

**CHHS Re-Organization Overview
Presentation to Faculty Senate
January 18, 2022**



**COLLEGE OF HEALTH
AND HUMAN SERVICES**



THE NEED

Context

- College that has been re-organized many times in recent years
- Facing massive organizational leadership, resource, and pandemic challenges
- New Dean

The Problem

- Unsustainable organizational structure
- Cultural isolation and silos



THE PROCESS

Partnership

- We faced a whole-college problem that needed a whole-college solution
- Consulted with Dean's Cabinet
- Reached out College Council leadership

Guidance

- Provided guidance document identifying need, desired process, desired product, and desired outcome (provided as supporting material)



THE PROCESS

Faculty Role (College Council)

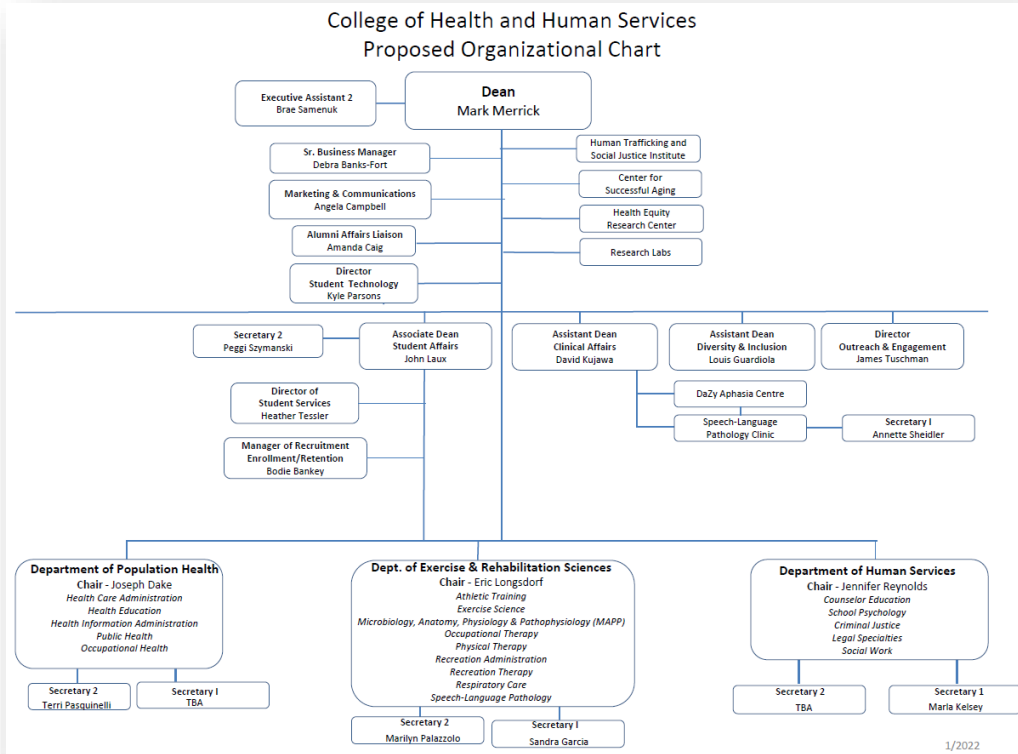
- Formed workgroups
- Formulated multiple plans
- Vetted and consolidated plans down to 2 for review and discussion with Dean
- Obtained faculty feedback and vote

Dean Role

- Provided initial guidance
- Frequent open communication with college council
- Provided feedback to refine plans
- Presented plan for review by AA, registrar, IR, finance, etc
- Shepherding plan through university approval



THE OUTCOME



- Faculty endorsed and Dean’s Office informed structure with widespread support
- Converted from 4 “schools” to 3 “departments”
- Improved alignment of programs
- Department chairs selected by Dean with consultation of faculty (per policy)
- Department faculty created unit names with input from the Dean





THANK YOU

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