Category I Proposal Transmittal Sheet
Submit proposals to: Office of Academic Planning and Assessment
110 Kerr Admin -- Oregon State University

For instructions, see http://oregonstate.edu/ap/curriculum/catI.html. Please attach Proposal, Library Evaluation (performed by the library), Liaison Correspondence, Faculty Curriculum Vitae, and Budget Sheets, as appropriate.

Check one:

Full Proposal
☐ New degree program
☐ New certificate program or administrative unit
☐ Major change in existing program
☐ Establishment of a new College or Department

Abbreviated Proposal
☐ Rename of an academic program or unit
☐ Reorganization – moving responsibility for an academic program from one unit to another
☑ Merging or splitting an academic unit
☐ Termination of an academic program or unit
☐ Suspension or reactivation an academic program or unit

For proposals to establish a new center or institute, contact the Research Office (737-3437).

For requests to offer existing certificate and degree programs at new locations, use the New Location Request Form available on the Web: http://www.ous.edu/aca/aca-forms.html

Title of Proposal: Reorganize the College of Liberal Arts into Six Schools

Department/Program:

College: Liberal Arts

Effective Date: 7/2012

I certify that the above proposal has been reviewed and approved by the appropriate Department and College committees:

Sign (Dept Chair/Head; Director)  Date

Sign (Dean of College)  Date

Print (Department Chair/Head; Director)

Larry Rodgers  Print (Dean of College)
Abbreviated Category I Proposal to Reorganize the College of Liberal Arts into Six Schools

As part of OSU reorganization, we are proposing to re-structure the College of Liberal Arts at Oregon State University to capitalize on existing and potential partnerships for delivering strong undergraduate and graduate programs that reflect and extend the strengths of CLA/OSU. The proposal descriptions reflect the reconfiguration of twelve units (10 departments and two programs) recreated as five new schools with constituent programs. The proposed School configurations echo the merger last year of Economics, Political Science, and Sociology into the School of Public Policy. The Liberal Studies Program will continue to be administered through the CLA Dean's office and managed by the CLA Head Advisor. The merger and realignment does not affect the delivery of any existing undergraduate or graduate programs, although we believe it positions the College of Liberal Arts to create new interdisciplinary programs in the future and to maintain and build on existing strengths in graduate programs.
Reorganization: Establishment of Schools in the College of Liberal Arts

College of Liberal Arts (CLA)
Oregon State University

March 2012
Proposed Effective Term: Summer 2012

CPS Tracking #: 83297
A. **Title of the proposed instructional, research, or public service unit. For name changes, give both the current and proposed names. Describe the reasons for the proposed change.**

As part of OSU reorganization, we are proposing to re-structure the College of Liberal Arts at Oregon State University to capitalize on existing and potential partnerships for delivering strong undergraduate and graduate programs that reflect and extend the strengths of CLA/OSU. The proposal descriptions reflect the reconfiguration of twelve units (10 departments and two programs) recreated as five new schools with constituent programs. The proposed School configurations echo the merger last year of Economics, Political Science, and Sociology into the School of Public Policy. The Liberal Studies Program will continue to be administered through the CLA Dean’s office and managed by the CLA Head Advisor. The merger and realignment does not affect the delivery of any existing undergraduate or graduate programs, although we believe it positions the College of Liberal Arts to create new interdisciplinary programs in the future and to maintain and build on existing strengths in graduate programs.
Table 1. College of Liberal Arts Proposed Reorganization Summary

<table>
<thead>
<tr>
<th>Reorganization</th>
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</thead>
<tbody>
<tr>
<td><strong>CPS #:</strong> 83297</td>
</tr>
<tr>
<td><strong>CIP #:</strong> Not applicable</td>
</tr>
<tr>
<td><strong>SIS #:</strong> Not applicable</td>
</tr>
<tr>
<td>Degree Types Offered: (No Change: see the summary table in this proposal or OSU’s online Catalog)</td>
</tr>
<tr>
<td>Program Types: (No Change: Undergraduate degrees and certificates; Graduate degrees)</td>
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<tr>
<td>Academic Home: College of Liberal Arts</td>
</tr>
<tr>
<td>Options: (No Change: see the summary table in this proposal or OSU’s online Catalog)</td>
</tr>
<tr>
<td>Areas of Concentration: (No Change: see OSU’s online Catalog)</td>
</tr>
<tr>
<td>Undergraduate Minors: (No Change: see the summary table in this proposal or OSU’s online Catalog)</td>
</tr>
<tr>
<td>Graduate Minors: (No Change: see the summary table in this proposal or OSU’s online Catalog)</td>
</tr>
<tr>
<td>Course Designators: (No Change)</td>
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<tr>
<td>Delivery Mode and Location: (No Change)</td>
</tr>
<tr>
<td>Unique Admission Requirements: (No Change)</td>
</tr>
<tr>
<td>Enrollment Limitations: None (No Change to existing enrollment policies and practices)</td>
</tr>
<tr>
<td>Accreditation: Music Education (existing) and Public Policy (planned: future)</td>
</tr>
<tr>
<td>Proposed Effective Date: Summer Term 2012 (preference) or Fall Term 2012 (Banner 201300 or 201301)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>New</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Arts and Communication</td>
</tr>
<tr>
<td>School of History, Philosophy, and Religion</td>
</tr>
<tr>
<td>School of Language, Culture, and Society</td>
</tr>
<tr>
<td>School of Psychological Science</td>
</tr>
<tr>
<td>School of Writing, Literature, and Film</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Terminate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Anthropology</td>
</tr>
<tr>
<td>Department of Art</td>
</tr>
<tr>
<td>Department of English</td>
</tr>
<tr>
<td>Department of Ethnic Studies</td>
</tr>
<tr>
<td>Department of Foreign Languages and Literatures</td>
</tr>
<tr>
<td>Department of History</td>
</tr>
<tr>
<td>Department of Music</td>
</tr>
<tr>
<td>Department of Philosophy</td>
</tr>
<tr>
<td>Department of Psychology</td>
</tr>
<tr>
<td>Department of Speech Communication</td>
</tr>
<tr>
<td>New Media Communications Program</td>
</tr>
<tr>
<td>Women Studies Program</td>
</tr>
</tbody>
</table>
Organizational Structure

Table 2. Current and Proposed Organizational Structure of the College of Liberal Arts.

<table>
<thead>
<tr>
<th>Current Organization</th>
<th>Proposed Organization (Programs)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Anthropology Department</strong></td>
<td><strong>School of Language, Culture, and Society</strong></td>
</tr>
<tr>
<td>• BA, BS Anthropology</td>
<td>• Anthropology</td>
</tr>
<tr>
<td>• Options: Archeology/Physical Anthropology; Biocultural; Cultural Anthropology, General Anthropology (ECampus Only)</td>
<td>• Ethnic Studies</td>
</tr>
<tr>
<td>• UG Certificates: Language in Culture</td>
<td>• Foreign Languages and Literatures</td>
</tr>
<tr>
<td>• UG Minor: Anthropology</td>
<td>• Women Studies</td>
</tr>
<tr>
<td>• MA/PhD in Applied Anthropology</td>
<td>No changes to degree programs or options.</td>
</tr>
<tr>
<td>• G Minors: Anthropology; Applied Anthropology</td>
<td></td>
</tr>
<tr>
<td><strong>Ethnic Studies Department</strong></td>
<td></td>
</tr>
<tr>
<td>• BA, BS Ethnic Studies</td>
<td></td>
</tr>
<tr>
<td>• U Minor: Ethnic Studies</td>
<td></td>
</tr>
<tr>
<td>• G Minor: Ethnic Studies</td>
<td></td>
</tr>
<tr>
<td><strong>Foreign Languages and Literatures Department</strong></td>
<td></td>
</tr>
<tr>
<td>• BA French</td>
<td></td>
</tr>
<tr>
<td>• BA German</td>
<td></td>
</tr>
<tr>
<td>• BA Spanish</td>
<td></td>
</tr>
<tr>
<td>• U Minors: Asian Languages and Cultures, French, German, Russian, Spanish</td>
<td></td>
</tr>
<tr>
<td>• UG Certificates: Latin American Affairs, Russian Studies</td>
<td></td>
</tr>
<tr>
<td>• MA in Contemporary Hispanic Studies</td>
<td></td>
</tr>
<tr>
<td>• G Minor: Foreign Languages and Literatures</td>
<td></td>
</tr>
<tr>
<td><strong>Women Studies Program</strong></td>
<td></td>
</tr>
<tr>
<td>• BA, BS Women Studies</td>
<td></td>
</tr>
<tr>
<td>• UG Certificate: Women Studies</td>
<td></td>
</tr>
<tr>
<td>• UG Minor: Women Studies</td>
<td></td>
</tr>
<tr>
<td>• MA in Women Studies</td>
<td></td>
</tr>
<tr>
<td>• G Minor: Women Studies</td>
<td></td>
</tr>
<tr>
<td><strong>Art Department</strong></td>
<td><strong>School of Arts and Communication</strong></td>
</tr>
<tr>
<td>• BA/BS: Art</td>
<td>• Art</td>
</tr>
<tr>
<td>• Options: Art History; Fine Arts; Photography</td>
<td>• Speech Communication</td>
</tr>
<tr>
<td>• BFA: Applied Visual Arts and Options: Fine Arts, Graphic Design</td>
<td>• Music</td>
</tr>
<tr>
<td>• UG Minor: Art History; Visual Arts</td>
<td>• New Media Communications</td>
</tr>
<tr>
<td>• G Minor: Art</td>
<td>• Theatre</td>
</tr>
<tr>
<td><strong>Music Department</strong></td>
<td>No changes to degree programs or options.</td>
</tr>
<tr>
<td>• BA/BS Music</td>
<td></td>
</tr>
</tbody>
</table>
| Program                                                                 | Options/Options                                                                 | UG Minors: Options                                                                 | G Minor: Options                  | \_
|------------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------|---
| **Music Production**                                                   | Options: Music Production; Instrumental Performance; Music Education; Piano Performance; Vocal Performance | UG Minors: Music; Popular Music Studies                                           | G Minor: Music                    |---
| **New Media Communications Program**                                   | BA/BS/BFA: Digital Communications Arts                                         | Option: New Media Communications                                                  |                                   |---
| **Speech Communication Department**                                    | BA/BS Speech Communication                                                      | Options: Communication; Theatre Arts                                             | G Minor: Speech Communication     |---
| **History Department**                                                 | BA History                                                                      | U Minor: History                                                                  |                                   |---
| **Philosophy Department**                                              | BA/BS Philosophy                                                                | U Minor: Philosophy                                                               |                                   |---
| **English Department**                                                 | BA English                                                                       | U Minor: English                                                                  |                                   |---
| **Psychology Department**                                              | BA/BS Psychology                                                                 | U Minor: Psychology                                                               |                                   |---
| **Liberal Studies Program**                                            | BA/BS Liberal Studies                                                           | Options: Pre-Education                                                            |                                   |---
| **CLA-based Interdisciplinary Programs and Initiatives**               | Environmental Humanities Initiative                                             | BA/BS American Studies (OSU Cascades)                                            |                                   |---
| **School of History, Philosophy, and Religion**                        | History                                                                         |                                   |                                   |---
| **School of Writing, Literature, and Film**                           | Writing                                                                          |                                   |                                   |---
| **Library Studies Program**                                            | UG Minor: Writing                                                                | MFA in Creative Writing                                                           |                                   |---
| **Psychological Science**                                              | BA/BS Psychology                                                                 | G Minor: Psychology                                                               |                                   |---
| **Liberal Studies Program**                                            | BA/BS Liberal Studies                                                           | Options: Pre-Education                                                            |                                   |---
| **CLA-based Interdisciplinary Programs and Initiatives**               | Environmental Humanities Initiative                                             | BA/BS American Studies (OSU Cascades)                                            |                                   |---
| **Medical Humanities (U Certificate)**                                | BA/BS American Studies (OSU Cascades)                                            |                                   |                                   |---

