

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

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO STRATEGIC PLAN 2009-2014

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

Current Departments	New School	Bryan School	College
Communication Sciences and Disorders	Communication Sciences and Disorders		
Consumer Apparel & Retail Studies		Create Department. of Consumer, Apparel, Retail Studies	
Gerontology <i>(From Graduate School)</i>	Create new Department of Gerontology and Therapeutic Recreation		
Genetic Counseling <i>(From Graduate School)</i>	Genetic Counseling <i>(further study to determine whether the program should join the Counseling Program in the School of Education)</i>		
Human Development and Family Studies	Human Development and Family Studies		
Kinesiology	Kinesiology		
Nutrition	Nutrition		
Public Health Education	Public Health Education		
Recreation, Tourism, & Hospitality Management	Recreation into new department Gerontology and Therapeutic Recreation <i>(further study to determine if Recreation Management; Leisure Services Management; and Commercial Recreation and Event Management should move to Bryan School)</i>	Create Hospitality & Tourism Management program in Bryan School	
Social Work	Social Work		
Interior Architecture			Interior Architecture