

**Resolution Condemning the Forced Restructuring of Academic Affairs at CSUSM**

WHEREAS, The Academic Senate approved the Academic Affairs Structure Policy on April 21, 2010 and electronically conveyed this policy to the provost and president on June 10, 2010; and

WHEREAS, As of October 12, 2010, the Academic Senate had not been notified in writing of the provost's and president's disposition of the Senate's Academic Affairs Structure Policy; and

WHEREAS, In a memo to the Academic Affairs Leadership Council dated March 3, 2010, the provost stated that "the Academic Senate Budget and Long-range Planning Committee (BLP) is reviewing and will be forwarding to Senate this spring an Academic Affairs Structure process document that delineates the manner in which changes to the structure of Academic Affairs might be initiated. Beginning Fall 2010, this process would be available to individuals or entities interested in initiating a structural change proposal," and the purpose of "AA Structure Conversations" facilitated by the provost's office during the spring "would not be to interfere with or to circumvent the Academic Affairs restructuring process under review by BLP;" and

WHEREAS, On Friday, October 8, 2010, faculty and staff members of the College of Arts and Sciences, College of Education, and School of Nursing received emails requesting their presence at separate meetings with the provost on Tuesday, October 12, for the purpose of discussing the dean/director search for that unit, with no mention of AA restructuring; and

WHEREAS, On October 12, 2010, Academic Affairs faculty and staff received a memo from the provost entitled "Academic Affairs Structure and Dean Searches," which outlined the provost's recommendation to the president to restructure Academic Affairs, including splitting the College of Arts and Sciences into two colleges; removing the Department of Kinesiology from COAS; dissolving the College of Education; moving the School of Nursing into a new college; and creating a College of Education, Health, and Human Services; and

WHEREAS, The events of October 2010 demonstrate the administration's disregard for the principles set forth throughout three years of collaborative work on Academic Affairs Structuring; and

WHEREAS, Changes to academic units will impact all levels of shared governance, the representation of faculty in governing bodies, and the ability of faculty to have voice in the academic affairs of the university; and

WHEREAS, Changes to academic units will require allocation of funds to new administrative positions at a time when administration is already well-funded and instruction desperately needs additional funding; and

WHEREAS, Changes to Academic Affairs Structure will impact the work of the Academic Senate and its committees, as well as increase faculty and staff workload as new structures are put into place; and

WHEREAS, The events of October 2010 demonstrate the administration disrespect for shared governance, which is a fundamental principle of this University; now therefore be it

RESOLVED, That the Academic Senate of CSUSM calls on the president and provost to provide a timely written response to Senate policies, and to refrain from acting on matters in pending policies without consultation through established shared governance processes; and be it further

RESOLVED, That the Academic Senate of CSUSM condemns the actions of the administration regarding a forced restructuring of units in Academic Affairs; and be it further

RESOLVED, That the Academic Senate of CSUSM firmly opposes restructuring of Academic Affairs outside of an academic policy such as that approved by the Senate in April 2010; and be it further

RESOLVED, That the Academic Senate of CSUSM call on President Karen Haynes and Provost Emily Cutrer to reverse the actions put in motion in the provost's memo of October 12, 2010; and be it further

RESOLVED, That the Academic Senate of CSUSM urge the president and provost to respect the principles of shared governance by collaborating with AA faculty and staff to move forward in a positive working relationship to achieve the vision, mission, core values, and goals of the division.

**RATIONALE:** After working together for more than a year, in January 2009, the Academic Affairs Restructure Task Force—comprised of four faculty members, one staff member, and two administrators—submitted to Academic Senate and the provost its Final Report. That report delineated “Principles for Changing the Organizational Structure of Academic Affairs” and a “Process for Restructuring Academic Units”, and urged the provost to work with the Senate to develop a policy on Academic Affairs Structure.

In 2009-10, the Budget and Long-Range Planning Committee (BLP) of Academic Senate—comprised of five faculty members, one student representative, and three ex-officio administrators—drafted a policy on Academic Affairs Structure. That policy specified “policies and procedures for determining changes to the structure of CSUSM’s Division of Academic Affairs,” including “principles of decision-making” and “the steps to be followed to initiate, consider, and determine changes to Academic Affairs’ structure.”

From March to May 2010, 16 faculty members, 3 staff members, and 6 administrators engaged in a series of “conversations” in the Academic Affairs Structure Work Group, facilitated by the Interim Associate Vice President for Planning, Accreditation and Assessment (AVP PAA). Furthermore, at an Academic Affairs Town Hall on April 20, 2010, the provost’s interim AVP PAA said that a guiding principle of the conversation was “respect for shared governance.” In addition, the provost’s Planning, Assessment, and Accreditation website “Academic Affairs Structure Conversation” [[http://www.csusm.edu/pa/aa\\_structure/index.html](http://www.csusm.edu/pa/aa_structure/index.html)], one of the guiding principles developed by the participants was, “Planning around structure is permeated with trust.” As a further reinforcement of these statements, a “Caution and Concern” noted in the provost’s “Structure Conversation” website is, “At various CSU campuses, schools and colleges have been subsumed or radically changed with little to no consultation with faculty. This is making everyone nervous.”

In sum, the Academic Senate of CSUSM has a duty to support the principle of shared governance when it is under threat. This resolution recognizes that the restructuring actions of October 2010 constitute a severe threat to shared governance and must therefore be condemned