



UNIVERSITY
OF WYOMING


Office of
Academic Affairs

Office of Academic Affairs

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July 23, 2021

To: Mark Ritchie, Rachel Sailor, Ben Markley, Patrick Konesko, Paula Whaley
Cc: Scott Turpen
From: Kevin R. Carman, Provost & Executive Vice President 
Re: UW 2-13 Review Committee for the Reorganization and Consolidation of Visual and Performing Arts

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

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

Thank you for agreeing to participate on the UW 2-13 Review Committee for the reorganization of Visual and Performing Arts.

The committee will assume an advisory role in reviewing the UW Restructuring Plan, preparing a report on the proposed reorganization of Visual and Performing Arts to include the consolidation of Art/Art History, Theater & Dance, and Music, including recommendations for the reorganization.

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

For planning purposes only, we anticipate the consolidated department will have a combined budget that incorporates approximately a 3% reduction to the unrestricted budget assigned to the Department of

Music, and a 3% reduction to the unrestricted budget of the Department of Theatre and Dance, and a 3% reduction to the unrestricted budget of the Visual Art program in the Department of Visual and Literary Arts, plus a reduction associated with the move of the Creative Writing program.

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

1. Explore the benefits of the proposal, any unintended consequences the proposal may have inadvertently overlooked, and mitigation strategies to overcome those unintended consequences within the scope of the proposed re-structure.
2. Examine the organizational structures impacted by the recommended changes and provide a recommendation on how the academic unit could be structured, including administrative and staff positions needed to support the consolidated unit. A rationale that supports the recommendation should be included.
3. Consider how the proposed changes can lead to greater efficiencies in the unit and improved educational experiences for students.
4. Please keep in mind that this is not a personnel committee. The committee is not charged with making determinations about specific faculty and staff positions. Instead, the committee is charged with preparing a report that includes recommendations for moving the organization/academic unit forward under a new structure.

In gathering information and feedback, you should:

1. Seek input on your recommended consolidation plan from students, staff, faculty and external stakeholders, including relevant advisory boards and private-sector stakeholders.
2. Consult with subject matter experts in the department, particularly the impacted department heads (and past heads, if they are willing), the impacted deans, and national/international experts you may wish to call on for their expertise

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

In my office, Dr. Steven Barrett (SteveB@uwyo.edu) and Dr. Jim Ahern (JAhern@uwyo.edu), will be glad to assist with questions about undergraduate and graduate degree programs, respectively. Heather Gifford (HGifford1@uwyo.edu) is available to provide logistical support for scheduling committee meetings. Justin McDonald (McDuck@uwyo.edu) is available to assist you with setting up a Teams account for your committee members. Stephanie Stark (sander64@uwyo.edu) can provide assistance if you have questions about budgets.