University Planning Committee Meeting Minutes
April 27, 2018

Attendance:
Present: Alford, Atteberry, Barnes, Bodnar, Callaway, Comer, DeLuca, Farnsworth, Fitzgerald, Kirgis, Lindsay, Manuel, Ratto-Parks, Schafer, Schwarze, Semanoff, Stark, White, Whittenburg.
Absent: Chacon, Humphrey

Timeline Discussion:

- President Bodnar--There have been many questions about what’s going to the BOR in May.
  - Mostly the Mission Statement. We will send a Mission Statement item that is pending feedback from campus and may be adjusted.
  - Everything else is informational. I am going to talk about the four components of the Strategy for Distinction and give the BOR a sense of the direction we are taking UM. These are the areas around which we want to distinguish the University. We have started important conversations around discontinuances, curtailment, etc.
  - Before graduation, we will summarize the feedback and talk about the next steps we are taking.
  - Over the summer we will refine the recommendations and wind up with the revised recommendations in the fall. As necessary, they will go through the appropriate reviews.
- Reorganizational timelines will vary by colleges and situation. CHS is the largest reorganization and is of the most concern. The Dean and Provost are talking with departments and will develop a timeline and suggested course of action. It will likely happen over the period of a year, at least.
- This is important for a student standpoint. We need to make sure we can staff CHS but we also need to make sure we get it right from a faculty standpoint.
- There is openness to discussing reorganization but there are concerns that things will get too set in stone over the summer. There is also some anxiety over the FTE reduction and when things will start on that. The more clarity related to that, the better.
- It’s important to keep in mind that the original impetus is the staff ability to support students and the staff will be here over summer. The faculty piece will require a lot more consultation and we can lay out some parameters but will need faculty input in the fall.
- Some requests I heard in listening sessions were to distinguish the reorganizations for the sake of student services and those for the sake of interdisciplinarity. We recognize the need to get started on essential services reorganizations. Some programs located in close proximity where others are spread all over campus. These are different models to explore. There is support for implementing the services as quickly as possible.
- There needs to be clarity about which positions can already count for the reductions and which cannot. This is related to timing.
  - Yes, we’ve gotten this question many times. We need absolute clarity.
  - If a person can’t count toward your FTE or it can count against you. Like a lecturer counted against the program but then the program can’t count it as a reduction.
We did the analysis from 2012-2017. We had departures in 2017 that didn't count.

We got into this trouble during a round of cuts when we announced we were doing a certain number of people rather than dollar figure. Let's focus on the budget figure that we have to get to, rather than the FTE.

The Provost will go back and look at this point to double-check since it has been a frequent question. There reason we are focusing on FTE and not just dollars. When we have focused on dollars recently, because letting faculty go is the hardest thing for any university to do, we won't do it. And we've gotten into a position where so much of our resources are going to faculty and it's not sustainable.

Remember, these are preliminary recommendations. They are close, but we will spend time with deans and the incoming Provost, there will be slight adjustments based on the feedback we get.

Regarding specific names of departments and divisions, how close do we need this to be in spring/summer versus leaving flexibility in autumn for getting the wording right? We want to do a proper analysis of what we are losing/gaining. Deans put certain things on the table fairly quickly and it wasn't through our normal planning process.

President Bodnar--We don't want to rush to failure on things that are not urgent but also: do not stop the conversation. To start a conversation you have to put something on the table or you will never actually do anything. I know there's fear that we are trying to push things through in a rush. No, we need to start the discussion and not let ourselves get years down the road and we haven't done anything because it's complex. I want us to be deliberate, prudent, and move forward with a sense of direction and purpose.

To allow time to talk about the reorganization as a positive reimagining of better serving students and stronger college, we need to focus on it in that frame. We don't want to rush and not give time to discuss.

President Bodnar. We cannot let the forces of institutional inertia prevent positive changes from happening. We need to show an interest in listening to good feedback but we also cannot stop pushing. The cynics would say, UM has kicked the can down the road 5 years, they are resistant to change. I don't think that's true. We have great ideas but we need to push to decisions and I need this community's help.

We need to continue to make clear there are two different reasons to make these reorganizations.

President Bodnar. We've already taken the money out of the staff. If you don't change how you operate with fewer staff, the result is worse service to students.

Feedback on Mission Statement

The Graduate Council made some suggestions for the Mission Statement.

What’s the process going forward? If these groups have feedback, does it go back to the UPC or to the Mission/Identity subgroup?

Not sure. We will have summarized feedback by end of next week and then we have a week to put something back out.

Faculty Senate is working on some resolutions about specific feedback to get consensus.

Mission/Identity group will meet Monday, May 7 to discuss feedback received on the mission statement.

Charge of the UPC

This group has accomplished the first two parts of their charge. We have refreshed the mission statement, areas of excellence and built a process to evaluate programs using data.
• Thank you to this group for all of your work.
• In the fall, the new Provost, Jon Harbor will chair the UPC with a new charge: to begin implementing everything identified in the Strategy for Distinction. There is a mountain of work to still do. Looking at UM Core for example. We cannot just pay lip service to that, we need to push the community to take this charge seriously. Not just our gen ed curriculum, but our educational model. Reorganization and ways to align around the communities of excellence is another huge amount of work that needs to be implemented, as well as student persistence and success. What we've articulated over these few months is what I will hand to Jon Harbor to implement to develop plans to move forward.
• The work will continue in the fall with a different composition to meet the needs of the next phase.

Meeting adjourned.