

Survey period: From August 27th, 2021 to October 1, 2021

Summary of UW Restructure Plan/2-13 Review Feedback Survey on the UW Restructure Proposal

Total Descriptive Statistics:

- Total Responses to date: 1460 started/715 completed
- By stakeholder group:

Student	138
Staff	55
Faculty including Emeriti	138
Alumni	238
External Stakeholder	90
Administration	14
Prefer not to identify or blank	42

- **“The restructuring plan is designed to position UW for the future and to respond to a significant reduction in the University’s budget. In general, does the plan move the University in the right direction?”**
 - Yes = 146
 - No = 538
 - Blank = 31
- **Proposed action total responses:**
 - Proposed discontinuance of degree = 162
 - Proposed discontinuance of dept = 134
 - Proposed consolidation/reorganization of dept = 90
 - Proposed reorg of college = 68
 - Proposed reduction of department = 34
 - Proposed establishment of new program = 11
 - Nothing chosen/blank = 60

Restructuring Plan comments:

Provide equal opportunity, not equal outcomes, more transparency regarding vision/plans for UW and its income, more fundraising/revenue sources, consolidate and/or reduce admins and their pay – front line staff have been doing their jobs already, show you are contributing (admin 10-15% salary cut) – stop with the new buildings (dorms, facilities) – consider renovating instead – keep parking structure, overemphasis of market needs focuses on training vs educating – too rushed, not well thought out, should have come from Deans and faculty - research focus will devalue professors desire for teaching, more data driven decisions for cutting and keeping, more communication on status – otherwise rumor-mill will fill gaps, add ResLife and grant-funded faculty to the list for cut consideration, removing insurance conversion for sick balance will lead to abuse, restructuring is needed, but not by removing untenured/high-performing faculty, do another VSIP to keep productive faculty, downsize and focus on core competency with good instructors, change diversity office to help instead of covering up incidents, neuroscience belongs in HS, will # of DH cuts be offset by remaining DH and staff increases?, consolidate Assoc deans, create a 2-

year school that can opt for another 2 – increase student pop, need stronger colleges/depts – not new schools, concern over cultural differences between Ag and COB, eliminating counselor education during a mental health crisis (myth) is dumb. Disband tenure system – lay-offs should be equal opportunity based on performance and contribution to success of the department, move all social sciences into the new A&S, consider who the A&S TA's will be able to support after the college is restructured, consider having a dedicated person/team for internal communications – no matter how small of news, town halls should have been scheduled shortly after the restructuring was announced, less funds from the state should equal less influence they have at UW, solicited feedback given has been chronically ignored, legislature needs to do more to keep grads in Wyoming.

Subject Statistics:

Discontinuance of degrees: updated 10/1/21

- **BA German – 18;** completed responses; 16 do not support - signals isolationism, German important in business and engineering, undermines student success by limited post-grad opportunities, no alternatives for instruction in Wyoming, negative impacts on secondary dual language immersion programs; 2 respondents suggest moving courses online and support elimination
- **BA French – 29;** completed responses; signals isolationism, French is second most commonly taught language and third most commonly spoken, important in business, diplomacy, anti-terror work, undermines student success by limited post-grad opportunities, no alternatives for instruction in Wyoming, negative impacts on secondary dual language immersion programs; consider moving on-line
- **MA SOC – 8;** completed response; do not support - note that degree is already on suspended admits and encourage continuing suspension while revising curriculum
- **MA PHIL – 1;** does not support (donor stating will shift his giving away from UW)
- **MA POLS – 38;** completed responses; GA's teach and support high-demand, high-enrollment undergrad courses, especially problematic because they teach the V (US and Wyo Constitution) requirement mandated by state statute; high enrollment courses; alternatives for study are out of state; strong program that provides policy analysts and employees to state government and local municipalities, as well as federal government; majority (except one) do not support elimination
- **MA INST – 58;** completed responses; GA's teach high-demand, high-enrollment undergrad courses; sends message of isolationism; alternatives for study are out of state; less student diversity, decrease post graduate presence in Washington D.C.; strong international research profile supported by program, including substantial grants which are at risk if MA is eliminated; do not support elimination
- **MS ARE – 0**
- **BA Secondary Ed – Spanish/French/German – 11;** completed response; difficult to find/hire foreign language teachers, would raise difficulty for Wyoming K-12 schools; highest level of Hathaway requires languages – who will teach?; UNC, CSU, CU, Montana, Idaho, Utah will recruit away our students; one comment in support, otherwise opposed.
- **MS/PhD Entomology – 2;** integrated pest management program in Wyoming has suffered due to lack of refilling/prioritizing entomology by dean; suggest putting program on suspended admits and allowing Plant Science, Zoo, and PIE redesign for sustainable structure
- **MS FCSC – 2;** program focuses on developing professionals in human services and is a high need in the state
- **MBA Finance – 1;** completed response; provided financial leadership skills, a highly relevant skillset; commenter seems to think this is the MS in Finance rather than the MBA with Finance concentration.
- **MBA Energy – 1;** will discourage “energy minded students”
- **PhD STATS – 1;** does not support, should preserve or redesign to focus on technology/big data

