

**Date:** December 16, 2020  
**To:** Full-time Faculty in the College of Liberal Arts  
Full-time Faculty in the School of Professional Psychology  
Full-time Faculty in the College of Education and Human Services  
Full-time Faculty in the College of Nursing and Health  
Laura Luerhmann, Faculty President  
Douglas Leaman, Interim Provost  
**From:** Travis Doom, Associate Dean, College of Engineering and Computer Science  
Organizer for the College of Health, Education and Human Services  
**Re:** Recommendation for the reorganization of academic units

Colleagues,

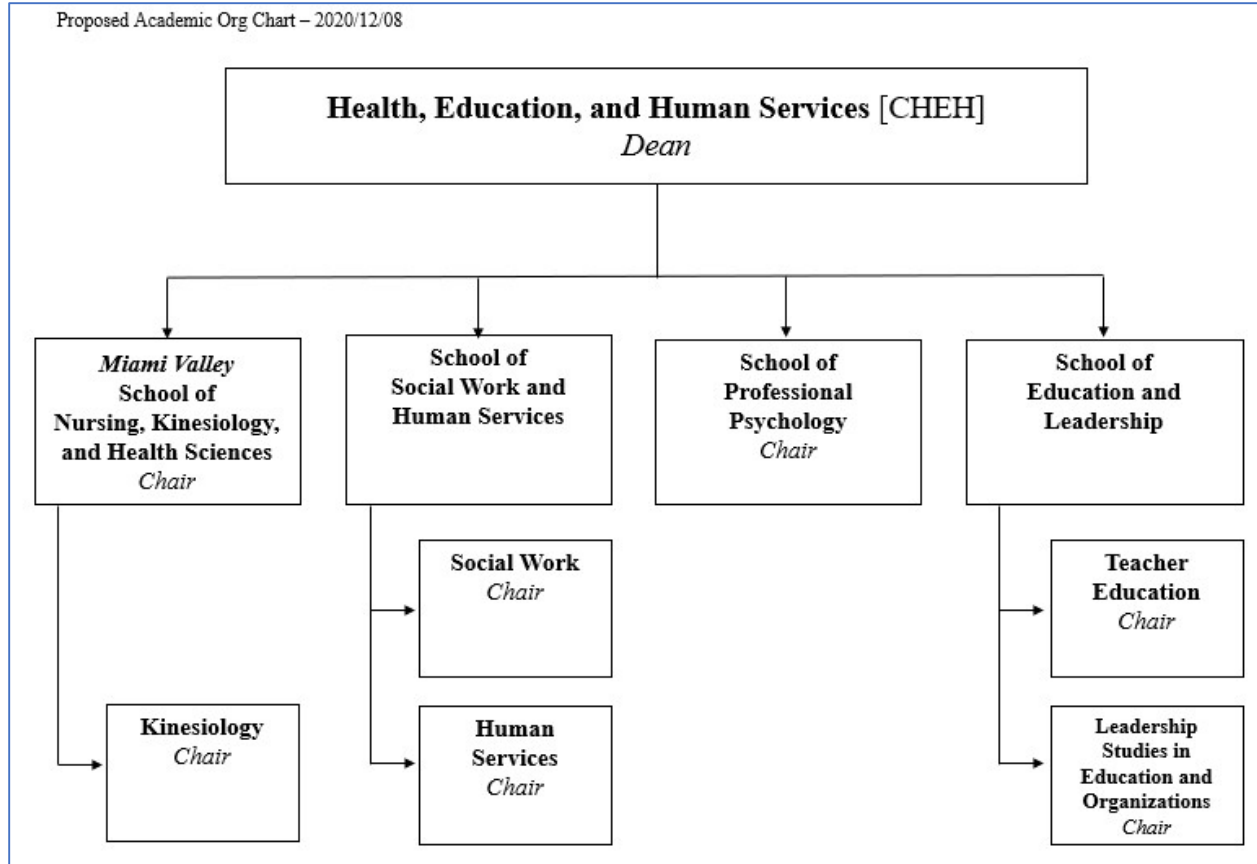
Please find, below, an academic reorganization recommendation for your consideration. Full-time faculty in affected units will soon receive a survey (via an email invitation from “Office 365 Sites” allowing access to a SharePoint poll) through which they may indicate support, opposition, and/or comments for this recommendation. Expressed support or opposition communicated in this fashion by February 16, 2021, can be considered prior to the proposal’s presentation to the University Board of Trustees. Additionally, support or opposition from any source may be expressed through a Dean (or appropriate member of the Provost’s Council) and/or the Faculty President/Senate. These parties may independently express support or opposition to the proposal if they chose to do so.

