

Procedures Related to the Establishment, Reorganization, and Elimination of a School within a College

This document lays out the process by which proposals to establish, reorganize, or eliminate a School within a College at UVM are to be initiated, prepared, and reviewed and specifies the format for such proposals. Procedures relating to Schools established outside of a College can be found [here](#).

Section 1. Definitions (from the University Manual)

School.

A School is an academic unit with a defined and congruent mission in instruction, research and scholarship, and service, the mission being narrower in scope than that of a College and ordinarily focused upon professional training. A School that is not established within a College presents candidates to the Faculty Senate, which recommends those candidates for the award of appropriate degrees by the Board of Trustees. A School may be located within a College, in which instance it is led by a Director who reports to the Dean. A School may be organized into Departments. A Director is subject to University Manual policies and procedures otherwise applicable to the recruitment, appointment, evaluation and review of Deans.

Section 2. Procedures for the Establishment of a School within a College or a Reorganization of a School within a College

The following procedures govern review of proposals to change administrative structure rather than curriculum. Generally speaking, where administrative structures and curriculum are both concerned, the Curricular Affairs Committee should address curricular matters related to the reorganization proposal, such as new program proposals, substantial changes to programs, and program deactivations or terminations prior to moving forward with the processes outlined here. In cases where this is not feasible, proposers should consult with the Faculty Senate President, chair of the CAC, and the Vice Provost for Academic Affairs prior to proceeding. Program and department name change proposals can be presented to the CAC as contingent upon the completion of the procedures outlined in this and related procedural documents.

- a. A proposal to establish or reorganize a School within a College is initiated by the Dean of that unit in consultation with associate deans, chairs/program directors, and faculty in that unit.
- b. A proposal to take one or more existing departments/programs to form a new School within a College should be treated as a proposal to establish a new School within a college and not as a proposal to reorganize a College.
- c. Proposals must be reviewed at the College level prior to submission in accordance with College procedures. At each level of the review, the head of the relevant voting body (e.g., department, appropriate College/School Committee, College/School faculty) should submit a letter in support of the proposal, or a letter that summarizes the reasons for not approving the proposal including the results of the body's vote and any additional information relevant to review of the proposal by the Faculty Senate.
- d. The timeline will not begin until a proposal is considered complete by both the

Provost's office and the Faculty Senate President.

- e. An ad hoc committee of nine members will be constituted to gather faculty commentary, review the proposal and make a recommendation regarding the proposal to the Faculty Senate. The ad hoc committee will include 3 faculty senators elected from the Faculty Senate by electronic vote, and one member each of the Faculty Senate Executive Council (FSEC), the Senate Curricular Affairs Committee, the Senate Financial and Physical Planning Committee, the Senate Student Affairs Committee, the Senate Educational and Research Technologies Committee, and the Senate Research, Scholarship, and Creative Arts Committee, selected by those bodies. At the discretion of the Executive Council, a single committee may review additional proposals related to college, school, or department structure that are submitted during the same academic year.
 - Following review by the ad hoc committee, all proposals must also be presented to the Faculty Senate for a vote.
- f. The purpose of these procedures is to balance appropriate faculty oversight and the need to enact administrative actions in a reasonable amount of time. The length of time from when the Senate receives the proposal from the Provost's office, to the point that the Senate forwards the result of its vote can vary significantly, depending on how quickly an ad hoc committee can be established, the time it takes for the proposer to respond to questions from the committee, and the point in the monthly calendar that the committee's report returns to the Faculty Senate Executive Council. In order to ensure that proposals have the best chance to receive full review, they should arrive at the Senate from the Provost's Office on or before February 15.

