Faculty Senate Routing Form
(action/proposal attached)

I. Item Title: _Resolution to Table Restructuring of CEAP_

a) Brief Description: Because of the way that the reorganization of the College of Education and Allied Professions was handled, faculty members from Education Leadership and Foundations proposed that an ad hoc committee of the Faculty Senate should be created to study University reorganization issues and develop a clear, coherent and effective University policy and process to protect the integrity of academic programs and departments, provide optimal educational processes for students, and provide for authentic faculty participation and voice, and that a Task Force should be created, composed of a balanced, elected representation from all of the departments in CEAP to study the current structure, its strengths and weaknesses, its costs and benefits, and to consider alternative organizational patterns during the 2011-2012 academic year, and the ad hoc committee of the Faculty Senate and the CEAP Task Force should communicate about the process and findings. The Senate supports the authors’ suggestion that the reorganization plan for the College of Education and Allied Professions should be tabled while under study for the next year.

b) Initiated by: _Members of ELF faculty_

II. Faculty Senate Action: □ approved  X not approved  □ other  date: 3/10/2011_

Comments: 14 no, 11 yes, 2 abstentions

FS Secretary signature: Laura Wright  date: 4/6/2011

III. Provost: □ for information  □ Recognition of receipt
□ for action………………..□ approved  □ not approved

Comments: ____________________________________________________________

________________________________________________________

Person responsible for Implementation:

Provost signature: ____________________________________________  date 5-23-11

IV. Chancellor:  X for information  □ Recognition of receipt
□ for action………………..□ approved  □ not approved
Once finalized copies will be returned to Nancy Carlen who will scan and distribute electronically to:
Chancellor
Provost
Chair of Faculty Senate
Secretary of the Faculty Senate
Associate Vice Chancellor for Academic Affairs (for catalog and handbook)
Associate Dean of Graduate School (for catalog)
Others (i.e. person responsible for implementation)
Amendment to Tabling CEAP Reorganization:

Be it resolved that:

☐ An ad hoc committee of the Faculty Senate should be created to study University reorganization issues and develop a clear, coherent and effective University policy and process to protect the integrity of academic programs and departments, provide optimal educational processes for students, and provide for authentic faculty participation and voice, and

☐ A Task Force should be created, composed of a balanced, elected representation from all of the departments in CEAP to study the current structure, its strengths and weaknesses, its costs and benefits, and to consider alternative organizational patterns during the 2011-2012 academic year, and

☐ The ad hoc committee of the Faculty Senate and the CEAP Task Force should communicate about the process and findings, and

☐ The Senate supports the authors’ suggestion that the reorganization plan for the College of Education and Allied Professions should be tabled while under study for the next year.
Draft Resolution to Faculty Senate 3/22/11

Whereas “...The Senate shall represent the General Faculty as their principal voice to advise the Chancellor and the Provost on the conduct of the University’s affairs... It shall serve as a collegial forum for the airing of faculty concerns and suggestions about academic aspects of the University... (The Faculty Constitution of Western Carolina University, ARTICLE II, Section 2), and

Whereas, an individual Faculty member may initiate proposals concerning policy matters ... that may concern ... a call for the correction of actions contrary to an existing policy, or a call for interpretation of policy. (WCU Faculty Handbook, Section 3.01), and

Whereas, the responsibility for curriculum development and revision rests with the faculty. Primary responsibility resides in the department and college in which the curriculum is housed and delivered (WCU Faculty Handbook, Section 14), and

Whereas, the mission of the College of Education and Allied Professions states that...The guiding principles...include: (1) the belief that the best educational decisions are made after adequate reflection and with careful consideration of the interests, experiences and welfare of the persons affected by those decisions (emphasis added), and

Whereas, there appears to be an absence of University policy on or process for decisions about college, department and program reorganization, and

Whereas college, department and program reorganization should take place only after careful, systematic and thoughtful deliberation including authentic faculty participation, and

Whereas, on February 11, 2011, a meeting of the College of Education and Allied Professions (CEAP) that was called for the purpose of “Program Prioritization Update” turned out instead to be a presentation by the dean of his plan to reorganize the College, effective July 1, 2011

Whereas, the plan unveiled by the dean at said meeting, was created without any faculty discussion or participation in a reorganization process, and it included explicit details such as: the number of departments was reduced from five to two; one new school was created; two departments were eliminated; two department heads and one head of the new school were identified; and programs were moved, and

Whereas, the department heads through Leadership Council, and the Task Force on Program Prioritization gave the dean some input in strict confidentiality, neither group can be construed as “Faculty Participation” as they were both appointed by the dean, not elected by the faculty, and functioned without soliciting input from or reporting to the faculty about their deliberations, and

Whereas, College reorganization was not on the CEAP faculty agenda for the 2010-2011 year and there was no opportunity for individual or representative faculty participation in CEAP reorganization prior to the dean’s unveiling of his plan, and

Whereas feedback from the faculty and staff after the dean unveiled his plan was ignored, in contradiction to the spirit of the University as a collegial institution, and
Whereas the Final College Reorganization plan emailed to faculty on March 4, 2011 (see attachment A, Final College Reorganization) will result in serious disruptions and problems for students to earn their degrees, for faculty to provide the curriculum, for staff to maintain program procedures; may harm the long-term viability and reputation of the programs; and ultimately harm the University's reputation in the region and state, and

Whereas, the CEAP plan was approved up the chain prior to the conclusion of the related Faculty Senate investigation about the non-reappointment of third through fifth year faculty due to institutional needs and resources,

Be it resolved that:

- An ad hoc committee of the Faculty Senate should be created to study University reorganization issues and develop a clear, coherent and effective University policy and process to protect the integrity of academic programs and departments, provide optimal educational processes for students, and provide for authentic faculty participation and voice, and
- A Task Force should be created, composed of a balanced, elected representation from all of the departments in CEAP to study the current structure, its strengths and weaknesses, its costs and benefits, and to consider alternative organizational patterns during the 2011-2012 academic year, and
- The ad hoc committee of the Faculty Senate and the CEAP Task Force should communicate about the process and findings, and
- The reorganization plan for the College of Education and Allied Professions should be tabled while under study for the next year.