

October 2, 2015

UW COLLEGES ADMINISTRATIVE REORGANIZATION

Frequently Asked Questions (FAQ)

Background

On July 21, 2015, University of Wisconsin Colleges and University of Wisconsin-Extension Chancellor Cathy Sandeen announced that the UW Colleges would be adopting a four-region model for leadership and administrative management.

This decision was prompted by a nearly \$5 million cut in state funding as part of the 2015-17 budget. It is important to remember, however, that major discussions about our administrative structure have been ongoing, dating back to 2013. It was clear then, as it is now, that our management model would have to adapt to accommodate our reduced resources, our priorities, and evolving programmatic and service needs of our students, our communities, and our state.

Under the new model, UW Colleges will create four leadership and management regions. Each region will consist of three to four campuses. The four regions will be as follows:

- **North Region:** UW-Barron County, UW-Marathon County, UW-Marshfield/Wood County, UW-Marinette
- **Northeast Region:** UW-Fond du Lac, UW-Fox Valley, UW-Manitowoc
- **Southeast Region:** UW-Sheboygan, UW-Washington County, UW-Waukesha
- **Southwest Region:** UW-Baraboo/Sauk County, UW-Richland, UW-Rock County

Each region will be led by a single Regional Executive Officer/Dean.

Frequently Asked Questions:

1. What is a Regional Executive Officer/Dean, and what are the responsibilities?

Under the new administrative structure, each region will be led by a Regional Executive Officer/Dean (REO/Dean) (one position), who will oversee a leadership team. The REO/Dean will report directly to the Chancellor of UW Colleges and UW-Extension. The REO/Dean will be expected to, among other duties and responsibilities: develop strong and productive relationships with local government and other leaders within the respective regions; provide academic and strategic leadership to the campuses in the region; and work collaboratively with faculty, staff and students to establish policies and practices that ensure regional and campus success.

2. How will the REO/Dean position be different from the Campus Executive Officer/Dean position?

The jobs of REO/Deans will be substantially different from the campus executive officers/deans positions. Their territory will be wider, and scope of the work in most cases will become narrower. Their primary responsibility will be growing the already strong relationships between a region's campuses and the county and municipal governments, business communities, K-12 partners and other educational partners, and others. The daily operations of the campus will no longer be their responsibility.

3. Who will take on the other responsibilities of the former Campus Executive Officer/Deans?

The REO/Deans will each have a regional leadership team of Regional Associate Deans, one each for Administration and Finance; Student Affairs and Enrollment Management; and Academic Affairs. These Associate Deans will assume the other responsibilities of the former Campus Executive Officer/Dean.

In addition to responsibilities in their operational area, each Regional Associate Dean will also serve as a campus administrator on a campus within the region. As campus administrator, the Regional Associate Dean will be responsible for daily operations on a campus, serve as deputy liaison to local government and community organizations, and be responsive to student and community needs.

Note: The North Region (which includes four campuses, rather than three) will be assigned one additional Associate Dean (operational area to be determined), so that each of the four campuses in that region has an Associate Dean/Campus Administrator.

4. How were these REO/Deans chosen?

Selecting REO/Deans to lead the four regions is a critical first step toward establishing the regional leadership structure. Choosing respected leaders who have deep knowledge of UW Colleges is important in minimizing disruptions as we transition to the regional model.

UW Colleges conducted an internal recruitment, and the candidate pool included many of the incumbent campus executive officers and others. The search was limited to internal candidates in recognition of the strong track record of existing leadership and their close connections with the campus and regional communities.

A search advisory committee that included faculty, staff, students, and community members, provided valuable perspectives. All of the incumbent campus executives officers/deans who applied for the REO/Dean position were interviewed by the Chancellor and Vice Chancellors.

All of the applicants are exceptionally strong performers and have produced positive results for UW Colleges. The challenge in this recruitment was to identify the individuals who provide the strongest opportunities to succeed in leading a region.

5. Where will REO be based?

The REO/Deans will not have a “home campus.” Rather, they will have offices on each campus. The location of his/her residence is to be determined.

