

INTEGRATION INSIGHT MONTHLY – DECEMBER 2021

President's Holiday Message



Academic Update

We are pleased to share the integrated program array, the deans of the five colleges, and department chairs that were communicated to the campuses over the past several weeks.

The [integrated program array](#) includes a robust set of more than 80 degree programs across a wide variety of disciplinary fields that will be phased in over a three-year period as faculty develop the curriculum. Once the curricular process is completed, we will be well positioned to meet our students' educational and career goals in alignment with the workforce needs of our region, the Commonwealth, and beyond.

Here are some key points for you to use and share with students:

- Nearly 80% of students are enrolled in 12 programs which will be offered on all three campuses.
 - Business Administration, Nursing, Health Sciences with pre-professional pathways, Early Childhood Education, Special Education, Criminal Justice, Digital Forensics and Cybersecurity, Biology, Psychology, Social Work, Media and Journalism, and Exercise Science
- Students will not be required to travel between campuses to take classes yet may have the opportunity for intra-campus field study or residencies.
- Currently enrolled students and incoming students entering Fall '22 will be able to complete their academic programs that currently exist at all three campuses.
- Programs not included in the integrated array that have not been put into moratorium have the opportunity to be resubmitted for consideration of the Integrated Curriculum Committee.

The list of deans for the five integrated colleges (Nov. 12) along with academic department chairs (Nov. 19), as selected by department faculty, are available under the [Integration Communications](#) section of the integration webpage.

Additionally, the integration webpage includes a link to an [integration tri-fold](#) from the fall Counselor Information Day hosted by admissions.

Organizational Change

Over the next several months, the Vice Presidents of the integrated divisions will work 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:

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

Transformation Grant

Bloomsburg, Lock Haven, and Mansfield universities were selected by the American Association of State Colleges and Universities (AASCU) to participate in the newly launched Transformation Accelerator Cohort (TAC). The two-year, team-based program, funded by the Bill & Melinda Gates Foundation, is designed to help institutions eliminate race, ethnicity, and income as predictors of student success.

The proposal and application materials were developed by Albert Jones, Chief Diversity Equity and Inclusion Officer and Dr. Diana Rogers-Adkinson, Senior Vice President and Provost.

The TAC cohort approach involves peer-to-peer learning across institutions via in-person and virtual Student Success Academies and through the program, campus leaders will learn best practices to close equity gaps and achieve student success goals for underrepresented students. Participants will have access to resources, such as online modules and webinars, and receive support from subject matter experts in data analytics, equity, student success, advising, institutional transformation, and strategic and systems planning.