



Office of the Dean
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April 20, 2010

MEMORANDUM

TO: The University Senate Council

FR: Lori Gonzalez, Dean
College of Health Sciences

RE: Administrative and Educational Policies Decisions: Reproductive Laboratory Sciences

Please refer to the attached document which provides information leading to a pair of decisions by the College Faculty and Dean on the matter of fall 2010 admissions (first-year and transfer) into the graduate programs (Masters and Ph.D.) in Reproductive Sciences. As dean, I have the responsibility to inform the Senate Council of this temporary action. I have also taken the liberty of informing the Healthcare Colleges Council and Graduate Council of these College actions. Finally, I acknowledge here that I have the responsibility to follow the Senate Rules for any future actions related to any definitive action involving the consolidation, transfer, discontinuation, or reduction of either or both degrees program.

At this time, I ask the Senate Council to accept under advisement the College's temporary action and not take formal action of its own until such time as the College Faculty recommend a permanent change in the educational policies affecting the graduate programs in reproductive sciences. On behalf of the College Faculty and its administration, I pledge that no later than the end of the Fall 2010 semester the College will conclude its deliberations and take definitive college-level action, within the distinct areas of authority assigned to the College Faculty (educational policy) and its administration (administrative policy), to resolve the longer-term status of the two graduate programs.

Attachments

cc Heidi Anderson, Associate Provost
Jeannine Blackwell, Dean of the Graduate School



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TO: The University Senate Council

FR: Lori Gonzalez, Dean
College of Health Sciences

RE: Administrative and Educational Policies Decisions Regarding Graduate Programs in Reproductive Laboratory Sciences

Request

On behalf of the College Faculty in the College of Health Sciences (CHS), the dean is notifying the Senate Council of a College Faculty decision to suspend admissions for one year (2010-11) in the Reproductive Laboratory Sciences (RLS) graduate programs (Masters and Ph.D.).

Organizational Structure:

CHS includes two departments encompassing eight divisions and one program. The Reproductive Laboratory Sciences program is housed in the Division of Clinical and Reproductive Sciences along with the Clinical Laboratory Sciences undergraduate degree program. The Division is one of five divisions housed in the Department of Clinical Sciences. An organizational chart of the College of Health Sciences is included in Attachment A.

The RLS program offers two degree programs, a Masters degree in Reproductive Laboratory Sciences and a Ph.D. in Reproductive Sciences, as well as a graduate certificate in Reproductive Laboratory Sciences. There are 4.94 faculty FTE in the program. The faculty members in the program are listed below:

- o Chemyong Ko, regular title series associate professor and program director
- o Doris Baker, special title series, professor and director of graduate studies (She has 6.2% teaching DOE assigned to the undergraduate clinical laboratory sciences program)
- o Phillip Bridges, regular title series, assistant professor
- o Damodaran Chendil, regular title series, assistant professor
- o Oliver Oakley, regular title series, assistant professor

The Masters program currently has 3 second year students enrolled and 1 full time and 3 part time first year students. The program has graduated approximately 3.4 students per year for the past seven years. The Ph.D. program had two students in its first year with one of the two students withdrawing in the middle of the 2010 spring semester.

Rationale:

Along with the rest of the university, CHS has had budget cuts in the 2008-2009 and 2009-2010 academic which totaled approximately \$436,000 (or 6%) of the state base of the college. These cuts involved sacrificing four faculty positions and loss of travel funds. Given the size of the college, such cuts have had a significant impact on the daily functioning of the unit. We have been directed to make an additional 2% reduction in the 2010-2011 academic year and expect possibly greater cuts in the following year. In tight budget times, the role of the dean is to invest judiciously across the units, programs and operations of the college with the dwindling resources available. Approximately 94% of the state-based budget is used to cover personnel costs, thus we have limited flexibility in meeting budget reductions creatively. Addition, CHS is seeking to grow its non-state revenues but this remains a small portion of our complete budget.

The College spent the 2008-2009 academic year engaged in assessment of the College and the two Departments. This in-depth review process allowed us to look closely at our programs and what investments would be needed in the future. When the reproductive sciences Ph.D. program was conceptualized and even when it was approved, the College was in a very different financial environment than exists today. In fact, the dean was fully supportive of the program and hoped to grow reproductive sciences into a nationally recognized program. However, significant additional investment will be required to allow the PH.D. program to become fully functional and strong. A basic science doctoral program is considerably more costly to run than other types of programs. The College simply does not have the resources to support these programs.

