Report of the Senate Planning and Priorities Committee RE: Proposal for the Merger of the Department of Family Social Sciences and the Department of Community Health Sciences

Preamble:

1. The terms of reference of the Senate Planning and Priorities Committee (SPPC) are found on the website at http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/508.htm wherein SPPC is charged with making recommendations to Senate regarding any such studies, proposals or reports that it may initiate within itself, have referred to it by Senate, other Councils, Committees or Bodies, formal or otherwise.

2. The committee met on May 26, 2014 to consider a proposal from the Faculty of Human Ecology and the Faculty of Medicine for the merger of the Department of Family Social Sciences and the Department of Community Health Sciences. The committee met with Dean Sevenhuysen and Professor Piotrowski, Head, Department of Family Social Sciences, Faculty of Human Ecology, and with Professor Elliott, Associate Head, Department of Community Health Sciences, Faculty of Medicine.

Observations:

1. The proposal for the merger of the Department of Family Social Sciences and the Department of Community Health Sciences is brought forward by the Faculties of Human Ecology and Medicine in response to the President’s initiative, launched in January 2012, to improve the academic structure of Faculties and Schools at the University of Manitoba. The proposal has been developed by the Departments after having respectively considered various options for academic restructuring and following discussions within and between the departments that occurred over the previous year.

2. The merger would bring together two academic units with overlapping areas of knowledge and complementary missions. The proponents envision that the merger would, “… position the University of Manitoba as a national leader in family and population health research and education in a community context... and [would] enhance existing areas of mutual strength such as aging and developmental health, health inequity and social justice, violence and injury prevention, maternal and child health, social development, and the financial and economic security of families.”

3. The proposal has been recommended by the Department Councils of Family Social Sciences and Community Health Sciences, by the Faculty Council of Human Ecology, and by the Faculty of Medicine Council, based, in each instance, on the result of a secret ballot vote. Representatives of the Faculties of Human Ecology and Medicine in attendance at the May 26th meeting confirmed that the proposal brought forward to the SPPC is the same proposal considered and endorsed by the Department and Faculty Councils.

4. Current academic and support staff in the Department of Family Social Sciences would become members of the Department of Community Health Sciences, in the College of Medicine within the newly established Faculty of Health Sciences, with full rights and responsibilities, including, for academic staff, supervision of graduate students. The amalgamated department would initially be governed by the existing bylaws, policies, and procedures of the Department of
Community Health Sciences. Revised regulations would subsequently be developed when, and if, required.

5. Academic (10.4 FTE) and support staff (1.0 FTE) positions, operating ($1.33 million), research ($0.588 million), and trust and endowment funds ($25K), would be transferred from the Department of Family Social Sciences and from the Faculty of Human Ecology, to the Department of Community Health Sciences and the Faculty of Health Sciences, as appropriate. Responsibility for office, laboratory, and teaching spaces at the Fort Garry Campus currently used by the Department of Family Social Sciences would be transferred to the Faculty of Health Sciences.

6. The proposed merger would not require additional University resources. Current resources, which are sufficient to support teaching and research programs in the Departments of Family Social Sciences and Community Health Sciences, as outlined in Tables 1 and 3 in the proposal, would continue to be used to support these activities in the amalgamated department. These include academic and support staff positions; operating (combined total $4.52 million), research (combined total $21.88 million), and trust and endowment funds (combined total $325K); and office, teaching, and research spaces.

7. Family Social Sciences faculty would continue to deliver courses that students currently registered in the Bachelor of Human Ecology in Family Social Sciences and the Master of Science in Family Social Sciences require to complete their programs.

8. The proposal anticipates that graduate courses in Family Social Sciences might be offered as electives in the Master of Science in Community Health Sciences and that appropriate undergraduate courses might form the basis of a Family Health Sciences stream within the Bachelor of Health Studies program. Pending approval of the proposed merger, any proposals to revise existing, or to introduce new, curricula would be brought forward to Senate through the appropriate governing bodies.

9. The units have indicated that other programs in which Family Social Sciences participate, including the Interdisciplinary Health programs, the Ph.D. in Applied Health Sciences, and the Inter-Faculty Option in Aging, would not be adversely affected by the proposed merger. Bachelor of Education students who require family social sciences courses for a Human Ecology teachable major or minor or a Developmental Studies Minor also would not be negatively affected by the merger.

