

## Initial Draft: Reorganization and Timeline

### Why?

- One of the goals in the strategic plan states that “WCU will transform itself into an institution whose organizational structures are strategically arranged so as to facilitate excellence in teaching and learning.” As part of that goal, the action plan involved an examination of the appropriate alignment of academic units (i.e. colleges).
- CAS began work in this area roughly 18 months ago, which resulted in an internal reorganization into two schools (HULA and SAM).
- This sparked a larger conversation amongst the Deans about potential reorganization with a view to leveraging our resources in a way that more evenly distributes administrative support, administrative complexity, the production of student credit hours, and potentially builds on pedagogical and/or disciplinary commonalities in ways that improve upon our current organizational structure.

### What? Initial Reorg Draft

#### College of Arts and Humanities

- Applied Music
- Art and Design
- Communication Studies
- English
- History, Holocaust and Genocide Studies
- Languages and Cultures, Linguistics
- Liberal Studies: Humanities
- Music Education
- Music Theory, History, and Composition
- Philosophy
- Theatre and Dance

#### College of Business and Public Management

- Accounting
- Criminal Justice
- Economics and Finance
- Geography and Planning
- Management
- Marketing
- Public Policy and Administration

#### College of Education and Social Work

- Counselor Education
- Early and Middle Grades
- Literacy
- Graduate Social Work
- Undergraduate Social Work
- Professional and Secondary Education
- Special Education

#### College of Health Sciences

- Communication Sciences and Disorders
- Health
- Kinesiology
- Nursing
- Nutrition
- Sports Medicine

#### College of Science and Social Science

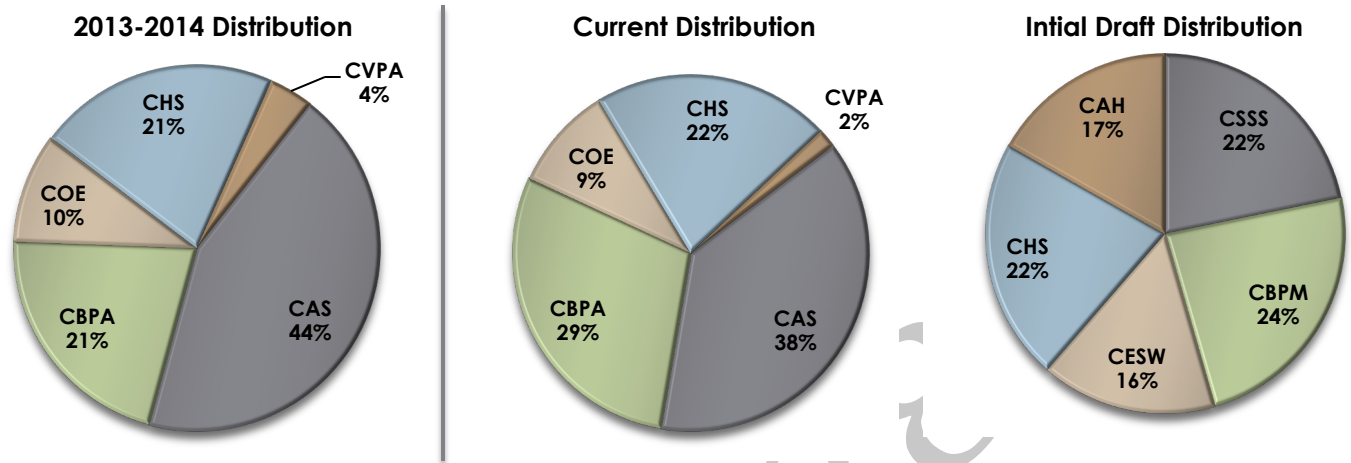
- Anthropology and Sociology
- Biology
- Chemistry
- Computer Science
- Geology and Astronomy
- Liberal Studies: Science
- Mathematics
- PPD
- Physics
- Political Science
- Pre-Med
- Psychology

#### Interdisciplinary Studies (to be administratively coordinated through the Office of the Provost, i.e. Dean of Graduate and Interdisciplinary Studies)

- African American Studies
- Ethnic Studies
- Honors College
- Latin American and Latino Studies
- Peace and Conflict Studies
- Professional Studies
- Teaching English to Speakers of Other Languages (TESOL)
- Women's and Gender Studies
- Youth Empowerment and Urban Studies Minor

### Operating principles:

- The goal is to more evenly distribute administrative support, administrative complexity, the production of student credit hours, and potentially build on pedagogical and/or disciplinary commonalities in ways that improve upon our current organizational structure.



- The motivation to do this is not from a cost-savings point of view and no current faculty or staff will lose jobs due to this reorganization.
- This initial draft is meant to reflect the best thinking of the Deans who serve as the operational leaders for their units and from this initial conceptual framework a more refined plan, with meaningful input from chairs and their faculty, will evolve.

### Timeline:

- September:
  - Present revised draft to Council of Chairs on September 23<sup>rd</sup> with APSCUF President invited to COC and all deans present at COC
  - Launch website the afternoon of September 23<sup>rd</sup>
- October:
  - Collect feedback through the website and through open forums held during October
  - Organize a small team with representatives from COC and APSCUF to work with the Deans' Council on considering feedback
- November:
  - Small team works with Deans' Council to consider feedback collected
  - Deans' Council works with Provost to finalize draft
  - Provost submits final draft to the President
  - November 18<sup>th</sup>: Present final version to COC for implementation for Fall 2016
- December:
  - Begin implementing changes in backend operations (cost centers, LeepFrog, etc) to prepare for Fall 2016 implementation and develop transition strategies as needed for implementation
- January-May:
  - Continue implementation and transition processes including determining timelines for changes for shared governance representation and elections (such as CAPC and TEP)
- June-July:
  - Finalize backend operations changes