

**DEGREE/PROGRAM CHANGE  
FORM C**

**Fields marked with \* are required**

**Name of Initiator:** Patricia Boverie

**Email:\*** [pboverie@unm.edu](mailto:pboverie@unm.edu)

**Date:\*** 09-20-11

**Phone Number:\*** 505 277-2408

Initiator's Rank / Title\* Professor: Educ Leadership Orgn

Learning

Faculty Contact\* Patricia Boverie

Administrative Contact\* Lee Clark

Department\* ELOL

**Division**

**Program** OLIT

**Branch**

Proposed effective term:

Semester **Fall** ▼ Year **2012** ▼

**Course Information**

Select Appropriate Program **Graduate Degree Program** ▼ CIP Code

Name of New or Existing Program \* **Organizational Learning and Instructional Technology**

Catalog Page Number Select Category **Major** ▼ Degree Type **All Degrees**

Select Action **Revision** ▼

**Exact Title and Requirements as they should appear in the catalog.**

See current catalog for format within the respective college (enter text below or upload a doc/pdf file)

see attached document **REGISTRAR'S NOTE: EFFECTIVE TERM FOR THIS CHANGE SHOULD BE FALL 2012.**

[OLIT Undergraduate Program Final Sept 13 2011-2.doc](#)

[Organizational Learning and Instructional Technology.doc](#)

**This Change affects other departmental program/branch campuses**

Reason(s) for Request \* (enter text below or upload a doc/pdf file)

See attached document

[Narrative-4.doc](#)

Statements to address budgetary and Faculty Load Implications and Long-range planning

\*(enter text below or upload a doc/pdf file)

See attached document

[Narrative-4.doc](#)

# Undergraduate Program

## Technology and Training (2+2 Program) Bachelor of Science

This degree focuses on providing a quality education for individuals interested in improving the learning experiences of adults in school, business, government, military, healthcare and non-profit organizations through the application of instructional practices, multimedia and distance learning technologies that advance individual, group and organizational learning. Technology and Training is the 130 credit hour undergraduate portion of the OLIT Program, which leads to a Bachelor of Science degree. Utilizing a '2+2' concept, this program enables students with a technical AAS from a community college or technical institute to transfer degree credits to be applied toward the baccalaureate degree and to develop the skills necessary for employment as a technical trainer or training developer in the business, government or corporate sector.

Students without AAS credits can pursue a concentration in Technology and Training by applying to University College. These students will meet with an advisor at University College to develop a program of studies which would include the 100 hour requirements below as well as substitute 30 additional hours as approved by University College.

### Student contact information:

**Kevin Brady, PhD** Technology and Training Program, Hokona Hall,  
(505) 277-3657, e-mail [kcbrady@unm.edu](mailto:kcbrady@unm.edu)

### Major Study Requirements

For admission to any degree program, a cumulative grade point average of 2.5 is required. Requirements of the degree include:

1. Complete major courses as specified by the department.
2. Earn a grade of C (not C-) or better in each course used to fulfill major requirements.
3. Earn a 2.50 grade point average for all course work in the major, and
4. Have a cumulative grade point of 2.0 at graduation.

## Curriculum

To earn a degree in Technology and Training, students must complete 49 semester hours of University Core requirements with a grade of a 'C' or better, 21 semester hours of Management/Communication Skills, 30 semester hours of Technical Core (or 30 semester hours approved by University College) and 30 semester hours of OLIT undergraduate courses. (For any possible substitutions on the program of studies as stated below, please consult with the Undergraduate Program Advisor for approval.)

	<b>General Education</b>	<b>49 credits</b>
1.	Writing and Speaking	12
	100/200 level CJ course	
	ENGL 101	
	ENGL 102	
	ENGL 219	
2.	Mathematics	6
	(MATH 121 and above)	
3.	Physical and Natural Science	7
	see Core Curriculum list (2 3 hour courses plus 1 hour lab)	
4.	Social and Behavioral Science	9
	See Core Curriculum list	
	ECON 105 or 106	
	SOC 101	
	PSY 105	
5.	Humanities	6
	see Core Curriculum list;	
6.	Second Language	3
	see Core Curriculum list	
7.	Fine Arts	3
	see Core Curriculum list	
8.	Practical Arts	3
	Computer Science	
9.	Info 320: Information Management for Professionals	3
10.	Arts & Science Elective	
	(Credit transfers but not counted toward Technology and Training degree requirements)	
	<b>Management/Communication Skills</b>	<b>21</b>

