Date: 20 November 2021

To: EMPL Faculty and Staff

From: Randy Kamphaus, Dean

Subject: Response to Program Review of the Department of Educational Methodology, Policy and Leadership (EMPL)

I am making good progress toward our joint goal of finding a promising way forward for the EMPL students, staff, faculty, and external stakeholders. There will be more work to do and decisions to be made between now and the end of the academic year, but I can provide you with considerable certainty today.

As you know well, the external review team recommended preserving the strong features of the department while simultaneously resolving non-trivial problems. These dual goals have guided my problem solving with both you and our university leadership. I’ll not reiterate either the EMPL strengths or challenges again here. It is time to capitalize on your strengths and focus on a future with high hopes for new levels of success and impact.

Accomplishment of these goals will require three major changes. First, EMPL will be dissolved as an independent academic unit with an effective date of June 30, 2022.

Second, virtually all EMPL academic programs will be retained, revised as needed, and new programs launched by current EMPL faculty, new faculty hires, and new collaborators, under a two-program area structure at the college level. The academic program leaders will report to the college’s associate dean for academic affairs. The LEADS academic program will proceed toward deactivation, which will entail cessation of admissions with immediate effect, notification of same on relevant areas of the college web site, communication with college undergraduate advisors, and creation of a plan to continue to offer courses for a reasonable amount of time to serve students already enrolled in the minor.

The new two-program structure, programs housed therein, faculty and staff leadership, and new academic programs to be developed are depicted in the table that follows. The new [Data Science](https://datascience.uoregon.edu/undergraduate) and academic program serves as an example of academic program that are not housed in academic departments.

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| **Educational Policy and Leadership**  A tenure-related faculty member will be sought to coordinate the program area and EMPL staff will provide support services. EMPL foundations funds – current balance of about 80k – will remain available to support academic program goals. | **Data Analytics & Research Design**  A tenure-related faculty member will be sought to coordinate the program area and EMPL staff will provide support services. EMPL foundations funds – current balance of about 80k – will remain available to support academic program goals. |
| * [Educational Policy and Leadership (MS)](https://education.uoregon.edu/epol) | * [Quantitative Research Methods in Education Program (PhD, Specialization)](https://education.uoregon.edu/qrme) |
| * [Educational Leadership Program (DEd)](https://education.uoregon.edu/edl) | * [Data Science Graduate Specialization](https://education.uoregon.edu/specialization-educational-data-science) |
| * A new administrator licensure pathway will be created if substantial course overlap with the DEd and MPol programs can be identified | * A new Educational Data Science degree master’s degree will be created if new faculty collaborators in the SDS Network can be identified to teach courses |

Please note that the contents of this table signifies little functional change for EMPL faculty and staff in the current and upcoming academic year. For example, in order to serve the need for continued, and enhanced, EMPL faculty and staff coordination and collaboration, EMPL faculty and staff will remain in the Lokey building. This new programmatic model, however, is purposefully structured to promote greater collaboration among academic program areas – a need identified by the external review team.

Third,the seven full-time EMPL faculty will have to identify a new academic department affiliation. This process will be informal and guided strongly by faculty wishes. In other words, the process will be the same as it was for the three tenure-related faculty that petitioned me to move from EMPL to one of the other three college departments in the last few years. Like any personnel matter, the process for identifying a new departmental affiliation must be respectful of EMPL faculty and out of public view. I will send a copy of this memorandum to the EDST, SPECS, and CPHS department heads to ensure that they are fully informed. My desire is to have these new departmental affiliations settled by the end of January 2022.

In the category of other particulars, the EMPL programs will again receive two GE positions for new admits to the PhD program for Fall 2022. As required by the graduate school, these positions will have to serve as instructional GEs. The EDUC courses, for example, will have an ongoing need for EMPL instructional GE support. I will also work with Keith, SDS Network members, and the EMPL faculty to propose a new tenure-related faculty position in Educational Data Science for this year’s IHP process.

Much of the transitional work toward a new structure for EMPL academic programs is underway. Building faculty strength in data science, for example, has been ongoing in the form of new hires in the college and across campus and the formation of the SDS Network. Identification of an administrator licensure pathway is supported by the hire of Dr. Jederberg to coordinate and facilitate the effort. I remain, however, sensitive to faculty service workload. Consequently, I am committed to work with you to move forward sequentially, with faculty identification of new academic department affiliations as the priority for the next two months.

I will be communicating with you and college colleagues through a variety of formats in the coming weeks. I am grateful for your partnership to date and eager to see how the future of your endeavors unfolds.