	2	4	3	3	4	3.3	RETAIN
Forensic Anth-for Anth Majors			2	4	3	4	2	3	3	2	2.9	RETAIN
Minor Chemistry for Healthcare										2	2.0	RETAIN
<b>Minor Environmental Chemistry</b>				1	4	1	1	2	2	2	1.9	ELIMINATE
<b>Minor Geology</b>	7	5	2	0	1	1	1	1	0	0	1.8	ELIMINATE
Minor Latin American Studies	2	4	2	2	2	2	1	0	1	1	1.7	RETAIN
Minor Public History									2	1	1.5	RETAIN
<b>Minor Earth Resources</b>	2	3	3	0	1	1	0	0	0	0	1.0	ELIMINATE
Minor English Studies										1	1.0	RETAIN
<b>Minor Planning</b>	1	1	2	1	0	1	1	1	1	0	0.9	ELIMINATE
Minor Aerospace Studies	1	1	1	1	0	0	1	0	0	1	0.6	RETAIN



#### VI. 5.10.5 Physics minor

- A university without Physics major is a sad situation; a university without Physics minor is a poor reflection on WOU. Rather than dropping low performing minors, we ought to work with areas to increase enrolment. So far, we have not seen any such support.
- Concern about a university without a physics minor, advanced Chemistry degrees need physics. These details have not been considered through a curriculum process.

#### 5.10.5

- Vote: Disapprove
  - 2 approve
  - 7 disapprove
  - 3 abstain

## VII. 5.10.6 Geography major

- GEOG courses are used in a variety of programs that have not inputted curriculum changes, and will be impacted in the coming years as students attempt to complete or add majors and minors and minor that includes GEOG courses that are no longer offered. This proposal has no analysis of these repercussions.

This includes, per the Registrar posted "Course-Usage-in-Programs-in-Academic-Year-2020-21" document, at least the following: City and County Government Concentration, Geographic Information Science Minor, Geography Minor, Education, Early Childhood Teaching Preparation, B.S., Education, Early Childhood/Elementary Teaching Preparation, B.S., Education, Elementary/Middle Level Teaching Preparation, B.S., Approved Bachelor of Applied Science Core Courses, Sustainability, B.A., International Studies, B.A., Film Studies Minor, Culture and Politics Concentration, Approved General Education Courses, Canadian Studies Concentration, Social Science Teacher Education, B.S., Urban and International Concentration, Asian Studies Concentration, Environmental Studies Minor, Environmental Chemistry Minor, Public History Minor, Physical Environment Concentration, Environmental Chemistry Concentration, Culture and Politics Concentration, Urban and International Concentration, Business Concentration, Film Studies Minor, Culture and Politics Concentration, Education, Elementary/Middle Level Teaching Preparation, B.S., Film Studies Minor, Culture and Politics Concentration, Education, Elementary/Middle Level Teaching Preparation, B.S.

- This will impact the Elem/Middle education majors with a Social Studies concentration along with the Middle/High and High School Social Science education degrees. These details have not been considered through a curriculum process.

### 5.10.6

- Vote: Disapprove
  - 4 approve
  - 7 disapprove
  - 1 abstain



### VIII. 5.10.7 – 5.10.9 Philosophy majors and minor

- See the document Phil Dept argument for retaining Phil Minor - March 15, 2021
- I would like to hear from Humanities about this. Further, during our General Education program change, we were told repeatedly that ***no faculty would lose their jobs as a result of the change from the LACC model to the new Gen Ed model.*** Clearly this promise has not been kept.
- PHL courses are used in a variety of programs that have not inputted curriculum changes, and will be impacted in the coming years as students attempt to complete or add majors and minors and minor that includes PHL courses that are no longer offered. This proposal has no analysis of these repercussions.  
This includes, per the Registrar posted "Course-Usage-in-Programs-in-Academic-Year-2020-21" document, at least the following:  
Approved General Education Courses, Approved Bachelor of Applied Science Core Courses, Legal Studies Minor, Organizational Leadership Minor, Forensic Psychology Minor, Forensic Chemistry Concentration, Environmental Studies Minor, Film Studies Minor, European Studies Concentration, Legal Studies Minor, International Studies, B.A.,
- No further discussion.