10. The SPPC observed that the proposal to merge the Departments of Family Social Sciences and Community Health Sciences differs from other proposals recently brought forward to Senate as part of the Academic Structure Initiative1 in that it does not involve clustering or restructuring at the faculty-level. Rather, it is envisioned that Family Social Sciences faculty would, within what is already an inter-disciplinary department, establish a core group with expertise in family health. This core group might evolve over time to include other members of the merged department who have shared interests.

11. Observing that the Department Council of Family Social Sciences and the Faculty Council of Human Ecology had endorsed the proposal by a narrow margin, the SPPC was assured that the implementation process would be considerate of, and, to the extent that it is possible, would accommodate the needs and research of individual faculty. It was noted that many faculty are positively anticipating the proposed changes and that a number of faculty currently hold cross-appointments in the two departments and/or have common research agendas already.

12. Observing that that current responsibilities of faculty members in the two departments, with respect to research and undergraduate teaching loads, are quite different, the committee was

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1 Proposal to Establish a Faculty of Health Sciences (Senate, October 2, 2013); Proposal for the Department of Human Nutritional Sciences to join the Faculty of Agricultural and Food Sciences (Senate, May 14, 2014)
assured that the implementation process would consider the necessity for greater consistency in expectations of faculty members in the merged department.

**Recommendation**

The Senate Planning and Priorities Committee recommends THAT:

Senate approve and recommend to the Board of Governors that it approve, in principle, the merger of the Department of Family Social Sciences, Faculty of Human Ecology, and the Department of Community Health Sciences, Faculty of Medicine.

Respectfully submitted,

Ada Ducas, Chair
Senate Planning and Priorities Committee

Comments of the Senate Executive Committee: The Senate Executive Committee endorses the report to Senate.
May 9, 2014

Mr. J. Leclerc
University Secretary
310 Administration Building
University of Manitoba
Winnipeg MB R3T 2N2

Dear Mr. Leclerc:

The Department of Family Social Sciences in the Faculty of Human Ecology has prepared a proposal for academic restructuring. I am forwarding the attached proposal to Senate for its consideration. Advisory votes were conducted by secret ballot in the departmental and faculty councils on the attached proposal.

The results of the secret ballot advisory vote held on April 14 2014 by the department council of Family Social Sciences on the proposal for the Department of Family Social Sciences to join with the Department of Community Health Sciences was 6 in favour, 3 against and 1 abstention. The result of the secret ballot advisory vote of the faculty council of the Faculty of Human Ecology held on April 25 2014 was 14 in favour, 8 against and 5 abstentions. The result of the secret ballot advisory vote of the department council of the Department of Community Health Sciences held on April 17 2014 on the proposal was 23 in favour, 1 against and 1 abstention. The result of the secret ballot vote of the Council of the Faculty of Medicine held on April 30 2014 was 38 in favour, 0 against and 0 abstentions.

This is the second proposal for restructuring from the Faculty of Human Ecology. The first proposal was submitted by the Department of Human Nutritional Sciences and it is currently being considered by the Senate and its committees. A third proposal for restructuring is expected to be submitted by the Department of Textile Sciences in the near future.

Sincerely,

Gustaaf Sevenhuysen
Dean

cc. Dr. J. Keselman
MEMORANDUM

Date: May 5, 2014

To: Mr. Jeff Leclerc
   University Secretary

From: Brian Posl, MD
      Dean, Faculty of Medicine

Re: Proposed Merger of the Department of Family Social Sciences and the Department of Community Health Sciences

The Council of the Department of Community Health Sciences (CHS), Faculty of Medicine met on April 17, 2014, to discuss the attached document, FSS-CHS Draft Academic Structure Proposal, dated April 2, 2014. A motion was made that CHS Council supports the proposal, which had been circulated previously. A secret ballot vote was conducted, and the motion passed, with 23 in favour, one opposed and one abstention.

The Council of the Faculty of Medicine met on April 30, 2014, to discuss the attached document, FSS-CHS Draft Academic Structure Proposal, dated April 2, 2014. A motion was made that Faculty of Medicine Council supports the proposal, which had been circulated previously. A secret ballot vote was conducted, and the motion passed, with 38 in favour and none opposed.

