

April 7, 2021

Dear Campus Community,

On Thursday, April 15 from 12:00 to 2:00, the Academic Reorganization Working Group will be holding a campus-wide brainstorming session. Over the last few weeks, we have been hearing from campus stakeholders across the University about academic alignments at UVM, our strengths, our challenges, and ideas to ensure a strong university for the next generation of students and employees. As a result of our open forum meetings, two related opportunities for improvement have emerged: University systems and University structures. **Systems** are those aspect of the University that support our teaching, research and creative activity including advising, research support, workload allotment, etc. **Structure** is the organization of programs, departments, schools, and colleges. We have heard thoughtful, forward-thinking ideas about how UVM could reimagine both for a durable institution. For the brainstorming session on April 15th, we would like to hear your ideas about how to improve both systems and structures at UVM.

The meeting will begin at 12:00pm as one large group. After welcoming everyone and giving an update on our work, participants will then be split into smaller breakout groups of approximately 8 people to expand on one of three specific themes for the remainder of the meeting. These smaller group discussions will be shared with the larger group following the meeting.

Participants must register in advance by following [this link](#). While registering, you will be asked to choose which theme you would most like to discuss when answering the following questions:

Guided by [Amplifying Our Impact](#), [UVM's Academic Success Goals](#), and the [Framework for Inclusive Excellence](#) what specific changes would you propose to improve our academic structure and support systems to better promote:

Theme 1—Research and Creative Activity

- How can academic support systems better promote research including graduate program development?
- How can academic structure promote research including graduate program development?

Theme 2—Teaching and Learning

- How can academic support systems better promote teaching and learning?
- How can academic structure promote teaching and learning?

Theme 3—Recruitment and Retention

- How can academic support systems promote better recruitment/retention/persistence of students, staff, and faculty?
- How can academic structure promote better recruitment/retention/persistence of students, staff, and faculty?

At the conclusion of each brainstorming session we will ask each group to report out on the following questions:

1. **What specific recommendations would you propose to improve our academic support systems?**
2. **What would be your ideal university structure?**

*Given the anticipated number of participants, **we are looking for volunteers to help facilitate some of the breakout sessions.** A facilitator guide and brief training will be provided. If you are willing to facilitate, please register before Monday, 4/12 at 4:30pm. For all other participants, the registration deadline is Tuesday, 4/13 at 4:30pm.*

On behalf of the entire working group, we are looking forward to this opportunity to hear your ideas and recommendations for UVM.

Be well,
David

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