BLP: Resolution on restructuring

WHEREAS, An institution's relevance to its constituencies sometimes dictates that its structure must adapt to meet changing needs; and

WHEREAS, The goal of any such structural change must be to enhance the institution's ability to fulfill its mission, vision, and values and to meet the needs of its constituents, now, therefore be it

RESOLVED, That the Academic Senate expresses its commitment to the principles and guidelines provided below.

I. Principles

The goal of Academic Affairs' organizational structure is to facilitate employees' performance of their duties and responsibilities in an effective and efficient manner in achieving the overall mission of Academic Affairs. These principles were originally presented to the campus in the Final Report of the Academic Affairs Structure Task Force (January, 2009). We continue to view these as the criteria against which any restructuring proposals should be evaluated.

1. Any change in the organizational structure needs to be consistent with the mission, vision, core values, and goals of Academic Affairs.

2. The organizational change needs to be consistent with the Division's human, fiscal and physical resources. There must be sufficient resources to sustain the new unit(s), and the change should produce a net positive benefit for the entire division.

3. The organizational change should result in more effective and efficient decision-making and operation in terms of effective communications, coordination and integration of efforts across and within units.

4. The organizational change should provide for clear authority, responsibility, and control/accountability.

II. Recommended Process

We urge a collaborative consultation process to ensure that any restructuring is carried out in a manner consistent with the principles of shared governance. We would anticipate that any proposals for reorganization or new structures would include consultation with the relevant Departments, Schools, and Colleges as well as with the Academic Senate, including the Senate's Budget & Long Range Planning committee.

We include the following flow charts simply as examples of consultative processes. These flow charts were also first put forward by the Final Report of the Academic Affairs Structure Task Force (January, 2009), which was endorsed by the Senate in Spring, 2010.

Academic Affairs Structure: Recommended Process for Structuring Academic Units

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Create[1]

The appropriate administrator may hire an outside consultant to prepare the proposal when sufficient expertise in the subject matter is deficient internally.

        ↗ To AALC   ↘

 Initiator   To Provost

       ↘ To Senate BLP → To Academic Senate ↗

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Merge

                                      ↗ To AALC   ↘

Initiator → To Schools or Colleges affected → Faculty Vote → To Deans affected   To Provost

                                   ↘ To Senate BLP → To Academic Senate ↗

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Split

                                    ↗ To AALC   ↘

Initiator → Faculty in splitting units vote → aggregate School or College vote recorded →To Dean   To
Provost

                              ↘ To Senate BLP →To Academic Senate ↗

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Transfer

Initiator → To Schools or Colleges affected → Faculty Vote → To Deans affected → To Provost

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Abolish

                                  ↗ To AALC   ↘

Initiator[2] → Faculty in affected units vote → School or College faculty vote →To Dean   To Provost

                             ↘ To Senate BLP →To Academic Senate ↗

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[1] If the process requires a curriculum change, the proposal is sent to the University Curriculum Committee (UCC) concurrent with Budget and Long-Range Planning (BLP) review.

[2] The Program Assessment Committee (PAC) of the Academic Senate may initiate the formation of an Ad Hoc Program Review Committee (AHPRC) when "the PAC finds that the Program Review report fails to document satisfactory program viability." Thus the PAC may be the initiator, and the process outlined in Appendix C of the PAC policy on Program Review will be followed.