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Date: February 15, 2011
To: Rodney A. Erickson
From: David H. Monk *DH Monk*
Re: Department Merger and Name Change

Enclosed please find the College of Education's proposal to combine the Department of Counselor Education, Counseling Psychology, and Rehabilitation Services with the Department of Educational and School Psychology and Special Education. As you know, this merger was recommended by the Academic Program and Administrative Services Core Council in its August 4, 2010 memorandum to the College. We have followed the University Faculty Senate guidelines for Review of the Establishment, Reorganization, or Discontinuation of Academic Organizational Units and would be pleased to respond to any questions that might surface later in the review process.

Thank you for your consideration of this proposal.

Enclosure

GUIDELINES FOR REVIEW OF THE ESTABLISHMENT, REORGANIZATION, OR DISCONTINUATION OF ACADEMIC ORGANIZATIONAL UNITS

A. Give a brief definition of the proposal and its rationale, including the objectives that the proposal will address and/or problems the proposal will solve. Please indicate curricular implications, faculty affected, and enrollment implications.

The College of Education has been organized into a five-department structure since 1992. These departments include: Counselor Education, Counseling Psychology and Rehabilitation Services (CECPR); Curriculum and Instruction (C&I); Education Policy Studies (EPS); Educational and School Psychology and Special Education (ESPSE); and Learning and Performance Systems (LPS).

In 2009-2010, the dean appointed a faculty committee to review the existing administrative structure for two departments, CECPR and ESPSE, with the goal of achieving a greater degree of collaboration and increasing efficiency. While the review committee preferred a continuation of the existing structure with two separately organized departments, the University's Core Council subsequently recommended that the departments merge in order to better align the College with University priorities and to foster collaboration and realize savings. We are now proposing to move forward with the merger of these two departments.

As a byproduct of the merger, we are also working with the Graduate School to close the doctoral program in Counseling Psychology. We have reached the conclusion that we can no longer afford to offer two separately organized doctoral programs in the area of counseling. We will continue to offer a doctoral program in Counselor Education with the hope that this continuing program will meet the needs of students who otherwise would have sought admission to the Counseling Psychology doctoral program. In keeping with Penn State policy, a proposal to close the Ph.D. in Counseling Psychology is being submitted to the Graduate School for review and possible action. Also in keeping with Penn State policy, all students currently enrolled in the Counseling Psychology Ph.D. program will have the opportunity to complete the program.

The proposed name for the merged department is the *Department of Educational Psychology, Counseling, and Special Education*. The new department will contain graduate programs in these three areas, including a re-designed Educational Psychology program that will include emphasis areas in measurement and assessment, learning, and school psychology. A faculty committee is at work on the design of the new program in Educational Psychology. In keeping with Penn State policy, the proposed changes will be submitted to the Graduate School for review and possible action.

The new department will serve the needs of undergraduate students in part through the continued delivery of service courses that constitute an important component of

teacher preparation programs in the College of Education and elsewhere in the University. In addition, the new department will house the continuing undergraduate major in Rehabilitation and Human Services.

Faculty members who are affected by these changes include all faculty members who previously were administratively located in the CECPR and ESPSE departments.

Enrollments should not be significantly affected by these changes. The redesigned Educational Psychology program promises to attract a cadre of talented and promising graduate students who are interested in measurement and assessment, learning, and school psychology.

The merger of the two departments allows some immediate savings in terms of administrative services and some streamlining of staff positions. The merger will also foster greater collaboration across programs which will lead to longer term efficiencies and savings. Over time, faculty and staff attrition and strategic planning will provide additional savings.

B. Describe significant relationships between the proposed change and other University programs and functions; including the general education function; indicate anticipated impact on all University locations.

The proposed department merger and the related decision to close the Counseling Psychology program will have some impact the Counseling and Psychological Services (CAPS) program and the Career Services program because counseling psychology doctoral students will no longer be placed in these units for internships. It will take several years for this impact to be felt since current students in the program will continue to be available. We are in conversation with the leadership of CAPS and Career Services to achieve a smooth transition. One of the options involves making greater use of interns from the Psychological Clinic operated by the Psychology Department in Moore Building. We are actively exploring new collaborative relations between the CEDAR clinic in the College of Education with its focus on Counseling and School Psychology and the Psychological Clinic in the Department of Psychology with its focus on clinical psychology.

The proposed merger will not affect other University programs and functions, general education, or other University locations.

C. List faculty consultations

Consultation regarding the proposed name was sought via email through the Academic Council on Graduate Education (ACGE) January 29, 2011. No concerns were raised by this representative group of associate deans.

Consultation was also sought with Dr. Melvin Mark, Head of the Department of Psychology and Professor of Psychology. Dr. Mark consulted with his faculty

colleagues and reported that there is no objection to the proposed name change within the Department of Psychology.

