North Carolina Agricultural and Technical State University has taken advantage of a significant opportunity to reorganize its academic programming. The reorganization will position N.C. A&T to award degrees that support careers of the future, meet the objectives of A&T Preeminence 2020 and increase its competitiveness in the global marketplace.

As a land-grant, doctoral higher research institution, we must maintain the most strategic academic structure and program inventory necessary to advance teaching, learning, research and engagement.

The rationale for the academic reorganization is to increase:

- Undergraduate and graduate enrollment
- Faculty research and scholarly productivity
- External funding
- The number of students receiving national fellowships
- Program and university national and international rankings

To begin the process, a four-member External Review Committee (ERC), comprised of current and former university faculty and administrators, was charged with providing recommendations that would:

- Greatly enhance student success (retention and progression toward graduation)
- Provide more opportunity for innovative teaching, research and engagement
- Strengthen and enhance the visibility of academic programs

The ERC submitted a report that resulted from the committee’s analysis of university data as well as input from faculty, staff, students and other stakeholders. The report was submitted to the Internal Academic Restructuring Steering Committee (IARSC) — comprised of representatives from each college and school, undergraduate and graduate students, the faculty and staff senates and the library — that was charged with:

- Responding to the ERC report
- Identifying new programs consistent with market and enrollment trends
- Identifying existing programs inconsistent with market and enrollment trends
- Developing framework for the ongoing review of academic programs

IARSC recommendations were presented to stakeholders via town hall meetings, chancellor’s forums and university communications. The following eight recommendations were reviewed and approved by the N.C. A&T Board of Trustees on Feb. 19, 2016, and the University of North Carolina Board of Governors on April 15:

- Utilize a uniform naming convention for academic units reporting directly to the provost and vice chancellor for academic affairs (i.e., colleges instead of colleges and schools)
- Create the College of Arts, Humanities and Social Sciences
- Create the College of Health and Human Sciences
- Create the College of Science and Technology
- Reorganize the School of Education to become a college that also includes Master of Arts in Teaching (MAT) and licensure coordinators
- Align licensure concentrations under their disciplinary bachelor’s degrees (e.g., the physics licensure would be a concentration under the physics degree program)
- Explore areas of opportunity in doctoral programming (e.g., agriculture and environmental sciences, social work, bioengineering)
- Conduct ongoing academic program analyses based on productivity, relevance and student demographics

In April 2016, an Executive Transition Team (ETT)—comprised of representatives from Business and Finance, Information Technology Services, Advancement, Academic Affairs, Human Resources, Facilities, Faculty Senate, Staff Senate, Student Affairs, Division of Research and Economic Development, University Relations and Enrollment Management—was formed to implement the reorganization.

The expectation is that the reorganization will:

- Capitalize on the synergy among similar disciplines
- Increase competitiveness of academic programs
- Cultivate collaboration and interdisciplinary research
- Generate greater visibility for programs in agriculture, liberal arts and more
- Simultaneously build upon our strong foundation of STEM-related programming
THE COLLEGES AND SCHOOLS

COLLEGE OF AGRICULTURE AND ENVIRONMENTAL SCIENCES (CAES) - NAME CHANGE
The College of Agriculture and Environmental Sciences (CAES) remains largely unaltered with minor exceptions. Academic programs will be analyzed on an ongoing basis for productivity, relevance and student demographics to determine viability.

COLLEGE OF ARTS, HUMANITIES AND SOCIAL SCIENCES (CAHSS) - NEW
The College of Arts, Humanities and Social Sciences (CAHSS) will raise visibility of programs and enhance the quantity of students matriculating through programs and moving into the workforce and graduate studies. The new college houses the Departments of English, History, Journalism and Mass Communication, Liberal Studies, Political Science and Criminal Justice, and Visual and Performing Arts. Licensure concentrations for teaching in English, history, art education and music education moved to their respective academic programs.

The College of Arts, Humanities and Social Sciences (CAHSS) has assembled departments formerly located in the former College of Arts and Sciences to:

• Enhance the visibility of programs, specifically the liberal arts
• Enhance the quantity of graduates who are workforce ready and prepared for graduate and professional schools
• Develop programming consistent with employment trends that capitalize on the elements of an arts, humanities and social sciences education

COLLEGE OF BUSINESS AND ECONOMICS (COBE) - NAME CHANGE
The College of Business and Economics (COBE) remains largely unaltered with minor exceptions. Academic programs will be analyzed on an ongoing basis for productivity, relevance and student demographics to determine viability.

COLLEGE OF EDUCATION (CEd) - REORGANIZED
The departmental structure within the College of Education (CEd) will facilitate increased production and higher quality of pre-K through secondary education teachers. The CEd will be composed of the Departments of Administration and Instructional Services, Leadership Studies and Adult Education, Counseling and Educator Preparation. The Speech Program moved from the former College of Arts and Sciences. Coupled to the reorganization within the CEd is a multi-college governance structure required to produce high-quality secondary education teachers, including high-demand STEM secondary teachers, in collaboration with the Colleges of Agriculture and Environmental Sciences; Business and Economics; Arts, Humanities and Social Sciences; and Science and Technology. The multi-college governance structure will also support enhancement to the Master of Arts in Teaching (MAT) entry route for K-12 teachers.

The College of Education (CEd) has reorganized to:

• Facilitate increased production of higher quality, pre-kindergarten through secondary-level educators
• Create a multi-college governance structure required to support the enhancement of the Master of Arts in Teaching (MAT) entry route for K-12 educators and produce high-quality secondary education teachers, particularly in STEM, and will collaborate with colleges including:
  • Agriculture and Environmental Sciences
  • Business and Economics
  • Arts, Humanities and Social Sciences
  • Science and Technology

COLLEGE OF ENGINEERING (COE) - NO CHANGE
The College of Engineering (COE) is unaltered in the new academic structure.
COLLEGE OF HEALTH AND HUMAN SCIENCES (CHHS) - NEW
The College of Health and Human Sciences (CHHS) capitalizes upon interactive relationships among the Departments of Human Performance and Leisure Studies, Psychology, Social Work and Sociology, and the School of Nursing. The Department of Human Performance and Leisure Studies moved from the former School of Education and the Departments of Psychology and Social Work and Sociology moved from the former College of Arts and Sciences, and is combined with the School of Nursing.

The College of Health and Human Sciences (CHHS) assembled departments formerly located in the former Schools of Education and Nursing and the former College of Arts and Sciences to:

• Capitalize upon synergistic relationships
• Develop academic programming related to health sciences
• Enhance the production of healthcare practitioners
• Enhance faculty scholarly/research activity

COLLEGE OF SCIENCE AND TECHNOLOGY (COST) - NEW
The College of Science and Technology (COST) assembles the Departments of Applied Engineering Technology, Built Environment, Computer Systems Technology and Graphic Design Systems from the current School of Technology with the Departments of Biology, Chemistry, Energy and Environmental Systems, Physics and Mathematics from the former College of Arts and Sciences. The COST will enhance science, technology, engineering and mathematics (STEM) graduate production in areas of national and state need, and will create a synergistic environment that enhances the transition of research from the laboratory to the marketplace. In addition, the COST aligns with N.C. A&T’s STEM focused mission.

As part of the reorganization, the licensure concentrations for teaching in biology, chemistry, mathematics and physics moved to their respective degree programs.

The College of Science and Technology (COST) has assembled departments formerly located in the former School of Technology and the former College of Arts and Sciences to:

• Enhance science, technology, engineering and mathematics (STEM) graduate production in areas of state and national need
• Create a synergistic environment that enhances the transition of research from the lab to the marketplace

JOINT SCHOOL OF NANOSCIENCE AND NANOENGINEERING - NO CHANGE
The Joint School of Nanoscience and Nanoengineering (JSNN) is unaltered in the new academic structure. JSNN retains its school designation due to branding considerations and joint nature with the University of North Carolina at Greensboro.