	<b>Choose 7 from the following Management or Communication courses</b>	
1.	Management	
	MGMT 113 Management: An Introduction	
	MGMT 306 Organizational Behavior & Diversity	
	MGMT 307 Organization Change and Innovation	
	CJ 340 Communication in Organizations	
2.	Communication in Journalism	
	CJ 314 Intercultural Communication ( <b>required</b> )	
	CJ 321 Interpersonal Analysis	
	CJ 323 Nonverbal Communication	
	CJ 327 Persuasive Communication	
	CJ 344 Interviewing	
	CJ 425 Theory of Small Group Communication	
	CJ 441 Advanced Organization Communication	
	CJ 446 Organizational Analysis and Training	
	CJ 443 Current Developments in Organizational Communication	
	<b>Technical Course Work</b>	<b>30</b>
	(30 hours of community college technical course work OR 30 hours approved by University College if student does not have community college technical course work or associate degree credits)*	
	<b>Technology &amp; Training (30 hours total)</b>	<b>30</b>
1.	Theoretical Foundations	6
	OLIT 481 Technological Change and Society	
	OLIT 466 Principles of Adult Learning	
2.	Instructional Technology	9
	OLIT 420 Creativity and Technical Design	
	OLIT 421 Production and Utilization of Instructional Materials	
	OLIT 483 Instructional Applications: Computer Technology	
3.	Training	15
	OLIT 470 Workplace Training	
	OLIT 471 Designing Training	
	OLIT 472 Training Techniques	
	OLIT 473 Measuring Performance in Training	
	OLIT 495 Field Experience	

\* OLIT advisor approval required to transfer technical community college courses.

\*\* Mathematics requirement goes from 6 to 3 hours to conform with UNM requirements.

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# Organizational Learning and Instructional Technology

Martha Bedard, Department Chairperson  
Lee Clark, XXXXXXXX  
XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
MSC05 XXX

1 University of New Mexico  
Albuquerque, NM 87131-0001

## Professors

Patricia Boverie, Ph.D., University of Texas at Austin  
Charlotte N. Gunawardena, Ph.D., University of Kansas  
Mark Salisbury, Ph.D., University of Oregon

## Lecturer and Technology and Training Program Coordinator

Kevin Brady, Ph.D. University of New Mexico

## Lecturer

Robert Grassberger, Ph.D. University of New Mexico

## Student Information Contact

Loretta Brown, XXXXXXXX, (505) 277-4131, loribrwn@unm.edu

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## Mission and Philosophy

The mission of the Organizational Learning & Instructional Technology (OLIT) Program is to provide quality education for individuals interested in improving the learning experiences of adults in school, business, government, military, healthcare, and non-profit organizations through the application of instructional practices and organizational technologies that advance individual, group, and organizational learning.

The OLIT Program is based on a belief that learning is a life-long process, which is stimulated by active participation, a respect for the individual's past experiences and diversity, critical reflection, and dialogue. Through the teaching of new developments in learning theory, the application of new technologies, and the management of change, the OLIT Program prepares professionals to help individuals, groups, and organizations learn in more effective ways.

In light of the massive and continuous change organizations experience, it is imperative that graduates of our program be ready to not only manage change, but lead future change efforts as well. To this end, we strive to develop a community of learners who build motivation for learning in their own organizations. The learning communities they develop will be characterized by a shared vision, systems thinking, and team learning.

The OLIT Program focuses on the design, development, delivery, and evaluation of training, organization development, knowledge management, distance education, e-learning, and instructional technology systems, methods and strategies with the intent of improving human performance. The program can best be described as one that is both theory-based and practitioner oriented.

