



Workforce Alignment Review Phase II

“Enrollment Optimization Action Plan”

February 2026

Board of Regents Charge

Iowa Board of Regents charge:

At the **February 27, 2025** Board of Regents meeting, President Sherry Bates charged the institutions and Board office to:

- Conduct a **Workforce Alignment Review** of all academic programs
- Identify **low-enrollment programs**
- Provide **associated recommendations**

The Board asked that the review be completed for presentation at its regular meeting in **November 2025** and then be forwarded to the Governor's Office and the General Assemble by the end of November.

November 2025 BOR meeting

- **2025 Workforce Alignment Review of Programs Report**
(Agenda Item 15, November 11-13, 2025)
- **Key Themes from Board of Regents Discussion**
 - Next Steps & Accountability
 - Program Decisions & Data Transparency
 - Consensus & Strategic Approach

Phase II: Enrollment Optimization

Phase 1: BOR Workforce
Alignment Review

Phase 2: Enrollment
Optimization @ UNI

Context:

- What is our **Action Plan**?
- We do this type of work all of the time
- Anticipated changes to BOR Policy (APR and annual reporting expectations)
- Legislation (25+ bills since Jan 1st)
- Report to Iowa House Higher Education Committee
- Feb BOR update on UNI's efforts and action plan.

Getting started...Spring 2026

Recommendations	In progress
Review the assignment of classification of instructional program codes (CIP codes) that are used to categorize and track programs.	<ul style="list-style-type: none">● Review Major Definition to include CIP code guidance● WLSN CIP review
Identify opportunities for program reorganization or closure that would generate administrative efficiencies, improve academic program alignments, or create enhanced opportunities for workforce preparation.	<ul style="list-style-type: none">● Philosophy● World Religions● Gerontology● Geography● Environmental Resource Management● Mathematics● Geographic Information Science● Public Administration● Political Communication● Public Health
Expand on existing practice and identify new data-informed strategies to support students in connecting degree tracks and opportunities for experiential learning to their career objectives.	<ul style="list-style-type: none">● Designing an “Enrollment Management Resource Guide” to assist in answering questions related to student demand, workforce alignment, career readiness and student ROI.

Proposed changes to BOR Policy 3.7

Recommendation: Explicitly integrate low enrollment thresholds into the existing process and expand on the factors for consideration in doing program audits.

Policy 3.7 Academic Program Review

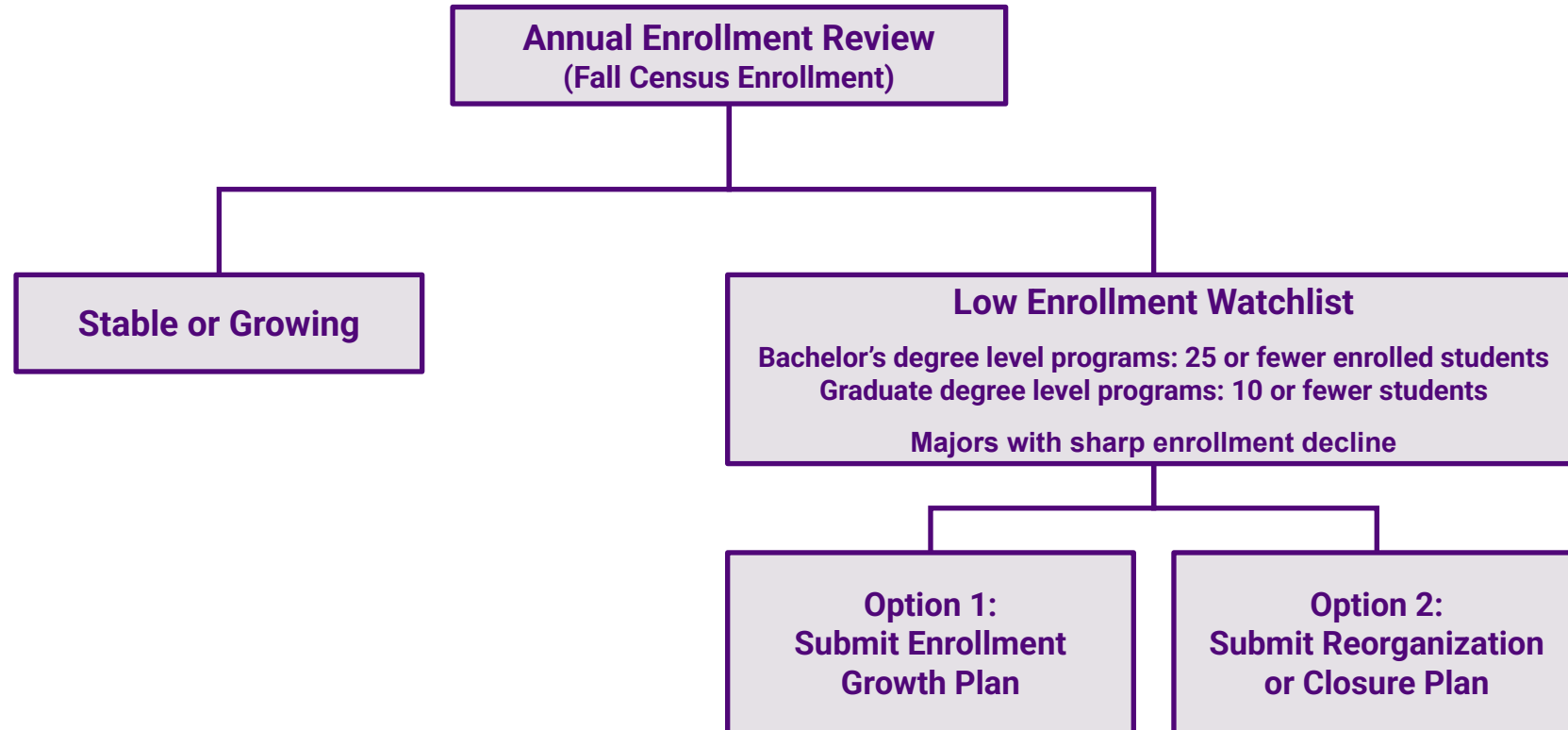
- A. The institutions shall conduct a review of all academic programs on a seven-year cycle and shall provide the Board Office with an annual list of programs reviewed. (...)
- B. The Board Office shall prepare an annual report to the Board with emphasis on exemplary or particularly noteworthy features of the academic program review and additional information on low-enrollment undergraduate and graduate programs based on thresholds set by the Board Office.

