

## 2015-2016

# MERGING THE DEPARTMENT OF CRIMINAL JUSTICE WITH THE DEPARTMENT OF SOCIOLOGY, ANTHROPOLOGY, AND GEOGRAPHY

### **INTRODUCTION**

In the 2014/2015 academic year, the University Planning and Resources Council (UPRAC) recommended that the Department of Criminal Justice and the Department of Sociology, Anthropology, and Geography be merged. This recommendation was confirmed and approved by Chancellor Angle in April 2015. The rationale behind this recommendation is based on administrative expediency (i.e., the current budgetary shortfalls faced by the College of Arts & Sciences) and the Criminal Justice Department not having a permanent Department Head in place. Since Anthropology, Criminal Justice, Criminology, and Sociology are often considered sister disciplines within academia, preliminary discussions about merging these departments began in the Fall of 2014. On October 7<sup>th</sup>, 2014 an off campus retreat “Dealing with Change” was held with the full-time faculty members of these two departments and facilitated by Dr. Ron Tredway. During this retreat a number of constructive suggestions about how to make this merger work were identified and agreed upon by the faculty. The major concerns noted during the retreat were: 1) the structure of the new department, 2) development of unified bylaws, 3) curriculum integration, and 4) faculty collaboration. Faculty concerns and suggestions are reflected in this plan.

Merged multidisciplinary departments are not unusual. There are a number of examples of higher education institutions that have combined departments that include in one form or fashion different combinations of the disciplines that this merger will encompass.

### **Departments of Sociology and Anthropology:**

Bowdoin College	Creighton University	Carleton College
University of Nebraska Omaha	Lake Forest College	George Mason University
Middle Tennessee University	Saint Louis University	Swarthmore College
Winthrop University	Otterbein University	Middlebury College
Northern Kentucky University	Ohio University	Indiana University South Bend
College of Charleston	North Carolina State University	DePauw University
Western Illinois University	Illinois State University	University of Mississippi
University of Minnesota Duluth	University of Maryland, Baltimore	Missouri State University
Rochester Institute of Technology	University of North Carolina Asheville	Bucknell University
Elon University	Trinity University	Marshall University
Eastern Tennessee State Univ.		

### **Departments of Sociology, Anthropology, and Criminal Justice:**

Rutgers University - Cambden	Towson University	University of Michigan-Flint
Saint Xavier University	Messiah College	Montgomery College
Valdosta State University	University of Southern Indiana	Emporia State University
Eastern Michigan University	Quinnipiac University	Longwood University
University of Wisconsin - Whitewater		

### **Departments of Anthropology and Geography:**

Louisiana State University	University of Wisconsin Eau Claire
Kennesaw State University	California State Univ. Stanislaus
University of Southern Maine	Eastern Washington University
Colorado State University	Los Angeles Pierce College
Cal Poly San Luis Obispo & Pomona	University of Nebraska – Lincoln
University of Illinois at Chicago	Stephen F. Austin University*

\*Department of Anthropology, Geography, and Sociology

The merging of Sociology, Anthropology, Geography, Criminal Justice, and Legal Assistant Studies into a single department does, however, represent a *unique* combination of disciplines. The Department of Sociology at the University of South Carolina – Aiken does offer minors in Anthropology, Geography, and Criminal Justice. Arkansas State University does have a Department of Criminal Justice, Sociology, and Geography but no exact similar combination of departments was found.

### **INITIAL CONSIDERATIONS**

In order for this merger to be successful, it will need to be carefully constructed and planning for the merger must include ample opportunities for the faculty and staff directly affected by the merger to be involved and to have a voice in the process. There is an undeniable and understandable dynamic of turf protection, distance, and mistrust that will play a predominant role in conversations about the merger. It is the hope of the current department head of S.A.G. that all colleagues will understand the following:

1. As a department head my main obligation will be to the well-being of the department as a merged entity. I will not favor one unit/discipline of this merged department over another and I will be open to constructive advice and suggestions from all faculty and staff members. In an attempt to achieve fairness and transparency, the current Interim Department Head of Criminal Justice has been selected to serve as the incoming Associate Department Head of the merged department.
2. All faculty members will be expected to continue to work together in a professional and constructive fashion to help achieve a functional and successful merged unit. It is understandable that not everyone is supportive or in favor of the merger but at this point

the expectation that our departments merge has now been clearly articulated by Dean Elwell, Provost Ainsworth, and Chancellor Angle.

