

Summary of Survey feedback on Provost Recommendations to the President

Last updated – 10/27/21 @ 5:08pm, survey closed at 5pm on 10/27/2021

195 people responded to the survey.

Family & Consumer Sciences - 24

Likes: Kinesiology is probably excited, faculty to be included in Extension appointments – expands research outside of Ag college – greater impact to health of Wyo people, can get ECE/HDFS dual degree available now?, moving to a Human Sciences dept. with own base/mission is appropriate, will be able to continue my degree, concepts/principles of FCSC could now reach larger audience, DMT (design, merchandising, textiles) would fit well in CoB – business influence, opportunity to educate admins on value of FCS intact, Nutrition should move to Health Sciences because it is medicine based.

Dislikes: Boyd endowment purpose not as intended, aiming to dissolve as to repurpose Boyd funds, Hatch research dollars should stay, long term goal appears to dissolve FCS, lack of recognition of holistic, interdisciplinary nature of program, would like you to understand our department before placing us where you think we fit, HDFS move to Psychology, DMT should move to Art, FCSC is self-sufficient with no monetary savings, recommendations show no understanding of FCSC, meet with faculty/staff to personally discuss – want to be part of the process, Cent\$ible Nutrition Program (CNP) directorship is not part of FCS, but standalone in Ag, so should not be part of the reorg, CNP provides support in all 23 counties with Extension – should stay with UW Extension, CNP could lose grant funding (USDA SNAP-Ed/EFNEP) if moved – loss to low-income families across the state, Listening to Art Dept Head recommendation ignored, dept move not in best interest of staff/faculty/students, rationale of Textile/merchandising aligns with Art in Provost recommendation missing – same with Human Dev and Family Sciences with College of Ed, felt that male administrator silenced female untenured faculty feedback due to power imbalance, allow Extension appointments with KNH (CNP) faculty, FCS earns ~\$750k/year in distance funds which supports entire unit – no budget reason to dismantle, Provost did not meet with office – shows lack of operational understanding and unleaderlike, two white men ignorant of how dept & UW works have not met with dept., CoE appears not ready to embrace all aspects of children/adults/families – request different proposals for units within new restructured CoE, disregard for committee recommendations, admins are too heavy handed, not enough evidence disclosed to justify these changes, principles of FCS are imperative to moral fiber of young people – diversity w/o intolerance | family values | interpersonal communication | caring for yourself/others – all FCS values, program looks holistically at human needs and life skills – Provost does not explain why structure is not maintainable, Provost may not understand synergism/mission/sciences of FCS, ECE is already a learning lab for FCS without the move to CoE, cutting FCS will increase state FCS educator shortage, FCS cohesive part of land grant mission – sustainability of well-being families, current FCS culture is best for learning, data shows FCS IS sustainable/stable, FCS provides synergistic interprofessional practices that focus on the well-being of individuals/families/communities, cost to distribute programs elsewhere appear to be more than the savings.

Life Sciences - 22

Likes: Department autonomy through FY23 gives time to learn difference and to merge more effectively, preserving proposed structure, merit having Life under 1 roof, 2-13 committee recommendations were from in-depth faculty discussions/negotiations – hopes Provost will uphold these, the timing, supporting interdisciplinary efforts, diverse ecologists in same unit, promotes collaborative research, moving helps the Ag college politically (ever-changing legislature) and ingenious strategy.

