


College of Humanities and Social Sciences -
IDS (Interdisciplinary Studies) to IHSS (Integrative Humanities and Social Sciences)

North Carolina State University
Routing for On-Campus Approval of a Department Name Change

This request has been reviewed and approved by the appropriate campus committees and authorities.

Recommended By:




Council of Deans

11/7/2024

Date

Approved By:

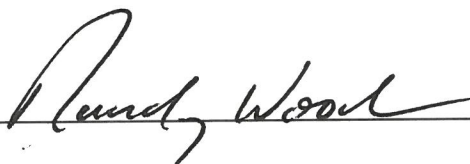


Executive Vice Chancellor and Provost

11/13/2024

Date

Approved By:



Chancellor

12/4/24

To: Warwick Arden, Executive Vice Chancellor and Provost
cc: Helen Chen, Senior Vice Provost for Instructional Programs
Kimberly Grainger, Senior Vice Provost for Faculty Excellence
From: Deanna Dannels, Dean, College of Humanities and Social Sciences (CHASS)
Date: October 9, 2024
Subject: Request of name change and transition to academic department for a unit/program:
IDS (Interdisciplinary Studies) in the College of Humanities and Social Sciences (CHASS)

Rationale: Request of name change and transition to an academic department

Following the memos of March 19, 2024 (“Home Departments for Professional Track Faculty”) and May 13, 2024 (“IDS gaining departmental status”), Provost Arden and Dr. Katherine Stewart agreed to our request to convert IDS from a unit/program to a department and to undergo a name change. Hence, in accordance with the [following instructions](#), and after consultation on August 29, 2024 with Drs. Kimberly Grainger and Helen Chen, I respectfully submit this memo to initiate this process of a name change and transition of a unit to a department for IDS in the College of Humanities and Social Sciences (CHASS).

Fall 2024 Consultations and Discussions

Discussion with IDS council

The IDS council in the unit of Interdisciplinary Studies met on August 23, 2024 and September 9, 2024 to discuss the transition to a department and to propose an appropriate name change. The department values research, teaching, and service through an integrative (interdisciplinary and transnational) lens. This involves skills and knowledge derived from an understanding of diverse artistic, historical, linguistic, and scientific traditions and cultures. The council expressed its overall preference for the name “Integrative Liberal Arts” in order to capture the scope and spirit of innovation in the unit’s current programs and as a site of incubation for new programs that would exemplify the “Think and Do” model. They also proposed two additional options for consideration: 1) “Integrative Humanities and Social Sciences”; and 2) Integrative (and Emerging) Arts and Sciences.

One-on-one consultations with CHASS Department Heads

In August and September 2024, Dr. Denis Provencher, our Associate Dean of Interdisciplinary Affairs and Partnerships, held one-on-one consultations with each of the department heads in CHASS to discuss the rationale for gaining departmental status and a name change and to solicit their suggestions and concerns. While the department heads had some minor concerns about resources, they were largely in support of this departmental change because of the equity issue for Professional Track (PT) faculty and favor the selection

of “integrative” focus and its resonance with “integrative sciences” on NC State’s campus. As I mentioned in the previous memo, no new resources are required at this time.

Consultation with Associate Deans of Academic Affairs

On September 19, 2024, Dr. Denis Provencher attended the open meeting of the Associate Deans of Academic Affairs to present the rationale for gaining department status and a name change and to solicit their suggestions and concerns. The Associate Deans were in favor of this transition and commended CHASS for its support of the Professional Track Faculty. No concerns were expressed about this. They were also largely supportive of the name change and several expressed a preference for “Integrative Humanities and Social Sciences.” Following the meeting, Dr. Heidi Hobbs, interim associate Dean for Academic and Student Affairs in CHASS, sent a formal written request to this effect to all Associate Deans, which they shared with their college-level leadership and faculty to garner any additional questions or concerns. To date, we have only received positive responses from their respective college-level leadership and faculty. While we do not expect any issues, Academic Deans have until Oct 11, 2024 to return any further comments to us, which we can share upon request.

