Program Change Proposal:

Provided to Faculty in the following affected unit:

- Department of Computer Science

This program change proposal is provided in keeping with the provisions of Article 9 of the Collective Bargaining Agreement (CBA) between the Board of Trustees and the SIUC Faculty Association IEA/NEA. Specifically, this proposal addresses the requirements of Section 9.03 of the CBA.

Background and Overview

This proposal reflects a partial outcome of discussion between faculty members and administrators regarding a program change proposal to establish a School of Physical Sciences and Computing (distributed in November 2017). In response to feedback from affected faculty, the administration modified the Program Change Proposal by removing the Department of Computer Science as an affected unit (i.e, removing the degree programs in Computer Science, as well as their associated Faculty, from the proposal to establish the School of Physical Sciences and Computing). Subsequently the administration proposed to establish an independent School of Computing. This document provides required notification regarding the proposal to establish a School of Computing.

A. Description of Proposed Change:

This proposal would _eliminate_ the Department of Computer Science and _create_ a School of Computing. The Department of Computer Science is the sole affected unit as defined by Article 9. **All degree programs associated with the Department of Computer Science, including the undergraduate and graduates degree programs and any concentrations and/or specializations, will be incorporated into and housed in the School of Computing.** The names and academic requirements of the degree programs will not change when they are transferred to the School of Computing. Faculty holding tenure in the Department of Computer Science will have their tenure transferred to the School of Computing. Tenure track faculty in the Department of Computer Science will have their tenure track appointments transferred to the School of Computing, with no change to their tenure probationary period (see below for additional provisions regarding tenure track faculty).

Organizational Structure of School of Computing:

The School of Computing will be led by an A/P Director who will report to and serve at the pleasure of the Dean of the College[1], and who will be appointed following a search

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[1] See statement on College structure that is presented independently from the Program Change Proposal, at the end of this document.

conducted in keeping with the University's Hiring Policy and Procedures. The University Policy on Department Chair responsibilities presently applies to School Directors. In keeping with this policy, the School Director is the chief academic, administrative, and fiscal officer for the academic unit and serves at the pleasure of the Dean. The Director is responsible for overall management and leadership of the unit and is expected to contribute to the mission of the University.

Specific duties of the Director will include, but are not limited to[2]: planning, development, coordination, review, and administration of undergraduate and graduate instructional programs to advance learning outcomes of students enrolled in the School's academic programs, as well as students enrolled in service courses offered by the School's faculty; ensuring faculty excellence through effective recruitment, retention, and evaluation of personnel; advancing and coordinating accreditation-related activities including program assessment; maintaining effective recruitment, retention, and degree completion rates of students enrolled in the School's academic programs; providing educational leadership, fostering excellence, and creating a culture of increased research, scholarship, and creative activity among faculty; developing and recommending budgets to the Dean, as well as administering approved budgets and controlling expenditures within the unit; promoting alumni relations and representing the School and its constituent divisions and programs to various constituencies; conducting all business and activities in compliance with applicable law, policies of the SIU Board of Trustees, University Policies and Procedures, the College and School Operating Papers, and other guidance and directives of the Dean; and fostering an environment that advances Institutional goals regarding diversity and intolerance of discrimination.

Upon creation of the School of Computing, an Interim Director for the School will be appointed following usual campus processes for appointing interim administrators. The term-basis Interim Director appointment will be made via search waiver by the appropriate Dean, in consultation with faculty members who comprise the School, and with approval of the Provost and the Office of Affirmative Action. Faculty members will be afforded a clear opportunity to express their preference regarding possible candidates for the Interim Director Position.

The search for the permanent School Director would be internal or external, consistent with current practice for hiring of Department Chairs and School Directors. In keeping with university hiring procedures and policy, an approved position announcement will be created for the Director Position; a search committee will be approved through the Affirmative Action Office; applications will be solicited; applications will be reviewed by the search committee; approved interviews will be conducted; and, a hiring

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[2] Adapted from university policy on duties of Department Chairs, which apply to School Directors.

recommendation that is informed by faculty and search committee feedback will be made by the Dean, with final approval by Provost and Affirmative Action Office.

A. Rationale

SIU's academic programs and structure have remained largely unchanged in a changing higher education landscape. To revitalize our programs in order to attract students and provide a world-class education, the University will augment, enhance, and expand academic offerings in high-demand areas, and we will spotlight such programs in our outreach to potential students, faculty and staff members.

