Progress in working toward March 15th report/plan

- **Overview of planning.** The College of Liberal Arts is currently focused most heavily on reorganizing its seventeen units into a structure of no more than five units to meet implementation guidelines. Meetings are currently going on between the dean and the respective groups of chairs of the proposed units. Following those meetings, a draft of the reorganization plan will be circulated for discussion by the college’s faculty. We are also in conversation with an external facilitator who has agreed to aid in the transition.

- **Most likely College reorganization scenario.** As currently organized, the College of Liberal Arts has 17 units. While conversation is ongoing involving the future of several units, including psychology and new media communication, we are nearing a point where some of the draft alignments are ready to be publicly announced. Follow up will include faculty input. These include a School of Public Policy (sociology, political science, economics), a School of Performing and Communication Arts (music, art, theater, speech communication, and potentially NMC and dance), a unit of the Humanities (history, English, philosophy), and World Languages and Culture (anthropology, foreign languages and literatures, women studies, and ethnic studies).

**Implementation issues.** On the following two pages is a memo circulated to CLA unit leaders regarding a work plan for implementation.
To: CLA Chairs/Directors

January 8, 2010

The following is a Work Outline that addresses both CLA internal realignment and Division of Arts and Sciences alignment.

Actions associated with CLA’s internal realignment

1. Realignment of departments into no more than five Units. All activities that follow will include a Timeline and Input Process

2. Identification of administrative structure of CLA.

3. Reassignment and hiring of college administrative team

4. Assignment of duties to administrators

   The following duties are be included in these assignments
   a. Personnel oversight including evaluation/P&T/hiring
   b. Oversight of academic programs including curriculum/program development/scheduling
   c. Advising and all other student issues including complaint resolution
   d. Budget/inventory/compliance/facilities
   e. Research support
   f. Technology oversight
   g. Communications

5. Identification of strategic foci of each unit through faculty-driven process

6. Facilities Coordination
   This process will need to involve the creation of a ten-year CLA strategic space plan whose goal is to improve and rationalize space in the college.

7. Curriculum modifications as needed to accommodate new structure

8. Loop-back assessment processes to identify problem areas of restructuring with necessary follow-up.

Actions associated with CAS Divisional Alignment

1. Identification of key strategic initiatives. All activities that follow will include a Timeline and Input Process
2. Creation of organizational administration chart

3. Identification of administrative structure of DAS

4. Identification of tenure-track hiring and programmatic priorities connected to research, access, and strategic initiatives.
   This process will include in it the identification of key collaborative opportunities both inside the division and across divisions

5. Coordination of Development priorities and activities that pertain to the divisional level, including the creation of institutes and centers.

6. Identification of areas of consolidation of and improvement in divisional support
   The following areas are among those that will be addressed
   a. Grant Administration/Research
   b. Ecampus
   c. Advising
   d. Honors College
   e. HR functions inside the business center
   f. Facilities
   g. Divisional technology support
   h. Promotion of diversity and internationalization of division
   i. Communications

7. Loop-back assessment processes to identify problem areas of restructuring with necessary follow-up.