Upon graduation from the OLIT Program, depending on individualized Program of Studies, students will be able to:

- Undertake life long learning, developing in concert the cognitive and affective domains to think critically, reflect on practice, and solve problems effectively within organizations.
- Design learning environments that promote the growth and learning of individuals from diverse cultural and linguistic backgrounds, including those with special learning needs.
- Address the cultural issues that influence the design, delivery, and evaluation of instruction within diverse social and linguistic contexts.
- Integrate the scholarship of adult learning throughout their professional lives.
- Design and develop effective instructional experiences based on a variety of models of design and evaluation (systems, constructivist, socio-constructivist).
- Apply multimedia and distance learning theories, technologies and practices in the design, delivery, and evaluation of instruction.
- Address professional standards for instructional technology applications.
- Develop learning communities in real and virtual environments based on the theoretical foundations of communities of practice (Content and nature).
- Conduct research and evaluation studies.
- Administer and manage a variety of learning systems.
- Innovate and manage organizational knowledge.
- Facilitate individual and team processes, and communication.
- Lead individual, group, and organizational learning, and change.
- Engage in human resource development within local, national, and global organizations.
- Mentor and coach individuals through the process of their personal and professional development.
- Lead strategic planning and evaluation in a variety of political and social contexts.
- Balance inquiry and advocacy while respecting the individual or group within the social context.
- Model ethical practices in their work.

To ensure that these objectives are met, the content of the program's courses are grounded in theoretical and empirical research and the extant literature, and are taught by experienced faculty

using new and emerging technologies to facilitate activities, discussions, lectures, exercises, readings, simulations, and collaborative projects with other institutions in the U.S. and overseas.

The program's courses have been correlated to the recommended competencies and guidelines that have been developed by the American Society for Training and Development (ASTD), the International Society for Performance Improvement (ISPI), the Association for Educational Communications Technology (AECT), and the International Society for Technology in Education (ISTE), and therefore reflect the mission of the University and the requirements of the profession.

For recent updates and additional information on the OLIT Program and courses, visit our Web site at <http://www.unm.edu/~OLIT>

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[Back to Top](#)

[Keys and Symbols Reference](#)

## **Courses**

**[OLIT 391 / 591. Problems.](#) (1-3 to a maximum of 18 Δ)**

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**[OLIT 420. Creativity and Technical Design.](#) (3)**

# **Undergraduate Program**

## **Technology and Training (2+2 Program) Major and Degree**

This program enables students who have completed an associate degree at a community college to complete a bachelor's degree at UNM.

**Technology and Training: Bachelor of Science**

**Student contact information:**

Kevin Brady, Ph.D., Technology and Training Program  
(505) 277-3657, e-mail [kcbrady@unm.edu](mailto:kcbrady@unm.edu)

**Curriculum**

<b>General Education</b>	<b>49 hours</b>
1. Writing and Speaking	12 hours
100/200 level CJ course	
ENGL 101	
ENGL 102	
ENGL 219	
2. Mathematics	6 hours
(MATH 121 and above)	
3. Physical and Natural Science	7 hours minimum with lab
see Core Curriculum list	
4. Social and Behavioral Science	9 hours
ECON 105 or 106	
SOC 101	
PSY 105	
5. Humanities	6 hours minimum
see Core Curriculum list; choose two from:	
AMST 186; CLST 107, 204, 205; COMP 223, 224; ENGL 150, 292, 293; HIST 101L; 102L, 106L, 162L; MLNG 101; PHIL 101, 201, 202; RELG 107	
6. Second Language	3 hours minimum

see Core Curriculum list

7. Fine Arts 3 hours minimum

see Core Curriculum list

8. Practical Arts 3 hours minimum

Computer Science

9. Arts & Science Elective

(Credit transfers but not counted toward Technology and Training degree requirements)

**Management/Communication Skills 21 hours**

**from the following:**

1. Management

MGMT 113 Management: An Introduction

MGMT 306 Organizational Behavior & Diversity

MGMT 307 Organization Change and Innovation

CJ 340 Communication in Organizations

2. Communication in Journalism

CJ 314 Intercultural Communication (required)

CJ 321 Interpersonal Analysis

CJ 323 Nonverbal Communication

CJ 327 Persuasive Communication

CJ 344 Interviewing

CJ 425 Theory of Small Group Communication

CJ 441 Advanced Organization Communication

CJ 446 Organizational Analysis and Training

CJ 443 Current Developments in Organizational Communication

**Technical Course Work**

**(30 hours of community college technical course work)\***

**Technology & Training** **30 hours**

1. Theoretical Foundations **6 hours**

OLIT 481 Technological Change and Society

OLIT 466 Principles of Adult Learning

2. Instructional Technology **9 hours**

OLIT 420 Creativity and Technical Design

OLIT 421 Production and Utilization of Instructional Materials

OLIT 483 Instructional Applications: Computer Technology

3. Training **15 hours**

OLIT 470 Workplace Training

OLIT 471 Designing Training

OLIT 472 Training Techniques

OLIT 473 Measuring Performance in Training

OLIT 495 Field Experience

\* OLIT advisor approval required to transfer technical community college courses.