Please let me know if you require any additional information or clarifications.
Proposal for the Merger of

The Department of Family Social Sciences
Faculty of Human Ecology
and
The Department of Community Health Sciences
Faculty of Medicine

2 April 2014
I. Background and Introduction

This proposal is advanced as part of an initiative launched by President David Barnard in January of 2012 to improve and simplify the University’s current academic structure. In launching this initiative, President Barnard noted the University’s large number of free-standing faculties/schools and departments relative to other Canadian medical/doctoral universities of similar size and scope, and expressed concern that this overly elaborate academic structure was impeding the University’s academic work in a number of important ways. He identified the cluster mechanism as a useful starting point in a plan to simplify and improve the University’s academic structure, and asked the Provost to work with deans and directors, through these cluster groups and in consultation with their faculty, staff and students and external stakeholders, to identify viable options for reducing the number of faculties and schools from the current total of 20 to a number closer to the national average of 13 by 2017.

The goal of the overall initiative, hereafter referred to as the Academic Structure Initiative (ASI), is to arrive at an academic structure that better reflects the University’s size and scope, and enhances progress on its Strategic Planning Framework priorities, in particular, and the University’s ability to meet its mandate more generally. The proposal described below has been prepared in the context of the document “A proposal to establish a Faculty of Health Sciences at the University of Manitoba, April, 2013”.

II. Proposal Overview

This is a proposal to merge the Department of Family Social Sciences (FSS) of the Faculty of Human Ecology and the Department of Community Health Sciences (CHS) of the Faculty of Medicine at the University of Manitoba, as part of the plan to establish a Faculty of Health Sciences at the University of Manitoba.

The vision is to position the University of Manitoba as a national leader in family and population health research and education in a community context. The merger of Family Social Sciences and Community Health Sciences will enhance existing mutual areas of strength such as Aging and Developmental Health, Health Inequity and Social Justice, Violence and Injury Prevention, Maternal and Child Health, Social Development, and the financial and economic security of families. This interdisciplinary collaboration draws together two units with similar yet complementary missions:

- The mission of CHS is to create, preserve and communicate knowledge with respect to the health of populations and thereby contribute to the physical, psychological, cultural, social and economic well-being of the people of Manitoba, Canada and the world.

- The mission of FSS is to promote the well-being of individuals, families, and communities at the local, national, and international levels. This is accomplished through interdisciplinary
research and teaching that contributes to a better understanding of processes that promote or hinder individual, family and community well-being.

The joining of these two departments will strengthen and enhance their respective missions, creating an innovative and unique emphasis on family and population health that does not currently exist in academic programs elsewhere in Manitoba or in Canada.

III. Context and Rationale

The health care and health promotion environments are continuously responding to the changing nature and complexity of the social determinants of health, disease patterns, treatment regimens, and public health needs. Individual, family and community factors have long been recognized as essential in optimizing health and well-being, and in determining the effectiveness of health care, health services and health promotion. The proposed merger will strengthen the capacity of the University of Manitoba to contribute not only to the effectiveness of health-related disciplines, but also to the impact of applied social sciences on optimizing development across the life course and promoting the health of Manitobans and beyond.

The goals of FSS are:

- to promote positive human development, relationships and quality of life through scholarship and teaching that address primary, secondary and tertiary prevention;
- to deliver undergraduate and graduate programs known for their academic excellence and emphasis on applied social science, thorough grounding in the social determinants of health and the promotion of health for individuals, families and communities, respect for diversity and human rights, and commitment to equity and social justice;
- to build and maintain collaborative community-based research that addresses the needs of both academic and community stakeholders;
- to foster innovative mission-oriented research within the human capital systems of the family and community, both locally and globally; and
- to translate and apply research findings to real world problems and issues affecting people and the institutions and settings in which they live their lives.

FSS research creates new knowledge in key areas of family health and well-being, including but not limited to family violence, maternal and child health, health and well-being of older adults and their families, including individuals with life-long developmental disabilities, social development, and the financial and economic security of families, neighbourhoods and communities.
FSS delivers one undergraduate and one graduate degree program: a Bachelor of Human Ecology degree in FSS, and a Master of Science degree in FSS. Undergraduates in FSS also have the option of participating in the Inter-faculty Option in Aging, which includes courses from Nursing, Kinesiology and Recreation Management, Social Work, Arts and Family Social Sciences.

