
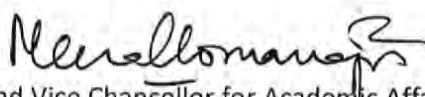


April 4, 2019

**MEMORANDUM**

**TO:** J. Kevin Dorsey  
Interim President

**THROUGH:** John M. Dunn   
Interim Chancellor

**FROM:** Meera Komarraju   
Interim Provost and Vice Chancellor for Academic Affairs

**SUBJECT:** RME: School of Human Sciences

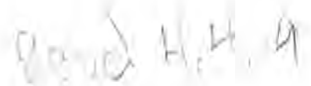
I am writing to seek your approval for the School of Human Sciences. The RME and associated documents are attached.

Thank you.

Attachments

/rh

c: Brad Colwell, Vice President for Student and Academic Affairs  
Lizette Chevalier, Associate Provost for Academic Programs  
David DiLalla, Associate Provost for Academic Administration



# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units) **MODIFIED**

1. Unit originating the request Office of the Provost/APAP 12 Mar 2019  
Date

Lizette R. Chevalier  
Signature

Digitally signed by Lizette R. Chevalier  
DN: cn=Lizette R. Chevalier, ou=SIUC, ou=Southern Illinois University, Carbon-  
dale, email=Lizette.Chevalier@siu.edu, c=US  
Date: 2019.03.23 15:45:18 -0500

2. Department/School Vote Form  
Outcome of Faculty Vote Yes 2 No 4 Abstain 0 25 Mar 2019  
Date

☐ Yes ☒ No  
Approval

Saliwe Kawewe  
Signature

Digitally signed by Saliwe Kawewe  
DN: cn=Saliwe Kawewe, ou=Southern Illinois University, Carbon-  
dale, email=Saliwe.Kawewe@siu.edu, c=US  
Date: 2019.03.27 23:15:34 -0500

3. College Curriculum Committee or other college-wide committee (where required)  
Outcome of Committee Vote Yes      No      Abstain            
Date

☐ Yes ☐ No  
Approval

      
Signature

4. Dean of College of Education and Human Services 03 Apr 2019  
Date

☒ Yes ☐ No  
Approval

Matthew Keefer  
Signature

Digitally signed by Matthew Keefer  
Date: 2019.04.03 14:36:42 -05'00'

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs 03 Apr 2019  
Date

☒ Yes ☐ No  
Approval

Chevalier  
Associate Provost (Print)

Lizette R Chevalier  
Signature

Digitally signed by Lizette R  
Chevalier  
Date: 2019.04.03 16:54:21 -05'00'

6. Faculty Senate (Undergraduate Programs)       
Date

☐ Yes ☐ No  
Approval

      
Faculty Senate (Print)

      
Signature

7. Graduate Council (Graduate Programs)       
Date

☐ Yes ☐ No  
Approval

      
Graduate Council (Print)

      
Signature

8. Provost and Vice Chancellor 4-April, 2019  
Date

☒ Yes ☐ No  
Approval

M. Komaraju  
Provost and VC (Print)

Meera Komaraju  
Signature

9. Chancellor 4/4/2019  
Date

☒ Yes ☐ No  
Approval

J.M. Dunn  
Chancellor (Print)

John M. Dunn  
Signature

10. President       
Date

☐ Yes ☐ No  
Approval

J. Kevin Dorsey  
President (Print)

      
Signature

11. Illinois Board of Higher Education (where required)       
Date

☐ Yes ☐ No  
Approval

      
IBHE Representative (Print)

12. Higher Learning Commission (where required)       
Date

☐ Yes ☐ No  
Approval

      
Higher Learning Comm Representative (Print)

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units) **MODIFIED**

1. Unit originating the request Office of the Provost/APAP 12 Mar 2019  
Date

Lizette R. Chevalier  
Signature  
Digitally signed by Lizette R. Chevalier  
DN: cn=Lizette R. Chevalier, o=SIUC, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US  
Date: 2019.03.23 16:45:16-0500

2. Department/School Vote Form  
Outcome of Faculty Vote Yes 2 No 3 Abstain 1 25 Mar 2019  
Date ☒ Yes ☐ No  
Approval

Robert J. McDermott  
Signature  
Digitally signed by Robert J. McDermott  
Date: 2019.03.25 14:14:37 -05'00'

3. College Curriculum Committee or other college-wide committee (where required)  
Outcome of Committee Vote Yes      No      Abstain            
Date ☐ Yes ☐ No  
Approval

      
Signature

4. Dean of College of Education and Human Services 3-26-19  
Date ☒ Yes ☐ No  
Approval

Matthew Keefer  
Signature  
Digitally signed by Matthew Keefer  
Date: 2019.03.26 08:40:52 -05'00'

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs 03 Apr 2019  
Date ☒ Yes ☐ No  
Approval

APAP Lizette R Chevalier  
Associate Provost (Print) Signature  
Digitally signed by Lizette R Chevalier  
Date: 2019.04.03 12:54:16 -05'00'

6. Faculty Senate (Undergraduate Programs)       
Date ☐ Yes ☐ No  
Approval

           
Faculty Senate (Print) Signature

7. Graduate Council (Graduate Programs)       
Date ☐ Yes ☐ No  
Approval

           
Graduate Council (Print) Signature

8. Provost and Vice Chancellor 4-4-19  
Date ☒ Yes ☐ No  
Approval

M. Komaraju M. Komaraju  
Provost and VC (Print) Signature

9. Chancellor 4/4/19  
Date ☒ Yes ☐ No  
Approval

J.M. Dunn J.M. Dunn  
Chancellor (Print) Signature

10. President       
Date ☐ Yes ☐ No  
Approval

J. Kevin Dorsey       
President (Print) Signature

11. Illinois Board of Higher Education (where required)       
Date ☐ Yes ☐ No  
Approval

      
IBHE Representative (Print)

12. Higher Learning Commission (where required)       
Date ☐ Yes ☐ No  
Approval

      
Higher Learning Comm Representative (Print)

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units) MODIFIED

1. Unit originating the request Office of the Provost/APAP 12 Mar 2019  
Date

Lizette R. Chevalier  
Signature

Digitally signed by Lizette R. Chevalier  
DN: cn=Lizette R. Chevalier, o=SIUC, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US  
Date: 2019.03.22 10:45:19 -0500

2. Department/School Vote Form  
Outcome of Faculty Vote Yes 6 No 1 Abstain 1 22 Mar 2019  
Date

☒ Yes ☐ No  
Approval

William J Banz  
Signature

Digitally signed by William J Banz  
DN: cn=William J Banz, o=SIUC, ou=APAP, email=wjbanz@siu.edu, c=US  
Date: 2019.03.22 14:36:20 -0500

3. College Curriculum Committee or other college-wide committee (where required)  
Outcome of Committee Vote Yes      No      Abstain            
Date