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# Graduate Programs

## Student Information Contact

Loretta Brown, (505) 277-4131, e-mail loribrwn@unm.edu.

## Application Deadlines

### M.A. and Education Specialist Certificate

Fall semester:	June 15
Spring semester:	October 15
Summer session:	March 15

### Ph.D.

Fall semester:	March 1
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**NOTE:** Application packets must be submitted to the Graduate Admissions Department one month prior to these dates, if the applicant is a new student to the University of New Mexico Graduate School.

**NOTE:** Doctoral admissions are made for fall semester only.

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## Degrees and Certificates Offered

M.A. in Organizational Learning and Instructional Technology  
Ph.D. in Organizational Learning and Instructional Technology  
Certificate: Education Specialist, Organizational Learning and Instructional Technology

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## Admission

To enter the degree programs at the Masters or Doctoral level, the student must complete appropriate application materials and proceed through the admission process. Application packets and program information are available from the program office. For specific details and guidelines, contact the Program Coordinator or the Administrative Assistant. All graduate candidates are required to work under the supervision of an assigned advisor and to develop and

follow a planned program of studies composed of courses selected with the approval of the faculty advisor and/or Program of Studies Committee. Courses taken without prior approval may not be accepted toward the completion of the degree.

**NOTE:** Several courses listed below are in the process of being reviewed and revised. Consult the program for current course titles, numbers and descriptions.

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## **Doctoral Degree**

Ph.D. in Organizational Learning and Instructional Technology

The Ph.D. is a research degree. It is designed to develop the candidate's competencies to design, conduct and report original theoretical and applied research in learning and human performance technologies. A comprehensive content foundation in theory and research is strengthened through the requirement of an interdisciplinary support area. The Program of Studies and the dissertation reflect an emphasis on theoretical concepts, inquiry skills and original research.

### **Requirements:**

An OLIT Ph.D. candidate must complete an approved program of studies, exclusive of the dissertation, of no less than 78 graduate semester credit hours. All candidates shall complete the required core courses (18 credit hours), concentration courses (15 credit hours), interdisciplinary supporting area courses (30 credit hours) and research courses (15 credit hours).

Candidates for the Ph.D. shall be required to demonstrate inquiry skills appropriate to conducting scholarly research. The identification and certification of the inquiry skills shall be completed by the Committee on Studies prior to the candidate's starting work on a dissertation.

The dissertation for the degree of Doctor of Philosophy must demonstrate an ability to do independent research and competence in scholarly exposition. It should present original investigation at an advanced level, of a significant problem and should provide the basis for a publishable contribution to the research literature of the major field.

The Ph.D. degree in Organizational Learning and Instructional Technology includes a minimum 78 course work hours plus 18 dissertation hours.

### **Doctoral Core (18 hours)**

Prerequisites: OLIT 501, OLIT 561 and EDPY 500 or equivalent courses. Prerequisites are not applied to the 78 course work hours required.

OLIT 600 Science, Technology and Society

OLIT Advanced Instructional Design

601

OLIT  
690 Dissertation Proposal Seminar

OLIT  
696 Internship

Plus 6 credit hours of doctoral level seminar courses to be selected from the following 3-credit hour seminars:

OLIT  
641 Advanced Seminar in Organizational Development and Counseling

OLIT  
608 Advanced Seminar in Organizational and Program Evaluation

OLIT  
635 Research in Distance Education

OLIT  
639 Advanced Technology Seminar

OLIT  
661 Transformational Learning

### **Doctoral Concentration (15 hours)**

These hours are chosen from the OLIT 500 and 600 level courses. The courses selected will be chosen in concert with the student's advisor and will reflect the student's particular programmatic interest. For example, if students were particularly interested in the use of multimedia and distance learning technologies, they would choose a set of courses that would help them develop these areas of expertise. Likewise, if students were interested in training and organization development knowledge and skills, they would choose courses that would develop these areas of expertise.