Graduates from FSS undergraduate and graduate programs make a difference in the lives of others by pursuing careers in social services, social agencies, policy analysis, social development, victim services and preventive programs.

In cooperation with the Faculties of Arts and Science, FSS also takes a leadership role in offering two Interdisciplinary Health degree programs, the Bachelor of Health Sciences and the Bachelor of Health Studies. FSS also actively participates in the Applied Health Sciences doctoral program jointly offered with the Faculties of Nursing, Kinesiology and Recreation Management, and the School of Medical Rehabilitation. Faculty members in FSS also actively supervise doctoral students in the Peace and Conflict Studies program, and in the Individual Interdisciplinary Studies program.

The goals of CHS are:

- to provide the highest quality education, employing a population-based approach to health and health care;
- to play a leadership role in ensuring that all undergraduate and graduate teaching in the Faculty of Medicine has a population health and critical appraisal perspective and preventive focus where appropriate;
- to enhance student success by fostering an environment conducive to intellectual growth;
- to conduct original scholarship and applied research in the area of population health of the highest quality as judged by international standards; and
- to serve the community by making its expertise available and where appropriate by providing exemplary service models to individuals, communities, institutions and governments to the fullest extent.

CHS research creates new knowledge in key areas of population health, including but not limited to Indigenous health, health policy, global health, health inequities and health services research. CHS provides teaching and mentorship in Community Health Sciences to undergraduate medical students, graduate students (Diploma, Masters and Doctoral), residents in Public Health and Preventive Medicine, and post-doctoral fellows. The Department also hosts two training opportunities for students from a variety of disciplines, the Western Regional Training Centre and the Manitoba Network Environment for Aboriginal Health Research (NEAHR) Program, which was designed to expand the pool of indigenous health researchers and contribute to the development of a sustainable and collaborative research environment for First Nations, Metis and Inuit communities in Manitoba.
The proposed merger will not only augment the capacities of CHS and FSS to excel in their areas of endeavor outlined above, but also offer the opportunity to create new mutual activities that will enhance innovative scholarship and promote the development of exciting new inter-professional education programs for health care professionals, as well as for those with training in applied social science pursuing careers in social services, policy analysis, prevention programming and evaluation, social development, and elsewhere.

IV. The Process

The process of developing the current proposal began in February 2012, with extensive discussions among staff members within FSS at retreats and meetings held over several months. During these discussions it became clear that the Department of Family Social Sciences recognized more partnerships with units external to the Faculty of Human Ecology than with the departments within the faculty. The majority of partnerships sustain research activities with an emphasis on Aging and Developmental Health, Family Violence, Maternal and Child Health, Social Development, and the financial and economic security of families.

At a retreat in September 2012, FSS academic staff members identified units within the University with which the Department has partnerships, or units that supported research and teaching programs that aligned with the goals of the Department. Department members then began a process of consultation with the respective Deans, Department Heads and academic staff of other units on campus.

Also in the fall of 2012, FSS members attended the two Special Human Ecology Faculty meetings that were arranged for all academic staff members of the Human Ecology Faculty to share views and expectations related to the University’s Academic Structure Initiative (ASI). FSS members also received written updates on changes and progress in the ASI prepared by the Dean’s office, as well as the Faculty Council minutes that documented the exchange among academic staff members related to different options for new academic structures. FSS members also took note of the possible options being discussed by the members of other departments in the Faculty. In addition, FSS members took account of the proposed governance and administrative structures associated with the proposed new Faculty of Health Sciences that were outlined at the November 15, 2012 University Town Hall.