#### 5.10.7

- Vote: Disapprove
  - 4 approve
  - 6 disapprove
  - 2 abstain

#### 5.10.8

- Vote: Disapprove
  - 4 approve
  - 6 disapprove
  - 2 abstain

#### 5.10.9

- Vote: Disapprove
  - 4 approve
  - 6 disapprove
  - 2 abstain

# A Request to Retain the Philosophy Minor at Western Oregon University

The purpose of this document is to make the case for retaining the Philosophy Minor at Western Oregon University. It is essential to WOU retaining its status of a comprehensive university that students have a philosophy program available to them. In addition, there are both financial and enrollment justifications for retaining the philosophy minor, as explained below.

- 1) EQUITY: The Philosophy Minor has consistently attracted a solid number of students** over the past 10 years, with an average of 14.2 minors per year since 2010. For comparison, the Film Studies Minor, which was retained by the Article 15 Task Force, had an average of 5.1 minors per year over the same time period. The Minor in Latin American Studies, also retained by WOU in Article 15, has a mere 1.7 minors per year over that period. Based on an analysis of the available minor enrollment data, there are 32 other minors at WOU with lower enrollments than the Philosophy Minor (Table 1). Of these lower enrolled minor programs, 26 were retained by the Article 15 Task Force and only 6 have been targeted for elimination.

Given the stated justification that enrollment trends are driving the Article 15 decision-making process, these data support retaining the Philosophy Minor, as has been done for the 26 other minor programs at WOU being retained with lower enrollments than the Philosophy Minor. We argue that it is inconsistent and fundamentally unfair to retain those other programs with lower enrollments but to cut the Philosophy Minor.

Why would the film studies minor, with an average of 5.1 students a year, be retained while the philosophy minor, in an area that is central to liberal arts education and has a 2500 year history of being the cornerstone of higher education, be subject to elimination?

Another point of comparison: the German and French minors were slated for elimination in the Article 15 draft plan, but that decision was reversed in the final plan and those minors will be retained. We are of course in favor of retaining the German and French minors, but according to the administrations numbers, they are less worthy of being retained than the Philosophy Minor.

What could explain why 26 minors that have worse enrollment than the philosophy minor are retained, whereas the Philosophy Minor is cut? These anomalies show that the decision is not being made due to financial considerations (the explicitly stated rationale for invoking Article 15), because minors more costly to WOU are being retained.

- 2) COST. The Philosophy Minor could continue to be offered at WOU for relatively low cost; eliminating the minor will cost WOU money.** Table 2 below shows our calculations of the cost of offering the Philosophy Minor. WOUFT has asked WOU administration for detailed information on the cost of the Philosophy Minor, and that request was refused. So our department has conducted an estimate of the cost of retaining the Philosophy Minor, and the

calculations are listed in Table 2. We began with the numbers provided by WOU, that we average 9 philosophy minors. The Philosophy Minor consists of three required introductory courses (PHL 101, 102 or 251, and 103), 2 of three history of Philosophy courses (PHL 311, 314, and 316), a senior capstone course PHL 405, and one elective. The introductory courses are part of WOU's GenEd program, so they will be taught whether there is a philosophy minor or not. So it is only the three history of philosophy courses and the senior tutorial (which is the department's primary tool for assessment) that are at issue.

In the department's response to the draft plan, we asserted that PHL 311, 314, and 316 will be taught even if there is not a minor, as they are the core of any study of philosophy. The administration countered they do not agree that these courses will continue to be taught. Their stated reason is low enrollment – 9 students per course instead of 21 or 25 or 28 for more general courses. We are concerned that the administration presumes to dictate which individual courses will be deleted from the curriculum – something our accreditors will agree must be the purview of the department, the curriculum process, and the faculty senate. This is another instance of a long string of violations of shared governance by the current WOU administration.

