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Reorganization Recommendation Letter

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May 3, 2011

Dear President Botman:

In February of 2010, this university formally undertook the process of consolidating six of our schools and colleges into three colleges in order to save administrative costs, generate reinvestments in academic programs, and create opportunities for academic departments to come together in ways that will benefit students and faculty.

I am now submitting to you a recommendation on the final step in this process: the reorganization of our academic departments within the new college structure.

This recommendation is based on a voluntary model of departmental reorganization. It relies heavily on four principles for success:

1. Savings and additional resources will be invested strategically across all colleges in faculty lines, professional development, sabbaticals, and faculty computers and related technology. While there are NO required departmental consolidations, those departments that do come together for the purposes of fostering greater interdisciplinary work, innovation, and fiscal sustainability will be incentivized with additional funds to support faculty lines and the other investments outlined above. In the absence of savings, our ability to invest in faculty lines, professional development, sabbaticals, and faculty computers and related technology will be limited.
2. We will maintain the existing system of departmental chairs and directors. However, stipends and course releases will be granted uniformly and equitably across all disciplines, beginning with the fall semester 2011, according to the minimum compensation outlined in the current collective bargaining agreement.
3. The recommendation reassigns Administrative Assistant (AA) support, based primarily on an organizing principle of each AA supporting no fewer than 12 FTE faculty. This eliminates 5.75 AA positions, some of which are currently vacant. Some AAs will be reassigned within their current college. Anyone not internally reassigned will be offered a vacant position elsewhere at USM.
4. The implementation of this recommendation, like the process that brought us to this point, must be grounded in broad participation and a good faith effort on the part of all to make sure that we continue to identify savings that can be invested in our academic enterprise.

In addition to the savings document, I also have included an organizational chart.

This recommendation is the culmination of an eight-month process that included a combined total of fifteen meetings within the three colleges; another eleven facilitated meetings that gave the deans and me opportunities to assess options; four Faculty Senate meetings; and numerous one-on-one consultations.

This has been difficult work, especially at an institution that has not seen substantive academic restructuring in more than thirty years. Although we have had our differences, I commend the faculty, my administrative colleagues, and the staff for their collegial spirit and their commitment to the three foundational principles established at the outset: restructure in a way that makes academic sense; place students at the center of our work; and generate savings for reinvestments in faculty and their colleges.

Sincerely,

John R. Wright
Provost and Vice President for Academic Affairs

University of Southern Maine Reorganization Savings

College Reorganization Savings

Position Description	Salary & Benefits
Dean of Muskie	\$227,964
Dean of Education	\$205,723
Dean of Nursing	\$174,685
Dean of Business	\$220,103
Dean of ASET	\$195,980
Dean of CAS	\$182,280
Associate Provost for University Outreach	\$177,488
Reduction to 1 CAS Associate Dean	\$25,940
Total Savings	\$1,410,163
Investments for New Colleges	
Dean of The College of Science, Technology, and Health	\$227,850
Dean of The College of Management and Human Service	\$227,850
Dean of The College of Arts, Humanities, and Social Sciences	\$197,470
College Investments	\$653,170
Overall College Savings	\$756,993

