



UNIVERSITY  
OF WYOMING

Office of  
Academic Affairs

**Office of Academic Affairs**

Dept. 3302 • 1000 E. University Avenue  
Laramie, WY 82071  
(307) 766-4286 • (307) 766-6476 • fax (307) 766-2606  
[www.uwyo.edu/acadaffairs](http://www.uwyo.edu/acadaffairs)

**UPDATED 7-28-21**

July 23, 2021

To: Lindsey Nichols, William Cain, Mark Perkins, John Kambutu, Richard Carter, Cynthia Brock, Matt Gray, Mark Bittner, Tara Evans  
Cc: Andrea Burrows  
From: Kevin R. Carman, Provost & Executive Vice President   
Re: UW 2-13 Review Committee for the discontinuance of the School of Counseling, Leadership, Advocacy, and Design, and the reorganization of the College of Education

Recently President Seidel and I proposed a plan for restructuring UW for Wyoming's future. This plan was developed to address two broad goals – to position UW for the future and to respond to a significant reduction in the university's budget. This plan includes structures that enhance synergism among disciplines within the Colleges and interdisciplinary programs that transcend departments and colleges. It is intended to improve student experiences and success, emphasize growth of programs for 21<sup>st</sup> century themes, incorporate better efficiencies, better position the University for R1 research classification, and provide economic support to the state of Wyoming.

Included in the plan are recommendations for the discontinuance, reorganization, consolidation, and reduction of academic units and degree programs. In accordance with University Regulation 2-13, I will be discussing the recommendations and soliciting feedback from the academic personnel and staff in the affected units, the unit heads, and the deans of the colleges. Additionally, I am convening a series of committees to provide additional feedback and recommendations for implementation of the restructuring plan.

Thank you for agreeing to participate on the UW 2-13 Review Committee on discontinuance of the School of Counseling, Leadership, Advocacy, and Design, and the reorganization of the College of Education.

The committee will assume an advisory role in reviewing the UW Restructuring Plan, preparing a report on the proposed discontinuance of the School of Counseling, Leadership, Advocacy, and Design, and the reorganization of the College of Education, including recommendations for the reorganization of the College to maintain key graduate programs, and to expand Early Childhood Education, including the administration of the Early Care and Education Center.

President Seidel and I will review your report, as well as other feedback provided through the AA online portal (<http://www.uwyo.edu/acadaffairs/program-review/current/index.html>) before finalizing the UW Restructuring Plan and submitting it to the Board for approval at their November 17-19, 2021 meeting.

For planning purposes only, we anticipate the college will have a combined budget that incorporates approximately a 3% reduction to the unrestricted budget assigned to the School of Teacher Education and a 15% reduction to the unrestricted budget of the School of Counseling, Leadership, Advocacy, and Design.

As you undertake your work, I encourage you to focus on the future. In doing so, you should:

1. Explore the benefits of the proposal, any unintended consequences the proposal may have inadvertently overlooked, and mitigation strategies to overcome those unintended consequences within the scope of the proposed re-structure.
2. Examine the organizational structures impacted by the recommended changes and provide a recommendation on how the new organization/academic unit could be structured. Please also consider staff support needed for the new organization, including the administration of the Early Care Education Center. A rationale that supports the recommendation should be included.
3. Consider how the proposed changes can lead to greater efficiencies in the unit and improved educational experiences for students.
4. Consider areas of faculty expertise that should be emphasized to position the reorganized college to be nationally and internationally competitive in its research activities.
5. Consider areas of faculty expertise that are needed to provide undergraduate and graduate degree programs.
6. Please keep in mind that this is not a personnel committee. The committee is not charged with making determinations about specific faculty and staff positions. Instead, the committee is charged with preparing a report that includes recommendations for moving the organization/academic unit forward under a new structure.

In gathering information and feedback, you should:

1. Conduct listening sessions for each impacted unit. Please ensure that these sessions are organized in such a way that you hear the voices of students, staff, and faculty.
2. Seek input from external stakeholders, including relevant advisory boards and private-sector stakeholders.
3. Consult with subject matter experts in the department, particularly the impacted department heads (and past heads, if they are willing), the impacted deans, and national/international experts you may wish to call on for their expertise.

Your final report is due to me no later than **October 1, 2021**.

In my office, Dr. Steven Barrett ([SteveB@uwyo.edu](mailto:SteveB@uwyo.edu)) and Dr. Jim Ahern ([JAhern@uwyo.edu](mailto:JAhern@uwyo.edu)), will be glad to assist with questions about undergraduate and graduate degree programs, respectively. Heather Gifford ([HGiffor1@uwyo.edu](mailto:HGiffor1@uwyo.edu)) is available to provide logistical support for scheduling committee meetings. Justin McDonald ([McDuck@uwyo.edu](mailto:McDuck@uwyo.edu)) is available to assist you with setting up a Teams account for your committee members. Stephanie Stark ([sander64@uwyo.edu](mailto:sander64@uwyo.edu)) can provide assistance if you have questions about budgets.

\*Anticipated budget may be further adjusted to accommodate for the administration of the Early Care Education Center.