

Academic Reorganization

Phase I – Fall 2017: Committee Formation and Work

Academic Reorganization Steering Committee

Membership: Five faculty members, to include the committee chair, three tenure-stream faculty, and one non-tenure stream faculty. It is of critical importance that all are held in high esteem by faculty colleagues.

Qualifications to serve: A strong commitment to the aspirational vision of the reorganization and the values it embodies; ability to guide institutional decisions without regard to personal/unit bias; expertise in reliance on multiple guiding documents to develop decisions (e.g., the university strategic plan, Vision 2020, and the AMP). The institutional goal remains: to be the example for public higher education in America.

Responsibilities: Align submissions from the various implementation committees into recommendations to ALC, Deans Council and the Provost regarding the implementation. The range of recommendations will be broad, from suggested minimum requirements for annual evaluation documents and unit staffing to revisions needed to the Faculty Handbook.

Committee Evaluation Process: The Steering Committee will receive proposals from the Academic Structure and Evaluation Committee, the Faculty Governance and Representation Committee, and the Academic Staff Structure Committee and evaluate those using the framing questions below. Proposals that do not adequately address these questions must be amended or rejected by the Steering Committee:

- Is the proposal aspirational?
- Does the proposal further distinguish USM?
- Does the proposal advance opportunities for collaboration and innovation?
- Does the proposal highlight existing institutional strengths?
- Does the proposal provide controls and accountability for our strategic future?
- Does the proposal clarify academic leadership structure, roles and responsibilities?

- ☐ Does the proposal create some type of efficiency?
- ☐ Does the proposal advocate for greater fiscal health and strategic financial decisions?
- ☐ Does the proposal advocate for intentional investment in people and programs?
- ☐ Is the proposal data-informed?
- ☐ Do any of the proposals conflict or are ambiguous?

Committee on Academic Structure and Evaluation

Membership: Twelve to fifteen faculty members whose record of accomplishments engender broad respect across the university. The membership should include a minimum of 65% tenure-stream faculty.

Qualifications to serve: Strong commitment to the aspirational vision of the reorganization and the values it embodies; ability to guide institutional decisions without regard to personal/unit bias; expertise in reliance on multiple guiding documents to develop decisions (e.g., the university strategic plan, Vision 2020, and the AMP). The institutional goal remains: to be the example for public higher education in America.

Responsibilities: The Academic Structure and Evaluation Committee will include multiple subcommittees tasked with addressing particular evaluative documents and processes. Some key foci will include identifying minimal requirements for annual evaluation, tenure, and promotion as well as recommended revisions to the Faculty Handbook.

Committee on Faculty Governance and Representation

Membership: Twelve to fifteen faculty members whose record of accomplishments engender broad respect across the university. The membership should include a minimum of 65% tenure-stream faculty.

Qualifications to serve: A strong commitment to the aspirational vision of the reorganization and the values it embodies; ability to guide institutional decisions without regard to personal/unit bias; expertise in reliance on multiple guiding documents to develop decisions (e.g., the university strategic plan, Vision 2020, and the AMP). The institutional goal remains: to be the example for public higher education in America.

Responsibilities: The Faculty Governance and Representation Committee will include multiple subcommittees tasked with addressing particular elements of institutional shared governance. Some key foci will include: recommending appropriate representation for Academic Council and Graduate Council as well as college-level councils; developing minimal standards for school-level governance and operations documents; identifying any additional policies shaping faculty work that require adjustment under the reorganization.

Academic Reorganization Academic Staff Structure Committee

Membership: Twelve to fifteen highly regarded academic staff members, one *Ex Officio* administrative faculty member selected by the committee, and one *Ex Officio* staff member from Human Resources appointed by the Director of Human Resources.

Qualifications to serve: Strong commitment to the aspirational vision of the reorganization and the institutional goal of being the example for public higher education in America. Dedication to exemplary service to the university community.

Responsibilities: The Academic Staff Structure Committee will develop recommendations for the minimal staff positions needed for new administrative structures. The Committee will focus on the roles that need to be constituted and where they can be positioned for maximum efficiency, service, and productivity.

