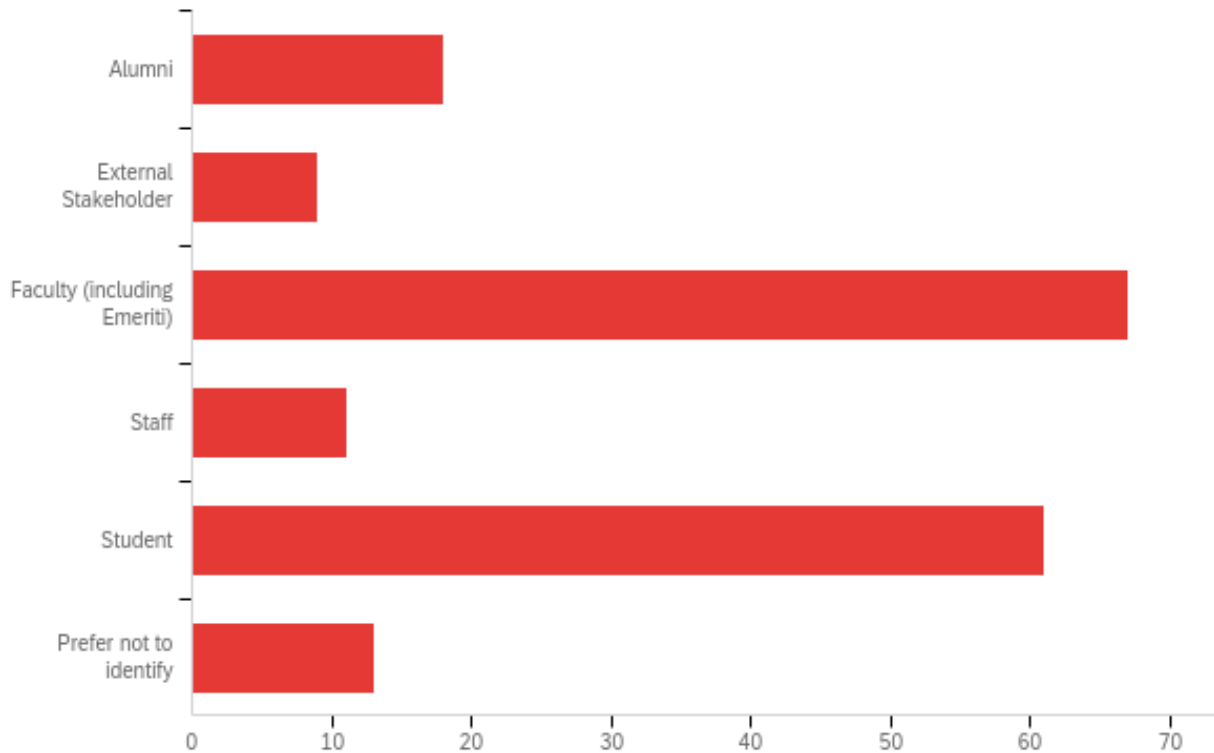


UW 2-13 Provost Recommendations Feedback Form

October 27th 2021, 5:08 pm MDT

Q3 - 1. Please select the category that best represents your interest in the University (choose below):



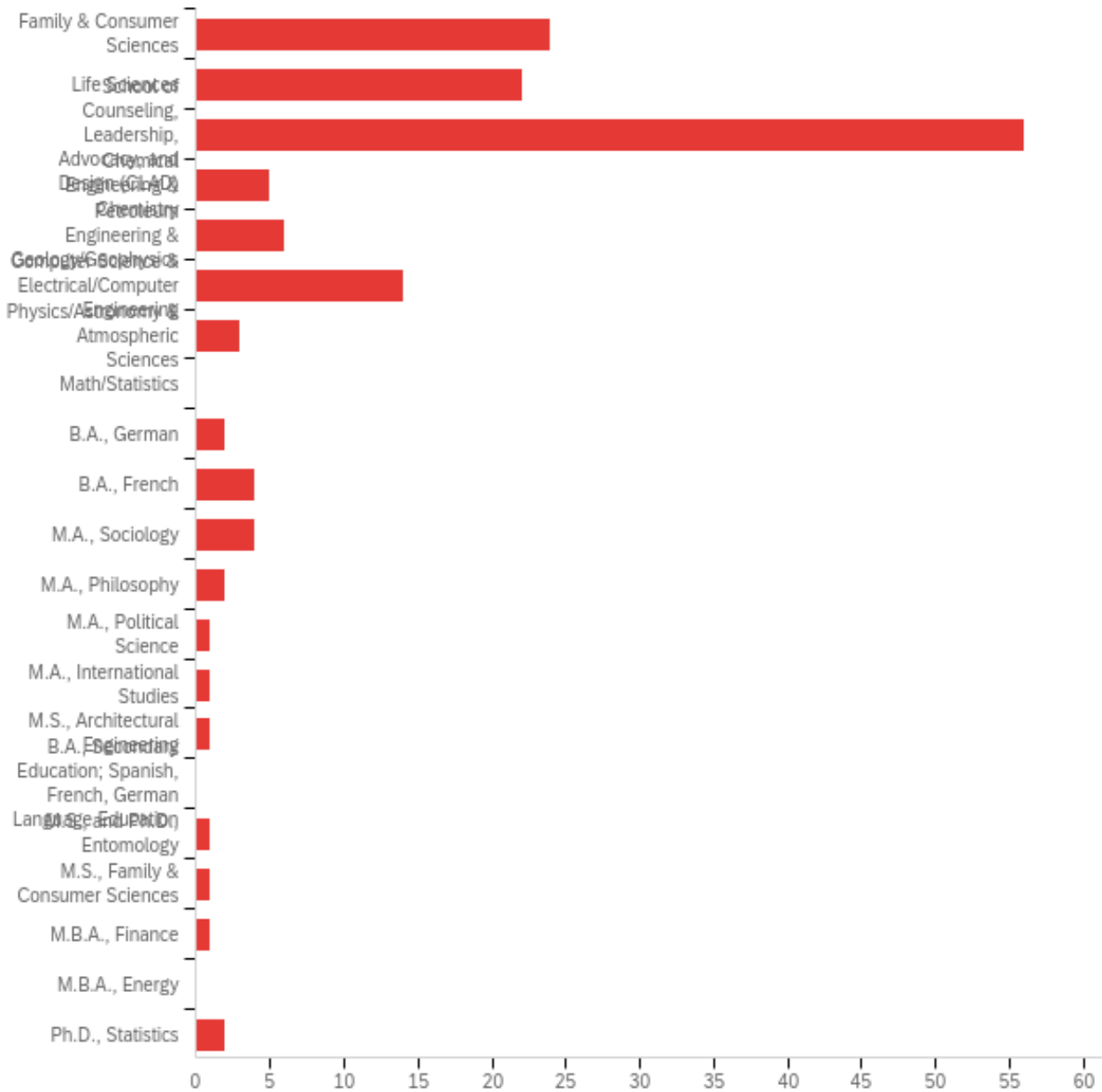
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	1. Please select the category that best represents your interest in the University (choose below):	2.00	7.00	4.71	1.42	2.03	179*

*count includes submissions without comments

#	Answer	%	Count
1	Alumni	10.06%	18
2	External Stakeholder	5.03%	9
3	Faculty (including Emeriti)	37.43%	67
4	Staff	6.15%	11

5	Student	34.08%	61
6	Prefer not to identify	7.26%	13
	Total	100%	179*

Q2 - 2. Please select the academic unit or degree program you would like to provide feedback on (choose below):



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	2. Please select the academic unit or degree program you would like to provide feedback on (choose below):	1.00	21.00	4.37	4.01	16.11	150*

#	Answer	%	Count
1	Family & Consumer Sciences	14.29%	24
2	Life Sciences	13.10%	22
3	School of Counseling, Leadership, Advocacy, and Design (CLAD)	33.33%	56
4	Chemical Engineering & Chemistry	2.38%	4
5	Petroleum Engineering & Geology/Geophysics	3.57%	6
6	Computer Science & Electrical/Computer Engineering	8.33%	14
7	Physics/Astronomy & Atmospheric Sciences	1.79%	3
8	Math/Statistics	0.00%	0
9	B.A., German	1.19%	2
10	B.A., French	1.79%	3
11	M.A., Sociology	1.79%	3
12	M.A., Philosophy	1.19%	2
13	M.A., Political Science	0.60%	1
14	M.A., International Studies	0.60%	1
15	M.S., Architectural Engineering	0.60%	1
16	B.A., Secondary Education; Spanish, French, German Language Education	0.00%	0
17	M.S., and Ph.D., Entomology	0.60%	1
18	M.S., Family & Consumer Sciences	0.00%	0
19	M.B.A., Finance	0.60%	1
20	M.B.A., Energy	0.00%	0
21	Ph.D., Statistics	0.60%	1
22	No selection, but with comment	13.69%	23
	Total	100%	168

Q4 - 3. What do you like most about this recommendation?

3. What do you like most about this recommendation?

Nothing. It is obvious that those proposing to dissolve Family and Consumer Sciences do not understand how our programs interact and how important their educational aspects are to one another. Please review my next response thoroughly and fully.

The human food and nutrition department should be considered health sciences! This is more of a medicine degree where future careers are involved with the medical field.

I do think it makes some sense to restructure CLAD as part of the larger university reorganization process to identify efficiencies and cost-savings.

None of it.

I do not see that the recommendation aligns with past committee work as part of this process nor do I think it will save the institution financial resources. It very likely will cost more to distribute programs, establish labs, etc..

The opportunity it provides to educate administration about the value and FCS remaining intact.

I agree the Design, Merchandising, and Textiles program should be moved to a different college. It seems like it might fit well in the College of Business because of the business influence in the major.

My comment is on the proposed elimination of the PhD program in Counseling Supervision. I am not in favor of it.

There are no positives to this recommendation. Only the Dept of Petroleum Engineering would benefit from this, at the cost of both demoralizing the Dept of Geology/Geophysics and denigrating its stature within the field and of the University as a whole.

Thank you for removing the discontinuance of CLAD. The College of Education can expand and change and move programs with this flexibility. The new structure is welcome with a focus on teachers, principals, and state support.

Nothing.

I do not like this recommendation.

I don't see anything positive in regards to the future of preparing K-12 FACS educators or practitioners to meet the needs of Wyoming students and families. There is already a crisis-level shortage of FACS level K-12 educators, leaving students desiring to enter the profession with the only option of going out of state for their education. This is often cost-prohibitive. Many of our current educators are approaching retirement age and this gap will only increase.

I appreciate the concept of a more integrated situation in that the concepts and principles of Family and Consumer Sciences are being taught and are reaching a larger audience.

As a graduate student in mental health counseling, I am thankful that this degree will continued to be offered. Mental Health is an ever increasing concern for the state of Wyoming. People who are attending UW for this degree will consider Wyoming as a place to practice counseling. The waiting lists for clients to receive counseling services is long around the country and in our state as well. Thank you for retaining this program.

Nothing

There is nothing to like.

I like that the counseling program was included in the graduate education division.

I like the fact that the departments will be consolidated and the potential for faculty to be replaced with other, more motivated faculty is there. I also strongly agree with adding new faculty to the department to explore other areas of research and coursework. I feel several faculty members in the computer science department under

perform in terms of the way they structure classes, the limitations they have put on our graduate programs, the lack of new programs or new degree options/classes coming to such an advancing and innovative field as computer science, and the lack of incentive for new students of any kind to join our department (Grads and undergrads alike). It feels as though most (certainly not all, but most) faculty have gotten lazy which causes them to give these high fail rate required courses, courses no one takes because they are rumored to be unbelievably challenging, limit students graduate opportunities by limiting the quick start program to 6 credits (what rational is there for this?), the lack of department events, etc. There is even little emphasis on our existing programs outside of class that provide grad/undergrad students with research opportunities. If UW wants to move forward with its computer science department and move on from this seemingly stagnant position, this change is necessary. I would like to do my graduate degree here but the more I inspect other programs they just offer more and are in better shape than our department. This isn't because the faculty we have aren't smart and talented people, they are just unmotivated and stagnant.

Retaining the master's program, though the repercussions of cutting the doc program would be such that I could not recommend this program to anyone moving forward.

Nothing about this recommendation is in the best interest of the school, students, nor Wyoming.

I do not like it at all.

This program should not be eliminated. Please see #4 for further information.

I like that I will not be out of program and that my degree plan will not change.

Dividing college of education into 3 divisions which look in a very reasonable way like teacher training, research and other institute.

I don't envy Provost Carman or anyone who faces a budget cut of the magnitude UW is facing. It's too easy to criticize administrators. I don't like much about this recommendation, but it may have a political strength. When I got my first glimpse of the proposed re-org, I had an "Aha" moment. I wondered how the College of Ag/Natural Resources, with its light enrollments, would fare during the cuts. Moving some of A&S's very best units to that college "solves" a tricky political reality. The same may be true of the Engineering re-org. One way to light the research fires in CEAS is to send clusters of top A&S folks in that direction. So, politically, when dealing with a Legislature that continues to change (and change again) what it believes should be a strategic priority at UW, these moves may have some merit.

Nothing

Honestly nothing

The repackaging and rebranding of this department is something of great concern. The movement to the more commonly used term of Human Sciences would be appropriate, and would be in keeping with maintaining the unique theoretical base and mission. What is of concern is the apparent total disregard of the report of the committee charged with fact finding and their recommendations. Human Sciences would allow an expansion of the umbrella rather than a tearing apart the critical blend of programs that work so well together.

Maintaining the departments as separate entities.

Slow down. <https://wyofile.com/faculty-urges-uw-to-slow-reorganization-plans/>

I understand the need to cut programs to be able to meet the budget.