What then is the exact cost of offering the Philosophy Minor? Here is a summary (details in Table 2). Let us assume for the moment (with WOU administration) that these courses (PHL 311, 314, 316, 405) would not be taught at WOU after eliminating the Philosophy Minor. That would mean that remaining faculty would teach other courses in their place, such as introductory classes with enrollments of 20-45, or honors classes, or first-year-seminars. Since some of these categories of courses are have *lower* enrollment caps than average (e.g. Honors classes with 15-20 students), we assumed 25 to be an average size class to be taught in lieu of the PHL 311, 314, 316, and 405. We then used current salaries of tenured faculty in Philosophy to calculate average salary, dividing by 9 to get an average cost per class taught (for 4-credit philosophy classes). (Salary used is without OPE, since that is paid no matter which specific classes are taught.) The resulting figure is \$9138 per class. Then calculate the cost for the four lower enrolled classes (311, 314, 316, and 405) per student (based on 9 in a class), \$1015, and the cost per student to teach larger intro classes (of 25) in their place, which is \$366. The difference is \$5849. For purposes of conservative estimation, presume that PHL 405 might be even smaller, averaging 5 students per term, so \$7311 more to offer that course than a larger intro course. The cost to offer the four courses for the Philosophy Minor ANNUALLY comes to \$24,857. But that is not the real cost of the Philosophy Minor, because the Department of Philosophy & Religious Studies proposed in our response to the Article 15 draft plan that we could effectively offer the minor while teaching those four courses only every 2<sup>nd</sup> year instead of every year. So half the time those slots may be filled with larger courses. Once this is taken into account, the annual cost of offering the minor is reduced to a mere \$6580, or \$731 per student earning a Philosophy Minor.

What this analysis shows is that if even **one potential student** (2021-22 tuition \$8280) were to decline to come to WOU because of the lack of a minor program in philosophy, then **WOU would lose money by not having a Philosophy Minor**. Given that the average number of

philosophy minors since 2014 is 9.375, it is reasonable to expect that at **least one of the 9 expected philosophy minors will chose a different school than WOU because WOU administration has eliminated all programs in philosophy**, including the very inexpensive Philosophy Minor. If this assumption is accurate, **dropping the philosophy minor will cost WOU money**. (Actually, we think it is reasonable to expect closer to 8 or 9 students to be disenchanted with WOU because of the loss of the minor, and if so, the losses in enrollment and tuition revenue will be higher. If five students choose a different university over WOU, that will be a loss of revenue of at least \$34,820 (\$41,400 (5 x \$8280) - \$6580 cost of minor). **In an era when enrollment is declining and cost-savings are the explicit goal of Article 15, it is unreasonable and unjustified to eliminate the Philosophy Minor.**

- 3) **Diversity, Salary, and the WOUFT-WOU CBA.** Consider two other minors: the French and German minors. Both were slated for elimination in the Article 15 draft plan but saved in the final plan. The official explanation in the Article 15 final plan is that “It is essential for our diverse course offerings that we have more than one modern language on this campus”. How can that be essential, if it is not also essential that WOU have ANY philosophy program? **Philosophy teaches ethics, social justice, diversity, and many interdisciplinary courses which include diverse ideas. Indeed, there is a kind of diversity of ideas that philosophy offers that is offered by no other program at WOU.** There is a reason that philosophy has been the cornerstone of the liberal arts for many centuries. Any institution that claims, as WOU does, to be a “comprehensive university” must have a philosophy program to make that claim credible.

Moreover, notice that while for many years both German and French were taught at least partly by tenure-track and tenured faculty, in the past few years both have transitioned to being taught by only Non-tenure-track faculty with lower salaries than tenure-track faculty. The “diversity” claim for retaining minors in languages is mere cover for the fact that the Department of Philosophy & Religious Studies has three tenured and one non-tenure-track faculty, so **cutting the Philosophy Major eliminates more expensive tenured faculty, while retaining French and German minors retains less expensive non-tenure-track faculty.** The CBA clearly does not allow making layoff decisions on the basis of the salaries of the individuals being considered.

All four members of the Department of Philosophy & Religious Studies are union members, and have all been active in WOUFT, including Ken Kirby as a current WOUFT Steward and bargaining team member, and Mark Perlman who was WOUFT President twice for a total of ten years, a long-time member of the bargaining team, and current grievance officer. **The excessive, unjustified, and disproportionately harsh treatment of the department appears to be retaliation against a strong union department.**

**CONCLUSION:** Eliminating the Philosophy Minor is not justified by its numbers of minors, will actually cost WOU money, and is a blatant rejection of the values of a liberal arts education. It may well involve a CBA violation. All of this makes a powerful case for retaining the Philosophy Minor.

A similar case can be made against the Article 15 elimination of the Philosophy Major, since that will certainly dissuade potential philosophy students from attending WOU, and is also not justified by the numbers. But we have focused exclusively on the minor program here.