Impact on Faculty and Students in IDS

Currently there are 11 professional track faculty, 1 tenured faculty, and 10 joint tenure-track or tenured faculty associated with IDS, with 550 undergraduate majors and 50 graduate students (in the MALS program). We envision a positive impact for all constituents.

- PT faculty in IDS will gain access to a home department with a clear path to promotion.
- TT faculty associated with the current IDS unit will retain a 51%-49% FTE split (to be determined by the department heads and Associate Dean), preserving the rich history of collaboration across CHASS disciplines and departments.
- The three largest majors (International Studies, Arts Studies, and Science, Technology, and Society) will retain their names and continue to be recognizable to students, with potentially clearer branding related to the value proposition of an integrative humanities and social sciences degree.
- Students in the programs in African Studies, Women, Gender, and Sexuality Studies, and in Self-Design will benefit from being housed under a modified major that will continue to hone its integrative focus while providing clearer disciplinary alignment with the other majors.

Please note that there will be no change to CIP codes.

Return on Investment Data

Per the request of Drs. Grainger and Chen, we are including once again all Return on Investment data. All information is derived from the [UNC ROI Study of University Programs](#)

Multidisciplinary/Interdisciplinary Studies: \$665,339

Science, Technology, Society (Science Technologies/Technicians): \$2,287,841

Arts Studies (Visual & Performing Arts): \$533,466

International Studies (Social Sciences): \$686,859

Self-Design Major (Liberal Arts and Studies): \$237,976

Africana Studies/Women, Gender, Sexuality Studies (Area, Culture, Gender Studies): n/a

MEMORANDUM

To: Warwick Arden, Executive Vice Chancellor and Provost
Katharine Stewart, Senior Vice Provost for Faculty and Academic Affairs
From: Deanna Dannels, Dean, College of Humanities and Social Sciences (CHASS)
Denis M. Provencher, Associate Dean for Interdisciplinary Affairs and Partnerships (CHASS)
Date: May 13, 2024
Subject: IDS (Interdisciplinary Studies) gaining departmental status in CHASS

Allowing IDS (Interdisciplinary Studies) to gain departmental status in CHASS with both tenure-track (TT)/tenured and professional track (PT) faculty is a matter of compliance, sustainability, and equity. It would provide a sustainable home department for an entire unit of interdisciplinary scholars (24 members); it would also concretize a clear path toward career progression for several (up to 9) current PT faculty (see Appendix I: IDS Faculty) who cannot currently seek promotion because they do not have a home department, and for future faculty hired into the unit who would face similar challenges.

We understand that allowing IDS to gain departmental status may also require both a name change and shift in focus. While the majority of our peer institutions (see Appendix II: NC State Peers as Benchmark) still call and envision such a home department as *Interdisciplinary Studies*, we remain open to new directions that perhaps better represent the nature of the majors and minors in the unit (e.g., *Integrative Humanities and Social Sciences*, *Public and Applied Humanities and Social Sciences*). We would certainly be amenable to other names that could also embody the “Think and Do” focus of NC State.

In our original Memo (dated March 19, 2024) to Provost Warwick Arden, “Home Departments for Professional-Track Faculty in Interdisciplinary Studies (IDS) in CHASS,” we presented three possible scenarios to resolve IDS’s home department issue:

1. IDS gaining departmental status in CHASS
2. Gaining home department status for all IDS faculty in other CHASS departments
3. CHASS serving as a home department for all IDS faculty

In what follows, we provide a plan to realize each of these scenarios. Ultimately we recommend scenario 1 as the only sustainable, cost-effective, and strategically aligned solution.