I think there needs to be an itemized list to show the budget savings and reduction costs. The reason for this the 1st round of numbers that were given were totally incorrect. I also think there also needs to be an itemized list of rebranding costs too. Honestly this is not a savings for the college and we all know this, but an increase in costs and lost of great employees. I think this is trying to force people out and have employees decide what is best for them. The community, staff or faculty were not involved in this decision when it was announced in July. They were asked, but not the community because I have asked individuals outside of UW, after the news was dropped. This show unprofessionalism by the Administration and they want to make a name for themselves for changing a

small college. They also have no clue what Wyoming is really about. In return they are breaking up families, causing stress that is not needed, turning everyone against each other and not truly caring. While we are in a budget crisis the President has money to build a house. Shouldn't the Administration be taking a cut in their salaries since they are the highest paying employees on campus? That has not once been said. There is only one person who has given up some of his salary for this college and that is a coach. That shows how much he cares for the University and the students. It would be nice to see others do the same, but that won't happen. Some of us are single and don't have two income household, but yet we may need to reapply for our jobs to keep working here at the University or get fired. I wished I could make thousands of dollars and not have to worry about paying the bills or rent every month.

Suggestion: Why don't you get rid of the Diversity and Inclusion Program to include all the classes associated with this title across the A&S cross-curriculum. Then possibly UW could still operate many of these programs that are being merged or just cut. Then the many employees would not lose their jobs. Some of these program mergers do make sense, because they are related, but many others do not.

I like the idea that UW could finally get the Early Childhood dual degree program between HDFS and Early Childhood Education - but I do emphasize the dual degree - BOTH departments involved in the degree program. This is a degree that could serve Wyoming well given our rural schools and the impending need for pre-K education.

This terrible idea to cancel the PhD in counseling will virtually kill the entire program. Currently accredited, the program would no longer be able to function, unless you hire additional faculty (which is the antithesis of your budget cut needs).

This is such an essential program for Wyoming, as we have a dearth in counselors and mental health workers. Without this program Wyoming will be encouraging an ever larger mental health crisis in the state.

n/a

Nothing - to break apart a department that best serves Wyoming families within their home environment is disrespectful and dishonorable.

The Recommendation to discontinue the Counseling Doctoral program, decrease the faculty and yet attempt to keep the Masters program alive is an incredible disservice to the community and to those whom have served so selflessly to assist them.

Nothing.

It is important to look at the need for the restructuring departments. This includes all areas of an education system.

Nothing

It will be a huge boost to schools in neighboring states, and provide extra parking spaces on campus.

There is not a lot to like about it. It seems that the recommendations from A&S and the departments involved was not to make this move in the academic units, but it is going ahead anyways. How will the University justify the move in face of the desire from stake holders to not make this reorganization? Is there a reason to make this move other than that the Administration recommended it against the feelings and ideas from the parties involved?

Don't cut this program or any other programs. You're making it more difficult for students to choose the University of Wyoming their home for college because you keep cutting and cutting programs. Less new buildings, more money in the University pocket.

Taking existing departments and allowing some faculty members to relocate to a other departments in an attempt to promote collaborative research.

Keep this program

That our department now fits better within its new proposed college, that the culture will remain peaceful and intact, and that the integrity of our researchers, professors, and staff are not compromised.

Not a lot. There is very little savings, so it doesn't help in that regard. And as far as vision, there are some synergies between the two departments, but the same can be said about math/stat, for example. If anything, computer science and engineering are foundational fields, and should be an integral part of any "CS+X" efforts along the lines of the school of computing.

None

I do not like it. I also do not like that there is not the option to comment on the plan as a whole.

President Seidel will be fired within 2 years as a result of this plan.

The counseling masters program and doctoral program are integral to the functioning of the state of Wyoming as a whole. Wyoming has one of the highest suicide rates and is in great need of mental health professionals who can aid in growth and facilitate change in the lives of people in need. Cutting this program would be a great loss for Wyoming and would encourage working professionals to move elsewhere and take their invaluable skills with them.

shaking things up a bit.

Not much

I understand the need for cost cutting and reorganization. I am surprised by the potential elimination of the Learning, Design & Technology degrees. I cannot think of a more relevant and critical program in education at this time. I like the idea of the University being visionary and future minded and I wonder how you can do so by eliminating a program that is essential to the future of education.

Absolutely NOTHING!

The idea of reconfiguration could be very beneficial for the school and for streamlining courses and degree programs.

Nothing.

Almost none of the recommendations are worth supporting.

Actually, my comment is about the entire process, not alone Life Sciences.

I like that they are looking at ways to grow with the future in mind.

The Learning, Design, and Technology Ed.D. program was at the top of my list when applying to doctoral programs. The versatility and relevancy of the course work helped to solidify my desire to pursue a terminal degree. Now, in my third semester I am enjoying the challenges and relationships built along the way. I plan to use my EdD within corporate training and development. I want to make a difference in how people learn at work. This degree will help me do just that.

Nothing!

Nothing! I have zero confidence in what President Seidel and Provost Carman are proposing. There are amazing people working here at UW and these two individuals have hurt employees badly - ripped our hearts out and morale is lower than it has ever been. We need good leadership, not the sore lack of leadership and poor decision-making we have been handed. Upper administration have demonstrated that they are not acting in the best interests of UW, students, staff, and faculty. They have caused irreparable harm to people and institution. This is a disgrace. I am disgusted with what "higher" administration is doing. The 2-13 committee for Life Sciences met multiple times for many hours, my department met, emailed and worked for multiple times for many hours, and the outcome is that the provost is stating another plan, and not accepting most of the recommendations of all our work. The provost has expressed lack of knowledge, insights, collegiality for our programs. He has referred back to what his past institution did - that is not us!. Both administrators have flip-flopped multiple times after UW constituents complained and provided facts - thus confusing and obfuscating the process. This process was dumped on us at the start of Fall semester, with worsening covid, with tired, stressed staff and faculty. [REDACTED]

[REDACTED] Truly I cannot trust anything they say. I truly believe we need a new UW President and a new UW Provost - and leaders who have been here in Laramie at UW for years and know this university and us. Not new-comers who are clearly just aiming to make a name for themselves by enacting poorly conceived major changes and not listening to us.

-

Why isn't the destruction of the College of Arts and Sciences on this survey? Turning UWYO into a fifth rate Vo-Tech serves no-one in the state.

I do like the potential to have the ecologists from across campus in the same unit.

I appreciate the idea of innovative restructuring that would allow transdisciplinary research and teaching. However, these innovative restructures would look more like deeply integrating unlikely 'bed fellows' such as graphic art and chemical engineering.

Nothing

None.

I see no positive impact of this merger.

What I like most about this recommendation is that the BA in French will remain.

That the BA in German will remain.

I think this program is unnecessary and is a good choice to cut.

I don't.

Not much, but I understand the need for budget reductions.

I genuinely like nothing of this recommendation. None of these changes are beneficial towards the student body, faculty, or the community of Laramie. The assistance that the counseling programs provides, not towards just the students but also the surrounding community, is outstanding. There is a reason that the waiting lists to get mental health assistance is continuously growing; even while I type this and you read it later. Our whole world is being rocked by the effects of Covid-19 and will be for years to come. Some of the ways that people have gotten through these past 2 years is by seeking help to better manage their mental health and come through it alive. There are people from all over the country, and the world, who come to this college for the counseling program. Those who do not get accepted the first time, try again and again until they get in because this program is considered one of the best ones out there. Many people also do not apply anywhere else because they belong in the counseling department within the college of CLAD. Cutting this program will not save money, it will simply lose the students who dedicate so much of their lives to learning the ins and outs of carrying students and community members through their lives and pay a hefty tuition because THIS is where they want to be. The faculty has chosen this place not only as a place of work but to grow their family and give back the knowledge they have received at the college of CLAD. They are helping to facilitate the growth of the next generations of counselors and growing professionally along side their students throughout these heavily impacted years. The faculty is what makes this program and college what it is- the university has nothing to gain upon losing this college and/or the programs within it. If you cut this program you are going to be losing infinitely more than what you will be gaining.

I like that the counselling program is not being entirely dissolved.

Nothing. It makes zero sense to cut a program that is already on hiatus and costs the university no money. It saves the university zero dollars and removes a valuable program with a storied history.

N/A

I think it's good to separate counseling from the grouping of these schools. However, the rest of the plan indicates that the results of cutting Counseling in the way you intend will have disastrous effects on Wyoming's mental health.

From my understanding the proposal is to discontinue the School of Counseling, Leadership, Advocacy, and Design. I strongly disagree with this and do not support it.

I have not read it in its entirety as all I have been focused on are the detrimental items of the proposal, see below

I understand the need to budget.

Nothing, to be honest.

Absolutely nothing. This will lessen the quality of education received by students in these programs and will not benefit the students in any way

The one issue I have, though, the recommendation and matter of reorganization has been deferred is Ag Econ. The powerful stakeholders across the state -Farm Bureau; Wyoming Stock Growers; Sheep Growers and others spoke about the need for Ag Econ to remain in the Agriculture college. To the administration's credit they listened but are not satisfied with what was referred to as a "propaganda effort." This strikes me as tinned ear and ignoring the strong land grant/agricultural ties to the state and the University. To move ag econ in to the College of Business would weaken the stakeholder influence and extension presence in the state while the University steers research dollars in other directions than our pride in what agriculture has created and continues to produce for all of society. We smell an effort to reduce our influence but spend federal funding to the University on things unrelated to traditional extension and ag econ mission. We hope this isn't true! To have external stakeholders concerns called "propaganda" clearly demonstrates to us the disdain you have for agricultural interests in the state. We hope you can do better than name calling and prove your sincere efforts to agriculture after all we've been able to assist the University and Extension with over the years.

These comments are specific to the College of Health Sciences: Nutrition aspect of the recommendations (p. 8-9). I like the recommendation that Nutrition/K&H faculty be included in Extension appointments. Expanding the reach of Extension in Wyoming to include subject areas outside the current College of Agriculture could greatly benefit the people of Wyoming and allow Extension to serve Wyoming in more ways. Allowing Nutrition/K&H faculty to have partial Extension appointments allows Extension and UW to have a greater impact on the health of the people of Wyoming.

Absolutely nothing!

Nothing.

Nothing.

N/A

I appreciate the emphasis on supporting interdisciplinary efforts that seems, in part, to be behind some of the reconfiguration proposals.

Being able to finish my PhD work if it is closed.

The timing.

The 2-13 committee recommendation is resulted from many rounds of formal discussion and listening session with each involved units. Faculty's opinion has been full taken into consideration during this process. The 2-13 committee's recommendation represent significant negotiation and agreement from all stakeholders. I hope the provost respect the process of the 2-13 and uphold the recommendations make by the 2-13.

It has the potential to promote a new structure that fosters collaboration.

Both departments are successful.

Nothing at all.

NOTHING! Nothing makes any sense. No rationale was given - Saving money? No - Make UW better? really, how? - Why such a rush? Nobody knows? - What is the plan? We will make one as we move "forward", with our eyes closed, of course!

Starting under a brand new college with no clear Engineering tradition would be doable without damaging P&A too much. Atmospheric Science and Physics and Astronomy are a reasonably close match. We need to build on the experience and strength of P&A and other physical sciences to drag Engineering out of the hole by showing them ways to copy our successful ways. This is a chance to finally introduce an academic culture into Engineering.

This is a terrible idea.

Not much.

Nothing

Having a home for Life Sciences in one college is a reasonable idea.

This recommendation positions the merged space to capitalize on operational and programmatic delivery efficiencies. The selection of an unbiased/external department head appears critical given the nature of the merger and the historical conflicts between these two units.

This plan makes sense logistically, as there is a lot of overlap between the Computer Science and Electrical/Computer Engineering degree programs. Additionally, this opens up opportunities for more collaboration to take place between students in both of these departments, and for interdisciplinary research to happen.

Not a great program

None. It is a silly idea.

There is nothing to like about this recommendation. The fact it is being considered for elimination due to low graduate enrollment is due to the university's lack of support. The university has not hired an academic entomologist in over 25 years!

I like the idea of creating a space for interdisciplinary collaboration within the college of education.

As a new staff member and former student, consideration for the movement of the Nutrition and Dietetics program from Family and Consumer sciences has been in question for several years. However, I cannot comment on whether the move from within the college of Ag to the kinesiology and health department would be beneficial. My concerns, to be blunt, are with the future of the Cent\$ible Nutrition Program, which is currently housed within AG extension services but was somehow included in the proposal for the combination of the Nutrition department with K&H.

Nothing really.

Nothing

Nothing!

Nothing.

-- Bringing Life Sciences under "one roof", in the new CALS, is a great idea, way overdue. -- Three Divisions of CALS make perfect sense (Biomedical, Ecology/Environment/Evolution, and Agriculture & Human Systems).

Almost nothing. The faculty, by and large, are not supportive of the proposed Life Sciences restructuring. If it goes forward, the University will lose some of their best faculty to institutions that actually value their input. The faculty lost will not only be senior faculty. It will be the junior faculty with fresh ideas for the future of UW. They will take their grant dollars and ideas elsewhere. Also, these fields of research are small. Faculty leaving UW will actively tell their colleagues and the colleague's trainees not to come here. So the restructuring and the fallout from it are definitely not going to help with recruiting to replace the lost talent.

There is some merit in having the Life program within one administrative unit.

I like the idea of reorganizing the CoE into 3 divisions.

Very little, it is breaking up a strong functional department

That it houses 3 related disciplines in the same unit and the degrees and departments retain autonomy.

NA

UW only offers a computer science degree but doesn't offer a degree in computer information systems. The two degrees are fairly similar in theory where one primarily focuses on a scientific and theory based approach to computer solutions. Where the other primarily focuses on the physical side of things working on resolving hardware issues and things of that nature. Other universities offer these degree programs in other states such as Colorado for example. I know I would be interested in a degree program such as this and I am sure others would be as well.

Nothing honestly. It reads like the report generated by the FCS committee wasn't thoroughly considered. And yes, I bet Kinesiology is "enthusiastic" to have the Nutrition program considering they have worse course enrollment averages that Nutrition does and Administration is trying to really dissolve the Boyd endowment and attach it only to the Nutrition program instead of the Family and Consumer Sciences program, as the deceased donors intended. Perhaps if you asked anyone in the department who personally and professionally knew the donors instead of talking to lawyers, you might know that

I am in full support of retaining the BA in French. French faculty are small in number, but have tireless energy are recognized across the profession, both here in Wyoming as well as internationally. [REDACTED] was selected as the Wyoming Language Teacher of the Year. [REDACTED] is the University's Siebold Professorship recipient for the 2021-2022 academic year and currently conducting research in Paris which she will bring back what she's learned to teach her students aspects of French they won't learn anywhere else. [REDACTED] courses demonstrate on much the African continent has been influenced by French language and culture. With resources and growing business opportunities in Africa, French majors will be at an extreme advantage for jobs. Every year, approximately 300 6th-12th grade students participate in World Languages Day. Many of their projects are French based. Participants in WLD are more likely to come to UW and study languages like French as college students. French courses offer an alternative to the more commonly taken Spanish courses. Eliminating a BA would not save money because in any given French course there are majors, minors, and students taking it as an elective. They all deserve to be there. Currently UW is the only place in Wyoming offering college level French.

