

MEMORANDUM

DATE: November 6, 1996

TO: Senate Members

FROM: Janice Cervelli Schach
Senate Council Chair

SUBJECT: AGENDA ITEM: University Senate Meeting, Monday, 11 November, 1996.
3:00 PM. College of Dentistry Reorganization Proposal

Chancellor James Holsinger has forwarded to the Senate Council the following **Proposal for the Reorganization of the College of Dentistry** which consolidates the two departments currently existing into one and appoints the Dean as Chair of the remaining department. Functionally, there will be two groups charged with either day to day operation of programs or with faculty issues, thus maintaining the matrix under which the College has functioned for the past several years. The first group, the College Council, will be composed of individuals charged with conducting those programs deemed necessary to fulfill the College mission. This group will be responsible for College planning and routine operation. The other group, the Council of Division Chiefs will be responsible for faculty matters including recruitment, development, evaluation, and recommendations for merit increases and promotion and tenure.

Background:

The Senate Council has voted unanimously to recommend against the proposal and concurs with the Senate Committee on Academic Organization and Structure that the lack of support of the College faculty and the distrust between the administration and the faculty resulting from the proposal make it difficult for a one-department structure to function positively at this time. The Senate Council shares the concern that current Governing and Administrative Regulations do not sufficiently address the division as an educational unit. Finally, the Senate Council does not find any compelling evidence to support the argument that such a restructuring would result in significant cost savings and has advised President Wethington and Chancellor Holsinger to withdraw the proposal.

Attached you will find a chronology of the proposal as it has proceeded through the review process.

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CHRONOLOGY OF COLLEGE OF DENTISTRY REORGANIZATION PROPOSAL

January 1994

Proposal for reorganization into one-department structure developed by Dean Nash.

December 1994

Department of Oral Health Practice Section Leaders discuss proposal.

February 1994

A copy of the elements of the proposal distributed to all Dentistry faculty with a request for letters of support or non-support for inclusion with formal request for approval.

January 3, 1995

College of Dentistry Council meets to discuss positive and negatives of Nash proposal.

January 17, 1995

College of Dentistry Council meets to discuss positive and negatives of Nash proposal. Two alternative plans are presented with no action taken.

January 18, 1995

College of Dentistry faculty meet to discuss proposal. No minutes kept and no votes taken.

February 1995

Dean Nash presents proposal to the College.

April 1995

Dean Nash forwards proposal to President Wethington.

June 1995

Academic Council for the Medical Center unanimously approves proposal.

June 1995

Proposal for reorganization brought to the Senate Council.

August 1995

Proposal forwarded to Senate Committee on Academic Organization and Structure for review and recommendation. Committee meets with Dean Nash and two faculty groups representing support and opposition. Approximately 35 Dentistry faculty communicate

with Griffith along with letters supporting the proposal and a petition opposing it. 28 faculty send individual letters to the Committee supporting the reorganization and 27 faculty sign a petition opposing.

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Senate Committee on Academic Organization and Structure recommends that no action be taken on the proposal at this time and that it be sent back to the College for clearer articulation of the duties of division chiefs, mechanisms for appointment and removal of chiefs, lines of authority, system of checks and balances, etc. Senate Committee also recommends sufficient effort be made to achieve a more unified faculty, to reestablish an atmosphere of trust, and that on-campus mediation services be consulted.

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The Senate Council votes unanimously to recommend against proposal and urges the parties involved to adopt the recommendations of the Senate Committee on Academic Organization and Structure.

June 1996

Chancellor Holsinger appoints a bipartisan Ad Hoc Reorganization Committee to develop a one-department reorganizational strategy that responds to the Senate Committee on Academic Organization and Structures recommendations. The Ad Hoc Committee reaches consensus on an amended proposal which is forwarded to the Dentistry faculty in the form of a sealed ballot vote. Amended proposal is rejected by a 28 to 24 vote. The Ad Hoc Committee recommends against the amended proposal.

August 1996

Amended proposal forwarded to the Senate Council by Chancellor Holsinger.

October 1996

The Senate Committee on Academic Organization and Structure, chaired by Professor Bill Griffith, completes evaluation of the amended proposal and recommends against.

October 1996

The Senate Council votes unanimously to recommend against the proposal. The Senate Council concurs with the Senate Committee on Academic Organization and Structure that the amended proposal lacks the support of the College faculty and the distrust between the administration and the faculty resulting from the proposal make it difficult for a one-department structure to function positively at this time. The Senate Council shares concern that current Governing and Administrative Regulations do not sufficiently address the division as an educational unit. The Senate Council does not find any compelling evidence to support the claim that such a restructuring would result in significant cost savings. Senate Council Chair Schach recommends to President Wethington and Chancellor Holsinger that the proposal be withdrawn.

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Dentistry reorganization proposal brought to the Senate floor.

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