

AETM Reorganization-Phase 2 Implementation Charge

Department of Construction Management

Vision 2025

Context & Charge

On Thursday, November 7th, 2024, the Iowa Board of Regents approved the University of Northern Iowa's request to create a Construction Management Department and rename Applied Engineering and Technical Management to become the Department of Applied Engineering. This is an exciting opportunity for UNI to build the foundation upon which both of these programs can grow. **Thereby, Interim Dean Cooley (or designee) in collaboration with the Construction Management (CM) Focused Working Group (FWG) is charged with achieving the following goals within the prescribed timeline.**

Membership: Lisa Riedle
Robert Harmon
Randy Sharp
Karen Breitbach
David Grant
Shoshanna Coon
Jennifer Cooley

All recommendations will be submitted to Academic Positioning Leadership who will coordinate the project and assist with consensus building by consulting with various internal and external stakeholders. All recommendations must be approved by the Provost prior to implementation.

Common Parameters

1. To enhance visibility to prospective students across the state AETM will be divided into two departments: Construction Management and Applied Engineering.
2. Both departments will officially launch in Fall 2025
3. Both departments will be housed in the Applied Engineering Building.
4. The UNI Foundry 4.0 Center and Metal Casting Center will remain part of Applied Engineering
5. Each department will have its own department head.
 - a. Dr. Lisa Reidle has tentatively agreed to serve as the founding department head of Construction Management.
 - b. Beginning Jan 2025 the Chief Applied Engineering Administrator will report directly to the Provost and initially dedicate a full-time effort to help the Provost's administrative team develop the academic structures, professional networks, and approvals necessary to launch Applied Engineering. Beginning 1

July 2025 the Chief Applied Engineering Administrator's title will become Department Head of Applied Engineering and Chief Engineering Administrator.

6. Curriculum changes will not be considered as part of the Academic Positioning process unless initiated and carried out by departmental faculty.
7. Efforts should be made by the CM FWG leadership to engage in consensus building with AE-FWG leadership prior to submitting recommendations.

Objective 1: Propose a space allocation plan that would indicate Construction Management specific space, office assignments and shared spaces (i.e. classrooms, labs, meeting rooms, student space) **Preliminary proposal due [Tuesday, October 15th, 2024.](#)**

- a. Identifying office space for AE and CM departmental leaders should be the first priority.
- b. Both departments will be housed in AEB and share labs and classroom space.
- c. Phase II AEB construction should be taken into consideration.
- d. Appropriate consultations, including for example with Applied Engineering, should take place before providing final recommendations.

Objective 2: Work with the Office of the Registrar to update the 2025-2026 Catalog. **Preliminary proposal due [January 31st, 2025.](#)**

Objective 3: Provide a recommendation as to whether the Graphic Technology major and minor should remain in Applied Engineering or move to Construction Management. **Preliminary proposal due [January 31st, 2025.](#)**

NOTE: Strategic planning efforts (see objective 8) should speak to the future of Graphic Tech and describe how the program will be integrated and under what conditions (i.e major, minor, certificate).

Objective 4: Propose a structure for Construction Management that includes internal faculty governance and addresses the following: **Preliminary proposal due [February 21st, 2025.](#)**

- a. Provide a list of founding faculty for the department.
- b. Propose a leadership structure, including appropriate internal roles (i.e. directors, coordinators, liaisons), role responsibilities and reporting structures.

Follow-up:

- Once approved work with HR to get personnel and org chart structure changes updated.
- Coordinate with faculty in developing departmental policies, procedures, PAC guidelines and other documents as needed.

Objective 5: Provide a recommendation concerning the future of Panther Products. **Preliminary proposal due [February 21st, 2025.](#)**

Objective 6: Propose an advising model and staffing plan that recognizes the needs of Construction Management. **Preliminary proposal due [February 21st, 2025.](#)**

Objective 7: Recommend assignment plans for non-faculty staff including administrative support, lab staff, etc. **Preliminary proposal due [February 21st, 2025.](#)**

Objective 8: Collaborate with UNI Business and Community Services to create a Strategic Plan that promotes opportunities for departmental growth. **Provide periodic updates to AP leadership.**

- a. The strategic plan must include success metrics and should identify how UNI's Construction Management Department can successfully differentiate itself from its competitors and increase enrollment.
- b. Consider of the following must be embedded into the CM Strategic Plan: Current UR and Enrollment Management efforts; UNI peer institution data; Recruitment data; Regent institutions; Industry standards; Career data; etc
- c. As part of the strategic planning process, provide a landscape analysis of what employers are looking for in recent Construction Management graduates using data such as Iowa Workforce Development, Lightcast, Bureau of Labor Statistics, Post-Secondary Employment Outcomes Explorer, etc.
- d. Consider whether or not Construction Management should pursue accreditation. The recommendation should indicate the value of the different accreditation agencies.

Objective 9: Use the strategic planning landscape analysis alongside institutional data (i.e. numbers and rank of faculty (FTEs), student credit hours generated, S&S budget, non-faculty staff costs) to respond to the following and provide recommendations: **Submit recommendations along with final Construction Management Strategic Plan.**

- a. Does the data indicate that UNI has the instructional staff necessary (in terms of numbers and specialty areas) to meet the employment opportunities of our graduates?
- b. Does the data indicate that UNI has the non-faculty staff necessary to meet student and department needs?
- c. If the answer is no, provide a detailed prioritized list of instructional/staff positions that should be pursued relative to enrollment increases.

Objective 10: Work with Enrollment Management, college marketers, and UR to revise marketing materials, communication strategies, and timelines for recruitment. **Provide periodic updates to AP leadership.**

Objective 11: Collaborate with the Chief Applied Engineering Administrator, Dean's Office, Office of the Provost, and OBO to finalize the financial framework of the department in preparation for FY 2026. **Provide periodic updates to AP leadership.**

- a. Establish a budgetary framework that reflects the decision on unit structure and includes an organizational chart that identifies reporting structures.
- b. Decouple resources resulting in program relocation, including staff positions, transfer of budget lines, and partitioning the budgets.

Objective 12: Establish a Construction Management advisory board prior to July 1st 2025. **Provide periodic updates to AP leadership.**