I am in full agreement with the recommendation to retain the BA in German. The University is the only place in the state to take German courses as they are not offered at the community colleges. Although small, the German program offers unique, valuable opportunities. Dr. [REDACTED], an Associate Professor, in German is the recipient of the Campus Weeks grant from the Germany Embassy. Her upper level German students currently have posters in display at Coe Library and there are upcoming Campus Weeks events planned for Holocaust awareness and remembrance. As someone with German Jewish ancestry it means so much to be seen and have a chance to continue to learn about this identity. I cannot put a price tag on that and what a German major offers is truly unique. [REDACTED] energy and enthusiasm have also resulted in a MOU with the Goethe Institut which provides youngsters throughout Wyoming a chance to partner with the University and German speakers in their communities to learn about German language and culture. This could lead to more German based projects at World Languages Day, an annual event with over 300 6th-12th participants. What's more is that kids who participate in the Goethe Institut and World Languages Day are more likely to come to UW and study languages like German down the road. [REDACTED] and [REDACTED] are visionaries and are committed to not just retaining the major, but seeing it grow.

I like the idea of a merger. I think the offices combine into one will make the most positive difference for the entirety of both Departments, staff/faculty and students.

I like that the Provost is thinking of preserving the proposed structure (in principle).

While the provost indicated his support for the committee, his proposal amendments fail to consider key points. One large department and then several programs can be appealing. However, this would be unwieldy at best when considering the normal functions of faculty departments or schools at universities. Would all 130+ faculty

weigh in on tenure and promotion review? How would this be efficient or equitable? I would personally be unwilling to do that work and I would also feel unequal to the task outside of similar disciplines. Zoology will still exist even if it isn't called 'zoology.' Should someone in Ag Econ or hydrology be voting on that case? This is a legal point as well, particularly if the larger group exacerbates old biases and makes it harder to 'pass' the review process. Have salaries been considered in the reorganization? If some are paid less for equal or more work, what will UW do to mitigate this inequity? That is not something UW admin can leave for later. How will different appointments be treated in this process? For example, why would anyone in a former Arts and Science appointment have any means of understanding and evaluating Extension? If these questions are left to the Deans or lower levels, it is an admission on the part of admin that they are unwilling to work on equity and also unwilling to minimize workload impacts. You cannot do the same amount of work for 130 people that you do for 30.

That the two depts remain intact and autonomous.

The timeline for the proposed merger of ZooPhys into the College of Ag/Life Sciences is feasible.

Maintaining Departmental Autonomy at least through FY 2023. Will give time for each Department to maintain degree programs and determine how to work within the structure of large schools in the new College of Agriculture and Life Sciences.

Q5 - 4. What do you like least about this recommendation?

4. What do you like least about this recommendation?

Through my experience as a FCS student, I think these all work really well together and it would be more harmful than good to break them apart. The reason these programs are together in Family and Consumer Sciences is because they do not fit very well anywhere else and play a huge roll in one another. For example, DMT deals with textiles which is much more complicated than it sounds. So why might Human Development play into textiles? Because textiles can have incredibly harmful solutions on them that can harm us if not manufactured correctly. Another reason, so that our children's clothing, furniture, and such don't catch on fire from a small spark. DMT also deals with interior design which has a huge role in human/child development and nutrition, why might that be? Because your building materials may have harmful aspects that could poison children which is why public spaces need to limit as much VOCs as possible in their design or ensure that materials don't have asbestos (you would be surprised by the number of products that still contain asbestos because of manufacturing in 3rd world countries). We not only digest by eating, but by breathing and absorption through our skin. What we come in contact within our environments could have serious effects on our development. For example, if we don't limit VOCs in a school, the children will be more likely to develop allergies like asthma and eczema. That scenario involves all the Family Consumer Sciences programs. If you cannot see that, then you do not understand how these programs interact and I believe that those proposing to separate these programs do not understand that simple fact because they have gone this far. My DMT degree with focus on interior design involves a lot more than just design for a reason and I don't feel that people entering interior design would be fully prepared without some of the additional courses I've had in FCS. For example, it important to know about nutrition in general, but it applies to design in a crucial manner. Again, nutrition doesn't just involve eating, we digest in several manners like absorbing things through our skin (why we have skin allergies), what we breath in (why it's important to important to consider VOCs in a structure), and so forth. There are health considerations that need to be addressed in design which is why it's important to have classes over health as a DMT student. Not only that, but we're designing for people and the public. It's not like art where you're selling what you like and sometimes to a target market or making something pretty, you're designing under constraints to provide the best and safest space for people to be in. For us to design for people, it's incredibly important to know how we develop and the effects that design as on our development, a great example of this is how asbestos affects children and adults (in various ways, not just Mesothelioma). As a designer, you need to know people, not just art techniques and elements. For example, when designing a retirement home, you need a wandering circle for those with dementia or Alzheimer's. It's important to design spaces with considerations to how they make us feel which is why we design different for adults than children. For example, design in school needs to promote community to help children develop and build skills. I cannot envision this program going anywhere else, I believe it is the best interest of future DMT students that we proceed as we have been in Family Consumer Sciences. A point I would also like to make is that the FCS programs work extremely well and efficiently together. FCS has a very small staff for the ground they cover. I understand that we are going through hard times and there must be financial cuts, however, I do not see how breaking up Family and Consumer Sciences will save money. I truly believe that if you break this department up, it will be more expensive and ultimately (and more importantly) deteriorate the level and quality of education by separating these programs in the long run. I strongly recommend you take into account what my professors and advisors do for their students and I hope you will consider what they have to say about this matter with the upmost respect and attention you can provide. My personal proposal is leaving the Family and Consumer Sciences department intact.

N/A

The current proposal to discontinue the PhD in counseling as part the restructuring process is negligent, and short-sighted at best. Doctoral students in the counseling program play an essential role in supervising and training masters-level students, of which there are currently 53 enrolled full-time—nearly all of whom are tuition paying. It is the doctoral students who make it possible for the counseling faculty to remain small in number while

still turning out 20+ MS graduates each year to meet the mental health needs of the state and region. Without the doctoral students, it would be impossible for the program to continue to train MS students at the same level and to maintain a comparable quality of the educational experience. Each year, the MS Counseling program receives far more applicants (~50–60) than they are able to admit (~25). What other graduate programs on campus (aside from law and WWAMI) see those kinds of numbers? A primary draw of students to the program is the unique opportunity for applied and experiential learning in the WellSpring Counseling Clinic, which is entirely overseen by doc students in the counseling program. The WellSpring Clinic serves the dual purpose of not only training students, but also providing free counseling services to anyone at the university as well the greater Laramie community at large. It is a very real possibility that without the important role played by doctoral students, the UW counseling program could lose accreditation through the Council for Accreditation of Counseling and Related Educational Programs due to strict requirements for student-teacher ratios and supervision/direct-experience hours necessary for students to graduate and become licensed practitioners. Perhaps most importantly, it's unclear how much money would actually be saved by cutting this program. UW is the only institution training school and mental health counselors in the state, and they are badly needed. Wyoming is currently ranked 50th (out of 51) in terms of mental health and the state has the highest rate of suicide in the country. The UW counseling program provides a great service and value to the state, and is made entirely possible by the essential role played by students in the doctoral program. It's clear that changes are necessary at the university, however the current proposal requires re-thinking. Let's not throw the baby out with the bath water.

Everything! I'm a masters student and we HEAVILY depend on our faculty and doctoral students! They help run the clinic so that we can see clients and our faculty can help us focus on the school and material. After finishing with my masters degree I plan on CONTINUING my education through UW in the doctoral program, investing more time and money to UW. We need both masters and doctoral counseling programs as well as our full faculty. They are so incredibly vital in a time where mental health is so heavily being burdened by this pandemic and daily life. By discontinuing the doctoral program and taking away a faculty member you're hurting the mental health as a whole, as we won't be able to train and have as many practitioners to send into the field. Please, please, please let us keep both the doctoral and masters program as well as our current faculty!!

As noted in item #3.

You've lost the support of your faculty and students, as indicated by votes in the Faculty Senate and ASUW. You need to gain their trust. Pushing forward with this plan is a bad idea.

This recommendation dismisses the fact that FCS is a nationally recognized discipline with exactly these programs all over the nation. There is a nationally recognized parent organization and nationally recognized accreditation for the FCS programs exactly as they are structured at UofW. The statement that these programs are not sustainable or stable in their present format is a matter of opinion vs. fact (as multiple internal reports and investigations reveal). Never before in the recent history of our country have we EXPERIENCED the need for each and every one of the areas of influence in FCS, as well as the need for the synergy of interprofessional practices they represent as a collective whole. These disciplines are together for philosophical, theoretical, clinical and practical reasons - they SIMULTANEOUSLY focus on the well being of the individual, the strengths of families and the vitality of communities in enhancing human experience throughout the life course and with an EXPLICIT commitment to the human system.

Elimination of the PhD program in Counseling will have an impact on the Masters program and on the services provided by WellSpring Clinic that I do not think has been fully considered. As a Masters student I receive AT LEAST 5.5 HOURS of supervision each week from a PhD student. This is in addition to the instruction from the professors and does not include the PhD students who co-teach some of the classes. That amount of supervision is greatly beneficial and essential in something like counseling. Without the PhD students the Masters program in Counseling would not be able to continue to function as it is. The overall quality of the program would be reduced as the clinic element would have to be significantly reduced if not eliminated. WellSpring Clinic - which currently has a waiting list - would no longer be a service to the UW community.

Changing to a different college would change the feel we get in our fcsc classes. Yes it would still be similar but staying as we are is the best because we learn more about in home as well as out of home which is what I am trying to learn about.

The culture, objectives, and research areas of these two departments are diametrically opposed to each other. As the Dept of Geology/Geophysics continues to enhance its reputation nationwide DESPITE its steady loss of instructors and researchers, it should not be used as a life vest for Petroleum Engineering. We should be discussing creating a department to research and advance non-renewable energy resources, but we all know that won't happen. As a note, students in the Dept of Geology/Geophysics find this to be insulting to their fields of study and it is obvious that this is simply an attempt to revive a failing industry that holds an inordinate amount of political clout in our State. A reduction in the esteem of the Dept of Geology/Geophysics would crater the value of their degrees and would permanently estrange them from the University. Already, there is a massive opt-out movement among students in regard to future Alumni donations and implementation of ideas like this would further alienate them.

If the College of Education could retain all of the faculty, instead of losing a few, then it would be in a stronger place. The College of Education has disproportionately lost faculty, compared to other colleges on campus, over the years. The College of Education plays by the original rules in committee work while other colleges often do not, and Education should not continue to take the large burden of position losses and budget cuts.

You CANNOT eliminate the Family & Consumer Science program at the University of Wyoming. I am both an Alumni of the University of Wyoming and I am also a Family Consumer Science teacher in Casper. Eliminating this program at UW would take away the opportunity for our students to stay in Wyoming FCS professionals and community workers. In addition, it's ridiculous that Wyoming does not have a licensure program for Family & Consumer Science Educators. There are many teachers planning to retire within the next five years and Wyoming will be in a FCS shortage when they retire, especially with the elimination of this program. How can you expect these LIFE SKILLS to be addressed in Wyoming if the ONLY UNIVERSITY does not have the program that certifies individuals to carry out FCS programs. You are eliminating the opportunity to grow the University by eliminating the FCS program. You are killing the FCS programs in the Wyoming middle and high schools. This is ridiculous.

The Provost's report mentioned a lack of stable, sustainable structure, but FCS has been a functional part of the College of Agriculture for over 100 years, and was and continues to be a part of the Land Grant Mission. Over that period of time, this program has launched thousands of graduates into careers that benefit the state and most importantly, FAMILIES. Why in the world was it even targeted in the first place! This major graduates more students per year than MANY left untouched, all from a highly functioning and cohesive faculty who clearly know the mission of the program--again, centered around sustainability and well-being of FAMILIES. The three areas work together to deliver this. All of this talk of interdisciplinarity, and you target one of the programs that actually delivers this in a meaningful way. High schools and middle schools are begging for professionals that can deliver FCS content as more and more people struggle with basic life skills, and the current program produces well-rounded students able to tackle problems from multiple lenses. Why kill this?

See above.

I think taken this action is not helping with the reduction with the budget. How much is all the rebranding going to take? Who is going to be doing the rebranding across campus? I know with my job I don't have time to do it. Trying to make this college like MIT is the wrong decision. There is the Colorado School of Mines just up the road. This is the only 4 year college that this state has and we are not fortunate like others states to have more 4 year colleges. Since it has been announced this has caused nothing but chaos throughout the college, unneeded stress, breaking up "families", and "fighting" over staff. Nothing needs to be changed to any of the colleges for the budget cuts. We can stay the same and still meet what is needed. The Department Heads are not included in meetings about any of this and this is their staff/faculty being effected. The students should be the first priority and right now they are not. Two people from the big city want to change the small town hick college. No one should need to lose their job or titles by moving to another college or lose their current salaries. No one should need to reapply for their jobs either when the time comes. Not one person in the Administration has no clue what this is doing to everyone. Or more less take a pay cut or donate some of their salary to help with the budget crisis. This has nothing but bring morale down with everyone. To be honest no one is really listening to our voices and we are not being heard. Regardless of what is being said a decision was already made when this was announced. "Asking" for other options is only trying to CYA just in case you get asked later if our opinion mattered. If the decisions were not already made then there would have been working sessions done including departments heads to see if this would work here. Instead it gets dumped on everyone the beginning of July

without anyone knowing except the Administration. HUGE red flag! So Administration had already had this process going just with them and it is very undermining way to run a business. They just came in with their guns firing without actually thinking of the entire picture. They have given us the wrong information and have lied who they have talked too. The public was not involved because they were just as shocked as everyone else. Numbers were wrong in the first document that was sent out. Is the Administration think that we would not be able to figure out that we were given the wrong information. The thing is some people did figure it out. I think what needs to be looked at and needs to be improved is the departments that are constantly losing employees. [REDACTED]

[REDACTED] Some of those individuals who have left took positions that have resulted in lower salaries. Why does the Registrar's office keeps losing people along with Foundation? I think keeping good employees here should be looked at and why.