Liaison

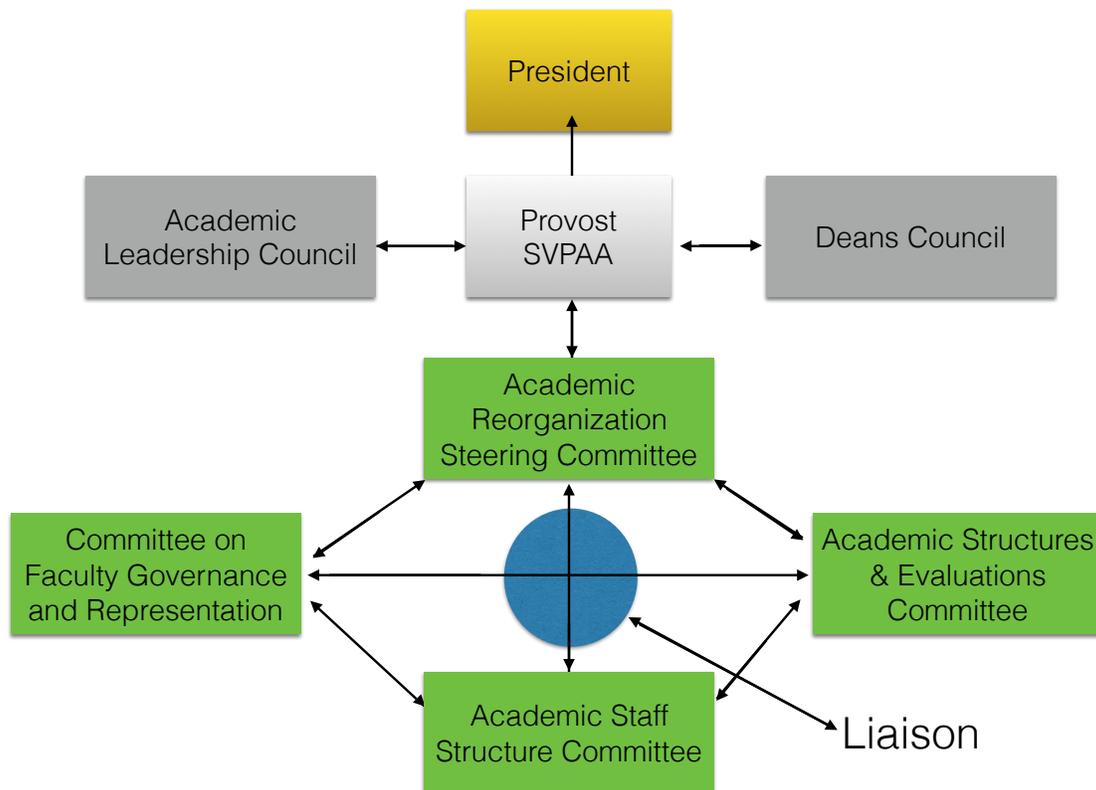
Selection: The liaison will be a highly respected administrative faculty member appointed by the Provost based on his or her extensive familiarity with the aspirational vision of the reorganization as well as a demonstrated ability to communicate effectively across diverse committee groups.

Responsibilities: The role of the liaison is to support the work of the committees by minimizing potential duplicative efforts or conflict in recommendations. He or she will attend committee meetings, communicate with committees regarding any areas of potential conflict or duplication that arise, and (if needed) facilitate conversations with representatives from the committees to resolve those situations.

Phase II – Spring 2018: Implementation of Approved Recommendations

In spring 2018, school-level committees will be charged with implementing the approved recommendations that emerged through the fall 2017 processes.

Implementation Committee Structure



Implementation Committee Structure

Tentative Timeline:

- September 2017 - Committees formed, charges given.
- November 2017 - Committee reports begin to be delivered to Steering Committee.
- Initial Steering Committee reports due to ALC, Deans Council and Provost by the end of Fall term, 2017.
- Units respond to committee reports under a spring schedule.
- Results implemented by July 1, 2018.
- Under a new dean, Arts and Sciences will finish the implementation with formation of a leadership structure that appropriately represents the diversity of the college (in Phase II).

Committee Composition and Details

- Nominations or self-nominations will be accepted through college deans or the vice provosts or for staff appointments through academic affairs subcommittee of Staff Council
- Nominations should include a brief statement of the candidates commitment to the aspirational vision of the reorganization and the values it embodies.
- Deans Council, Faculty Senate representative, and Staff Council representative will advise the Provost.
- The Provost will make the appointments.
- Time Frame:
 - Nominations due Tuesday, 9/5/2017
 - Appointments will be made by Monday, 9/11/17
 - Committee charge will occur on Friday, 9/15/17