

Faculty Forum Notes– Reorganization into colleges

Scott Coykendall Introduced the Meeting Process

Sara Jayne Steen explained that this reorganization is necessary:

- The decision is based on PSU's growth of majors, students, etc.
- Many PSU structures reflected small Liberal Arts college
- There existed no layer between provost and chairs so that the Provost.
- Change of job needs/duties of president towards fundraising has had an impact upon other administrators
- Deans are capable of working on larger issues, freeing provost for more university-wide needs

(20 min) **The search process** -- comments on the draft job description and organizational chart, the composition of the search committees, the election process for search committees, the search time-line, and possible time-line for the implementation of the reorganization and the commencement of the Deans' new duties.

Liz A – Why is there such a rush to get this in place?

Julie – It is a process, internal searches as part of formation. How does this impact budgeting? She would like deans involved in some of the re-org decisions. This will allow more feedback in the process. Full start would likely be more in the fall. Another reason would provide a chance to search in spring to hire replacements.

Scott mentioned John Krueckeberg's argument, via email, that the proposed process favored the largest departments.

Len R– There is an assumption that departments will all vote for the same person.

Gary G– Would it be better for all faculty to vote for all searches?

Pat C – Why is Gary asking for possibly full faculty to vote for each search?

Gary G – Not well-thought out, but maybe could improve representation and suppress the impact of large departments

Lourdes A – Could we give everyone five votes?

Mark F – Why is the number of representatives five?

Scott C– Bylaws say faculty must be majority on admin searches: 1 administrator rep + 1 PAT + 1 OS +1 student =4, 5 faculty would put us in the majority

Eric H – Larger groups become difficult to schedule and function effectively

No objections to descriptions as written with five votes in CAS

Implementation

Scott – What would dean be doing in Spring?

Julie – Workload will dictate dean spring efforts. Work with chairs. Starting to plan governance. Starting partnerships and fundraising, grants, outreach opportunities etc. Lots of time with departments and getting to know departments.

Job description elements:

Search committees will work on job descriptions and they can seek input from the colleges to refine final content.

Term of deans (Trent was appointed for 3 years). They are 'at will', so if something's not working out it can be addressed.

Internal search; will it migrate out if need be? Yes, but hopefully not necessary.

Impact of reorganization :

Mark F – Talk of allocation of funds and working with deans. How does Ann Thurston figure into this?

Julie – A lot of what Ann does is not directly tied to budget. Deans will be working with Ann to get up to speed on budgeting issues and working in partnerships with the deans on an ongoing basis into the future. Integrating grad and UG budgets.

Julie – Some of these questions we have been asking may or may not change. We don't rush into changes, it is a transition process. Get deans in place, start working together, then start deciding.

Pat C – Do you envision flexibility within colleges to have their own policies? Example college-wide P&T process.

Trent B – With governance will have some differences. Provost was very flexible with CoBA. Some things are still institutional, like curriculum committee and gen-ed, etc. There are many traditions that merit continuance. If you can justify things, they are likely to happen.

Liz A – The other schools are multiple departments unlike CoBA. Different departments and standards in CAS. How will strategic budgeting and planning work for these others?

Julie – All three will be different. CAS has the most depts, CHHS has the largest adjunct population, etc. This should be ok, Julie currently has 20 departments. Currently Julie has a one-month appointment backlog, it is difficult to function effectively. For P&T the only real difference will be the dean layer.

Bob E – Will each college get to decide 4/5 day schedule, changing blocks?

Julie – No

Bob E – This could be a concern, colleges can't just do what they want.

Julie – Agreed.

Terri D – Tying back to Liz, job desc., qualities, etc. It may be that the job description can accommodate some specific needs

??? – Can somebody speak to the pros/cons of internal vs. external searches.

Julie – I don't think we will need external. I have heard some names and think we will have strong internal candidates. If we have to, we might look external. The primary reason for internal was the transitional time.

Irene C – Currently 9 departments with teacher prep programs. Some of them are in CAS. They will be straddling two colleges.

Julie – I don't see any problems with it. The council of teacher ed currently handles it. They could discuss a need for a change. There are currently programs spanning depts.

Pat C – Can the org chart spell out which grad programs are in which departments?

Julie – I agree, currently it was a space issue on the document.

Gary G – What term will the dean be appointed for?

Julie – Three-year appointment to start. Administrative positions are at will. After committees are appointed, they will finish job desc.

Ann M – How will dean salaries be structured? How will deans impact role of chair?

Julie – Salaries will be higher, but negotiated with the Dean. I want the chair's role to be more fun and have more time. This should improve the ability of the chairs to ask for funding. We need more revenue to make some of the improvements. Not much will change at the department level.

Liz A – Does the dean have to be a full professor?

Julie – It would be unusual for somebody who isn't to become dean. It may be a point to discuss. I envisioned somebody with significant experience.

Pat C – Does this mean new admin assistants? Other support? Or will it be shifting?

Julie – Could be shifting, could be new positions.

Mary C – What planning will be in place for evaluation of the deans?

Julie – Provost will have a role. Also evaluated on their annual work plan. Deans may end up on the PA evaluation list.

Marcia SB – At some places deans still teach a course, do you envision it?

Julie – Not currently in the plan, but could be negotiable. She would prefer not to start that way. It is difficult to find time to do it well as a PA.

Eric H – As faculty we'll need to any bylaws changes we see necessary. We will need to tackle the faculty governance issues.

Ann M – Can we imagine any problems this might cause for students for scheduling, advising, etc.

Julie – Should not be a problem, unless we did something like different Gen-Eds for different colleges.

Trent B – This gives the dean's office a chance to review schedules, and have a chance to resolve problems.

Ann M – Some schools have a separate admission to colleges. There is concern there.

Julie – Some programs have a secondary admission to the program now. It might be possible, but it would have to be approved like it did now. That is really a faculty/curricular matter

Wendy P – How do undecided students work in this new model?

Julie – University studies has been ramping up to handle all undecided students better. This will give them a home. All will start at univ studies.

Karoline K – Is there an assessment plan in place for the colleges?

Julie – We do assessment all the time. This is all part of the budget conversation she wants deans involved in. What will the metrics be? You need a variety of metrics. There will be discussion on how to measure these.

Mary C – What about CoGS? Do they get a dean? It is the administrative/service/marketing function for graduate programs. Deans will work with CoGS and their AVP. There will be some changes to the AVP with colleges. That will be looked at.

Karolyne K – More interested in assessing if the college model as a whole is delivering on the promises. Will we be seeing if it works and then going back if it doesn't?

Julie – it is hard to measure cause and effect. Could we decide to change, sure. We could change, nothing is set in stone.

Gary M – Talked about a similar plan failed many years ago when faculty were allowed to vote on the matter. Can we see how many new positions and where they are: deans, AAs, etc. Make this transparent. Curious about breakdown of students in colleges.

Julie – That makes sense, we can do that. The two new ones are about the same size.

Becky N – Will the deans be expected to raise enough money to cover their pay and staff?

Julie – No, it will be hard to measure. This should bring in new revenues.