Bemidji State University Reorganization of Academic Affairs

When considering the Master Academic Plan, the University Strategic Plan, recent changes in configuration of the BSU/NTC alignment/NTC reinvention, and the Haag-Sauer removal, it is time to examine the organizational structure of academic affairs at Bemidji State University. The BSU Master Academic Plan exists as our guiding document and identifies four goal areas:

- Becoming financially sustainable
- Becoming distinctively BSU
- Becoming internationally competitive
- Designing organizational support for 1-3

We need an organizational structure that provides new opportunities for faculty to participate in leadership roles, promotes collegiality within and across disciplines, reduces administrative costs and reduces reassigned time in order to preserve faculty lines, and keeps student success and learning at the core of our value system.

Therefore, I am asking that an academic affairs reorganization task force be created by September 1, 2015. The task force should include representatives from all bargaining units within academic affairs and co-chaired by a senior faculty member and the interim assistant vice president for academic affairs.

Some considerations for the task force are:

1. Creatively consider all possibilities, including the following:
   a. Enhance shared decision making across academic affairs’ areas: colleges, schools, departments, programs
   b. Reduce faculty release time by 6-8 FTE equivalent (we have 17.5 FTE equivalent release time currently)
   c. Consider consolidation of departments to reduce administrative costs and reassigned time
   d. Consider appropriate alignment of departments across existing colleges/schools
   e. Provide a rotation of leadership opportunities for faculty
   f. Take into consideration the physical plant changes underway at BSU, but do not let those changes drive the recommended organizational structure

2. Recommend to the provost/vpaa by December 1, 2015 an organizational structure or set of structures for academic affairs that can be brought forward to the campus community for consideration

3. Constantly communicate and engage as many faculty and staff and students as possible throughout the process

The proposed task force membership would be:

1. 5 BSUFA; 2 MSUSAFF; 2 AFSCME; 2 BSUSA; 1 Admin/excluded