

## **Proposal to Restructure the College of Professional Programs and Social Sciences to create a College of Education and a College of Business**

As per policy 2:009, Academic Reorganization and Reidentification:

1.a. “specific suggestions for reorganization;”

- Effective no later than fall 2009, the School of Education will be removed from the College of Professional Programs and Social Sciences and be renamed the College of Education.
- If necessary, the College of Education will be led by an Interim Dean until such time as a national search can be conducted to fill the position of Dean.

Effective fall 2009:

- The College of Education will consist of two departments. The department of Teaching and Learning will consist of the K-6 and 4-8 programs, Reading, and the Masters of Arts in Teaching. The department of Educational Specialties will include Instructional Technology, Special Education, Educational Leadership, and Clinical Teaching. Each department will be led by a department chair who will be selected in accordance with APSU policy 5:029, Departmental Chairpersons and Directors. Each chair will receive reassigned time and a stipend in accordance with Austin Peay policy and practice.
- The College of Education is approved to add one secretarial position (or its equivalent) to support the work of the department chairs or to otherwise assist in the operation of the College.
- Effective no later than fall 2009, the School of Business will be removed from the College of Professional Programs and Social Sciences and be renamed the College of Business.
- If necessary, the College of Business will be led by an Interim Dean until such time as a national search can be conducted to fill the position of Dean.

Effective fall 2009:

- The College of Business will consist of two departments – the department of Accounting, Finance, and Economics and the department of Management, Marketing, and General Business. Each department will be led by a department chair who will be selected in accordance with APSU policy 5:029, Departmental Chairpersons and Directors. Each chair will receive reassigned time and a stipend in accordance with Austin Peay policy and practice. (Effective no later than fall 2009.)

- The College of Business will be able to add one secretarial position (or its equivalent) to support the work of the department chairs or to otherwise assist in the operation of the College. (Effective no later than fall 2009.)
- Effective in January 2009, the College of Professional Programs and Social Sciences will be renamed the College of Behavioral and Health Sciences.
  - The College of Behavioral and Health Sciences will be led by the person currently serving as Interim Dean or the “permanent” Dean of the formerly named College of Professional Programs and Social Sciences.
  - The College of Behavioral and Health Sciences will consist of the departments of Health and Human Performance (HHP), Military Science, Political Science, Psychology, Social Work, Sociology, the School of Nursing, and the Leadership Studies minor.

1.b. “a rationale for the recommendations to include:”

i) “a statement of the circumstances or events that prompted the recommendations”

- The presence of the School of Education within the College of Professional Programs and Social Sciences has been perceived negatively by the higher education community in Tennessee. This has hampered our ability to be a part of statewide teacher education reform efforts. We are the only four-year TBR institution that does not have a College of Education in some form.
- The presence of the School of Business within the College of Professional Programs and Social Sciences has lowered the visibility of this unit within the Clarksville community and the region. We are the only four-year TBR institution that does not have a College of Business in some form.
- The current structure of the College of Professional Programs and Social Sciences is too large and lacks intellectual coherence. The CoPPSS has substantially more students than existing Colleges and this has placed substantial administrative burdens on the staff of the College.

ii) “objectives to be accomplished by the recommendation”

- Position the College of Education to play a significant role in statewide teacher education reform efforts.
- Strengthen the position of education programs in providing leadership to the APSU teacher education unit.
- Enhance the visibility and prestige of academic business programs in the Clarksville community.
- Strengthen our chances of attaining AACSB accreditation for the College of Business.
- Enhance our focus on behavioral and health sciences programs that are popular with students.

- iii) “anticipated costs associated with the recommendations and possible funding sources”
  - Costs of this reorganization will be covered through an internal reallocation of funds currently provided to the schools.
- iv) “impact on degree programs in the current academic inventory”
  - This proposal will have no impact on programs in the current academic inventory.

**Note:** The following material has come forward from academic units and represents proposed additions to the original reorganization proposal. They do not in any way alter or compete with the above proposal. They have the support of Academic Affairs.

### **Proposal to Restructure the Department Social Work and Sociology to Create a Department of Social Work and a Department of Sociology**

As per policy 2:009, Academic Reorganization and Reidentification:

- 1.a. “specific suggestions for reorganization;”
  - Effective fall 2009, the Department of Social Work and Sociology will be split into two departments – the Department of Social Work and the Department of Sociology.
- 1.b. “a rationale for the recommendations to include:”
  - i) “a statement of the circumstances or events that prompted the recommendations”
    - The Social Work program is accredited by the Council for Social Work Education (CSWE). In our most recent accreditation review, CSWE raised questions about the wisdom of having Social Work combined with another discipline. This concern will only grow with the recent approval of the TBR consortium-based Master of Social Work (MSW) program. The program also runs a Department of Children Services (DCS) grant program. In addition to these developments, the social work program has been a fast growing program at Austin Peay. Enrollment has increased by more than 30% over the last five years. There are six full-time faculty and just over 200 majors in this program and this number will certainly grow with the addition of the MSW degree.
    - Our Sociology major is showing increasing promise in recent years. We have added a couple of young, promising new faculty who have had a positive impact on student interest in Sociology. We have seen an 18%

increase in the number of Sociology majors over the last year. And Sociology has become an increasingly viable option for students completing the social science core. The program currently employs five full-time faculty and has 71 majors along with providing significant course offerings in the social science component of the core.