☐ Yes ☐ No  
Approval

Signature

4. Dean of College of Agricultural Sciences 26 Mar 2019  
Date

☒ Yes ☐ No  
Approval

Karen Midden  
Signature

Digitally signed by Karen Midden  
Date: 2019.03.26 10:53:31 -05'00'

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs 27 Mar 2019  
Date

☒ Yes ☐ No  
Approval

Chevalier  
Associate Provost (Print)

Lizette R Chevalier  
Signature

Digitally signed by Lizette R Chevalier  
Date: 2019.03.27 14:09:53 -05'00'

6. Faculty Senate (Undergraduate Programs)       
Date

☐ Yes ☐ No  
Approval

Faculty Senate (Print)

Signature

7. Graduate Council (Graduate Programs)       
Date

☐ Yes ☐ No  
Approval

Graduate Council (Print)

Signature

8. Provost and Vice Chancellor 4-4-19  
Date

☒ Yes ☐ No  
Approval

M. Komaraju  
Provost and VC (Print)

Meerallomana  
Signature

9. Chancellor 4/4/19  
Date

☒ Yes ☐ No  
Approval

J.M. Dunn  
Chancellor (Print)

John E. Dunn  
Signature

10. President       
Date

☐ Yes ☐ No  
Approval

J. Kevin Dorsey  
President (Print)

Signature

11. Illinois Board of Higher Education (where required)       
Date

☐ Yes ☐ No  
Approval

IBHE Representative (Print)

12. Higher Learning Commission (where required)       
Date

☐ Yes ☐ No  
Approval

Higher Learning Comm Representative (Print)

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units) **MODIFIED**

1. Unit originating the request Office of the Provost/APAP 12 Mar 2019  
Date

Lizette R. Chevalier  
Signature  
Digitally signed by Lizette R. Chevalier  
DN: cn=Lizette R. Chevalier, o=SIUC, ou=Associate Provost for Academic  
Programs, email=Lizette.Chevalier@siu.edu, c=US  
Date: 2019.03.22 15:46:19 -0500

2. Department/School Vote Form  
Outcome of Faculty Vote Yes 7 No      Abstain 1 25 Mar 2019  
Date Approval ☐ Yes ☐ No

Philip Anton  
Signature  
Digitally signed by Philip Anton  
Date: 2019.03.25 16:28:15 -05'00'

3. College Curriculum Committee or other college-wide committee (where required)  
Outcome of Committee Vote Yes      No      Abstain            
Date Approval ☐ Yes ☐ No

      
Signature

4. Dean of College of Education and Human Services 03.26.2016  
Date Approval ☒ Yes ☐ No

MATTHEW W KEEFER  
Signature  
Digitally signed by MATTHEW W  
KEEFER  
Date: 2019.03.26 10:30:16 -05'00'

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs 26 Mar 2019  
Date Approval ☒ Yes ☐ No

Chevalier  
Associate Provost (Print) Lizette R Chevalier  
Signature  
Digitally signed by Lizette R  
Chevalier  
Date: 2019.03.26 14:37:43 -05'00'

6. Faculty Senate (Undergraduate Programs)       
Date Approval ☐ Yes ☐ No

      
Faculty Senate (Print)       
Signature

7. Graduate Council (Graduate Programs)       
Date Approval ☐ Yes ☐ No

      
Graduate Council (Print)       
Signature

8. Provost and Vice Chancellor 4-4-19  
Date Approval ☒ Yes ☐ No

M. Komarraju  
Provost and VC (Print) Meerallomana  
Signature

9. Chancellor 4/4/19  
Date Approval ☒ Yes ☐ No

J.M. Dunn  
Chancellor (Print) John M. Dunn  
Signature

10. President       
Date Approval ☐ Yes ☐ No

J. Kevin Dorsey  
President (Print)       
Signature

11. Illinois Board of Higher Education (where required)       
Date Approval ☐ Yes ☐ No

      
IBHE Representative (Print)

12. Higher Learning Commission (where required)       
Date Approval ☐ Yes ☐ No

      
Higher Learning Comm Representative (Print)

MODIFIED  
Reasonable and Moderate Extension (RME)

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES AND THE COLLEGE OF EDUCATION AND HUMAN SERVICES

I. Program inventory

This RME is to create a School of Human Sciences by way of merger of the degree programs in 1) Human Nutrition and Dietetics (BS) and Food and Nutrition (MS) in the Department of Animal Science, Food and Nutrition (College of Agricultural Sciences), 2) School of Social Work (College of Education and Human Services), 3) the Department of Kinesiology (College of Education and Human Services), and 4) the Department of Health and Recreation Professions (College of Education and Human Services). The School of Human Sciences will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area. The degree programs, graduate certificates, and minors will remain intact. Additional details are provided in the accompanying modified Program Change Plan.

A. Current listing of approved programs (list all within the major)

CIP Code	Major/Minor	Degree	Unit
31.0505	Exercise Science	BS	Kinesiology
30.1901	Human Nutrition & Dietetics	BS	Animal Science, Food and Nutrition
13.1314	Physical Education Teacher Education	BS	Public Health and Recreation Professions
13.1307	Public Health	BS	Public Health and Recreation Professions
31.0101	Recreation Professions	BS	Public Health and Recreation Professions
44.0701	Social Work	BS	Social Work
31.0504	Sports Administration	BS	Kinesiology
51.2208	Public Health	MPH	Public Health and Recreation Professions
19.0501	Food and Nutrition	MS	Animal Science, Food and Nutrition
31.0505	Kinesiology	MSED	Kinesiology
31.0101	Recreation Professions	MSED	Public Health and Recreation Professions
44.0701	Social Work	MSW	Social Work
30.1101	Gerontology	GR	Public Health and Recreation Professions
		CERT	Recreation Professions
	Coaching	Minor	Kinesiology



PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES AND THE COLLEGE OF EDUCATION AND HUMAN SERVICES

B. Proposed listing

<b>CIP Code</b>	<b>Major/Minor</b>	<b>Degree</b>	<b>Unit</b>
<b>31.0505</b>	Exercise Science	BS	School of Human Sciences
<b>30.1901</b>	Human Nutrition & Dietetics	BS	School of Human Sciences
<b>13.1314</b>	Physical Education Teacher Education	BS	School of Human Sciences
<b>13.1307</b>	Public Health	BS	School of Human Sciences
<b>31.0101</b>	Recreation Professions	BS	School of Human Sciences
<b>44.0701</b>	Social Work	BS	School of Human Sciences
<b>31.0504</b>	Sports Administration	BS	School of Human Sciences
<b>51.2208</b>	Public Health	MPH	School of Human Sciences
<b>19.0501</b>	Food and Nutrition	MS	School of Human Sciences
<b>31.0505</b>	Kinesiology	MSED	School of Human Sciences
<b>31.0101</b>	Recreation Professions	MSED	School of Human Sciences
<b>44.0701</b>	Social Work	MSW	School of Human Sciences
<b>30.1101</b>	Gerontology	GR	School of Human Sciences
	Coaching	CERT Minor	School of Human Sciences

II. Reason for proposed action

This action relates to the modified Program Change Plan for creation of a School of Human Sciences.