6. What’s next? What is the transition process and timeline?

The transition to Regional Executive Officers/Deans will begin immediately, with an expected completion date of mid-December. The new leaders will place a high priority on getting to know their regional campuses, communities, businesses, local government, and other stakeholders.

The REO/Deans will also be closely involved in the selection of their respective leadership teams, including the Regional Associate Dean for Administration and Finance, the Regional Associate Dean for Student Affairs and Enrollment Management, and the Regional Associate Dean for Academic Affairs.

The current Campus Executive Officers/Deans will play a key role in facilitating the transition and bridging new relationships. The Campus Executive Officers/Dean positions then will be eliminated effective Dec. 31, 2015. All current Campus Executive Officers/Deans are tenured faculty members and will be deciding whether to accept teaching positions within the UW Colleges.

7. How have our external partners been kept informed of these decisions?

Chancellor Sandeen and UW Colleges leadership have met extensively with external stakeholders throughout this process, including business leaders, local officials, county executive officers, and state and federal legislators. External partners will continue to be integral in providing feedback as the implementation begins, and as we look to meet the unique and changing educational needs of each region.

8. Will the local UW Colleges campuses’ identities be maintained?

The unique identities of our individual campuses are part of what makes the UW Colleges special. Campuses will retain their names, but will become closer partners with other campuses within a region. By streamlining many administrative duties and creating avenues for campuses to collaborate regionally, local communities are expected to benefit from the new model. Regional leadership will be expected to strategically nurture local partnerships, thus leveraging the resources of our campuses even more than we do now. There will also be positions on each campus whose dedicated responsibilities include working closely with the community.

9. What does this mean for the communities that financially invest in the campuses? How will the relationships remain strong?

Our partnerships with Wisconsin counties and/or cities have played a vital role in making our campuses and our students successful for over half a century. We are committed to ensuring these partnerships remain strong. We have kept our community partners informed during budget deliberations and will continue this ongoing communication.

10. How will faculty be impacted by these changes?

No faculty positions have been eliminated. The UW Colleges mission is to provide the highest level of services we can to our students, including instructional excellence. With the new administrative structure, student and community services will remain intact and high-touch. Faculty and instructional academic staff members will continue to focus on the classroom and our students' academic success.

11. What can students expect with these changes? How will their experience be impacted?

Students will not experience any changes in the classroom environment, faculty members, instructional academic staff members, or instruction. As services for students are relocated or modified as a result of our reorganization, students should expect a similar level of service in a different format. Services that can be provided remotely may not be offered on a campus. However, these services will continue to be provided through a robust consolidated operation (currently under design). Examples include:

