

04-05:14

September 10, 2004

MEMORANDUM

TO: Jon Sticklen, Chairperson  
Executive Committee of Academic Council

FROM: Lou Anna K. Simon  
Provost and Vice President for Academic Affairs  
President Designate

SUBJECT: Request for Consultation: Proposal for the Organizational Realignment  
of the Department of Food Science and Human Nutrition

The Deans of the Colleges of Agriculture and Natural Resources (CANR), Human Ecology (CHE) and Natural Science (CNS) have requested that the Department of Food Science and Human Nutrition be realigned within the organizational structure of the University. A proposal describing the background, rationale, substance and implications of the realignment is appended for your and the ECAC's consideration.

As indicated in the appended proposal, the Department of Food Science and Human Nutrition (FSHN) has been aligned with and jointly administered by the Colleges of Agriculture and Natural Resources (CANR) and Human Ecology (CHE) with CANR serving as lead college. In light of University interests in expanding research initiatives in food, nutrition, and health, it is proposed that FSHN be administratively realigned and programmatically restructured to more effectively engage in, and potentially function as a platform for these new initiatives. Irrespective of the organizational review of the College of Human Ecology, however, the realignments and restructuring proposed are, more importantly, predicated on the well founded assumption that research and education in food science will be increasingly focused on understanding the impact of food on the basic mechanisms of human health. Likewise, clinical research and education in nutrition is increasingly focused on understanding the behavioral and environmental factors that influence health behaviors such as dietary practices and physical activity patterns. As such, this proposal is guided by the following objectives:

1. To promote expanded programmatic linkages and collaboration between faculty in FSHN and faculty in the basic biomedical, health, and social sciences.

2. To expand and emphasize the FSHN department's role in the study of the impact of food production, distribution and consumption on human health, and the impact of behavioral and environmental factors on health behavior.
3. To promote expanded linkages between the professional programs in FSHN and other health professions programs in the University.

Specifically, it is proposed that the College of Human Ecology (CHE) be replaced by the College of Natural Science (CNS) as a main administrative unit (jointly with CANR) of the department of FSHN. To facilitate additional linkages to the health sciences, it is also proposed that individual faculty in the department be granted upon request and with the approval of the participating unit, joint appointments with units in the health sciences to promote collaborative research. Further, the linkage to the health sciences will be reviewed in two years to determine whether additional administrative arrangements are warranted. Note also that the proposal has the strong support of the Health Sciences Deans Group, which, in addition to CNS and CANR, includes the deans of Human Medicine, Osteopathic Medicine, Veterinary Medicine, Nursing and the Director of the Michigan Agricultural Experiment Station.

In addition to being considered and supported by the faculty in the department, the proposal has received favorable reviews in the College Advisory Councils of CHE and CNS and is currently being considered by the CANR CAC with a vote being scheduled to take place on Friday of this week. In anticipation of a favorable review and to afford the members of the ECAC an opportunity to consider the proposal in advance of your September meeting, I am submitting the proposal to you at this time. Obviously, all members of the committee will be notified of actions taken by the CANR CAC in advance of the September 14<sup>th</sup> meeting. Further, the deans of the colleges and unit faculty will be available at the meeting to respond to any questions.

Since the actions proposed in the proposal, are related to the restructuring as originally proposed in the *Realizing the Vision* blueprint, I seek the advise of the Executive Committee of Academic Council as to whether other University-level academic governance committees should be consulted with regard to this proposal.

CC: Members, Executive Committee of Academic Council  
Dean Armstrong  
Dean Leroi  
Acting Dean Abbett  
Acting Chair Strasberg  
Assistant Provost and Assistant Vice President Banks  
Assistant Provost and Dean Klomparens  
Assistant Provost Youatt

Department of Food Science and Human Nutrition  
Proposal for Organizational Realignment  
September 8, 2004

### Background and Objectives

The Department of Food Science and Human Nutrition (FSHN) has been aligned with and jointly administered by the Colleges of Agriculture and Natural Resources (CANR) and Human Ecology (CHE) with CANR serving as lead college. With the restructuring of the College of Human Ecology and in light of University interests in expanding research initiatives in food, nutrition, and health, it is proposed that FSHN be administratively realigned and programmatically restructured to more effectively engage in, and potentially function as a platform for these new initiatives. Irrespective of these factors, the realignments and restructuring proposed are predicated on the well founded assumption that research and education in food science and human nutrition will be increasingly focused on understanding the impact of food on human health. Likewise, research and education in nutrition is increasingly focused on understanding the behavioral and environmental factors that influence health behaviors such as dietary practices and physical activity patterns. As such, this proposal is guided by the following objectives:

4. To promote expanded programmatic linkages and collaboration between faculty in FSHN and faculty in the basic biomedical, health, and social sciences.
5. To expand and emphasize the FSHN department's role in the study of the impact of food production, distribution and consumption on human health, and the impact of behavioral and environmental factors on health behavior.
6. To promote expanded linkages between the professional programs in FSHN and other health professions programs in the University.