Students must seek advisor approval if they want to take any of these 15 credits outside of OLIT.

### **Research Requirement (15 hours)**

EDPY 511 Introductory Educational Statistics or equivalent course (permission of advisor)

EDPY 505 Conducting Quantitative Educational  
Research or equivalent course (permission of advisor)

EDPY 603 Applied Statistical Design and Analysis or equivalent course (permission of advisor)

LLSS 502 Naturalistic Inquiry or

–or– Equivalent course

Plus an additional 600-level research course:

For a Qualitative Dissertation, take one additional qualitative course (e.g., LEAD/LLSS 605 or equivalent course).

For a Quantitative Dissertation, take one additional quantitative course (e.g., EDPY 604 or 606 or equivalent course).

### **Interdisciplinary Supporting Area (30 hours)**

Courses should be selected in consultation with the student's Program of Studies Chairperson to support an interdisciplinary course of study. Courses may include, but are not limited to, the following areas:

- Educational Psychology
- Educational Leadership
- Communication
- Public Administration
- Organization and Management
- Foreign Languages
- Computer Science
- Sociology
- Anthropology
- Cross-Cultural Studies
- Psychology
- Health Education

At least 24 credit hours of the interdisciplinary supporting area must be outside of OLIT. (For students who obtained a Master's degree in OLIT, only 6 OLIT credits may be used for the supporting area.)

### **Transfer Credits**

A maximum of 18 credit hours may be transferred into the Ph.D. program from a student's Master's program. The final decision of which courses are accepted is made by the student's Program of Studies Committee. For more information on the transfer of courses, see Transfer Credit in The Graduate Program section of this catalog.

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## **Master's Degree**

### **Thirty-six credits for Plan I Professional Portfolio Option**

### **Thirty-nine credits for Plan II Thesis Option**

The OLIT Program offers a Master's Degree that gives students an opportunity to combine aspects of adult learning, organizational learning and development, instructional technology

including multimedia design and distance learning, principles of knowledge management, and the design, development, and evaluation of training, OLIT students can expect to develop a diverse skill set that will help them hit the ground running when they enter the workforce. They will be able to design, teach, support, evaluate, lead, and manage programs for diverse audiences. Coursework includes areas such as foundations of organizational learning, the adult learner, instructional design, principles of knowledge management, cross-cultural issues in learning, instructional technology, e-learning, and program evaluation. OLIT courses require students to apply their learning in real world contexts. Not only do OLIT graduates have the flexibility to choose where they work, they also enjoy diverse and rewarding employment options which include Instructional Design, Organizational Development, Training and Development, Distance Education, Project Management, and much more.

**Required Courses** (24 credits)

OLIT 514	Theory and Practice of Organizational Learning	3
-OR-		
OLIT 540	Foundations of HRD and Instructional Technology	3
OLIT 561	The Adult Learner	3
-OR-		
LEAD 529	The Adult Learner	3
OLIT 501	Instructional Design	3
OLIT 505	Contemporary Instructional Technologies: Survey	3
-OR-		
OLIT 525	Instructional Multimedia	3
OLIT 535	Theory and Practice of Distance Learning	3
OLIT 507	Designing Knowledge Management Solutions	3
OLIT 508	Program Evaluation	3
OLIT 546	Cross Cultural Issues in Adult Learning	3
-OR-		
OLIT 537	Culture and Global eLearning	3

**Electives** (9 credits)

Students choose courses to strengthen their preparation in specific areas of their choosing. Six of these 9 credits should be from the OLIT program.

Elective courses may include:

OLIT 509	Collaborative Knowledge Creation
OLIT 511	Knowledge Dissemination and Application
OLIT 521	Presentation Technologies
OLIT 522	Digital Video Techniques for Instruction
OLIT 528	Management of Learning Systems
OLIT 533	Instructional Use of Computer Simulations
OLIT 536	Instructional Television: Principles and Applications
OLIT 538	Distance Education Course Design
OLIT 543	Training Techniques
OLIT 562	Team Development
OLIT 593	The Role of Wisdom in Adult Learning and Culture

A 3 credit graduate course in a related field may be selected with the permission of the student's advisor. Such a course might be from another department in the College of Education or in business, public administration, communications, sociology, or psychology.

