



# CAPE Transformation Response

January 22, 2020

Colleagues,

Your Deans, the Office of the Provost, and a team of faculty from outside your college have reviewed the submitted transformation updates. We thank you for the time and energy you have placed on transforming your programs. In early September, we provided you with guiding questions to consider. Those questions were, how will your transformed program

- be attractive to students?
- meet marketplace needs?
- be innovative and creative?
- incorporate changes that reflect the evolution and direction of the field/discipline?
- create a more diverse, equitable, and inclusive student body?
- motivate engagement by both students and faculty?
- incorporate high impact practices?
- improve recruiting and retention efforts?
- develop cross-disciplinary curricula?
- impact costs and resources of existing and requested budget?
- address CAPE committee recommendations?

We also asked you to articulate measurable goal(s) for your program transformation and identify measurements, targets with estimated timeline, and any achieved milestones in your update(s).

We didn't expect you to answer all of these questions in the first report, but moving forward, it's essential that you address several key areas. Overall, make sure to explain how the transformation would result in a program that will be significantly different from the existing program. Also, please ensure your Transformation Updates highlight attractiveness to students and/or marketplace needs and the way your transformation aligns with the future direction of your discipline. Finally, make sure to include measurable goal(s) and identified measurements/targets to gauge the success of your program transformation, a timeline by which you will measure, and any milestones you have already achieved. Ultimately, use the other relevant questions above to argue for how your transformation plan will be successful in growing and strengthening your program.

As you may know, the Kentucky Council on Postsecondary Education has retained Gray Associates, Inc. to develop a program evaluation tool for each of the state universities. The WKU evaluation tool will be available through your college within the next week. This tool will allow you to have objective regional data on student interest, employment, and the number of competing programs in undergraduate programs to enhance your transformation plans; you might also be able to make inferences about graduate programs from this data. The data on this platform are very nuanced, so it's critical that you get assistance from your associate deans who have trained on the platform and who will provide training sessions for you. Recall also that there are a variety of colleagues (listed below) available to provide additional assistance in market data and other areas.

Each college dean's office will be contacted with our feedback within the next week, which they will then share with you. All programs will be asked to submit their next update by March 31, 2020. Our office would be happy to schedule a meeting, either by college or by program, to further discuss the comments.

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Associate Provosts of Faculty and Academic Excellence

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