Dislikes: T&P case voting will be harder due to larger department and differing disciplines – take issue with non-related faculty making decisions, how will differing appointments be treated?, dept. T&P could work if faculty allowed to organize, 130+ faculty in one dept is unmanageable – department becomes factionalized, excuse to reform?, let autonomy remain in merger, hierarchy can be a challenge, faculty search challenges, physical location differences = decreased efficiency, degrees will be more general and less attractive to students, share where money will be saved – please, upset that committee recommendations were not used, ultimate goal to shrink faculty, larger schools require directors/offices – where is the savings, weaken strong units and top faculty to leave, instead – create 3 divisions with 3 to 4 units under – allows units to evolve stronger, we need liberal arts components to create better STEM students, committee recommendations not considered in Provost recommendations, reorg needs to be done with respect to staff/faculty working in new units, only 1 comparator – Texas A&M – Ag school, please articulate rationale to life-sciences faculty, lack of adequate time to contemplate pros/cons of proposal, losing M-S/Hatch land-grant mission, unlinking degree programs, place-based ed. in Ecology in Wyo – use our strengths – which includes small class sizes/greater individual attention, critical faculty/researchers have left putting NSF grant on pause, admins not acting in best interest of UW – not taking most of researched advice, reorg is too fast-paced, restructuring savings won't be as budgetarily efficient as predicted, putting physical scientists in charge of a life sciences unit is illogical – fix life science research problems instead, before reorg – blend of arts/sciences/humanities have flourished (inclusivity/diversity/transdisciplinary research/strong student enrollments) and USP in single college was a pro move – separating the A&S diversity can reduce critical thinking in these new scientists.

Petroleum Engineering and Geology/Geophysics -6 (*note: current plan recommends moving Geology/Geophysics to the College of Engineering & Physical Sciences, but based on feedback, retains separate departments*)

Likes: 3 related disciplines in one college, degrees/departments remain intact/autonomous, dept fits better in new college – culture/integrity will remain intact/peaceful.

Dislikes: staff/faculty reductions, state is known for amazing geology/paleontology – doing a disservice to the state to reduce presence, Geology/Geophysics department would be a significant loss/disservice if lost, punishing long term loyalty with reduced retirement benefits is wrong, budget reductions AFTER move to Engineering will not be effective, articulate budget savings please, only PETE will benefit, G&G gains reputation – do not sacrifice this in hopes to raise PETE reputation, reviving a failing industry only serves political ends, donations continue to decline due to this proposal.

Computer Science & Electrical/Computer Engineering - 14

Likes: merging will be positive for staff, faculty, and students; consider merging offices before full merger to reap office benefits now, makes logical sense, offers more collaboration/interdisciplinary

research, operational/programmatic delivery efficiencies, unbiased/external dept. head is crucial for success, synergies between departments, potential to replace with higher motivated faculty, potential for new degree programs, will shake up the low pass rate classes with better teachers, reviving this department with fun activities, our current faculty are intelligent but unmotivated/stagnant.

Dislikes: Doesn't offer CIS degree, short staffed, limited grad courses, poor teacher/student ratio, unlikely to retain high performing faculty, recruitment/retention is critical, will lessen education quality, unfair to single out ECE/CS dept based on scholarly productivity/external funding awards vs other worse performing depts. – President intend to fire us only to cherry pick rehires, Provost admitted merger would not have significant savings – faculty input ignored, Pres/Provost never visited dept. – come visit in person, data used to decide was faulty and it is obvious why it was, 60% or 15% budget reduction – unclear, nepotism with President's spouse and SoC – lack of trust in Pres, EECS dept must be part of SoC to follow national trends and logically, lost 2 PhD recruits because of plan, proliferation of CS-like degrees will confuse students, losing students to higher tech schools, depts have different focuses/methods – merger seems inappropriate.

B.A., French – 3 (*note: current proposal is to retain*)

Likes: small # of faculty and award winning, share authentic culture, only place in the state offering French, BA in French will remain.

Dislikes: Call them 'modern' instead of 'foreign', French MA put at-risk due to faulty data and ignorant of unintended consequences, UW not taken seriously if modern languages are scrapped.

B.A., German – 2 (*note: current proposal is to retain*)

Likes: not offered elsewhere in Wyoming, current faculty share culture and history, glad it will remain.

Dislikes: Call them 'modern' instead of 'foreign', German MA put at-risk due to faulty data and ignorant of unintended consequences – majors risen to 7, glosses over first erroneous assessment of only 1 major.

M.A., Philosophy - 2

Likes:

Dislikes: 15% cut details, please; less faculty cut the better – keep best/brightest junior faculty, why no committee for PHIL/RELI – students need to understand/respond to religious pressures.