I appreciate the concept of a more integrated situation in that the concepts and principles of Family and Consumer Sciences are being taught and are reaching a larger audience, but others should be coming to them. UW should not be hacking up a functional, educational, profitable department. The skills and long term benefits from a degree in FCS are absolutely imperative to the fabric and moral fiber of young people today. Diversity without intolerance, family values (no matter the form your family takes), interpersonal communication, caring for yourself and for others are fundamental to being a good human being. There is no other place that teaches those thing so in depth. This is conservation of the human world here! Tearing apart Family and Consumer Sciences and the disciplines they bring the UW is careless and reckless.

As a graduate student in mental health counseling I feel that discontinuing the doctoral program will have a negative affect on the master's program. The doctoral students provide a bulk of the supervision for our clinical practicums and triadic supervision. The master's program benefits from this partnership, but even more importantly is that Wyoming needs highly trained and educated counselors that have advanced degrees and experience to offer the communities of Wyoming quality and effective care for their mental health. There will be an ongoing need for counselors. Mental health concerns continue to rise, so the only university in the stare of Wyoming should be providing the education needed to serve our state.

Lack of transparency.

That it is trying to dismantle a science-based program that looks at improving the quality of life for individuals, families, and communities. This is a profession that works at looking holistically at human needs. Provost Kevin Carmen states that the current structure is not maintainable but does not state why it is not. I get the impression that he is more interested in following what others are doing but does not fully understand or appreciate synergism and the mission/science of family and consumer sciences. Early Childhood Education and Child Development students take many of the same classes but the Early Learning Center is not for a Department of Education to house, if indeed the decision is made to move Early Childhood Education from the College of Ag. The Early Childhood Education center is actually is more appropriate for students in the Child Development/Human Studies program because it takes into account the stages of child development and growth, not formal educational processes such as in Early Childhood education. Both students use the ECE for experiential learning assignments as do other students in the other concentrations. The ECE is a learning laboratory for the FCS department.

I read the two shocking articles in WyoFile today. What a mess. I'm holding my planned donation to UW at least until this is resolved. For now, schools here in Texas will clearly make better use of the funds.

I disliked that the programs being considered for elimination are not specified in this recommendation. All that is stated is that there are up to four programs within the college of education that are being considered for elimination. This feels like there is something to hide or that the committee doesn't really want feedback on these programs so that the programs can just be eliminated without really looking at the full impact the elimination can have, not just on the college but also on the community and state as a whole.

I think its a good call and see no problem with any of the recommendations proposed by the provost/board of trustees. If we want to keep moving forward and invigorate our faculty to cultivate the best department possible, this is the best move and easiest way to start the process.

Cutting a nontenured faculty member and the Ph.D. in Counseling program is a critical misstep by the administration. The value of the program is thanks to the work of the doctoral students. They provide a critical

role in supervising, teaching, and supporting the masters students as well as the faculty. Specifically, the doctoral students supervise the masters students 5.5 hours a week, during which time they provide critical feedback as well as allow the masters students to practice under their personal licenses. If we do not have the ability to practice under these students, then we would all practice under the guidance of the professors. Cutting an additional faculty would mean that the ratio of professor to student, in the clinical setting alone, would be approximately 1:8.3. This presents an unethical balance not only for the students, but for the faculty as well. In addition to masters students, the doc students support the faculty in co-teaching, running the WellSpring Clinic (a vital mental health resource for the community), grading, research, and more. Without the doc program, this responsibility falls on top of the shoulders of faculty that are already juggling their own workload, caseloads, and research. If the expectation of the administration is that professors spend 25% of their time on research, how can anyone in this department meet that expectation? Who's to say they won't look for work elsewhere if their resources are completely taken away from them, but the expectations remain the same? My fear is that they will not...and it makes me sad to know that this program will not maintain the same integrity that it has now. Especially in light of the present and critical mental health situation in our state and our country. You say the world needs more cowboys, but the world also needs more mental health counselors. Why can't they be both?

The amount of direct positive impact the counseling program has not only for students on campus but in the greater Laramie area as well cannot be understated. Cutting such a program eliminates mental health resources for a state with the highest suicide rate in the nation.

Mental Health in Wyoming specially is important. Cutting funding and restructuring the Counseling program is asking for a PR nightmare for the university. There has already been several suicides on campus and cutting funding to the Counseling program, which offers a free mental health clinic, will not only look very bad for the university to do if another student were to take their life, but will also deeply affect many people who are reaching out for mental health services. There is the University Counseling Center, but even that is already overloaded and sessions have to be limited on time and session number. Even restructuring just the doctoral program will greatly reduce the capacity for the Counseling school to run the clinic. The doctoral students are a central part of how the master's program works, as they work as pseudo instructors.

The CLAD program is essential to the University of Wyoming, the state of Wyoming, and the mental health community as a whole. The doctorate program that would be terminated plays a critical role in the Mental Health Counseling program at the University. Without the doctorate program, the master's students would not receive the critical supervision needed to complete their mental health training program. The doctoral students are the essential piece of what makes the mental health counseling program so successful. The UW Counseling program provides great value both to the University and the state of Wyoming. The faculty is small yet year after year the program sends 20+ counselors into the workforce to serve the mental health needs of the state and region. The doctoral and master's students together play a critical role in providing mental health services to the community of Laramie as well as the student population. They are able to do this because of the doctoral students that fill the role of providing supervision and run the WellSpring Counseling Clinic. The University of Wyoming is the only institution providing training to mental health and school counselors in the state. Year after year, the counseling program receives many more applicants to both the master and doctoral program than they are able to accept, and at least for the masters-level students (who rely on the doctoral students), most of these are tuition-paying. As mentioned above, the UW Counseling program provides great value both to the University and the state. Suicide is a leading cause of preventable death in Wyoming with negative impacts that are felt by individuals, families, and communities throughout the state. The Wyoming suicide rate is consistently higher than the US and those numbers are increasing. On average, one person dies by suicide in Wyoming every two days. Wyoming ranks #1 in the United States for suicide deaths and doubles the national average. In 2019, the Wyoming suicide rate was 29.4 per 100,000 compared to the national rate of 14.5 per 100,000. How can you consider eliminating a program that can actually impact those numbers? By eliminating the CLAD program, you are preventing Laramie and the state of Wyoming from receiving additional resources in mental health counseling.

I do not like that the change seems uncertain of their plan of action. I worry about my major being messed with or cut. I feel like the reasoning behind the changes does not have enough evidence and data to make the changes they are.

Discontinuation of doctoral program in counseling

I am sad about the dismantling of A&S. I could use many other words--but sorrow may be best. A&S has been at the heart of UW for generations. And its convivial blend of arts, sciences, and humanities has led to the few true interdisciplinary enterprises that have flourished here. The Haub School was born from A&S--as were parts of SER. I have long prized my relationships with colleagues across many fields, and for a long time, A&S was the most well-run and interesting college (by far) at UW. The 2016 cuts took their toll. But A&S remained the hub for inclusivity, diversity, transdisciplinary research, and strong student enrollments. Anchoring USP in a single college gave the idea of "general education" real oomph. Will Life Sciences do all right in a new college? Probably. But separating pre-med students (and all of our scientists in training) from the social sciences and humanities does them no favors--not these days. I suppose administrators will figure out how to make this work, and there may be (may!) some bounce in fields like ecology and biology. We'll find out. If I were an A&S alum, however, I would be beyond startled. The focus on STEM has turned a corner. We may yet train fine scientists but "thinking" scientists? Fingers crossed.

What is the university thinking? We have a data sciences PhD track in Biomedical Sciences. Not all data scientists are statisticians. Not all statisticians are data scientists. I lived in the Bay Area for 6 years and worked and breathed the tech industry - we need both programs for make competitive students!!!!

All of it. Life Sciences is a highly competitive area and what UWyo has chosen to do, is to instead of look forward, choose a bunch of engineers and physicists with no life science training to make a move that puts us once again behind the curve. I wouldn't have my children come here if they were interested in a Biomedical career. Change is good and I'm all for it. But the priority should be on fixing what's crippling life science research at UWyo instead of losing the high caliber research faculty you have.

The lack of listening by the administration. Change is hard, but is most likely to be accepted if it reflects the values of those involved and if they get a say in the outcome. This is too heavy handed and top down.

Restructuring without any indication that this will save costs. "Budget reductions made after moving the Department of Geology & Geophysics to the College of Engineering and Applied Sciences" does not provide any tangible budgetary advantages or reasoning for the change. Instead, restructuring the colleges will come at a great cost, both in time and dollars, that has yet to be fully articulated.

Slow down. <https://wyofile.com/faculty-urges-uw-to-slow-reorganization-plans/>

I am disappointed to see the Learning Design Technology program discontinued. This program will soon be a staple program needed in the demand for education to change and meet the needs of remote learners. Even though K-12 students are not all working remotely, many teachers need to meet students that are quarantined. Also, many high schools and alternative high schools are offering remote programs. Providing K-12 teachers with the education to create an interdisciplinary curriculum through multimedia and online platforms is highly needed at this time. Taking away this opportunity forces teachers to look out of the state for this type of professional development. The University of Wyoming needs to be supportive of the needs of its feeder schools.

Realizing that this is the worst solution for the college.

Many employees will lose their jobs.

With an undergrad degree from the College of Education and a grad degree from FCSC - Child & Family Studies (at that time), I see the HDFS unit being limited by a move to CoE. I specifically sought out a degree program AWAY from the College of Education because of their lack of recognition of the importance of understanding families and human development, through the lifespan. I do not see CoE embracing all the aspects of children, adults and families that I see and experience in FCSC. Further, I don't see the move to CoE as the best for UW graduates seeking to help serve the 250+ Human Service Providers in the state of Wyoming. Our degree program seeks to help people (children, families, parents, single-moms, single-dads, married couples, aging adults) OUTSIDE the realm of formal education. I don't believe the people of Wyoming are best served by HDFS being encapsulated within formal education, which is how I feel we would be seen and treated in the CoE. It is possible that CoE could prove to me that they are ready to embrace the above named groups outside of putting them in a box to be educated, but I'd need to see different proposals for units within the restructured CoE than what I've seen.

Again, I reiterate I like nothing about this idea to cut the PhD in Counseling. In a state who is in the lead for highest suicide rates in the country, it is ill advised to cut such a valuable and important program, especially for the people of our state, not just those at the university.

I do not like the proposal to discontinue the LDT (Learning, Design, and Technology) program. This program is essential for educators in all fields, not just K-12. Distance learning and course design is instrumental in many sectors of business. Additionally our Wyoming public schools are some of the best in the country, and we want to continue to offer opportunities to our educators to learn more about their craft to benefit our kids.

The least likeable aspect of this is that two white men from outside Wyoming have stepped in and without spending the time to learn about Wyoming and the needs of the families of the state have decided to rip apart the one department that works to advance the education of the environment where families grow and develop - within their own homes.

Everything, it is incredibly detrimental for the state of Wyoming, those that graduate from these programs are the ones most likely to stay in the state and help the population of Wyoming. The Doctoral students play a significant role in the running of the WellSpring clinic which serves the Laramie community and many in the state. Without their help the faculty will have to step into these roles (requiring less students to be accepted into the masters program) which could lead to a decline in their mental health and not to mention their ability to teach effectively. PhD students bring in much needed finances to the university as well as expansion of knowledge. For example

[REDACTED] This decision will ultimately negatively impact the lives of many of the people of Wyoming, which may entail the death of many by suicide because they had nowhere to turn.

I don't understand the idea behind eliminating this program as many of the teachers who already teach the undergraduate also teach graduate classes. Many of these graduate level classes feed directly from the undergraduate classes and is more informational and useful in the real world. Very few schools have a architectural engineering program at all. Many competing schools offer Masters programs. The ArchE program is growing again as many who want to become architects realize it is a great foundation for architecture school. Eliminating this will also eliminate many of our course options as well. For example, the spring 2022 semester, my only options for major electives are 5000 level classes.

The least preferred portion of the recommendation is the elimination of them MS in LDT program. I am currently in my third semester of the program. [REDACTED]. I have spent precious time and money towards a masters that I am interested in. My undergraduate is in music education. Music is missing in many virtual programs K-12. It is an area of interest for me to pursue. With the elimination of the LDT MS program, I may not be able to complete a masters. This affects my family financially, movement on the pay schedule, and most importantly the development of the knowledge and skills to enhance Virtual music education programs in schools K through 12.

Electrical engineering and computer science have completely different focuses and methods of approach. To combine them into one department seems like disaster waiting to happen.

The embarrassment of the entire state of Wyoming having no graduate program in Political Science. What does this say about the importance of civic engagement?

This reorganization seems to be designed from Administration and goes against the recommendations of all stake holders who will actually go through the movement. Why is it being done, what justification is there? It does not seem to save money, and it seems to break up functioning research and education units. It also seems really odd to separate out the "life sciences" and not include physics and chemistry. All sciences interact with each other, and this will discourage collaborations between them.

Don't cut this program or any other programs. You're making it more difficult for students to choose the University of Wyoming their home for college because you keep cutting and cutting programs. Less new buildings, more money in the University pocket.

The restructuring process is not going to save nearly as much money as initially proposed and may not be the most productive use of the administrations and faculty/staff time.

That retirement benefits will still be affected-- it doesn't seem right to punish those who have served the university faithfully.

Wyoming is not a computer-geek heavy environment. We will be training our people to export to more hi-tech environs like Silicon Valley or Boston. This is not realistic.