Proposals of New Departments

- **Center for Entrepreneurship and Innovation (CEI) – 0**
- **Graduate School – 1;** Grad School should pick up admin burden faculty currently bear; ensure stipends are harmonized, admin/hiring processes of programs is harmonized, reduce duplication of efforts; most of commenters comments focused on resource needs of R1
- **School of Computing (SoC) – 5;** not enough clarity on how students outside STEM benefit; combine CS and Computer Engineering into SOC so that Power Engineering isn't minimized in this reorg; more clearly communicate what is done for budget reduction and what is done for garnering more resources.
- **Wyoming Innovation Partnership (WIP) – 0**
- **Wyoming Outdoor Recreation, Tourism, and Hospitality Program (WORTH) – 1;** no comments provided

Discontinuance of departments:

Chemical Engineering – updated 10/1/21

Completed Responses: 28

Proposal withdrawn – comments focused on CHEM/CHE merger below and in section on CHEM move to EPS.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	21	3	0	2	0
Promotes interdisciplinary work	17	3	5	1	26
Will promote innovation and growth of programs for 21st century themes	22	2	2	0	0
Better positions the University for R1 research classification	23	1	2	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	21	5	0	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	22	2	1	1	0
Allows UW to respond to a significant reduction in the university's budget	17	4	1	1	3

Themes: concerns about accreditation; some benefits to merging with Chemistry – shared infrastructure and collaborative culture, reduce admin/overhead costs but as fields chemistry and chemical engineering have little in common (CHEM is molecular science, CHEME is not); loss of valuable research faculty with networking contacts; move CHE back into Petroleum or keep separate; this actually weakens our STEM profile; strong disagreement with consolidation of CHEM and CHE

Discontinuance of departments:

Computer Science: updated 10/1/21

Completed Responses: 8

Proposal withdrawn. Themes based on consolidation with ECE.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	6	1	0	1	0
Promotes interdisciplinary work	5	0	1	2	0
Will promote innovation and growth of programs for 21st century themes	5	2	1	0	0

Better positions the University for R1 research classification	5	1	2	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	6	0	1	1	0
Better organizes UW to address and prepare students for key societal and economic challenges	6	2	0	0	0
Allows UW to respond to a significant reduction in the university's budget	4	3	0	1	0

Themes: some overlap with ECE, many good faculty leaving and low chance to replace; using new building dollars for people; strong disagreement with elimination of CS especially in light of Center for Blockchain Excellence

Discontinuance of departments:

Electrical Engineering and Computer Engineering – 10/1/21

Completed responses: 8

Proposal withdrawn. Themes based on consolidation with CS.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	6	1	0	1	0
Promotes interdisciplinary work	5	1	1	1	0
Will promote innovation and growth of programs for 21st century themes	5	1	1	1	0
Better positions the University for R1 research classification	7	0	0	1	0
Provides programs that ensure our students are well-prepared for their future careers and life	6	0	1	1	0
Better organizes UW to address and prepare students for key societal and economic challenges	6	0	1	1	0
Allows UW to respond to a significant reduction in the university's budget	6	0	1	1	0

Themes: some overlap with ECE, many good faculty leaving and low chance to replace; using new building dollars for people; possible to fold in CS and CE into SoC and preserve EE so that Power Engineering is preserved/not overwhelmed by those disciplines.