III. Program delivery mode

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES AND THE COLLEGE OF EDUCATION AND HUMAN SERVICES

Same as current delivery mode.

IV. Anticipated budgetary effects

Please refer to the accompanying Program Change Plan.

V. Arrangements to be made for (a) affected faculty, staff and students; and (b) affected equipment and physical facilities

Please refer to the accompanying Program Change Plan. There will be no reduction in faculty resulting from this plan. There are no changes in curricula, so there is no effect on current students. Staff may be re-assigned or added depending on the needs determined by the new school. All inventory will be assigned to the new school. The physical facilities will remain the same in the short term. A campus wide space plan is being developed that will address the needs of the new school in relationship to the campus.

VI. Will other educational units, curricula, or degrees be affected by this action?

The plan has no direct effect on other educational units, curricular or degrees. In general, the merger should build on the existing collaboration between the units.

VII. Assessment of Student Learning Outcomes

This criteria only applies to new programs. All current assessment activities will remain in place.

VIII. Catalog copy to be deleted or added

Will be provided once the approval is completed.

IX. The requested effective date of implementation

July 1, 2019



Dept/School	Vote	College	Dean (Y/N/A)	Faculty Senate	Vote	Graduate Council	Vote	Systems Office	IBHE					
School of Human Sciences	3/30/18			9/11/18	1	28	4/27/18	0	22	0				
	Kinesiology	0	9	0	N/A	Y								
	Social Work	4	1	0	N/A	Y								
	Public Health	4	0	2	N/A	Y								
	Ag Sci Food Nutrition	3	4	3	N/A	Y								
Vote after modification														
	3/27/19													
	Kinesiology	7	0	1										
	Social Work	2	4	0										
	Public Health	2	3	1										
Ag Sci Food Nutrition		6	1	1										
School of Justice and Public Safety	4/27/18				9/11/18	29	0	9/6/18	18	0	4	X	APPROVED	
	CCI	9	1	0	N/A	Y								
	Architecture	9	0	2	Y	Y								
School of Management and Marketing	4/12/18				9/11/18	0	29	5/1/18	1	20	2			
	Marketing	1	3	0	N/A	Y								
	Management	5	0	1	N/A	Y								
	Political Science	5	1	5	N/A	Y								
	ASFN	7	3	0	N/A	Y								
	Kinesiology	0	9	0	N/A	N								
Vote after modification														
	3/27/19													
	Marketing	1	1	1										
	Management	6	0	0										
	Political Science	6	0	0										
	ASFN	6	1	1										
	Kinesiology	7	0	1										
School of Mathematical and Statistical Sciences	6/5/18				9/11/18	29	0	10/4/18	17	0	2			
	Mathematics	10	1	3	N/A	Y								
School of Psychological and Behavioral Sciences	4/6/18				7/10/18	23	0	2	9/6/18	18	0	4	X	APPROVED
	Rehabilitation	8	1	0	N/A	Y								
	Psychology	11	2	2	N/A	Y								

Dept./School	College	Vote			Dean (Y/N/A)	Faculty Senate	Vote			Graduate Council	Vote			Systems Office	IBHE
		Y	N	A			Y	N	A		Y	N	A		
School of Agricultural Sciences	4/6/18				Y	9/11/18	0	29		4/25/18	0	21	1		
	Ag Sci Food Nutrition	3	6	1	N/A	Y									
	Agribusiness Econ	0	4	1	N/A	Y									
	Plant, Soil, Ag Sys	6	0	0	N/A	Y									
	Forestry	0	4	1	N/A	Y									
School of Analytics, Finance & Economics	4/20/18					9/11/18	0	29		5/14/18	0	22	0		
	Finance	2	0	0	N/A	Y									
	Economics	1	6	1	N/A	Y									
	ISAT	6	0	0	Y	Y									
School of Applied Engineering and Technology	4/6/18					7/10/18	19	1	6	10/4/18	17	0	2	X	APPROVED
	ISAT	6	0	0	N/A	Y									
	Technology	5	0	0	N/A	Y									
School of Biological Sciences	4/12/18					7/10/18	22	0	4	4/12/18	21	1	0	X	APPROVED
	Microbiology	4	0	0	N/A	Y									
	Plant Biology	8	0	0	N/A	Y									
	Zoology	1	12	1	N/A	Y									
School of Computing	4/12/18					7/10/18	22	2	4	9/6/18	18	0	4	X	APPROVED
	Dept. of Comp Sci	12	0	0	N/A	Y									
School of Earth Systems and Sustainability	4/12/18					7/10/18	24	0	2	9/6/18	18	0	4	X	APPROVED
	Geography	4	1	0	N/A	Y									
School of Education	Geology	8	1	0	N/A	Y									
	4/12/18					9/11/18	0	29		5/9/18	0	21	1		
	COMSE	1	9	0	N/A	Y									
	CI	6	2	2	N/A	Y									
	EAHE	0	2	0	N/A	Y									
	WED	0	3	0	N/A	Y									
School of Health Sciences	3/30/18					7/10/18	20	0	5	9/6/18	18	0	4	X	APPROVED
	Allied Health	10	0	0	Y	Y									
	Rehabilitation	8	2	0	N/A	Y									

ORIGINAL  
Reasonable and Moderate Extension (RME)

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES AND THE COLLEGE OF EDUCATION AND HUMAN SERVICES

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A. Current listing of approved programs (list all within the major)

<b>CIP Code</b>	<b>Major/Minor</b>	<b>Degree</b>	<b>Unit</b>
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<b>30.1901</b>	Human Nutrition & Dietetics	BS	Animal Science, Food and Nutrition
<b>13.1314</b>	Physical Education Teacher Education	BS	Public Health and Recreation Professions
<b>13.1307</b>	Public Health	BS	Public Health and Recreation Professions
<b>31.0101</b>	Recreation Professions	BS	Public Health and Recreation Professions
<b>44.0701</b>	Social Work	BS	Social Work
<b>51.2208</b>	Public Health	MPH	Public Health and Recreation Professions
<b>19.0501</b>	Food and Nutrition	MS	Animal Science, Food and Nutrition
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<b>31.0101</b>	Recreation Professions	MSED	Public Health and Recreation Professions
<b>44.0701</b>	Social Work	MSW	Social Work
<b>30.1101</b>	Gerontology	GR CERT	Public Health and Recreation Professions
	Coaching	Minor	Kinesiology