Against this background, the dean has determined that continued investment at any level of funding in the two graduate programs in reproductive sciences must be contingent upon the outcome of a College Faculty discussion about the efficacy of such investment. While the changing fiscal climate makes such a discussion incumbent on the College Faculty, it is not without a cost to the overall morale of the College and is particularly difficult for the affected faculty members. It may be equally true, however, that by avoiding hard decisions about strategic investments in the College's degree programs, faculty morale may be jeopardized as a consequence of the College's failure to invest most prudently its diminishing resource base.

The immediate administrative decision to withhold the fiscal resources for 2010-11 necessary to support the admission of first-year and transfer students helps ensure that the College retains its options to:

- affirm its supports for the two graduate programs in reproductive sciences and resume admissions as of 2011-12 by reinstating the attendant funding to support those operations;
- withhold its support for the two graduate programs in reproductive sciences, vote as unit and College faculties to recommend program closure of either or both degree programs and begin the faculty governance process to act on those recommendations emanating from the College; or,
- propose an alternate educational policy solution.

Process:

- The dean met with Provost Subbaswamy to convey concerns and seek support for the decision to no longer provide fiscal support to the RLS programs. This led to the request to suspend admissions into the graduate programs. The request was based on financial concerns and in fact, was also based on concerns that if the program admitted students, there would be insufficient funds to support the students through their entire programs.
- The Provost reviewed the documents and contacted the dean with approval to move forward with the recommendation. He directed the dean to contact Richard Greissman, Assistant Provost to determine the appropriate process.
- The dean contacted Richard Greissman and he consulted with Brian Jackson of the Graduate School. Assistant Provost Greissman confirmed that University regulations granted a dean the administrative authority to withhold the fiscal resources required to support the admission of first-year and transfer students into a graduate degree program. Furthermore, he believed that a dean would be within the band of her authority to suspend admissions on a temporary

basis as a consequence of the administrative decision, pending the discussion and action of the College Faculty on definitive action within its authority to establish and modify College educational policies, including educational policies on degree program admissions. Based on this discussion with Assistant Provost Greissman, the dean met with the program faculty and informed them of the decision not to provide fiscal resources for the 2010-2011 academic year required to support admission of students into the Master's and Ph.D. graduate programs in reproductive sciences. The dean directed the Director of Graduate Studies in collaboration with the Associate Dean for Academic Affairs to communicate with the two students who had been admitted (but had not yet accepted) to the program and share this news. Because the DGS was away for several days, the Associate Dean acted on behalf of the program. The College was concerned that students would need adequate lead time to make other arrangements if they had in fact, been planning to accept the admission offers. The program faculty did not support this action and wanted it postponed until they could meet with the dean. At this point, the dean, acting under the understanding that she had the authority to move forward, felt the students should be informed.