Step 1. Identify the problem: \$13.6M budget cut. Step 2. Propose a solution: massive university reorganization. Step 3. Realize the solution will not achieve the budget cuts and will be expensive to implement. Step 4. Continue with the plan anyway.

I'm a proud UW alumnus. I was planning to send my daughter to UW next year. But the situation at UW looks very chaotic currently, firing entire departments and no vaccine mandate. She wants to go to CSU instead.

I'm sad to see what has become of UW. I can't believe you planned to fire tenured faculty.

“Major reasons for these recommendations were: (1) The necessity of implementing \$13.6M in budget reductions for FY 2023, and (2) A recognition that UW cannot continue to implement budget reductions while maintaining status quo in organization, degree offerings, and course delivery.” - this page “It is important to remember that while the proposed reorganizations were catalyzed by the necessity of implementing further budget reductions, the proposed reorganizations will not yield substantial budget reductions per se.” - Provost Carmen’s memo linked on this page How will the \$13.6 million in cuts be accomplished, then? When a plan has lost its original motivation, it’s time to reconsider.

This was developed to help UW with massive budget cuts. Now the Provost says it will not have any significant savings! Why are we still doing it? We need to take a step back and reevaluate.

The proliferation of computer science-y degrees will confuse students.

I am perplexed, confused, and disgruntled with your proposal of dissolving the Family and Consumer Sciences department. Especially with the criteria that you first put forth. This department has the student numbers, and has the funding. FCS brings in close to \$750,000.00 a year in distance revenue. This supports the WHOLE unit. I’m not sure how splitting the three units apart is going to be cost saving, or how the units on their own will be supported. Family and Consumer Sciences has been a department in the Agriculture College (in one name, or another) since 1907, there is a reason it’s been in the Agriculture College for over 114 years - this is where it works. A lot of our Nutrition research is AG based which make sense, the DMT unit has been able to get grant funding being housed in AG, and of course HDFS correlates directly with both of these two units (and funds itself) – this makes a whole – a whole family. There is no cost savings splitting these units apart, which always seems to be a driving force. From what I have been told, the Nutrition faculty weren’t even given the option of deciding if they would like to move, they were told from the beginning they were going to move, I see some Bias coming from the Provost office with this charge. Then the other two units were not given a charge of relocating, just reorganizing, so yes it was a shock when the proposal to the President was to move them both, they didn’t even have a chance to consider what that would look like. The real disheartening thing is no one from the Provost office took the time to even find out exactly what this department ‘really’ does and how it works. All departments that are up for disbandment should have the professional courtesy of having a meeting with your office, so you would know exactly their functions. I thought we were in Higher Education, where Professionals work and students are taught to be professional. These actions and non-actions are very disappointing.

That it eliminates a vital service the state needs

You will have a College of Engineering and Physical Sciences and a School of Computing. Which one would you guess contains computer science? Computer Science is not Engineering and its not a Physical Science. It must be in the School of Computing, right? That's what anyone would guess. But that is incorrect. How does that make any sense? This is not about following national trends. Computer Science would be in the School of Computing if you follow national trends.

Our reputation is damaged. I've lost two PhD recruits because of this plan. It will be difficult to recruit faculty as well.

President Seidel will leave us in chaos. Similar to Sternberg.

Cutting this program would be a great loss for the University and the state of Wyoming and send a powerful message that our University does not prioritize the mental health and well being of people at its school or in its state.

[REDACTED]

If the changes are really about following national trends, the EECS department must be part of the School of Computing.

Do we have any idea the costs associated with moving entire units and renaming colleges? Signage? branding? letterhead. nametags. building updates. etc etc

It is apparent that in many instances feedback provided by various committees and other stakeholders was entirely ignored or disregarded. Some of the recommendations make no sense, such as having a single department head for what are currently eight different Life Sciences units! This does not seem like a plan for success. None of this inspires confidence that administration is taking any feedback or suggestions people have made or in some cases even giving real thought to what they propose. The sensible thing, then, would be to take a step back and ask whether this reorganization is even needed and take more time to give thoughtful consideration (does it not strike admin as a bit crazy to try to plot such a major change in a matter of months?), but this seems unlikely given responses so far from admin. So, we're all along for the ride, with little sense of control over the future of our institution.

I feel that there might have been some sort of disconnect when it came to thinking about the Learning, Design and Technology degrees. Also, the messaging around this was vague - nowhere did I see the program being directly mentioned for elimination. Communication and transparency are key elements in any transition and reorganization. I am feeling that there is room for discussion around the elimination of LDT - perhaps a continuation of the program under a different umbrella? I am hoping there will be some creative thinking around keeping this vital program.

I have been a college student for almost twenty years. In that time, I have gained several degrees that focus on Education and Technology. When I finally found myself at a place to begin my doctoral program, after extensive research about various universities and programs, I settled on the University of Wyoming as where I wished to finally achieve my Educational Doctorate. And now you threaten to end my program. I'm sorry, but this is UNACCEPTABLE! This program is one of the few that provides educators with the skills necessary to be at the forefront of educational change in the twenty-first century. We have seen the drastic need for educational technology during COVID with school closures and distance education. I would not be equipped, as I am today, to deal with such a shift in educational pedagogy if it wasn't for programs like this one that trained me in teaching with technology. And a need for such skills will grow greatly over the coming years as traditional education takes a backseat more and more due to the rise of distance technology. Not having a program like this leaves teachers at a severe disadvantage to provide equitable education to their students, as those teachers will lack the skills and knowledge necessary to adequately function in this new era. That means that by cutting this program, you do a great disservice to both educators and students. This is an institution of LEARNING! If you are not teaching your future educators what they need to be successful in education, then you can no longer call yourself an institution of learning ... If you plan to end my program, I'm sorry, but I require you get me enrolled in another university. I shouldn't have to start the research and application process all over again because of budget concerns ...

The degree program for Learning Design and Technology is a newly adapted program that brings a unique and important aspect of education to our community. This program is steadily growing with classes that are present, engaging and essential to the current state of education. I was surprised and saddened to see the recommendation to cut it.

While I understand the need for fiscal responsibility it saddens me to see the Learning Design and Technology programs being eliminated. Not only because I am a student in the EdD program but also as a practicing educator, these focal points are what is needed so desperately in our schools today. We need educators who are trained on how to design learning experiences that are different than the ones we experienced as students. Our schools need to reflect the world that we are sending students into, not the world that existed in the past. Teaching teachers how to design differently is an absolute necessity.

The incredible speed with which it is being forced through. It is clear the reorganization is being added to budget cuts, rather than addressing budget shortfalls. Students, faculty and staff are already exhausted by COVID measures, and now "reorganization" must occur in weeks or months. And yet no clear budget measures are coming out of this and more importantly, it has become distressingly obvious the President and Provost are

forcing changes through with little interest in taking a measured approach or listening to the people - faculty, staff and students - who will be most affected by these changes. What then is the reorganization? Is it an attempt by two non-UW, non-Wyoming, hires once again to "make a mark" before they move on? How sad. Everyone behind this process has my ****vote of no confidence****. The only way to fix this is to back off dramatically and start over with measured discussions and small steps forward.

Reduction of one Counselor Ed faculty member and elimination of the Counseling PhD program will harm the people of Wyoming who already have limited access to mental health services. The Doctoral students are critical in the training of the Masters students who primarily remain in Wyoming for employment. With the state's extremely high suicide rate, we need all the mental health professionals possible.

I do not like the idea of discontinuance of LDT in the College of Education. There is significant need in education for developing LDT expertise in WY and Nationally/Internationally. LDT is a thriving program that is currently self-sustaining AND is growing.

This is wholesale destruction

This is about the entire process as organized by AA (and that is not alcoholics anonymous, although there are days when I wonder). The process was rushed and inappropriate. By the latter I mean that giving the committees a very specific charge, and asking them to give "advice" on how it should be done, uncollegial. You would have been better off posing the question: I would like to do ABC - is this a good idea? Followed by (if the answer is Heck no): Why not? And take it from there. I grant you a managed process, as was done here, is more efficient. I also grant you that consultation with the people who create this university every day is a slow, messy, inefficient process. But the alternative, while efficient and fast and certain, does not belong on a campus in a democratic society. You need to work harder communicating and listening.

I dislike how they are looking to cut the Learning, Design, and Technology program. I find this unnecessary especially with the supposed emphasis on the pillar of "Digital" among President Seidel's four strategic pillars that these changes are based upon. Why would you cut something that advances teaching, designs instructional modalities and operations to take advantage of technology, and enables growth? By not investing in a program that specializes in these areas, are we truly valuing those pillars, or is it about something else? Another pillar on which the Learning, Design, and Technology (LDT) program touch is the interdisciplinary aspect. The LDT program seeks to solve problems that are facing today's world through learning, design, and technology. In an ever-advancing technological world where teaching and learning are constantly changing, it would make sense to invest time and energy into something that will bring more quality education to others. If we do things the same way, we will get the same results. The LDT program helps us to reach students in a more innovative way-- innovation is part of the world we live in. These students are the same ones that will possibly be the next leaders to guide us to more success. As a parent, teacher, administrator, and student, I believe that this program helps us to learn in a deeper, more innovative way which adds to the value I bring to society.

In the past decade UW has not made strategic budget cuts. We have allowed budgets to be reduced primarily through resignations and retirements. This has created problems where thriving and crucial academic units have been slowly whittled down to bare bones or worse by attrition. Thus, the quality of many of our finest programs have been reduced, not by thoughtful and strategic reductions, but through random attrition. In the beginning of this budget reduction process, UW upper administration stressed that budget cuts must be strategic this time around. Many strongly supported this thoughtful approach. In other words, UW was going to identify under performing academic units that would be eliminated due to low enrollment, graduation rates, and other metrics. As the 2-13 process has unfolded the university has backed off many of these strategic cuts. Perhaps it is assumed that Deans will be making strategic cuts. It appears that some college Deans are simply realizing their budget cuts with non strategic resignations and retirements as has been done before. Under performing units will be propped up at the expense of successful units. This only exacerbates the aforementioned problem and we are only further weakening our university by not making hard choices for programs we value most. Please do not cut anymore by attrition and make hard decisions to eliminate under performing programs.

None of the recommendations address point #1 above. We have no information on the budget impacts of any of the proposals. The 2-13 committee reports (and other reports that have been ignored by the Provost) make clear that restructuring will create more inefficiencies than it resolves and will require considerable investment for new

units to be successful. No business would ever engage in such a large-scale restructuring with so little information on how it will impact the bottom-line.

In the most recent Mental Health America rankings that just came out on 10/19 Wyoming consistently ranked at the bottom of national mental health categories, with an overall ranking of 48 of 51 States and Territories. Wyoming ranks consistently in the top 2 of per capita suicide deaths year after year. The counseling program at UW is CRUCIAL as now more than ever we need homegrown clinicians who understand the unique challenges that Wyomingites face as it pertains to mental health. Discontinuing this program will contribute to a trend that's already in a downward spiral.

Everything! I have zero confidence in what President Seidel and Provost Carman are proposing. See #3 comment. "I have lost all faith that the UW Provost and President are acting in the best interests of UW, students, staff, and students. I do not trust what they are doing, what they will present to the Trustees, and that they will fight for the best outcomes for UW. Many on 2-13 committees voiced that they do not believe their recommendations will be heeded, and there is every indication that Seidel and Carman have a predetermined outcome to this process. The President and Provost voiced messages indicating they are clueless about UW, how it runs, its people, and its Heart and Soul. There was messaging about a new (expensive) School of Computing, while voicing plans to disembowel highly productive units in Engineering, as just one example of many destructive messages, causing huge sadness, loss of trust, depression, and bad morale." In addition: These two people are new to UW and to Laramie and have no real personal investment or institutional knowledge. They have expressed naive and tone-deaf statements about UW and its people. I have no faith that, like some before them (the 2013-2014 carnage to UW), they will leave a wake of destruction behind them and go on to the next position in another state. R1 dreams stated by president is a joke. I am very sad and disgusted about what is going on. Awesome staff and faculty (many with excellence in teaching and other critical UW functions, and many with large grant dollars, since that is what admin cares about, \$) have left and are actively preparing to leave. I see it around me. Many won't tell anyone, they will just one day be gone and another institution will benefit. As mentioned above, I submit my Vote of No Confidence, and the best recommendation I have is: to recruit a new UW President and a new UW Provost - and leaders who have been here in Laramie at UW for years and know this university and us.

I believe that cutting the Mental Health Counseling Program in a state that already has limited access to mental health resources is a huge mistake. The counseling program offers free mental health resources to many clients in the community and surrounding areas via Telehealth. Wyoming has high suicide rates and cutting the limited free mental health resources would be devastating. If anything, the restructuring should include more incentive to recruit and keep counselors in Wyoming to serve rural communities that desperately need services.

Nothing.

1) unlinking degree programs (wildlife, REWM, etc.) with a department. The organization may have benefits for research (although I would argue that we can find each other to collaborate as-is and do so through cross-university programs), but the link to undergraduate degree programs is a mess. 2) losing the M-S/Hatch land grant mission - applied natural resources science. The "basic science" faculty will likely overwhelm the "applied science" faculty, which will have negative consequences for applied research that serves the state and agencies working in the state. 3) We are talking about a new "department" that is HUGE, with broad interests (all non-medical life sciences is not the same thing and is a gigantic area of science). How will it be administrated? 4) T and P - how will this be handled with different histories and teaching loads? 5) This COULD be a great move, if it was coming from faculty and faculty were allowed to organize. However, this is a top-down approach where faculty have been asked to solve a problem created by the upper administration. 6) The new structure will not save money. This is nonsense. This new structure is being done under the guise of a budget issue, but that is just an excuse to reform. How would this structure ever save money? 7) If the goal is to get R1 status (which I believe more than budget issues), then we need more research faculty, more support for research, more support for graduate students.. I am not seeing where these resources are coming from. 8) One of the biggest strengths we have at UW is place-based education in ecology in the wide open landscapes of Wyoming. This whole restructuring undervalues those strengths of the institution for other programs that, while may have the potential to get & & & \$, can happen at any institution (computer science, engineering). Place-based ecology in the open landscapes of Wyoming is unique to US. The proposals from the president's office look to make us look like a watered down version of other institutions, vs. playing to our strengths. Wyoming landscapes. Small class size

(and not the sizes calculated on the overall data - those are wrong for reasons that are repeatedly pointed out!). Individual attention. Programs that serve the state. In the past, nimble administration that made it easier to get our jobs done - that has completely disappeared in the past decade at UW. If I wanted to do r1 research and teach generic classes to 300 student lecture halls - I would do so at an institution with more resources to secure grants, better budgeting infrastructure, higher pay, lower teaching loads, more research based graduate student support and less at the whim of the trustees/governors office. The proposed changes will further damage UW's strengths and make us look more like other institutions - not in a good way. In the past 4 months, 3 faculty have left who were collaborators on NSF grants that now cannot move forward because those critical areas of expertise are not replaceable within our institution. We had a strong proposal for >1m. The added insult of all of this stress - under "budget crisis" , proposing changes that will not actually save \$ - while caregivers are under continued stress due to the never-ending pandemic is just too much. I wish all of this energy would have gone into supporting faculty, staff and students during a global pandemic instead of using the UW budget crisis as an excuse to remake UW in the image of institutions that just simply are not our strengths.