Scenario 1: IDS gaining departmental status in CHASS

This is the most equitable and sustainable solution because it puts IDS and its faculty on equal footing with all other nine home departments in CHASS and addresses Goal 4 of the Wolfpack 2023 Strategic Plan. Such an organizational structure would allow us to automatically assign a home department to all of our PT faculty, which would clarify affiliations and facilitate the evaluation of promotion cases. IDS currently houses 10 full-time and 4 part-time PT faculty, most of whom do not currently have a home department. It also currently houses 10 full-time joint TT/tenured faculty members whose appointments range between .25 and .50 FTE in IDS.

Benefits:

- Provides a sustainable departmental home for all current IDS faculty and all future hires
- Allows us to assemble a Departmental Voting Faculty (DVF) of three faculty at or above rank for each of our PT faculty when seeking promotion
- Allows the formation of clear, disciplinarily aligned promotion criteria for faculty in the unit. Faculty voting on PT promotion would likely have stronger ties to the individual and the individual's research/teaching than currently is the case.
- Provides the possibility to welcome Dr. Rodney Waschka into the unit officially, as his current home department is CHASS
- Aligns with our Strategic Plan as well as with our new branding initiatives in CHASS and thought-leadership areas around innovation, collaboration, extension and engagement, and interdisciplinarity
- Makes clearer and more meaningful the focus and power of the majors in the unit for stakeholders (prospective and current students and families, faculty, donors) through renaming the department.
- Provides an opportunity to increased branding initiatives that will more fully/formally recognize the unit as a home for students, faculty and staff in our college, hence helping to build and create community around a renewed and reshaped focus.

Logistics:

- All jointly-appointed TT assistant professors (pre-tenure) between IDS and another department in CHASS would remain as part of the DVF in their home department and maintain their current split, modified slightly (.51 FTE in home department, .49 FTE in new IDS)
- Jointly-appointed tenured faculty would consult with their department head to assess whether to remain with their home department as currently stands or to have their home department changed to the new IDS, maintaining their currently effort split, modified slightly (.51 FTE in new IDS, .49 FTE in other disciplinary home)
- Current 1.0 FTE PT faculty in IDS would have a department home in the new IDS
- We would work over this coming year with department heads to ensure a smooth decision-making process

Challenges:

- Managing organizational culture change within the college and ensuring that the new unit retains the important partnerships with other departments in CHASS
- Identifying an equitable decision making process for tenured faculty (see Appendix I) regarding a tenure home, should they desire to have a departmental home in the new IDS and maintain their current split of effort.

Costs:

- The administrative cost of this is negligible: CHASS and IDS would continue to support this unit as a full-fledged home department; costs would mostly be related to time and effort expended for organizational change

Imagined Next Steps:

- Assemble an internal committee in IDS to discuss and propose new names and a revamped vision of the department
- Consult with leadership at some of the peer institutions to gather recommendations for best practices
- Assemble a college-wide committee composed of department heads and the Associate Dean of IDS-IAP to work together to manage the organizational change process, including a full budget analysis.
- Launch new name and department in Fall 2025

Return on Investment (ROI): Please see Appendix III

Scenario 2: Gaining home department status (and moving ½ of the FTE) for all IDS faculty in other CHASS departments

In this scenario, .51 FTE of each faculty member's workload and SFR (see Appendix I) would be reallocated to one of the nine home departments in CHASS. This would be a total of 15 (full- and part-time) PT faculty, most of whom do not currently have a home department.

Benefits:

- Fosters more of a willingness for department heads and faculty in CHASS to welcome these faculty into their units if they see they are getting half of their time and efforts
- Provides a departmental home for all current IDS faculty and all future hires

Logistics:

- This would necessitate moving .51 FTE of all IDS faculty members' lines and SFRs into one of the nine academic units in CHASS; this includes Dr. Rodney Waschka, whose tenure home is currently CHASS.
- Discussions would need to take place about the feasibility of this option, and whether there are needs these faculty could help meet in our current departments (past discussion suggest this is questionable).