From January to April 2013, members of FSS reviewed the information obtained and identified possible options for a new academic structure. At the same time, discussions took place within CHS about the possibility of creating a joint unit for population and public health sciences within the new Faculty of Health Sciences, and the possibility for such a unit being a separate school or college within the new Faculty. A CHS department retreat was held on February 25, 2013 to discuss these issues, a Forum with the Dean, Faculty of Medicine was held on April 1, and a special meeting of the CHS department council was held on April 4, 2013. A majority of CHS departmental faculty voted in favour of merging with appropriate elements of FSS, either as part of the formation of a new College of Population and Public Health Sciences (or similarly named) within the new Faculty of Health Sciences, or within the new College of Medicine.
Similarly, a motion in favour of joining the Department of Family Social Sciences and the Department of Community Health Sciences in principle was passed by FSS Department Council on March 27, 2013.

Should, at a later point in time, a proposal be advanced to create a College of Population and Public Health Sciences within the new Faculty of Health Sciences, the Department of Family Social Sciences has also indicated in principle and by formal motion their interest in participating as members of such a unit.

V. The Proposal

As indicated above, the present proposal puts forward the merger of the Department of Family Social Sciences of the Faculty of Human Ecology and the Department of Community Health Sciences of the Faculty of Medicine at the University of Manitoba.

All academic and support staff in the Department of Family Social Sciences and the Department of Community Health Sciences will become members of the new Department of Community Health Sciences in the Faculty of Health Sciences, with full rights and responsibilities. The Department of Community Health Sciences is an interdisciplinary department that currently includes a variety of centres, subunits and other entities; each of these is designed to create an area of focused expertise within the department. These include but are not limited to: the Centre for Global Public Health; the Manitoba Centre for Health Policy; the Section of First Nations, Metis and Inuit Health; and others.

Similarly, it is planned that FSS faculty members will form the core of a focused area of expertise concerning family health within the Department of Community Health Sciences. It is intended and expected that other CHS faculty members with shared interests will join this area of focus in order to create new synergies, and that other areas of focused expertise will develop over time as new synergies emerge.

After the proposed merger, FSS programs and daily operations will be governed by current Community Health Sciences bylaws and procedures; new or modified bylaws, policies and procedures will be developed as necessary. On December 5th, 2013, FSS Department Council passed a motion in favour of merging the current Master of Science degree program in Family Social Sciences with the Master of Science degree program in Community Health Sciences. On December 10th, 2013, CHS Department Council passed a motion indicating that all FSS faculty members will be welcomed as full members of CHS, including as supervisors for MSc and other graduate students, and that graduate programs offered by CHS should continue unchanged in terms of governance, but that FSS graduate courses should be relabelled with CHS course numbers, and be available as elective courses.

Regarding the undergraduate program in FSS, it is proposed that pertinent content of the Bachelor of Human Ecology in Family Social Sciences program be offered as part of the Bachelor of Health Studies program, under the auspices of the new Faculty of Health Sciences. A Family Health stream or “package” of courses within the Bachelor of Health Studies program will incorporate key components of the current Bachelor of Human Ecology in Family Social Sciences program. It will continue to be delivered by the Faculties of Arts and Science, as well as by various departments in the Faculty of Health Sciences. It is anticipated that a broader process involving the Faculty of Health
Sciences and other faculties will guide the evolution of the Bachelor of Health Sciences and Bachelor of Health Studies programs, and that this will guide the evolution of the Family Health stream as well.

It is important to note that FSS undergraduate courses are currently included in the Bachelor of Health Studies program as free electives. The proposed "packaging" of FSS courses will provide B.H.St. students with a much needed mechanism to focus on Family Health. The Family Health stream will be unique in Canada, and will not only strengthen the Bachelor of Health Studies program, but will also provide students campus-wide with interests in prevention, health promotion and family an innovative new opportunity to acquire a holistic health-focused undergraduate education that does not currently exist within the Bachelor of Human Ecology in Family Social Sciences.

Final approval concerning the proposed Family Health stream in the Bachelor of Health Studies program will be sought from the Interdisciplinary Health Program Committee (IHPC), which currently has membership from the faculties of Human Ecology, Arts, Science, Medicine, Dentistry, Pharmacy, Nursing, Kinesiology and Recreation Management, as well as the Schools of Dental Hygiene and Medical Rehabilitation. A letter of support for the creation of this new stream from the current Chairperson of the IHP program is attached to this document. The IHPC will also play an integral role in the future development of the Bachelor of Health Science and Bachelor of Health Studies programs as they evolve.