No changes to degree programs or options.
1 There is a Pre-Communication designation listed in the University system, associated with the Department of Speech Communication. This is a step along the way to gaining a Speech Communication degree rather than a degree in and of itself. You cannot get a degree in Pre-Communication.

2 The MA/MS in Scientific and Technical Communication is officially suspended and not currently offered, but has not been formally terminated and thus is still listed in the University system. Because it is not offered at the present time and it is unclear whether it will be reactivated, it is not listed in the table.

3 Liberal Studies is a college-wide interdisciplinary program. Its only staffing is in college-level advising. The Liberal Studies advising and degree and options are unchanged and not part of the reorganization per se. It is included in this table because classes and instructors from all CLA units are used for the degree. The reorganization does not impact this.

4 American Studies (BA/BS) is only available at OSU-Cascades (it has been terminated at the Corvallis campus), but it is under the curricular authority of CLA/School of Writing, Literature, and Film.

5 Medical Humanities is an interdisciplinary certificate based in Anthropology, History, Philosophy, and English. It is listed in the University system as based in the History Department due to limitations in the ability of the system with regards to accommodating multi-department programs.
College of Liberal Arts Proposed Organizational Chart

OSU Provost and Executive Vice President
Sabah Randhawa

Dean, College of Liberal Arts
Lawrence Rodgers

School of Arts and Communication
John Maul, Transitional Director
Art
Music
New Media Communications
Speech Communication
Theatre Arts

School of History, Philosophy, and Religion
Ben Mutschler, Transitional Director
History
Philosophy

School of Language, Culture, and Society
Susan Shaw, Transitional Director
Anthropology
Ethnic Studies
Foreign Languages and Literatures
Women Studies

School of Psychological Science
John Edwards, Transitional Director
Psychology

School of Public Policy
Denise Lach, Director
Economics
Political Science
Sociology

School of Writing, Literature, and Film
Anita Helle, Transitional Director
English
Writing

Associate Dean

Associate Dean

Head Advisor

Liberal Studies Program
Configuration of Programs

Overview:

The reconfiguration of the College of Liberal Arts is the forward-looking product of a two-year process of intensive and thoughtful college-wide deliberation. Beginning in 2009, faculty in the College conducted extensive dialogue within and across existing Departments through public meetings, online forums, ad-hoc committees, and, in some cases, facilitated conversations. Faculty in all previously existing departments and programs participated in these discussions. Faculty input on reorganization is provided in each School description.

The basic function of research, teaching, and service remain the same through the College. Rationale, mission, functions, and program strengths are identified in area descriptions below. Nothing has changed about our programs and degrees offered, so our previously approved graduate and undergraduate assessment plans remain in place. Program liaisons (unpaid) serve as curricular and scheduling leads in all units.

The new configuration of Schools is represented in the following descriptions.

School of Arts and Communication
The merger of the Departments of Art, Music, Speech Communication, and the New Media Communications (NMC) program in the College of Liberal Arts into a new School of Arts and Communication (SAC) will build on shared disciplinary foci and practice. Art, Music, Speech (with Theatre), as well as NMC, have a history of collaborations and associations spanning three decades. Music and Theatre have participated in the Department of Art’s interdisciplinary precollege program Jumpstart since 1995. The Department of Speech Communication and the University Theatre have been linked through common curriculum and resource sharing for over five decades. New Media Communications’ curriculum was developed by faculty in Art, Music, Speech Communication, and the former Department of Journalism. Art and Music both share curriculum with NMC, and one faculty member in New Media Communications has his tenure home in Music. The Theatre option of Speech Communication frequently shares classes and creates joint projects with the Department of Music. The various arts and disciplines within the proposed school have long provided a significant outlet for creative endeavor to students all
across campus and from a wide variety of academic majors. In doing so SAC programs from music to art to theatre to forensics and film-making represent one of the most visibly striking and vibrant public faces of the university. The (proposed) School of Arts and Communication is a logical merger of five significant majors/degree options that have historically collaborated, shared curriculum and developed new programs. The proposed school began the reorganization process in Fall of 2009, with a series of meetings that included the Chairs of Art, Music, Speech Communication, and the NMC Program Director. In January of 2010 the first meeting of all faculty/staff in the three departments and one program included presentation of the merger proposal and the solicitation of faculty input/participation in creating the basic administrative structure. That meeting led to the formation of six “task force” committees who submitted documents in support of the development of the school, including administrative structure, school vision, and its overall mission. A subsequent meeting (conducted by an outside facilitator) was held in the spring of 2010, and in a near unanimous vote, faculty concurred that if restructuring was inevitable, these areas were best suited to merge and become the face of the visual, performing and communication arts at OSU. The (proposed) SAC met as a whole again at the beginning of Winter and Spring Terms of 2011. At the latter meeting faculty and staff were asked to respond to a questionnaire addressing fundamental concerns and challenges of the ongoing restructuring; the response data demonstrate a fundamental recognition of the challenges of creating the new school as well as solid support for it. In Winter 2012 faculty in the proposed school were again invited to respond to the details of the proposed merger to both the current transitional director and to the Dean of the College of Liberal Arts; all who responded voiced support for the overall merger. Administratively, the School is to be led by a Director, and assisted by area liaisons. Each academic area will have a liaison who oversees that area’s scheduling, letters of support for the Promotion and Tenure process, assembles committees relevant to shared governance (e.g., P & T), and schedules/conducts meetings of area faculty. The liaisons receive a one course reduction during the academic year and $3,000 in summer salary. Overall, it is expected that the (proposed) School of Arts and Communication has and will confirm OSU’s significance as a vigorous social, economic, and artistic force through contributions to the cultural life of geographic and virtual communities at all levels.

School of History, Philosophy, and Religion

The School of History, Philosophy, and Religion will be sustained by the notion that the dialogue between disciplines within the School will enhance a core mission of OSU and higher education
generally: the creation of educated citizens. Each area – history, philosophy, and religious studies – offers an essential means of orienting the present moment. History explores how and why the change occurs over time, highlighting alternatives left behind and the ways in which the past unfolds into the present; Philosophy eyes the future, presenting different means of exploring the world as it ought be and the values and principles that we might use to bring that world into being; religious studies contemplates the ways in which the world’s major spiritual traditions have been brought to bear in society, politics, and culture. While majors and minors will not be altered with the creation of the School – students who do not have an interest beyond their major should not feel the School’s presence in any palpable way – the curious will have the opportunity to think about the collective ways in which these three disciplines help us understand the past, negotiate the present, and chart the future. Faculty in the proposed School met in several different formats during academic year 2010-2011. Each department continued meetings that had been launched the prior year to discuss the reorganization at the university. In November 2010, an ad hoc committee, comprised of faculty in both Philosophy and History, met biweekly (and sometimes more frequently) to discuss an administrative structure and set of working principles for the School. The structure included two Associate Directors whose duties include helping the School office schedule classes, preside over area meetings, organize peer review of teaching, and assist with faculty reviews. These positions are compensated with one to two courses down and $2,000 in summer salary if they work in the summer. Based on those meetings, both faculties decided to move forward with the proposed School, and at our first School meeting on June 6, 2011, faculty voted for the School’s new name: History, Philosophy, and Religion. That “history” and “philosophy” might appear in the title seems self-evident; the addition of “religion” to the title of the School reflects the fact that there is substantial interest by School faculty in the study of religion, whether from an historical, philosophical, or religious studies perspective.

