



TO: Planning and Budget Committee

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DATE: December 9, 2011 for January 11, 2012

AGENDA ITEM: 2

**ITEM IDENTIFICATION:** Proposal effective July 1 2012 to disestablish the Department of Adult Education and Counselling Psychology, OISE, and to rename three of the remaining four units including the current Department of Human Development and Applied Psychology; Department of Theory and Policy Studies in Education; and Department of Sociology and Equity Studies in Education .

**JURISDICTIONAL INFORMATION:**

The Planning and Budget Committee is responsible for making recommendations to the Academic Board on plans and proposals to establish, disestablish, or significantly restructure academic units, here defined as "faculties, schools, colleges, departments, centres and institutes with teaching, or teaching and research functions, undergraduate degree programs, and graduate degree programs," regardless of the source of funds. (*P&B, Terms of Reference, Section 4.4.1*)

Name changes in academic divisions (excluding namings) are considered by the Academic Board and confirmed by the Executive Committee. Changes in name that are part of a proposal for establishing, restructuring and/or merging units are recommended to the Academic Board by the Planning and Budget Committee. (*AB, Terms of Reference, Section 5.2.7*)

**PREVIOUS ACTION TAKEN:**

**HIGHLIGHTS:**

Beginning in 2010-11, OISE embarked upon a significant academic strategic planning exercise. That process identified nine strategies for contributing to education in Canada and internationally, including one entitled "Rethink the Organization." A Task Force was established for each strategy and charged with establishing concrete goals for OISE and actions necessary to reach these goals. One of the goals established by the "Rethink the Organization" Task Force was to rethink the structure of OISE's Departments. The Dean worked with program coordinators, departmental Chairs and Associate Deans to establish the principles that should guide any change in departmental structure. This process ultimately led to the decision to reduce

the number of departments from five to four and to rename three of the remaining four units. The process followed throughout as outlined in the proposal was highly consultative and participatory, involving faculty, students, staff, and alumni.

The specifics agreed to include the following:

- The disestablishment of the Department of Adult Education and Counselling Psychology
- The renaming of 3 of the remaining 4 units including:
  - current Department of Human Development and Applied Psychology to new name: Department of Applied Psychology and Human Development
  - current Department of Theory and Policy Studies in Education to new name: Department of Leadership, Higher and Adult Education
  - current Department of Sociology and Equity Studies in Education to new name: Department of Humanities, Social Sciences and Social Justice Education
- unchanged: Department of Curriculum, Teaching and Learning

As explained in the proposal, the four units reflect four distinct yet interrelated areas of scholarship within the broader fields of education studies. Together, these areas of scholarship encompass the range of theoretical, methodological and educational issues and contexts that define the complex, multi- and inter-disciplinary field of educational studies. The proposed four-department structure arose from the identification of these areas of scholarship. Within this structure, each department—through its combination of programs and affiliated faculty—would have a distinctive character and rationale, and would be committed to integrating theory and practice in education.

The Faculty feels that, by reorganizing OISE's resources to support four areas that are central to the study of education in the twenty-first century, this model will allow the Faculty not only to maintain but also to expand its reputation for excellence in its field:

- At the level of programs, this model will promote excellence by increasing opportunities for synergistic and integrative learning, collaboration and cooperation amongst both faculty and students.
- At the level of research, this model will promote excellence by providing a climate more conducive to the formation of synergistic research teams with complementary expertise, positioned to compete successfully in an institutional climate favoring large-scale, interdisciplinary research initiatives.
- At the level of knowledge transfer, this model will promote excellence by encouraging the synergies necessary to develop stronger partnerships and mobilize OISE's leading edge research to inform both policy and practice.

In line with the restructuring of units within the Faculty, OISE intends to move a number of programs and the faculty associated with them. The new distribution of programs is detailed in the proposal. All changes being proposed are meant to be effective July 1, 2012.

Under this proposal:

- No program names are changing
- No program requirements are changing
- No existing programs are closing
- No new programs are being proposed

OISE plans to move the following number of students with their programs (based on November 2010 headcounts):

- Adult Education and Community Development (MA, MEd, PhD) = 353
- Counselling Psychology (MA, MEd, EdD, PhD) = 167
- History and Philosophy Of Education (MA, MEd) = 42
- Total students to be moved: 562 (out of 2312 total OISE graduate students)

It is expected that most tenured/tenure-stream faculty and teaching-stream lecturers/senior lecturers will move with their program. For these faculty, transfer is automatic and appointment letters will accompany their formal date of transfer (July 1, 2012). It is expected that a limited number of faculty may wish to apply to move from one department to another independent of their program and this has been provided for where it is academically justified. OISE has established a set of principles and processes to govern these requests and all faculty members who may contemplate an independent transfer have been informed about how to proceed.

This proposal was approved by the Faculty Council of OISE on December 7, 2011.

#### **FINANCIAL AND/OR PLANNING IMPLICATIONS:**

This structural change will result in no overall change to OISE's budget. Transitional Councils within the Faculty will make recommendations regarding resource requirements to the Dean's Institutional Planning Committee and principles for resource allocation amongst the four units will be established internally.

No reduction or increase to OISE's total administrative staff complement is anticipated as a result of departmental restructuring. As described in the proposal, the Dean has been in contact with the Union representing the majority of OISE's administrative staff (USW) and additionally has met with the University's Labour Relations office to ensure all collective agreement provisions and processes are adhered to. Additionally, OISE processes have been put in place to ensure that vacancies due to attrition will only be filled on a temporary basis until staffing needs within the new department structure have been determined. While the restructuring of the departments will affect certain positions and may result in some redundancy there is an expectation that new positions will also be created. This will provide affected OISE staff with the opportunity to apply for new positions for which they are qualified.

**RECOMMENDATION:**

Be It Recommended to the Academic Board:

THAT the Department of Adult Education and Counselling Psychology at OISE be disestablished effective July 1, 2012, and three of the four remaining units be renamed as follows:

- the current Department of Human Development and Applied Psychology to the Department of Applied Psychology and Human Development;
- the current Department of Theory and Policy Studies in Education to the Department of Leadership, Higher and Adult Education; and
- the current Department of Sociology and Equity Studies in Education to the Department of Humanities, Social Sciences and Social Justice Education.