CONTINUING CONVERSATION: REVISED REORGANIZATION PROPOSALS

DRAFT
Shared Governance: Steps Taken

• President asked to investigate possible reorganization(s) by Board of Trustees.

• President shared four proposals with the deans, chairs, and faculty directly affected by the proposals.

• Deans organized and collected evaluations of the proposals, including alternatives.

• President received the evaluations and revised proposals.

• Revised proposals shared with affected deans, chairs, and faculty.
Shared Governance: Next Steps

• Faculty Senate: Present overview of proposals at March meeting; provide detailed proposals to Executive Committee and Academic Policies Committee for review; present overview to University Council at March meeting.

• Review by Faculty Senate due by May 2 meeting.

• Review final proposal language with Executive Committee in June 2019.
Reasons for Reorganization Proposals

1. Create new and distinctive degree programs in areas of academic strength.
2. Make academic pathways and options for students clearer, more efficient, and easier to follow.
3. Foster greater faculty collaboration and innovation in teaching, research, and service.
4. Create long-term financial sustainability in existing and emerging centers of excellence.
Create new and distinctive degree programs in areas of academic strength

• Engage untapped areas of academic expertise for new undergraduate and graduate degree programs.

• Identify areas of educational need for emerging jobs and careers at the undergraduate and graduate levels.

• Reduce duplication in the delivery of new and existing courses and programs.
Make academic pathways and options for students clearer, more efficient, and easier to follow

• Incentivize quick and timely transfer of students to appropriate degree programs.

• Create a clear menu of degree options in related disciplines.

• Develop appropriate degree admission and streamlined degree requirements for all degree programs.
Foster greater faculty collaboration and innovation in teaching, research, and service

• Foster a wider variety of collaborative research opportunities for faculty in related disciplines.
• Deploy a richer range of innovative educational options for students in related disciplines.
• Enhance and expand services to industrial and community partners.
Create long-term financial sustainability in existing and emerging areas of excellence

1. Incentivize the efficient use of faculty and infrastructure to generate revenue and lower expenditures, then...

2. ...as existing centers of excellence produce more revenue, General Fund revenue subsidies to them can be reduced...

3. ...thereby freeing more General Fund revenue for investment pool for emerging centers of excellence.
Next Steps

Any reorganization proposals would go to the Board of Trustees for consideration at the regularly scheduled meeting on June 12, 2019.
Next Steps

Any reorganization proposals approved by the Board of Trustees would take effect on **July 1, 2020.**
Next Steps

• If a reorganization proposal is approved by the Board of Trustees, a committee(s) to plan and implement the reorganization(s) would be appointed by the president.

• The committee(s) membership would include personnel from all involved units as well as appropriate support personnel.

• The committee(s) would begin work by **July 1, 2019**.
Next Steps

• Reorganization committee(s) would develop a **mission statement** and goals for the new organization(s).

• Reorganization committee(s) would identify the operational details and timetable for the reorganization(s) as well as budgetary needs and potential savings.

• Plans developed by the reorganization committee(s) would be part of the regular action-planning process in **fall 2019**.
Next Steps

- All academic departments involved in a reorganization approved by the Board of Trustees would maintain their current structure, curriculum, RTP and merit guidelines for the 2019/2020 academic year.
- Any future changes in these matters after a reorganization is implemented would follow existing procedures and shared governance.
- To minimize disruption, the physical relocation of academic units would be avoided if possible.
The implementation of the reorganization plans must NOT disrupt degree completion for students.
There is no intention for involuntary personnel reductions as a result of this potential reorganization.
Next Steps

• If a reorganization is implemented, there would be an open search for the deans of the new college(s).

• Searches for deans of new colleges would begin in fall 2020, with an anticipated start date of fall 2021.

• Open searches for the deans of the colleges of education and health professions will begin in fall 2019, with an anticipated start date of fall 2020.
Changes in Colleges

*(names for discussion purposes only)*

- New College of “Polymer, Chemical, and Biological Sciences”
- New College of “Engineering, Science, and Technology”
- New “College of Arts, Letters, and Sciences”
- New “Innovation” College
- Integrate all of the College of Applied Science and Technology into new or existing degree-granting colleges
College of “Polymer, Chemical, and Biological Sciences”

- Department of Polymer Science (from PSPE)
- Department of Polymer Engineering (from PSPE)
- Department of Chemical and Biomolecular Engineering (from COE)
- Department of Biomedical Engineering (from COE)
- Department of Chemistry (from BCAS)
- Department of Biology (from BCAS)
- Corrosion Engineering Technology (from CAST)
College of “Engineering, Science, and Technology”

- Departments of Mechanical, Civil, and Electrical/Computer Engineering (from COE)
- Department of Engineering Technology (Construction, Mechanical, Manufacturing, Electrical Engineering Technology, and Surveying and Mapping from CAST)
- Division of Mathematics and Physical Science (Departments of Mathematics, Physics, and Geosciences from BCAS)
- Division of Computing and Data Science (Departments of Computer Information Systems from CAST, Computer Science, and Statistics from BCAS)
“College of Arts, Letters, and Sciences”

BCAS would become a more homogenous and synergistic college with fine arts, humanities, and social science divisions.
College of Applied Science and Technology

• The degree programs, faculty, and activities currently in CAST would be integrated into the new or existing UA colleges.

• (E.G. Disaster Science program may be transferred to the College Health Professions; Bachelor of Science in Organizational Supervision may be transferred to the College of Business Administration.)
“Innovation” College

Like the Honors College and the Graduate School, the Innovation College would not grant degrees or have its own faculty, but instead would coordinate the delivery of degrees and educational programs offered by, or in support of, the degree-granting colleges.
“Innovation” College Scope

Learning
• Flexible learning alternatives (evening, weekend, online, and intersession)
• Direct Connect, degree articulation and completion
• Military Science, Adult Focus

Partnerships
• Public Partnerships (Sister Schools, CCP), pipeline and bridge programs (COF, AAP)
• Corporate Partnerships, Workforce Development, UA Solutions
• Fire and Police Academies

Service
• Military Services Center
• International Center
• Focused Fridays, EXL, E-Sports
Faculty in Wayne College, Developmental Programs, Applied General and Technical Studies, and General Technical Studies would be individually and appropriately affiliated with main campus departments based on academic discipline.
The most persuasive recommendations are based on evidence and reason.

Proposed alternatives should also be based on evidence and reason.

The status quo at UA is insufficient to our current needs and obsolete in today’s intensely competitive higher education environment. Therefore the status quo must be excluded as a default option.