I am a longtime champion of the liberal arts, [REDACTED]. The sciences are liberal arts and there is deep importance in sciences and the arts being deeply integrated. I dream of mergers that would bring profound change, allowing deep transdisciplinary work between disciplines as disparate as visual art and chemistry!

We will not be taken seriously as a university if we don't offer modern languages.

Breaking up A&S is unnecessary to achieve what Seidel wants to do.

It is interesting that the massive reorganization of A&S is NOT on this list as something the administration wants input on. I am not necessarily against a reorganization, even a massive reorganization, but if that was the goal, why not engage Faculty Senate, the Pillar groups, and others on these specific questions -- to my mind, the reorg of A&S, the massive investment in computer sciences, and the merits of becoming an R1 institution? Instead, we were given proposals, then asked to respond. Indeed, the administration has changed course in some cases, but many of the recommendations seemed ill informed and slapdash. And then, the 2-13 committees were asked to provide rationale and justification for recommendations they had never discussed, supported, or suggested -- much like this survey. Admittedly, some of the changes seemed to have come from units, but for the School of Culture, Gender, and Social Justice, for example, integrating American Studies was part of their strategic plan, but consolidating degree programs was a recommendation that seemed to come out of thin air. Happily, the administration took the 2-13 committee's recommendations on that front, but this is just one example of a complete lack of engagement with a specific department, then creating chaos, confusion, and mistrust. I'm on Faculty Senate, and the administration continues to come to "listen" to us, but after the fact. Many of these colleagues also worked on the Pillar Committees, myself included, but I don't see a lot of the work on Inclusivity and Interdisciplinarity informing the plan released in July. It also didn't help that [REDACTED] left, few people even knew about it, and there was no public announcement about a plan moving forward (or the commitment to develop a plan). This communicated a lack of understanding of the importance of that position/office, and how hard people worked to put it in place. I hope the planning leads to a good solution, but the lack of communication from the President has communicated that these areas and commitments do not rise to a high level of importance. Returning to the July plan and Faculty Senate, after many conversations, it is still unclear what many of these decisions are based upon. If this plan had emerged out of strategic planning, there would be a lot more buy-in, but instead, the process has created division that wasn't necessary. I realize this sounds like a rant, and I apologize. I am open to change, innovation, and problem solving. I care about UW, my students, and I have high respect for my colleagues. I want UW to lead in building innovative opportunities for students -- and to keep them in WY. In these endeavors, UW has an intense obligation to also prioritize and lead in cultural diversity, equity, and inclusion efforts, in the humanities, as well as business, computing, and research. We have gifted faculty with bold ideas and strong commitments to this university and the state, but this process has generated mistrust between upper admin and faculty. I know you've been hearing this, and I hope you take it seriously.

I heard that AA has indicated that votes of the faculty from the smaller department will have more weight than those from the bigger department in order to "protect" the smaller department. That will be a major problem for us to go forward with the merger. Creating unequal faculty on campus will be problematic.

The process by which the MA in French was put at risk of discontinuance. The evaluation process has been riddled with faulty, misleading, and/or disingenuous data, and completely ignorant of unintended consequences for teachers in our state. Additionally, if the goal of the University is to become more engaged in global study and opportunities, language programs should be embraced and supported, not targeted for elimination.

The process by which the MA in German was put at risk of discontinuance. The rationale to discontinue the program was based on inaccurate information. The Provost wrote, "Currently, the number of majors has risen to 7," which glosses over the fact his first and erroneous assessment was that there was only 1 major. The evaluation process has been riddled with faulty, misleading, and/or disingenuous data, and completely ignorant of unintended consequences for teachers in our state. Additionally, if the goal of the University is to become more engaged in global study and opportunities, language programs should be embraced and supported, not targeted for elimination.

It's sad to see programs go, but in this case it is a good one to cut.

The removal of my program that I had planned to continue working on at the University of Wyoming to obtain my PhD.

Cutting my program - Learning, Design and Technology. With a semester left, I am concerned that if you cut this program, all of my quality instructors will find other jobs and we will no longer have instructors to teach these classes and I will be left with no way to finish my degree.

None of these changes are beneficial towards the student body, faculty, or the community of Laramie. The assistance that the counseling programs provides, not towards just the students but also the surrounding community, is outstanding. There is a reason that the waiting lists to get mental health assistance is continuously growing; even while I type this and you read it later. Our whole world is being rocked by the effects of Covid-19 and will be for years to come. Some of the ways that people have gotten through these past 2 years is by seeking help to better manage their mental health and come through it alive. There are people from all over the country, and the world, who come to this college for the counseling program. Those who do not get accepted the first time, try again and again until they get in because this program is considered one of the best ones out there. Many people also do not apply anywhere else because they belong in the counseling department within the college of CLAD. Cutting this program will not save money, it will simply lose the students who dedicate so much of their lives to learning the ins and outs of carrying students and community members through their lives and pay a hefty tuition because THIS is where they want to be. The faculty has chosen this place not only as a place of work but to grow their family and give back the knowledge they have received at the college of CLAD. They are helping to facilitate the growth of the next generations of counselors and growing professionally along side their students throughout these heavily impacted years. The faculty is what makes this program and college what it is- the university has nothing to gain upon losing this college and/or the programs within it. If you cut this program you are going to be losing infinitely more than what you will be gaining.

If the PhD program is cut, it will significantly reduce the quality of education of future counsellors. The PhD program is necessary for training well-rounded counsellors to send back into the world. It doesn't make sense to cut the program, especially with the desperate need in the country for good and educated mental health professionals.

Again, it makes no sense and does not save any money. If we are really trying to budget cut like we say we are, this is completely counterintuitive to that goal.

In July, we were shocked to learn that our department would be discontinued. The President stated that this was necessary to realize required budget savings. He said that after extensive deliberations, it was concluded there is no other way. All of us had to be fired. It was the only way. The decision involved faulty data. The rationale given for discontinuing the department was "Low scholarly productivity and external funding per faculty member. Other departments fare far worse under these metrics, yet our department was singled out. A new department was proposed to be formed out of the remains of our department and another discontinued department. UW would selectively rehire. According to the proposed budget, this new department would have a 60% reduction to the combined budgets of the original departments. Clearly, they intended to get rid of most of us, tenured or not. Later, the Provost claimed the 60% reduction was a typo. He said it will only be 15%. Then it was announced that there would be no department discontinuations. Our department would still merge with the other department,

though. In his most recent memo, the Provost has admitted that while budget savings were the initial motivation, the revised plans will not have any significant savings. A display of shared governance has been put on in the last year, but the input from faculty has largely been ignored. Both departments, the department heads, the dean, and faculty senate committees recommended against merging the departments last year. Yet all this input was ignored. The President decided instead that we all must be fired. He would build a new department and cherry pick the people he wanted. The President and the Provost have both never visited our department. If they had concerns warranting discontinuation, why didn't they bring them to us? We would welcome them to a faculty meeting. Previous inhabitants of their offices have visited us. It's been said that the President rules from orbit, with little attention to the details on the ground. I feel this is true. He made decisions made with faulty data and a faulty budget. He reported misleading data on UW class sizes to the legislature. Data that was obviously wrong and it was obvious why it was wrong, yet he didn't question it. We now have significantly decreased morale in our department. Many of us are planning to leave UW or are considering leaving. The future of the new department appears bleak. The 60% budget reduction may be achieved after all.

Any form of cuts to the Counseling department will result in more Wyomingites dying by suicide or other deaths related to mental illness. The Counseling department has such a little effect on the school debt, especially considering how much frivolous money is spent in other areas. Cutting the doctoral program is absurd since the students pay to attend the program and afterwards teach and supervise the master students. It makes more sense to keep the doctoral program both fiscally and for the benefit of Wyoming mental health because they are more economically feasible than hiring an adjunct instructor to do the same role. Wyoming is consistently one of the top states for suicide and has a huge population of the type of person most likely to complete suicide (middle aged, middle income, white men). By removing parts of this program, you are actively ensuring that this demographic will not be voting for your future seating in your positions.

Cutting the doctoral program which is integral to the Masters in Counseling program. In addition, cutting a faculty position within the CLAD program. This will add additional responsibilities and hours more of work for the faculty and less opportunities for students to support the community and state. The doctoral students provide integral and important supervision support and contribute to the community in immeasurable ways. Every faculty member in the CLAD department provides critical support to both the masters and doctoral students as well as the community and state.

I am a native of the state of Wyoming with degrees in occupational therapy (CSU) and a masters in counseling from the University of Wyoming and completed each with honors. I am currently [REDACTED] occupational therapy and [REDACTED] counseling and provide therapy in schools and community mental health. I have and continue to practice in our state and give back to our communities. [REDACTED]

The program has placed numerous mental health providers in our schools and communities and is one of the main sources providing counselors in our state. There is already a shortage of counselors and this will exacerbate the problem. It is critical especially in this time of significant mental health needs that the program continue to produce high level, well trained counselors in our rural state. How can this program even be considered for discontinuation at this time?

The decision to get rid of teacher preparation and degree programs, that will in the end serve our youth and schools in Wyoming.

I am frustrated by the elimination of the LDT program as it is supremely relevant to education and the future of education, particularly given the challenges of Covid. In addition, I am concerned about the quality of education I will receive when my instructors are potentially terminated and their investment in my professional and academic growth.

The biggest weakness is not including LDT in the transition. UW is digging the grave of education, more specifically for higher education if they remove the LDT program. LDT is so important for those who want to be educators, no matter the field. During the pandemic we saw the lack of knowledge in LDT all around the country. We saw the lack of knowledge of how to properly teach using design and technology together and this effected children and college students. If that doesn't show you how important it is to have a program covering that area then higher education is doomed. There are companies out there like pluralsight, LinkedIn learning, and boot camps where

students can get certified in less time due to them taking LDT seriously. If higher education doesn't take it serious than I feel we will see it fall because universities unwilling to adapt to the future. They you'll have more to worry about them budgeting.

████████████████████ I have really enjoyed my courses and instructors. I was excited o earn my EdD in an online, flexible format for working professionals. I had just finished a masters in instructional design from ██████████, and the learning, design, and technology degree program was a perfect fit. What I like about LDT is that it's a dynamic field of study. I think now more than ever, we recognize the importance of distance learning and blended learning pedagogy given the COVID-19 pandemic. To take away the function of preparing students to enter a new world of digital technologies seems baseless. More schools are implementing 1:1 devices and the need for educators to know how to properly plan, design, and implement lessons using them is paramount. I ask you to rethink your decision. This program is important to me, my future, and my students.

The entire thing. This is going to take away a necessary piece of the puzzle for future educators. This program is helpful to pre-service and in-service teachers, instructional designers, course instructors, etc. and can provide much needed skills in the field of online education. If we haven't seen from this pandemic: online education is ESSENTIAL. As a distance student, I think this is a slight to the options available. Not everyone wants to go into geo-spatial technology, into education itself, or into an MBA program. Some people are very behind-the-scenes and "techy", if you will, and offering these programs (especially through distance education) provides opportunities for those people to thrive. Education is changing rapidly, as is technology, and there is no reason that a thriving program such as this one should be cut due to "accreditation" or budgetary concerns, especially considering there are only TWO faculty running the whole program! On another note, I don't believe there is any reason that these programs couldn't be moved somewhere like the Arts & Sciences college, which houses things like communication, visual arts, etc. and could house a program about design & technology.

These comments are specific to the College of Health Sciences: Nutrition aspect of the recommendations (p. 8-9). I am frustrated that the proposal developed by K&H did not include discussion with Cent\$ible Nutrition Program (CNP) staff and instead, proposed drastic changes to CNP without clear understanding of the program, its policies and procedures, and its funding structure. While there were numerous issues and factual flaws in the proposal regarding CNP, the biggest issue is the lack of acknowledgement of the support CNP currently receives by being part of UW Extension. This support includes and is not limited to: office space in every county in the state, internet, phone, office supplies, county vehicle access, and in some counties, technology support. The total monetary value of this support is such that without Extension, CNP would not be able to offer programming in every county in the state and that such programming as possible without this support would be severely limited in scope. The support offered by Extension cannot be understated. Should discussions ensue regarding CNP moving out of Extension, careful consideration would need to be given as to how the new School of Kinesiology, Nutrition, and Health would support CNP in this same manner and where the funding to do so would come from, as CNP funding could not take on this cost. Additionally, CNP staff must be included in these discussions. I would propose that CNP remain in the College of Ag with Extension support as it currently stands, rather than moving CNP to the School of Kinesiology, Nutrition, and Health (KNH). More productive conversations would include discussions of how Extension nutrition can collaborate with KNH faculty on mutually beneficial projects which accurately reflect the goals of each entity. The inclusion of Extension appointments for KNH faculty would enhance such project possibilities while allowing CNP to maintain is strong statewide reach. CNP is a well-respected program in the state and regionally for SNAP-Ed and EFNEP (CNP's national funding sources). The program's impact on Wyoming's at-risk population is well documented and has made a difference for thousands of people over the years. Changes to CNP at the university level need to be carefully considered so as to best serve the people of Wyoming and maintain the expectations of our participants, local partners, regional directors, and national funders. At this point, I would caution moving forward on any conversation related to moving CNP/Extension nutrition out of the College of Agriculture until further, more inclusive discussions with CNP can be pursued.