School of Language, Culture, and Society

The School of Language, Culture, and Society builds on Anthropology, Ethnic Studies, Foreign Languages and Literatures, and Women Studies’ existing academic and research priorities in global justice, with particular emphases in food insecurity and sovereignty, Latino/a studies, and social and environmental justice. The structure of the School generates greater collaboration across disciplines in teaching and scholarship and helps support faculty in innovative teaching, grant-writing, and engaged scholarship within an international and multicultural context.
Additionally, as part of its emphasis on global justice, the School is committed to improving the climate for students and faculty/staff of color and increasing diversity on campus. Each of the four units has a coordinator who facilitates class scheduling, fixed term hires, undergraduate curriculum development, and student service. To compensate them for their time, the Foreign Languages and Anthropology coordinators get a two-course release for the year, and Women Studies and Ethnic Studies get a 1-one-course release. Additionally, each coordinator gets $1,000 in professional development funds. In the summer, they each receive $3,000 summer salary. Additionally, each unit also elects a representative who becomes part of the School’s Advisory Council, along with the coordinators. The Advisory Council works with the Director on issues of policy and planning. The School also has a fulltime undergraduate advisor for Anthropology, Ethnic Studies, and Women Studies (Foreign Languages has a .25 undergraduate advisor in the unit), as well as a fulltime undergraduate advisor for the Anthropology online major and a .25 undergraduate advisor for the online Women Studies major. Each unit also has a graduate coordinator. Furthermore, the faculty have created a promotion and tenure policy for the School that has been accepted by the Senior Vice Provost.

In addition to undergraduate degrees, these units offer an MA and PhD in Applied Anthropology, an MA in Contemporary Hispanic Studies, an MA in Women Studies, and primary and secondary areas in the MAIS. Current conversations are focusing on possible shared degrees in social justice studies that draw on the perspectives and contributions of all four units, as well as those of the School of Public Policy. The realignment allows opportunities for greater collaboration in teaching, research, and service than has been experienced under the current departmental model. Colleagues across disciplines now have opportunities to teach together, to develop shared projects in engaged scholarship, to serve on committees together, and to develop the School’s emphases on global justice, international exchange, and community involvement. At its fall 2011 retreat, the faculty and staff of Anthropology, Ethnic Studies, Foreign Languages and Literatures, and Women Studies voted 30-4 in favor of the proposal to create the School of Language, Culture, and Society.

School of Public Policy

As a result of an approved Abbreviated Category I proposal the Departments of Economics, Political Science, and Sociology along with the Masters in Public Policy program have already merged to create a School of Public Policy. The current Category 1 proposal concerns the realignment of the remaining five schools, but we acknowledge here the School of Public Policy
in order to give a complete picture of the organization of the College of Liberal Arts after approval of this Category 1 proposal.

*School of Psychological Science*

The School of Psychological Science will be constituted as a name change and a refocusing of the mission of the Department of Psychology. As is currently the case, Psychology will play a central role in the University’s educational mission (through a very large major, a large presence in the Baccalaureate Core, and providing necessary coursework for outside degrees), research mission, and public service mission. Psychological Science as a topic is centrally important for the University’s signature areas of “Improving Human Health and Wellness” and “Promoting Economic Growth and Social Progress”. There is also relevance to the Sustainable Earth Systems signature area. More generally, citation analyses show that psychology is a “hub science” that feeds information into other areas. The faculty associated with the proposed School see it as the provider of such information to the campus community, as a campus driver of collaborative enterprises relevant to psychological science, as a campus resource for psychological expertise, and as a place of convergence for the community of people on campus whose work involves psychological science in some capacity. We have active relationships with psychologists all across campus, and have been part of collaborations and initiatives involving every college on campus. The nomenclature shift from "Psychology" to "Psychological Science" is designed to emphasize the unit’s scientific orientation to questions of behavior and cognition. Psychology has always had such an orientation, but sometimes outsiders, especially students, do not understand this. This can lead to problems when, for instance, students are surprised at the scientific content they find in our classes. Note too that this nomenclature is consistent with that of our field’s research-based professional organization, the Association for Psychological Science (APS). The Psychology faculty discussed its reorganizational options extensively over multiple meetings, and the proposed option was adopted with no dissent.

*School of Writing, Literature, and Film*

The proposed School of Writing, Literature, and Film is configured as a name change and reorganization of constituent areas of the English Department. The name change and reorganization makes explicit the multiple disciplines offered within the academic unit and creates synergistic opportunities for students across programs. Following on-cycle academic program review in 2007, redesign of the unit was already underway at the beginning of the OSU reorganization period. An ad-hoc reorganization team of junior and senior faculty met for two
years (2009-11) to study and consider all reasonable reorganization options. The School structure was developed to preserve and create intellectual cohesion among disciplines that are closely allied in their focus and student outcomes—all are textual disciplines. Given its broad mission to foster 21st century literacies for an educated citizenry, the School maintains collaborative linkages with other Schools, to the exclusion of none. The School brings together faculty who typically prepare graduate and undergraduate students for challenging careers in teaching, writing, and research. Reorganization includes streamlining of four areas of literary studies into one literature area, with strengths in material approaches to literature and transnational literary studies. Over the next 5-10 years, the faculty see themselves building upon established graduate programs (an MFA in Creative Writing and an MA in English), with the goal of growing these programs to 70 - 80 students, and adding a “partner” low-residency MFA program at OSU Cascades. The name change also calls attention to our expansive embrace of writing programs—in aggregate, the largest of any single academic unit in OUS (foundational writing skills, Ecampus and on-campus writing minor, Baccalaureate Core Writing I and II, INTO/International Pathways writing, and MFA). Explicit reference to film highlights the coursework and research activity already present in the proposed School and enables us to consider transcript-visible options for graduate and undergraduate areas where film exists. Approximately 500-600 undergraduate students from around the university are enrolled in film courses in the School each year (an equivalent of a minor is already being offered). Over three decades, film has already evolved as a co-discipline of English studies, teaching many of the same skills (in most community colleges and Oregon high schools, film counts as a literature elective). The School maximizes existing resources by bringing together adjunct film faculty in CLA with capacity to deliver elective courses and advise theses. Direction of graduate MFA/MA and writing programs remains the same as before reorganization. As was true before the proposed reorganization, program liaisons coordinate curricular changes, assist the director with scheduling, and develop initiatives. Current liaisons occupy other administrative positions in the unit (MA Graduate Coordinator, MFA Director, and Director of Writing), so the structure of compensation remains the same as before. Faculty fully support reorganization and voted unanimously to support the proposed new School configuration in October 2011.

C. Objectives, functions (instruction, research, people served) and activities of proposed units
The fundamental objectives and functions of the academic units do not change. All programs in all of the proposed Schools will continue to have responsibility for instruction, research and/or creative activity, and outreach and engagement. The students and community members served do not change as a result of reorganization.

All programs in all Schools will have developed program outcomes for student learning. Program assessment will continue to be the responsibility of School assessment coordinators. Outcomes developed for the programs do not change as a result of reorganization.

1. Impact on undergraduate programs
No changes are being proposed in undergraduate majors, minors, options, or certificates. All undergraduate programs will continue to be offered. There will be no impact on delivery of Baccalaureate Core, DPD, or courses currently offered by CLA programs.

The table below estimates the number of courses related to administrator course releases before and after the proposed mergers. These totals are approximations only because Chairs and Directors sometimes teach overloads, and there are occasional unit-level variations in credit-hours-per-class and associated loads (e.g., as when a unit shifts from 3-credit courses to 4-credit courses and also shifts base teaching loads while maintaining a relatively constant number of credit hours per FTE).