With respect to this specific proposal, the current Department of Computer Science would be eliminated, with effective elevation to the status of an academic School. This positions the School for assertive and innovative growth of academic programming and scholarly research in the broad and diverse area of computing. Although **formally separate from this proposal**, the administration proposes that faculty in the School of Computing will work to develop new academic programs in areas such as Bioinformatics, Machine Learning, Cyber Security and Natural Language Processing. We anticipate that the School of Computing will be a focus for innovative multi-disciplinary program development and research that will foster affiliative engagement with faculty from across the campus.

B. Impact on Faculty Lines and Faculty Workload

Faculty Lines. This proposal has no effect on current Faculty lines in the Department of Computer Science. There will be no eliminations of faculty positions under this proposal.

Workload. Faculty workload assignment is governed by the terms of the Collective Bargaining Agreement (CBA) between the Board of Trustees and the SIUC Faculty Association. Additionally, the CBA requires School Operating papers to include the "criteria to be applied when determining workload[3]". In keeping with the provisions of the CBA, workload assignments in the School of Computing will be made by the School Director, consistent with Operating Paper requirements and subject to approval by the dean. To summarize, all Faculty workload assignments will continue to be made in accordance with the procedures established and required by the collective bargaining agreement.

General Considerations for Tenured Faculty. As noted at the beginning of this document, faculty members who hold tenure in the Department of Computer Science

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[3] Section 5.02, CBA.

will have their tenure transferred to the School of Computing upon establishment of the School. The proposal will **not result in any loss of tenure** for any Faculty member in the Department of Computer Science.

Promotion Considerations for Tenured Faculty. Under the terms of the current Collective Bargaining Agreement, the promotion guidelines and procedures included in the operating papers in force at the time of the tenured faculty member's most recent promotion will apply to a promotion review case that occurs after the proposed elimination of the Department of Computer Science and the establishment of the School of Computing. Note, however, that the tenured faculty member may elect to apply the promotion guidelines and procedures of the operating papers of the newly created School of Computing to the promotion / tenure review case. Similarly, the promotion standards and procedures articulated in the 2016 SIUC Employees Handbook apply to promotion review. Under the provisions of the current Collective Bargaining Agreement, to the extent that the Promotion Policies and Procedures set forth in the 2016 SIUC Employees Handbook are modified in the future, the procedures in effect under the 2016 SIUC Employees Handbook shall be used, unless otherwise mutually agreed between the Board and the Faculty member being considered for promotion and/or tenure. Please see additional information, following the section below, regarding considerations for tenure track faculty.

Tenure and Promotion Considerations for Tenure Track Faculty.   Under the terms of the current Collective Bargaining Agreement, the tenure and promotion guidelines and procedures in the operating papers in force at the time the faculty member was hired into the tenure-track position will apply to a tenure / promotion review case that occurs after the elimination of the Department of Computer Science and the creation of the School of Computing. Note, however, that a tenure-track faculty member may elect to apply the tenure/promotion standards of the operating papers of the School of Computing to the promotion / tenure review case. Similarly, the promotion and tenure standards and procedures articulated in the 2016 SIUC Employees Handbook apply to promotion and tenure review. Under the provisions of the current Collective Bargaining Agreement, to the extent that the Promotion and Tenure Policies and Procedures set forth in the 2016 SIUC Employees Handbook are modified, the procedures in effect under the 2016 SIUC Employees Handbook shall be used, unless otherwise mutually agreed between the Board and the Faculty member being considered for promotion and/or tenure.

Provisional promotion and tenure procedures that will apply to current tenured and tenure track faculty.

The procedures outlined in this section are provisional given that the Faculty Association reserves the right under Article 9 to bargain impact of any implemented program change.

DEPARTMENT LEVEL REVIEW

• Unless the faculty member chooses to apply the "new" School of Computing Operating Paper provisions, the "prior" (Department of Computer Science) Operating Paper will govern the process and will articulate the standards and criteria for promotion and tenure, under the following general procedures:

• The Director of the School of Computing would coordinate the process and would write the School-Level recommendation letter.

• Any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the prior (Dept. of Computer Science) Operating Paper would apply

• The academic-unit-level committee would be comprised of appropriate (as defined by the School of Computing Operating Paper) faculty members who had held appointments in the prior department (Computer Science), augmenting if needed per CBA requirements.

• The academic-unit-level) vote / recommendation would go to the School of Computing Director who would make an independent recommendation based on the evidence in the dossier, applying the governing standards and taking into consideration the vote/recommendation of the unit-level faculty.

