

**FORM G**  
**BOARD OF REGENTS, STATE OF IOWA**  
**PROPOSAL FOR PROGRAM/DEPARTMENT NAME CHANGE**

Institution: University of Northern Iowa

Current Title of Program/Department: School of Kinesiology, Allied Health, and Human Services

Proposed Title of Program/Department: Two separate units: \_\_\_\_\_

Department of Kinesiology and the Department of Health, Recreation, and Community Services

Name of College: College of Education

Approximate date to implement changes: Month: July 1 Year: 2018

Contact person: (name, telephone, and e-mail): Windee Weiss, Associate Dean of the College of Education; 319-273-2721, windee.weiss@uni.edu

**Please do not use acronyms without defining them.**

**1. Describe reasons (justification) for the proposed changes.**

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. 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 Kinesiology, Allied Health, and Human Services (KAHHS) proposed the organizational restructure. Realignment of the single school with four divisions into 2 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 are aligned into departments with similar outlooks and operational modes.

**2. How will the proposed change affect current 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 definite 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.

**3. If relevant, have accreditation requirements been addressed?**

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 that is comprised of these three programs is preferred from an accreditation standpoint for these units. Lastly, the three programs within the School of Health, Recreation, and Community Services are all currently accredited or undergoing accreditation with national bodies.

**4. If relevant, describe program configuration changes that will accompany the proposed program or department name change, e.g., change in number of credit hours required, faculty appointments, etc.**

This reorganization does not change the degrees, majors, minors, or certificates offered currently within the larger School of KAHHS. The proposed change simply aligns the programs under the Department of Kinesiology or the Department of Health, Recreation, and Community Services. The current doctoral degree in the School would be aligned with the Department of Health, Recreation, and Community Services, as Physical Education does not participate in that degree. Liberal arts core courses like "Dimensions of Well Being" and some graduate courses would continue to be offered jointly by each department. None of the courses or programs would be eliminated.

We do not anticipate any changes to faculty appointments with the restructuring. However, some changes or appointments will be made for merit staff to clearly designate the specific Department each of these staff members will continue to work with.

**5. If relevant, identify resources that will be needed in connection with the proposed program or department name change, e.g., facilities, faculty, funds, etc.**

The proposed internal reorganization of the School of KAHHS 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" would be eliminated. In addition, this reorganization would be cost effective in that 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 would be made 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. External searches could be done as faculty leave or retire from each of the departments. Discussions will be held in the fall of 2017 regarding the assignment of advising and secretarial staff to the two smaller departments. It is also 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.

**6. Is this intended to be a temporary or permanent change? If temporary, for how long?**

This will be a permanent reorganization within the College of Education.