Provost's Recommendation on Academic Departmental Reorganization

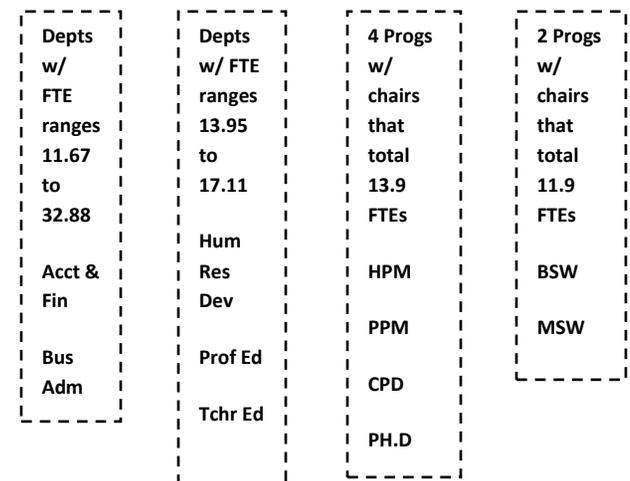
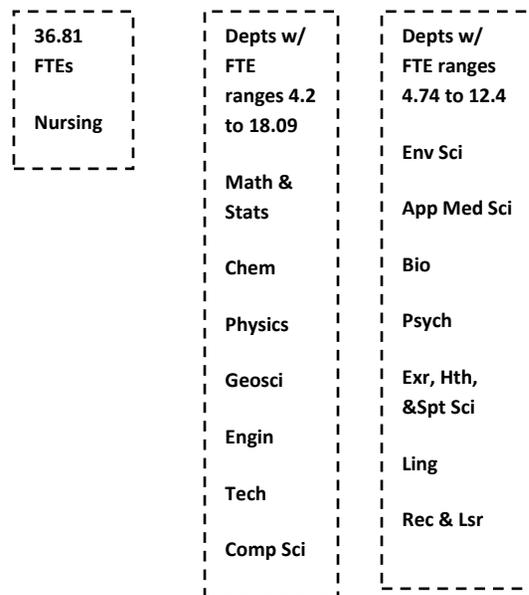
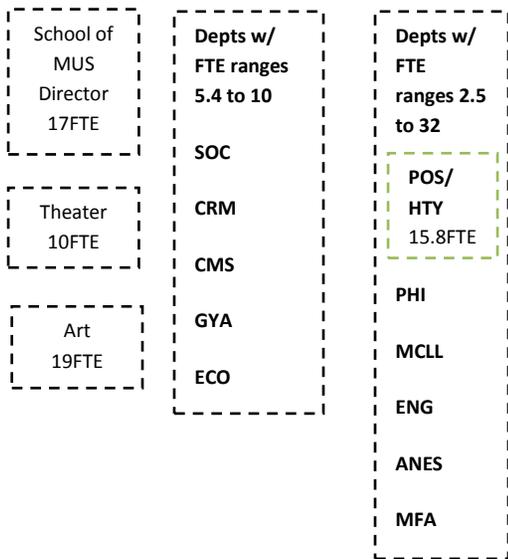
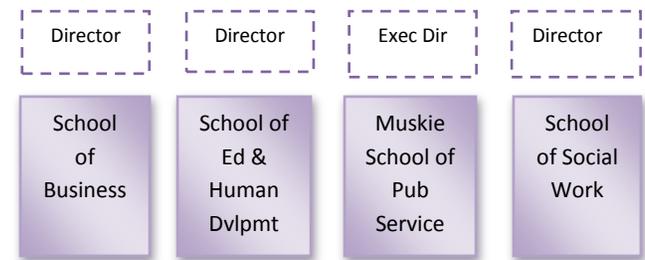
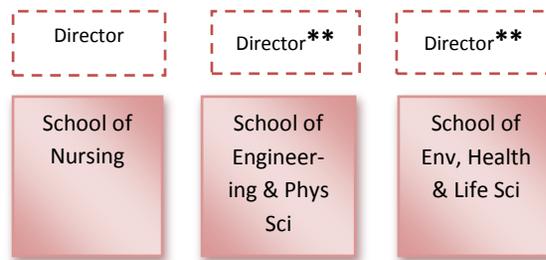
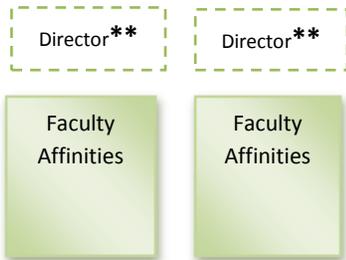
	Salary & Benefits
Administrative Assistants (-5.75)	\$247,341
Chair Stipends to Collective Bargaining Agreement (CBA)	\$107,246
Voluntary Consolidation POS/HTY	\$10,417
Total Department Savings	\$365,004
Investments in School / Division	
Humanties Director (stipend/course release)	\$12,338
Humanties 1/2 AA	\$21,250
Social Science Director (stipend/course release)	\$12,338
Social Science 1/2 AA	\$21,250
Engineering / Physical Science Director (stipend/course release)	\$12,338
Engineering / Physical Science 1/2 AA	\$21,250
Environmental Health / Life Science Director (stipend/course release)	\$12,338
Environmental Health / Life Science 1/2 AA	\$21,250
Total Departmental Reinvestment	\$134,352
Overall Departmental Reorganization Savings	\$230,652
Total Savings from College and Departmental Reorganization	\$987,645

Provost's Recommendation on Academic Departmental Reorganization

College of Arts,
Humanities,
and Social
Sciences

College of
Science,
Technology,
and Health

College of
Management
and Human
Service



** AFUM Position