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES AND THE COLLEGE OF EDUCATION AND HUMAN SERVICES

B. Proposed listing

<b>CIP Code</b>	<b>Major/Minor</b>	<b>Degree</b>	<b>Unit</b>
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<b>30.1901</b>	Human Nutrition & Dietetics	BS	School of Human Sciences
<b>13.1314</b>	Physical Education Teacher Education	BS	School of Human Sciences
<b>13.1307</b>	Public Health	BS	School of Human Sciences
<b>31.0101</b>	Recreation Professions	BS	School of Human Sciences
<b>44.0701</b>	Social Work	BS	School of Human Sciences
<b>51.2208</b>	Public Health	MPH	School of Human Sciences
<b>19.0501</b>	Food and Nutrition	MS	School of Human Sciences
<b>31.0505</b>	Kinesiology	MSED	School of Human Sciences
<b>31.0101</b>	Recreation Professions	MSED	School of Human Sciences
<b>44.0701</b>	Social Work	MSW	School of Human Sciences
<b>30.1101</b>	Gerontology	GR CERT	School of Human Sciences
	Coaching	Minor	School of Human Sciences

II. Reason for proposed action

This action relates to the Program Change Plan for creation of a School of Human Sciences.

III. Program delivery mode

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES AND THE COLLEGE OF EDUCATION AND HUMAN SERVICES

Same as current delivery mode.

IV. Anticipated budgetary effects

Please refer to the accompanying Program Change Plan.

V. Arrangements to be made for (a) affected faculty, staff and students; and (b) affected equipment and physical facilities

Please refer to the accompanying Program Change Plan. There will be no reduction in faculty resulting from this plan. There are no changes in curricula, so there is no effect on current students. Staff may be re-assigned or added depending on the needs determined by the new school. All inventory will be assigned to the new school. The physical facilities will remain the same in the short term. A campus wide space plan is being developed that will address the needs of the new school in relationship to the campus.

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VII. Assessment of Student Learning Outcomes

This criteria only applies to new programs. All current assessment activities will remain in place.

VIII. Catalog copy to be deleted or added

Will be provided once the approval is completed.

IX. The requested effective date of implementation

July 1, 2018

Faculty Senate Resolution:

SPECIAL COMMITTEE FOR REORGANIZATION PROPOSAL REVIEW

Resolution to Recommend Rejection of the proposed RME for School of Human Sciences

WHEREAS two of the four affiliated academic units in the proposed School of Human Sciences voted in favor of the RME: Department of Public Health and Recreation Professions (4 YES, 0 NO, 2 ABSTENTIONS); and School of Social Work (4 YES, 1 NO, 0 ABSTENTIONS) while the other two voted against the RME: Department of Kinesiology (0 YES, 9 NO, 0 ABSTENTIONS); and Department of Animal Science, Food and Nutrition (3 YES, 4 NO, 3 ABSTENTIONS); and

WHEREAS three of the four affiliated academic units expressed various concerns about the RME: the School of Social Work argued for preserving its administrative and disciplinary autonomy as a distinct academic unit which will be essential for its reaccreditation; the Department of Kinesiology argued against placing the Sport Administration program in the proposed School of Management and Marketing; and the Department of Animal Sciences, Food and Nutrition argued for keeping the Food and Nutrition program in the College of Agricultural Sciences rather than transferring it to the proposed School of Human Sciences; and

WHEREAS these substantive concerns expressed by the affiliated academic units remain largely unaddressed;

WHEREAS the Faculty Senate Special Committee for Reorganization voted to reject the proposed RME for the School of Human Sciences (7 NO, 2 YES);

THEREFORE, BE IT RESOLVED that the Faculty Senate rejects the RME for the School of Human Sciences in its current form.

Date of Resolution Approval: September 11, 2018

Semester: FALL

**Jonathan Bean**

Digitally signed by Jonathan Bean  
Date: 2018.09.15 20:32:08 -05'00'

President, Faculty Senate

Date



Resolution to Recommend Rejection of the RME to create a School of Human Sciences

WHEREAS the new school will be formed through a merger of (i) the School of Social Work, (ii) the Department of Public Health and Recreation Professions, (iii) degree programs separated from the Department of Animal Science, Food and Nutrition, and (iv) the Department of Kinesiology; and

WHEREAS the results of the voting in the impacted departments are as follows: School of Social Work (4 yes, 1 no, 0 abstain); Department of Public Health and Recreation Professions (4 yes, 0 no, 2 abstain); Department of Animal Science, Food and Nutrition (3 yes, 4 no, 3 abstain); Department of Kinesiology (0 yes, 9 no, 0 abstain); and

WHEREAS the Department of Kinesiology opposes the breakup of the Department and would like the entire department (including programs in both Sport Administration and Exercise Science) to move to the School of Human Sciences; and

WHEREAS we regard the support of affected faculty as an important measurement of the ability of the new unit to successfully implement and create graduate curriculum, and

WHEREAS we regard orderly, fair, competent, and consistent review of tenure and promotion candidates by their professional peers to be an absolute prerequisite to university research and graduate education, and

WHEREAS a lack of such protection for smaller constituencies raises real concerns about the ability of the new school to maintain the curriculum offered by these smaller groups, and

Therefore, BE IT RESOLVED that the Graduate Council recommend rejection of the RME to create a School of Human Sciences through a merger of (i) the School of Social Work, (ii) the Department of Public Health and Recreation Professions, (iii) degree programs separated from the Department of Animal Science, Food and Nutrition, and (iv) the Department of Kinesiology.

**X Wesley C Calvert** Digitally signed by Wesley C Calvert  
Date: 2018.11.28 09:54:24 -06'00'

Chair, Graduate Council

Date

**X Juliane P. Wallace** Digitally signed by Juliane P. Wallace  
Date: 2019.04.03 14:10:08 -05'00'

Associate Dean, Graduate School

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Health Sciences (See RME for academic units)

1. Unit originating the request		Date	Signature	
2. Department/School Vote Form				
Outcome of Faculty Vote	Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	
		Date	Signature	
3. College Curriculum Committee or other college-wide committee (where required)				
Outcome of Committee Vote	Yes <input type="checkbox"/> No <input type="checkbox"/> Abstain <input type="checkbox"/>		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	
		Date	Signature	
4. Dean of College of				
			<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	
		Date	Signature	

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs	23 Apr 2018	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	Chevalier	Lizette R Chevalier
	Date		Associate Provost (Print)	Signature
6. Faculty Senate (Undergraduate Programs)	9/14/2018	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approval	Jonathan Bean	Jonathan J Bean
	Date		Faculty Senate (Print)	Signature
7. Graduate Council (Graduate Programs)	28 Nov 2018	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approval	Wesley Calvert	Wesley C Calvert
	Date		Graduate Council (Print)	Signature
8. Provost and Vice Chancellor		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval		Signature
	Date		Provost and VC (Print)	
9. Chancellor		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval		Signature
	Date		Chancellor (Print)	
10. President		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval		Signature
	Date		President Print)	
11. Illinois Board of Higher Education (where required)		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval		Signature
	Date		IBHE Representative (Print)	
12. Higher Learning Commission (where required)		<input type="checkbox"/> Yes <input type="checkbox"/> No Approval		Signature
	Date		Higher Learning Comm Representative (Print)	

