

Notice of Intent to Create an Academic Program, Department, or College

Proposed name of unit

Department of Educational Leadership and

Proposed campus(es)

WSU Pullman

Unit Type (select one)

- Academic Program
 Department
 College

If academic program or department, where will unit be housed?

College of Education

Justification for new unit. If a department, indicate whether it will serve as a tenure unit, and justify

The Department of Educational Leadership,

List of existing units that will be eliminated if unit is created. If none, enter "None"

None

If academic program or department, list faculty who will be members of the unit. If college, list academic units that will be members of the college

Calderone, Shannon

Describe process used to consult faculty affected by creation of the proposed new unit

The department has had a series of meetings

Describe process used to consult other academic units affected by creation of the proposed new unit

The topic of creating another department was

List any and all objections raised during consultations to creation of the proposed new unit, and provide responses to each

No objections were raised.

Proposed budget

\$1,109,800 excl state funded fringe benefits

Current Name of Unit: Department of Educational Leadership, Sport Studies, & Educational/Counseling Psychology

Proposed New Name of Unit: Department of Kinesiology and Educational Psychology

Justification: To accurately reflect remaining departmental programs after programs were broken out to form a separate department (Educational Leadership, Sport Management, and Counseling Psychology).

Objections Raised: None

Desired Effective Date: Fall 2019

Proposed Name: Department of Educational Leadership and Sport Management

Proposed Campuses: WSU Pullman

Where Housed: College of Education

Justification: The Department of Educational Leadership, Sport Studies, and Educational/Counseling Psychology (ELSSECP) houses four distinct disciplines: (1) Educational Leadership, (2) Sport Management, (3) Kinesiology [includes sport science and athletic training], and (4) Educational Psychology. These four disciplines are together in one department as a consequence of downsizing in the college and university over many years.

The current college administrative structure includes one department chair and program coordinators for all disciplines. The challenge with this structure is twofold. One, faculty don't feel fully represented by a department chair that does not affiliate with their discipline. Two, it is too great a challenge for anyone faculty member to be the department chair in a way that properly supports each of the faculty groups. To learn the history, background, current trends, and disciplinary nuances is simply too great a task for one individual to do well. Moreover, the size of the current department means that the department chair is focused on personnel matters more than would ordinarily be the case. This in turn takes the chair away from their own scholarship. These challenges are common knowledge among faculty and as a consequence, faculty who could be considered for the chair position are simply unwilling to do it, given the current structure.

The College of Education is proposing a new department, Department of Educational Leadership and Sport Management, while maintaining ELSSECP. The new department would house Educational Leadership and Sport Management while the current department, ELSSECP, would house Kinesiology and Educational Psychology.

The college anticipates that the chair will have their disciplinary affiliation from one of the two programs in the department. This will be true for both departments. In addition, the college will eliminate lead program coordinators for all four programs across both of these departments. Instead, for the program with a department chair that is not from their discipline and program, an assistant chair will be created. The assistant chair position will be maintained in both departments and both assistant chairs will be members of the college leadership team. In the event that no faculty member is available from either program within a department, an individual outside of the department will be sought to fill the chair role. In addition, both programs will have assistant chairs.

The advantages are fourfold.

One, faculty will feel better represented.

Two, the department chair will have a more reasonable administrative workload.

Three, the department chair will be able to maintain their scholarly program.

Four, the two departments will be in a position to generate some intellectual innovation. Sport Management and Educational Leadership share organizational theory as a major component of the curriculum. For the other department, Kinesiology and Educational Psychology share similar research models, methods, and processes. The new departmental arrangement will allow for greater collaborative efforts, which heretofore, have been lost in a large department in which individual faculty have been left to vie for their own position and resources.

Note 1: The Counseling Psychology program also exists within the department but is being phased out so was not included in the list above. Counseling Psychology would stay within the current department with Kinesiology and Educational Psychology until complete phaseout, August 2021.

Note 2: A name change for ELSSECP will also be proposed.

Units to be Eliminated: None

Faculty to be Associated with New Unit:

Calderone, Shannon

Cowin, Kathleen

Crawford, Tammy

Evans, Hank

Hill, Glenys

Huggins, Kristin

Jedlicka, Scott

Kim, Tae Ho

Kruse, Sharon

Lebens, Chris

Licen, Simon

McDonald, Teena

Opstad, Tom

Pitre, Paul

Rhee, Yong Chae

Rodela, Katherine

Wong, John

To clarify, faculty would simply stay with their program and thus, the above new department assignments. Faculty understand this and support this configuration.

Consultation of Faculty Affected by New Unit: The department has had a series of meetings about the possibility of another department as well as the configuration proposed here. This started with a verbal proposal to the department in Spring 2017, followed by discussion. The idea was again discussed at an all college meeting, August 2017.

A two-year trial period was established to try out the proposed departmental arrangement. Dr. Sharon Kruse is the acting co-chair for the Educational Leadership and Sport Management, and Dr. Phyllis Erdman, is the acting co-chair for Kinesiology and Educational Psychology. Each has a two-year term as acting co-chair. While the programs operate like two departments, all recognize that technically they remain as ELSSECP during this time.

Other meetings were held within each of the trial departments to discuss further, the possibility and work through any issues faculty might have.

Consultation with Other Affected Units: The topic of creating another department was discussed at all college meeting in Fall 2017. In addition, all faculty were given an opportunity to discuss the issue at the department level.

Objections Raised: None

Proposed Budget: \$1,109,800 excl state funded fringe benefits

Impact on Libraries: None. This is a budget neutral change. Given no increase in student/faculty/research areas, there is no impact on libraries.

Desired Start Date: Fall 2019

Proposed Departments	Discipline	Programs	Degrees	Faculty
Kinesiology and Educational Psychology	Educational Psychology	1. Educational Psychology	1. MA in Educational Psychology 2. PhD in Educational Psychology	Sola Adesope Kira Carbonneau Shenghai Dai Robert Dainelson Brian French Chad Gotch Jennifer Lebeau Zoe Higheagle Strong Mike Trevisan
	Kinesiology	1. Sport Science 2. Athletic Training	1. BS in Kinesiology, Major in Sport Science 2. BS in Sports Medicine (part of the MAT degree) 3. Master's in Athletic Training	Robert Catena Christopher Connolly Anne Cox Tami Goetz Kasee Hildenbrand Kimberly Holmstrom Phillip Morgan Katy Pietz Judy Schultz Sarah Ullrich-French
	Counseling Psychology (Will phase out by 8/2021)	1. Counseling Psychology	1. Ph.D. in Counseling Psychology	Brian McNeill Phyllis Erdman Hsin-Ya Liao
Educational Leadership and Sport Management	Educational Leadership	1. Educational Leadership	1. Ed. M in Educational Leadership 2. MA in Educational Leadership 3. EdD in Educational Leadership 4. PhD in Educational Leadership	Shannon Calderone Kathleen Cowin Glenys Hill Kristin Huggins Sharon Kruse Teena McDonald Tom Opstad Paul Pitre Katherine Rodela
	Sport Management	1. Sport Management	1. BA in Sport Management 2. MA in Sport Management	Tammy Crawford Hank Evans Scott Jedlicka Tae Ho Kim Chris Lebens Simon Licen Yong Chae Ree John Wong