



College of Nursing
Dean's Office

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To: Pradeep Kumar, Professor of Physics, and Chair, Faculty Senate
From: Anna McDaniel, PhD, RN, FAAN, Dean, University of Florida College of Nursing
Date: September 4, 2014

Subject: Formation of the Department of Biobehavioral Nursing Science and Family, Community, and Health Systems Science in the College of Nursing (CON).

Dear Dr. Kumar:

As required by Senate Bylaw 22 (Procedures for College, School and Departmental Changes), we request a change in the department structure of the CON. We propose a change from three departments to two departments. We propose the establishment of two new departments: the Departments of Biobehavioral Nursing Science (BNS) and the Department of Family, Community, and Health Systems Science (FCH). These two departments will replace the former Departments of Adult and Elderly Nursing, Health Care Environments and Systems, and Women's, Children's, and Family Nursing.

The integration of departments was first identified by faculty of the CON during the Dean Search for the College of Nursing in Spring, 2013. Later, as part of the strategic planning exercises in the development of the 2014-2019 Strategic Plan of the University of Florida College of Nursing (CON), faculty again identified a desire for streamlined administrative processes and more interdepartmental collaboration (Appendix A: Timeline). From these discussions, plans have been implemented for moving forward the proposed restructuring from three to two departments. Meetings of the faculty in each of the three departments were held to discuss the proposal and refine it. Final voting on the proposal was held in the General Faculty Meeting in July, 2014: the proposal was given unanimous approval. The faculty of the College of Nursing agreed by a unanimous vote of 36 in favor, 0 against and no abstentions in favor of moving from a three department to a two department organizational structure.

We request the change from three to two departments for a number of reasons. First, the move will enhance administrative flexibility and efficiency. In brief, the College of Nursing has been an administrative structure configured into three departments with a number of duplicated and inefficient systems. Over time, the operations of these departments has become fragmented and do not permit the integration of central tasks related to the educational, research and service missions. The reduction of one level of administrative structures will have positive budgetary implications by streamlining workflow and reducing duplicative administrative structures. Secondly, in addition to the administrative benefits of this change, a move to fewer departments will foster an environment for increased communication, interaction and collaboration among faculty across missions and specialties. This has positive implications for students across programs. Thirdly, many top-ranked nursing colleges have moved towards having fewer departments with structures that are not based on clinical specialties as was the tradition in the past. With the advent of nursing science and research, nursing colleges have reconfigured around broader-based conceptual research foci. Therefore, this restructuring will move us

more toward the mainstream: this organizational structure will compare favorably with top institutions such as the University of Washington, the University of Pennsylvania, and the University of Illinois at Chicago. In time, this change may help with external program rankings as we leverage both teaching and research strengths in larger, more integrated units.

This re-organization will have no adverse impact on the academic mission of the CON or adverse impact on faculty, staff or students. There is no change to current curricula and/or degree programs resulting from the proposed departmental restructuring. The curriculum and degrees of the CON is not departmentally-based and will remain so: faculty members teach across programs and graduate specialties. A college-level faculty committee, the Academic Affairs Committee, in collaboration with the Associate Dean for Academic Affairs and the program directors, will continue have control over the curriculum, degree certification and accreditation. In addition to administrative advantages gained immediately, we anticipate that over time we will gain additional academic advantages, such as the development and implementation of curricular innovations and efficiencies.

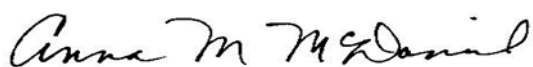
In consultation with Department Chairs, all faculty members have been assigned to the new departments in consideration of their teaching and record of scholarship. If an individual faculty member would like to discuss his/her placement in an “academic home” department, s/he is invited to discuss the assignment with the dean prior to the restructuring. We plan to reorganize departmental support staff as well and there will be no reduction in staff.

The College of Nursing policy and procedure for annual evaluation, promotion, and tenure are clearly explicated in Policy F-06 (available upon request). The department restructure will not change any aspect of the department chair role related to faculty evaluation. The Nursing Formal Review Committee, a central committee of the faculty, is responsible for conducting a review of any candidate’s packet, which is presented to department faculty for a vote followed by a college-level review. Implementing the change in January will not affect any promotion or tenure deliberations (by policy, the entire review process is completed by December 20).

As defined in Senate Bylaw 22, we have included required documents including a detailed timeline and a statement of support from Dr. David Guzick, Senior Vice President for Health Affairs at the University of Florida and Dr. Joseph Glover, Provost and Senior Vice President for Academic Affairs.

Pending approval by the University Senate, our time frame for implementation of the new structure is January 1, 2015. We have appointed a Transition Steering Committee (President of the CON Faculty Organization, Executive Associate Dean, and faculty representative from each of the three current departments) to facilitate operational changes and advise me of faculty/staff concerns within departments during the fall semester. Thank you very much for considering this proposal. Please contact me if you would like further clarification.

Sincerely,



College of Nursing

2013-2014 Reorganization Timeline

As part of the Dean Search in the spring of 2013, faculty members expressed the need for further integration and collaboration among faculty and departments.

During the annual Faculty Retreat, held January 16-17, 2014, key issues were identified by the faculty, including possible reorganization and refocus of the College of Nursing faculty and resources (agenda attached.)

During February 2014, the Academic Council began a review of Strategic Plan recommendations. The President of the Faculty Organization, Dr. R. Reischman organized a Steering Committee to draft reorganization plan.

In March 2014, the General Faculty Meeting focused on four topics from the Strategic Plan. The four discussion Groups reported back on their topic. (Reports attached)

Based on input from the Faculty Retreat, the Strategic Plan Steering Committee, and the General Faculty Meeting discussion groups, Dean McDaniel proposes a reorganization of the departments in the College of Nursing, changing three departments to two, and reassigning the faculty members and resources based on the new structure. In June 2014 Dean McDaniel announced the reorganization plan and final Strategic Plan (letter, email, documents attached.) Three "Town Hall" style meetings were held in June 2014 to allow for faculty input and feedback (schedule in letter attached.)

At the June 20, 2014 General Faculty Meeting, Dean McDaniel presented the final plan (PowerPoint attached) and the final Strategic Plan was voted on and unanimously approved by faculty (agenda attached.)

At the July 18, 2014 General Faculty Meeting, faculty votes on Reorganization Plan and unanimously approves it (agenda attached.)

In October, 2014, a proposal is sent to the Faculty Senate requesting consideration of the re-organization.

January, 2015, new departmental structure operational for spring semester.