### **Professional Portfolio or Thesis Options:**

**Professional Portfolio Option:** Students must register for OLIT 596 (3 credits). Under the professional portfolio option students complete the internship and prepare a dossier showing work products which demonstrate their capabilities in OLIT fields of study.

**Thesis Option:** Students must register for OLIT 599 Masters Thesis for two semesters (6 credits). Under the thesis option students plan, conduct, and report on original research conducted to address a research problem in an area related to their study in the OLIT program. OLIT students selecting the thesis option are encouraged to take EDPY 500 Survey of Research Methods in Education, EDPY 511 Introductory Educational Statistics, and/or LLSS 502 Naturalistic Inquiry under their electives for the OLIT master's degree program.

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Organizational Learning and Instructional Technology  
Proposal to Move to University Libraries.

- I. Administrative Approvals
- II. Catalog Description
- III. Degree requirements
- IV. Impact on Students
- V. Communication Plan
- VI. Budget Impact
- VII. Tenure Review and Requirements
- VIII. Facilities and Staff Support

## I. Administrative Approvals

During the Spring and Summer of 2011 the OLIT program and the University Libraries (UL) began conversations regarding the possibility of the OLIT program coming into the UL. The UL is a non-departmentalized college at UNM that has agreed to engage in the process of bringing the OLIT program in as an additional academic unit. The UL and the OLIT program are sufficiently aligned in their missions to deliver and develop programs, resources, faculty, and staff for students and faculty in the areas of using information for organizational development, instructional technology, data management, curation, and usage. This is an administrative move for the OLIT program, which has undergone a major loss of faculty and support.

This move was primarily predicated by 1) the strong recommendations of the last two APR's for the OLIT program that the program look for another more interdisciplinary home. Following our last APR recommendation in 2009, the OLIT faculty began the process of looking for a more interdisciplinary administrative home. The UL represents a more appropriate home given its administrative culture, resources, programmatic mission and match with the OLIT program. In fact, over the last several years the OLIT program students and faculty have a history of working on various academic and research projects with the UL.

The OLIT faculty met with the President's Office, the Provost's Office, and with the Dean of Education to discuss the move to a different home. The OLIT program was encouraged to look for a new home by all of the above and a formal memo was sent to Provost Ortega and Deputy Provost Holder from Dean Howell stating, *"The Chairs and Dean of the College of Education unanimously voted in support of the OLIT request to separate from the college should an adequate placement be found elsewhere in the University."* (Memo date 2/11/11).

The OLIT faculty approached two colleges to see if there was a good fit with the OLIT program. Both programs were interested in a partnership or union of some kind. After some deliberation, the OLIT program and University Libraries agreed that exploring such a relationship would be an appropriate next step for both parties. The OLIT program faculty and the UL faculty both conducted votes and or faculty polls documenting this in late Spring and Summer of 2011. The OLIT vote was unanimous for the move and the Library faculty poll was 29 for, 0 against. Therefore, we are seeking appropriate faculty senate approvals *to move the OLIT program to a more appropriate administrative home, the University Libraries.*

UL Dean Martha Bedard held several joint meetings with the OLIT and Library faculty to discuss steps in the process of going through this change. It was decided that the OLIT program would move to the UL as one of their academic programs with all OLIT faculty and staff moving to the new organization. As a result of the positive votes for joining the UL, the OLIT faculty, the UL Executive Officers, and members of the Provost's office (Provost Abdallah Chaouki and Associate Provost

Michael Dougher) have met to finalize the operational aspects of the move and to discuss the relevant budgetary issues.

## II. Catalog Description

The proposed Form C for the administrative move of the OLIT Program to UL is attached. All relevant changes to the University Catalog are also attached. With the exception of allowing new course options in our 2+2 Undergraduate Program in terms of allowed credits, (to better align with the Undergraduate Curriculum) there are no substantial changes to the Catalog. The main change will be to move the OLIT program material to the UL section in the catalog.

## III. Degree Requirements

All degree requirements of the OLIT MA , Ed Specialist, Doctoral and undergraduate programs remain the same.