<table>
<thead>
<tr>
<th>Number</th>
<th>Average Course Release</th>
<th>Courses Added or (Deducted)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department Chairs/Directors (pre mergers)</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>Theatre Coordinators (pre mergers)</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>School Directors</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Arts and Communications Liaisons</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>History, Philosophy, and Religion Associate Directors</td>
<td>2</td>
<td>1.5</td>
</tr>
<tr>
<td>Language, Culture and Society Coordinators</td>
<td>4</td>
<td>1.5</td>
</tr>
<tr>
<td>Net Addition (Loss) of sections taught</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Undergraduate majors and minors (Fall, 2011 degree enrollment):

**School of Arts and Communications**
- Art (Art & Applied Visual Art) Majors: 263
- Art Minors: 86
- Music Majors: 118
- Music Minors: 35
- New Media Comm option: 304
- New Media Comm Minors: 30
- Speech Comm/Pre–Comm Majors: 221
- Speech Comm Minors: 53
- Theatre Option: 23
- Theatre Minors: 8
- **Total:** 1141

**School of History, Philosophy, and Religion**
- History Major: 312
- History Minor: 123
- Philosophy Major: 70
- Philosophy Minor: 62
- **Total:** 567

**School of Language, Culture, and Society**
- Anthropology Majors: 535
- Anthropology Minors: 30
- Ethnic Studies Majors: 39
- Ethnic Studies Minors: 11
- Spanish Majors: 108
- Spanish Minors: 329
- French Majors: 25
- French Minors: 57
- German Majors: 55
<table>
<thead>
<tr>
<th>Minor/Major</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>German Minors</td>
<td>52</td>
</tr>
<tr>
<td>Asian Lang. and Cultures Minors</td>
<td>54</td>
</tr>
<tr>
<td>Women Studies Majors</td>
<td>40</td>
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<tr>
<td>Women Studies Minors</td>
<td>28</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1363</strong></td>
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</tbody>
</table>

**School of Public Policy**

<table>
<thead>
<tr>
<th>Major/Minor</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economics Majors</td>
<td>164</td>
</tr>
<tr>
<td>Economics Minors</td>
<td>26</td>
</tr>
<tr>
<td>Political Science Majors</td>
<td>253</td>
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<tr>
<td>Political Science Minors</td>
<td>32</td>
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<tr>
<td>Sociology Majors</td>
<td>294</td>
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<tr>
<td>Sociology Minors</td>
<td>56</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>825</strong></td>
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</table>

**School of Writing, Literature, and Film**

<table>
<thead>
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<th>Major/Minor</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>English majors</td>
<td>300</td>
</tr>
<tr>
<td>English minors</td>
<td>10</td>
</tr>
<tr>
<td>Writing minors</td>
<td>119</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>429</strong></td>
</tr>
</tbody>
</table>

**School of Psychological Science**

<table>
<thead>
<tr>
<th>Major/Minor</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychology Majors</td>
<td>700</td>
</tr>
<tr>
<td>Psychology Minors</td>
<td>132</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>832</strong></td>
</tr>
</tbody>
</table>

2. **Impact on Graduate Programs**

All graduate programs (MA, MS, MAIS, Ph.D.) continue to be offered. There is no immediate change in graduate program degrees. As part of its long-term vision and mission, the School reorganization will make it possible for CLA to develop strategically focused graduate programs distinctive to OSU and OUS.
Graduate majors and minors (Fall, 2011 degree enrollment):

**School of Arts and Communication**
- Music Education (MAT) 9
- MAIS (primarily Sp/Comm) 19
- **Total** 28

**School of History, Philosophy, and Religion**
- History of Science (MA, MS, PhD) 13
- Applied Ethics (MA) 9
- MAIS (History & Philosophy) 9
- **Total** 31

**School of Language, Culture, and Society**
- Anthropology (MA, PhD) 41
- Women Studies (MA) 5
- Contemporary Hispanic Studies 9
- MAIS (Ethnic Studies) 7
- MAIS (Foreign Languages and Literatures) 10
- MAIS (Anthropology) 2
- MAIS (Women Studies) 12
- **Total** 86

**School of Public Policy**
- Master of Public Policy 65

**School of Writing, Literature, and Film**
- Master of Arts in English 20
- MFA in Creative Writing 24
- MAIS (English) 7
- **Total** 51

**School of Psychological Science**
Note: CLA is an active participant in the MAIS degree program. The MAIS degree is awarded by the Graduate School. Enrollment signifies one 15 credit hour field selected by a student.

3. Impact on Undergraduate and Graduate Advising
There is no change to the current advising structure in majors and minors or graduate studies in CLA as a result of reorganization. First year undergraduate advising will continue to be conducted by the CLA Advising Office and all programs have advising processes in place. This advising structure will not change. There are no foreseeable impacts on student access. Graduate program coordinators will administer the graduate programs in each school, as they do currently.

D. Resources needed, if any: personnel, FTE academic, FTE classified, facilities and equipment.

The reorganization of the College of Liberal Arts does not require additional or new resources. The combination of units under a single administrative structure rather than the creation of new units is being done for strategic reasons. The reorganization does not require new personnel or facilities. Changes in location of personnel are not required by the reorganization; many units at this university and others exist spread across multiple locations. However, movement of personnel may be pursued where feasible in order to bring faculty from the merged units into closer physical proximity. It is impossible to know whether circumstances (e.g., availability of space on campus) will ultimately accommodate such moves, but this possibility is acknowledged on the budget pages with a line item. There will be some minimal costs associated with letterhead, webpage and signage changes, which will be covered by ecampus revenue, as they are currently.

The major budgetary impact to the College of Liberal Arts lies in the transfer of 12 chair/director salaries and stipends to five full-time directors. Overall, the proposed reorganization is estimated to result in a net savings of $15,750. Details regarding the budgetary impact of the proposal are in the Appendix and Budget Outline pages.
Current faculty resources, Fall 2011 (all tenure/tenure-line faculty plus instructors who have served for three years or more at 0.75 FTE or above; faculty CVs are available on request):

*School of Arts and Communication*

**List of Faculty**

Bowker, Judith (Associate Professor) 1.0 FTE
Brooke, Sandra (Associate Professor, Cascades Campus) 1.0 FTE
Brudvig, Robert (Associate Professor) 1.0 FTE
Bull, Tina (Music Education Coordinator) 1.0 FTE
Bushnell, Bobette (Instructor) 1.0 FTE
Caldwell, George (Associate Professor) 1.0 FTE
Campbell, Katherine (Professor) 1.0 FTE
Carlson, Marlan (Professor) 1.0 FTE
Chapman, Christopher (Assistant Professor) 1.0 FTE
Dollar, Natalie (Associate Professor, Cascades Campus) 1.0 FTE
Ferguson, Anne (Instructor) 1.0 FTE
Froehlich, Nancy (Assistant Professor) 1.0 FTE
Goodnow, Trischa (Professor) 1.0 FTE
Green, Julie (Associate Professor) 1.0 FTE
Hadley, Katherine (Instructor) 1.0 FTE
Headrick, Charlotte (Professor) 1.0 FTE
Helman, Elizabeth (Instructor) 1.0 FTE
Hiratsuka, Yuji (Professor) 1.0 FTE
Iltis, Robert (Associate Professor) 1.0 FTE
Jeffers, Rebecca (Faculty Research Assistant) 0.76 FTE
Jordon, Shelley (Professor) 1.0 FTE
Kesterson, Todd (Senior Instructor) 1.0 FTE
Kincaid, Samuel (Instructor) 1.0 FTE
Loges, William (Associate Professor) 1.0 FTE
Marks, Andrea (Associate Professor) 1.0 FTE
Mason, Barbara (Associate Professor) 1.0 FTE
McCabe, Rachelle (Professor) 1.0 FTE
Moore, Mark (Professor) 1.0 FTE
Myers, Andrew (Instructor) 0.75 FTE
Patton, Kevin (Assistant Professor) 1.0 FTE
Peltomaki, Kirsi (Associate Professor) 1.0 FTE
Poppino, Richard (Associate Professor) 1.0 FTE
Porrovecchio, Mark (Assistant Professor) 1.0 FTE
Root, Elizabeth (Assistant Professor) 1.0 FTE
Rossi, Marion (Associate Professor) 1.0 FTE
Sanders, Judith (Instructor) 1.0 FTE
Sayre, Henry (Distinguished Professor, Cascades Campus) 1.0 FTE
Silveira, Jason (Assistant Professor) 1.0 FTE
Voorhees, Gerald (Assistant Professor) 1.0 FTE
Walker, Gregg (Professor) 1.0 FTE
Wright, Amanda (Instructor) 1.0 FTE
Xue, Lei (Assistant Professor) 1.0 FTE
Zielke, Steven (Professor) 1.0 FTE

Professional Faculty
Chandler, Loril (Assistant to Director) 1.0 FTE
Hoflich, Cheryl (Office Manager) 1.0 FTE
Maul, John (Professor and Director) 1.0 FTE
Oliveros, Felix (Academic Advisor) 1.0 FTE
Russell, Douglas (Senior Faculty Research Assistant) 1.0 FTE

Classified Staff
Elle, Joyce (Office Specialist 2) 1.0 FTE
Richardson, Kenneth (Stage Production Coordinator) 0.75 FTE
Rossi, Kim (Office Specialist 2) 1.0 FTE
Sneller, Erin (Public Information Representative 1) 1.0 FTE
Theatre Arts TBA (Office Specialist 1) 1.0 FTE