It should be further noted that Bachelor of Education students who wish to declare a Human Ecology teachable major or minor or a Developmental Studies Minor for Early or Middle Years Programs will not be negatively affected by the proposed changes. All coursework requirements for these programs could be completed within the proposed Family Health stream in the Bachelor of Health Studies program.

Staff resources in Family Social Sciences, including tenured and tenure-track positions, sessional instructor positions, a full-time administrative support staff, graduate student advisor, and undergraduate student advisor, as well as a Research Support Officer and a CATI Lab Administrator will continue to be dedicated to the support of the degree programs currently offered by FSS, and the programs of research currently undertaken by FSS faculty. It is understood that the allocation of resources will be responsive to the development of synergies and mutual goals by the newly merged unit over time. See the tables below for information on the current sizes of programs, faculty, staff and students.

FSS staff will continue to provide leadership in the delivery of the Interdisciplinary Health undergraduate programs (the Bachelor of Health Sciences and the Bachelor of Health Studies) for students on the Fort Garry and Bannatyne campuses, with emphasis on students who are preparing themselves for entry into health professional programs such as dentistry, medical rehabilitation, medicine, nursing, and pharmacy, as well as health-related graduate programs. FSS academic staff will continue to deliver the Bachelor of Human Ecology in Family Social Sciences undergraduate program until all current students enrolled in this program have graduated. Similarly, FSS academic staff will also continue to deliver the Master of Science program in FSS until all current students have graduated. Undergraduate teaching opportunities in the proposed Family Health package in the Bachelor of Health Studies undergraduate program will be available to all CHS faculty members. In fact, the merger will provide new opportunities for faculty members and graduate students in other
departments and Colleges within the new Faculty of Health Sciences to get involved in existing and future undergraduate teaching.

Research laboratories, teaching space and offices currently occupied by the Department of Family Social Sciences in the Human Ecology building will be maintained for these teaching and research functions. The Faculty of Health Sciences will assume responsibility for this space within the context of University policy regarding space allocation. The delivery of undergraduate learning experiences will take place largely in teaching spaces on the Fort Garry campus. As appropriate, graduate learning experiences will also be taught on the Fort Garry and Bannatyne campuses. As plans progress for the renewal of the Bannatyne campus over the next several years, space needs and opportunities will be revisited as needed. It is acknowledged that communications for staff across two campuses will pose challenges that will need to be addressed by strategies such as regular video-communication linkages, parking supplements, and meetings scheduled in both settings.

Resources supporting current programming in FSS and CHS will be transferred from the Faculties of Human Ecology and Medicine respectively to the new Faculty of Health Sciences. These resources will continue to be dedicated to support existing programs, including the degree programs and programs of research of FSS faculty members, and the degree programs and research programs of the Department of Community Health Sciences. As noted above, it is understood that the distribution of resources will be responsive to the development of synergies and mutual goals of the newly merged unit over time. The merging of FSS and CHS will not call upon additional University operating funds.

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<th>Table 1 – Resource information¹</th>
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<td>Unit</td>
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<td>Family Social Sciences⁴</td>
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<td>Community Health Sciences</td>
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<td>TOTALS</td>
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¹ As of October 31, 2013
² Includes research, special funds and research capital
³ Includes capital, capitalized revenue, spending allocations and interest
⁴ Includes IHP funds ($115,311)
Merging Family Social Sciences and Community Health Sciences will position the University of Manitoba as a leader in family health research and training in a community context, and will enhance existing mutual areas of strength, such as health inequity and social justice, violence and injury prevention, social development, and maternal and child health. This interdisciplinary collaboration will join together two units with similar yet complementary missions. While similar multilevel theoretical perspectives on health are shared across FSS and CHS, the combination of the two will provide a stronger focus and emphasis on the interaction of processes across individual, family and community levels for students and staff alike.

VI. Issue and Opportunities

A significant opportunity for research synergies will be created by the new administrative structure. For example, researchers with common interests in aging, family violence and injury prevention, maternal and child health, health inequities and social justice, will be able to broaden and deepen their collaborative activities. Both undergraduate and graduate research and training opportunities will benefit from these evolving synergies; for example, the proposed harmonization of the CHS and FSS
Master of Science programs will offer both greater variety and more in-depth educational experiences for graduate study at the Master’s level.

