

COLLEGE OF EDUCATION WILLIAM PATERSON UNIVERSITY	Recommendations for Academic Reorganization
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TO: Joshua Powers, Provost and Senior Vice President for Academic Affairs
FROM: Amy Ginsberg, Dean
DATE: December 2, 2019

Context for Reorganization Discussions in the College of Education

The Department of Secondary and Middle School Education currently consists of three full-time faculty members. This has proven insufficient in enabling the Department to engage in the necessary work of the College of Education. Reorganization is sought for three primary academic purposes: 1) to facilitate the performance of required tasks for the secondary education programs to meet CAEP accreditation standards, 2) to ensure representation of all departments on the numerous councils and committees that enable the College to meet its objectives, and 3) to encourage program development aimed at stemming declining trends in education enrollment.

Since last spring, I have had individual and group conversations with the chair and the other two faculty members in the Department of Secondary and Middle School Education, and have prioritized attention to their voices and concerns in this process. The associate dean and the other department chairs have been helpful in considering possibilities. The College Council of faculty and professional staff has discussed the reorganization and has provided valuable input. Finally, the chairs have been tasked with overseeing departmental introspection, and have been provided with the *starter questions* in this regard. This process of introspection will continue into the spring semester and the coming year as the College continues to strengthen and innovate.

Within College Recommendations

I recommend that the programs, faculty, and staff that are currently housed in the Department of Secondary and Middle School Education be reorganized to support sustainability and growth as follows:

1. Departmental Restructuring

The programs of the Department of Secondary and Middle School Education will join with those of the Department of Elementary and Early Childhood Education to form a new department that will focus on initial teacher certification programs from preschool through twelfth grade. A proposed name, the Department of Initial Teacher Preparation, is under faculty consideration. This name would distinguish it from the other departments in the College that house the advanced teacher preparation programs.

The joining of these departments will be manageable in terms of course scheduling. On its own, the Department of Secondary and Middle School Education currently runs fewer than ten course sections each semester, along with several independent studies. Moreover, there are courses in common across programs in early childhood education, elementary education, and secondary education.

Faculty in the Department of Elementary and Early Childhood Education are already taking responsibility for stewardship and development in secondary education, lending support for the synergy of this move. One faculty member in the Department of Elementary and Early Childhood Education serves as director of the initial teacher certification graduate program (MAT) in secondary education and another is leading the development of a BA/MAT in secondary education.

2. Faculty Relocations

- a. Djanna Hill will have a joint faculty appointment in the College of Education and the College of Humanities and Social Sciences. Dr. Hill and the deans of both colleges will craft an appropriate distribution of teaching and service responsibilities. Dr. Hill's home within the College of Education will be new department that focuses on P-12 initial teacher preparation. Dr. Hill concurs with this recommendation.
- b. Cynthia Northington-Purdie will move to the new P-12 initial teacher preparation department. Dr. Northington-Purdie concurs with this recommendation.
- c. Darlene Russell will likely move to the Department of Educational Leadership and Professional Studies. The chair is welcoming of Dr. Russell's interest in joining the department and is following up in this regard.

3. Staff Reassignment

Priscilla Stevens currently serves as the secretary of the Department of Secondary and Middle School Education. It is proposed that Ms. Stevens remains in the College of Education to provide assistance to the Associate Director of Teacher Candidate Success who reports to the Associate Dean. As retention and timely graduation of undergraduate teacher candidates are top priorities in the College, Ms. Stevens will provide needed administrative assistance in the implementation of academic support and student engagement initiatives to promote student success.

Cross-College Recommendation

As indicated above, Djanna Hill will have a joint faculty appointment in the College of Education and the College of Humanities and Social Sciences. Dr. Hill and the deans of both colleges will craft an appropriate distribution of teaching and service responsibilities.