COLLEGE LEVEL REVIEW

• Unless the candidate elects to apply the new operating paper from the proposed College of Science, Technology, Transportation, Engineering and Math, the "prior" (College of Science) College Operating Paper will govern with respect to procedures, standards and criteria.

• The College-level committee would be comprised of appropriate (as defined by the College of Science Operating Paper) faculty members who had held appointments in the prior College of Science.

• The College-level committee vote / recommendation would go to the Dean of the College of Science, Technology, Transportation, Engineering and Math, who would make an independent recommendation based on the evidence in the dossier, applying the

governing standards and taking into consideration the vote/recommendation of the college-level committee.

PROVOST LEVEL REVIEW

• The Dean of the College of Science, Technology, Transportation, Engineering and Math would make a recommendation to the Provost who would proceed as per current procedures and practice.

C. Impact on Students and Ability to Maintain Curricula

There will be no negative impact on students. To the contrary, we anticipate significant benefits to students enrolled in the School of Computing. They will ultimately have exposure to a wider range of faculty and will have opportunities to engage in cross disciplinary research, curriculum, and co-curricular activities.

For currently enrolled students, the catalog under which the student enrolled as a major will continue to govern that student's curricular requirements. An existing Computer Science student whose major will be housed in the School of Computing will have identical requirements to those in place when s/he entered the major. S/he will be able to continue the currently-enrolled-in academic program(s) through graduation based on the requirements specified in the Undergraduate or Graduate Catalog as of the date they enrolled in the program. We will ensure that we deliver on our commitments to students who are currently enrolled in the degree programs offered presently by the Department of Computer Science.

Given that the proposed School of Computing would be housed in a newly created proposed College, we anticipate that the degree programs offered by the School of Computing could require modification to align with Collegiate requirements. Any future changes to curriculum will be the responsibility of the faculty, and such changes would follow established campus procedures (e.g., the NUI or RME process).

Given no reduction in faculty as part of the reorganization plan, there are no implications for ability to maintain the curricula[4] offered by the current Department of Computer Science. Again, the degree programs currently housed by the Department will simply be housed in the broader administrative structure of the School of Computing.

D. Estimated Financial Costs or Savings, Including Source(s)

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[4] With exception of any proposal to eliminate a degree program. Any such proposals will be separate and apart from this program change proposal.

For this specific proposal, given the elimination of an Academic Department and the creation of a similarly-sized Academic School, we do not anticipate significant financial costs or savings.

E. Comparison of similar programs at Peer Institutions (if applicable)

There is no identical academic school among SIU Carbondale's IBHE Public Agenda Peers (2009). However, among that group, the University of Missouri at Kansas City hosts a School of Computing and Engineering that has a similar focus to what is proposed here.

At other universities, Schools of Computing exist at: Clemson University; DePaul University; Florida Institute of Technology; University of North Florida; University of South Alabama; University of Southern Mississippi; and University of Utah. Arizona State University has a more broadly conceived School of Computing, Informatics and Decision Systems Engineering that includes several of the academic and research foci of the proposed School of Computing.

F. Possible Consequences of the Proposed Change on the University's Carnegie Status

The proposed change will have no direct / explicit impact on the University's Carnegie Status. However, one of the goals of the proposal is to expand and enhance innovative research and scholarship in the areas of Computing, informatics and digital security. This includes the goal of expanding extramural grant / contract activity, developing strategic research nodes, and increasing Ph.D. production. These, in turn, will contribute to the broader institutional goal of increasing the University's Carnegie Status to R1 (Highest Research Activity).

[END of Program Change Proposal]

Independent of and apart from the Program Change Proposal provided above to Faculty under Section 9.03 of the Collective Bargaining Agreement, the following information is provided for informational purposes:

The School of Computing is proposed to become part of the provisionally-named **College of Science, Technology, Transportation, Engineering and Math.** Neither establishment, elimination, nor renaming of Colleges by the University is subject to the requirements of Article 9. Additionally, assignment by the University of Departments and/or Schools to Colleges is not subject to Article 9. However, establishment of Colleges and assignment of Departments / Schools to Colleges **is** subject to established campus shared governance processes. Accordingly, future plans to establish, eliminate, or rename Colleges, and proposals for assigning Academic Schools to Colleges will follow established procedures (e.g. review of RME by Faculty Senate and/or Graduate Council), with opportunity for feedback by faculty, staff and students.