

Proposition 25-14/15: A proposition to restructure academic programs and units at Doña Ana Community College

Sponsors:

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Proposed Committee:

Scholastic Affairs or Long Range Planning

Actual Committee:

Title:

A proposition to restructure academic programs and units at Doña Ana Community College

Prior Approvals

DACC

Endorsed by the Executive Committee of DACC's Faculty Council, 4-1 vote, 12/11/2014.

Polling of DACC faculty by Faculty Council representatives to occur in 2/2015 and 3/2015. Results to be presented at Faculty Council meeting on 3/17/2015.

NMSU

Approved by ADAC, 2/09/2015.

Submitted for approval to ADC for approval, 2/24/2015, scheduled for 3/2015 vote.

Proposal

It is proposed to modify the current structure of Doña Ana Community College's academic units.

The current structure includes four divisions: Business and Information Systems, General Studies, Health and Public Services, and Technical and Industrial Studies.

The new structure will add a new division and restructure/rename the other four divisions: Business and Public Services; Arts, Humanities, and Social Sciences; Math, Science and Engineering; Health Sciences; and Advanced Technologies.

Rationale

Academic Reasoning

There are multiple reasons for implementing this proposed.

- Our initial rationale was to provide more focused support of those programs with specialized accreditations particularly in our nursing and allied health areas. This is critical for both our overall accreditation with the Higher Learning Commission and our specialized accreditations.
- This initial focus provided us with two additional opportunities: (1) to streamline and then more clearly articulate pathways from high school programs of study to associates degrees to bachelors degrees, and (2) where possible, to more evenly distribute student credit hours and workload across the academic units.
- Finally, these realignments will create additional opportunities for developing networks and relationships to support academic programs—both internally (among career technical, transfer, and general education functions) and externally (with business and industry as well as with public school and university programs).

Sustainability/Budget

- In the short term, the alignment as proposed will require the hire of an additional employee (CC, Division Dean) and the appointment of three additional department chairs. This realignment will require approximately \$98,000: to bring a vacant position to a division dean's salary; to extend three faculty salaries from 9-month to 12-month (to serve as department chairs); to hire part-time faculty where department chair reallocation of workload may create additional need. The additional resources needed will be covered by reallocating existing resources.

Background/Campus Input

- While this proposal initiated out of the DACC VPAA's office, there was broad participation from the DACC community. This included the following: an email announcement which provided a draft and invited feedback (9/2/2014); four faculty/staff forums for discussion of the initial proposal (9/9/2014, 9/11/2014, 9/17/2014, 9/18/2014); a second email announcement which provided a revision of the original proposal (10/21/2014); and two additional forums for discussion of the revised proposal (both on 10/24/2015, one at each of the Las Cruces campuses). During this entire process, approximately 30 faculty/staff provided feedback via email, and over 120 faculty and staff attended open forums.

The VPAA also facilitated discussions with several of DACC's administrative groups including Administrative Council, 9/3/2014; Academic Leadership Team, 9/19/2014 and 10/17/2014; and Division Deans and Directors Council, 10/14/2014.

The VPAA made a number of significant changes to both the first and second proposal based on feedback provided on email, at the forums, and in other meetings. The final plan is proposed here.

- The VPAA consulted Faculty Council at three meetings of the entire Council during the fall semester (8/26/2014, 9/23/2014, 10/21/2014) and one meeting this semester (2/24/2015). At a meeting with the Faculty Council Executive Committee on December 11, 2014, she sought and received the endorsement to move the proposal forward.
- For the most part, dissent took two forms: some faculty and staff expressed concerns over specific elements of the proposal, and in most cases, recommended changes; a few faculty felt that while there was broad participation within the DACC community, a final faculty vote on the proposal would be an appropriate conclusion to the process. At the 2/25/2015 meeting, the Faculty Council opted to poll on faculty through their division representatives.

Logistics

- Should the proposal be approved, the VPAA will work with a faculty task force, division deans, and department chairs/program directors to plan implementation of academic elements of the reorganization including impact on the promotion and tenure process and other academic procedures.
- Should the proposal be approved, the VPAA will work with DACC's Vice President for Business and Finance and the appropriate offices at DACC and NMSU to develop an implementation plan including necessary changes in budget, personnel, and office facilities and equipment.
- Should the proposal be approved, DACC personnel would begin implementation of the reorganization in AY 2015-2016. Implementation plans would include specific tasks lists and timelines.

Doña Ana Community College
Reorganization of Academic Departments, Programs, and Divisions

Reorganization by Department/Program and Division

| Health Sciences | Business and Public Services | Arts, Humanities, and Social Sciences | Science, Engineering, and Mathematics | Advanced Technologies |
|--|---|---|--|--|
| Dental Assisting DAS (OEDA) Dental Hygiene DHYG Diagnostic Medical Sonography DMS (OEDS) Health Care Assistant NA (OENA) AHS 116, 120, 250, 255 (OEHO) Nursing NURS Radiologic Tech RADT (OERT) Respiratory Therapy RESP (OERC) | Administrative Technologies ACCT BOT HIT Hospitality Services CHEF HOST Business A ST BMGT BUSA ECON FIN MGT MKTG Public Services CJ EMS FIRE (OEFS) LAWE PLS | Arts ART CMT MUS THTR Education CEP ECED EDUC ELA (EMD) L SC SPED English CCDE CCDL CCDR CCDS COLL ENGL LING Humanities COMM HIST PHIL SPAN Social Sciences AHS 102, 202, 220 (OEHO) ANTH CHSS GOVT HLS JOUR PSY SOC SWK WS | Engineering and Manufacturing Technologies AERT ELT (OEES) MAT GEN ENGR Math and Statistics CCDM MATH STAT Science ASTR BIOL CHEM GEOG GEOL HNDS PHYS | Architecture and Construction Technologies ARCT BCT DRFT (OEDG) TCEN Computer and Information Technologies BCIS CS OECS Commercial Technologies AUTO HVAC OEET (apprenticeship) OEET (electrical line) OETS WATR (OEWU) WELD (OEWT) |