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To: Susan Youtz, Executive Director of the University Faculty Senate

From: David H. Monk 

Re: Response to the Question about Faculty Consultation within the College of Education

Thank you for the opportunity to clarify the nature and extent of faculty consultation that has occurred within the College of Education regarding the proposed merger of the Department of Counselor Education, Counseling Psychology, and Rehabilitation Services (CECPR) and the Department of Educational and School Psychology and Special Education (ESPSE). The organizational structure of this area of the College has been the subject of analysis and discussion for a number of years. Several study and design teams have examined various aspects of the departments and their respective graduate programs. These study and design teams have included faculty members from the two departments and efforts have been made to reach out to all faculty members in the departments as well as in the larger College to report progress and to invite comment. The Design Study Team held a town-hall style meeting that was open to all faculty and staff members in the two departments for the purpose of discussing organizational options.

More recently, we have been addressing recommendations from the Academic Program and Administrative Services Core Council, including the recommendation that we combine CECPR and ESPSE. We created what we called the Re-Design Advisory Team and a Merger Committee to help the College respond. Both the Team and the Committee included faculty members from the two departments. In both cases, there have been periodic progress reports to all faculty members in the departments.

We have also shared the various reports and communications with all faculty members in the College via a website that can be found at:

<http://www.ed.psu.edu/educ/for-current-faculty-and-staff/college-response-to-core-council>

In addition, I have been in regular contact with the elected Faculty Council in the College for the purpose of sharing progress and responding to questions and concerns.

We have made good faith efforts to consult with faculty members in the College in the course of considering organizational alternatives for this area of the College. However, it needs to be acknowledged that not all faculty members in the College agree with the changes being proposed. Indeed, the Design Study Team that explicitly studied the merger idea during 2009-2010 recommended a continuation of the existing departmental structure. While there is some sentiment in favor of the status quo, I have reached the conclusion that it is in the College's and University's best interest to move forward with a merger of these two departments.

In the balance of this memorandum, I provide a sketch of the various planning teams and committees that have worked on various aspects of the reorganization during the past several years.

School Psychology Program Study Team (2007)

A Study Team was appointed in the fall of 2007 to examine the structure of the School Psychology graduate program. The Team included Jacqueline Stefkovich, Spencer Niles, Kathy Ruhl, Rayne Sperling, and Robert Hendrickson from the College of Education and Pat Moore from the State College Area School District. The Team employed the services of three consultants: Stephen Elliott from Vanderbilt University, Ronald Reeve from the University of Virginia, and Edwin Herr from Penn State. The team made recommendations for the future design of the School Psychology Program and its work led to the creation of a fixed term faculty position (jointly funded by the College and the State College Area School District) and the appointment of a new tenure line faculty member in School Psychology.

Design Study Team (2009)

This group was asked explicitly to make sure the College is organized optimally to take advantage of complementarities within the CECPR and ESPSE departments. Four specific questions were posed:

1. How can we build additional synergy and complementarity in the mental health, special needs learners, and learning and measurement areas of the College?
2. What can we do to streamline operations and realize savings in this area of the College in general and within the CEDAR Clinic in particular?

3. What can we do to more effectively describe programs in this area of the College to key external audiences like prospective students, funding agencies, policy makers, alumni, and friends? and
4. Assuming you are able to develop a design for one or more promising alternative organizational structures, what needs to be done to support the implementation?

The Team included the following faculty members from the two departments: James DiPerna, Jeffrey Hayes, Richard Hazler, James Herbert, David McNaughton, Spencer Niles, Kathy Ruhl, and Rayne Sperling with Louise Sandmeyer from the Office of Planning and Institutional Assessment serving as the facilitator.

The Team held a town hall style meeting on February 22, 2010 and invited all faculty and staff in the two departments to attend. The Team issued its report on March 9, 2010 and the report was shared throughout the College.

Re-Design Advisory Team (Re-DAT) (2010)

The Re-Design Team was appointed in the fall of 2010 after the College received its recommendations from the Core Council. The Team consisted of faculty members from the affected programs plus an outside member and was chaired by the Associate Dean for Undergraduate and Graduate Studies. The members included: James DiPerna, Jacqueline Edmondson, Mark Greenberg, Spencer Niles, Elizabeth Skowron, and Hoi Suen. Louise Sandmeyer served as a facilitator. The Team's report, which was issued on December 8, 2010, was made available to all faculty and staff in the College through the web site.

Merger Committee (2010- present)

The Merger Committee was appointed in December of 2010 with a charge to develop a proposal for the University Faculty Senate to review. The Merger Committee also polled the faculty for suggestions for the name of the new department and is working on a set of promotion and tenure guidelines for the new department. The Merger Committee includes faculty members from both departments and includes the following members: Jacqueline Edmondson, Brandon Hunt, Stephanie Knight, David McNaughton, and Spencer Niles.

Interim Vision and Design Committee (2011- present)

This committee's charge is to develop a vision and design for the new Educational Psychology graduate program that will be a major part of the new department. The new Educational Psychology program will have three strands: measurement and assessment, school psychology and learning. The

Committee consists of faculty members from each of these three areas along with the Associate Dean for Undergraduate and Graduate Studies. The individuals serving the College in this way include: James DiPerna, Jacqueline Edmondson, Karen Murphy, Spencer Niles, and Hoi Suen. The Committee carries the “interim” designation because the intent is for it to evolve into a standing faculty curriculum committee for the new department.