School of Counseling, Leadership, Advocacy, and Design (CLAD) - 56 (*note: current proposal is to reorganize college, which retains some degrees in Counseling and Learning, Design, and Technology*)

Likes: reorg CoE into 3 divisions, creating space for interdisciplinary collaboration, potential to foster collaboration, ability to finish Ph.D., help with budget, have not read entirety – commenting on detriments, counseling program not entirely dissolved, feel CLAD is unnecessary – okay to cut, LDT is valuable and am happy I'm in the program, beneficial by streamlining courses and degree programs, retaining masters program, counseling program included in grad ed division, new structure is welcome with focus on teachers, principals, and state support, CLAD discontinuation stopped – thank you, CoE can grow/change with flexibility, makes some sense to restructure CLAD for savings/efficiencies.

Dislikes: unclear if Learning, Design, and Technology (LDT) is up for elimination, prioritizing budget cuts over counseling/special education does a disservice to human beings, Wellspring Counseling Clinic and role of PhD students in this + oversight of Masters students in Counseling left out of recommendations/justification – status?, firing professors and opening their jobs up again is demoralizing, attrition is the only current plan to reduce faculty, cutting faculty limits college growth and impedes UW pillar engagement, don't cut thriving tech programs that generate more than they cost, teachers with tech expertise are a must moving forward, closing program, LDT is critical for future teacher success – especially in COVID times, LDT elimination is demoralizing to students, please keep/move to a different area, no equivalent LDT programs in CO – come to CO to see the positive impact LDT has from my classes (42 YO woman trying for Doctorate), LDT (aka online education) is a rapidly growing and in-demand field, move LDT elsewhere instead of being cut, if LDT cut – LinkedIn Learning, Pluralsight, boot camps will take our students, eliminating Teacher Prep degree programs is a mistake, cutting Counseling education will harm the mental health of the state, cut frivolous spending and keep Counseling Ed, Ph.D. in counseling is needed for well-rounded professionals, cutting CLAD loses more than the gain, fear my faculty will leave by cutting LDT, Wyo ranks bottom (48 of 51) in mental health and highest in suicide (2 of 51 per capita) – cutting CLAD program will continue downward trend, cutting LDT goes against digital pillar, LDT program reflects the current world – not the old and tech fearful, cutting LDT is a disservice to both teachers and all future students, sends message that state does not care/prioritize mental health, invest in people rather than unneeded buildings, axing Ph.D. and keeping M.S. in Counseling is a disservice to the community and will destroy entire program because more faculty will be needed that we can't afford– Doctoral students run Wellspring clinic and keep costs low and bring tuition \$ in – will hurt mental health of patients utilizing clinic – restructuring can reduce capacity of clinic and has a waiting list for clients, Wyoming schools best in country partly because of LDT, cutting LDT will negatively affect Wyo K-12 teachers as UW is feeder school, cutting 2 faculty in counseling program does a disservice to Students/UW/State – cannot practice without those faculty licenses/supervision, world needs more cowboys/mental health counselors -- masters students heavily rely on Ph.D. students and faculty, specify which programs being considered for elimination – instead of 'up to 4 programs being considered' – seems shady, doctoral students provide majority of supervision for clinical practicums/triadic supervision, CoE disproportionately losing faculty – should be more fair with cuts, currently 53 full-time students enrolled in doctoral counseling program, MS in Counseling receives 50-60 applications – only accepts 25, could lose accreditation due to strict requirements for student/teacher ratio & supervision/direct-experience hours.

M.A., International Studies – 1 (*note: current proposal is to retain*)

Likes:

Dislikes: goal to make UW a vocational school, plans should be developed in a process with informed stakeholders, morale is already low.

Chemical Engineering & Chemistry – 4 (*note: current proposal is to keep stand-alone departments*)

Likes: idea of innovative restructuring allowing transdisciplinary research/teaching – ex.: graphic art/chemical engineering – unlikely but interesting, don't fire tenured faculty,

Dislikes: Show evidence of cost savings data, these two are very different fields, want more deep transdisciplinary work between non-traditionally connected departments, Provost said no significant savings – why do it then?.

