

New Configurations in Academia
Education & Human Sciences at the University of Nebraska-Lincoln

1. History

Idea suggested by 2 sitting deans – met weekly for one year following proposal to faculty, staff, alums and students

Faculty, staff, students, stakeholders and alums included in the exploration process
Steering Committee oversaw the process to determine whether to move forward or not and developed paperwork for University Governance requirements

Choices provided – opportunities to discover common ground – survey – white papers – web-based feedback – faculty, staff and alums voted on name

Goals were to strengthen our ability to address problems faced by Nebraska citizens, maintain identities of professions, create a new college (not just a merger)
Seed Money to Start the New College – on new position, remodeled space for research center, seed grants for teaching, seed grants for research, small amount for moving

2. Outcomes

Partnership approved

Name = College of Education and Human Sciences

7 departments created from original 8

New mission, vision, values

Doctoral and Master's degree programs approved

Central Advising adopted for all undergraduate programs

Relocation of 2 units on different campuses to enhance channels of communication

3. Operating Principles

If we don't have a new policy in place, do it the old way

We don't have to have everything done in one year – but, we need a plan for how to proceed

Standardize processes; keep individuality in the details

Focus on developing social capital and a common culture

Respect for the past – eye on the future

Maintain internal focus this year, plan for more outward activity next year

Keep friends apprised

4. Focus on Integration

Combined budgets – taking one year to fully achieve

Central advising was adopted for all units

Strategic Planning in process – completion of plan by August 2004

New research policies are being developed

New by-laws will be in place by the end of this school year

New P & T document – 2 then 1 in two years

New technology plan

Combining college awards

Combining college recognition events

Developing a signature course

Centralizing our approach to assessing student learning

Centralized instrument for collecting faculty accomplishments data

Geographic awareness

5. Challenges

Budget reductions, reductions in force

Not getting the cart before the horse – recognizing we have to delay gratification, be willing to wait to accomplish many tasks – keeping people involved more important than achieving immediate products

Keeping people informed

Blending cultures

Dealing with issues – many of which have nothing to do with the new college per se but rather normal academic concerns such as promotion and tenure, how to distribute resources, etc.

Learning what people do – what resources we have