The potential expansion of undergraduate programs is another significant opportunity that will be created by the new administrative structure, as noted in the proposal for the creation of the Faculty of Health Sciences. Specifically, the Bachelor of Health Sciences and Bachelor of Health Studies programs, which are currently under-subscribed, will benefit from the new collaborative research synergies described above, as well as from curriculum development. The academic oversight for these programs is provided by the Interdisciplinary Health Program Committee (IHPC), which has membership from the faculties of Human Ecology, Arts, Science, Medicine, Dentistry, Pharmacy, Nursing, Kinesiology and Recreation Management, as well as the Schools of Dental Hygiene and Medical Rehabilitation. The current Director for the IHP program is a tenured staff member of the Department of Family Social Sciences.

The geographical location of teaching and research space and research equipment from each department will remain the same as at the time of the merger. The facilities on the Fort Garry campus that Family Social Sciences currently uses for its teaching, research and service functions will remain available for the same purposes after amalgamation. In the longer term, the efficient use of space, and management or upgrading of space will be discussed in the context of needs at both the Fort Garry and Bannatyne campuses.

VII. Implementation Process

The proposed merger of Family Social Sciences and Community Health Sciences is only an initial step in a multi-phase restructuring process. Many details about various issues (e.g., governance of undergraduate and graduate programs, including policies, procedures and supplemental regulations, common administrative functions, common budgeting/resource allocation, streamlining/efficiencies, etc.) will need to be worked out in subsequent planning and implementation phases. This work will require broad input and participation by administrators, faculty, staff and students. Based on feedback received during the proposal development process, members of both departments are keen to contribute to this work.

Conditional on the approval of this proposal by the Board of Governors, it is envisaged that the Department Heads of Family Social Sciences and Community Health Sciences will guide and oversee the amalgamation, with assistance from the Deans of Medicine and Human Ecology. The Heads will establish an Implementation Committee to oversee the transition, with departmental faculty and staff members to be appointed by the Head from each unit. Change management support will be provided by the Office of Change Management as necessary. Where actions arise from this process requiring the approval of Senate and/or the Board of Governors, they will be forwarded to these governing bodies for consideration. Further, all actions will respect collective agreements with relevant employee groups.

It will be important that this implementation process be sufficiently flexible to facilitate adjustments where required, and responsive to input on issues that may arise in both the short and longer terms. It
will also be important to acknowledge the considerable time and energy that will be required of members of the affected units to address transition issues.

III. Conclusion: Expected Goals and Outcomes

The coming together of FSS and CHS fits with the goal of the Academic Structure Initiative and will have a number of important outcomes for the University. This particular step, and the resulting academic structure, will:

- enhance the University’s capacity to deliver on its mandate;
- enhance leading-edge, multi-disciplinary research in family and community health;
- contribute to improved patient care and health outcomes; enhance educational experiences for future health professionals and applied social scientists by bringing together existing areas of strength, such as aging and developmental health, social development, and family violence;
- enhance research competitiveness for external research support through new interdisciplinary research synergies and collaborative efforts, and enhanced access to collaborators;
- enhance opportunities for graduate students to benefit from greater variety of coursework, and broader avenues for research and mentorship in family and population health;
- increase opportunities for undergraduate students across the University to engage in the study of optimizing health, well-being and prevention within a social determinants of health framework through the revitalization and further development of the Bachelor of Health Sciences and Bachelor of Health Studies programs.
May 16, 2014

Jeff Leclerc
University Secretary
312 Administration Bldg.
University of Manitoba
Winnipeg, MB  R3T 2N2

Attn: Shannon Coyston

This letter is in support of the merger of the department of Family Social Sciences and the department of Community Health Sciences. This proposal will benefit the students and researchers in both departments.

Many of the disciplines represented in the new academic unit are related to the social determinants of health. The Interdisciplinary Health Curriculum is also designed around the social determinants of health. At present staff from the Family Social Sciences delivers this curriculum which consists of undergraduate degree programs.

I strongly support the proposed merger of the two departments because it offers an opportunity for new innovation in the academic content of the Interdisciplinary Health Curriculum.

Sincerely,

Gustaaf Sevenhuysen
Dean