ii) “objectives to be accomplished by the recommendation”

- Create a department structure at Austin Peay that more closely reflects national norms for the treatment of these two disciplines.
- Provide an academic chair for each discipline whose academic training is in the discipline they would be leading.
- Address the concerns of CSWE about the governance structure for Social Work
- Promote greater focus on education quality processes in Sociology as addressed in the Academic Audit.
- Enable both departments the chance to reach their full-potential without the need to coordinate their efforts with another academic discipline.

iii) “anticipated costs associated with the recommendations and possible funding sources”

- There would be a net increase in stipend costs of \$2,000 to fund an additional chair as well as funds to cover additional adjunct costs to support modest reassigned time for the chair. (Social Work will acquire the existing secretarial support. Sociology will share a secretary with Political Science.)
- Funds to support this change would be reallocated from the critical needs budget of the Provost office.

iv) “impact on degree programs in the current academic inventory”

- This proposal will have no impact on programs in the current academic inventory.

**Proposal to Restructure the School of Agriculture and Geosciences to Create a Department of Agriculture and a Department of Geosciences**

As per Policy 2:009, Academic Reorganization and Re-identification:

1a. "Specific suggestions for reorganization,"

- Effective no later than Fall 2009, the School of Agriculture and Geosciences within the College of Science and Mathematics will be dissolved.

Effective Fall 2009:

- The College of Science and Mathematics will gain the Department of Agriculture and the Department of Geosciences
- The College of Science and Mathematics will then consist of the Departments of Agriculture, Allied Health Sciences, Biology, Chemistry, Computer Science, Geosciences, Mathematics and Physics and Astronomy.
- The Department of Agriculture will gain a department chair.
- The Department of Agriculture will share a full time secretary with the Allied Health Sciences Department.
- The Director of the School of Agriculture and Geosciences will revert to a department Chair of Geosciences (twelve month to a nine month position).
- The Department of Geosciences will retain the full time secretary that has supported the School of Agriculture and Geosciences.

1b. "A rationale for the recommendations to include:"

i) "A statement of the circumstances or events that prompted the recommendations"

- Extreme fiscal constraints in the 2001-02 academic year resulted in departmental consolidations and clerical staff reductions at Austin Peay State University. The two standing Departments of Agriculture and Geosciences were combined into a School of Agriculture and Geosciences.
- The two standing departments were combined to save the salary of the secretary shared by Agriculture and Allied Health Sciences.
- The union of these two quite dissimilar disciplines provides serious built-in difficulties for anyone selected to be the director of the School of Agriculture and Geosciences. The differences between the disciplines have precluded the development of planning and direction for the School as a whole. The director is forced to split administrative attention between the disciplines. This inevitably means that the director has no training or experience in one of the two disciplines making up the school.
- The current administration desires that departmental structures look conventional with respect to competing institutions. The current administrative structure of the School of Agriculture and Geosciences is an anomaly. No such disparate academic disciplines are paired elsewhere in North America let alone the United States.
- Such a current administrative structure draws skepticism from state and

federal agencies reviewing grants. The dissolution of the School would also enhance faculty standing in preparing grant proposals for federal agencies.

- Colleagues in other institutions are confused and derisive of the composition of the school and it engenders embarrassment on the school faculty particularly at national meetings and in dealing with journal editors and review boards.
- The current administrative structure puts an uncompensated burden on faculty members in programs unrelated to the director's discipline.
- A majority of faculty from the School of Agriculture and Geosciences believe that both programs would prosper better as standalone departments than under the current administrative structure.

ii) "Objectives to be accomplished by the recommendation"

- Re-establish free standing Departments of Geosciences and Agriculture enabling the respective departments to regain their individual identities.
- Dissolution of the school would better meet the expectations of increased student recruiting, raise the prestige levels of both departments with regard to recruiting faculty, provide greater program visibility and increase the numbers of majors.
- Individual department identity allows an enhanced public identity for disciplinary recruiting, greater acceptance of the quality of our teaching and particularly enhances the reputation of our scholarly publications, public lectures and regional public perceptions.

iii. " Anticipated costs associated with the recommendations and possible funding sources"

- The dissolution of the School of Agriculture and Geosciences into free standing Departments of Agriculture and Geosciences would not cost the University additional funds but would result in increased savings as outlined below.
- Estimated savings from eliminating the 12-month director position and the salary and benefits costs associated (minus the cost of adding a new department chair) would be approximately \$22,000.

iv. "Impact on degree programs in the current academic inventory"

- This proposal will have no impact on programs in the current academic inventory.