Discontinuance of departments:

Counseling, Leadership, Advocacy, and Design (CLAD) - updated 10/1/21

Completed Responses: 91 completed

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies (no response = 1)	69	5	7	2	3
Promotes interdisciplinary work	65	10	6	0	5
Will promote innovation and growth of programs for 21st century themes	72	5	2	3	4
Better positions the University for R1 research classification	59	7	16	1	3
Provides programs that ensure our students are well-prepared for their future careers and life	71	6	1	3	3
Better organizes UW to address and prepare students for key societal and economic challenges	74	4	3	1	4
Allows UW to respond to a significant reduction in the university's budget	48	10	16	6	5

Themes: Counselor Education and Learning Design and Tech programs should not be eliminated; in light of both pandemic and already-underserved mental health support structures in state, a very bad idea.

*Restructuring Plan Theme: Eliminating CLAD is a mistake, **need counseling program, need mental health professionals as we have a mental health crisis**, instructional design is needed – especially in COVID times, cut admin salaries instead, feedback committees formed in private manner – seems shady. Learning Design and Technology program crucial to online learning and excellence.*

Benefits Theme: Gain recognition for research, save money, narrowing focus and mission, no benefits

Unintended consequences Theme: Students go elsewhere, fewer therapists in state – harder to find candidates to hire, mental health decline – lack of seeking help due to lack of resources, loss of expertise in areas cut, loss of graduates staying in state due to programs being cut.

Reinvent University Theme: Look closely at the needs of the state – base programs off those statistics, Market counseling courses/services on campus, provide more sports, need strong leadership – sustainable growth and transparency, cut back on new construction – invest more in virtual learning, restructure to have more degrees for fields in Wyoming, reduce admins at President/Provost level, equal funding to arts AND sciences, expand mental health offerings, cut athletics, match job market needs.

Inclusiveness/Equity Theme: by keeping counselor education e.g. mental health and education, needs assessment – present data to drive decisions, get feedback from faculty before creating committees, be fair and unbiased, being compensated for: doing above expectations/picking up attrition slack, prioritize areas of study that promote health/life maintenance.

Reorganization of College:

Agriculture/Natural Resources to Agriculture/Life Sciences – 10/1/21

Completed Responses: 20

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	10	4	3	1	2
Promotes interdisciplinary work	7	8	1	2	2
Will promote innovation and growth of programs for 21st century themes	13	2	3	0	2
Better positions the University for R1 research classification	11	2	4	1	2
Provides programs that ensure our students are well-prepared for their future careers and life	12	3	3	0	2
Better organizes UW to address and prepare students for key societal and economic challenges	11	4	2	2	1
Allows UW to respond to a significant reduction in the university's budget	11	1	4	3	1

Themes: highly mixed – very negative to tentatively positive. Suspicion that big ideas will not be given enough change management, time, resources, human capital attentiveness. More sciences under one roof; potential for previous college Dean cancelling/going back on promises when departments moved to new colleges, more duties for the same pay for Faculty/Staff, how to measure success afterwards, give credit to others for ideas, definite lack of trust in responses. One interesting response indicates that a reorg should pull the college into three areas – Agriculture, Biomedical, and Ecology/Natural Resources

Reorganization of College:

College of Arts & Sciences to College of Social Sciences, Humanities, Arts – updated 10/1/21

Completed Responses: 26

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	20	1	1	3	1
Promotes interdisciplinary work	22	2	1	1	0
Will promote innovation and growth of programs for 21st century themes	19	4	1	2	0
Better positions the University for R1 research classification	16	4	5	1	0
Provides programs that ensure our students are well-prepared for their future careers and life	15	5	4	2	0

Better organizes UW to address and prepare students for key societal and economic challenges	21	0	1	2	1
Allows UW to respond to a significant reduction in the university's budget	17	0	6	1	1

Themes: highly mixed – very negative to tentatively positive. Similar suspicion to many other areas – more admin cuts should be explored, de-invest in sports and WyoCloud, big ideas will not be given enough time, resources, human capital attentiveness. Definite lack of trust in responses. Most vocal responses focus on pulling apart sciences and changing a strong culture of liberal education in the college.

