

Reorganizing UWGB for the Future

The Future Imagined

Frequently Asked Questions

Are changes to faculty workload and compensation contingent upon adoption of the four college model?

- *No, faculty teaching loads, re-assignments, and overload payments will change irrespective of the decanal organization of the University. These changes are driven by both external and internal realities. Reorganization asks how we seek to structure ourselves for the future within the reality of current enrollment and declining State support.*

How unique is a four college model among comparable universities?

- *All universities are unique. However, the four college model is far from innovative, rather it is the standard business model among comparable universities. For example, eight of the 11 UW-System regional comprehensives have four or more deans; only UW-Superior has fewer, and no other campus has only two. Similar results were found when surveying our UW-System established peer institutions of comparable enrollment; only 3 of the 24 Universities had two or fewer deans.*

How does reorganization benefit the University in the long run?

- *Continued changes to State support for higher education requires UWGB to adopt the philosophy of private institutions, a model in which growth and opportunities arise through programmatic and enrollment growth, community engagement and strategic partnerships. Simply put, the four college model is designed to best position the University for future financial prosperity and sustainability by facilitating growth and engagement; the alternative model is one based on future financial stability through reduced operating costs.*

How does reorganization into a four college model promote growth?

- *Programmatic and enrollment growth depend upon accountability at the decanal level, and this proposal accepts that more deans with smaller colleges allows for tailored fundraising, focused student recruiting, better support for faculty innovation, and energized development of public-private partnerships for programs.*

How will job expectations for the deans change under a four college model?

- *Under the four college model dean expectations will change significantly. In agreement with a survey of decanal position descriptions from comparable universities, deans at UW-Green Bay will now have clearly established expectations for program development, student recruitment and retention, community outreach and partnership development, extramural grant funding, and fundraising. While much remains to be determined in terms of detail, it is recognized that the associate deans will contribute to meeting departmental and programmatic administrative workloads vacated by adjustments to faculty reassignments.*

How much does a dean make?

- *The average (min to max) salary among UW-comprehensive deans is \$158,000 (\$143 to \$191K) for Business deans, \$149,000 (\$138 to \$180K) for Science deans, and \$134,000 for deans in the Liberal Arts (\$125 to \$143K) and in Health, Education, and Social Work (\$110 to \$160K).*

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I don't see how the proposed budget model can fund the four college model. Can you clarify some key points?

- *The four college model is funded by consolidating resources from several separate sources, and has been modified based on faculty input. Some support comes from integrating Adult Degree Program courses and Additional Instruction funding into the core programmatic offerings of each college. Some funds come from consolidating administrative positions from the Adult Degree Program into other, existing University divisions. Finally, the Chancellor's Office will eliminate a previously approved and budgeted position for Vice Chancellor of Student Affairs. The four college model is financially viable, has no net budgetary cost to the University, and reflects an organizational investment for future growth and financial prosperity.*

I still want to see more details.

- *The modified funding model estimates:*

<i>Category</i>	<i>Amount (\$)</i>	<i>Notes</i>
<i>New deans and associate deans costs:</i>	<i>\$528,000</i>	<i>~\$311K for deans; \$217K for associate deans</i>
<i>V.C. for Student Affairs</i>	<i>-\$125,000</i>	<i>Position eliminated</i>
<i>A.D.P. Admin. Changes</i>	<i>-\$122,000</i>	<i>Positions eliminated</i>
<i>3 Faculty Lines</i>	<i>-\$215,000</i>	<i>Transferred to deans and associate deans</i>
<i>Instructional, reassignment, and overload changes</i>	<i>-\$93,000</i>	<i>Irrespective of college structure</i>
	<i>-\$27,000</i>	

- *Funds for support positions and S&E within the new colleges will be met through the re-distribution of resources and support positions within existing colleges.*
- *The ultimate fate of the three faculty lines remains undetermined, and will be subject to the normal position review process.*

How much is already decided?

- *What is in place is a budget model documenting the financial ability of UWGB to fund the four college model. Many decisions await the appointment of the new deans, who will then work with the faculty and Provost to determine appropriate budget models, re-assignments, and college structures, including the location of individual programs whose natural placement remains negotiable. Much work remains to be done as a community.*