**FACULTY SENATE REVIEW OF REORGANIZATION AND STAFFING PLANS**

The Faculty Senate has consultation responsibilities beyond its core curricular responsibilities including “thorough and timely before-the-fact consultation with the administration in the development of policy, the administration of the University.” Article I, section 2. It shall “debate, discuss, and make recommendations to the President and the Administration concerning all issues that pertain to the academic affairs of the University.” Article I, section 5. This includes review and recommendation of "development, curtailment, discontinuance, or reorganization of academic programs [and] issues that pertain to the academic affairs of the University and matters of critical concern about the welfare and Administration of the University.” CBA 7.100(4)-(5). The Executive Committee of the Senate “shall consult and advise the Administration regarding matters affecting the faculty,” including “budgetary matters that directly affect academic affairs of the University,” and “shall advise the Administration and the Senate relative to policies affecting the welfare of the University.” Article III, section 2(4). Faculty Senate procedure 101.40 provides for Senate approval of, among other items, Academic Unit Name Changes and Curriculum Changes; on request by the Administration, the Senate can endorse proposals with a motion from the floor.

Pursuant to these powers and duties, the Senate plans to review the Administration’s proposed reorganization and staffing plans. The review will occur in regular order through reports to the Senate by standing committees where appropriate, and through reports to the Senate by ECOS in consultation with relevant committee chairs where not otherwise provided for in Senate or other procedures. Given the pace and importance of the review and recommendations, the Senate will receive faculty comments on proposed reorganization and staffing plans through an online process in addition to committee forms and consultation. The Administration has demonstrated its attention to the Senate as the Voice of the Faculty by adopting several revisions in response to the Strategy for Distinction process begun last semester, and the Senate commits its best efforts to complete its review and recommendations of the Administration’s proposals by the end of Fall Semester.

**I. Review and Recommendation of Proposed Reorganization Plans**

The Provost has suggested roughly [a dozen proposed reorganization plans](http://www.umt.edu/provost/docs/RevReorgDraft.pdf), with a final list due September 28. Reorganization plans involving curricular changes are covered by existing policy as Level I or Level II proposals, subject to review and reporting to the Senate by ASCRC or Grad Council, or both. Reorganization plans only involving moves of programs will be reviewed and reported to the Senate by ECOS. “Program changes are reviewed for transparency and compliance with University, MUS, and Accreditation standards.” Faculty Senate Procedure 201.30. (Numbers are as indicated in the Provost’s 09/05/18 Draft.)

**A. ASCRC will review and report on:**

1. Consolidate the School of Art and the School of Media Arts to create a School of Visual and Media Arts (Level II)

2. Consolidate the BA in Theater and the BA in Dance to create a BA in Theater and Dance (Level I)

3. Add an option in Musical Theater to the BFA in Theatre (Level I)

9. Consolidate the departments within the College of Business (Accounting & Finance, Management Information Systems, Management & Marketing) into a single department (Level II) [with Grad Council]

10. Consolidate Missoula College and the School of Extended & Lifelong Learning under a single dean (Level II) [and develop a closer partnership between this unit and Bitterroot College]

11. Place into moratorium the CAS in Pharmacy Technology (Level I)

12(a). Terminate BA and minor in Global Humanities and Religions

12(d). Terminate Bioethics certificate

12(e). Terminate BA in Political Science-History

12(f). Terminate CAS in Recreational Power Equipment

**B. Grad Council will review and report on:**

1**.** Consolidate the School of Art and the School of Media Arts to create a School of Visual and Media Arts (Level II)

3. Terminate the Musical Theater Specialization in the MM program

4. Convert face to face Parks, Tourism, and Recreation Management graduate degree into an online degree (Level I)

8. Create a new department of Public Administration and Policy comprising the Masters of Public Administration, the non-profit minor and non-profit certificate within the Baucus Institute/Alexander Blewett III School of Law (ITP/Level II)

9. Consolidate the departments within the College of Business (Accounting & Finance, Management Information Systems, Management & Marketing) into a single department (Level II) [with ASCRC]

**C. ECOS, in consultation with Grad Council & ASCRC Chairs, will review and report on:**

5. Move the School of Journalism into the College of Visual & Performing Arts, maintaining its status as a school (Level II)

6. Move the Department of Geography to the W.A. Franke College of Forestry & Conservation (NA; Senate to review per CBA 7.100)

7. Move the Department of Health & Human Performance (HHP) from the PJW College of Education & Human Sciences to the College of Health Professions & Biomedical Sciences (NA; Senate to review per CBA 7.100)

**II. Review and Recommendation of Staffing Plans**

The Provost has suggested revised staffing plans will be proposed by October 26, 2018 ([Provost's email, 9/14/18](http://www.umt.edu/provost/docs/Sept14email.php)). ECOS understands the Senate’s responsibility as reviewing *whether* a program’s curriculum is sustainable under proposed staffing budgets/levels, not *how* programs propose to achieve those budgets/levels (a matter for the UFA and Administration). The Administration appears to have adopted most of the methodological suggestions made by ECOS in its [August 8 memo](http://www.umt.edu/provost/docs/ECOS_memo_UPC.8.5.18.pdf), including a five-year average SCH:FTE baseline for presumptive instructional levels and a process to deviate from those presumptive levels based on accreditation, research, and other strategic factors. Therefore, consistent with that memo, ECOS will review the staffing plans and report to the Senate on the following matters:

**A. Corrections of material data errors identified by deans and chairs.** Earlier reviews suggested significant errors in the underlying FTE and SCH data. The Administration has worked with deans and chairs to correct the data. ECOS will review only chair or faculty claims of material errors remaining in the data. Given the SCH:FTE methodology, material errors are those that will change the presumptive staffing levels. (For example, the misallocation of 200 SCH or 1 FTE in a five-year departmental baseline totaling 5,000 SCH or 20 FTE is likely immaterial; the misallocation of 200 SCH or 1 FTE in 2018 levels for a department of 1000 SCH or 5 FTE may be material.)

**B. Basis for strategic deviations from presumptive staffing levels.** According to the [Provost’s August 29 email](http://www.umt.edu/provost/docs/Aug29email.php), the Administration will review academic program data from the Stage 1 UPC Analysis (including demand, majors, degrees awarded, and instructional cost), the UM Core and Communities of Excellence, and feedback from deans and chairs, and adjust the presumptive staffing levels to final staffing levels accordingly. ECOS will review only whether these strategic deviations are clearly communicated by the Administration and generally reflected in the final staffing levels, seek clarifications from the Administration where appropriate, and report to the Senate accordingly. (For example, if dean or chair comments indicate significant increases in research activity above the five-year baseline that merits an upward deviation from the presumptive staffing levels, and the Administration adjusts the staffing levels accordingly, this should be communicated.)

**C. Capacity for final staffing levels to sustain curriculum.** The presumptive staffing levels assume that a program teaching successfully in 2009-2013 at a specific student:faculty ratio (in SCH:FTE terms that indirectly account for commitments to research and service by reducing that ratio) can teach successfully in 2018 at the same student:faculty ratio (again, indirectly accounting for commitments to research and service in the reduced ratio). Strategic deviations should address significant changes in curriculum, research, or service between the baseline period and 2018. The final staffing levels should therefore sustain each program’s current curriculum. The Provost’s 8/17/17 memo asks deans and chairs to identify any unsustainable programs for reorganization, and such proposals should proceed through the reorganization review and recommendation detailed in Part I, above.

Notwithstanding these internal reviews at the chair, dean, and administrative levels, the Senate has a duty to review significant reductions in program staffing, whether due to SCH-driven presumptive levels or strategic deviations chosen by the Administration. ECOS will call for faculty comment on the curricular sustainability of programs identified for significant reductions. In consultation with ASCRC and Grad Council review these programs to help ensure that unsustainable programs at final staffing levels are either put into the reorganization process or provided sufficient additional staffing.

**III. Timeline and Sequence of Faculty Comment and Senate Review**

SEPTEMBER 20 SENATE MEETING: ECOS reports review process.

September 26: Instructional staffing budgets provided to Deans and Chairs

September 28: **Final reorganization plans** available to faculty; ASCRC, Grad Council, and ECOS review begins.

October 4: Period for faculty feedback on curricular proposals and reorganization opens.

October 12: Deadline for formally noticed attrition (directly to Provost)

October 19: Period for faculty feedback on curricular proposals and reorganization plans closes.

October 26: Deans submit plans for achieving instructional staffing budgets to the Provost ; Faculty Senate review of staffing plans begins, faculty comments open.

November 5: President submits **curricular impact reorganizations** from staffing plans; Review Committee formed.

NOVEMBER 8 SENATE MEETING: ASCRC, Grad Council, and ECOS report review and recommendations of **final reorganization plans**.

DECEMBER 6 SENATE MEETING: ASCRC, Grad Council, and ECOS report review and recommendations of **curricular impact reorganizations** from staffing plans.

December 20: Faculty Senate recommendations due.

**IV. Faculty Comment Process**

Although deans and chairs have been involved in the renewed reorganization and staffing discussions since August, faculty members may have more or less awareness and input into departmental responses to Administration proposals. To help ensure a final opportunity for faculty engagement before the Senate adopts recommendations on the Administration’s reorganization and staffing proposals, ECOS coordinate with ASCRC and Grad Council to provide one more online forum for input to relevant committees and the Senate as a whole.

Faculty comments will open with the release of the final staffing plans on Septmber 26 and close October 3, when Senate committees begin formal reviews of the Administration’s final staffing plans and reorganizations.

At this stage, the prompt will be limited to specific curricular impacts (both positive and negative) of specific reorganization proposals on specific programs. The online form will include:

1. Faculty Member (a) Name & (b) Department

2. (a) Reorganization subject (1-12(f) above) OR (b) Program staffing level

3. Specific curricular impacts on specific degree, major, minor, concentration (option), or certificate. In particular, how does the reorganization or staffing realignment effect (positively or negatively) the sustainability of the curriculum supporting the subject program and related programs?