Ensure that proper attention is paid to advising structures as changes occur – parity in salaries, duties. Focus on expanding humanities PhD's if this occurs to accelerate RI, improve GA stipends. Separating Arts from Sciences could silence the “hard” sciences debate, streamline by separating; challenge to enhance remaining specialized programs, won't save enough \$ and firings will happen, how will new depts/programs be resourced (teaching, research, grad programs), wages too low for Staff; more real-world offerings (e.g. graphic design/digital media), reduce admins and their salary, incentivize program level innovation and creation, less alliance with state goals and more on entrepreneurship; Anthro and Psyc should go with sciences – they offer grad degrees, too; consider making the name simpler and more encompassing.

Reorganization of College:

College of Business to College of Business and Economics – 10/1/21

Completed Responses: 2

N/A - proposal withdrawn.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	2	0	0	0	0
Promotes interdisciplinary work	2	0	0	0	0
Will promote innovation and growth of programs for 21st century themes	2	0	0	0	0
Better positions the University for R1 research classification	1	1	0	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	2	0	0	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	2	0	0	0	0
Allows UW to respond to a significant reduction in the university's budget	1	0	0	0	1

Themes: Dilutes business college, college should focus exclusively on business.

Reorganization of College:

College of Education – updated 10/1/21

Completed Responses: 6

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	1	3	2	0	0
Promotes interdisciplinary work	2	2	1	1	0
Will promote innovation and growth of programs for 21st century themes	2	3	0	1	0
Better positions the University for R1 research classification	1	2	1	2	0
Provides programs that ensure our students are well-prepared for their future careers and life	2	2	1	1	0
Better organizes UW to address and prepare students for key societal and economic challenges	2	3	0	1	0

Allows UW to respond to a significant reduction in the university's budget	1	3	0	2	0
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Themes: Strong support for CLAD to remain in CoE, especially counselor education and learning design and tech.

Reorganization of College:

College of Engineering and Applied Science to Engineering and Physical Sciences – updated 10/1/21

Completed Responses: 6

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	2	1	0	2	0
Promotes interdisciplinary work	0	4	0	1	0
Will promote innovation and growth of programs for 21st century themes	0	3	2	0	0
Better positions the University for R1 research classification	2	1	1	1	0
Provides programs that ensure our students are well-prepared for their future careers and life	2	1	2	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	1	1	2	1	0
Allows UW to respond to a significant reduction in the university's budget	1	0	0	2	2

Themes: Similar suspicion to many other areas –cuts to admin salaries should be explored, create "School of environmental systems" that includes atmospheric science, biology, geology, Haub, ecosystem science and management' instead. Cultural differences too great in this proposal; leave as 'College of Engineering' – broad and well understood, Chemical Engineering has a broad use in industry and EE is different than computing; students forced to navigate science degree programs in engineering framework; leverage NCAR supercomputer by use of data support in decision processes, add commercial law class for engineers. No support for change expressed.

Reduction of Program:

Geology & Geophysics - updated 10/1/21

Completed Responses: 10

Proposal modified – lower reduction amount + change in consolidation recommendation. Below themes based on the modified proposal.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	6	3	0	1	0
Promotes interdisciplinary work	5	3	1	1	0
Will promote innovation and growth of programs for 21st century themes	7	1	0	2	0
Better positions the University for R1 research classification	8	0	2	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	7	1	1	1	0
Better organizes UW to address and prepare students for key societal and economic challenges	7	1	2	0	0
Allows UW to respond to a significant reduction in the university's budget	6	1	1	2	0

Themes: Positive comments focus on overall restructure proposal; commenters negative on reduction of G&G. One of strongest departments at UW, do not support reducing; best program in nation – would severely limit research; keep good professors – cut pay on pres; geology is a large state asset – esp. geochemical labs; much attrition already in this department, already down to bare bones; cultural differences between G&G and engineering very pronounced and will lead to conflict; students who want to study hydrogeology, engineering geology, mining geology, and environmental geology will choose other school; majority of G&G faculty research and teach nothing related to hydrocarbons; research scientists, the first to go, support the department's research and will cripple it, making R1 unobtainable.