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units)

1. Unit originating the request <span style="border: 1px solid black; padding: 2px; margin-left: 10px;">APAP</span>	23 Mar 2018 <hr/> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	Lizette R. Chevalier <hr/> Signature
2. Department/School Vote Form			
Outcome of Faculty Vote    Yes <u>4</u> No <u>0</u> Abstain <u>2</u>	04-11-18 <hr/> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	Robert J. McDermott <hr/> Signature
3. College Curriculum Committee or other college-wide committee (where required)			
Outcome of Committee Vote    Yes _____    No _____    Abstain _____	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> Signature
4. Dean of College of <span style="border: 1px solid black; padding: 2px; margin-left: 10px;">Education and Human Services</span>			
	4-17-18 <hr/> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	MATTHEW W KEEFER <hr/> Signature

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs	17 Apr 2018 <hr/> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	Chevalier <hr/> Associate Provost (Print)	Lizette R. Chevalier <hr/> Signature
6. Faculty Senate (Undergraduate Programs)	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> Faculty Senate (Print)	<hr/> Signature
7. Graduate Council (Graduate Programs)	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> Graduate Council (Print)	<hr/> Signature
8. Provost and Vice Chancellor	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> Provost and VC (Print)	<hr/> Signature
9. Chancellor	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> Chancellor (Print)	<hr/> Signature
10. President	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> President Print)	<hr/> Signature
11. Illinois Board of Higher Education (where required)	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> IBHE Representative (Print)	
12. Higher Learning Commission (where required)	<hr/> Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	<hr/> Higher Learning Comm Representative (Print)	

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units)

1. Unit originating the request	<u>APAP</u>	<u>23 Mar 2018</u> Date	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approval	<u>Lizette R. Chevalier</u> Signature	<small>Digitally signed by Lizette R. Chevalier DN: cn=Lizette R. Chevalier, o=SIUC, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US Date: 2018.03.23 15:46:18 -0500</small>
2. Department/School Vote Form					
Outcome of Faculty Vote	Yes <u>0</u> No <u>9</u> Abstain <u>0</u>	<u>13 Apr 2018</u> Date	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approval	<u>Jared Porter</u> Signature	<small>Digitally signed by Jared Porter Date: 2018.04.13 14:15:37 -05'00'</small>
3. College Curriculum Committee or other college-wide committee (where required)					
Outcome of Committee Vote	Yes _____ No _____ Abstain _____	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Signature	
4. Dean of College of	<u>Education and Human Services</u>	<u>4-18-18</u> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	<u>MATTHEW W KEEFER</u> Signature	<small>Digitally signed by MATTHEW W KEEFER Date: 2018.04.18 13:17:54 -05'00'</small>

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs	<u>23 Apr 2018</u> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	<u>Chevalier</u> Associate Provost (Print)	<u>Lizette R. Chevalier</u> Signature	<small>Digitally signed by Lizette R. Chevalier DN: cn=Lizette R. Chevalier, ou=SIUC, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US Date: 2018.04.23 09:52:45-0500</small>
6. Faculty Senate (Undergraduate Programs)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Faculty Senate (Print)	_____ Signature	
7. Graduate Council (Graduate Programs)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Graduate Council (Print)	_____ Signature	
8. Provost and Vice Chancellor	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Provost and VC (Print)	_____ Signature	
9. Chancellor	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Chancellor (Print)	_____ Signature	
10. President	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ President (Print)	_____ Signature	
11. Illinois Board of Higher Education (where required)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ IBHE Representative (Print)		
12. Higher Learning Commission (where required)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Higher Learning Comm Representative (Print)		

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units)

1. Unit originating the request	<u>APAP</u>	<u>23 Mar 2018</u> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	<u>Lizette R. Chevalier</u> Signature	<small>Digitally signed by Lizette R. Chevalier DN: cn=Lizette R. Chevalier, o=SIUC, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US Date: 2018.03.23 18:46:18 -05'00'</small>
2. Department/School Vote Form					
Outcome of Faculty Vote	Yes <u>4</u> No <u>1</u> Abstain <u>0</u>	<u>13 Apr 2018</u> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	<u>Saliwe Kawewe</u> Signature	<small>Digitally signed by Saliwe Kawewe Date: 2018.04.16 11:34:38 -05'00'</small>
3. College Curriculum Committee or other college-wide committee (where required)					
Outcome of Committee Vote	Yes _____ No _____ Abstain _____	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Signature	
4. Dean of College of	<u>Education and Human Services</u>	<u>4-17-18</u> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	<u>MATTHEW W KEEFER</u> Signature	<small>Digitally signed by MATTHEW W KEEFER Date: 2018.04.17 12:38:23 -05'00'</small>

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs	<u>17 Apr 2018</u> Date	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	<u>Chevalier</u> Associate Provost (Print)	<u>Lizette R. Chevalier</u> Signature	<small>Digitally signed by Lizette R. Chevalier DN: cn=Lizette R. Chevalier, o=SIUC, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US Date: 2018.04.17 13:51:16 -05'00'</small>
6. Faculty Senate (Undergraduate Programs)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Faculty Senate (Print)	_____ Signature	
7. Graduate Council (Graduate Programs)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Graduate Council (Print)	_____ Signature	
8. Provost and Vice Chancellor	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Provost and VC (Print)	_____ Signature	
9. Chancellor	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Chancellor (Print)	_____ Signature	
10. President	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ President (Print)	_____ Signature	
11. Illinois Board of Higher Education (where required)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ IBHE Representative (Print)		
12. Higher Learning Commission (where required)	_____ Date	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Higher Learning Comm Representative (Print)		

# Approval Form for RME/NUI

Proposed Change: Merger to form School of Human Sciences (see RME for academic units)

1. Unit originating the request APAP 23 Mar 2018  
Date
  
2. Department/School Vote Form  
 Outcome of Faculty Vote Yes 3 No 4 Abstain 3 13 Apr 2018  
 Date ☐ Yes ☒ No  
 Approval
  
3. College Curriculum Committee or other college-wide committee (where required)  
 Outcome of Committee Vote Yes        No        Abstain                
 Date ☐ Yes ☐ No  
 Approval
  
4. Dean of College of Agricultural Sciences 18 Apr 2018  
 Date ☒ Yes ☐ No  
 Approval

**Lizette R. Chevalier**

Signature

Digitally signed by Lizette R. Chevalier  
DN: cn=Lizette R. Chevalier, o=SIU, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US  
Date: 2018.03.23 15:46:16 -0500