Section 3. Proposal Guidelines for the Establishment or Reorganization of a School Within a College

- a. Abstract
 - i. A one-page summary of the essential information from each of the sections below. Please submit this abstract both as an introduction to the proposal and as a separate document; proposals will not be considered complete without the abstract.
- b. Description
 - i. For reorganization proposals, please provide a detailed description of the proposed academic structure, including graphic representations of the old and the new structure
 - ii. For new School proposals, please provide a detailed description of the proposed School. The description should clearly demonstrate how the proposed unit meets the definition of a School, including having a defined mission in instruction, research and scholarship, and service.
 - iii. Where appropriate, describe any history that would be relevant to the current proposal.
- c. Goals & Rationale
 - i. Describe the rationale behind this proposal including reasons why it is preferred over other options.
 - ii. Identify the specific goals of the proposed new academic structure,

- iii. Describe how the goals align with the university's mission, and how the new administrative model will help to achieve the stated goals
 - iv. Where appropriate, offer examples of institutions with similar organizational structures and outline relevance of these examples to the goals and/or rationale for the structural changes.
 - d. Impact
 - i. Explain how the proposed reorganization or establishment of a school within a college will impact students, faculty, staff and other programs or units at UVM
 - e. Budget
 - i. Include data that is relevant to the financial sustainability of the proposed new or reorganized administrative structure.
 - f. Evaluation
 - i. Please outline how you will evaluate the School's success, including benchmarks related to the goals outlined above.
 - g. Summary of Communications with academic units likely to be involved in or affected by the proposal.
 - i. Summarize communications with the academic units involved in or affected by the proposal, an overview of any significant objections and modifications, if any, made in response to those objections.
 - h. Schedule
 - i. Outline the proposed implementation schedule

Section 4. Process and Timeline for Proposals to Establish or Reorganize a School Within a College

- a. Proposals that have gone through a College-level review process should be submitted to the Provost's office. If the Provost determines that the proposal is complete and a reasonable case has been made for academic unit restructuring, the Provost will forward the proposal to the Faculty Senate with a request for review. Proposals from a Dean should be accompanied by a cover memo that summarizes the college/school process thus far.
- b. The proposal abstract will then be circulated via email to all faculty, academic deans, and department chairs with a link to a survey to submit feedback/comments. The proposal must be circulated during the 9-month contract period. The survey will be available for **two weeks** (the ad hoc committee may access comments on a rolling basis). The full proposal will be made available by the Faculty Senate office to any faculty member upon request.
- c. At the time of circulation, an ad hoc committee (membership described above) will be appointed and begin its work to review the comments and evaluate the proposal. The committee may ask clarifying questions from the proposal's authors, or request additional relevant information needed to make a recommendation to the Senate. This review period will last for **30 days**.
- d. Upon completion of the comment and review period, the ad hoc committee will meet to discuss and vote on a recommendation to forward to the Senate. This recommendation should be one of the following:

- The Senate recommends that the proposed action be implemented as described in the proposal;
 - The Senate recommends that the proposed action be implemented with adjustments or conditions;
 - The Senate recommends that the proposed action not be implemented at the present time, or in the present form;
- e. The Chair of the ad hoc committee will write a report that includes the decision of the committee and a brief summary of the rationale for the decision. The report should include a summary of commentary received, communication between the committee and the proposer, and other information received during the commentary period. The memo and the ad hoc committee's report will be sent to the Faculty Senate President, the faculty Senate executive Committee, the Dean of the College/School, and the Provost **within 7 days** of the committee's vote.
 - f. Once reviewed and accepted by the FSEC, the proposal will be placed on the agenda for a vote at the next faculty senate meeting. Materials including the ad hoc committee's memo report, recommendation, and any other information deemed relevant by the FSEC will be sent to all Faculty Senators immediately to allow sufficient time for consideration prior to the Faculty Senate meeting.
 - g. Results of the Faculty Senate vote will be communicated to the President and Provost **the day after the Faculty Senate meeting**.
 - h. All proposals must also be approved by the Board of Trustees

Section 5. Elimination of a School Within a College

- a. Elimination of a School within a College requires Board of Trustees approval and would follow the required shared governance procedures required for either:
 - i. the approval of an academic reorganization of a College.
 - ii. the elimination or movement out of the School of all of the academic programs offered by departments or programs located within the School, and the subsequent elimination of any departments within the school.