

Proposition: 04-17/18

Title: Reconfiguration of Departments at NMSU Carlsbad

Date Submitted: 08/08/2017

Sponsor(s): Kenda Josselet (NMSU-C), Yaxi Zhao (NMSU-C), Becky Corran (DACC), Andrew Nwanne (NMSU-C Ex-officio)

Proposed Committee:

Assigned Committee:

Prior Approvals:

- April 10 - Community College Academic Vice Presidents (CCAVP) committee
- April 10 - Associate Deans' Academic Council

Proposal: The faculty at NMSU Carlsbad propose to reconfigure two academic departments: the *Department of English, Humanities, and Arts*, and the *Department of Business, Computer Technology, and Manufacturing*. As a result, the current Department of Digital Media, Computer Science and Business will cease to exist; and all its faculty members are going to join the new respective departments. The current Department of English and Humanities will be renamed as the Department of English, Humanities, and Arts. The current Department of Manufacturing Sector will be renamed as the Department of Business, Computer Technology, and Manufacturing. Table 1 explains the current structure and the new structure.

Table 1 Departments Before and After the Merger

| Before | | | |
|--------------------------------|------------------------------|---|---|
| CURRENT DEPARTMENTS | English and Humanities | Manufacturing Sector | Digital Media/Computer Science/Business |
| # of Full-Time Faculty Members | 4 | 5 | 3 |
| Staff | 0 | 0.5 (FTE duties) | 0 |
| After | | | |
| PROPOSED DEPARTMENTS | English, Humanities and Arts | Business, Computer Technology and Manufacturing | - |
| # of Full-Time Faculty Members | 6 | 6 | - |
| Staff | 0 | 0.5 (FTE duties) | - |

Benefits:

- 1. Better alignment of departments**
- 2. Increased visibility and focused marketing of business and computer technology programs**
- 3. More exposure of Digital Media with alignment with English and Humanities**
- 4. Greater attention to recruitment**
- 5. Expected increase in enrollment – the merger will create a solid academic environment composed of discipline experts that can concentrate on building enrollment in Digital Media, Computer Technology and Business**
- 6. Better focus on retention and graduation**
- 7. Cost savings resulting from a total of 12 credit hours of teaching reduction and \$3000.00 annual stipend for a Department chair**

For historical reasons, the academic areas Digital Media, Business, and Computer Science have been configured as a whole department. The divided sets of responsibilities and objectives of each subject area have become increasingly difficult to manage by a single chairperson due to diverse disciplines. All four programs administered by Department of Digital Media, Computer Science and Business suffer from low completion rate.

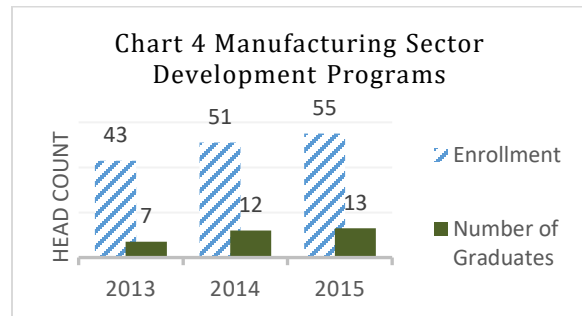
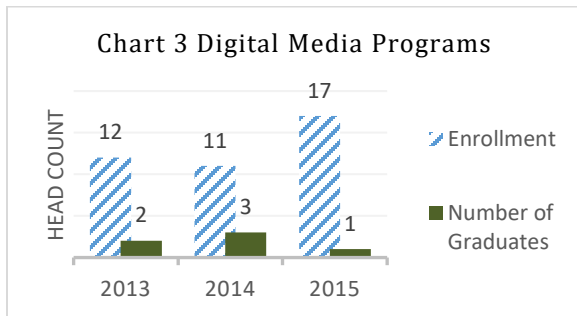
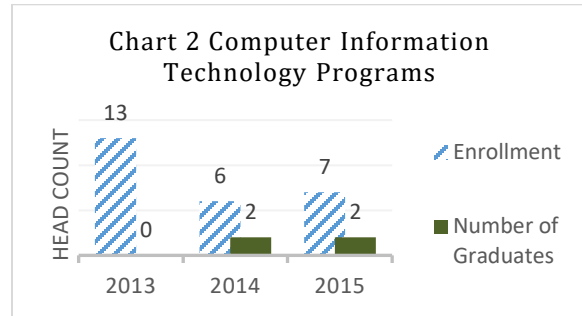
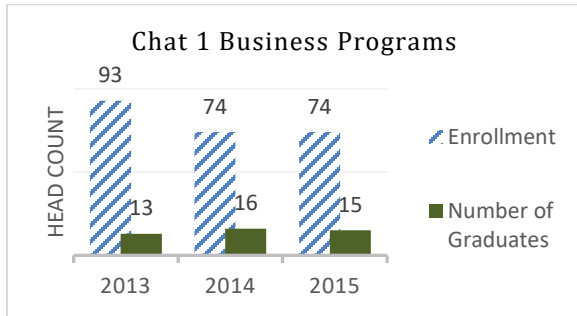
Merging these areas in the proposed departments is projected to immediately benefit the Business and Digital Media Degree/Certificate Programs. The business and computer technology areas will be overseen by devoted professionals with proper business education credentials. The visibility of the Digital Media Arts Degree/Certificate Programs will be increased due to a healthy interdependency among Digital Media, English, and Art courses. The Associate Degree in Digital Media requires several relevant English and Art courses. In the recent three semesters, Media Arts and English faculty have collaboratively produced two issues of campus publications. The faculty members involved are embracing the proposed merger.

Background and Analysis: The current chairperson (also a full-time faculty member) of the Department of Digital Media, Computer Science and Business initiated this proposition, willing to step down and be merged with the new respective department.

This merger will not cause an adverse impact on the campus budget or faculty positions. There are no layoffs, no added requests for space or equipment, and no associated expenditure. All faculty members involved will maintain their current ranks, tracks, teaching loads, and salary levels.

The two proposed departments are confident about the reconfiguration. The chairpersons will assume the administrative duties in the added areas. Each chairperson already has a reduced teaching load of 33% per academic year and is provided a stipend for performing the administrative functions. The estimated increase of administrative duties due to the reconfiguration is about 25-33%.

The comparisons of enrollment¹ and the number of graduates in the recent three academic years of the involved programs are plotted bellow.



This proposed merger is unanimously supported by the local Faculty Council, whose members are elected by the faculty. It was discussed without objections in the Faculty Meeting held on February 15, 2017.

¹ The enrollment per academic program per academic year is calculated by averaging the number of students in the Fall and Spring semesters. Data provided by the Office of Institutional Research of NMSU Carlsbad