

# Oregon State University Faculty Senate - Faculty Consultative Group

## Report of the Faculty Consultative Group on the Proposed College Change for the College Student Services Administration Program

December 19, 2025

### Background

On October 15, the Provost's Office requested that the Faculty Consultative Group (FCG) be convened to consider the proposed move of the College Student Services Administration (CSSA) academic program from the College of Liberal Arts (CLA) - where it currently resides within the School of Language, Culture, and Society - to the College of Education (CoEd) within the Adult & Higher Education Program.

On October 21, the FCG met to review the request. During part of this meeting, the group consulted with Dean Philip Williams (CLA) and Dean Susan Gardner (CoEd). The FCG agreed that this case was appropriate for its consideration and proceeded under the Institutional Policy and Procedures for Program Reorganization or Elimination (IPPPRE). Given the FCG's workload in Fall 2025, a subcommittee was established to review the CSSA case.

The FCG noted that the program change proposal will follow OSU's curriculum management process required for a college change. Recognizing that the Curriculum Inventory Management, or "CIM" process allows for thorough evaluation and can be lengthy, the CIM process was initiated in November 2025. The program change will not be considered by the Executive Committee until the FCG process concludes. The FCG's final report will be attached to the CIM proposal.

### Process

The subcommittee developed a comprehensive list of key stakeholders to consult during its review. They met with, or requested written comments from, administrative leaders from each college, faculty within the CSSA program, and faculty from the AHE program. To ensure that the proposed college change was evaluated in alignment with institutional policy, the subcommittee focused its prompts and conversations on the principles outlined in the IPPPRE, including:

- How key faculty were engaged or consulted during the decision-making process
- If key faculty felt that the process was consultative and transparent
- How the transition may impact students, faculty, or the program's future
- Any anticipated concerns or positive outcomes

Aligned to the provisions in the IPPPRE, the subcommittee advised Provost Roy Haggerty of the general nature of their process and approach.

## Findings

The transition of the CSSA program to the CoEd will have significant implications for faculty currently associated with the program in CLA. Of the three CSSA faculty members, two were not offered roles in the CoEd (both are Assistant Professors of Teaching). For one of these faculty members, the removal of CSSA eliminates available teaching opportunities within their current area of work. The other Assistant Professor of Teaching was originally hired to teach courses in Women, Gender, and Sexuality Studies and/or Ethnic Studies to strengthen CSSA's alignment with the School of Language, Culture, and Society (SLCS), in addition to their core CSSA responsibilities. According to the director of SLCS (consulted as part of this process), it is possible for this faculty member to continue full-time employment in SLCS in a modified role. The CSSA program coordinator, who holds a tenure-track appointment, will move with the program to the College of Education.

Existing CLA-based CSSA faculty broadly viewed the transition to the CoEd as necessary to preserve the program's practitioner-based identity, stabilize viability, and align with national standards for higher education and student affairs programs. They anticipate that the transition will provide stronger advising and student support, access to CoEd's doctoral mentorship opportunities and alumni network, and a continued focus on inclusive excellence-focused curriculum. Some of these CSSA faculty noted gaps in consultation, especially with non-tenure track faculty and existing students. They also voiced shorter-term concerns about continuity of advising, course modality, and mentorship.

Faculty in the CoEd AHE program expressed strong and unanimous support for transitioning CSSA to the CoEd. They noted that the two existing programs overlap, which has caused confusion for prospective students and duplication of coursework. AHE faculty emphasized that the move would reduce redundancy, improve clarity for students, create stronger opportunities for collaboration, and enhance the reputation of the program. Additionally, they noted that the transition will enhance resource sharing, strengthen advising and teaching, and provide CSSA with a more robust infrastructure aligned with its disciplinary home. Several AHE faculty highlighted that the process has been transparent and consultative, and they view the change as well-considered and beneficial for students, faculty, and the long-term viability of both programs.

## Conclusion

In conclusion, the subcommittee determined that the principles outlined in the IPPPRE were followed, generally supporting shared governance throughout the process. Feedback from the two Professors of Teaching in the CSSA program suggested that there was not robust consultation with them during the process. The subcommittee also acknowledged the unfortunate impact on two CSSA faculty members whose roles will not continue as part of the transition. Based on relevant expertise, one of these faculty members will have the opportunity to continue full time employment in SLCS in a modified role. The current IPPPRE states that its "guidelines are designed primary for actions that result in reduction or elimination of a tenured or tenure-track faculty member's position" while bearing in mind that other reorganization

impacts should also be considered. In this case, the affected tenure-track faculty member will move into a different unit with no change to tenure status.

## Faculty Consultative Group Membership, 2025

<b>Name</b>	<b>Role</b>	<b>Subcommittee</b>
Andrew Valls (Chair)	Executive Committee	FCH
Jake Hamblin (Vice Chair)	Executive Committee	CSSA
Mike Bailey	Executive Committee	FCH
Bruce Dugger	Executive Committee	CSSA
Jessica DuPont	Executive Committee	CSSA
Kerri Goergen-Doll	Executive Committee	CSSA
Nick Dahl	Executive Committee	FCH
Susan Bernardin	Executive Committee	FCH
Eric Hansen	Executive Committee	FCH
Prem Mathew	Executive Committee	FCH
Yvette Spitz	Executive Committee	CSSA
Kaplan Yalcin	Curriculum Council	CSSA
Jim Coakley	Curriculum Council	FCH
John Becker-Blease	Graduate Council	FCH
Louisa Hooven	Faculty Welfare Committee	CSSA
Jonathan Fram	Budgets and Fiscal Planning Committee	CSSA
Alix Gitelman	Provost's Designee	FCH
Rob Stone	Provost's Designee	CSSA