Proposed changes to BOR Policy 3.7

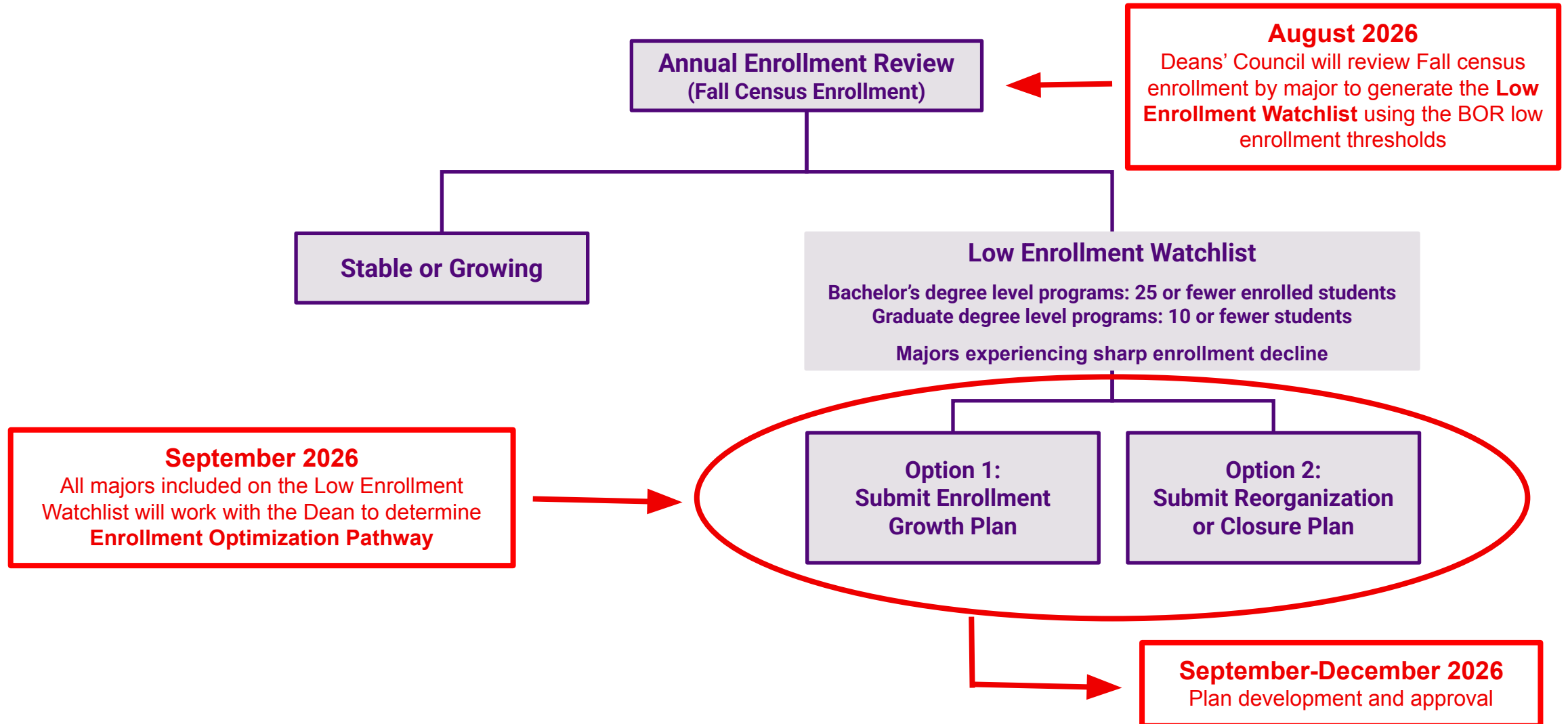
C. The Board Office may periodically and selectively identify programs from the reports submitted by the institutions to be audited on-site. The following are examples of programs that might be audited: (a) newly initiated programs, (b) programs with negative review recommendations ~~and~~ (c) those with significant enrollment declines and (d) those with low employment outcomes. The Board Office shall determine if any matters resulting from the audits need Board action and place them on the agenda of the Board of Regents' Academic Affairs Committee

D. Each university shall additionally develop a process to identify low enrollment undergraduate and graduate programs at least every two years based on thresholds as identified in section 3.7.B. This process shall include an evaluation of the program viability, contributions to other programs, and opportunities for growth.

Continuous Enrollment Optimization



Annual Implementation Timeline



Preparing for Fall 2026

- **Identify enrollment optimization pathways for low enrolled programs**
- **Establish the Guiding Principles**
 - No elimination of faculty
 - Program planning cannot rely on any no new resources
- **Plan expectations**
 - Evidence of Ongoing Student Demand
 - Recruitment and Enrollment Pipelines
 - Program Design and Capacity
 - Risk Assessment and Contingency Planning

BE READY TO PIVOT !!!!