3. It is important that the faculty and our administration realize that should a magnificent combined department that reflects synergy, cooperation, and innovation not be achieved that it will not be taken as a sign of failure or lack of effort on the part of the faculty and staff involved in the merger. The unique combination of the disciplines involved in this merger constitutes a major experiment in combining numerous departments into a single unit. At the very least we certainly can and will accomplish the creation of a functioning merged administrative unit. Synergy, collaborative teaching and research activities, and innovative ideas will hopefully emerge but no one can accurately predict how long it will take for any or all of this to be fully embodied or reflected in the new multidisciplinary department.

### ***THE MERGER PLAN (and time line for its creation)***

5/26/15 a first draft of a merger plan authored by Dr. Pamela Ashmore will be shared with Dr. Tammy Garland.

6/15/15 a second draft of a merger plan will be shared with five faculty who will represent each of the disciplines in the merged unit.

Dr. Zibin Guo (Anthropology)

Dr. Vic Bumphus (Criminal Justice)

Dr. Obi Ebbe (Sociology)

Dr. Karen McGuffee (Legal Assistant Studies)

Dr. Craig Laing (Geography)

8/1/2015 a third draft of the merger will be sent via email to all full time faculty members. Faculty will also be asked to think about a name for the merged department.

8/13/2015 a faculty retreat has been scheduled and the morning will be spent discussing the plan. Faculty will also be requested to present their ideas for a new department name.

A final merger plan will then be submitted to Dean Elwell and Provost Ainsworth by August 28<sup>th</sup>, 2015.

### ***STEPS TO MERGING***

1. Decide on an identity for the merged unit.

No one is requesting that any discipline give up its own programmatic structure, discipline focus, or identity. However, due to the large number of disciplines that will be incorporated into this merged unit Provost Ainsworth has asked that we create a new department name. The main challenge will be to determine what areas of shared

interests and expertise can be identified and incorporated into a name that will best reflect our merged unit.

- This will be a major topic of the Faculty Retreat to be held on August 13<sup>th</sup>

2. Make the development of shared governance structures and practices a priority.

During the Fall 2014 faculty retreat it was made very clear that the creation of a shared and equitable departmental governance structure needed to be the major priority.

- Pamela Ashmore will serve as the Department Head of the merged unit for two years. After that time faculty will be asked to evaluate her performance and in consultation with the Dean and the Provost a decision will be made about whether she will continue in this role.
- Dr. Tammy Garland will serve as Associate Department Head for and similar to the position of Department Head, the faculty will be asked to evaluate her performance in consultation with the Dean and the Provost after a two-year period.
- In Fall 2015, a Multidisciplinary Executive Committee will be created. The future Associate Department Head (Garland) will chair this committee and work with the members of the committee to merge department bylaws that will articulate governing processes, committee structures (including RTR), promotion and tenure guidelines, department head and associate department head appointments, etc.
- A final draft of the merged bylaws will be completed by the end of the Fall 2015 semester.

3. Focus on ways that we can integrate curriculum and best teaching and advising practices.

- Discussions need to be student centered.
- Identify courses that may be cross listed that will best serve students pursuing various degrees offered through the merged unit.
- Support ways that faculty can share pedagogical expertise – schedule some faculty presentations (perhaps brown bag lunch sessions).
- Discussions will begin in the Fall .

4. Focus on areas of shared intellectual interest.

- Foster and support ways in which faculty can collaborate in related disciplinary work
- Share faculty research profiles and allow during a full faculty meeting time for individuals to describe their research interests/activities

5. Focus on areas of co-curricular activities that will involve students and faculty.

- Establish a larger cohort of students (student organization?)
- Plan events that will attract students from all of our disciplines
- Ideally form a multidisciplinary committee (including the professional advisor) to spearhead these efforts

6. Celebrate our successes.

- Highlight these during combined faculty meetings
- End of year event to which alumni and graduates will be invited

### ***INTERIM PROCEDURES***

- Departments will retain the practices and policies for tenure and promotion that are currently in place for the duration of AY 2015-2016
- EDO's will be done as they were done last year with one exception. In collaboration with Garland, Ashmore will review the Individual Productivity Reports submitted by CJ faculty. This will help her to become familiar with the productivity reports submitted by CJ faculty.
- Department Budgets – no set date has been established for the merging of our budgets. Separate ledger items will be established for grants and subsidies (indirects), gift funds, special accounts, and other accounts as needed.