### Current Organizational Structure of FSHN

As currently configured, the department of FSHN is comprised of four research foci: 1. food processing and quality enhancement; 2. food safety and toxicology; 3. biochemical/molecular nutrition and immunology; and, 4. community nutrition. In addition, the department of FSHN offers undergraduate programs in food science, dietetics, and nutritional sciences, as well as graduate programs in food science and in human nutrition. As noted above, FSHN is currently administered by CANR and CHE and as such unit programs are supported by general funds allocated from each of these colleges in approximately equal amounts. Funding from CANR has been employed to support food processing/quality enhancement and food safety/toxicology research programs. CANR also serves as the sponsoring college for the undergraduate and

graduate food science programs. CHE funding has supported the biochemical/molecular nutrition and the community nutrition research programs, and it serves to sponsor both the dietetics and the nutritional sciences undergraduate programs, and the graduate degree program in human nutrition. In addition to collegiate support, the department enjoys funding from both the Michigan Agricultural Experiment Station (MAES) and MSU Extension (MSUE) to support research and outreach consistent with MAES and MSUE objectives.

To facilitate the achievement of the objectives referenced above, it is recommended that the following administrative realignments be implemented. Specifically, it is proposed:

1. That the College of Human Ecology (CHE) be replaced by the College of Natural Science (CNS) as a main administrative unit (jointly with CANR) of the department of FSHN. Consistent with this action, it is further proposed
  - a. That the nutritional sciences undergraduate program be transferred to CNS;
  - b. That the dietetics undergraduate and internship programs be transferred conditionally to the lead college, CANR. It is further proposed that the conditions associated with this transfer include a review to be conducted in two years and in consultation with the faculty to determine whether these programs should be transferred from CANR to one of the health professions colleges (see “Rationale for Conditional Alignment...” below).
  - c. That the M.S. and Ph.D programs in human nutrition be transferred to the lead college, CANR, with joint administration by CNS. Students entering the M.S. or Ph.D. program in human nutrition could earn a degree in either college. Following transfer of programs, a strategic review of departmental graduate programs will be required for alignment with emerging opportunities in food nutrition and health.
  - d. That all general funds and other support currently administered by CHE be transferred to CANR and CNS in amounts consistent with their respective administrative responsibilities for FSHN. The fact that several of the nutrition courses are required by both nutritional sciences and dietetics programs makes it imperative that the deans of CNS and CANR collaborate in providing resources at an appropriate level of support for the department’s academic programs.
  - e. That to the extent possible, individual faculty appointments be jointly supported by the administering colleges in proportions that reflect both the academic interests of faculty members and their obligations to departmental programs, irrespective of the collegiate administrative locus of a given program.

2. That individual faculty in the department may be granted upon request and with the approval of the participating unit, joint appointments with units in the health sciences to promote collaborative research.

Implicit in these recommendations, by virtue of its new linkage to CNS, the department of FSHN will become a shared unit in the Health and Life Sciences area and as such all of the colleges<sup>1</sup> comprising this area will be involved in the support of the department. To further promote this and other important linkages between agriculture and the health sciences, the dean of CANR has been invited to join the Health and Life Sciences Deans Group. As is the practice with other shared units, the deans of the designated administering colleges will confer with the Health and Life Sciences Deans Group regarding actions related to FSHN leadership, budget and programmatic planning. It is also noted that the CANR will work with the FSHN department to achieve a greater focus on “food and health” by seeking a closer alignment of food processing/quality enhancement faculty and resources with the restructured Biosystems and Agricultural Engineering Department.

#### Rationale for the “Conditional” Alignment of the Dietetics Programs

The decision to align the dietetics undergraduate and internship programs and their associated resources with the CANR on a conditional basis rather than the CNS was based on the following factors. First, if aligned with the CNS, the undergraduate dietetics majors would be required to meet the CNS general requirements, which, when combined with the dietetics requirements imposed by accreditation and registration constraints, would extend the program beyond its current duration. Second, some members of the nutrition faculty linked to the dietetics program display research interests more akin to epidemiology and/or the behavioral and social determinants of health and illness and, thus, their linkage may not be best to a college that is primarily concerned with the physical and biological sciences. As such, it was suggested that these programs might best be aligned with the College of Social Science, a health professions college or, given the direction of research in these areas, to a school of public health.

