



Dr. Laurie Bernotsky, Provost and Vice President for Academic Affairs, Interim
Philips Memorial Hall
Room 103
700 South High Street
West Chester, PA 19383

October 26, 2015

Dear Dr. Bernotsky,

Faculty Senate would like to thank you and the Division of Academic Affairs administration for including opportunities for faculty input toward the academic reorganization plan recently unveiled to the campus community. We sincerely appreciate the spirit of transparency and inclusion in this important academic reorganization process.

Whenever change occurs there are going to be doubts, concerns, and reluctance. As a representative body, Faculty Senate would like to formally share some of our feedback regarding the academic reorganization and process.

There has been a lot of concern around the short window of opportunity to provide feedback. While the rationale for a quick turn-around can be understood under the assumption that the reorganization must be in place by Fall 2016, it is unclear why this arbitrary deadline has been established. Some faculty are still concerned that it is not enough time to consider the full reorganization and its implications across campus. Hence, we would like to understand the rationale for setting such a short deadline for reorganization when so many other momentous changes are occurring across campus. A related concern comes from the rapid implementation of this reorganization in the midst of so much upper administrative transition.

The intention of this academic reorganization (i.e., balancing of administrative resources) seems to be appropriate, however, the ambiguity of the 'distribution' model/charts displayed on the Provost's website and verbally described in forums make it impossible to know exactly what data is being used and how it is being used to inform the process. It is challenging to provide specific and meaningful feedback on the reorganization when we do not have specific data to work from.

We hope that sharing these procedural concerns will encourage future opportunities for even better process, clarity, and transparency. We also sincerely wish that this academic restructuring creates more faculty opportunities for 'pursuing their passion' with greater parity across colleges and academic programs. More equitable, transparent, and inclusive policies/procedures for all faculty to advance their teaching, scholarship, and service will further academic excellence and better serve the

educational needs of WCU students. We welcome the opportunity to further discuss these hopes and concerns if you'd like. Again, thank you for the mechanism to discuss, process, and imagine how WCU's academic organization could be better.

Respectfully yours,

James Brenner, PhD – Faculty Senate President
On Behalf of Faculty Senate

Cc: Dean's Council