



**Senate Report Regarding Next Steps as a Result of the Restructure Survey
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The results of the survey conducted in February 2013 regarding the restructure of Academic Affairs in 2011 suggest there is continuing concern and discontent among a small number of staff and a sizeable number of faculty with respect to both the process and the results of the restructure. The Senate leadership sees the need for the faculty and administrative leadership to work together to move forward from this point in a productive manner. To this end, the Senate Chair and Vice Chair asked to meet with the President and Provost to discuss the survey results. We (Senate Chairs. Trischman and Bennett) are pleased to report the following next steps.

- 1) **College Issues:** Items were brought up in the survey responses about each college that could benefit from open discussion with high-level administration. It was agreed that the Provost and the President will meet with the faculty of each college and the Library individually by Unit to discuss ways to move forward.
- 2) **Budget Analysis:** With BLP and UBC, the Provost has voiced a commitment to transparency and working toward making the budget and the budget process as transparent as possible. The Senate leadership strongly supports this.
- 3) **Staff Workload:** The Provost will provide formulas and spreadsheets used by the former College of Arts and Sciences to the Associate Deans of each College and the Library to be used as a starting point for them to carry out workload analyses of staff workload as needed.
- 4) **The Consultation Process for Restructure Activities in Academic Affairs.** The survey results show damage to the culture of trust and respect that existed between faculty and the administration prior to the 2011 restructure of Academic Affairs. The Senate could move forward by developing recommendations for the consultation process to take place when any restructuring of Academic Affairs is proposed by the administration. Such recommendations could address two types of restructure activities: (1) when a rapid consultation is needed, and (2) when a reasonably-paced process is feasible.
- 5) **Keep in Touch.** Academic Senate Officers and the President and Provost will continue to discuss ideas to improve the mutual trust and respect of faculty and administrators on campus.