School of History, Philosophy, and Religion

List of Faculty
Arnold, David (Instructor) 1.0 FTE
Blumenthal, James (Associate Professor) 1.0 FTE
Carson, Mina (Associate Professor) 1.0 FTE
Campbell, Courtney (Professor) 1.0 FTE
Chappell, Marisa (Associate Professor) 1.0 FTE
Clough, Sharyn (Associate Professor) 1.0 FTE
Ferngren, Gary (Associate Professor) 1.0 FTE
Goodrich, Charles (Instructor) 0.75 FTE
Guerrini, Anita (Professor) 1.0 FTE
Hamblin, Jacob (Assistant Professor) 1.0 FTE
Husband, William (Professor) 1.0 FTE
Ip, Hung-yok (Associate Professor) 0.75 FTE
Kaplan, Jonathan (Associate Professor) 1.0 FTE
Katz, Jonathan (Professor) 1.0 FTE
Kopperman, Paul (Professor) 1.0 FTE
Leibowitz, Flo (Professor) 1.0 FTE
Luft, David (Professor) 1.0 FTE
Madison, Rodney (Instructor) 0.75 FTE
Moore, Kathleen Dean (Professor) 1.0 FTE
Mutschler, Ben (Associate Professor) 1.0 FTE
Orosco, Joseph (Associate Professor) 1.0 FTE
Osborne, Michael (Professor) 1.0 FTE
Ritzheimer, Kara (Assistant Professor) 1.0 FTE
Rubert, Steven (Associate Professor) 1.0 FTE
Sarasohn, Lisa (Professor) 1.0 FTE
Sarbacker, Stuart (Assistant Professor) 1.0 FTE
Shay, Steven (Instructor) 0.75 FTE
Smith, Stacey (Assistant Professor) 1.0 FTE
Thompson, Allen (Assistant Professor) 1.0 FTE
Uzgalis, William (Professor) 1.0 FTE
von Germeten, Nicole (Associate Professor) 1.0 FTE
Vogt, Anthony (Instructor) 0.75 FTE

**Professional Faculty**
Bishop, David (Academic Coordinator, SHPR) 1.0 FTE
Curtis, Patty (Office Manager, History) 1.0 FTE
Howard, Dwanee (Assistant to the Director, SHPR) 1.0 FTE
Robertson, Lois (Office Manager, Philosophy) 1.0 FTE

School of Language, Culture, and Society

List of Faculty

Boudraa, Nabil (Associate Professor) 1.0 FTE
Brauner, David Ray (Professor) 1.0 FTE
Cardenas, Norma L. (Assistant Professor) 1.0 FTE
Carpena-Mendez, Fina (Assistant Professor) 1.0 FTE
Casanova, Florencia Olivia (Instructor Study Abroad Summer/Fall) 1.0 FTE
Chavarria-Bechtel, Loren (Senior Instructor) 1.0 FTE
Cheyney, Melissa Jean (Assistant Professor/Graduate Advisor) 1.0 FTE
Davis, Emily (Instructor) 1.0 FTE
Davis, Loren Gerald (Associate Professor) 1.0 FTE
Doyle, Andrea (Instructor) 1.0 FTE
Duncan, Patti L (Associate Professor) 1.0 FTE
Escala, Anuncia (Senior Instructor) 1.0 FTE
Freehling-Burton, Kryn (Instructor) 1.0 FTE
Garcia, Kay S. (Professor) 1.0 FTE
Gross, Joan E. (Professor) 1.0 FTE
Hansen, Tobin M. (Instructor) 1.0 FTE
Hayashi, Elaine Webster (Instructor) 1.0 FTE
Heiduschke, Sebastian (Assistant Professor) 1.0 FTE
Kalter, Alan L. (Instructor) 1.0 FTE
Krause, Joseph T. (Professor) 1.0 FTE
Lee, Janet (Professor) 1.0 FTE
Leoni, Christopher Morris (Instructor) 1.0 FTE
Liggett, Catherine E. (Instructor) 1.0 FTE
Mathewson, Margaret S. (Instructor) 1.0 FTE
Macfarlan, Shane (Visiting Faculty) 1.0 FTE
Mc Cullough, Brenda Gayle (Senior Instructor) 1.0 FTE
Mc Murray, David A. (Associate Professor) 1.0 FTE
Minc, Leah D. (Associate Professor) 1.0 FTE
Morrill, Angie (Instructor) 1.0 FTE
Nakajima, Setsuko (Senior Instructor) 1.0 FTE
Nakamura, Fumiko (Instructor) 0.75 FTE
Palacios, Angela Patricia (Instructor) 1.0 FTE
Price, Lisa M. L. (Professor) 1.0 FTE
Ren, Guobin (Instructor) .75 FTE
Robelo, Lucia F. (Instructor) 1.0 FTE
Rolston, Irene Louise (Instructor) 1.0 FTE
Rosenberger, Nancy (Professor) 1.0 FTE
Sakurai, Patricia A. (Associate Professor) 1.0 FTE
Schuster Provaznikova, Ludmila (Instructor) 0.75 FTE
Shaw, Susan Maxine (Transitional Director) 1.0 FTE
Shirazi, Mehra A. (Assistant Professor) 1.0 FTE
Thompson, Robert (Associate Professor) 1.0 FTE
Tilt, Bryan D. (Associate Professor) 1.0 FTE
Trujillo, Juan Antonio (Assistant Professor/Graduate Advisor) 1.0 FTE
Warren, Ana Luz (Instructor) 1.0 FTE
Wood, Guy H. (Professor) 1.0 FTE
Xing, Jun (Professor, on leave) 1.0 FTE
Yu, Shiao-Ling Lucy (Associate Professor) 1.0 FTE

Advisors
Kellar, Brenda Marcell (Ecampus Adviser) 1.0 FTE
Price, Michael G. (Undergraduate Adviser) 1.0 FTE

Professional Faculty
Bentley, Karen (Office Manager) 1.0 FTE
Mills, Karen Faye (Program Assistant to Director) 1.0 FTE

Classified Staff
Rianda, Leonora (Women Studies and Ethnic Studies) 1.0 FTE
Wardrip, Loretta (Anthropology) 0.5 FTE
Wyant, Laurie (Foreign Languages and Literatures) 1.0 FTE

Ecampus Instructors at variable FTE AY 2011-2012

Al-Saaidi, Faiza Ahmed  Kudlacek, Trina
Asinjo, Robert  Littke, Amanda
Banks, R.  Little, Peter
Barkemeyer, Karen  Morrison, C.
Beged-Dov, Yael  Nolan, Mary
Briggs, Cynthia  Palmer, Callie
Brown, Sean  Petts, Jamie
Casas, Ruben  Polcene, Paige
Doyle, Andrea  Prats, David
Eichelberger, Justin  Price, S.
Esterberg, KirstinFreeman, Julianne  Rowe, Olga
French, James  Ruder, B.
Galipeau, Brendan  Schindell, Jennifer
George, Jessica  Sharp, Shayla
Green, Amanda  Shrefler, Nathan Laurence
Hernandez, Cuauhtli  Snyder, Susanna
Hoffman, Dominique  Van Bronkhorst Kelly Marie
Holden, Madrona  Van Londen, Pam
Ireland, Heather  Watson, Annaliese
Kellar, Brenda  Wills, Samuel
Knapp, Dante  Woods, Michael
Krebs, Jason  Yu, Larry
Kubein, Adele

School of Psychological Science

List of Faculty

Becker-Blease, Katherine (Assistant Professor) 1.0 FTE
Bernieri, Frank (Associate Professor) 1.0 FTE
Brown, Rebecca (Instructor) 0.96 FTE
Crowley, Michael (Instructor and Advisor) 0.87 FTE
Daniels, Elizabeth Daniels (Assistant Professor OSU-Cascades) 1.0 FTE
Dilts, Rachel (Instructor) 0.96 FTE
Edwards, John, (Associate Professor and Chair) 1.0 FTE
Hu, Juan (Instructor) 1.0 FTE
Kerr, David (Assistant Professor) 1.0 FTE
Klubnik, Cynthia (Instructor) 1.0 FTE
Lewis, Teri Lewis (Assistant Professor) 1.0 FTE
Lien Mei (Associate Professor) 1.0 FTE
O’Laughlin Matthew (Instructor) 0.72 FTE
Petty, Kristen (Instructor) 1.0 FTE
Ryan, Lawrence (Associate Professor) 1.0 FTE
Saturn, Sarina (Assistant Professor) 1.0 FTE
Sherman, Aurora (Assistant Professor) 1.0 FTE
Watkins, Patti (Associate Professor) 1.0 FTE
Wolsko, Christopher (Assistant Professor OSU-Cascades) 1.0 FTE

Professional Faculty
Dodsworth, Shirley (Office Manager) 1.0 FTE
Deuver, Teri (Advisor) 1.0 FTE

25+ Affiliates have agreed to be in informal association with the proposed School (no formal appointment through Psychology)