**William J Banz**

Signature

Digitally signed by William J Banz  
Date: 2018.04.13 09:06:54 -05'00'

Signature

**Karen Midden**

Signature

Digitally signed by Karen Midden  
DN: cn=Karen Midden, o=SIU Carbondale, ou=College of Agricultural Sciences, email=kgraham@siu.edu, c=US  
Date: 2018.04.18 12:11:27 -0500

*The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs*

5. Associate Provost for Academic Programs

25 Apr 2018  
Date

☒ Yes ☐ No  
Approval

**Chevalier**

Associate Provost (Print)

**Lizette R. Chevalier**

Signature

Digitally signed by Lizette R. Chevalier  
DN: cn=Lizette R. Chevalier, o=SIU Carbondale, ou=Associate Provost for Academic Programs, email=Lizette.Chevalier@siu.edu, c=US  
Date: 2018.04.25 12:43:53 -0500

6. Faculty Senate (Undergraduate Programs)

        
Date

☐ Yes ☐ No  
Approval

Faculty Senate (Print)

Signature

7. Graduate Council (Graduate Programs)

        
Date

☐ Yes ☐ No  
Approval

Graduate Council (Print)

Signature

8. Provost and Vice Chancellor

        
Date

☐ Yes ☐ No  
Approval

Provost and VC (Print)

Signature

9. Chancellor

        
Date

☐ Yes ☐ No  
Approval

Chancellor (Print)

Signature

10. President

        
Date

☐ Yes ☐ No  
Approval

President (Print)

Signature

11. Illinois Board of Higher Education (where required)

        
Date

☐ Yes ☐ No  
Approval

IBHE Representative (Print)

12. Higher Learning Commission (where required)

        
Date

☐ Yes ☐ No  
Approval

Higher Learning Comm Representative (Print)



11/10/2015

## Program Change Plan School of Human Sciences

Provided to Faculty in the following affected units:

- Department of Animal Science, Food and Nutrition<sup>1</sup>
- Department of Kinesiology
- Department of Public Health and Recreation Professions
- School of Social Work

This modified program change plan is provided in keeping with Section 9.05.6 of the Collective Bargaining Agreement (CBA).

### Overview of Modification:

In the original program change plan, the undergraduate degree in Exercise Science and the graduate degree in Kinesiology were separated from the Department of Kinesiology and moved to the proposed School of Human Sciences. As part of a separate program change plan the undergraduate degree program in Sport Administration was separated from the Department of Kinesiology and moved to the proposed School of Management and Marketing.

With this modification, all academic degree programs from the Department of Kinesiology will be moved to the proposed School of Human Sciences, **including the Sport Administration degree program**. Accordingly, the modified Program Change Plan represents a merger of the School of Social Work, the Department of Public Health and Recreation Professions, and the Department of Kinesiology, along with degree programs separated from the Department of Animal Science, Food and Nutrition.

The change plan below has been modified to show the changes summarized above. No other changes to the original plan have been made.

### A. Description of Proposed Change:

This plan establishes a **School of Human Sciences** by merging the School of Social Work, the Department of Public Health and Recreation Professions, and the Department of Kinesiology, along with degree programs separated from the Department of Animal Science, Food and Nutrition. Once established, the School of Human Sciences will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area<sup>2</sup>.

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<sup>1</sup> Plan includes a "reduction" in the Department of Animal Science, Food and Nutrition by way of separating the undergraduate degree program in Human Nutrition and Dietetics and the graduate degree program in Food and Nutrition and moving the programs to the School of Human Sciences.

<sup>2</sup> See the statement at end of this document that is separate and apart from this program change plan regarding college-level considerations.

The proposed degree inventory for the School of Human Sciences is listed below. The names and academic requirements of the degree programs will not change.

<b>Degree</b>	<b>CIP</b>	<b>"Source" Academic Unit</b>
BS, Sport Administration	31.0504	Kinesiology
BS, Exercise Science	31.0505	Kinesiology
BS, Human Nutrition & Dietetics	30.1901	Animal Science, Food and Nutrition
BS, Recreation Professions	31.0101	Public Health & Recreation Professions
BS, Public Health	13.1307	Public Health & Recreation Professions
BS, Social Work	44.0701	Social Work
MPH, Public Health	51.2208	Public Health & Recreation Professions
MS, Food and Nutrition	19.0501	Animal Science, Food and Nutrition
MSED, Kinesiology	31.0505	Kinesiology
MSED, Recreation Professions	31.0101	Public Health & Recreation Professions
MSW, Social Work	44.0701	Social Work
Minor, Coaching		Kinesiology
GRAD CERT, Gerontology	30.1101	College of Education and Human Services

#### Organizational Structure of School of Human Sciences:

The School will be led by an A/P Director who will report to and serve at the pleasure of the Dean of the College<sup>3</sup>, and who will be appointed following a search conducted in keeping with the University's Hiring Policy and Procedures. The University Policy on Department Chair responsibilities 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 not be limited to<sup>4</sup>: planning, development, coordination, review, and administration of undergraduate and graduate instructional programs; advancing 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

<sup>3</sup> See statement on College structure that is separate and apart from the Program Change Plan, at the end of this document.

<sup>4</sup> Adapted from university policy on duties of Department Chairs, which apply to School Directors.

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.

Initially, an Interim Director for the School will be appointed on a term basis by the Provost, following usual campus processes for appointing interim administrators. The Interim Director will be appointed via search waiver, in consultation with faculty members who comprise the School, and with the approval of the Office of the Chancellor and the Office of Affirmative Action. Faculty and staff members will have an opportunity to express their preference regarding possible candidates for the Interim Director Position, and to provide feedback on potential candidates.

The search for the permanent School Director may be internal or external, consistent with current practice for hiring of Department Chairs and School Directors. We anticipate that the permanent School Director search will be initiated after the assignment of the School to an academic college. 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 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.

Each of the (former) academic units / programs that comprise the School of Human Sciences will have the status of **Division** within the School. Each Division will be led by a faculty member who serves in the functional role of Division Coordinator. The duties of the Division Coordinator may vary based on the complexity and needs of the Division. Division Coordinator duties will reflect a service assignment in the faculty member's annual workload assignment. We anticipate that this service assignment will correspond to a "release" from one-to-two 3-credit hour courses per year, depending on the Division's complexity (i.e., a 12.5% or 25% FTE service assignment). The service assignment will be determined by the School Director in consultation with the Division Coordinator and the Dean and in compliance with the collective bargaining agreement. Depending on the complexity of the Division's programs and needs, Division Coordinators may also receive summer appointments in support of the division and its programs. Service duties of the Division Coordinator may include, but may not be limited to: consulting with the School Director and/or support staff regarding course staffing needs; providing input to the School Director to inform the Director's assignment of workload to faculty; assisting with student

concerns; coordinating accreditation-related activities if appropriate; assisting the School Director with program assessment.

