
Subject: Timeline for Academic Affairs Reorganization

Date: Wednesday, February 22, 2023 at 3:26:36 PM Central Standard Time



February 22, 2023

Dear ESU Faculty, Staff + Students,

On January 23, I shared with you some changes in the Provost's Office as we move toward reorganization of the Office of Academic Affairs. The reasons for this reorganization are to provide depth of leadership and succession planning in all areas, and to bring programs and faculty into intuitive groupings that will foster collaboration, reduce redundancies, and help prioritize reinvestments and developments going forward.

These reorganization efforts began with the College of Liberal Arts and Sciences, but they include all schools and colleges. I created two temporary administrative positions to lead these efforts with James Ehlers and Amy Sage Webb-Baza serving as Assistant Deans for the College of Liberal Arts and Sciences for this project during the spring semester.

I have asked for involvement from across all academic areas of campus to make proposals and provide feedback for a campus-wide reorganization of academic programs and departments.

I have collaborated with James and Amy to develop and pursue a timeline for the project. I now am sharing this timeline with campus so you can see what has been done and what the next steps are:

Monday 1/30: **LAS Reorganization Plans to LAS**

- Ehlers and Webb-Baza shared the reorganization plan and goals and shared Provost Thomas' proposed reorganization models for The College of Liberal Arts and Sciences.

- Ehlers and Webb-Baza facilitated reorganization discussions with LAS.
- Feedback collected until 5 p.m. Friday, 2/3.

Monday, 2/6: LAS Meet with Provost

- Ehlers and Webb-Baza convened LAS to share the feedback and the process for collecting it.
- Provost Thomas answered questions from LAS.
- Models and aggregated faculty feedback from LAS shared with Associated Student Government (ASG).

Friday, 2/17: ASG Input

- Ehlers and Webb-Baza met with ASG leadership to update them on the process and collect questions and concerns.
- ASG provided guidance on how to involve students in providing feedback to the campus-wide reorganization model.

Monday, 2/20: SLIM & Library & Archives Reorganization Plans Meeting

- Faculty and staff in SLIM & Library & Archives discussed Dean Jeong's proposed reorganization models for The School of Library Information Management and University Library and Archives.
- Ehlers and Webb-Baza joined the meeting and facilitated reorganization discussions with SLIM/Library.
- Feedback will be collected from SLIM/Library until 5 p.m. Friday, 2/24.

Tuesday, 2/21: The Teachers College Reorganization Plans Meeting

- Faculty and staff in The Teachers College discussed The Teachers College Leadership Team's proposed reorganization models for The Teachers College.
- Ehlers and Webb-Baza facilitated reorganization discussions with The Teachers College.
- Feedback will be collected from TTC until 5 p.m. Sunday, 2/26.

Wednesday, 2/22: School of Business Reorganization Plans Meeting

- Faculty and staff in The School of Business discuss Dean Bashaw's proposed reorganization models for The School of Business.
- Ehlers and Webb-Baza facilitate reorganization discussions with The School of Business.
- Feedback will be collected from SB until 5 p.m. Sunday, 2/26.

Tuesday, 2/28: Aggregated feedback to Provost

- Feedback aggregated within each of the three areas of SLIM/Library, TTC, and SB shared with Provost Thomas and those schools.
- All proposed plans and feedback aggregated from all the areas made available to all faculty and staff across all of academic affairs.

Tuesday, 3/7: Campus-Wide Academic Reorganization Model Proposed

- Sharing a new, comprehensive model that incorporates ideas from all the individual schools and colleges.
- Feedback will be collected from all areas.
- Individual areas may be scheduled to collect feedback about how the proposed model affects them.

Wednesday, 3/8: Reorganization Lunch & Learn for All Students

- Free pizza lunch will be provided for students in the Skyline Room.
- Ehlers and Webb-Baza will present the reorganization plans.
- Attendees will receive QR code to survey for feedback.
- Student survey will launch for all students to provide feedback.

Late March / Early April: Final Reorganization Model

- The final reorganization plan will be shared campus wide
- Provost Thomas will present the model at the Kansas Board of Regents (KBOR) meeting April 19, 2023, in two presentations:
 - a high-level summary to inform KBOR of the general direction of ESU's reorganization of academic affairs and
 - present to the Council of Chief Academic Officers (COCAO) group to begin the process of formal approval of ESU's reorganization plans.

As you can see, this is an aggressive timeline, yet one that is vital for us to accomplish our goal of establishing a reorganization plan for academic affairs that can begin various stages of implementation in fall 2023. Please watch for more information about informational meetings and ways for you to provide feedback.

Together, we can build a better Emporia State University that is responsive to the needs of students as well as faculty and staff.

With ESU Pride,

R. Brent Thomas

R. Brent Thomas, Ph.D.

Provost + Vice President for Academic Affairs

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