

Subject: Academic Affairs Organizational Structure Project Update

Dear Council of Academic Deans,

I want to thank everyone for a productive retreat and for your dedication and hard work this past year to advancing a portfolio of changes that will enable us to reach our goals. While work remains, we've made substantial progress and are unified in our commitment to student success. This shared passion is our guiding star, and with your continued support and contributions, we are well-positioned to continue making significant strides in achieving strong student outcomes.

Building on this momentum, I'm writing to share a brief update on the Academic Affairs Organizational Structure Project we discussed at our recent retreat. Following our Phase 1 findings (see the report online – some updates have been made following deans' feedback) and questions raised at the retreat, this fall semester, the College of Humanities, College of Science, College of Social and Behavioral Science, and School of Cultural and Social Transformation will participate in Phase 2, where we will explore how we deliver critical support services to faculty, staff and students across liberal arts and sciences disciplines. Importantly, the aim of this project is not to merge colleges. The process may ultimately yield that colleges and schools will share certain services or resources to expand them and enhance access to them. Read more about our project purpose below.

Project Purpose

The U has ambitious goals for student success and research advancement. Achieving those goals will require investment in students, faculty and staff. A more efficient organizational structure can enhance our effectiveness by allowing the university to reallocate funds to these critical areas. Through this process, our goal is to enhance and expand access to the services that support student, faculty and staff success—services such as counseling, advising, fiscal management, HR, IT, facilities, fundraising, and marketing and communication, among others. This redesign will impact how services and resources are organized and used, but it will not impact shared governance rights and responsibilities (e.g., faculty appointment, RPT, and curriculum decisions and recommendations).

Stakeholder Engagement

Over the fall semester, the College of Humanities, College of Science, College of Social and Behavioral Science, and School of Cultural and Social Transformation will collect faculty and staff feedback via listening sessions and a survey. This feedback will directly inform any decisions about how we enhance and expand access to services.

Questions

Should you have any questions about the project, please do not hesitate to reach out to me directly. We are committed to transparency throughout this process.

I want to thank Rory, Michelle, Peter, Hollis and Elizabeth for their leadership in this work. We look forward to updating you as we proceed.

Warm regards,

Keith

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