

ULM ACADEMIC STRUCTURE COMMITTEE EXECUTIVE SUMMARY & IMPLEMENTATION PLAN
SUBMITTED TO PROVOST & VP DR. MARK ARANT
FEBRUARY 14, 2023

I. Background

The ULM Academic Structure Committee was established by Provost and VP for Academic Affairs Drant during the Fall of 2022. The task of this committee was to examine each college's organizational structure, propose recommendations for academic restructuring, and outline an implementation plan while focusing on the overarching goal of producing well-rounded students poised for success in their lives and careers. Notable areas, such as budgets, were not considered because they were beyond the scope of this committee and not part of the charge.

The committee was charged with delivering recommendations to the Provost for organizational transformation that focused on

A). Redefining academic program oversight to bolster academic leadership, potentially through a department focus as opposed to a program or school focus.

B). Committing to more inclusive and equitable advancement opportunities for all.

C). Identifying options for organizational restructuring.



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However, it is unlikely that every Task Force member would have the expertise to serve as the primary mechanism that would oversee, implement, and assess an entire restructuring process. The Task Force should be a mechanism of quick feedback and suggestions for the OCDI/Partnership and not the primary instrument of change.

- x It is recommended that all ULM employees be consulted and engaged throughout the entire restructuring process. The OCDI or Partnership should strive to regularly post on a website page all information, contribution opportunities, and the progress of the overall project. Every should be open, transparent, and easily accessible.
- x Faculty should have equitable support of their teaching and professional development. This committee highly recommends for ULM to consider providing different and specific avenues for employee advancement.
- x Standardization and transparency of administrative evaluations, job titles, definitions of roles, stipends and release time is strongly encouraged
- x The restructuring process should be communicated only with ongoing monitoring and updates.

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3. Post FAQ about process	March 2023– April 2023
4. Administration begins investigation/planning on New Office– OCD for the Partnership duties & responsibilities	March 2023– May 2023
5. Elicit additional input during faculty activity week forums	August 2023
6. Elicit additional input during AA talks	Fall 2023
7. ULM Administration commit to creating a budget to fund restructuring and implementation	Summer– Fall 2023

**Phase 2: Transition Phase: Create New Office/Partnership & Data Collection
 Continuous Development & Improvement Office Partnership May 2023 -Nov 2023**

Tasks

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Appendix A: References

1. [Academic Restructuring and Prioritization](#) [Changing Higher Ed](#) Podcast with Dr. McNaughton and Dr. Varlotta (2023) 45 minute Podcast from Higher Education Consulting Firm Changing Higher Ed.
2. Capaldi, E. D. (2009). Intellectual transformation and budgetary savings through academic reorganization. *Change: The Magazine of Higher Learning*, 41(4), 18-27.
3. [Colleges and Organizational Structure of Universities](#). (Governing boards, The President, Faculty, Administration and Staff, ~~Starts~~ Future Prospects.
4. Brodie, P (2020, Sept 8).

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