In response to these suggestions, the potential of a shared administrative linkage with Social Science was explored, but the college’s leadership did not view the overall direction of FSHN as being consistent with the mission and strategic direction of Social Science. As to the potential of an alignment with the health professions, a proposal was offered as part of the reorganization planning to expand the College of Nursing (CON) to include other health professions programs (including dietetics and community nutrition); however, the issues surrounding this proposal will require extensive further dialog and consultation within the CON and among those other professional programs

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<sup>1</sup> Colleges of Human Medicine, Natural Science, Nursing, Osteopathic Medicine and Veterinary Medicine.

that might be linked to the expanded college. With regard to public health, although MSU does not have a formal school or college in this area, the College of Human Medicine (CHM) offers programming in population and community medicine (public health) through epidemiology, health services research and family practice. The leadership of CHM has expressed considerable interest in some aspects of FSHN. However, the planning initiative associated with the potential move of major components of the CHM to Grand Rapids precludes further consideration of a formal linkage at this time.

As a consequence, the deans of CHE, CANR, and CNS have recommended, with the concurrence of the faculty, that the dietetics program be assigned conditionally to the CANR with the stipulation that this placement be reviewed in two years to determine whether developments in CON and/or CHM warrant a reconsideration of this assignment. In the meantime individual faculty may seek joint appointments with these or other units in the health sciences to facilitate their research (see item #2 of the Proposal above).

#### Impact of Action on Programs and Students

Other than changes in coding and curricular revisions related to new collegiate linkages (which will be sent to the appropriate College and University committees for review), the proposal will have no impact on the duration or content of the educational programs of currently enrolled students. Specifically, currently enrolled undergraduate students in dietetics and nutritional sciences who have met the CHE college level curricular requirements will be held harmless from meeting the requirements of the other colleges. Enrolled students who have not completed the CHE curricular requirements may elect to substitute the new college's requirements. Under no circumstances will currently enrolled students be required to delay completion of their programs nor incur additional costs resulting from any curricular changes resulting from realignment. Indeed, revisions of educational programming at the undergraduate level resulting solely from the administrative realignment (i.e., imposition of new college requirements) should not substantively impact the content or duration of these programs for future students.

There should be no negative impact of the realignment on graduate programs at the masters and doctoral levels.

#### Impact on Faculty and Staff

To facilitate collaborative administration between the colleges, it is proposed that, to the extent possible, individual appointments of tenure system faculty be jointly supported by the administering colleges. It is further proposed that these appointments be made in consultation with each faculty member and in proportions that reflect both the academic interests of the individual and his/her obligations to departmental programs, irrespective of the collegiate administrative locus of a given program. The appointments shall also designate a primary college (generally the college that supports the largest percentage of the appointment) for collegiate review purposes.

The above action should have no negative impact on tenured faculty. With respect to probationary faculty who had previously held appointments in CHE, each will be reviewed at the college level by their “primary college” as determined by his/her appointment distribution. Fixed term faculty and academic staff as well as non-academic staff supported by the unit will not be affected.

### Governance

Faculty members who had been previously appointed in CHE will have their appointments transferred to CANR and CNS. As such, they will be granted voting privileges and may participate in the governance structures of these colleges consistent with college and university bylaws. In addition the chair will function as a member of the chairs’ groups in both colleges and in the biomedical/health sciences chairs’ groups.

### Consultation

This proposal has been reviewed and approved by the departmental advisory committee and by the full faculty of FSHN on September 3, 2004. It was submitted concurrently for review and consultation to the College Advisory Committees of CHE, CANR and CNS in September. The following actions have been taken to date:

1. College of Human Ecology CAC: September 2, 2004 voted to approve the realignment contingent on receiving final approval from the FSHN faculty. Contingency withdrawn with full approval being granted on September 3, 2004.
2. College of Natural Science CAC: September 8, 2004, voted to approve the proposal.
3. College of Agriculture and Natural Resources CAC: Proposal is currently being reviewed and will be voted on during the September 10, 2004 meeting of the CANR CAC. While all indications suggest that the proposal will be favorably received by the college which currently serves, and will continue to serve as lead for the department, should other action be taken on the 10<sup>th</sup>, the Provost and the Chair of the ECAC will immediately be notified.

With the approval of the unit faculty, the CACs of CHE and CNS, and the pending approval of the CANR CAC, the department and the colleges respectfully request the Provost to submit the proposal to Academic Governance for further consultation in advance of final action.