

Timeline and Planning Suggested by the UTK Faculty Senate Leadership regarding Academic Organization Review Discussions and Potential Actions – December 2021

The Working Group on Academic Structures provided a preliminary report to the Chancellor on September 30, 2021 which included a timeline for engagement and production of a final report from the Working Group. This included a stakeholder engagement process to be developed in October 2021 and an engagement period to be held November 2021 until March 2022 at which time the Working Group would reconvene and produce a final report by April 2022.

The Faculty Senate Leadership, due to the delay in the engagement process, considers it essential for campus discussion to have a clear timeline for stakeholder involvement. This document has been developed by the Faculty Senate Leadership to suggest a broad outline of planning both before and after a Working Group final report is produced, assuming that engagement with the Faculty and other stakeholders is now starting in February 2022.

The report emphasizes in its Engagement Framework that consideration of academic structures is a shared governance issue. The Faculty Senate is authorized to formulate policies and regulations regarding UTK educational programs and as such the objective of this document is to outline from a shared governance perspective a plan of action. It is expected that changes to academic structure would involve curricular changes that would require involvement of Departmental and College Committees as well as the Senate Councils at several stages.

The below template suggests adequate time for the Engagement Framework in the Working Group report as well as for consideration of alternative actions that could arise from the “Empower and Ignite” stage of this Framework. This template is moderated by the uncertainties about campus activities arising from the ongoing pandemic, thus the timeline should be flexible. Note that we encourage at various stages of the process that the *benefits and challenges* associated with any alternative be specified. Initially, in the engagement processes going on prior to the Working Group final convenings, these would be broad categorizations of such benefits and challenges. In the process after the Working Group Final Report, a much more detailed listing of such benefits and challenges of the Working Group recommendations would be produced.

Timeline Template

February – May 2022: Inform and Consult Stages of the Campus Engagement Framework

As the Working Group outlines, this period is to inform the campus community, distribute information, encourage a variety of gatherings hosted by various campus groups, and hold some facilitated discussions. Town halls and listening sessions would be facilitated. College and departmental-level discussions should be held with a template formulated for responses from these academic unit-level discussions. These discussions might include production of broad categories of alternatives for any of the forms (Process, Overlay, Affinity, Scale) in the Working Group preliminary report, including basic outlines of benefits and challenges associated with each.

June – August 2022: Information gathering

The broad outlines from the discussions of alternatives will engender many questions requiring detailed analysis and information to be collected. The required information to provide detailed

assessment of benefits and challenges will require effort from professional staff (likely in the Provost and Finance and Administration offices). This period provides an opportunity for clarification of some of the alternatives provided through the Inform and Consult Stages.

September-December 2022: Involve, Empower and Ignite Stages of the Campus Engagement Framework

This period could utilize the formal structures of the Faculty Senate and various academic units to analyze the data provided through the information gathering stage, consider how the alternatives might be actively designed and modified to meet the five goals of the It Takes a Volunteer Strategic Vision, and provide formalized input, including through surveys, for use by the Working Group.

January-March 2023: Working Group Convenings and Final Report Development

The Working Group would during this time develop its assessment of the alternatives, make any recommendations, and establish protocols for responses to any actions it recommends. For example, if a recommendation involved changes in any academic unit that impacts BAM, then one protocol would include time for development of alternative BAM implementations and consideration of how transition periods for budget allocation would be developed.

April-May 2023: Stakeholder Consideration of Alternatives as Input to Campus Administration
Recommendations from the Working Group Final report would be discussed by various campus constituencies including the various Commissions, Senate Councils and Committees, Student Government, the Alumni Board and Major Donors. A standardized response mechanism would assist these responses to be provided in a uniform manner to the administration.

June-July 2023: Administration Decision and Plans for Implementation

The campus administration would choose from or modify the recommendations from the Working Group Final report. A plan for implementation would be developed that depends upon the particular choices, the protocols for implementation outlined in the Working Group report, and what constituencies might need to be involved in detailed implementation plans (e.g. the Senate Undergraduate and Graduate Councils, the BAM development team).

August 2023- May 2024: Implementation Development

This period is to incorporate the detailed needs of the particular plan, including establishing any curricular revisions and putting them through the appropriate processes, budget development, catalog revisions.

August 2024: Implementation Complete