

Restructuring Information

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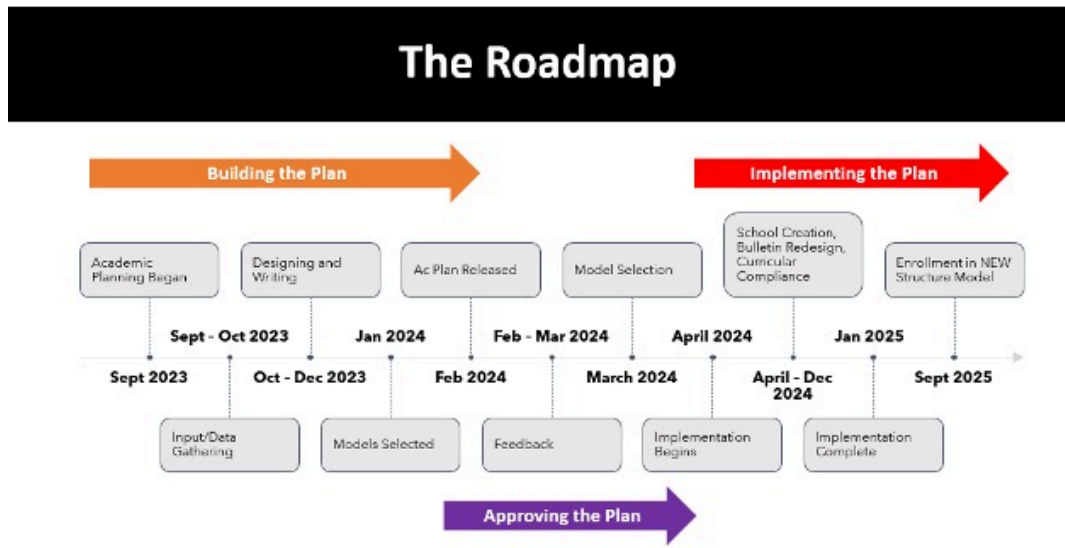
Hello fellow UW Oshkosh Colleagues,

We are writing to share information that may help as important decisions are being made. If you are a faculty member, please vote to ensure your voice is heard. The change is daunting and will take a lot of our attention and time, but it is about better serving our student population. We also wanted to give you a summary of the campus conversations that have surrounded these restructuring proposals.

Resources about the process so far:

- [Academic Planning Website](#)
- [Academic Planning Slidedeck](#)

The roadmap below highlights the work of the Academic Planning Work Group, Transition Team, and university employees. Since the beginning of this process, all university faculty, staff, and students have been invited to participate in the process. We have had 40 outreach events, including two Provost Open Forums and one In-Person Open House. These numbers do not include the Transition Team’s attendance at four All College Meetings and two Faculty Senate Open Houses. We thank the faculty, instructional academic staff, and university staff who have shared their feedback throughout the process.



Here are some common questions the Transition Planning Group has answered since February.

Why are we engaging in a restructuring process?

There are two primary reasons:

- To close our structural deficit. We entered our current academic year with an \$18 million structural deficit. Several issues led to this deficit, such as lower student admissions, lower student retention, dated facilities, decreasing state financial support, costly administrative structure, inefficiencies in our bylaws/policies/practices, and inefficiencies caused by imbalanced student-employee ratios.
- To highlight distinctive features of our programs and university for marketability, balance administrative responsibilities, and align our programs by career clusters to signal clear career paths to students.

See more in the [Academic Restructure FAQs](#).

What are the differences between the [Model A](#) and [Model B](#) ?

We've laid this out in the [Academic Restructure FAQs](#) on pgs. 2 and 4.

Given we have gone through VRIOP and a workforce reduction, do we still need to restructure?

Yes, more work still needs to be done to close our structural deficit and to highlight distinctive features of our programs and university. Even with savings realized from VRIOP, workforce reductions, and increased teaching loads, we have not met our \$18 million target. Continuing with restructuring, stabilizing our enrollment, and improving retention will allow us to eliminate our structural deficit by the end of FY 2025 and put us in an excellent position for targeted growth and strategic investment.