M.S./Ph.D. Entomology - 1 (*note: current proposal is to redesign*)

Likes:

Dislikes: Lack of support, Not hired academic Entomologist in over 25 years

M.A, Sociology - 3

Likes:

Dislikes: By commenter's calculation - 7th largest department on campus – major-wise, sending message that social sciences have little value in future plans, we see little vision from this move, saves zero budget and removes valuable program with storied history.

M.B.A., Finance - 1

Likes: Not a good program.

Dislikes: Revenue generating program.

Physics/Astronomy & Atmospheric Science - 3

Likes: Depts. are reasonably close match, P/A can help elevate AtmoSci, both depts. are successful.

Dislikes: Consider differing cultures when attempting mergers, University needs better Strategic Planning – ignores existing structures & replaces with no working structure, scrap current plan – take 18 months make new one – reduce admins by 50% in meantime, reduce athletics enough to survive politically, cut down on non-academic support units, outsource what can be, both depts. would have equal power in T&P vote, merger does not create cross-disciplinary research, Grand Challenges initiative and A&S Interdisciplinary Seed Grant program currently encourage such collab., weights of smaller dept. votes are increased – creates unequal faculty.

M.A., Political Science – 1 (*note: current proposal is to retain*)

Likes: Boost to neighboring states and extra parking spaces at UW.

Dislikes: Shows UW thinks civic engagement isn't important.

Math/Statistics - 0

Likes:

Dislikes:

M.S., Architectural Engineering – 1 (*note current proposal is to retain*)

Likes:

Dislikes: Low cost, high benefit program

B.A., Secondary Education; Spanish, French, German Language Education - 0

Likes:

Dislikes:

M.S., Family & Consumer Sciences - 0

Likes:

Dislikes:

M.B.A., Energy - 0

Likes:

Dislikes:

Ph.D., Statistics - 1

Likes:

Dislikes: Not all data scientists are statisticians and not all statisticians are data scientists – need both to make competitive students.

Untargeted comments - 23

Likes: Happy Ag Econ isn't moving, took some recommendations from committees/feedback, making hard choices to retain programs we value most – eliminate underperforming programs.

Dislikes: Weak plan – does not address any major issues for UW, does not improve stability moving forward, support needed programs/faculty instead of seeking name recognition, upset that UW would consider moving Ag Econ due to the state's strong ties to ag, unhappy that A&S reorg not taking feedback – UW moving towards vocational institution, committees asked for rationale/recommendations on changes they didn't support, lack of engagement with affected units creates chaos/confusion/mistrust, lack of communication of ODEI's Chief Diversity officer and plan moving forward shows a lack of understanding in its importance, recommendations were not based from strategic plans – therefore not much buy-in, current process creates division, want to build innovation/problem solving/change for UW – approach needs more inclusion, A&S break-up unnecessary to achieve Pres goals, need leaders that know the area and UW – current Pres/Provost do not– will leave lasting legacy of destruction (think Sternberg), UW community has no information on budget impacts from any proposals, new proposals create worse inefficiencies, no business would engage in large-scale restructuring with little information impacting bottom line, avoiding previous strategic budget cuts and attrition leads to ineffective bare boned programs, process was rushed and committee charges were un-collegial – do better at communicating/listening, address budget shortfall instead of cutting, cost of: renaming colleges, signage, branding, nametags, building updates, etc.?, How will the \$13.6 million in cuts be accomplished if “... proposed reorganizations will not yield substantial budget reductions per se.”? When a plan has lost its original motivation – it's time to reconsider, upset at letting go faculty and no vaccine mandate, adjust plan if it won't meet budgetary needs, need itemized list of budget savings/reduction costs – admins should take a pay-cut – only 1 UW coach has taken a pay-cut, diversity/inclusion programs should be cut across all A&S cross-curriculum, please slow

down the process and show us your data - <https://wyofile.com/faculty-urges-uw-to-slow-reorganization-plans/> , two WyoFile articles causing me to not donate to UW, overall lack of transparency, proposed plan is causing chaos/stress/family break ups/fighting over staff – keep colleges as is we will make budget cuts happen, morale is incredibly low, first round of publicly shared data was wrong, staff being forced out due to crappy supervisors, Faculty Senate/ASUW votes show lack of support and loss of trust – bad idea to move forward as is.