

Contact: Rachel Boon

**REQUEST FOR REORGANIZATION AT THE UNIVERSITY OF NORTHERN IOWA:
FROM SCHOOL OF KINESIOLOGY, ALLIED HEALTH AND HUMAN SERVICES TO
DEPARTMENT OF KINESIOLOGY AND DEPARTMENT OF HEALTH, RECREATION AND
COMMUNITY SERVICES**

Action Requested: Consider recommending approval of the request by the University of Northern Iowa to reorganize the School of Kinesiology, Allied Health and Human Services into two departments: Department of Kinesiology and Department of Health, Recreation and Community Services in the College of Education.

The Council of Provosts and the Board office recommend approval of this request.

Background:

Reason for requested change. The current School of Kinesiology, Allied Health, and Human Services (KAHHS) is simply too large and the current organizational structure does not provide optimal services to students and faculty. The School of KAHHS is now overseen by a School Director (administrative line), an Associate Director to help the Director guide four divisions each of which are led by a division coordinator: 1) Physical Education; 2) Health Promotion and Education; 3) Leisure, Youth, and Human Services; and 4) Athletic Training. At this time, secretarial staff share duties between each division and the School of KAHHS in general. Two advisors provide academic advising to all students in the School. Division coordinators are faculty members that receive one course release to provide assistance to the School Director in managing KAHHS, which is one of the largest and fastest growing academic units on campus. There is also an Associate Director within the School who also typically receives one course release to assist in managing this very large organization within the College of Education (COE). By realigning the current large single school into two departments, it will help to provide better service to students and faculty in these areas.

Faculty and administrators within the School of KAHHS proposed the organizational restructure. Realignment of the single school with four divisions into two smaller units (Department of Kinesiology and the Department of Health, Recreation and Community Services) will eliminate a layer of administration, reduce middle management and lower costs. In the new structure, each of the two units will have a Department Head who reports directly to the Dean; it will also be more cost effective. The department heads will receive a two-course release time per semester and summer pay for their services. An assistant department head will have one course release to help support the department head. This reorganization into two academic departments will increase the level of academic and programmatic synergy around similar professional paradigms and occupational philosophies. This organizational structure currently exists within other units in the College of Education, and KAHHS is proposing to adopt this departmental organization model as well. Greater resource sharing, creative program development, academic cohesiveness, expanded student recruitment, and enhanced community engagement could also occur when academic units align into departments with similar outlooks and operational modes.

Consistency with accreditation requirements. The proposed change is consistent with accreditation requirements. In fact, the organizational restructure will improve the ability of each division to achieve and maintain accreditation. For example, in the new School of Health, Recreation and Community Services, there will be a greater alignment and synergy between

programs in community health, clinical health, leisure services and human services. This programmatic alignment with public health is required for accreditation in the Leisure/Youth/Human Services field, as well as in the Athletic Training field. Curricular autonomy is also required for accreditation in the public health field. Thus, a smaller department comprised of these three programs is preferred from an accreditation standpoint for these units. Finally, the three programs within the School of Health, Recreation and Community Services are all currently accredited or undergoing accreditation with national bodies.

Effect on students. The internal reorganization of the School of KAHHS will likely have a positive impact on current students. The structural change will improve student recruitment and retention as the two smaller departments will be aligned into units with similar interests and mutual synergy. Many students currently do not always decide on majors, career interests, outreach opportunities and other needs because some related programs are located within the variety of divisions in the large School. With the proposed model, similar programs will be co-located within a smaller department with a clear focus. Faculty in each unit will be able to provide better and more accurate advising and guidance to students with similar interests, such as in allied health, therapeutic recreation, diversity topics and other issues.

Effect on resources. The proposed internal reorganization will likely save a significant amount of money for the University of Northern Iowa by converting four divisions of the very large, single School of KAHHS into two smaller departments, with heads reporting directly to the Dean of the College of Education. One level of "management" will be eliminated. In addition, each Department Head of the two smaller schools would receive similar compensation that is given to other heads in the College and not the much higher salary historically provided to the Director. A one-course release will be available for Assistant Department Heads, as it is in other units in the COE, to help Department Heads in managing their units. In each proposed smaller department, there are already senior, experienced faculty members that would be able and willing to serve as Heads, which could eliminate the need for external searches for the immediate future. Discussions will be held in the fall of 2017 regarding the assignment of advising and secretarial staff to the two smaller departments. It is presumed that some secretarial and advising staff currently in the School of KAHHS could continue to be shared or split evenly between both of the two separate smaller schools.

Date of implementation. If approved by the Board of Regents, the name change will be implemented by July 1, 2018.