## IV. Impact on Students

We see no impact on students in this administrative move. The OLIT program has always been an outlier in the College of Education. The alignment with University Libraries and their introduction of courses and programs in Informatics is a natural complement to the OLIT work in Instructional Technology and Learning Management. The courses will complement each other while being separate areas of study.

The transition should be seamless for students. One very large advantage to our students is the greater availability for graduate assistantships and fellowships within the UL, and access to UL faculty and their expertise in research and information management. There has been a history of OLIT students creating modules and courses for the UL in the past, and we see this partnership continuing and growing. Another advantage to students and UL faculty is the opportunity to have more faculty available to students - UL faculty can serve on committees, and students can be hired to work on grant research.

The OLIT program has been conducting informal meetings with OLIT students to discuss the move and the impact on them. An overwhelming majority of the students expressed support for this administrative move and look forward to having increased opportunities for classes, research, faculty, and employment opportunities. Most of our OLIT students find work in organizational learning and development, knowledge management, on-line course design and management, and design and development of learning for adults, and the programs at the library mesh well with OLIT's curriculum and focus.

## VI. Communication Plan

We met with OLIT students on Friday September 16 to announce and discuss the move to UL. A member of the executive staff of UL was present to answer questions. Since all students could be at the meeting, we will also post an announcement on our website, an email will go out to all of our students, and to the various professional organizations that our students belong to and which participate closely with the OLIT program (AHRD, ASTD, for example). We also expect that an article will be in the UNM LOBO, and a formal press release will be sent out when the change is finalized.

## VII. Budget Impact

An agreement has been reached between the Provost's office, COE Dean and the Dean of UL on the budget to be transferred. At this point it appears that the move will be smooth with very few budget issues. As the OLIT program is in need of faculty, we will continue to work on building our faculty base. We will send in proposals for any special funds that arise from the legislature, look at joint appointments with UL, and other creative methods to grow our program in order to adequately serve our student base. The OLIT program is conducting a search this academic year for an assistant professor, and we have been allowed to hire two lecturers for this academic year. The new faculty member will begin Fall 2012 and we hope to maintain our budgeting of the two lecturers.

## VIII. Tenure and Review Requirements

There will be an insignificant impact on Tenure and Review requirements. The UL system has a T&P system in place under which the OLIT program will function. The UL requirements for Librarianship are similar to our Teaching requirements and the Research and Service sections are equivalent.

## IX. Facilities and Staff Support

The OLIT program will be bringing a Program Specialist and a Program Administrator with the move from the College of Education. Titles might change slightly and all rules and regulations will be observed. This level of staffing is the norm for the OLIT program and we do not anticipate any issues in staffing. The UL Dean has found adequate space for faculty and staff offices on the second floor of Zimmerman Library.

In terms of classroom space the UL has adequate technology enhanced classrooms that are sufficient for our technology-based classes. Currently the face-to-face OLIT classes are generally taught in the COE Classroom bldg. and Mitchell Hall. We will use Mitchell Hall, Dane Smith Hall, and the UL classrooms for future classes. The UL also has several rooms that could be used for smaller seminar classes. As a majority

of OLIT classes are now offered on-line, our need for classroom space had decreased in recent years.

#### X. Evidence of No Impact to Branch Campuses

Patsy --

I support the move of the OLIT degree programs from COE to the University Libraries. I know of no impediments this would create for our branches or any of our other community college partners; and indeed, to the degree it makes your program more robust it can only improve the access all transfer students will have to this important degree.

Regards,

Wynn Goering  
Vice Provost for Academic Affairs

Dr. Boverie,

I am writing to let you know that I am aware of the structural change that moves the Organizational Learning and Instructional Technology (OLIT) program from the College of Education to the University Libraries. I wish you success in this change.

I also am aware that your change from one College into another will not impact the 2 + 2 agreement between CNM and the OLIT program in any way and that CNM students will not be impacted by this adjustment.

Again, I wish you continued success with the OLIT program. And, I hope we can continue to work well together to serve the students that transfer from CNM.

Kathie Winograd, EdD  
President  
Central New Mexico Community College

-- Lee,

As long as the OLIT department authorizes the transfer of

the courses we will keep articulating them in the same manner. These courses would normally be categorized as vocational but OLIT is allowed to bring them in and use them in the degree.

I do not see any change unless OLIT notifies us to stop the process.

Merle