Challenges:

- Securing buy-in from departments for welcoming full- and part-time PT faculty members
- Navigating assignments so faculty have meaningful and needed responsibilities when departments may not teach and engage in a faculty member's area of expertise (e.g., given the long-standing situation we inherited with Dr. Waschka and his unique interdisciplinary training in music composition and digital technologies, it would be challenging to identify a home department in CHASS; we imagine similar challenges with others).
- Working to correct incongruent expectations related to service obligations or departmental workload.
- Ensuring DVFs in home departments have the ability to equitably assess the promotion dossier for a faculty member whose area of specialization does not neatly align with faculty in home departments
- Retaining a core of a community of scholars in IDS who have come to work well together as an interdisciplinary group of teachers, scholars, and creative professionals; impacting morale and climate

Costs:

- 51% of salaries (\$320K) for the restaffing of courses of full- and part-time PT faculty in the six IDS majors; full-time PT faculty in IDS also shoulder the majority of the advising portfolio for the unit with advising loads of up to 70 students per full-time PT faculty member; advising loads for the full-time PT IDS faculty will be cut in half and this will leave approximately 250-300 students requiring advising
- Full salary (\$100K) for two new professional staff members needed for replacement of lost advising services
- 51% of Dr. Rodney Waschka's salary (\$61K), for the restaffing of ½ of his teaching and advising
- Neither College nor IDS is able to absorb these costs, which we estimate at \$481,000

Imagined Next Steps*:

- Assess possible alignment for IDS faculty without homes with other CHASS departments
- (Re-)contact and work with department heads to ascertain the willingness and commitment of their faculty to welcome our IDS faculty
- Create new SFRs and teaching schedules for all IDS PT faculty
- Conduct more than 10 searches to hire replacements for (full- and part-time) PT faculty in IDS whose courses would need coverage in any academic year; this sets in motion a process that then requires continued and constant conversation with CHASS departments to identify home departments for all new hires and this becomes an unsustainable cycle.
- Conduct two searches to hire professional academic advisors to advise the 250-300 students in IDS.

*NB: The steps to move forward with this scenario are not completely clear. Both interim Associate Dean Susanna Lee and Associate Dean Denis Provencher have conducted due diligence by attempting to negotiate unsuccessfully for home departments in Communication, English, and Political Science, and other departments for several PT faculty including Prof. Tori Ralston, Dr. Khodr Zaarour, and others.

Scenario 3: CHASS serving as a home department for all IDS faculty

This option would move all IDS faculty members into CHASS as their home department.

Benefits:

- This would provide a departmental home (the college) for all current IDS faculty and all future hires
- It creates a path toward promotion for PT faculty in IDS

Logistics and Challenges: (please note the logistics are also the challenges in this scenario)

- The administrative cost of this would be insignificant in terms of monetary resources, but significant in terms of time and effort resources for faculty and staff
- Each new promotion case would require the assembling of an ad-hoc interdisciplinary promotion committee and an ad-hoc DVF

Costs:

- While the administrative cost of this may be null, this type of ad-hoc home department coupled with an ad-hoc promotion scenario and ad-hoc DVF is neither sustainable nor equitable as a long term solution

Imagined Next Steps:

- While a rare precedent exists for this with Dr. Rodney Waschka, whose home department is CHASS, this was only meant as a one-time solution back in the 1990s
- We neither see this as a viable option nor do we see that there are any logical steps to be taken to arrive at a sustainable solution with this scenario

Final Summary and Recommendations

We recommend in the 2024-25 academic year that IDS work to gain departmental status with a launch of a newly named department in Fall of 2025.