Reduction of Program:

Philosophy and Religious Studies – updated 10/1/21

Completed Responses: 6

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	4	1	0	0	0
Promotes interdisciplinary work	5	0	0	0	0
Will promote innovation and growth of programs for 21st century themes	5	0	0	0	0

Better positions the University for R1 research classification	5	0	0	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	5	0	0	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	5	0	0	0	0
Allows UW to respond to a significant reduction in the university's budget	2	0	3	0	0

Themes: Some express relief that humanities are not being cut more, but overall highly unsupportive of cut to Philosophy & Religious Studies; societal religion and philosophical commitments are being weaponized by political figures and others, while the citizenry is less and less prepared to interpret those claims in the context of their historical, societal, and institutional contexts; detriment to critical thinking; charge more tuition, recentering of humanities as a core to interface with all other disciplines, cut admin pay; tell us sooner – don't push back announcement dates, have answers when hard questions are asked – be clear if people are going/might be cut

Reduction of Program:

Family and Consumer Sciences – updated 10/1/21

Completed Responses: 4

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	3	0	1	0	0
Promotes interdisciplinary work	2	0	2	0	0
Will promote innovation and growth of programs for 21st century themes	1	1	2	0	0
Better positions the University for R1 research classification	1	1	2	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	2	1	1	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	1	1	2	0	0
Allows UW to respond to a significant reduction in the university's budget	2	1	1	0	0

Themes: Department provides graduates that staff many human services agencies around the state; FCS supports “the family as a system and all components of that system--food, health, relationships, shelter, and clothing. So many basic life skills necessary for living and COMPLETELY RELEVANT to society are both taught and researched in this area. They synergistic. We also make a big mistake when we think that these skills are automatically learned at home in today's society. When you start to pull them apart, as

proposed, you lose the power of the trio of fields and how they work together to support the family system.”

Proposed Consolidations/Reorganizations of Departments:

Economics (ECON) + Agricultural Economics (AGEC) – updated 10/1/21

Completed Responses: 17

Proposal withdrawn.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	14	0	1	0	2
Promotes interdisciplinary work	7	6	2	1	1
Will promote innovation and growth of programs for 21st century themes	14	1	0	0	2
Better positions the University for R1 research classification	12	1	2	0	2
Provides programs that ensure our students are well-prepared for their future careers and life	13	2	0	0	2
Better organizes UW to address and prepare students for key societal and economic challenges	14	1	0	0	2
Allows UW to respond to a significant reduction in the university’s budget	8	4	3	0	2

Themes: AGECE will lose culture of state service.

Discourages interdisciplinary work, limit growth and innovation, hamper rural development, complicate AGECE grants, research productivity decline, savings would be lost due to admin overhead (keeping ties with Extension), breaking ties with Extension would be detriment; reorg appears more organization than efficiency; attract students from farms across the US – move would alienate those students – potential loss of students not wanting to move to Business, the move would be inefficient and counterproductive to serving the State and Ag communities/culture, strong ties to state ag, combining would be a culture clash, offer VSIP to help keep productive faculty, focus on quality teaching – core focused; recognize unique traits/abilities of students in Ag background.

Proposed Consolidations/Reorganizations of Departments:

American Studies (AMST) + School of Culture, Gender Studies, and Social Justice (SCGSJ) – 10/1/21

Completed Responses: 2

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	1	0	1	0	0
Promotes interdisciplinary work	0	0	1	1	0
Will promote innovation and growth of programs for 21st century themes	0	1	1	0	0
Better positions the University for R1 research classification	1	0	1	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	1	0	1	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	0	1	1	0	0
Allows UW to respond to a significant reduction in the university's budget	0	1	1	0	0

Themes: Generally supportive of this move; with respect to proposal writ large, suggests much more emphasis on online and partnerships with other universities; commenters more focused on this than on merger/consolidation.

Proposed Consolidations/Reorganizations of Departments:

Art/Art History/Music/Theater & Dance with Visual & Literary Arts (VLA)– 10/1/21

Completed Responses: 8

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	6	0	2	0	0
Promotes interdisciplinary work	2	2	3	1	0
Will promote innovation and growth of programs for 21st century themes	6	0	2	0	0
Better positions the University for R1 research classification	5	0	3	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	8	0	0	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	8	0	0	0	0
Allows UW to respond to a significant reduction in the university's budget	5	1	2	0	0

Themes: Major differences in pedagogical methods across these disciplines; threatens accreditation; perception that this is being done to cut support for the fine/performing arts; size of proposed dept unmanageable – consider a school w/separate depts instead.

