



UNIVERSITY
OF WYOMING


Office of
Academic Affairs

Office of Academic Affairs

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Updated 7/26/21

July 23, 2021

To: Amy Navratil, Brent Ewers, Jim Pru, Kerry Sondgeroth, Linda van Diepen, Mark Lyford, Urszula Norton, David Fay, Jeff Hamerlinck, Phil Wille
Cc: John Koprowski
From: Kevin R. Carman, Provost & Executive Vice President 
Re: UW 2-13 Review Committee for the Reorganization of Life Sciences

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 on Life Sciences.

The committee will assume an advisory role in reviewing the UW Restructuring Plan, preparing a report on the proposed relocation of the Departments of Botany and Zoology/Physiology and the Life Sciences program from the College of Arts & Sciences to the College of Agriculture and Natural Resources (proposed new name: College of Agriculture and Life Sciences), including recommendations for the reorganization of the college to include multiple (~3) departments.

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 departments will have a combined budget that incorporates approximately a 3% reduction to the unrestricted budget assigned to the Department of Botany, a 3% reduction to the unrestricted budget assigned to the Department of Zoology & Physiology, a 3% reduction to the unrestricted budget assigned to the Life Sciences Program, a 3% reduction to the unrestricted budget assigned to the Department of Animal Science, a 3% reduction to the unrestricted budget assigned to the Department of Plant Sciences, a 3% reduction to the unrestricted budget assigned to the Department of Veterinary Sciences, a 3% reduction to the unrestricted budget assigned to the Department of Molecular Biology, and a 3% reduction to the unrestricted budget assigned to the Department of Ecosystem Science & Management.

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

1. Explore the benefits of the proposal, any unintended consequences the proposal may have inadvertently overlooked, and mitigation strategies to overcome those unintended consequences within the scope of the proposed re-structure.
2. Examine the organizational structures impacted by the recommended changes and provide a recommendation on how the new organization/academic unit could be structured. Please also consider staff support needed for the new organization/academic 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. Consider areas of faculty expertise that should be emphasized to position the reorganized department(s) to be nationally and internationally competitive in its research activities, especially in areas of significant anticipated growth in funding from federal agencies (e.g., see [NSF's key priority areas](#)) and in areas of importance in attracting and growing corporate partnerships.
5. Consider areas of faculty expertise that are needed to provide undergraduate and graduate degree programs in the life sciences.
6. Consider the synergies in the life sciences to recommend structures for new departments.
7. Please keep in mind that this is not a personnel committee. The committee is not charged with making determinations about specific faculty and staff positions. Instead, the committee is charged with preparing a report that includes recommendations for moving the organization/academic unit forward under a new structure.

In gathering information and feedback, you should:

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

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 (HGiffor1@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.