

The question as we understand it:

*Should the academic departments be re-aligned to better level the loads and best reflect and market our mission? If so, how?*

*The goals of the re-organization are to address:*

1. Resource distribution problems and CLAS
2. Collaboration/innovation
3. Fundraising and clear identity
4. Haphazard programs and departments within traditional structures
5. Overall appetite for reorganization (a.k.a. the “25-50-15 split”)
6. Grouping departments: Criteria, performance and recommendations

Department of Nutrition general consensus:

- How will having more colleges and deans address the specific concerns? What are the mechanisms?
- Trends at other Universities seem to be toward less not more administrative positions. What are the compelling reasons other Universities have for consolidating and what are our reasons for expanding?
- What will the reorganization add that the Health Institute does not? Will the re-organization get rid of the Health Institute?
- We question whether students and communities identify with colleges at all. We find they identify with their departments and professors. How would more colleges create clearer identity?
- We are concerned about the financial impact of more administrative units. We wonder what less expensive approaches could be taken to increase collaboration, innovation, and student success. We suspect that a 4/3 faculty teaching load, more faculty support/training, and more effort in student advising may serve us better than additional Deans.
- We wonder who will be responsible for improving fund raising.
- We would have few concerns if a reorganization was done with the same number of colleges.

Questions for Academic Departments:

1. How do you think an academic re-org, like the ones in the graphic, would impact your department – both positively and negatively – in terms of the following enrollment-related topics? Please explain.
  - a. Student recruitment

PRO	NEUTRAL	CON
NUT might get students from other disciplines in health. Some of our students might go to other health related majors as well		The University doesn't have enough Health Professions to have a College of Health Professions. Need to add others such as Pharmacy, OT, PT

b. Student retention

PRO	NEUTRAL	CON
Departments aligned might affect retention.		Don't see how it would affect retention unless \$\$\$ available from fund raising for Health Institute for scholarships.

c. Student graduation rates

PRO	NEUTRAL	CON
Might affect graduation rates if, for example, we were able to share lab space with NUR or HPS. NUT courses would be value-added with such labs.		
If Health Institute able to sustain income of \$\$\$ for scholarships for tuition (example: current HERSA grant) graduation rates might increase if students had assistance with tuition.		

2. How do you think an academic re-org, like the ones in the graphic, would impact your department – both positively and negatively – in terms of the following identity-related topics? Please explain.

a. Professional recognition

PRO	NEUTRAL	CON
	Doubt it would have any effect.	MSU D's small number of disciplines in Health Professions would not be impressive. Other institutions in state dwarf us with their wide range of health majors.

b. Department reputation/image

PRO	NEUTRAL	CON
	Doubt it would have any effect for Department of Nutrition.	

c. Department revenue

PRO	NEUTRAL	CON
	Not sure how it would have any effect.	

d. Program accreditation

PRO	NEUTRAL	CON
	Our accreditation standards are quite strict and prescriptive. This probably would not have any effect on our accreditation from the Academy of Nutrition and Dietetics.	

3. How do you think an academic re-org, like the ones in the graphic, would impact your department in terms of the following internal university topics? Please explain.

a. Voting representation (such as on Faculty Senate and Council of Chairs & Directors)

PRO	NEUTRAL	CON

Breaking up CLAS breaks up the behemoth. This would be a very positive move.		

b. Collaboration with other departments

PRO	NEUTRAL	CON
If all in departments in the Health Institute are all in the same building <b>yes</b> . This would break down silos.		Currently collaborating while in silos. No need to change structure.

4. Are there current projects or projects in the planning stages that you feel would be disrupted by an academic re-org? Please explain.

PRO	NEUTRAL	CON
	Not that we can think of	

5. Are there specific policies or procedures that your department uses that reference or use the current school/college structure? How would they be impacted by an academic re-org?

PRO	NEUTRAL	CON
Smaller colleges might mean easier access to the Dean, although we feel 100% supported by CPS Dean and currently she is accessible.		

6. Does your *department* currently engage in external fundraising? Do you think an academic re-org into smaller colleges (such as the 7 shown in the graphic) would impact fundraising for your department? How about for your college?

PRO	NEUTRAL	CON
	We currently engage in external fundraising, but do	

	not see an impact at the college level.	
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7. Using the graphic re-org as a point of discussion, how would your department feel about being in the 5-college version?

PRO	NEUTRAL	CON
If there were a building for Health Professions/Health Institute, that would make a difference.		Concerns about the amount of money it takes for a re-org = \$1 million/dean's office at a minimum.

In the 7-college version? Should MSU Denver continue down the path of collegiate restructuring, where do *you* think your department belongs? [Remember, these are being put forward as models to promote discussion. They are not finalized plans being voted on.]

PRO	NEUTRAL	CON
Department of Nutrition feels like we fit perfectly where it is....College of Health Professions (or whatever name it has). NUT advocates for a building, a written association with the Health Institute, utilizing counseling where we give indigent care, collaboration with health center.		

General comments:

1. #1 concern is the \$\$ it would take to create and maintain 7 Dean's Offices.
2. Grant writers at the University currently don't even develop enough successful grants to pay for their own salaries. This needs a boost at MSU Denver.
3. We are interested in more collaboration with HPS, NUR, HSP, HEP and others. Team teaching with these departments in assessment, electronic medical records,