

participate in this travel, although the Dean of the Science and Technology went along with it.)

Potential Difficulties and Major Compromises to Engineering Program by Merging it with Science and Technology

The following are a list of potential problems and compromises engendered when IHL, against the advice of their own consultants, approved the absorption of the engineering programs into a new College of Science, Engineering and Technology to be headed by the then Dean of the School of Science and Technology.

1. The Dean of the College of Science, Engineering and Technology has no qualifications for engineering. As a result there are a number of problems developing with the merger of engineering under his direction. Additionally, as Dean of the School of Science and Technology he had been very ineffective in guiding the School during his tenure as evident by very low faculty morale and high faculty turnover in addition to low student performance in the critical engineering support areas of math, physics and chemistry. In fact, at the time of the merger, there were interim department heads for: Chemistry (vacant for approximately one year); Physics (vacant for more than two years) and; math (abrupt resignation of department head at the end of the fall, 2002 semester). A copy of an advertisement for these positions is attached where it should be noted that, contrary to established procedure at JSU, all resumes are to be sent to the Dean rather than a department search committee.
 - a. Engineering faculty must give a lot of individual time to students and engineering tests cannot be multiple choice, but must call for problem solving that is time consuming to correct. Therefore, allowance in teaching load must be made for engineering faculty because of increase demand on their time. This has not been done. Faculty governance in the college of Science, Engineering and Technology headed by a Dean with a Science background would not be sympathetic to such issues.
 - b. Criteria for faculty advancement and promotion must also take into account teaching loads and should be customized differently from Science and Technology faculty.
2. There were a number of issues calling in his credentials to head a School of Science and Technology. It should be noted here that the new Dean of the College of Science, Engineering and Technology was selected by the administration with no input from the faculty. The same is true for the new Associate Dean of the College of Science, Engineering and Technology who was tasked to lead the Engineering programs under the newly reorganized college.
3. There are several vacancies for chairs in the school
4. Faculty with questionable credentials have been hired throughout the school. For instance, Founding Engineering Dean White, in looking over the

- credentials of the faculty in Computer Science, discovered many of them were qualified to teach Computer Information, but not Computer Science. As a result, many students are inadequately trained for careers in computer science.
5. Related to the problem with unqualified faculty, hirings are made for both administrators and faculty without following hiring policies and getting faculty input. This disallows competent faculty to assure the level of competency of administrators and new faculty.
 6. Because of the lower standards being allowed to hire faculty, students are not being taught prerequisites as needed to properly learn subject matter. In one class students who supposedly have learned skills in calculus cannot solve basic algebraic equations, which make it very difficult to teach them what they need to know.

In the end, the caveat of the consultants, that lack of complete cooperation from JSU administration and faculty and staff of the School of Science and Technology could undermine the establishment of a successful engineering program seems prophetic.