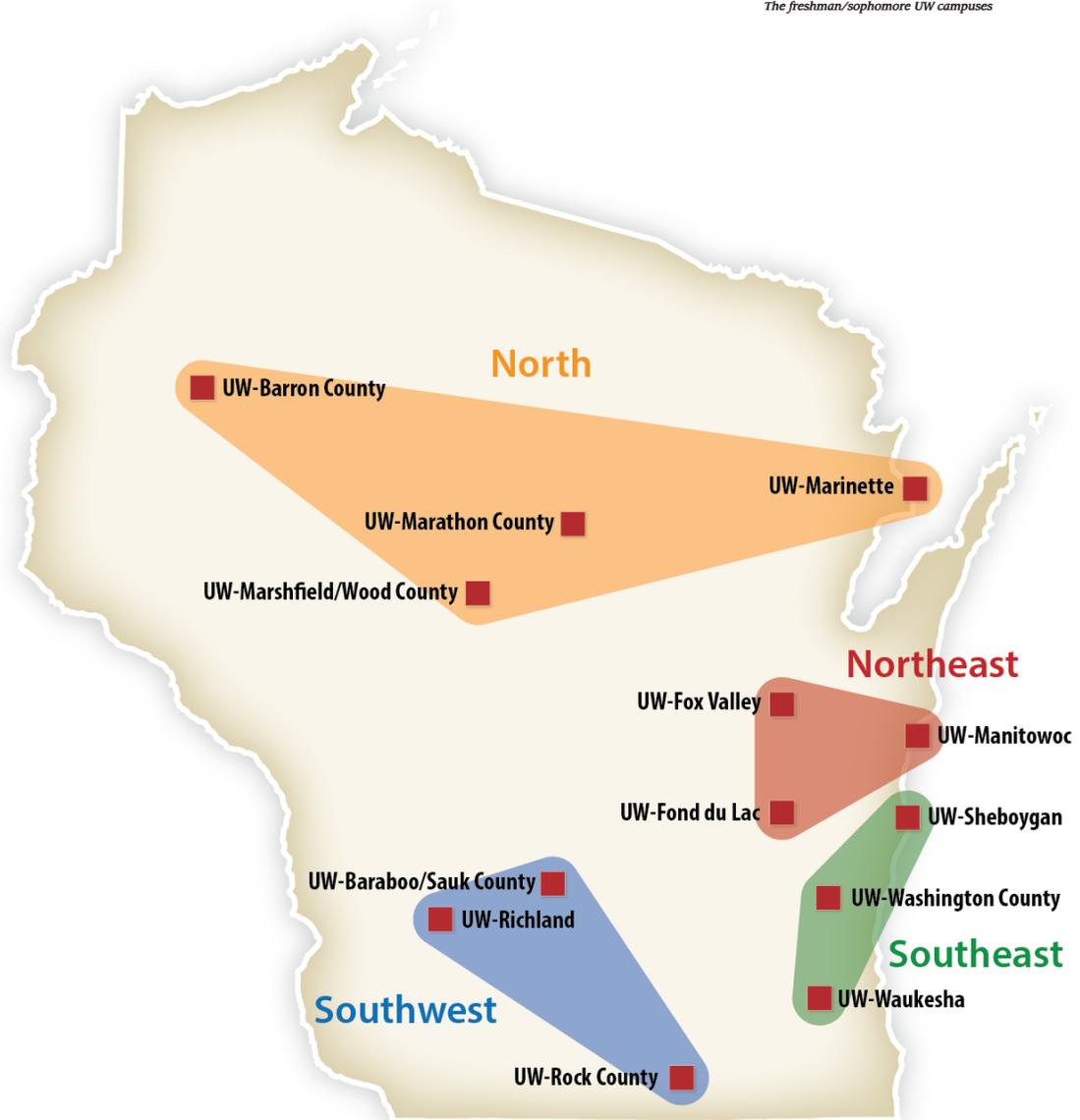
- The “one-stop shop” model for business services and basic advising, which is considered a well-established best practice nationally
- Library Support Services (LSS) – a centralized unit currently supporting all UW Colleges campus libraries, but consolidated on the UW-Fond du Lac campus.

12. How will we be updated as the process moves forward?

The UW Colleges Budget Blog will continue to be the hub for information regarding implementation activities and decisions. The Chancellor and/or members of her leadership team will also send out institution-wide communications as necessary. This FAQ will be available online and updated as needed.

13. Will any assistance be provided for individuals whose jobs are affected by layoff decisions?

Yes, assistance will be available to individuals whose jobs are affected by layoff decisions. First, a layoff resources guide is available on the UW Colleges Human Resources website. Second, once the full extent of the jobs affected by budget reductions is known, staff members from the Office of Human Resources (OHR) will conduct seminars and workshops to assist individuals in necessary job search skills, such as resume writing and interview skills. Open positions within the UW Colleges will be posted and displaced employees are strongly encouraged to apply. Other UW Campuses have invited displaced UW Colleges staff to apply for their open positions. Office of Human Resources staff will also be available to provide job searching counsel on an individual basis. Third, the Employee Assistance Program (EAP) will be available for all employees, including those whose jobs are affected by budget reductions, for up to a year after the job is eliminated. The MyLifeMatters website can be found here, and the password is SOWI.



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