By retaining the Philosophy Minor, the Department of Philosophy and Religious Studies, the Humanities Division, and the College of Liberal Arts and Sciences, would be **better positioned to offer a more integrated, interdisciplinary curriculum.**

**For these reasons, the Department of Philosophy & Religious Studies respectfully requests that the Philosophy Minor be retained at Western Oregon University.**



**TABLE 1: SCH by minor program 2010-2019**

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	AVG	ART 15 Decision
Minor Human Biology	75	136	199	236	247	268	246	242	196	166	201.1	RETAIN
Minor Business	177	223	208	214	233	207	179	174	121	89	182.5	RETAIN
Minor Psychology	138	176	184	193	208	206	193	159	129	106	169.2	RETAIN
Minor Health	132	172	177	182	181	167	147	150	116	100	152.4	RETAIN
Minor Entrepreneurship	159	152	162	146	142	133	141	142	102	66	134.5	RETAIN
Minor Bilingual/ESOL										116	116.0	RETAIN
Minor Spanish	110	129	124	131	127	105	86	98	110	96	111.6	RETAIN
Minor Social Science	105	104	82	86	81	89	77	89	69	46	82.8	RETAIN
Minor American Sign Language	51	53	65	57	70	64	63	91	87	74	67.5	RETAIN
Minor Forensic Psychology						6	43	77	88	107	64.2	RETAIN
Minor Communication Studies	19	25	62	69	68	79	74	82	68	66	61.2	RETAIN
Minor Homeland Sec & Comm Prep	35	44	62	72	76	62	71	85	57	34	59.8	ELIMINATE
Minor Sports Management	96	89	81	63	49	48	36	45	28	19	55.4	RETAIN
Minor SPED/Rehabilitation	36	35	47	69	76	74	64	53	35	22	51.1	RETAIN
Minor Economics	40	40	74	59	64	49	40	51	34	16	46.7	RETAIN
Minor Humanities	63	58	58	63	54	43	40	41	28	12	46.0	RETAIN
Minor Writing	51	68	72	54	45	37	33	27	19	20	42.6	RETAIN
Minor Sports Leadership	42	49	45	41	54	53	53	44	21	11	41.3	RETAIN
Minor Sociology	43	41	47	53	46	33	38	35	32	16	38.4	RETAIN
Minor Legal Studies	32	43	38	36	33	27	30	24	27	20	31.0	RETAIN
Minor Mathematics	23	38	38	32	44	44	24	18	19	19	29.9	RETAIN
Minor Computer Science	28	35	45	38	25	16	24	32	21	22	28.6	RETAIN
Minor Dance	26	35	35	26	33	26	30	28	22	22	28.3	RETAIN
Minor History	36	36	36	35	30	28	24	22	17	17	28.1	RETAIN
Minor Art-Studio Art	38	25	26	28	23	40	39	32	19	10	28.0	RETAIN
Minor Biology	28	42	38	24	18	26	30	30	23	19	27.8	RETAIN
Minor Organizational Leadershp					11	32	42	42	20	17	27.3	RETAIN
Minor Music	34	34	25	24	23	28	23	28	30	22	27.1	RETAIN
Minor Sociology-Community Serv	22	29	29	38	30	27	26	30	18	12	26.1	RETAIN
Youth Crime Studies								18	28	29	25.0	RETAIN
Minor Chemistry	26	30	30	37	26	17	21	22	19	20	24.8	RETAIN
Minor Political Science	34	30	31	23	19	18	24	20	17	16	23.2	RETAIN
Minor The Arts	8	17	20	21	27	25	51	43	12	4	22.8	RETAIN
Minor Gerontology		17	26	31	31	21	17	20	16	14	21.4	RETAIN
Minor Chemistry for BIO Majors	25	19	17	22	29	33	21	17	16	13	21.2	RETAIN
Minor Linguistics	13	17	30	23	23	24	26	24	15	9	20.4	RETAIN
Minor Theater Arts	27	27	25	26	29	17	15	13	14	11	20.4	RETAIN
Minor Educational Psychology							9	17	26	28	20.0	RETAIN
Minor Anthropology	30	26	27	21	18	20	19	11	9	8	18.9	ELIMINATE
Minor Art Hist for Art Majors	30	31	19	23	17	16	10	12	11	5	17.4	RETAIN
Minor Physical Education	23	26	30	22	14	11	11	17	11	9	17.4	RETAIN
Minor Literature	35	29	25	19	13	14	14	8	4	3	16.4	RETAIN
Minor Forensic Science CHM Mjr	15	15	15	14	20	18	21	16	14	14	16.2	RETAIN
Minor Earth System Science	16	25	20	20	17	11	12	10	12	11	15.4	ELIMINATE