School of Writing, Literature, and Film
List of Faculty
Anderson, Chris (Professor) 1.0 FTE
Barbour, Richmond (Professor) 1.0 FTE
Betjemann, Peter (Associate Professor) 1.0 FTE
Biespiel, David (Instructor) 1.0 FTE
Brasted-Maki, Don (Instructor) 1.0 FTE
Brock, Isabelle (Instructor) 0.75 FTE
Browne, Neil (Associate Professor - OSU Cascades) 1.0 FTE
Burton, Vicki Tolar (Professor) 0.5 FTE + 0.5 FTE WIC
Bushnell, J.T. (Instructor) 1.0 FTE
Connor, Roby (Instructor) 1.0 FTE
Daugherty, Tracy (Distinguished Professor) 1.0 FTE
Davison, Neil (Associate Professor) 1.0 FTE
Ede, Lisa (Professor) 0.75 FTE
Elbom, Gilad (Instructor) 1.0 FTE
Freeman, Meghan (Assistant Professor) 1.0 FTE
Garceau, Demaris (Instructor) 1.0 FTE
Gottlieb, Evan (Associate Professor) 1.0 FTE
Harrison, Wayne (Instructor) 1.0 FTE
Helle, Anita (Professor) 1.0 FTE
Holmberg, Karen (Associate Professor) 1.0 FTE
Jameson, Sara (Senior Instructor) 1.0 FTE
Kunert, Steven (Senior Instructor) 1.0 FTE
Larison, John (Instructor) 1.0 FTE
Lawler, Barry (Senior Tenured Instructor) 0.50 FTE
Leeson, Ted (Senior Tenured Instructor) 0.50 FTE
Lewis, Jon (Professor) 1.0 FTE
Malewitz, Raymond (Assistant Professor) 1.0 FTE
Meyers, Susan (Assistant Professor) 1.0 FTE
Olson, Rebecca (Assistant Professor) 1.0 FTE
Robinson, David (Distinguished Professor) 0.38 FTE + Center Humanities/Eng 0.62 FTE
Rodgers, Susan (Associate Professor) 1.0 FTE
Sandor, Marjorie (Professor) 1.0 FTE
Schwartz, Robert (Professor) 0.33 FTE
Scribner, Keith (Associate Professor) 1.0 FTE
St. Jacques, Jillian (Instructor) 1.0 FTE
Williams, Tara (Associate Professor) 1.0 FTE

Professional Faculty
Leen, Ann (Office Manager) 1.0 FTE
**Classified Staff**
Felicia Phillips, OS2 1.0 FTE

**Ecampus Instructors at Variable FTE**
Carpenter, Claire  
Chapman, Cynthia  
DeSoyza, Kushlani  
DeTar, Elizabeth  
Ghasedi, Sarah  
Peters, Patrick

**Adjunct Faculty in Film Studies** (adjunct faculty normally offer at least one elective film course per academic year and agree to serve on thesis committees).
Bernell, David (Assistant Professor/Political Science)  
Boudraa, Nabil (Associate Professor/French and North African film)  
Duncan, Patti (Associate Professor/Film and Women’s Studies)  
Heiduschke, Sebastian (Assistant Professor/German film)  
Leibowitz, Flo (Professor, Philosophy)  
Shirazi, Mehra (Assistant Professor/Women Studies and film)  
Wood, Guy (Professor/Hispanic/Western European film)

**E. Funding Sources: state sources, federal funds, other funds as specified.**
There will be no change in the sources of funding due to the CLA reorganization.

**F. Relationship of the proposed unit to the institutional mission**
The re-organization within the College of Liberal Arts furthers OSU’s institutional mission in three significant ways. First, we want to underscore that the reorganization does not alter majors and minors within CLA, and so the proposal is at base a means of offering more opportunities to students and faculty, rather than displacing what is already done so well in CLA. Second, while maintaining all majors and minors, the reorganization facilitates the possibility of interdisciplinary work, emphasizing the ways in which particular disciplinary methods are complementary means of understanding profound questions that are delineated in OSU’s areas of distinction. Sustainable ecosystems, human health and wellness, and the promotion of social
economic progress are problems of such magnitude that the richest possible understanding will of necessity see the relation between different ways of asking questions and pursuing answers. Finally, the reorganization furthers OSU’s core project of creating an educated citizenry. In placing disciplines in dialogue with one another within Schools, and Schools in dialogue with one another within the College, the new units have the potential to more forcefully highlight the essential relation between Liberal Arts and the goal of educating citizens, both at OSU and beyond.

**G. Long range goals and plans for the unit (including a statement as to anticipated funding sources for any projected growth in funding needs).**

*Teaching:* The proposed Schools will deliver strong undergraduate and graduate majors, minors, and certificate programs in the liberal arts disciplines; increase involvement in international opportunities including development of student/faculty exchange partnerships; and leverage new School structures to develop robust disciplinary and interdisciplinary graduate programs that capitalize on OSU strengths and strategic plans.

*Research and Creative Activity:* As long-range goals, each School plans to increase external funding for research and creative efforts to support high expectations for CLA faculty productivity and student training. We will capitalize on new School structures by bringing together faculty and students in multi- and interdisciplinary efforts. Finally, we plan to increase our international research presence.

*Outreach and Service:* The proposed Schools will develop and implement strong Ecampus programs/majors so that students around the state, country, and world can benefit from OSU teaching excellence; provide professional development opportunities for faculty and staff to increase their skills and capacities to deliver expertise as needed in professional and local communities; and, participate as effective members of the OSU community in governance, administrative, and other responsibilities.

The College of Liberal Arts continues to develop Ecampus courses that provide a regular source of revenue for new and continuing programs. Involvement in OSU INTO is also providing revenue for teaching innovations, especially those related to international programs. And,
increased external funding can bring with it recovered indirect resources that can be directed to improving faculty success and productivity.

**H. Relationship of the proposed unit to programs at other institutions in the state.**

All of the sub-units within each School have already been approved within the OUS system. While individual faculty may collaborate with colleagues from other OUS institutions, units within the proposed School do not have formal collaborations with the other universities. The proposal would not change the relationship to OUS or other institutions in the state.
Appendix A: Budget outline pages

The budget figures listed here are incremental budgets, including increases to budgets planned for the development of the five new Schools, in addition to the already approved School of Public Policy.

The four budget years are in current dollars and have not been adjusted for any raises that might be provided in those years (including the FY12 raises) or increases in OPE costs. Any such budget adjustments will increment the budgets of the constituent parts of the proposed School in the same manner as for other units in the College. However an annual inflation factor of 4% has been included to reflect some of those likely costs. The annual service and supplies expenditures are arbitrarily divided between the stationary and equipment categories.

New costs for the Schools are listed on the attached sheets. These include:

a) Initial planning did not identify a need for moving or consolidation. However, it is possible such moves will prove helpful, so funds have been budgeted as one time costs in the first and second years for some minor renovation of space for the School offices and for moving and consolidation ($45K total, including $30K from Foundation funds, shown as “other budgetary authority”).

b) One time costs over the first two years to replace stationary and signage as necessary (from Foundation funds, shown as “other budgetary authority”). The balance will come from Foundation or College fund balance.

c) Compensation for the School Directors is shown as new costs, as these are new positions. However, they are offset by the savings from compensation previously allocated to department and program chairs. Previously, there were 12 different units whose heads received salary increments at a total cost of about $250,000. The costs for the five new school directors averages $25,000 per position for a total of $125,000 in salary and about $156,250 in total costs (salary and OPE). These costs have already been budgeted for the transitional leaders in each program.

d) There will be some realignment of staff positions and ranks in the new school as unit offices are consolidated and staff assignments revised. For example, assistants to the School Directors were rebudgeted at a base salary of $48,000 annually, for a total net cost increase of $45,000 (salary and OPE). Those costs have already been budgeted, but will be covered as savings from consolidation and restructuring of support positions.
through attrition.
e) Addition of 2.0 FTE advisors to support the growth in Liberal Arts majors, and to professionalize advising throughout the College. The College has one of these advisors with funds the Provost committed in Spring, 2011. A second position will be filled as demand is assessed in different areas. The cost of that second position is estimated at $63,000 salary and OPE.
f) (Added as a clarification May, 2012). There are also 4 liaisons noted for the School of Arts & Communication ($3,000 each), 2 Associate Directors in the School of History, Philosophy, and Religion ($2,000 each), and 4 Coordinators for the School of Language, Culture, and Society ($3,000 each) for a total incremental salary of $28,000 and a total cost of $35,000 (with 25% OPE). The School of Language, Culture, and Society has also budgeted $4,000 annually for professional development.

The net change in recurring costs are:

Income:  
Programmatic savings: $250,000
Provost funding advisor: $63,000

Costs:  
School Director compensation: ($156,250)
Net staff change costs: ($45,000)
2 new advisors: ($126,000)
Liaisons, coordinators: ($35,000)
Professional devel. Funds: ($4,000)

Net: $(53,250)

The additional cost will be provided by the College of Liberal Arts. This additional cost is largely for the second advising position. This position would have been necessary with or without the reorganization because of growing enrollments in CLS majors.

In addition, there are $45,000 in one-time costs budgeted over the first two years. This is budgeted with $30,000 in Foundation funds with the balance from College fund balance, both
shown in the “other budgetary authority” column. A 4% annual inflationary increase is included in the costs after AY2012-13. After the first year it is assumed that the Provost's allocation for an advisor is in the “current budgetary unit”.
Hi, Gary. Just wanted to let you know that the Graduate Council voted to approve the CLA Omnibus Merger #83297, with one caveat. The School of Psychological Science is still referred to as University School of Psychological Science in the summary table, although the description refers to it as just “School of Psychological Science.” The Council felt that the name should be consistent within the proposal, and that the department should not be renamed in the context of this proposal (with, of course, the change from Department to School).

In general, the Council was pleased with the responsiveness of CLA to the prior suggestions from the APC meeting.

