

February 24, 2014

To: Provost Andrew Hoff  
Faculty Academic Senate

From: Paul Beare, Dean  
Kremen School of Education and Human Development

Re: Movement of Faculty to Different Department

## **Background**

The Kremen School is comprised of four departments, Education Research and Administration (ERA), Curriculum and Instruction (C & I), Counselor Education and Rehabilitation (CER), and Literacy, Early, Bi-lingual, and Special Education (LEBSE). Unlike other schools and colleges, the teaching and programs in Kremen are largely cross-departmental. Any one faculty member may teach in a variety of credential, masters, or even the doctoral program. It is almost the rule rather than the exception. This also holds in program leadership. For example, the Single Subject Credential coordinator is a member of the ERA faculty. The next Multiple Subject coordinator is a member of the LEBSE faculty, and the CalStateTEACH director is from C & I.

Over the past dozen years there has been one change in Kremen faculty alignment. The Special Education faculty members were moved from being housed with the Counseling programs to being in a department with three credential and three masters programs in LEBSE. That change has worked out well because the programs are much more alike than different, often preparing the same teacher candidates, while Counseling and Special Education had essentially nothing in common.

We believe it is appropriate to make a similar adjustment at this time. Kremen has three faculty who were hired to specifically teach educational research courses required across all graduate programs in the school. There is no major or minor in research, rather the faculty are instructors for required courses in almost all graduate programs. Historically, the school had two departments, one for basic credentials and one for advanced, that one evolved to the research faculty being housed with Ed Administration. This has not been a good fit. The majority of the ERA department faculty are targeted, laser-like, at improving K-12 and higher education leadership. The research faculty, on the other hand, impact all programs and have multiple foci. Their present placement can best be described as a distraction because of the difference in orientation, partly one of commitment to preparing leaders versus commitment to the specific subject matter of research. The multi-faceted focus of C & I logically lends itself to multiple means of integration of the research faculty's expertise into different programs. Furthermore, the move will not impact the accessibility of research faculty to ERA since they are always

accessible to all departments. The faculty involved, both research and leadership, feel the move to C & I is a better fit for the school and department.

### **Request**

After consultation with all four departments, the three Kremen leadership groups (Chairs, Executive, and Coordinators), and multiple meetings with the involved faculty, Kremen would like to move the home department of the two research faculty, Dr. Susan Tracz and Dr. Christian Wandler from ERA to C & I. Dr. Jason Immekus has resigned his position at the University effective in May and accepted a tenured position at the University of Louisville. The majority of curriculum and instruction courses are taught in the three basic credentials as well as the Curriculum and Instruction Masters. A number of the faculty also teach in the doctoral program and the Master of Arts in Teaching. The department thus has a variety of programs to which it attends and a very multi-faceted focus.

The affected faculty are neutral to the change. In the two departments directly involved C & I and ERA, there were no negative voices to the change, in fact, quite the opposite, there was enthusiastic embracement of the change by all of C & I and almost all of ERA. The other two departments, LEBSE and CER were neutral. LEBSE stated the research faculty would be welcome there, CER is happy with their focus since moving SpEd out and are not interested in adding the research faculty.

When the move is accomplished, preferably before the start of the next academic year (2014-15), ERA requests changing their name to *Educational Leadership*. At this time, Curriculum and Instruction does not seek a name change. An examination of the alignment at the other CSUs found no school or college of education that has the term "research" in the name of a department. Phone calls to the Education Deans at Long Beach, Fullerton, and Pomona found that the research faculty there are dispersed across all departments.

### **Consultation Dates and Times**

Below is a list of the groups that I consulted, in person, and the time and dates of those meetings. There were many conversations with the research faculty themselves on multiple dates. While they are not anxious to move, there is no objection. All other involved parties were positive to the change.

Kremen Executive Committee	September 23, 9:30 a.m.
Literacy, Early, Bilingual, and SpEd Dept.	October 29, 11:30 a.m.
Curriculum and Instruction Department	November 13, 10 a.m.
Susan Tracz, Christian Wandler & Jason Imekus	November 14, 11:30 a.m.
Counseling Education and Rehabilitation Dept.	November 19, 11:30 a.m.

Ken Magdaleno and Jacques Benninga

November 26, 10:15 a.m.

Kremen Faculty Assembly

December 3, 11:00 a.m.

Kremen Coordinating Council

December 5, 1:00 p.m.

Educational Research and Administration

December 9, 11:30 a.m.

Kremen Department. Chairs

February 3, 9:30 a.m.

Susan Tracz, five other occasions separately

Christian Wandler two other occasion separately

Jason Immekus five other occasions separately