- The dean then sent an email to the CHS Faculty Council and Davy Jones, Chair of Senate Rules, was copied on the message. He met with Assistant Provost Greissman and they discussed the need for consultation with the faculty. They agreed that any College action affecting admissions policies, whether temporary or definitive, required votes on approval of the affected unit and College Faculty. After subsequent conversation with Assistant Provost Greissman, the dean moved forward with those consultations and requests for recommendations on the educational policy implications of the administrative decision (see dean's letters to unit faculty, College Faculty Council and College Academic Affairs committee). The dean consulted the following groups within the College:
 - The Executive Council. The Executive Council is the policy making body for the administrative functions within the college. The Council has the responsibility for oversight and management of the strategic plan, fiscal resources, and quality assurance for all aspects of college operations. The Council serves an advisory function to the Dean and participants include the Dean, the Associate Deans of Academic Affairs and Research, and the Department Chairs. (From the CHS Faculty Handbook)
 - The Faculty Council. The Faculty Council serves as the elected faculty governance body in the College. The Faculty Council is responsible for following the Policies and Procedures as detailed in the faculty handbook. They maintain liaison with the departments, units, programs of the College, and with other Faculty Councils within the University. Additionally, they may make recommendations to the faculty on any matters that should be addressed to the Dean of the College, the Provost, the President of the University, or the University Senate. They study and make recommendations relative to specific issues which have College-wide, long range impact. The Faculty Council reviews and evaluates existing educational policies and programs. The Faculty Council is chaired with acting act on behalf of the faculty when the faculty is unable to meet. (Excerpts from the CHS Faculty Handbook)
 - The Academic Affairs Committee. Members of the Academic Affairs Committee are chosen by the Faculty Council. Their primary responsibilities include consideration of departmental proposals relative to admissions criteria and procedures; new courses, curricula and programs; changes in courses, curricula and programs; and the termination of courses, curricula and programs and recommends for faculty or administrative action. The Committee may review and recommend admission, retention and graduation standards and requirements and review and recommend regarding the academic policies and programs of the college. They develop the guidelines and schedules for the submission of proposed academic actions; and perform other responsibilities as delegated to it by the faculty or the Faculty Council. (Excerpts from the CVHS Faculty Handbook)
 - The Clinical Sciences Departmental Faculty.

The Executive Council, Faculty Council, and the Academic Affairs Committee met separately with the dean. They were requested to consider the recommendation to suspend admission. The Chairs of the

Faculty Council and Academic Affairs Committee were asked to discuss and solicit votes from the membership. The Faculty Council elected to meet with the acting program director in reproductive sciences prior to taking a vote regarding the recommendation.

The faculty members in the Department of Clinical Sciences were first contacted by email by the dean who indicated that the Chair would be responsible for collecting feedback. The faculty met for discussion of the recommendation. The Dean and the affected faculty were in attendance. The Dean answered questions and then left the meeting. The RLS faculty remained to answer questions.

Feedback Following Faculty Consultation

Each of the consulted groups within the College of Health Sciences supported the recommendation to suspend. The vote tallies are presented below:

Academic Affairs Committee	5 to 1 in support	(83%)
Faculty Council	8 to 8 in support	(100%)
Department of Clinical Sciences Faculty	11 to 6 in support* (2 abstentions)	(65%)

* See the attachment titled "CHS Faculty Council" from Anne Harrison, Chair of Faculty Council which details the motion that passed that Council.

Summary

Any decision that has such serious consequences for a program and its faculty is difficult to make. The dean has responsibility to safeguard faculty, staff and students. In this instance, a decision for the good of the entire college is not in the best interests of the faculty members in one unit. Concerns about the ability to provide funding for an incoming class of admitted students were also factored into the decision.

I regret to inform my colleagues in the University Senate Council that we will suspend admissions for one year (2010-2011) into the graduate programs in reproductive sciences. *This request has the support of the CHS Academic Affairs Committee, the Faculty Council, the majority of faculty in the Department of Clinical Sciences and the Department Chair.*

UK College of Health Sciences
Faculty Council Summary Statement

April 15, 2010

In Attendance: Anne Harrison (Chair), Gerry Gairola, David Fahringer, Patrick McKeon, Anne Olson, Richie Andreatta, Tim Butterfield, Geza Bruckner (by phone), Lori Gonzalez

The College of Health Sciences Faculty Council has conducted three meetings to discuss the issues related to the proposed suspension of admissions into the graduate programs in Reproductive Sciences. The Dean provided an overview of the proposal at the first meeting. The faculty in Reproductive Sciences provided their perspective on the issues at the second meeting. Dean Gonzalez provided more in-depth information in response to specific questions from council members at the third meeting.

At the third meeting and in closed session, the Faculty Council discussed the information received up to this point. After input from Faculty Council members, Dr. Gairola made the following motion:

The Faculty Council supports the administrative role of the Dean in suspending admissions into the graduate programs in Reproductive Sciences for one year (for those students who might otherwise be admitted into the program beginning in the academic year 2010-11).

Dr. Andreatta seconded the motion.

Those in favor: 8

Opposed: 0

Abstentions: 0

Motion carried.

Dr. Harrison will provide this summary to Dean Gonzalez.

Respectfully submitted,



Anne L. Harrison, PT, PhD

Chair, Faculty Council

College of Health Sciences