

INTEGRATION INSIGHTS

MONTHLY – OCT. 12, 2021

October 2021

NORTHEAST NAMING

The Northeast Integration leadership team remains committed that our names, colors, mascots, and other brand elements will not change. This fall, we will conduct additional research as we continue determining the Northeast integrated university's name for Middle States and other accreditation purposes.

While the Northeast and the West are each engaging in the integration process concurrently, the timelines for deliverables will not always align. We should note that our colleagues in the West Integration are charged with launching an online campus as a stand-alone entity which will impact how they proceed with a naming convention. They are on a different track than the Northeast, and it is important to identify that we are pursuing different paths.

ACADEMIC UPDATES

Faculty members have received their departmental assignments following several rounds of review and revision. In the coming months, aligned with the three-year phased-in curriculum, we look forward to announcing the academic programs and pathways that will benefit our students. Faculty, supported by integration leaders and university administrators, will work together to develop curriculum and implement it over a three year period. Further details, including college structure and departments (majors, minors, concentrations, and certificates) are forthcoming.

Below are the five colleges and academic departments* set forth by the Academic Affairs team led by Dr. Diana Rogers-Adkinson, Dr. Ron Darbeau, and Dr. John Ulrich. Further confirmation will come following Council of Trustees approvals and the response from Middle States.

Zeigler College of Business

- Accounting
- Finance, Insurance, Risk Management, and Economics
- Instructional Technology, Technical Leadership, and Information and Technology Management
- Management
- Marketing and Sales

College of Education and Human Development (proposed)

- Counseling, Student Affairs, and Education Administration
- Early Childhood Education
- Middle Level, Secondary, and K-12 Education
- Social Work
- Exceptionality Programs: ASL and English Interpreting, Special Education

College of Health Professions (proposed)

- Allied Health
- Communication Sciences and Disorders
- Exercise Science
- Nursing – Graduate
- Nursing – Undergraduate
- Physician Assistant

College of Arts, Social Sciences, and Humanities (proposed)

- Anthropology, Criminal Justice, and Sociology
- Communication Studies
- English

- History, Political Science, and Philosophy
- Languages and Cultures
- Media and Journalism
- Music, Theatre, and Dance
- Psychology
- Visual Arts

College of Science and Technology

- Biology
- Biochemistry, Chemistry, Engineering, and Physics
- Mathematics, Computer Science, and Digital Forensics
- Environmental, Geographical, and Geologic Sciences

Interdisciplinary & Multidisciplinary Studies

- In addition to the above, students will have the opportunity to design a program of study that will meet their career goals.

* Pending Middle States Commission on Higher Education approval.

(New) Student Success and Campus Life Division Update

After reviewing best practices among regional public universities with a total student population similar to the combined total at our three institutions, and in consultation with the regional leadership team, we have created a singularly dedicated division to our students and their success. The Division of Student Success and Campus Life will be separate and distinct from Enrollment Management, and it will serve the needs of all students across our three institutions. The new division will be led by Dr. Marty Wygmans, Interim VP for Student Success and Campus Life.

Senior Leadership Team

Earlier this month, updates were provided regarding the senior leadership team for the integrated institution's divisions and the process for organizational change over the next several months.

NE Region Integrated Division Vice Presidents

The integrated institution will consist of five distinct divisions: Academic Affairs, Administration and Finance, Enrollment Management, Student Success and Campus Life, and University Advancement. As we phase into a single integrated entity beginning on July 1, 2022, the following will serve as divisional Vice Presidents, and they will lead the integration process in their respective divisions over the coming months:

- Diana Rogers-Adkinson, Ph.D., Provost and Senior Vice President for Academic Affairs
- Claudia Thrush, Vice President for Administration and Finance
- Stephen Lee, Ed.D., Vice President for Enrollment Management
- Martha Wygmans, Ed.D., Interim Vice President for Student Success and Campus Life
- Erik Evans, Vice President for University Advancement

Within the Academic Affairs division, Ron Darbeau, Ph.D. will serve as Vice President for Faculty Affairs & Academic Operations. Albert Jones, who serves as Chief Diversity, Equity and Inclusion Officer for all three institutions, will continue in the same capacity within the integrated university. Dr. John Ulrich has announced his intent to retire on June 30, 2022, and he has graciously agreed to remain involved at Mansfield as we implement integration. Similarly, Tom Fletcher has likewise expressed interest in retiring in 2022 but will also continue to be a valued partner throughout this process.

Organizational Change

Over the next several months, the Vice Presidents of each of the integrated divisions will work closely with personnel within the division while partnering with Human Resources to create integrated divisional organizational charts, identify department and subunit assignments, revise and regrade position descriptions (as needed), and provide transitional training as appropriate. Existing positions and

classifications will remain in place through June 30, 2022, at all three institutions. To give you a better sense of the decisions we still have ahead of us, please find below the following timeline:

October 2021

Divisions and Vice Presidents Named

November 2021 through February 2022

Non-faculty Departments Identified and Staff Departmental Assignments Identified

Winter-Spring 2022

All Staff Assignments Reviewed and Finalized, Positions Identified, and Job Descriptions Completed

Spring 2022

Training Plan Developed and Implemented for New Roles

Summer 2022-Spring 2023

Ongoing Assessment and Evaluation

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