You can see more about this question in the [Deloitte Report](#).

I have heard that there is still \$3 Million to realize through restructuring, but the models save less than that amount, according to the [Academic Planning Website](#). How will the rest of the savings be realized?

Academic restructuring is expected to reduce part of that \$3 Million deficit and was never expected to entirely negate that deficit. Other activities are being pursued. For example, COLS has achieved \$1 Million in annualized savings through curricular efficiencies (e.g., combining similar courses, such the introductory media courses RTF 115 and AMP 141) and IAS non-rehires. Savings will also occur through non-academic areas, such as reducing facilities (e.g., closure of Radford Hall) and restructuring other divisions such as Student Affairs.

What amount of savings can we achieve from the restructuring?

We expect to save between \$600,000 and \$1,750,000 every year if we change our structure and practices, instead of keeping them as they are. This has two parts:

1. **Direct savings** that come from Department Chair backfill, summer CAS reduction, and COEHS Dean elimination

- \$625,000 (IAS backfill) + \$150,000 (COEHS Dean) + \$225,000 (Summer CAS).
2. **Indirect savings** would include greater curricular efficiency and shared courses, realignment of service responsibilities, administrative efficiencies, and intense review of refilling positions if vacant.
- \$500,000 – \$750,000

As we stand now, the College of Letters and Science has already realized **\$1,000,000** in annualized savings through curricular management and reduction in IAS.

For more information, see the [Budget Committee Summary 4/11/24](#).

Will there be Faculty Layoffs?

No, there are no plans for faculty layoffs during or as a result of restructuring.

Will shifting from Departments to Areas have any impact on faculty status in terms of issues like seniority and job security protected by statute?

No. Faculty will continue to have the same rights and responsibilities when organized by areas and schools as they do in departments. [Article 36.05, Section 8](#), of the Wisconsin State Statute defines faculty as "persons who hold the rank of professor, associate professor, assistant professor or instructor in an academic department or its functional equivalent." The Provost has maintained that areas under the proposed models will be the functional equivalent of the department. The Office of General Counsel of the Universities of Wisconsin has validated that interpretation.

See more in the [Assistant Professor Question Responses](#), [IAS and TAP Question Responses](#), and the [Academic Restructure FAQs](#).

Are the College, School, and administrative titles set for new positions?

No, the titles are not set in stone. Changes can be made to the college, school, and new administrative titles during Implementation.

How will Directors/Associate Deans and Area Coordinators be identified and hired?

The current Associate Deans will be appointed to oversee a school related to their current assignment as the Associate Dean or Director. Department chairs will continue their work advocating for their programs as Area Coordinators. When it is time to identify new Associate Deans/Directors there will be an internal search. Future Area Coordinators will be identified through area or program election processes.

See more in the [Faculty Senate Questions 3.12.24](#) and [Faculty Senate Question 3.18.24](#).

Will changes be made to Tenure and Promotion that cause difficulties?

We would need to rewrite bylaws and policies to align with the new structure, so employees will likely engage in different Tenure, Promotion, Renewal, and Review processes. Current employees will continue to meet the expectations of the policies in place at the time of their hire.

See more in the [Academic Restructure FAQs](#), [Faculty Senate Questions 3.12.24](#), and the [Assistant Professor Question Responses](#).

Now is the time to cast your vote and be part of taking the next step in the future of UW Oshkosh.

We are now at the end of the approval phase. If we approve a specific change, we will soon enter the implementation phase. It is important that faculty vote to share their opinions about what future path is best for our university. The work is actually just beginning—implementation will be a complicated and arduous process, and it will require the input and collaboration of people from every corner of campus. This process will be an important investment in our current and future students. We hope that all employees make themselves available to be a part of this process. Many opportunities will be available to help move us forward.

Thank you all,

The Transition Team

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My pronouns are she, her, hers