

Reorganization of the College of Health, Education, and Human Services

Proposed Change in Structure:

We are requesting approval to reorganize the College of Health, Education, and Human Services as follows:

1. Rename the School of Nursing, Kinesiology, and Health Sciences to the “School of Health and Exercise Sciences”
2. Create a new “School of Nursing” and relocate the nursing programs to the new School
3. Create a “School of Aviation” and relocate the AAS and BS programs in Aviation Science and Technology from the Department of Kinesiology to the newly created School.

Rationale:

When the College of Health, Education, and Human Services (CHEH) was formed in 2021, the former College of Nursing was moved to CHEH and was administratively housed within the School of Nursing, Kinesiology, and Health. The Department of Kinesiology and Health was also moved to within this School, but it was moved as a department, whereas nursing was located at the school level. This created two issues; First, the nursing program became less recognizable and prominent with the selected school name. Second, the Department of Kinesiology and Health became the sole academic department within the school. This was administratively problematic as the nursing program bylaws were developed at the school level, but they do not apply to the sole department within the school (i.e., Kinesiology and Health). The newly developed BS program in Aviation Science and Technology is currently located within the Department of Kinesiology and Health. This reduces visibility of the program and may create confusion for prospective students.

Benefits of the Proposed Reorganization:

Improved Visibility and Prestige

- **Stronger Identity:** Being separate schools provides a more distinct identity and brand, which can enhance program prestige and attractiveness to students, faculty, and donors.
- **Recognition:** Schools often receive more recognition in academic and professional circles, which can improve their ability to attract high-quality students and faculty.

Strategic Branding and Reputation Building

- **Distinctive Identity:** Each school can build its own brand and reputation, attracting students, faculty, and funding specific to its mission and focus.
- **Marketing and Recruitment:** The separation can enhance marketing and recruitment efforts, making it clearer to prospective students what each school offers, thereby attracting more targeted applicants.

Focused Academic and Professional Development

- **Distinct Accreditation and Standards:** Nursing has distinct accreditation standards and requirements compared to other health professions. Having separate schools allows for better adherence to these specific standards.
- **Professional Identity and Development:** Students and faculty can develop a clearer professional identity and focus on discipline-specific competencies and career paths.

Adaptability and Growth

- **Program Expansion:** Separate schools can more readily adapt and expand their programs in response to industry trends, emerging challenges, and student interest (e.g., future allied health programs may be located within the School of Health and Exercise Sciences).
- **Flexibility in Partnerships:** Each school can establish partnerships and affiliations with different healthcare and professional organizations, allowing for diverse and specialized experiential learning opportunities.

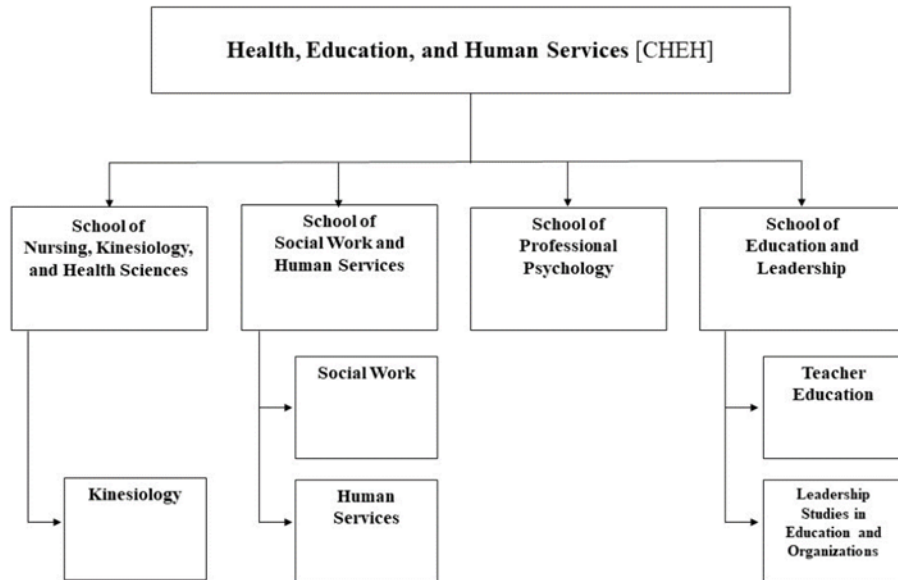
Fiscal Impact

The proposed change will be revenue neutral given that each of the programs affected by this change has separate leadership, as required by nursing accreditation standards. The chair of the Department of Kinesiology and Health will continue to administer the aviation programs in the School of Aviation.

Conclusion

Dividing the current School of Nursing, Kinesiology, and Health Sciences into three distinct units—one focused on Nursing, one focused on Health and Exercise Sciences, and one focused on—can lead to enhanced academic quality, better resource management, improved student and faculty satisfaction, and greater adaptability to future needs of the college.

Current Structure:



Proposed Structure:

