

When Faculty Downsizing and Student Success Collide

Yasenka Peterson

Indiana State University, yasenka.peterson@indstate.edu

Jessica Nelson

Indiana State University, jessica.nelson@indstate.edu

Marcee Everly

Indiana State University, marcee.everly@indstate.edu

Kathryn Berlin

Indiana State University, kathryn.berlin@indstate.edu

Peggy Weber

Indiana State University, peggy.weber@indstate.edu

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1. Presentation Title: When Faculty Downsizing and Student Success Collide

2. Presenter Information:

Yasenka Peterson

Yasenka Peterson is a Professor and the Associate Dean of Academics in the College of Health and Human Services at Indiana State University. The College houses seven departments, Department of Applied Health Sciences, Department of Applied Medicine and Rehabilitation, Department of Social Work, Department of Kinesiology, Recreation, and Sport, Department of Baccalaureate Nursing Completion, Department of Baccalaureate Nursing, and Department of Advanced Practice Nursing. As the Associate Dean of Academics, she oversees the summer instructional budget and faculty workload for the College. Dr. Peterson received her Ph.D. from Texas Woman's University in Community Health Education and is a Certified Health Education Specialist. Dr. Peterson has published and presented on a variety of health topics such as Inter-Professional Education, substance abuse prevention, teaching self-efficacy, condom use self-efficacy, tobacco use among college students, and body image issues.

Jessica Nelson

Jessica Nelson is an Associate Professor and Chairperson of Indiana State University's School of Nursing Baccalaureate Completion Department which houses one of the only online pre-licensure nursing programs in the country. Prior to her career within higher education, Dr. Nelson was a nursing executive for the Department of Veterans Affairs where she coordinated telehealth services for thousands of veteran populations within urban and rural areas of the Midwest. Dr. Nelson earned her BSN and MSN degrees from Indiana State University and her DNP from Chatham University. She has several peer-reviewed publications on the topics of telehealth technologies and best practices within distance education programs in higher education.

Marcee Everly

Dr. Everly completed her masters and doctoral studies in nursing at the University of Colorado. She is a Certified Nurse Midwife (CNM) and practiced as a full-scope midwife before putting her doctoral education to work in academia. Dr. Everly is Department Chair and Associate Professor in the Department of Baccalaureate Nursing at the Indiana State University. Her research interests include perinatal complications, midwifery care outcomes, out-of-hospital births, using high-fidelity simulations in nursing education, NCLEX success, and active learning methods outcomes.

Kathy Berlin

Dr. Berlin, Ph.D., CHES, CSCS, is the Department Chair/Associate Professor at Indiana State University in the Department of Applied Health Sciences. Dr. Berlin has a dual title PhD in both health promotion and disease prevention and gerontology from Purdue University, a master's degree in physical education/exercise science from Indiana University, and a bachelor's degree in kinesiology from Texas Woman's University. Dr. Berlin is certified as a health education specialist (CHES), as well as being a certified

strength and conditioning specialist (CSCS). She has 20 years of experience in the health and wellness industry as an entrepreneur, physical education teacher, personal trainer, coach, and certified strength and conditioning specialist. She founded and successfully ran her own strength and conditioning facility in northeast Indianapolis before selling the company to a sport performance company.

3. Disciplines: Health Science Leadership, Higher Education Administration

4. Presentation Theme: Working with Faculty and Administration

5. Presentation Type: Brown Bag Lunch Discussion (30 mins).

6. Abstract: (30-50 words)

This session will discuss increasing challenges chairpersons and associate deans' experience when faced with decreasing or limited faculty resources and how this ultimately impacts student success. Opportunities and best practices related to working together as a cohesive leadership team, increasing on time graduation rates and course scheduling will also be discussed.

7. Keywords: Student and faculty success, workload, academic leadership, challenges in higher learning, faculty time, faculty shortages.

8. Description of the Session: (300-500 words)

A degree has always equated into better opportunities and potential for greater job placement among a competitive market for graduates. As fees and student debt increase, in combination with dwindling financial and education returns, the perception from those outside of higher education may be that a college degree may not be such a good investment. All the while over the past 20 years, there has been continued pressure to do more with less within the world of higher education.

At the same time, there has been a greater focus within academe on increasing student success, which often translates, from upper administration, into increasing the number of undergraduate students graduation rates in four or six years and increasing student retention and enrollment. With enrollment growth, classroom availability limitations may exist. As student enrollment increases and consequently the need to serve more students surges, there are less classrooms available to add more face to face course sections on campus. Strategic initiatives often point to increasing enrollment through the use of distance education which presents additional unique challenges.

With the focus being on student success, faculty success and retention tend to be ignored. When this occurs, faculty turn over in high demand areas, such as health care professions, can be detrimental to programs that have strict accreditation guidelines. However, student success strongly correlates with faculty success and cannot be neglected. The collision between faculty downsizing and student success results in damage to faculty moral and retention, and ultimately leads to negative effects on students.

This session will present the challenges a College of Health and Human Services continues to battle related to working with a university-wide faculty downsizing while increasing student enrollment to all-time highs. Strategies related to the use of distance education, classroom scheduling, remaining a cohesive academic leadership team, and solutions adopted by CHHS faculty to mitigate downsizing will be discussed as well as allowing time for audience participation and contributions to this topic.