Process and Recommendations for Academic Restructuring

Board of Trustees
Academic/Student Affairs Committee
March 17, 2011
Process
Rationale for Restructuring

• To position UNCG to respond to emerging disciplines/fields and the changing needs of the state and nation
• To create an academic unit that builds on existing strengths in health and human development in HHP, HES and possibly other academic units, departments and/or programs
• To strengthen the connection between graduate education and UNCG’s research mission
• To enhance administrative efficiencies in preparation for significant budget reductions
Strategic Area 2: Improve health, wellness, and quality of life for children, adults, families, and communities through scientific inquiry and application, workforce development, reduction of disparities, sustainability efforts, and recreational opportunities.
Spring/Summer 2010

• Deans Council Sub-Committee appointed to:
  – Explore national models that might help to inform the process at UNCG
  – Develop the plan for how faculty would be engaged in the process

• Senior faculty from HES and HHP added to the Deans Council Sub-Committee
Fall 2010

• Appointment of Restructuring Committee consisting of faculty and staff (including representatives from the Faculty Senate and Staff Senate) with strengths in health and human development from across the campus

• Committee chaired by Professor Dan Bibeau (HHP) and Professor Gwen O’Neal (HES); Representation from all departments in HHP and HES; CAS, SOE, SON, and two programs in the Graduate School

• Facilitator from Center for Creative Leadership (David Altman)
Faculty/Staff Restructuring Committee

• Dan Bibeau, Co-Chair
  • Jackie White (CAS)
  • Scott Young (SOE)
  • Nancy Nelson Hodges (HES)
  • Susan Calkins (HES)
  • Anna Marshall-Baker (HES)
  • Cheryl Lovelady (HES)
  • John Rife (HES)
  • Denise Tucker (HHP)
  • Laurie Wideman (HHP)
  • Chelsea Boccardo (HHP)

• Gwen O’Neal, Co-Chair
  • Bob Aronson (HHP)
  • Sevil Sonmez (HH)
  • Nancy Callanan (Grad School)
  • Bei Wu/Jan Wassel (Grad School)
  • Debra Wallace (SON)
  • Josh Hoffman (Faculty Senate)
  • Charles Dent (HHP)
  • Jeffrey Stoutenberg (HES)
  • Peggy Craig (Staff Senate)
  • Dylan Brown (HES)
Committee Charge

- Recommend a structure that would create a single academic unit (school or college) building on our strengths around health and human development
- Recommend a name or alternative names for the single academic unit
- Recommend a structure that would be consistent with our strategic plan and vision for UNCG
- Ensure that any programs, departments, or units considered as part of the restructuring have representation on the Restructuring Committee
Committee Charge

• Recommend an academic home for all existing departments either within the restructured unit or other existing academic units

• Reduce not add administrative overhead (i.e., one less academic unit) with the recommended restructuring

• Create a strategy for communication to include a webpage to keep faculty, staff, students, alumni and friends informed of the committee’s work
Clarification of Charge and Goal with Input from Facilitator Altman

• Charge: To recommend multiple options for a single academic unit that is likely to enhance collaboration through interdisciplinary approaches to curricula, community engagement, and research

• Goal: To create a single unit that is likely to enhance collaboration through interdisciplinary approaches to curricula, community engagement, and research
Fall 2010 and Early Spring 2011

- Restructuring Committee met six times
- RC submitted five draft structures to Provost in December for preliminary feedback
  - 3 added and 2 reduced administrative overhead
- RC developed narratives for two structures
- RC submitted report to Provost on March 1, 2011
- Note: Provost provided update to Academic/Student Affairs Committee of BOT and received feedback on proposed structures on February 8, 2011
Spring 2011

- Restructuring Committee Report posted on restructuring website for public review and comment March 1 – March 9
- Review of input by Provost and Chancellor in preparation for recommended structure and name to Board of Trustees on March 14 and 17
Summary of Comments

• Comments received
  – Faculty: 44
  – Staff: 9
  – Students: 11
  – Alumni: 47
  – Community/other: 7
  – Total: 118

• Majority were positive and constructive
Recommendations
Current Structure

School of HES
- Consumer Apparel & Retail Studies
- Human Development and Family Studies
- Interior Architecture
- Nutrition
- Social Work

School of HHP
- Communication Sciences & Disorders
- Kinesiology
- Public Health Education
- Recreation, Tourism, & Hospitality Management
Current Structure

• Graduate School
  – Conflict Studies and Dispute Resolution
  – Genetic Counseling
  – Gerontology
Proposed Structure for the New Academic Unit

- Communication Sciences & Disorders
- Human Development & Family Studies
- Kinesiology
- Nutrition
- Public Health Education
- Social Work
- Recreation and Gerontology
- Genetic Counseling (program)
Relocated Departments/Programs

- Interior Architecture to College of Arts & Sciences
- Consumer Apparel & Retail Studies to Bryan School of Business & Economics
- Hospitality & Tourism Management to Bryan School of Business & Economics
Issues Requiring Further Study

- Should Genetic Counseling join Counseling and Educational Development in the School of Education?
- Should Recreation Management, Leisure Services Management, and Commercial Recreation and Event Management move to the Bryan School of Business & Economics?
Proposed Name for the New Academic Unit

• School of Health and Human Sciences
• School of Health and Human Environmental Sciences
• School of Health, Human Development and Wellness
• School of Health and Human Professions
• School of Health and Sustainable Living
Timeline and Proposed Plan for Transitional Leadership

- School of Health and Human Sciences established July 1, 2011
- Transitional issues addressed 2011-12 (e.g., administrative and support services, preservation of history and legacy, etc.)
- Dean appointed July 1, 2011 to oversee transition
- National search for permanent Dean launched no later than July 2012
- Permanent Dean appointed no later than July 2013
Committee
Discussion/Questions
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<tr>
<th>Current Departments</th>
<th>New School</th>
<th>Bryan School</th>
<th>College</th>
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<tr>
<td>Communication Sciences and Disorders</td>
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<tr>
<td>Consumer Apparel &amp; Retail Studies</td>
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<td>Create Department of Consumer, Apparel, Retail Studies</td>
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<tr>
<td>Gerontology (From Graduate School)</td>
<td>Create new Department of Gerontology and Therapeutic Recreation</td>
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<td>Genetic Counseling (From Graduate School)</td>
<td>Genetic Counseling (further study to determine whether the program should join the Counseling Program in the School of Education)</td>
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<td>Recreation, Tourism, &amp; Hospitality</td>
<td>Recreation into new department</td>
<td>Create Hospitality &amp; Tourism Management program in Bryan School</td>
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<td>Management (further study to determine</td>
<td>Gerontology and Therapeutic Recreation (from the Recreation Management; Leisure Services Management; Commercial Recreation and Event Management should move to Bryan School)</td>
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