I get that COVID has caused budget cuts, but I feel that cutting Learning, Design, and Technology is completely misguided and out of touch with reality. Instructional Design is a rapidly-growing and in-demand field, particularly as programs move online more and more. This field is applicable across several employment sectors: businesses, K-12, Universities, Government Agencies, and even more. Instructional Designers assist at a very high level to help prepare curriculum that achieves favorable outcomes. I changed to this field because it WAS so in demand! Our

program has a robust enrollment each term and more and more information needs to be added to this field. I am frankly shocked and disappointed that you would cancel it so readily and not let students know when they applied for entrance. Now, if I have to transfer, my credits will be wasted. I am absolutely livid you would cancel my program and I feel you are making a HUGE mistake, as this field is vital to preparing excellent training and education and you will lose a LOT of potential learners. Please reconsider and look at all the schools with Instructional Design programs. They exist for a reason! They are *not* just glorified teachers... they make the work of teachers intuitive and engaging. Please do not cancel the Learning, Design, and Technology program!!

The discontinuance of the Learning, Design, and Technology. I came to UW specifically for this program [REDACTED]. I am a certified CTE Director in the state of Colorado. WE NEED LDT. There were (are) no equivalent programs in Colorado to apply to and UW was my best option. This is my second year in the program and I can't imagine having to go to another university. UW has become my home and I hope that the committee reconsiders getting rid of LDT. We need this program for those 21st century teachers and students. My students need this program. I could not have progressed as much as I have without LDT. My students are more engaged with technology. My teacher peers have a better understanding of how to incorporate technology into their COVID remote lessons. LDT is needed now more than ever during a pandemic. What am I going to do if they discontinue the program? It was so hard for me to get started with my doctorate. Now what? My dreams are being thrown away as [REDACTED]. I can't believe when I finally got enough strength to apply to a doctorate program, it doesn't look like I will make it and graduate. I am at UW for LDT. [REDACTED]. You will see why we need the LDT program to continue.

The discontinuance of the Learning, Design, and Technology program in CLAD.

I am a current student in the CLAD with the PHD in Learning, design and technology. I was so excited to find a program that will help me be a better online teacher and help others become better online teachers. I feel like this was the first degree I could find that fit my need of learning more about best practices with designing an online class. I would love to see this degree move to the education department or at least not be canceled. I really feel like this is the way the world is headed in education and really wanted to have a degree to help me learn more.

I dislike that my program, LDT EdD, is recommended to be discontinued. This is a very good program that fits the needs of adult learners with jobs and families. It has helped me advance in my career. This program is aligned with the university goals of digital literacy and interdisciplinary research, which contributes to the growing need for these skills, not only in the State of WY but across the country and even internationally. Many of the program participants, including myself, are from other states and there are many international students. There aren't many fully online instructional design EdD programs in the country and I had to search for a good program for quite some time. Are the students going to be given an option to complete the program? It seems even that may not be given to us. When you enroll, you don't expect the program to get discontinued in the middle of your study. It's very demoralizing to the students. Please reconsider your decision and allow the LDT EdD Program to continue. The need for experts in instructional design and interdisciplinary researchers has increased significantly since COVID. This program can contribute to this need.

The fact that LDT could be discontinued. In my opinion, with someone with a computer science background and working as a faculty member for a university in Utah, this area is significantly needed, and removing it is doing UW no favors. I know plenty of colleagues and members in the industry looking for programs like this, and they are finally showing up, and UW is planning on getting rid of it? The way learning and technology are going. This program is more critical than ever. From my understanding, it is a thriving program, so I don't understand the intention of crossing it off. My opinion might not mean much, but the only reason I came to Wyoming was for this program because it would allow me to study and research an important area, even in the computer science field. I wouldn't have come if it wasn't here. I hope whoever it concerns reconsiders and understands the importance of the LDT program and how it impacts the future of education.

The swiftness with which we seem to be moving towards a decision on college reconfiguration does not accord, to my mind, with the enormity and significance of the changes proposed (here, I'm thinking of the move of the life science departments from A&S to AG, but also of the other suggested restructuring). The campus community has

not, despite the past year of special committees, had an adequate chance to contemplate the pros and cons of the overall comprehensive reconfiguration proposal. We need more time.

The closing of this program.

The coalescence of all current life sciences departments into a single department. An adequate motivation or rationale for such a re-org has never been articulated or discussed with life sciences faculty.

None

The proposed restructure that is a part of the current proposal does nothing to facilitate the one positive item noted above. The proposed restructure is an exercise in doing something within the parameters of "the discontinuance of CLAD", but what is proposed includes the same structure with a few insignificant tweaks, like changing the name from CLAD and Teacher Education to "graduate" and "undergraduate. The proposal of program discontinuance fulfills the goal of cutting faculty to reduce the budget. However, it limits the growth of the college, diminishes its capacity to meet the future-looking needs of education, and impedes the work of the college to successfully engage in the university pillars. If the university reversed the discontinuance of foreign language teaching programs because there are 11 students in the program and a need in WY education for this expertise, why are we discontinuing thriving technology programs that produce significantly more revenue than they cost? WY education has a clear need in today's educational contexts to prepare teachers and leaders with digital literacy and educational technology expertise. It makes no sense to cut faculty and programs that are making the university money and helping it lead in a timely relevant field of study.

There is no need for such a merger. Both departments are independently doing well, so why toss in a monkey wrench? For example, the Engineering Dean apparently has the go-ahead from the Provost to change their bylaws such that the Atmos. Sci. faculty vote would count equally as the (larger-in-number) Physics/Astro faculty vote. Such an implementation would be an utter disaster and immediately sow intense discord among faculty that are currently not up in arms. In addition, forcing an unnatural merger isn't necessary to spur creative cross-disciplinary research. We already have multiple avenues that encourage such collaboration including the Grand Challenges initiative and the A&S Interdisciplinary Seed Grant program.

There are no identified cost savings associated with these changes. The recent recommendation completely ignored the expertise of FCS faculty and the Dept. Head of Art. There were two entirely ignored units of FCS in the first proposal, that suddenly are now being moved out of CANR. I interpret this to mean that after reading the 2-13 committee report, it was realized, then decided within about 7-10 days that these two remaining units should be removed and placed in other colleges or merged with other departments. This is in spite of the well-researched and well-deliberated input from FCS faculty that these moves are not in the best interest of students, faculty, or the university. It would have been prudent to explain in the recommendation exactly why textile science and merchandising are well aligned with art. It would also have been prudent to explain how exactly human development and family sciences would fit into the newly restructured college of education.

This recommendation is a slap in the face to professors who not only chose UW, but dedicated their lives and research to UW. The process of firing faculty and forcing them to beg for their jobs back (with no guarantee) is disgusting. The whole scenario puts everybody remaining in the College in a conflict of interest for hiring, and forces the hand of some other hiring body to be seen unfavorably. The plan doesn't actually have a plan outside of/after the attrition. A pizza party isn't going to make faculty feel better about this.

EVERYTHING!

We should not reorganize by fusing departments with very different cultures, even though P&A and Atmospheric Science are not a terrible match. And we should definitely not do it in any way under an Engineering dominated college. There is a reason why Engineering was originally, in spite of its also existing strengths, put in the front seat for elimination processes. On the whole, this reorganization of the university lacks strategic planning, ignores existing structures and replaces them with no working structure, and endangers the functioning of the university. We should discard with the overall plan and start over, this time not just doing fake faculty input but allowing for

faculty led planning processes. A realistic time frame would be one and a half years for planning and three years for implementation. In the meantime, save money by consolidating admin into a unit about 50% smaller, with more Indians than Chiefs. Reduce Athletics as much as we can survive politically, and cut down on all non-academic academic support units. They are, of course, essential in the 21st century university, but they are not more essential than the academic units. I leave it to others to decide how much non-academic units like operations could be cut. Probably, the larger part of it can be outsourced.

This is a terrible idea. Geology/Geophysics is not interchangeable with petroleum engineering, and Geology is one of the departments that Wyoming is most well-regarded for. This is a disservice to students, to alumni and to the field of Geology.

There is no discussion of the Wellspring Counseling Clinic in the recommendations. My reading of the recommendation is that the associated PhD programs will be eliminated to focus on graduate training. Currently, the PhD students in the Counselor Education & Supervision program manage the clinic and supervise the graduate students. How will the clinic be affected by the elimination of CLAD?

I've looked at the college configuration of many universities around the country and could only find one that includes the major life sciences in Agriculture- Texas A & M. Texas A & M is an Ag school, and are also known as the Aggies. Why would we want to emulate Texas A & M? And why would Wyoming's only university choose such a strange model? It makes no sense.

It seems like an easy way to try to show people admin is doing something, when in fact the program has been on hiatus and was given the opportunity to redesign and combine with criminal justice. This has been done, but instead of acknowledging this or explaining what is disliked about the program, it instead was listed for elimination. There is no extra cost associated with the degree program and instead will generate revenue. But, as with most of the restructuring plan, the decision does not seem to be at all based on cost savings or revenue generation.

Trying to force mesh 8-9 totally different disciplines just three departmental structures is stupid beyond belief, hurts those groups, and gains nothing whatsoever. The idea is not supported by anyone except the Provost, who is, plainly put, an arrogant moron. And it's simply not how things work and the vast majority top universities - the ones we aspire to be like. The President, who hired this particular moron, may support it as well. He should maybe focus on coming up with more pillars or something. Can't have enough of those.

Currently, both departments seem relatively small with only a few high performers, the proposed merger is unlikely to retain the majority of the high-performing faculty and the new department may find itself underperforming and weakly positioned during future budget cuts. Recruitment and retention are critical.

Both departments (especially ECE) are short staffed, with not enough faculty to teach the required classes on a regular basis, let alone a wide arrange of electives. The options for graduate level courses are limited, and with professors having to now teach more students, there is more stress on the faculty, leading to poorer performance and less elective and graduate level class options. I would like to see the potential for more hiring to happen if these departments were to merge, so that the students do not suffer from stressed faculty and less class options. Additionally, a more diverse selection of faculty (more women and minority faculty members) would help underrepresented students succeed.

This is a revenue generating program. Not sure why it should be fun.

Overall, the entire plan is weak and does not address any of the major issues that continue to plague the university. The plans rely on reorganizing and fundamentally do not make any improvements that will set it on a stable pathway for the future. We need a plan that considers the actual costs and benefits to the state and the students. There are obviously several degree programs that produce few graduates with meaningful jobs that are being allowed to continue (like the honors college, among others). These should have been first on the list to cut. The almost pathological desire to cut the most important and needful colleges without removing the ancillary programs and activities only continues the past several years of poor decisions and continues to threaten the University of Wyoming's future. Further, adding programs (like the ambiguous school of computing) only exacerbates the issues. It would be a welcome change to support the very needed programs and faculty instead of seeking name recognition.

The decision to discontinue the MA in Sociology program based on "chronically low enrollments and lack of faculty" is nonsensical. Of course the program has low enrollment as it has been on hiatus status for the last 4 years. By my count, we are the 7th largest department on this campus in terms of majors. We have highly productive research faculty who are interested in reviving this graduate program. We have developed a plan to resurrect the graduate program in a manner that attracts criminal justice and sociology majors, as well as other students interested in graduate education in the social sciences. By cutting this program, you are clearly sending a message to our department and the social sciences in general that we have little value or role in your plans for the future. I was not necessarily a huge fan of the all the reorganization, but I was supportive of an administration that was willing to make difficult choices and support departments and programs that have the potential to grow. In the end, what I see is very little vision.

Chemistry and chemical engineering are very different fields. Combining them is the equivalent of combining math and management because both start with the letter M. It is also doubtful that such a change will result in much cost savings (it would also help to see how the committee came up with the numbers, but the lack therefore is suspicious). Lastly, it is disturbing that the committee recommends such a change and signals a strong lack of competence, further eroding any trust we should have in their plans.

If the Cent\$ible Nutrition Program moves to K&H, the USDA SNAP-Ed funding would be lost, and the program greatly diminished or even eliminated. CNP serves the low income population in Wyoming, and without the support from Extension, thousands of Wyoming's most under privileged will lose this important resource. CNP is a national leader in SNAP-Ed/EFNEP programming, to lose the program would be a great loss to the University and the state.

The Cent\$ible Nutrition Program needs the support of Extension to meet the needs of the state. With the support, CNP could very well lose the majority of grant funding and the program would not be able to remain. A partnership between CNP and K&H would be great, but CNP needs to stay in Extension.

I find it disappointing that UW would prioritize spending in other areas and sacrifice critical services like counseling and special education to address budget cuts. This is shameful.

[REDACTED], I am rather appalled and concerned over several points within the proposed changes concerning the Cent\$ible Nutrition Program (CNP). On my limited knowledge of CNP, here are a few of the concerns I see that should be addressed and discussed before going forward. 1. "As stated previously, following reorganization/merger of the academic programs, investigation and meaningful conversation about the most advantageous location of Extension nutrition (including the Cent\$ible Nutrition Program) is recommended to ensure that benefit to the state is being maximized." - No where does the proposal mention the director of the Cent\$ible Nutrition Program. To my knowledge she has not been included or consulted in any of the discussions regarding the potential move. 2. The Cent\$ible Nutrition Program is housed within Extension services and is not currently part of Family or Consumer Sciences, nor is it a part of the Nutrition Department. I am genuinely confused as to why the Cent\$ible Nutrition Program was included in this proposal to begin with. 3. Extremely concerned that movement of CNP, with zero input from CNP staff, from Ag Extension would put undue hardship on of all Cent\$ible Nutrition Program employees who are vital contributors to current statewide efforts in "Indigenous health; and rural community food systems for health, economic development, and food security". There are currently 23 educators within the state in addition to the state office employees that work hard to ensure SNAP-ED programing occurs in every county for adult and youth participants. Programing for EFNEP also occurs in several counties, and PSE efforts are also statewide. Movement of CNP out of Extension without careful consideration and consultation with CNP could put all of those educators and state office jobs at risk and negatively impact outreach programing and education for lower income youth and families. 4. Some of the PSE efforts on "food security and rural community food systems for health" currently include statewide partnerships with GALE, the Wyoming Hunger Initiative and the First Lady of Wyoming. As an example, by partnering with local communities through GALE for 2021, CNP has helped to contribute more than 10,000 lbs of produce to food pantries throughout the state, and final numbers are not even in. CNP also collaborated with SAREC to donate tons of potatoes to Food Bank of Wyoming. A reorganization of CNP could put those partnerships at risk. <http://www.uwyo.edu/uw/news/2021/10/uw,-collaborators-help-donate-tons-of-potatoes-to-food-bank-of-wyoming.html> <https://county10.com/local-nonprofits-put-wyomings-first-lady-to-work-during-visit-this-week/>

Any further discussions or proposals presented as to the future of the Cent\$ible Nutrition Program should include at a minimum [REDACTED] Cent\$ible Nutrition Program.