Following establishment of the School, Faculty will create an operating paper pursuant to Article 5 of the Collective Bargaining Agreement. During the period of creation of the School Operating Paper, day-to-day management of the unit will be guided by applicable provisions of each division's former department/school operating paper and former college operating paper<sup>5</sup>.

#### B. Rationale

*A general goal of this plan is to revitalize and reposition our academic programs in order to create opportunities for greater collaboration among students and faculty. SIU's academic programs and structure have remained largely unchanged in a changing higher education marketplace. Accordingly, this plan aligns programs that relate to each other in order to foster synergy and innovation.*

The initial proposed organization and structure of the proposed School of Human Sciences was based on analysis of factors such as current degree and course offerings in each of the component academic units, descriptions in the catalog and in the public descriptions of academic programs by the component academic units (e.g., websites). Feedback, discussion with faculty and other stakeholders, and requests for alternate program configurations from affected faculty on the original program change proposal contributed to refinements and modifications as the plan evolved and was finalized.

The planned School focuses scholarly expertise and curricula that will engage around issues affecting the human condition. We anticipate that faculty will take the lead in building connections across disciplines in order to provide an integrated learning environment for our students. The organization of the School will also foster collaborative efforts in researching major problems and questions that affect social, physical and emotional well-being.

#### C. Impact on Faculty Lines and Faculty Workload

##### Faculty Lines

This plan has no effect on Faculty lines. There will be no eliminations of faculty positions under this plan.

##### Workload

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<sup>5</sup> This approach is provisional, recognizing that interim operating procedures could be subject to impact bargaining.



Faculty workload assignment is governed by the terms of the Collective Bargaining Agreement (CBA). Additionally, the CBA requires School Operating papers to include the "criteria to be applied when determining workload<sup>6</sup>". Consistent with current practice in other Academic Schools at SIU Carbondale, and in keeping with the provisions of the CBA, workload assignments will be made by the School Director, with consultation and input from Division Coordinators, 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.

In addition to fostering collaboration and innovation in curricula, pedagogy and scholarship, the merger of the planned academic units and degree programs into a school will contribute to more equitable distribution of service-related tasks across faculty, freeing faculty from some of the service obligations associated with the activities required to support the academic unit and the university. By spreading such responsibilities out in larger schools, individual faculty members will have additional opportunities to engage in teaching and research activities. Additionally, enhancement of the School's overall teaching, research and service capacity will be realized by way of a net-decrease in the number of academic-unit administrators, and the return of such administrators to faculty roles. Finally, to the extent that the current administrative structure may contribute to curricular overlap and duplication (by way of highly similar courses being offered in multiple programs), we anticipate that as a result of the integration and synergy that is central to the reorganization plan there will be decreased pressure to staff required courses.

#### General Promotion and Tenure Considerations for Tenured and Tenure Track Faculty.

Affected Faculty members who hold tenure in the Department of Animal Science, Food and Nutrition, the Department of Kinesiology<sup>7</sup>, the Department of Public Health and Recreation Professions, or the School of Social Work will have their tenure transferred to the School of Human Sciences. The plan will not result in any loss of tenure for any Faculty member in the Department of Animal Science, Food and Nutrition, the Department of Kinesiology, the Department of Public Health and Recreation Professions, or the School of Social Work.

Faculty members who presently hold tenure track appointments in the Department of Animal Science, Food and Nutrition, the Department of Kinesiology, the Department of Public Health and Recreation Professions, or the School of Social Work will have their continuing, tenure-track appointments transferred to the School of Human Sciences, with no change to their tenure probationary period.

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<sup>6</sup> Section 5.02, CBA.

<sup>7</sup> With this modification to the original plan, ALL Faculty members in the Department of Kinesiology will have their tenure or tenure home transferred to the School of Human Sciences.

Promotion Considerations for Tenured Faculty. Under the terms of the current Collective Bargaining Agreement, the promotion guidelines and procedures articulated 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 merger and establishment of the School of Human Sciences. Note, however, that the tenured faculty member may elect to apply the promotion guidelines and procedures of the operating paper of his or her new school to the promotion / tenure review case. The promotion standards and procedures articulated in the 2016 SIUC Employees Handbook also apply to promotion review.

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 an initial tenure / promotion review case that occurs after the proposed merger and creation of the School of Human Sciences<sup>8</sup>. Note, however, that a tenure-track faculty member may elect to apply the tenure/promotion standards of the operating papers of his or her new school to the promotion / tenure review case. The promotion and tenure standards and procedures articulated in the 2016 SIUC Employees Handbook also apply to promotion and tenure review.

Provisional Promotion and Tenure Procedures for 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.***

## **SCHOOL-LEVEL REVIEW**

The Director of the School of Human Sciences shall coordinate the process and shall write the School-level recommendation letter.

1. For candidates formerly appointed in the Department of Animal Science, Food and Nutrition: unless the faculty member chooses to apply the new School of Human Sciences Operating Paper provisions, the Operating Paper of the former Department of Animal Science, Food and Nutrition shall govern the process and shall define the standards and criteria for promotion and/or tenure.

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<sup>8</sup> Clarification: If promotion and /or tenure occurs after the ratification of the new school operating paper, such operating paper will govern future promotion applications.



- a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the Department of Animal Science, Food and Nutrition Operating Paper shall apply.
  - b. For such candidates, the academic-unit-level committee shall be comprised of appropriate (as defined by the former Department of Animal Science, Food and Nutrition Operating Paper) faculty members who held appointments in the former Department of Animal Science, Food and Nutrition, augmenting if needed per CBA requirements.
2. For candidates formerly appointed in the Department of Kinesiology: unless the faculty member chooses to apply the “new” School of Human Sciences Operating Paper provisions, the Operating Paper of the Department of Kinesiology shall govern the process and shall define the standards and criteria for promotion and/or tenure.
  - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Kinesiology Operating Paper shall apply.
  - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Kinesiology Operating Paper) faculty members who had held appointments in the former Department of Kinesiology, augmenting if needed per CBA requirements.
3. For candidates formerly appointed in the Department of Public Health and Recreation Professions: unless the faculty member chooses to apply the “new” School of Human Sciences Operating Paper provisions, the Operating Paper of the Department of Public Health and Recreation Professions shall govern the process and shall define the standards and criteria for promotion and/or tenure.
  - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Public Health and Recreation Professions Operating Paper shall apply.
  - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Department of Public Health and Recreation Professions Operating Paper) faculty members who had held appointments in the former Department of Public Health and Recreation Professions, augmenting if needed per CBA requirements.

