MOTION:

From the School of Nursing to dissolve its three departments (Health Maintenance, Health Restoration and Foundations of Nursing) and become a non-departmentalized school effective Fall semester 2002-03.

RATIONALE:

Over the past 3-5 years the School of Nursing has changed in regard to its internal ways of handling business. With 3 small departments (ie 8-12 voting members) it became more efficient to centralize some functions such as advertising and recruitment of faculty, hiring academic teaching staff and clinical placement of students. With some tasks done by each of 3 departments and some done centrally, the lines between departments blurred, activities overlapped, and confusion occurred. When created in 1980 the departments met the need to organize a large number of faculty and courses. The departments also reflected the thinking of the time in relation to how nursing was organized which was along specialties or interests. There is now a need to organize ourselves differently, not by nursing interests. The curricula have developed to include more options at all levels. Faculty and staff find themselves teaching outside their departments and pursuing their research interests across departments. Shared research interests are not clearly defined by the current department titles and foci. We have changed our ways and the departments no longer facilitate getting tasks accomplished in an efficient manner.

A reorganization does not affect the degrees awarded. The school awards one Bachelor of Science degree in nursing, one Master of Science degree in nursing, and a Doctor of Philosophy degree in nursing. It also does not affect courses, curricula, or the programs offered. Budget implications are neutral. Reorganization does not require any additional resources.

UNTENURED FACULTY:

There are currently 32 faculty in the school, 12 of them untenured. When created, the school Executive Committee will formalize mechanisms to assure that the untenured faculty continue to have access to, and guidance from, the tenured faculty. Such mechanisms may include informal monthly gatherings, One-to-one coaching/mentoring, orientation/review sessions for annual and promotion reviews, and senior faculty serving as readers of manuscripts and grant proposals. Certain resources, such as the Center for Nursing Research and Evaluation and the Institute for Urban Health Partnerships, are already schoolwide, not department-specific resources.

The promotion and tenure criteria are the same for each of the three departments and they fit with the Divisions of the Professions criteria. We do not anticipate changing the criteria. The workload policy is a school-wide document so non-departmentalization will not affect faculty workload. Faculty already have a tendency to relate to each other based on research interests. This will be encouraged. In addition, offices will continue to be assigned so there is a mix of tenured and untenured faculty on each floor.
THE PLAN:

The School of Nursing Academic Planning Committee, seeking advice and ideas from the faculty and staff, is working on a new organizational structure. It is anticipated that some type of program, area or center directors will take on certain functions previously performed by the department chair, such as handling course related issues, faculty course assignments, clinical instruction and staff, etc. The Executive Committee will have subcommittees to handle recruitment and hiring, annual and promotion reviews of faculty and teaching academic staff, etc. The Chair of the Executive Committee will serve as the chair of the faculty for communication and representation. The structure of the school committees will not change other than to have school-wide elections instead of department elections. Faculty will vote on the new structure (communicated through School of Nursing Policies and Procedures.

Laurie Glass, Chair
School of Nursing Academic Planning Committee