How will this (especially the condensation of the degree programs into one) make us more competitive in attracting both undergrad and grad students? Students may not want a broad degree and may prefer to enroll elsewhere (provided money allows for it) to earn more refined degrees. We should continue to offer more degree choices, this is a strength of our university/college. Furthermore, if one department is proposed, is the title "college" a temporary state and we'll lose that title eventually and just be a life sciences department? Doubling up a college title with one department title doesn't seem meaningful to me. Also, divisions would definitely need division heads - why not keep them as department heads? That makes it more transparent to students and stakeholders as well. I don't see that the proposed structure can (a) save significant amounts of money if division heads are present and (b) function at all without them. What is the plan as to hiring good and career-oriented experts into such a vague structure? Candidates with choices (good candidates) will prefer a defined structure with focused collaboration and career options as currently provided by the departmental structures. Why is the detailed and faculty supported plan of the reorganization committee, developed by college members who know the details not considered at all? We all spent a lot of time working with the committee and proposing beneficial paths forward based on the requirements set by the UW admin. Why is that not reflected at all in the current proposals? It would have been respectful to strongly consider the product of their work and not to subject them to review but widely disregard the review outcome. Thank you for considering these thoughts. I would appreciate a reorganization as an opportunity for our college but it needs to be done with great respect to staff and faculty working in the restructured units, and with consideration to the solicited feedback.

All of it. You are so short-sighted about STEM. STEM stands for Science, Tech, Engineering, and Math. They are four separate disciplines that require different instruments, support, lines of thinking, etc. More importantly, the entire scientific enterprise benefits when they are trained in LIBERAL ARTS! I had an interview at MIT and those were some of the most terrible students I ever met. I'm a scientist who chose to build a lab at a LAND GRANT university. I don't want to work in a tech/engineering school. I want my students to be well-rounded. More importantly, so does the work force. I worked in the Bay Area, my friends who run startups and are data scientists want to hire those who are well-rounded. The hardcore engineers lack a lot of the soft skills students get from the humanities. This is why Harvard, Princeton, Stanford are consistently higher ranked than MIT and their students do better after graduation. Add to that, we decided to basically just idolize a few random schools. This restructure is not in line with the majority of institutions in the US or majority of R1 universities. Our president may be a scientist but he has no idea what it means to be a life scientist, what life scientists need, how they think, etc. And instead of someone speaking with some of the junior faculty who are the best and brightest in the life sciences, admin has chosen to pick their favorites to be an echo chamber.

I am going to try to comment again since my first comments were not included in the Provost's summary. In my opinion, the recommendations set forth from Provost Carman appear to be the result of some sort of bias and the unfortunate target is the Department of Family and Consumer Sciences. I believe an agenda was in place before the 21-3 committees were formed and no amount of work on their part could have swayed the intended dissolution of this department. One has to ask why. Why would such a self-sufficient unit be on the chopping block? Hacking this unit apart serves no purpose nor does it result in any monetary savings. One can also assume that the creation of three of the 21-3 committees, each tasked with some aspect of the "reduction" of FCS, was to ensure complete and ruthless dismantling of this unit. In addition to that, additional reductions were imposed in the Provost's recommendations AFTER the committees completed their work and submitted their reports. I hope an effort can be made to recommend some alternatives that make sense. First – the Provost's recommendations reflect little respect for or understanding of this program. If your plan is to dissolve a department, the least you could do is have factual information. Second – sit down and discuss the situation with the department head and the faculty. One must understand all the FCS programs and how they work together before determining how, when, why and where to move the divided parts. Has anyone considered that perhaps the department could help guide a more cohesive process? I believe the process has been unfair to everyone involved. People outside the department and university can clearly see the bias in the proposal. It stands out like a neon sign!

That the process of which it is part has been rushed, initiated without input from those of us who actually KNOW how the university runs, and that all of these restructuring plans were first proposed under the guise of cost-

cutting efforts that are now, more honestly, being recognized as means of making UW into a vocational school. These plans should have been DEVELOPED with input from faculty, staff, and students, rather than asking for it after the fact. Morale is already low, but then, you're new and wouldn't realize that, but further open conversations with those of us in the trenches would've filled you in on current conditions.

The idea of formalizing the Schools within CALS is counterproductive -- for 2 reasons. (1) It runs against the intent of reorganization to save on the administrative costs. Schools will require a new layer of bureaucracy, School Directors and their offices. This will be on top of departmental units. (2) Forced "marriages" of the most "successful" units (e.g., Molecular Biology renowned for its strength in research) will instantly weaken these units, which will encourage top talent from these units to flee. Recommendation: Instead of creating three Schools within the CALS, create three Divisions. Each Division will comprise 3-4 units, as is currently envisioned for Schools. Allow unit heads/chairs to continue providing leadership to their units. Set a council of unit heads to decide on the issues pertinent to their Division. Units integrated within a Division will naturally evolve toward stronger integration. The more "successful" units will set the standards for their division and help elevating other units -- by participating in new faculty hiring and T&P processes. The flight of the top talent from the most successful units may be avoided. In a few years, assess whether the natural evolution generated the desired outcomes of more integrated and more "successful" divisions. At that point, the need (or lack thereof) of further restructuring may be revisited.

1) The idea of having one "Life Sciences" major with "concentrations." Such a degree will have poor marketability for future graduates. 2) A HUGE department governed by a single DH. That person cannot possibly represent the concerns of such a diverse body of faculty. I'm envisioning that position will have to be purely administrative. How is that efficient? 2a) Too many things are decided at the departmental level for a 145+ people to do it with any efficiency or accord. 2b) Collaboration is listed as a potential benefit of bringing all these faculty together under a single department, but collaborations are not bounded by departments-- so this is a nonsensical claim. 2c) I do not believe that one giant department of Life Sciences is going to be an attractive home to new faculty. As a junior faculty member, I would actively avoid joining such a department. 3) It ignores the will of affected faculty. It is a total disregard of the work put in by the 2-13 re-org committee this fall. I agree with the faculty member who demanded compensation for that time spent. 4) There is a sense that the ultimate goal of this proposal is to dramatically SHRINK the number of faculty who fit under the "Life Sciences" umbrella. If that is the goal, this proposal will definitely accomplish it. 4a) If a reduction in the number of faculty does occur, a small "Life Sciences" department made up of only loosely-associated faculty will not attract new talent to a re-organized department.

Combining all of the component departments into one mega department is ill conceived on several levels. First, it is bad marketing. Students identify with their majors and "Life" as a major is so broad and vague as to be meaningless. From a management standpoint, there is a large body of work on the optimum size of administrative units in academia that points to range of 16-24 faculty as desirable. Larger units, especially across such a diverse number of fields, tend to devolve into factionalism and are largely ineffective. From a practical standpoint, centralizing administration of such a department with faculty scattered across campus will result in greatly decreased efficiency from a faculty standpoint as access for even simple tasks will require a jaunt over to wherever the office is, knocking at least 15-20 minutes out the day. Having worked in such a large organization I can tell you that I would have to hear some very powerful justification for a move such as this given all the down sides. To date, all we have heard is that this is done in other universities. I expect better from UW administrators than such a facile explanation.

I do not see clearly whether the program in Learning, Design and Technology is staying under The Innovation and Engagement Division or is up for elimination.

Will break up a strong interdisciplinary undergraduate faculty. Nutrition move will lead to loss of depth in programs. HDFS should move to Psychology in Arts and Science and DMT should move to Art if this reorg proceeds.

We searched the university over, and decided to ... undermine Philosophy and Religious Studies. Truly, all that sound and fury, and the upshot is an attack on a program that international and national circumstances should have confirmed as essential to twenty-first-century debates. Religion has permeated our international and national politics, visibly and damagingly so, these past decades. So why does it make any sense to determine from

the start that this program, which costs practically nothing, should be reduced (to the degree that the combined department was not even allowed a 2-13 committee)? If we are genuinely looking to the twenty-first century, we should be strategizing, reorganizing and strengthening this program. No medical, technological or scientific challenge comes without its human aspect—and that aspect has often manifested through religion. Want to survive the twenty-first century? Figure out how to empower students to understand and respond to religious pressures.

That there is no real cost savings. I can literally point out actual cost saving/revenue opportunities now, without additional panels, more time, or more pretend analysis.

Budget and staff cuts. Geology, geophysics, and petroleum engineering are critical to our world, even more so with future and present climate change. Geology departments throughout the country are all too quickly downsized or eliminated and we are setting ourselves up for a geological staffing crisis. Additionally, the state of WY is known for its amazing geology and paleontology and it would be embarrassing to say the least if they downsized or eliminated this department.

That this is a sham savings, since the MA in philosophy was de facto discontinued many years ago, and the official termination of the program is merely paperwork. The real challenge that Philosophy and Religious Studies faces is the mandated 15% cut. There are at least three problems: i. upper administration still has not made clear what the 15% is supposed to be of. ii. Furthermore, the requirement that this cut be determined in November with no flexibility of timeline rules out any rational planning, such as using planned retirements or resignations to meet the cut. Instead, the department of Philosophy and Religious Studies will be forced to cut its best and brightest junior faculty, and then come May see more faculty depart due to the low (though entirely reasonably so) morale at the university; iii. Since upper administration has removed (so far as I last heard) the outreach funding from the College of Arts and Sciences, the College is broke and has no money to assist departments in blunting the impact of the cuts, for example, by helping to cover the cut so that the Philosophy and Religious Studies program only has to release one faculty member rather than two or even three.

UW only offers a computer science degree but doesn't offer a degree in computer information systems. The two degrees are fairly similar in theory where one primarily focuses on a scientific and theory based approach to computer solutions. Where the other primarily focuses on the physical side of things working on resolving hardware issues and things of that nature. Other universities offer these degree programs in other states such as Colorado for example. I know I would be interested in a degree program such as this and I am sure others would be as well.

This comment- "This is not a sustainable or stable structure. The alignment of degree programs with Health Sciences, Education, and possibly Visual Arts would place these programs within units with common disciplinary interests and contribute to the formation of viable departmental structures." Yeah we know we do not have the needed faculty numbers. We were in the middle of rebuilding our programs and putting forward positions when you started all of this and instituted a hiring freeze making it impossible for us to recover. And the formation of "viable departmental structures" assumes overlap in courses that faculty know either does not exist or only exists in minimal and non field specific ways. This comment- "The committee notes the potential for closer collaboration between DMT and Visual Arts, as well as the need for closer collaboration between HDFS and the College of Education. I agree that these alignments are logical and recommend that HDFS be moved to the College of Education. I further recommend that a 2-13 review be completed to address the move of HDFS to the College of Education and examine where the DMT program should be located as well as the possible dissolution of FCS." You would like to throw us in anywhere you as an outsider think we fit. That's nice and all, considering you have never even had a conversation with us about what we do. And obviously, if you move all of the units that make up FCS elsewhere, FCS wouldn't exist. Would that then make it legal for you to move or absorb the coveted Boyd funds? Administration fails to provide any sound budgetary rationale behind these specific decisions. Moving the faculty and senior lecturers will mean the other Colleges will have to pay the salaries entirely, reducing their own efforts to balance budgets without reductions. Additionally, the University will be responsible for the roughly 1/3 of each of these personnel salaries that are paid by the federal government. But I suppose that's why you are moving some many disciplines over to the College of Ag. We still haven't been told what to expect with our Hatch research dollars. I guess you will just divvy them up to all the new people joining the College, as the funds come to the University as a lump sum.

I like everything about the recommendation to retain the French major and hope that the retention results in growth. My only recommendation is to not call the languages "foreign" and to either refer to them by their specific names or use the term "modern languages" instead. Thank you.

I completely support the recommendation to retain the BA in German. I want to see not just retention, but growth. The only recommendation I might make is to refer to the languages specifically by their name or use the term "modern" instead of foreign languages. They aren't foreign languages because there are speakers, readers, and learners of those languages here in Wyoming. Thanks for your time and consideration!

I think this should be done ASAP, in order to begin benefiting the departments as wholes sooner rather than later. I think that the merging of offices should potentially be done before the actual merger takes place.

Organizing all the life sciences into a single department will be disastrous. A department that includes that many faculty will not be functional. How would the proposed hierarchy work? Who would be making Reappointment, Tenure and Promotion decisions? Would it be at the departmental level, or the subdivision level? What about faculty searches? The general feeling among most departments involved is that they wanted to preserve their autonomy regarding these decision-making processes and faculty expectations in the long-term. Merging them all under the same umbrella would totally negate their wishes. If the concept is that the subdivisions in Life sciences will be largely autonomous, then why not make them departments, each with an independent head? How would adding administrators at the top add value for the university?

See point 3.

Continued mention of possible staff/faculty reductions in Geology after moving to the new college

The focus of proposal for ZooPhys, as presented, remains vague, especially given the number of proposed plans for subdivisions within the newly-formed departments. The proposal should provide some information as to whether Botany and ZooPhys will be merged into a large, autonomous subdivision with the new College or if there will be 3-5 units as proposed by the 2-13.

Forming three large schools within the new College of Agriculture and Life Sciences in FY24 seems onerous at best. This means 50 +/- faculty per school. Why not let Departments maintain autonomy within each school?