Cheers!
Carolyn

Carolyn M. Aldwin, Ph.D.
Professor, Human Development & Family Sciences
Director, Gerontology Program
Editor, Research in Human Development
President, APA Division 20
424 Waldo Hall
Oregon State University
Corvallis, OR 97331
541.737.2024; f:541.737.1076
As you know, the College of Liberal Arts has gone through a two-year process of realignment from 17 separate units into six schools. The attached expedited Category I proposal has been developed by leaders and faculty in the College to describe the impacts of that realignment. As per agreement with Larry Rodgers, the Provost, and the Faculty Senate Executive Committee, we are submitting this proposal as an omnibus proposal modeled on the passage of the HHS reorganization proposal. We invite your comments, questions, and concerns about the proposal before we move further through the approval process. If we do not hear from you by Friday, February 10, we will assume that you have minimal or no concerns. Thank you, in advance, for taking the time to read and share with appropriate faculty and leaders in your College.

Mike Oriard
Associate Dean
College of Liberal Arts
From: Hoffman, Mark  
Sent: Friday, March 23, 2012 11:57 AM  
To: Oriard, Michael  
Cc: Serewis, Helene  
Subject: RE: liaison

Michael:

As you know I support this. I will provide comments below. The will be somewhat brief, if you feel they need to be more detailed just let me know.

“ I support the proposal presented by CLA. This is the type of reorganization that was undertaken in the College of Public Health and Human Sciences. It has proven to be an effective structure and I am confident it is a good approach for CLA.”

mah

Mark Hoffman, PhD, ATC  
Associate Dean for Undergraduate Programs  
NATA Research and Education Foundation President  
College of Public Health and Human Sciences  
Oregon State University  
Milam 112  
Office 541-737-6787  
Lab 541-737-6899  
Fax 541-737-6914  
mark.hoffman@oregonstate.edu

From: Oriard, Michael  
Sent: Friday, March 23, 2012 11:35 AM  
To: Hoffman, Mark  
Cc: Serewis, Helene  
Subject: FW: liaison

Mark:

You may recall that we bumped into each other outside the library after the deadline passed for liaison comments, and you mentioned that if your endorsement was still needed, you’d be happy to provide it. I just attended a meeting with various chairs of Faculty Senate
committees on the proposal, and I was told that having your comments would be useful. Could you fire off a note expressing your support, and “reply to all” so that it goes to Helene Serewis, the dean’s assistant, who can upload it to the proposal.
Thanks,
Mike
Michael
I will provide you a more formal response after I hear from COE School Heads (presuming I hear anything from them). Personally I am very supportive of the merger/realignment.

In reading through the proposal I noticed that in some places the School of Psychological Sciences is referred to as the University School of Psychological Sciences and in some places “University” is not included. Which is intended and if University is intended, why is the modifier used?

Thanks
Jim

James R. Lundy, Ph.D., P.E.
Executive Associate Dean
College of Engineering
Oregon State University
(541) 737-5235
B. Budget Outline Form: Estimated Costs and Sources of Funds for Proposed Program

Total new resources required to handle the increased workload, if any. If no new resources are required, budgetary impact should be reported as zero.

**Institution:** Oregon State University  
**Program:** Omnibus School Change, CLA  
**Academic Year:** 2012-2013

<table>
<thead>
<tr>
<th>Column A</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
<th>Column F</th>
</tr>
</thead>
<tbody>
<tr>
<td>From Current Budgetary Unit</td>
<td>Institutional Reallocation from Other Budgetary Unit</td>
<td>From Special State Appropriation Request</td>
<td>From Federal Funds and Other Grants</td>
<td>Savings - College changes and Univ. investment</td>
<td>LINE ITEM TOTAL</td>
</tr>
</tbody>
</table>

**Personnel**

- Faculty (Include FTE) -- School director stipends, five; liaisons etc. | 153,000 |  |  |  | 153,000 |
- Graduate Assistants (Include FTE) |  |  |  |  |  |
- Support Staff (Include FTE) 2 FTE advisors, staff salary adjustments | 78,000 |  |  |  |  |
- Fellowships/Scholarships |  |  |  |  |  |
- OPE | 68,250 | 21,000 |  |  | 89,250 |
- Savings, changes and Univ invest |  |  | (313,000) |  | (313,000) |
- **Personnel Subtotal** | 299,250 | 63,000 |  | (313,000) | 49,250 |

**Other Resources**

- Library/Printed | As currently |  |  |  |  |
- Library/Electronic | As currently |  |  |  |  |
- Supply and Svcs:, stationary, mktg | 5,000 |  |  |  | 5,000 |
- Equipment |  |  |  |  |  |
- Other Expenses-prof. develop. | 4,000 |  |  |  | 4,000 |
- **Other Resources Subtotal** | 9,000 |  |  |  | 9,000 |

**Physical Facilities**

- Construction |  |  |  |  |  |
- Major Renovation | One time | 25,000 |  |  | 25,000 |
- Other Expenses | Moving | 5,000 |  |  | 5,000 |
- **Physical Facilities Subtotal** | 308,250 | 93,000 | (313,000) |  | 88,250 |

**GRAND TOTAL**
B. Budget Outline Form: Estimated Costs and Sources of Funds for Proposed Program
Total new resources required to handle the increased workload, if any. If no new resources are required, budgetary impact should be reported as zero.

Prepare one page each of the first four years

| Institution: Oregon State University |
| Program: Omnibus School Change, CLA |
| Academic Year: 2013-2014 |

<table>
<thead>
<tr>
<th>Column A From Current Budgetary Unit</th>
<th>Column B Institutional Reallocation from Other Budgetary Unit</th>
<th>Column C From Special State Appropriation Request</th>
<th>Column D From Federal Funds and Other Grants</th>
<th>Column E Savings - College changes and Univ. investment</th>
<th>Column F LINE ITEM TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personnel</strong></td>
<td></td>
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<td></td>
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<tr>
<td>Faculty (Include FTE) -- School director stipends, five; liaisons etc.</td>
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<td>130,000</td>
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<td>Graduate Assistants (Include FTE)</td>
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<tr>
<td>Support Staff (Include FTE) 2 FTE advisors, staff salary adjustments</td>
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<td>124,800</td>
</tr>
<tr>
<td>Fellowships/Scholarships</td>
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<tr>
<td>OPE</td>
<td>92,820</td>
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<td>85,540</td>
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<tr>
<td>Savings, changes and Univ invest</td>
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<td></td>
<td>(325,520)</td>
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<td>(325,520)</td>
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<td><strong>Personnel Subtotal</strong></td>
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<td>Library/Printed</td>
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<td>Library/Electronic</td>
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<tr>
<td>Supply and Svcs:, stationary, mktg</td>
<td>5,000</td>
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<td>5,000</td>
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<tr>
<td>Equipment</td>
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<tr>
<td>Other Expenses-prof. develop.</td>
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<td><strong>Other Resources Subtotal</strong></td>
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<td>9,160</td>
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<tr>
<td><strong>Physical Facilities</strong></td>
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</tr>
<tr>
<td>Construction</td>
<td>One time</td>
<td>10,000</td>
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<td>10,000</td>
</tr>
<tr>
<td>Major Renovation</td>
<td>Moving</td>
<td>5,000</td>
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<td></td>
<td>5,000</td>
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<tr>
<td>Other Expenses</td>
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<tr>
<td><strong>Physical Facilities Subtotal</strong></td>
<td>0</td>
<td>15,000</td>
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<td>15,000</td>
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<td><strong>GRAND TOTAL</strong></td>
<td>385,900</td>
<td>15,000</td>
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<td>(325,520)</td>
<td>75,380</td>
</tr>
</tbody>
</table>
### B. Budget Outline Form: Estimated Costs and Sources of Funds for Proposed Program

Total new resources required to handle the increased workload, if any. If no new resources are required, budgetary impact should be reported as zero.

**Institution:** Oregon State University  
**Program:** Omnibus School Change, CLA  
**Academic Year:** 2014-2015

<table>
<thead>
<tr>
<th>Column A</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
<th>Column F</th>
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<tbody>
<tr>
<td>From Current Budgetary Unit</td>
<td>Institutional Reallocation from Other Budgetary Unit</td>
<td>From Special State Appropriation Request</td>
<td>From Federal Funds and Other Grants</td>
<td>Savings - College changes and Univ. investment</td>
<td>LINE ITEM TOTAL</td>
</tr>
<tr>
<td><strong>Personnel</strong></td>
<td></td>
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</tr>
<tr>
<td>Faculty (Include FTE) --School director stipends, five; liaisons etc.</td>
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<td>165,485</td>
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<tr>
<td>Graduate Assistants (Include FTE)</td>
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<tr>
<td>Support Staff (Include FTE) 2 FTE advisors, staff salary adjustments</td>
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<td>129,792</td>
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<tr>
<td>Fellowships/Scholarships</td>
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<td>OPE</td>
<td>96,533</td>
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<td>96,533</td>
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<tr>
<td>Savings, changes and Univ invest</td>
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<td>(338,541)</td>
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<td>(338,541)</td>
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<td><strong>Personnel Subtotal</strong></td>
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<td>391,810</td>
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<td>Library/Electronic</td>
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<tr>
<td>Supply and Svcs:; stationary, mktg</td>
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<tr>
<td>Equipment</td>
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<tr>
<td>Other Expenses-prof. develop.</td>
<td>4,326</td>
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<td>4,326</td>
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<tr>
<td><strong>Other Resources Subtotal</strong></td>
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<td>4,326</td>
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<tr>
<td><strong>Physical Facilities</strong></td>
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<tr>
<td>Construction</td>
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<tr>
<td>Major Renovation</td>
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<tr>
<td>Other Expenses</td>
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<tr>
<td><strong>Physical Facilities Subtotal</strong></td>
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<td>0</td>
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<tr>
<td><strong>GRAND TOTAL</strong></td>
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<td>396,136</td>
</tr>
</tbody>
</table>
B. Budget Outline Form: Estimated Costs and Sources of Funds for Proposed Program