Proposed Consolidations/Reorganizations of Departments:

Botany (BOT) & Zoology & Physiology (ZOO) to Life Sciences – updated 10/1/21

Completed Responses: 18

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	10	3	2	1	2
Promotes interdisciplinary work	6	4	5	1	2
Will promote innovation and growth of programs for 21st century themes	10	5	1	0	2
Better positions the University for R1 research classification	14	1	1	0	2
Provides programs that ensure our students are well-prepared for their future careers and life	12	1	3	0	2
Better organizes UW to address and prepare students for key societal and economic challenges	11	3	2	0	2
Allows UW to respond to a significant reduction in the university's budget	9	2	3	2	2

*Themes: Leadership of life sciences will be critical; Botany *may* work with College of Ag – Zoo *may* work with Animal science, collaborative research and grant writing if physically relocated, ANSCI and VetSCI should merge and relocate, success depends on the right people; physiology, biomedical, botany; neuroscience in Ag college reduce competitiveness of students applying to medical school, move Neuroscience, Physiology to HS; UW history should be considered – focus on world class worthy programs, support with new building and state of art equipment, need better fundraising, non-competitive degrees (haub school); overall very negative. Several notes indicate extremely conflict-ridden meetings between these units and those in Ag, simply around the name – very concerning comments, actually....eg “This process is LITERALLY tearing apart any goodwill and collaborative, interdisciplinary openness among the faculty in the ecology/conservation portion of the life sciences. If the Provost and President do not develop a meaningful, facilitated (not by parties with power, but parties with conflict mediation expertise) process, you're going to burn that whole research powerhouse down. I'm not saying this as a threat, I'm saying this as a direct, horrified observation of what just transpired in a faculty meeting about what to call the ecology/conservation department(s) once the implementation phase is underway.”*

Proposed Consolidations/Reorganizations of Departments:

Chemistry – updated 10/1/21

Completed Responses: 5

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	3	1	1	0	0
Promotes interdisciplinary work	2	1	2	0	0
Will promote innovation and growth of programs for 21st century themes	4	1	0	0	0
Better positions the University for R1 research classification	4	0	1	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	3	1	1	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	3	1	0	1	0
Allows UW to respond to a significant reduction in the university's budget	2	0	1	1	1

Themes: concerns about accreditation; some benefits to merging with Chemistry – shared infrastructure and collaborative culture, reduce admin/overhead costs; chemistry and chemical engineering have little in common; loss of valuable research faculty with networking contacts; move CHE back into Petroleum or keep separate; this actually weakens our STEM profile; strong disagreement with consolidation of CHEM and CHE

Proposed Consolidations/Reorganizations of Departments:

Creative Writing Program (CWP) with English – updated 10/1/21

Completed Responses: 4

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	0	2	0	0	2
Promotes interdisciplinary work	0	0	2	1	1
Will promote innovation and growth of programs for 21st century themes	0	2	0	1	1
Better positions the University for R1 research classification	1	0	2	1	0
Provides programs that ensure our students are well-prepared for their future careers and life	0	1	2	0	1
Better organizes UW to address and prepare students for key societal and economic challenges	0	1	1	2	0

Allows UW to respond to a significant reduction in the university's budget	3	0	0	0	1
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Themes: Highly mixed and shades of previous dysfunction between the two camps. "Will CW pull their weight and give ENGL back its GA's?" Faculty losses in CW may make MFA in CW unsustainable. Clear culture issues. NB: will need significant change management if this goes forward.

Proposed Consolidations/Reorganizations of Departments:

Geology & Geophysics (G&G) + Petroleum Engineering (PETE) – updated 10/1/21

Completed Responses: 15

Proposal modified – G&G reduction reduced, latitude to explore keeping separate from PETE. Themes below based on modified proposal.

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	11	2	0	2	0
Promotes interdisciplinary work	9	1	2	2	1
Will promote innovation and growth of programs for 21st century themes	10	2	2	1	0
Better positions the University for R1 research classification	11	1	2	1	0
Provides programs that ensure our students are well-prepared for their future careers and life	9	2	2	0	2
Better organizes UW to address and prepare students for key societal and economic challenges	10	3	0	1	1
Allows UW to respond to a significant reduction in the university's budget	8	1	3	2	1

Themes: Positive comments focus on overall proposal; commenters negative on reduction of G&G. One of strongest departments at UW, do not support reducing; best program in nation – would severely limit research; keep good professors – cut pay on pres; geology is a large state asset – esp. geochemical labs; much attrition already in this department, already down to bare bones; cultural differences between G&G and engineering very pronounced and will lead to conflict; students who want to study hydrogeology, engineering geology, mining geology, and environmental geology will choose other school; majority of G&G faculty research and teach nothing related to hydrocarbons; research scientists, the first to go, support the department's research and will cripple it, making R1 unobtainable.

