

**Questions for the Academic Planning Transition Team from
Assistant Professors
Responses Provided 4/9/24**

- 1. How will research and professional development funding change/be allocated when college compositions change? Will there be consistency across colleges, and what happens if your appointment is split across multiple schools or colleges?**

Within our colleges, this funding question has two components. First is “*What amount of funding is available to the college/school?*” The dollars allocated to colleges/schools will change because the number of people housed within each college/school will change. We expect new allocations will be consistent (equitable) with current allocations. Second is “*How are dollars allocated within the college/school?*” Allocations are done as the college/school wishes, which is the same as now. This question may be less related to structure and more related to “what are the current practices” which periodically change based on who is involved. Additionally, the university Faculty Development Program still has grants available for faculty who develop proposals.

One intention of the Academic Restructuring process has been to create opportunities for interdisciplinary partnerships between units. Split placements may be handled differently in the future. However, professional development allocations will remain within home areas.

- 2. How will tenure and promotion policies change or be maintained during and after the restructuring process? What input will junior faculty have in establishing new procedures?**

All faculty will continue to be evaluated using the faculty appointment, renewal, tenure, promotion, and merit policy and/or recommendations in place when they were hired. There will be opportunities soon to be a part of the development of policy. As new policies are written the goal is to develop policy at the broadest level possible while still maintaining flexibility to encompass various disciplines.

- 3. Who will advocate for academic disciplines without department chairs?**

- Faculty and staff will have new “go to” people who advocate for them. The restructuring is not intended to remove advocacy or support.
- Area coordinators and school directors/associate deans will work together to advocate for faculty and the area. Decisions and governance will be shared. For example, Area Coordinators and faculty/staff will continue to be the contact for discipline-specific information.

- School Directors/Associate Deans will act on behalf of Area Coordinators, faculty, staff, and students. School Directors/Associate Deans will need to become informed regarding each area that is part of their school, so that they can advocate for their area coordinators and faculty.
- No part of the Academic Restructuring process is intended to reduce shared governance, create a top-down structure, disempower faculty/staff, or create/exacerbate inequities.

4. What processes will be in place if school directors/associate deans are ineffective?

The Provost is developing an administrative evaluation model. He recently piloted the use of the 360 Assessment to gain feedback regarding his performance as Provost. The Academic Deans and Associate Vice Chancellors will also be evaluated using the 360 Assessment. Additionally, the Provost will work with the Faculty Senate Administrator Evaluation Committee on a mechanism for faculty feedback.

5. How will scheduling happen?

Scheduling will happen in collaboration between staff, faculty, area coordinators, and School Directors/Associate Deans. The schedule draft will likely be developed in the area and will be finalized by the Director/Associate Dean.

6. Are the college names solidified or can they still be changed?

The names could be changed as a part of the Implementation Process. It will be important to share feedback and ideas when opportunities arise and with members of the committee. Finalizing names early in implementation will be important, as this is a cascade effect on the rest of the compliance and registration process.

7. How can we ensure IAS, TAP, and faculty of all levels are involved in decisions?

There have been IAS, TAP, and faculty of all levels from all three campuses involved in the Academic Planning Process. This will continue into the Implementation Team, including representation on the “Executive Team” by TAP/IAS. However, not everyone can be on these teams, so it is important to take advantage of feedback opportunities.

8. How will we continue to center DEI while restructuring and beyond given the state legislature’s recent actions?

We will work through Human Resources and follow best practices for workforce diversity.

9. If there are further layoffs in the future that include faculty, would seniority be the main criteria like it was for staff? How do we know if our jobs are safe for the near future?

The reason the university is going through restructuring is partly to help avoid layoffs from occurring in the future. However, job safety will largely depend on our collective success as a university, and that involves issues that extend beyond the scope of our restructuring charge/efforts.

10. Can we continue to have university-wide Assistant Professor meetings?

Yes. These types of meetings can be called in various ways now, and that opportunity will continue. Please feel free to arrange and call these meetings independently as well.