

## Department and School Strategic Reorganization - A Brief Overview May 2023

*The call-to-action:* To strategically reorganize departments and schools to align campus resources with fulfilling the mission of the university.

*The general process:* In August 2023, faculty, staff, department chairs, deans, and the Provost's Office will start the process of consultation, then work collaboratively to determine department and school reorganization. Implementation will begin in Spring 2024.

*Imperatives for reorganization:*

- Budget reductions, including a \$1 million cut to base funding in Academic Affairs and elimination of an anticipated \$8 million structural deficit by June 2024.
- Restructuring of departments and schools through increased collaboration, integration, and innovation to serve a smaller student body, build enrollment, and support our campus identity.

*The parameters for school reorganization:*

- Reorganization from seven schools to four colleges and the Library. Colleges are broader and contain multiple fields. We will fund four college dean positions, along with the Library Dean (five instead of seven). Staff and AMs in those units may be reassigned and will have a voice in reimagining their positions.
- Conversion of the School of Extended and International Education to an Office of Professional and Continuing Education (PACE) led by Interim Executive Director Karen Schneider rather than a dean in academic year 2023-24.
  - In Fall 2024, PACE will merge with the school or college where Business Administration resides.
  - In Fall 2023, international student recruitment will move to Strategic Enrollment and international students services, including study abroad/study away, will be housed in Academic Affairs.
- Departments will choose how to align in the four colleges with an eye toward innovation, curriculum development, interdisciplinarity, and sharing of faculty.
- Collaboration with bargaining units, Academic Senate and Senate committees (especially FSAC), Staff Council, and faculty to address the policy, labor, and contractual issues associated with department and school reorganization, including RTP concerns and lecturer entitlements.

*The parameters for department reorganization:*

- Creation of departmental groups or schools within the four colleges.
- Each college will consist of 3-5 groups or Schools. Each group or school will integrate 2-4 current departments. Rather than a chair for each department, there will be one chair per group or School. Chair release time will be calculated relative to the number of majors and faculty in the newly formed group or school.