

Process Goals
For College Reorganization

With respect to the entire process, but especially the discovery and deliberation phase:

- Inclusivity (for all stakeholders)
- Clarity of goals (for all stakeholders)
- Transparency of process (for all stakeholders)
- Consensus building

With respect to recommendation- and decision-making:

- Timeliness
- Fidelity
- Confidence

With respect to the post-decision/initial planning phase:

- Focus on student success and faculty flourishing
- Due diligence in all matters
- Open-mindedness concerning organizational design

With respect to final planning and implementation phases:

- Budgetary responsibility (“the money follows the students”)
- Robust communication with all stakeholders
- Hold stakeholders harmless (esp. junior faculty and dept. budgets)

With respect to the completed reorganization:

- Strong identity for COAS, internally and externally
- Adopt long-term view of sustainability, strength, and growth
- Culture of academic excellence
- High level of leadership, support, and service from dean’s office

Process Timeline

For College Reorganization

March 2014

- Meet with 5 SSPA departments to discuss their aspirations and concerns with potential move into any new college
- Hold forums for COAS faculty (perhaps 3) to discuss potential changes, hear concerns and ideas
- Ongoing conversation among COAS chairs throughout process

April 2014

- Collate and review feedback from meetings; reach provisional decisions with respect to integrating particular departments
- Communicate and verify provisional decisions with SSPA and COAS chairs

May 2014

- Present provisional decisions to Faculty Senate for endorsement
- Deliver provisional decisions to the Provost as a formal proposal to define organizational homes (colleges and/or schools) for SSPA departments and programs

Summer 2014

- University seeks SBOE approval for restructured colleges
- Dean's office engages in heavy research and brainstorming in light of Provost's decision; develop several straw-man organizational structures for consideration

Early fall 2014

- Vetting of straw-man structures by COAS+ chairs; endorsed choice decision by October 1

Late fall 2014

- Development of detailed plan for changes in structure, personnel, and budget; seek Provost approval by December 31

Spring 2015

- Execute budget modifications and redefinition of roles; revise catalogs in time for print run

Summer 2015

- Revise websites and other non-time-sensitive branded materials

Fall 2015

- New college structure in place