

2007 Strategic Planning Group Retreat Notes Program Alignment Discussion Notes

Discussion topics from report-outs from large group discussions:

- Schools within colleges may help clarify what is within each college. We may want to add a third models with this concept.
- Clarity of college titles important so students can clearly identify programs
- College of Arts & Letters is necessary
- Courses in design may not all go together; Apparel may not fit in Art & Design
- No new positions will be created to implement the model, but will be reallocating positions as needed
- The titles will not work for every single dept. Get like kinds of programs with like to create more synergy; the key to this process is to eliminate silos and create collaboration between colleges.
- STEM is a key college and will be involved with working with every college.
- An attitude of trust and collaboration is essential. Create synergy.
- The use of the words college, school or dept; nationally, the word school seems to more recognized than dept.
- Center for Interdisciplinary Collaboration- should include all outreach programs, tech transfer, all off campus programs. The off campus programs are the areas where collaboration is more difficult. Very important piece to provide flexibility and collaboration between depts. Sends a strong message about what the university wants to do and encourages collaboration.
- Realignment should be based upon program relevance; size does not determine structure
- Need to have a better mechanism that supports and encourages collaboration. Faculty need to know they can work around whatever structure exists.
- Develop a good system for joint appointments
- Include programs and dept chairs in discussion about reorg; obtain input from program directors and content specialists to determine where programs fit best. Process to get feedback; get feed back on current structure, then get proposed structure participants together to discuss
- Mission needs to drive this reorg; opportunity to inject the innovation piece. Process to obtain feedback under the current structures, but have additional feedback opportunities with the individual programs that would potentially be working together.
- Must review and modify policies that create barriers, SCH, budget, small class size (Honors program), FTE, etc. Have policies in place to support the new structure.
- General education could perhaps be included in the Center for Interdisciplinary Collaboration
- Cross campus collaboration involving everyone; help overcome barriers that may exist
- Another possibility: Dean of UG programs, Dean of G programs; program directors report to that dean rather than depts. or colleges
- How do we evaluate the success of the restructuring? What is an effective dept? Few conflicts, efficient use of budget, gets along well, what works and what does not?
- School of Management?

- Research shows that “people collaborate with others who are physically within 100 feet of them.” The model is not as important is the psychological and perception that it will work. The program director model, should we keep it? Does it help or hinder collaboration?