



UNIVERSITY
OF WYOMING

Office of
Academic Affairs

Office of Academic Affairs

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October 27, 2021

To: Jeff Hamerlinck, Christine Hime, Doug Russell, Jenna Shim, Pete Moran, Nikki Baldwin, Sean McCrea, Treva Sprout Ahrenholtz, Erin Irick, Bernard Steinman
Cc: Barbara Rasco, Scott Thomas, Adrienne Freng, Chris Maki, Hunter Swilling
From: Kevin R. Carman, Provost & Executive Vice President
Re: UW 2-13 Review Committee for the Consolidation of Human Development and Family Sciences Program with the College of Education and Consolidation of the Design, Merchandising & Textiles Program with Best Aligned Academic Unit

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. If current proposed recommendations are approved and implemented, I have recommended the Human Development & Family Sciences program be moved to and consolidated in the newly reorganized College of Education. I have also recommended that the Design, Merchandising, & Textiles program be reviewed for consolidation in a college/department that best aligns with this important program.

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 committee to provide additional feedback and recommendations for these two programs.

I invite you to participate on the UW 2-13 Review Committee for the proposed Consolidation of Human Development and Family Sciences Program with the College of Education and Consolidation of the Design, Merchandising & Textiles Program with Best Aligned Academic Unit. The committee will assume an advisory role in discussing consolidation scenarios and preparing a report that includes recommendations for the consolidations.

The committee, through its chair, is strongly encouraged to invite Faculty Senate, Staff Senate, and ASUW to nominate a member to serve on this committee.

President Seidel and I will review your report, as well as other feedback provided, before finalizing the recommendation and submitting it to the Board for approval at their January 12, 2022, meeting.

For planning purposes only, below is a tentative timeline:

November 22, 2021	Report* from review committee due to Provost
November 23, 2021	Recommendation to President, Senates, & Deans and Directors, for review/feedback
November 29, 2021	Faculty Senate Meeting**
December 13, 2021	Faculty Senate Meeting**
January 12-14, 2022	Final recommendation to Board of Trustees for action

* The review committee may be asked to provide additional feedback throughout the review period.

** It is anticipated that the President and Provost will meet with faculty senate during one of their regularly scheduled meetings. If the schedule does not permit, a special meeting may be needed for the President to review the recommendation with the senate.

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

1. Explore the benefits of potential consolidations, any unintended consequences they may have and mitigation strategies to overcome those unintended consequences.
2. Examine the organizational structures impacted by potential consolidations 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 consolidation 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 consolidated department to be nationally and internationally competitive in its research activities and in areas of importance.
5. Consider areas of faculty expertise that are needed to provide undergraduate and graduate degree programs.
 - a. For the program of Human Development and Family Sciences (HDFS):
 - i. Examine the current academic program for integration with College of Education programs/degrees as well as minors/certificates that support and sustain cross-college curricula, including but not limited to existing synergies with the College of Agriculture and Natural/Life Sciences.
 - ii. Examine the Family & Consumer Science degree programs and recommend how/if they should be restructured going forward. For example, should there be a stand-alone HDFS undergraduate degree or a cross-college/interdisciplinary degree? Would these degrees be more successful if some HDFS positions were moved to a different college/unit (e.g., psychology)?
 - iii. If appropriate, explore current programs/departments on campus that may better fit individual faculty areas of expertise.
 - b. For the program of Design, Merchandising, & Textiles:

- i. Examine and recommend the academic unit that best aligns with the program and faculty expertise.
- ii. Examine the Family & Consumer Science degree programs and recommend how/if they should be restructured going forward. For example, should there be a stand-alone or cross-college undergraduate degree and/or certificate in Design, Merchandising & Textiles?
- iii. Examine academic programs and partnerships for sustaining cross-college/interdisciplinary degrees/certificates, including but not limited to existing synergies in the College of Agriculture and Natural/Life Sciences

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.
3. Your report is due to me no later than **November 22, 2021**.

My office, in particular my Chief of Staff, Mandy Gifford, will be glad to assist with the logistics of these sessions.