Minor Military Science	26	17	15	17	13	13	8	11	15	13	14.8	RETAIN
Forensic Anth-for CJ Majors			2	10	8	9	19	27	20	20	14.4	RETAIN
<b>Minor Philosophy</b>	<b>21</b>	<b>14</b>	<b>18</b>	<b>19</b>	<b>15</b>	<b>13</b>	<b>10</b>	<b>16</b>	<b>8</b>	<b>8</b>	<b>14.2</b>	ELIMINATE
Minor Physical Science	12	12	11	12	18	18	14	13	13	13	13.6	RETAIN
Minor Art-Art History	24	23	15	11	11	13	15	10	5	8	13.5	RETAIN
Minor French	16	18	20	14	8	12	13	11	9	9	13.0	RETAIN
Minor Geography	16	17	16	17	16	11	10	15	8	4	13.0	ELIMINATE
Minor Medicinal Chem & Pharma		2	12	12	12	12	23	16	15	12	12.9	RETAIN
Minor Geographic Info Science					4	18	18	17	10	8	12.5	RETAIN
Minor German	22	17	13	13	13	12	8	9	7	10	12.4	RETAIN
Minor Visual Comm Design			2	16	24	19	15	10	9	4	12.4	RETAIN
Minor Environmental Studies	9	14	11	13	11	10	9	12	11	5	10.5	RETAIN
Minor Art & Design									4	16	10.0	RETAIN
Minor Forensic Sci-Non Chem	19	14	14	10	4	7	6	4	10	10	9.8	RETAIN
Minor Information Systems					7	11	6	10	10	11	9.2	RETAIN
Minor International Studies	9	9	10	9	10	11	10	5	7	2	8.2	RETAIN
Minor Public Policy & Admin	9	9	10	10	8	7	8	9	6	6	8.2	RETAIN
Minor Gender Studies	6	5	14	9	8	10	8	8	3	7	7.8	RETAIN
Minor Film Studies	9	7	5	5	3	3	3	5	7	4	5.1	RETAIN
Minor Chican@ Studies	9	9	4	1	2	2	5	7	6	5	5.0	RETAIN
Minor Mathematics Education	4	6	4	3	7	6	3	3	4	4	4.4	RETAIN
Minor Early Childhood										4	4.0	RETAIN
Minor Forensic Sci Natural Sci										4	4.0	RETAIN
Minor Physics	4	2	6	5	4	3	1	6	4	3	3.8	ELIMINATE
Forensic Anth-non CJ/Anth Mjrs			1	4	5	2	4	3	3	4	3.3	RETAIN
Forensic Anth-for Anth Majors			2	4	3	4	2	3	3	2	2.9	RETAIN
Minor Chemistry for Healthcare										2	2.0	RETAIN
Minor Environmental Chemistry				1	4	1	1	2	2	2	1.9	ELIMINATE
Minor Geology	7	5	2	0	1	1	1	1	0	0	1.8	ELIMINATE
Minor Latin American Studies	2	4	2	2	2	2	1	0	1	1	1.7	RETAIN
Minor Public History									2	1	1.5	RETAIN
Minor Earth Resources	2	3	3	0	1	1	0	0	0	0	1.0	ELIMINATE
Minor English Studies										1	1.0	RETAIN
Minor Planning	1	1	2	1	0	1	1	1	1	0	0.9	ELIMINATE
Minor Aerospace Studies	1	1	1	1	0	0	1	0	0	1	0.6	RETAIN

