

Reorganization questions - JTC

Here are the three questions presented on the possible academic reorganization and responses. Michelle Baum, Stacy Barton, Darcy Beery, Kenn Bisio, Jeff Hammond, Steve Krizman, Lisa Ortiz, Kip Wotkyns, Chris Jennings, Alfredo Sanchez and I agreed that the following is an accurate summary of our answers.

Questions

1. What are the pros and cons of the structure the President's Advisory Council on Academic Excellence and Student Success proposed to adapt MSU Denver to future opportunities and challenges?
2. How might you modify this structure and why?
3. What other issues should President Davidson, Provost Golich and the Board of Trustees consider?

Responses

1. Some of the suggested college names may make it easier for fundraising and developing an identity. For instance, STEM is a hot-button name, and a College of Health would seem to be a practical consideration. Outside funding sources can recognize what each college does when a college has such a name. Students may also find it easier to identify with such a unit rather than the "College of Professional Studies." This may bolster finances and student cohesion.

The weakness is that these names are not necessarily reflective of what will be contained in those colleges. For instance, Dance and Sports Management are not health majors. Psychology is a behavioral science, but it is not in the proposed College of Social and Behavioral Sciences. CAS is a behavioral science, not an Art and Humanity. In our own department, roughly half of what we do serves the proposed College of Science, Engineering and Mathematics, while we also have components related to the College of Business, Arts and Humanities, and Social Sciences.

Also, while there will be fundraising opportunities for a few, the others will be lumped into colleges that are unlikely to find additional funds. The College of Arts and Humanities is unlikely to draw high-dollar donors. The same can be said for the units in the College of Social and Behavioral Sciences. While the departments within each proposed college are critical to what makes a university a university, none of them are going to attract large donations. This will create insecurity for those working in those colleges.

The proposal also breaks up the College of Professional Studies, which does not need to be broken. The title of the college reflects its contents. As we are currently connected, we have found numerous synergies that we might miss if split. In many ways, it seems that

this overhaul is being done because there are funds to support a School of HEaT and the College of Letters, Arts and Sciences does not work very well.

2. If the graphic that was presented with the report is to be our roadmap – and it is a roadmap that differs from what is listed in the report – then we would suggest preserving a College of Professional Studies or at least shifting the composition of the proposed colleges.

Our future College of Professional Studies would include the Advanced Manufacturing Sciences Institute, the departments of Aviation & Aerospace Science, Engineering & Engineering Technology, Human Performance & Sport, Industrial Design, Journalism & Technical Communication, any other like-minded departments, and the ROTC program.

The Speech, Language and Hearing Sciences program in the Department of Communication Arts and Sciences would move to the College of Health Professions in place of the Department of Human Performance & Sport.

The remainder of the Department of Communication Arts and Sciences would move into the College of Social and Behavioral Sciences, along with the Department of Psychology.

The following table details the final composition:

TABLE 1: Six colleges and a school

College of	Depts.						
Arts and Sciences	Art	English	History	Modern Languages	Music	Philosophy	Theatre
	Biology	Chem.	EAS	Math	Physics		
Business	Accounting	CIS	Economics	Finance	Mgmt.	Marketing	
Education	Elementary	Special Ed.	Secondary				
Health Professions	Health Professions	Nursing	Nutrition	Human Services	Social Work	SLHS (program)	
HEaT (school)	Hotel Mgmt & Travel & Tourism Mgmt	Event & Meeting Mgmt	Restaurant Mgmt and Brewing Program	Urban Agriculture			
Professional Studies	AMSI	AVS	EAET	HPS	Ind. Design	JTC	ROTC program
Social & Behavioral Sciences	Africana Studies	CAS	Chicano Studies	CJC	Gender & Sex.	Political Science	Soc. and Anthro.
	Psychology						

The above table assumes that the School of HEaT, the College of Business and the School of Education are immutable as presented. It also assumes that it would be possible

to preserve a College of Professional Studies. If, however, CPS was fated for removal and there was some room to adjust, we would propose fewer colleges and the incumbent cost savings.

Five colleges and one school (HEaT) would be sufficient. This would mean a savings of about \$1 million per year in dean office costs relative to the current plan. It might also be possible to enact this change more quickly than the current proposal.

We would propose the following:

TABLE 2: Five colleges and a school

College of	Depts.						
Arts and Social Sciences	Art	English	History	Modern Languages	Music	Philosophy	Theatre
	CAS	CJC	HPS	JTC	Political Science	Soc. & Anthro.	
Business	Accounting	CIS	Economics	Finance	Mgmt.	Marketing	
Education & Diversity	Elementary	Special Ed.	Secondary	Africana Studies	Chicano Studies	Gender & Sexuality	
Health Professions	Health Professions	Nursing	Nutrition	Human Services	Social Work	SLHS (program)	Psych.
HEaT (school)	Hotel Mgmt & Travel & Tourism Mgmt	Event & Meeting Mgmt	Restaurant Mgmt and Brewing Program	Urban Agriculture			
Sciences	AMSI	AVS	EAET	Ind. Design	ROTC	Biology	Chem.
	EAS	Math.	Physics				

Finally, if none of these are possible, we would ask that JTC and CAS switch places on the current roadmap, putting JTC in the College of Arts and Humanities and CAS in Social and Behavioral Sciences.

- How will this reorganization, or any reorganization, increase student retention? Since retention is a key consideration, is there any data that a reorganization of academic units would improve student retention? A brief search of retention studies did not provide any evidence for this. In fact, that search reinforced the need for more full-time faculty as a means to increase student retention. The retention question needs to be better answered if we are to effect the proposed change.