Copies of the relevant e-mails can be found in the Appendix to this proposal.

D. If applicable, how will promotion and tenure be addressed.

Two members of the faculty in the current CECPR Department will be considered for promotion and tenure during the 2011-2012 cycle. In both cases we have sought and received permission from the Provost's Office to conduct these reviews using the existing procedures for the CECPR Department. Thus, these faculty members' reviews will be conducted according to the Department P&T guidelines that they have been working under for the past five years and the Department Committee that will consider these cases will be formed using existing CECPR procedures as if the merger were not taking place. We have taken these steps to provide consistency in the standards and procedures that will be used.

Future cases will be handled by the new Department and faculty members from both Departments are developing a new set of guidelines and procedures.

E. Indicate a timetable for the proposal.

We request that the proposed department merger become effective in July of 2011.

F. Indicate whether the proposal will have implications for certification, licensure, etc.

The proposed merger will not have implications for certification or licensure. All accreditation and licensure approvals can be accommodated within the proposed structure, with the exception of the counseling psychology licensure (which will no longer be offered since the program is being closed).

Appendix

Consultation Documentation

The following e-mail was sent to the Academic Council on Graduate Education (ACGE). February 4, 2011 was the due date for any comments or objections. No objections were received.

----- Forwarded Message

From: Jacqueline Edmondson <jxe117@psu.edu>

Date: Fri, 28 Jan 2011 13:10:46 -0500

To: Marissa Shamrock <mdk212@psu.edu>, <ahd2@psu.edu>, <aws1@psu.edu>, <bqs3@psu.edu>, <cab4@psu.edu>, <cey1@psu.edu>, <cse1@psu.edu>, <dhs12@psu.edu>, <dps6@psu.edu>, Elizabeth Price <erc2@psu.edu>, <hcf2@psu.edu>, <jxh37@psu.edu>, <llb2@psu.edu>, MARY E NEFF <meh1@psu.edu>, <mbengle@psu.edu>, <mch208@psu.edu>, 'Michael McNeese' <mdm25@psu.edu>, <mrw16@psu.edu>, <mverdera@psu.edu>, <nas9@psu.edu>, <nxf1@psu.edu>, "Renata S. Engel" <rengel@engr.psu.edu>, <rw12@psu.edu>, <rxv@psu.edu>, <sca917@psu.edu>, <shx@psu.edu>, <tum2@psu.edu>, <wjd13@psu.edu>

Conversation: Department merger - consultation request

Subject: Department merger - consultation request

Dear ACGE Colleagues,

Based on recommendations from the Core Council, the College of Education is currently in the process of merging two departments. The "Educational and School Psychology and Special Education" department and the "Counseling Education, Counseling Psychology, and Rehabilitation Services" department will be one merged into one administrative unit beginning July 1, 2011.

I am writing to you as part of the consultation process for this administrative reorganization as we identify a name for the merged department. We are proposing to name the merged department "Educational Psychology, Counseling, and Special Education." If you have any concerns about this proposed name, please contact me by February 4th. If you do not reply to this email or contact me, I will assume that you will support this name for the department.

Thank you,

Jackie

Jacqueline Edmondson, Ph.D.
Associate Dean for Undergraduate and Graduate Studies
Pennsylvania State University
278 Chambers Building
University Park, PA 16802
814.865.2524

In addition, the following e-mail was sent to Professor Mel Mark, Head of the Department of Psychology.

Begin forwarded message:

From: "Mel Mark" <m5m@psu.edu>
Date: February 11, 2011 1:27:11 PM EST
To: "Jacqueline Edmondson" <jxe117@psu.edu>
Subject: RE: Department name change - consultation sought

Dear Jackie, I have consulted with selected faculty, and we do not have any concerns with the name for the merged department.

Best wishes,

Mel Mark
Professor and Head

-----Original Message-----

From: Jacqueline Edmondson [<mailto:jxe117@psu.edu>]
Sent: Tuesday, February 08, 2011 12:42 PM
To: m5m@psu.edu
Subject: Department name change - consultation sought

Dear Mel,

Based on recommendations from the Core Council, the College of Education is currently in the process of merging two departments. The ³Educational and School Psychology and Special Education² department and the ³Counseling

Education, Counseling Psychology, and Rehabilitation Services² department will be one merged into one administrative unit beginning July 1, 2011.

I am writing to you as part of the consultation process for this administrative reorganization as we identify a name for the merged department. We are proposing to name the merged department ³Educational Psychology, Counseling, and Special Education.² If you have any concerns about this proposed department name, please let me know.

Thank you,
Jackie

Jacqueline Edmondson, Ph.D.
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