**TABLE 2 – COST ESTIMATES FOR OFFERING THE PHILOSOPHY MINOR**

<b>Analysis of cost of Philosophy Minor</b>			9-Mar-21
<p>The current Philosophy minor consists of introductory courses which are also GenEd courses, (which will be taught whether or not the Philosophy Minor exists), and four upper division courses likely to be taken only by Philosophy students: PHL 311, 314, 316, and the senior tutorial PHL 405).</p> <p>The cost of the Philosophy minor is the difference between teaching those four UD courses to small sections (average 8-9 for 311, 314, 316, and average 3-6 for 405) instead of teaching four other courses with higher class sizes comparable to campus average, say, 25 per section.</p>			
<b>Faculty</b>	<b>TT Salaries in 2021 (not including OPE)</b>	<b>Class credits taught per year</b>	<b>number of 4 credit courses taught per year</b>
<b>Daniel, Susan</b>	\$ 82,009	36	9
<b>Hickerson, Ryan</b>	\$ 75,771	36	9
<b>Perlman, Mark</b>	\$ 88,959	36	9
	\$ 246,739		
* Ken Kirby is omitted here only because he does not teach the courses involved in the Minor.			
<b>average cost per faculty</b>	<b>\$ 82,246</b>	36	9
average cost per 4 credit course (faculty cost/9)	<b>\$ 9,138</b>		
average cost per course per student at 9 students in a section - for the 4 upper division philosophy class essential to the Philosophy Minor (ave. cost per course \$9138.48 / 9 students)	\$ 1,015		
average cost per course per student at 25 students in a section - for other courses taught in place of the 4 upper division philosophy class essential to the Philosophy Minor (ave. cost per course \$9138.48 / 25 students)	\$ 366		
difference between teaching a small upper division class with 9 students (PHL 311, 314, 316) and larger class of 25	<b>\$ 5,849</b>		
difference between teaching a small upper division class with 5 students (PHL 405) and larger class of 25	<b>\$ 7,311</b>		

**Current cost of ANNUALLY teaching PHL 311, 314, 316 and 405 for smaller sections to retain the Philosophy Minor, as oposed to teaching larger GenEd sections in place of those four courses (3x \$5848.63 plus \$7310.79)**

**\$ 24,857**

**The Philosophy Department reported that after the Philosophy Major has been eliminated, retaining the Philosophy Minor could be effectively retained by offering the UD classes (PHL 311, 314, 316, and 405) only every other year. Given this plan, the cost is reduced, as estimated below.**

average cost per course per student at 18 students in a section every 2nd year - for the 4 upper division philosophy class essential to the Philosophy Minor (\$9138.48/18)	\$ 508
average cost per course per student at 25 students in a section - for other courses taught in place of the 4 upper division philosophy class essential to the Philosophy Minor (\$9138.48/25)	\$ 366
difference between teaching a medium-sized upper division class with 18 students (PHL 311, 314, 316) every 2nd year and larger class of 25 (\$365.54 x 7)	<b>\$ 2,559</b>
difference between teaching a small upper division class (PHL 405) every 2nd year with 10 students (PHL 405) and larger class of 25 \$365.54 x 15)	<b>\$ 5,483</b>
<b>Cost per course to teach for 18 instead of 25 (PHL 311, 314, 316 every 2nd year)</b>	<b>\$ 6,580</b>
<b>Cost per course to teach for 10 instead of 25 (PHL 405 every 2nd year)</b>	<b>\$ 3,655</b>
Ave. Cost of Two years of teaching 4 regular 25-student philosophy classes (8 x 9136.48)	\$ 73,108

One year of teaching Philosophy major with four UD classes (PHL 311, 314, 316, 405) and one year of teaching regular courses	\$ 59,948
Cost difference of teaching four UD Philosophy courses (311,314, 316, 405) every 2nd year, and teaching larger classes of 25	\$ 13,159
<b>Annual Cost difference per year to offer Philosophy minor (2 year cost difference / 2)</b>	<b>\$ 6,580</b>
<b>Cost per student to offer Philosophy Minor to those students, assuming 9/year (1 year cost / 9 students (ave))</b>	<b>\$ 731</b>

WOU annual tuition	\$8280
<b>Annual Loss to WOU if even one potential student per year chooses to go elsewhere than WOU because of WOU's lack of a Philosophy Minor</b>	<b>\$1700</b>
<b>LOSS to WOU for no longer being a comprehensive university that is dedicated to the liberal arts</b>	<b>incalculable</b>

Number of Philosophy minors	Fall 2014	13
	Fall 2015	11
	Fall 2016	7
	Fall 2017	13
	Fall 2018	7
	Fall 2019	8
	Fall 2020 (est)	8
	Fall 2021 (est)	8
Average number of Philosophy Minors 2014-2021 (est)		<b>9.375</b>