4. For candidates formerly appointed in the School of Social Work: unless the faculty member chooses to apply the “new” School of Human Sciences Operating Paper provisions, the Operating Paper of the School of Social Work shall govern the process and shall define the standards and criteria for promotion and/or tenure.
  - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former School of Social Work Operating Paper shall apply.
  - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former School of Social Work Operating Paper) faculty members who had held appointments in the former School of Social Work, augmenting if needed per CBA requirements.
5. For all candidates in the School of Human Sciences, the recommendation from the academic-unit-level committee shall go to the Director of the School of Human Sciences. The Director shall make an independent recommendation based on the evidence in the dossier, applying the governing standards and criteria of the appropriate prior operating paper, and taking into consideration the vote/recommendation of the unit-level faculty.

#### **COLLEGE LEVEL REVIEW**

As noted above, upon formation of the School, it will temporarily be assigned to the Provost and Vice Chancellor for Academic Affairs area. College level review of any promotion and tenure cases proceeding **during the period of the School’s assignment to the Provost area** shall follow the procedures below:

1. The applicable former College Operating Paper shall govern with respect to College-level procedures, standards and criteria. The College-level committee shall be comprised of appropriate (as defined by the applicable former College Operating Paper) faculty members who had held appointments in the applicable College.
2. The College-level committee vote / recommendation shall go to the Dean of the College in which the candidate’s former department / school was assigned. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration , the vote / recommendation of the unit-level committee, the vote/recommendation of the college-level committee, and the recommendation of the School director.

**Following assignment of the School to a new academic college** (see statement at end of this document that is separate and apart from the Program Change Plan), the following procedures shall apply:

1. Unless the candidate elects to apply the operating paper from the “new” College, the applicable former College Operating Paper shall govern with respect to College-level procedures, standards and criteria. The College-level committee shall be comprised of appropriate (as defined by the applicable former College Operating Paper) faculty members who had held appointments in the applicable College.
2. The College-level committee vote / recommendation shall go to the Dean of the “new” college. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration , the vote / recommendation of the unit-level committee, the vote/recommendation of the college-level committee, and the recommendation of the School director.

#### **PROVOST LEVEL REVIEW**

The Dean’s recommendation shall be forwarded to the Provost who shall proceed according to current policies, procedures and practice.

#### **D. 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 in the integrated school model. They will have exposure to a wider range of faculty expertise and interests and will have opportunities to engage in cross disciplinary research, curricula and co-curricular activities.

The catalog under which a student enrolled as a major will continue to govern that student’s curricular / degree requirements. That is, an existing student whose major will be housed by the new School will have identical requirements to those in place when s/he entered the major. S/he will be able to continue the current program(s) through graduation based on the requirements specified in the Undergraduate or Graduate Catalog as of the date s/he enrolled in the program. We will ensure that we deliver on our commitments to students enrolled in every program. Future changes to curriculum will be the responsibility of the faculty, in consultation with administration and with campus constituency bodies. Such changes would follow established campus procedures (e.g., the NUI or RME process and contractual provisions as appropriate).

Given no reduction in faculty as part of the reorganization plan, there are no implications for ability to maintaining the curricula<sup>9</sup>. Again, the degree programs currently housed by the component academic units will simply be housed in the broader administrative structure of the School.

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

Although cost-reduction was not the principal purpose of the overall reorganization proposal, we anticipate that implementation of the campus-wide plan will result in permanent (projected) administrative cost savings by way of a campus-wide reduction of administrative positions (e.g., fewer dean positions, elimination of department chair and school director positions), which will allow us to invest strategically in future initiatives.

For each former department chair / school director, the difference between Faculty salary and chair/director salary, plus any summer salary committed for the chair/director will be saved on a permanent/projected basis. Such savings will be balanced against the salary costs associated with appointing an A/P School Director on a 12-month basis, plus any summer salary expenditures committed for division coordinators.

An analysis of support staff needs will be undertaken for the proposed school. This may result in additional savings if it is determined that staffing consolidations are warranted. Note that there will be no layoffs of employees in civil service positions as a result of the program change plan, although it is possible that there will be re-assignment of some civil service positions, allowing us to allocate positions to the areas of greatest need. For example, we anticipate that civil service positions might be re-assigned to support complex Divisions (e.g., to assist the School Director with scheduling, personnel tasks, etc.). Over time, additional savings may be generated following the reorganization by reducing duplicative courses through more efficient coordination in the Schools.

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

This program change plan represents an administrative restructuring of existing degree programs and academic units. The "School Model", with multiple degree programs housed in the School, is already functioning effectively at SIU in the School of Allied Health, the School of Information Systems and Applied Technology, the School of Art and Design, the School of Music and the School of Architecture. In such programs, faculty members who serve as division, area, or program coordinators / directors provide support and consultation to the School Director as part of their service assignments, with adjustment to

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<sup>9</sup> With exception of any proposal to eliminate a degree program. Any such proposals will be separate and apart from this program change proposal.

workload assignments provided as appropriate, and with commitment of summer assignments in some cases, as required by the needs of the unit. School Directors at SIU have demonstrated their ability to understand, support, and represent the disparate academic disciplines represented in their schools, to advocate for wide-ranging academic programs, and to support, mentor, and evaluate fairly and equitably the faculty who teach and engage in scholarship in varied disciplines. School Directors at SIU have also demonstrated their success at supporting undergraduate and graduate students from multiple academic disciplines.

We are not aware of an academic school or department that is fully parallel to the proposed School of Human Sciences in terms of curricular and content focus. However, we are aware of academic units (some organized as Schools, some organized as Departments) that share some similarities to the proposed School at: Ohio State University; Miami University of Ohio; Middle Tennessee State University; Mississippi State University; Stephen F. Fraser University; University of Indiana Bloomington; University of North Carolina Greensboro; University of Tennessee Chattanooga; and University of Texas at San Antonio.

G. 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 campus-wide re-organization plan (see point B) is to invigorate, enhance and expand Faculty research and creative activity by increasing synergy and collaboration. This includes the goal of expanding extramural grant / contract activity and increasing Ph.D. production. The reorganization plan will contribute to the broader institutional goal of increasing the University's Carnegie Status to R1 (Highest Research Activity).

[END of Program Change Plan]

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**Separate and apart from** the Program Change Plan provided above to Faculty under Section 9.04 and 9.05 of the Collective Bargaining Agreement, the following information is provided for informational purposes:

Upon establishment of the School of Human Sciences, it will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area, with the interim director of the School reporting to the Provost. Ultimately, we propose that The School of Human Sciences be part of a **College of Health and Human Sciences**.

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 and to any requirements of the Board of Trustees and the IBHE. An RME to rename the College of Arts and Applied Sciences to the College of Health and Human Sciences, along with assignment of academic schools to the renamed college, will be submitted at an appropriate date. Such RME will follow established procedures (e.g. review by Faculty Senate and/or Graduate Council), with opportunity for feedback by faculty, staff and students.