**Policy 1050 on Changes to Academic Units:**

The authority to determine the organizational structure and names of academic units at Wright State University rests with the Board of Trustees, acting on recommendations of faculty and administrators, including those who might be directly or indirectly affected by changes.

Recommendations to create, to merge or otherwise alter, to terminate, or to change the name of colleges, schools, departments or other equivalent academic units shall be submitted by the Provost to the Board of Trustees. At least two months before such recommendations are made, the full-time faculty in any affected school or college, the Faculty President, and the Provost's Council must have been informed of the possible change(s) so that they may express their support or opposition if they choose to do so. [<https://policy.wright.edu/policy/1050-policy-changes-academic-units>]

This reorganization proposal comes to you with the unanimous consent recommendation of a group consisting of Deans (CoNH, CEHS, and SoPP), the Chairs of the affected units, and elected faculty governance representatives (or their designees) from each college. This proposal recommends the creation of a College of Health, Education, and Human Services (CHEH), reorganization of the School of Professional Psychology to this new college, and the creation of three new schools to serve as the four primary academic units of the new college. This proposal recommends the termination of the existing Colleges of Nursing & Health and the College of Education and Human Services. CHEH will become the responsible college-level academic unit for all programs currently housed in CoNH, CEHS, SoPP, and the Department of Social Work (CoLA).



Proposed College Academic Unit and Leadership Organization

**Current organizational structure of affected academic units [Fall 2020]**

- College of Education and Human Services [Dean]
  - Department of Human Services [Chair]
  - Department of Kinesiology & Health [Chair]
  - Department of Leadership Studies in Education and Organizations [Chair]
  - Department of Teacher Education [Chair]
- Miami Valley College of Nursing and Health [Dean]
- School of Professional Psychology [Dean]
- From the College of Liberal Arts
  - Department of Social Work [Chair]

**Proposed organizational structure of affected academic units [Fall 2021]**

- College of Health, Education, and Human Services (CHEH) [Dean]
  - School of Education and Leadership [Chair]
    - Department of Teacher Education [Chair]
    - Department of Leadership Studies in Education and Organizations [Chair]
  - [*Miami Valley*]<sup>1</sup> School of Nursing, Kinesiology, and Health Sciences [Chair]
    - Department of Kinesiology [Chair]
  - School of Professional Psychology [Chair]
  - School of Social Work and Human Services
    - Department of Human Services [Chair]
    - Department of Social Work [Chair]

Existing departments are proposed to be reorganized/named as described above into school units. Department and School Chairs will report to the CHEH Dean. One immediate effect of this reorganization will be a consolidation of college-level operations, including Dean's office operations and faculty shared governance/service responsibilities. Consolidated Budget and Finance structures and functions of affected academic units were initiated in January 2020 and will continue.

The proposed structure provides an infrastructure will facilitate future movement, merger, and/or growth of faculty and programs in related areas as determined by academic and workforce needs. Service units including academic advising are currently being reconfigured to be inclusive of all units and to allow needed cross-training of academic staff. New College and School bylaws/policies are being developed to promote increased interaction, research, and shared curriculum development between previously disparate faculty, students, staff, and programs.

Members of the Provost's Council have expressed tremendous support from external stakeholders regarding reorganization that signals interdisciplinary realignment of programs and program faculty with community and workforce needs. This reorganization also provides a framework that will allow increased interaction between previously disparate communities, enhancing opportunity for future collaboration, consolidation, and innovation. Initial opportunities are currently being considered by interdisciplinary working groups. Additional program and processes improvements are expected as specific opportunities are continuously identified over time through new college governance processes.

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<sup>1</sup> Appropriate naming right for the School of Nursing and Health Sciences is being determined with Miami Valley Hospital | Premier Health.