Total new resources required to handle the increased workload, if any. If no new resources are required, budgetary impact should be reported as zero.

| Institution: Oregon State University | Program: Omnibus School Change, CLA | Academic Year: 2015-2016 |

Indicate the year: ___First ___Second ___Third __X___Fourth

Prepare one page each of the first four years

<table>
<thead>
<tr>
<th>Column A</th>
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<td>Savings - College changes and Univ. investment</td>
<td>LINE ITEM TOTAL</td>
</tr>
</tbody>
</table>

**Personnel**

- Faculty (Include FTE) --School director stipends, five; liaisons etc. 172,104
- Graduate Assistants (Include FTE) 134,984
- Support Staff (Include FTE) 2 FTE advisors, staff salary adjustments 100,394
- Fellowships/Scholarships 407,482

**Other Resources**

- Library/Printed
- Library/Electronic
- Supply and Svcs., stationary, mktg
- Equipment 4499
- Other Expenses-prof. develop. 4499

**Physical Facilities**

- Construction
- Major Renovation
- Other Expenses 0

**GRAND TOTAL** 411,981 (352,082) 59,899
1. Review - College Approver - Liberal Arts

Sent Back by Helene Serewis Exec Asst to-Dean / Liberal Arts Admin, February 10, 2012 6:49pm

Comments
Helene Serewis (College Approver - Liberal Arts) February 10, 2012 6:49pm
Returning proposal so that originator may upload liaison.

2. Originator Response

John Edwards Dept Chair-CLA Psychology / Psychology Department, February 13, 2012 11:01am

Comments
John Edwards February 13, 2012 11:01am
A request for comments was sent to an associate dean in each of the academic colleges: Carol Brown, Business; Gary Delander, Pharmacy; Robert Duncan, COAS; Kenneth Winograd, Education; Cary Green, Agricultural Sciences; Mark Hoffman, Health and Human Sciences; Edward Jensen, Forestry; James Lundy, Engineering; Janine Trempy, Science. No one expressed any concerns.

3. Review - College Approver - Liberal Arts

Sent Back by Helene Serewis Exec Asst to-Dean / Liberal Arts Admin, February 24, 2012 3:49pm

4. Originator Response

John Edwards Dept Chair-CLA Psychology / Psychology Department, February 25, 2012 10:27am

Comments
John Edwards February 25, 2012 10:27am
2-24-12: Proposal was edited to reflect changes requested by CLA Curriculum Committee.

5. Review - College Approver - Liberal Arts

Approved by Helene Serewis Exec Asst to-Dean / Liberal Arts Admin, February 27, 2012 9:35am

Comments
Helene Serewis (College Approver - Liberal Arts) February 27, 2012 9:35am
The CLA Curriculum Committee approves this proposal.

6. Review - Curriculum Coordinator

Sent Back by Sarah Williams Coord-Curriculum / Acad Prgms/Assess/Accred, March 23, 2012 11:33am

Comments
Sarah Williams (Curriculum Coordinator) March 23, 2012 11:33am
Returning to Originator for revisions following the Academic Programs Review.

7. Originator Response

John Edwards Dept Chair-CLA Psychology / Psychology Department, April 6, 2012 4:36pm
8. Review - Curriculum Coordinator

Approved by Sarah Williams Coord-Curriculum / Acad Prgms/Assess/Accred, April 9, 2012 9:01am

Comments
Sarah Williams (Curriculum Coordinator) April 9, 2012 9:01am
The proposal is now ready for review by the Budgets and Fiscal Planning Committee.

9. Review - Budgets and Fiscal Planning Committee

Sent Back by Walter Loveland, April 28, 2012 8:53pm

Comments
Walter Loveland (Budgets and Fiscal Planning Committee) April 28, 2012 8:53pm
Sherm Bloomer communicated the basic fact that all the budgetary changes accompanying the conversion of CLA from a departmental to a school structure have occurred and the CLA budget is within all University guidelines. Thus this proposal is “doing the paperwork after the fact.” However since this proposal may serve as a model for future proposals and may serve a reference to judge the success of the conversion, it is thought to be important that the proposal correctly reflect what is happening.

The BFP group recommended the proposal be returned to the proposers for the following changes:

1. The formation of the School of Public Policy has been approved in a separate Category I proposal that discussed the budgetary aspects of the conversion of the three departments into a School. This proposal was approved by the Faculty Senate, the OSU administration and the OUS. We request that the current proposal just refer to the conversion of the remaining departments into five Schools.
2. Despite the assurance of the Director of Budgets that the overall estimate of a savings of $111,500 in the first year of the proposal is reasonable, the Committee would like to see a more detailed accounting of that savings. Specifically in the Budget Outline forms, we would like to see how many people were given lower compensation and how much this salary loss was. These savings could be listed in Column E of the Budget Outline Forms with a re-labeling of the forms. (The narrative (p17, 30-31) and the Budget Outline Forms should contain the same information).
3. We have been advised that another Associate Dean was appointed for the College to administer the new structure. Is this true and was this expense included in the budget?
4. With the various administrative changes, was there any change in the number of course offerings, frequency of offering, etc. by the College?
5. In a nitpicking comment, if the proposal does not include the School of Public Policy (and the associated departments), what is the correct number of affected departments and schools? (We see various differing estimates of this number in the charts, narrative and comments.)

10. Originator Response

John Edwards Dept Chair-CLA Psychology / Psychology Department, May 3, 2012 1:21pm

Comments
John Edwards May 3, 2012 1:21pm
As per the email discussion between the BFP and the originators of the proposal, we make the following replies to the BFP comments:

1) We have modified the proposal and the budgets to reflect just the five schools under consideration. We do mention Public Policy on p. 11 as suggested by Kate Hunter-Zaworski, but make it clear that only the five schools are part of this proposal.
2) No one had their salary scale lowered as a result of reorganization. Chairs that returned to full faculty status had their salaries converted from a full-year 12-month administrative appointment that included a $5,000 chair stipend to a regular nine-month appointment, but in every case the conversation was made from a pre-existing salary rate that remained the same as it was prior to the administrative appointment (plus a percentage that included all appropriate raises).
3) CLA previously had one full-time Associate Dean. For the past two years, it has had two part-time associate deans (one on a 1039 appointment). Neither position involves administering the new structure.
4) There have not been any changes in the number of course offerings, frequency of offerings, etc., due to the reorganization.
5) We've rewritten the proposal to reflect that fact that ten departments and two programs are involved in the merger.
11. Review - Budgets and Fiscal Planning Committee

**Sent Back** by Walter Loveland, May 4, 2012 10:45am

**Comments**

Walter Loveland (Budgets and Fiscal Planning Committee) May 4, 2012 10:45am
This proposal is essentially approved. However we request some changes to 'clean-up" the proposal. On p 16, please change the narrative to indicate a savings of $15,750 rather than $111,500. On p25 the narrative states that no inflation was added to the budget. On p26, the narrative describes the inflation factor that was used and budget pages seem to show inflation. We suggest correcting p25. Most importantly please re-label Col E of the Budget Outline Forms to indicate "savings due to ...", add the savings into this column and adjust the totals in Col F to show the net expense, ie, the 15K$. This proposal will then be automatically approved with these changes.

12. Originator Response

John Edwards Dept Chair-CLA Psychology / Psychology Department, May 4, 2012 11:58am

13. Review - Budgets and Fiscal Planning Committee

**Approved** by Walter Loveland, May 4, 2012 12:01pm

14. Review - Graduate Council Chair

**Approved** by Sarah Williams Coord-Curriculum / Acad Prgms/Assess/Accred, May 7, 2012 11:05am

**Comments**

Sarah Williams (Graduate Council Chair) May 7, 2012 11:05am
This proposal was approved by the Graduate Council on April 26, 2012.

15. Review - Curriculum Council Chair

**Sent Back** by Michael Bailey Professor / Sch Elect Engr/Comp Sci, May 11, 2012 3:45pm

**Comments**

Michael Bailey (Curriculum Council Chair) May 11, 2012 3:45pm
Sent back to originator for updates

16. Originator Response

John Edwards Dept Chair-CLA Psychology / Psychology Department, May 23, 2012 2:54pm

17. Review - Curriculum Council Chair

**Approved** by Michael Bailey Professor / Sch Elect Engr/Comp Sci, May 29, 2012 10:12am

**Comments**

Michael Bailey (Curriculum Council Chair) May 29, 2012 10:12am
Curriculum Council had requested some clarifications in the budget. Once this was done, CC approved this on May 25, 2012 with no dissenting votes.
18. Review - Faculty Senate Exec Committee

Approved by Vickie Nunnemaker Special Asst to Faculty Senate / Faculty Senate, June 6, 2012 10:28am

Comments

Vickie Nunnemaker (Faculty Senate Exec Committee) June 6, 2012 10:28am
Approved by the Faculty Senate Executive Committee on May 31, 2012 to be placed on the June 14, 2012 Faculty Senate agenda.