THEGRADUATE COLLEGE (TGC) - NAME CHANGE
The Graduate College (TGC) remains largely unaltered with minor exceptions. Academic programs will be analyzed on an ongoing basis for productivity, relevance and student demographics to determine viability.
THE COLLEGES AND SCHOOLS (COMPREHENSIVE)

College of Agriculture and Environmental Sciences

- Agricultural and Environmental Systems (MS)
  - Dept. of Family and Consumer Sciences
  - Dept. of Agribusiness, Applied Economics and Agriscience Education
  - Dept. of Natural Resources and Environmental Design
  - Dept. of Animal Sciences
  - Animal Industry (C)
  - Environmental Studies (C)
  - Sustainable Land Management (C)
  - Urban and Community Horticulture (C)
- Agribusiness and Food Industry Management (UG) (C)
  - Professional Services (GR) (C)
  - Professional Services (UG) (C)
  - Teacher Education (6-12) M License (C)
  - Teacher Education (6-12) A License (C)
- Integrated Animal Health Systems (C)
  - Agribusiness and Food Industry Management (GR) (C)
  - Natural Resources and Environmental Systems (C)
- Consumer Sciences (C)
  - Fashion Merchandising and Design (C)
  - Pre-medicine Nutrition (C)
  - Food Sciences (C)
  - Dietetics (Teach-Out Phase) (C)
  - Child Development and Family Studies (C)
  - Family and Consumer Sciences Education MAT-(C)
  - Child Development Early Education MAT-(C)

College of Arts, Humanities and Social Sciences

- Dept. of Visual and Performing Arts
  - Theatre and Dance (BFA)
    - General Music (C)
    - Music Teacher Education (C)
    - Performance (C)
    - Arts Education (Teacher Licensure) (C)
    - Visual Arts Design (C)
    - Visual Media Design (C)
  - Dance (C)
    - Professional Theatre (C)
- Dept. of History
- Dept. of Political Science and Criminal Justice
- Dept. of Journalism and Mass Communication
- Dept. of Liberal Studies
- Dept. of English
  - English Education (MAT) (C)
  - English Secondary Education (C)
  - Creative Writing (C)
  - African American Literature (C)
- Cultural Studies (C)
  - Women's Studies (C)
  - Interdisciplinary Studies (C)
  - African American Studies (C)
  - International Studies (C)
  - Race, Class, Culture (C)
  - Pre-Law (C)
- History Secondary Education (C)
- History Education MAT-(C)
- Public Relations (C)
  - Mass Media Production (C)
  - Multimedia Journalism (C)

- Name change or no change
- New college or modified school/college
- Licensure program
- Proposed new programming
- M-License program
- Moved or modified department/program
- Moved Concentration

Concentration
THE COLLEGES AND SCHOOLS (COMPREHENSIVE), CONTINUED

College of Engineering
- Dept. of Mechanical Engineering
- Dept. of Electrical and Computer Engineering
- Dept. of Computer Science
- Dept. of Industrial and Systems Engineering
- Dept. of Chemical, Biological and Bioengineering
- Dept. of Computational Science and Engineering
- Dept. of Civil, Architectural and Environmental Engineering
- Bioengineering (PhD)

College of Health and Human Sciences
- School of Nursing
- Dept. of Human Performance and Leisure Studies
- Dept. of Psychology
- Dept. of Social Work and Sociology
- Physical Education MAT-(C)
- DSW (Joint with UNCG)

College of Science and Technology
- Dept. of Graphic Design Technology
- Dept. of Computer Systems Technology
- Dept. of Biology
- Energy and Environmental Systems
- Dept. of Applied Engineering Technology
- Dept. of Built Environment
- Dept. of Physics
- Dept. of Mathematics
- Dept. of Chemistry
- Technology Education MAT-(C)
- PSM, Industrial Biosciences (C)
- Biology Education (Secondary Licensure) (C)
- Biology Education MAT-(C)
- PSM, Construction Sciences and Management (C)
- Chemistry Education MAT-(C)
- PSM, Applied Chemistry and Chemical Sciences (C)
- Chemistry Education (Secondary Licensure) (C)
- Engineering Physics (C)
- Physics (C)
- Interdisciplinary Physics (C)
- Statistics (C)
- Applied Mathematics (C)
- Mathematics (C)
- Mathematics Education (Secondary Licensure) (C)
- Mathematics Education MAT-(C)