Appendix I: IDS Faculty

TT/Tenured faculty 1.0

Rodney Waschka- director of ARS; tenured full - **home dept CHASS/IDS-IAP**

Joint TT/tenured

Asst Prof. Kristen Alff (HIST) (.50 in IDS)
Assoc. Prof. Veljko Dubljevic (PRS) (.50 in IDS)
Assoc. Prof. Stephen Ferguson (PRS) (.50 in IDS)
Assistant Prof. Marcellite Failla (PRS) (.25 IDS)
Assistant Prof. Seth Gaiters (PRS) (.50 in IDS)
Prof. Nora Haenn (Soc-Anth) (.50 in IDS)
Assoc. Prof. Karey Harwood (PRS) (.50 in IDS)
Assoc. Prof. Moses Khisa (SPIA) (.50 in IDS)
Assistant Prof. Terrance Ruth (SW) (.25 in IDS)
Assistant Prof. Julie Wesp (Soc-Anth) (.25 in IDS)

Teaching Professors 1.0 FTE in IDS (5 with no home dept)

Teaching Assistant Prof Keith Earnshaw- **no home dept** (IDS)
Teaching Assistant Prof Rachel Gelfand- **no home dept** (IDS)
Teaching Associate Prof. Tori Ralston-**no home dept** (IDS)
Teaching Assistant Prof Khodr Zaarour- **no home dept** (IDS)
New Teaching Assistant Prof in STS for fall 24 - to be determined - **no home dept** (IDS)
Teaching Professor Seth Murray- home dept SOC-ANTH
Teaching Associate Prof Haddy Njie -home dept PSY
Teaching Associate Prof. Patsy Sibley-home dept PSY
Teaching Assistant Prof. Tatiana Rabinovich-home department Soc-Anth

Part-time Lecturers (3 with no home dept)

Natalie Bullock Brown (.25 FTE) – home dept COM
Theresa Edwards (.25 FTE) – **no home dept**
Frances Graham (.50 FTE) – **no home dept**
SJ Taylor (.75 FTE) – **no home dept; will be full-time in 2025-26**

Appendix II: NC State Peers as Benchmark

Peer Universities

Purdue University, College of Liberal Arts: [School of Interdisciplinary Studies at Purdue](#)
University of California- Davis, College of Letters and Sciences: [Interdisciplinary Programs](#)
University of Arizona, College of Humanities: [Interdisciplinary Studies](#)
Texas A&M, College of Arts and Sciences: [Interdisciplinary Programs](#)
University of Wisconsin: [Interdisciplinary Professional Programs](#)
University of Illinois, Division of General Studies, [Interdisciplinary Studies](#)
Michigan State, [Interdisciplinary Humanities](#)
[Interdisciplinary Studies in Social Science](#)
Georgia Institute of Technology, [Interdisciplinary Research Institutes](#)
Virginia Tech, College of Liberal Arts and Human Sciences, [Department of Interdisciplinary Studies](#)
University of Florida, Liberal Arts and Sciences, [Interdisciplinary Studies](#)
University of Maryland, College of Arts and Humanities, [Interdisciplinary Opportunities](#)
[Individual Studies Program](#)
Rutgers University- New Brunswick, School of Arts and Sciences, [Interdisciplinary Programs](#)

Other Peers

Colorado State University, [Interdisciplinary Liberal Arts](#)
Iowa State University, [Interdisciplinary Studies](#)
Ohio State University- n/a; [Graduate Interdisciplinary Specializations](#)
The Pennsylvania State University, [Multidisciplinary Studies](#)
University of Maryland, College Park, [Individual Studies Program](#)
University of Wisconsin, Madison, [Individual Major](#); [Interdisciplinary Professional Programs](#)

UNC System R1 and R2 peers

North Carolina A&T, [Department of Liberal Studies](#)
East Carolina University, [Multidisciplinary Studies](#)
UNC Chapel Hill, [Interdisciplinary Studies Major](#)
UNC Charlotte, [Interdisciplinary Studies](#)
UNC Wilmington, [Interdisciplinary Studies](#)

Appendix III: Return on Investment (ROI)

All information is derived from the [UNC ROI Study of University Programs](#)

Multidisciplinary/Interdisciplinary Studies: \$665,339

Science, Technology, Society (Science Technologies/Technicians): \$2,287,841

Arts Studies (Visual & Performing Arts): \$533,466

International Studies (Social Sciences): \$686,859

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