Proposed Consolidations/Reorganizations of Departments:

Nutrition from Family & Consumer Sciences (FCSC) to Kinesiology & Health (K&H) – 10/1/21

Completed Responses: 6

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	2	0	0	1	3
Promotes interdisciplinary work	0	2	0	0	4
Will promote innovation and growth of programs for 21st century themes	0	2	0	0	4
Better positions the University for R1 research classification	1	1	0	0	4
Provides programs that ensure our students are well-prepared for their future careers and life	1	1	1	0	3
Better organizes UW to address and prepare students for key societal and economic challenges	1	1	0	2	2
Allows UW to respond to a significant reduction in the university's budget	1	1	0	3	1

Themes: students will benefit from this move – Cent\$ible Nutrition, Nutrition, Food Science in one place reduces confusion; may reduce non-clinical nutrition students' options; may lose USDA funding with current grants, move K&H to Ag – aligns more this way; AA should learn how external funding is organized to help departments move/supplement in that direction; entrepreneurial should mean partnering with businesses and alumni and not obtaining more external fed funding; talk to people in departments

Proposed Consolidations/Reorganizations of Departments:

Physics & Astronomy (PHYS) with Atmospheric Science (ATMOSCI)– 10/1/21

Completed Responses: 1

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	0	0	1	0	0
Promotes interdisciplinary work	1	0	0	0	0
Will promote innovation and growth of programs for 21st century themes	1	0	0	0	0
Better positions the University for R1 research classification	0	0	1	0	0

Provides programs that ensure our students are well-prepared for their future careers and life	0	0	0	1	0
Better organizes UW to address and prepare students for key societal and economic challenges	0	0	1	0	0
Allows UW to respond to a significant reduction in the university's budget	0	0	0	1	0

Themes: Generally very supportive. "Small but growing UG program in P&A - High average SCH in P&A (lots of service courses) - Some natural connection between the fields, esp. in cloud physics & dynamics, remote sensing - ATSC's ability to teach some senior physics courses - Flow of UG students into our grad program, may dual-list (4000+5000) some graduate courses (Phys Met, Objective Analysis, Radiative Transfer ...), possible Quickstart BS+MS - Both Depts are research-active, recruit strong graduate students - Strong link to new SoC; high probability that new SoC faculty will be housed in the new joint Dept - Solid partner within CEPS - Access to Science Initiative (not significant) - Combined Dept not too big - Closer relation with P&A's sibling, Chemistry - Tech personnel support for instrument-heavy research (currently P&A has 1 Ubertech) - \$1.4M per year to run the NASA WY Space Grant consortium, providing IC (total IC incl research grants about \$70K/year). The budget of the UW King Air is about \$3M per year." Only concern expressed is that "The merger makes it more difficult for ATSC to be seen as the go-to place for climate and water research on campus."

Proposed Consolidations/Reorganizations of Departments:

Early Childhood Education (ECE) with College of Education– 10/1/21

Completed Responses: 1

Question	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
Improve efficiencies	0	1	0	0	0
Promotes interdisciplinary work	0	1	0	0	0
Will promote innovation and growth of programs for 21st century themes	1	0	0	0	0
Better positions the University for R1 research classification	1	0	0	0	0
Provides programs that ensure our students are well-prepared for their future careers and life	0	1	0	0	0
Better organizes UW to address and prepare students for key societal and economic challenges	0	1	0	0	0
Allows UW to respond to a significant reduction in the university's budget	0	0	0	1	0

Themes: "Early Childhood is something that has its own theories and philosophical base. Institutions that have tried to make early childhood fit into the elementary education philosophy have largely failed"

and been weakened. Those that embrace the differences and support the base have been successful. Institutions that have tried to hire early childhood educators have a difficult time , but those that are early childhood focused outside of elementary education have had larger applicant pools.”