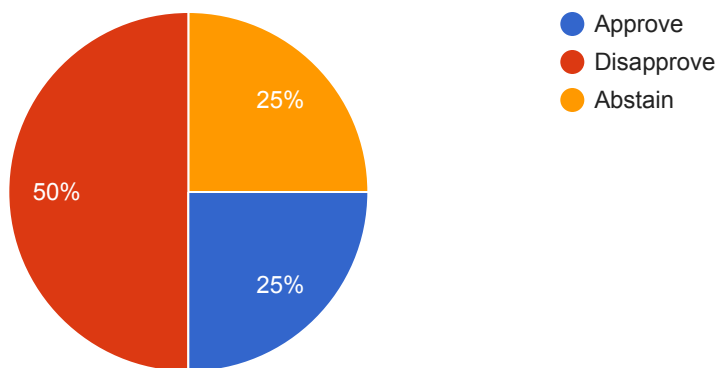
# CC 03.16.21 | 5.10 Article 15 program drops

12 responses

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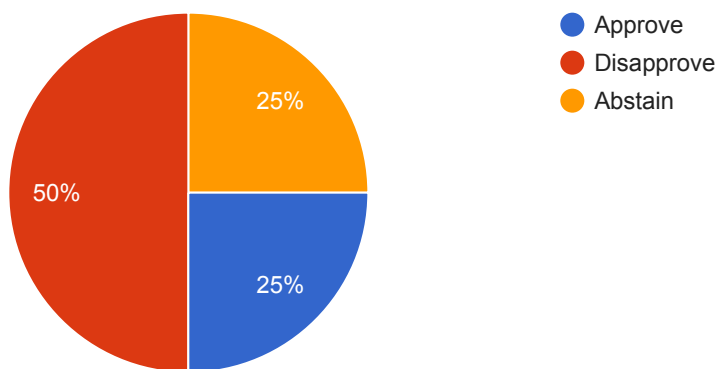
## 5.10.1 | Anthropology Non-Thesis, B.A. | Drop program

12 responses



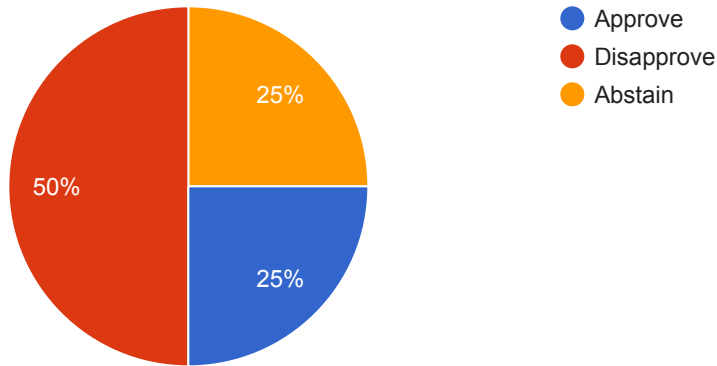
## 5.10.2 | Anthropology, Thesis Option, B.A. | Drop program

12 responses



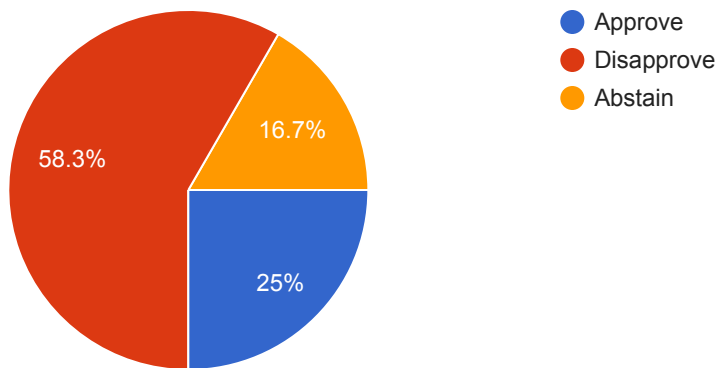
### 5.10.3 | Anthropology Minor | Drop program

12 responses



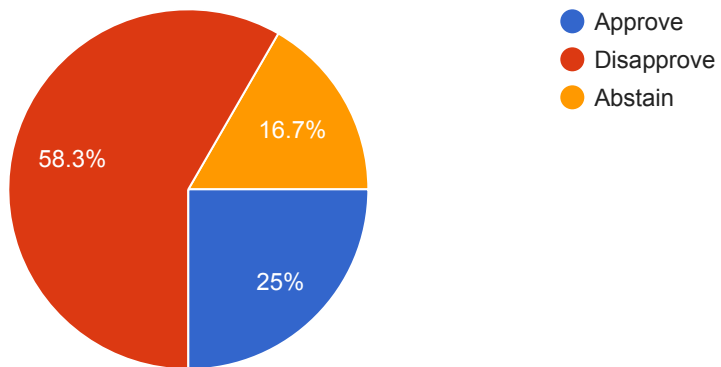
### 5.10.4 | Earth System Science Minor | Drop program

