

UNIVERSITY of
NORTHERN COLORADO



Office of the Provost

TO: President Norton
FROM: Abe Harraf
SUBJ: Reorganization of Selected Schools
DATE: May 18, 2010

Subsequent to your November 17, 2008 conditional approval of the recommendation by a subcommittee of the President's Planning Committee to consider an alternative structure and alignment of some schools and programs, the colleges were afforded an opportunity to carefully examine their structure and, if warranted, offer an alternative structure for their programs. Your outlined conditions were assurance of maintenance of academic quality, support of the Academic Plan, and articulating cost neutrality of the proposed structures.

Following your meeting with the member of the subcommittee on January 22, 2009, I communicated to the college Deans the criteria and process for restructuring on my memorandum on February 16, 2009. I requested that colleges use a two-prong stage where in the stage one they develop a college procedure that is inclusive, transparent, and provides an opportunity for the college personnel to provide input. Once their proposed procedure was approved by my office, they can embark on discussions and deliberations on the best structure that satisfies your outlined conditions for restructuring. To further assist the colleges with their deliberations, on December 8, 2009, I outlined a detailed guiding principle outlining further conditions and administrative guidelines to insure cost neutrality and consistency of treatment of unit academic leaders across the campus. Furthermore, on May 5, 2010, I stipulated the selection and evaluation of department chairs pending your approval of the proposed restructuring of the selected schools.

During the FY 2009, the colleges have been engaged in a very deliberate and mindful analysis of their structure. They have engaged their faculty and staff through a very collaborative and transparent process to examine the merit of each proposal, taking into account the conditions outlined in your directive and further reinforced by my communications to the colleges.

The following is the summary of the proposed changes effective July 1, 2010. A few units and/or colleges have requested an additional time beyond the implementation date of July 1, 2010 to carefully analyze their current structure and propose realignment, if any, during the upcoming academic year.

College of Education & Behavioral Sciences

School of Teacher Education No change
School of Psychological Sciences No change

School of Education Research,
Leadership, and Technology **Applied Statistics & Research Methods Dept.
Educational Technology Department
Leadership, Policy & Development Department**

School of Applied Psychology and
Counselor Education **School Psychology Department
Counseling Psychology Department
Counselor Education & Supervision Dept.**

College of Natural & Health Sciences

School of Nursing	No change
School of Biological Sciences	No change
School of Sport & Exercise Science	No change
School of Mathematical Sciences	No change
School of Human Sciences	No change in FY2010
School of Chemistry & Biochemistry	Name change to Department
School of Earth Sciences & Physics	No change in FY2010

College of Humanities & Social Sciences

School of Communication	No change
School of English Language & Literature	Department of English
School of History, Philosophy, & Political Science	History Department Philosophy Department Political Science Department
School of Social Sciences	Anthropology Department Economics Department Geography Department Social Science Program Women's Studies Program
School of Sociology & Criminal Justice	Sociology Department Criminal Justice Department
School of Modern Languages & Cultural Studies	Modern Languages Department Hispanic Studies Department Africana Studies Program

College of Performing & Visual Arts

Monfort College of Business

No change
No change in FY2010

The attached documents depict the process, funding parameters, and other pertinent information for your review and analysis. You will note that colleges, where applicable, have done a thorough analysis and consciously been mindful of cost containment by employing appropriate measures that will not require any new funding. Any savings resulted from restructuring will be applied to adjunct instructional needs of the colleges.

We await your approval of the proposed restructuring proposals in order for the colleges to move forward with the selection of unit leaders and adjustments they need to make to get ready for 2010-2011 academic year.

attachments