12 responses



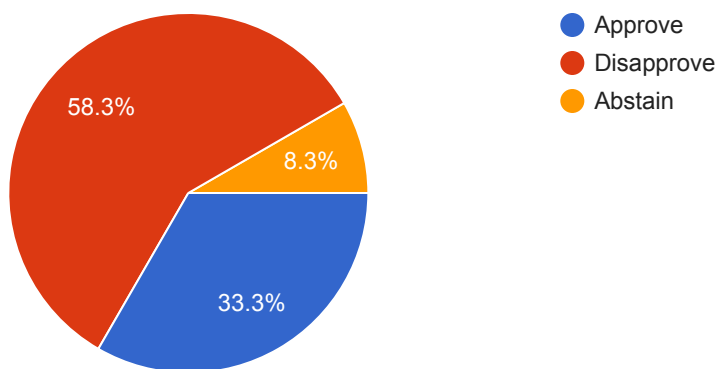
### 5.10.5 | Physics Minor | Drop program

12 responses



### 5.10.6 | Geography, B.A. | Drop program

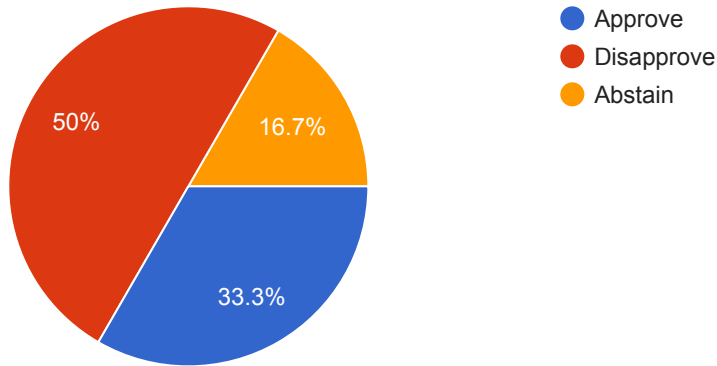
12 responses





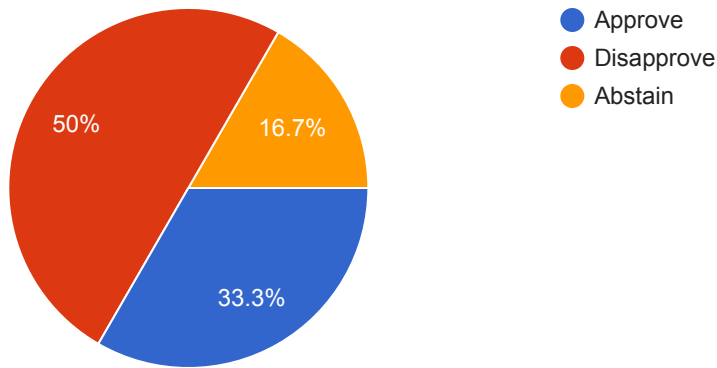
### 5.10.7 | Philosophy, B.S. | Drop program

12 responses



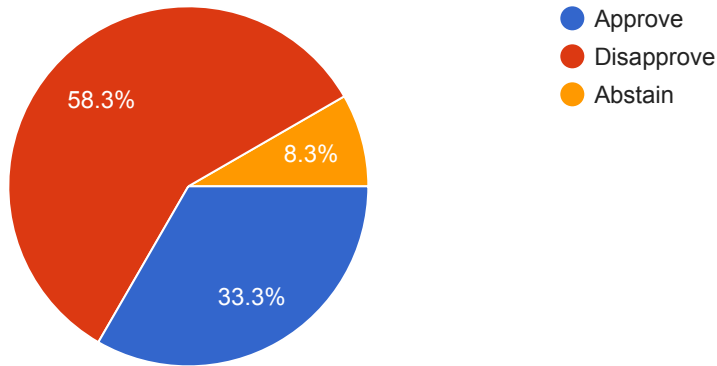
### 5.10.8 | Philosophy, B.A. | Drop program

12 responses



### 5.10.9 | Philosophy Minor | Drop program

12 responses



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