



April 14, 2008

MEMORANDUM

TO: Deans, Department Chairs, and Directors

FROM: E. Joe Nosari
Chair, Administrative Organization Committee

RE: Draft Criteria

On behalf of the Administrative Organization Committee, I am sending you a draft (below) of the criteria the committee has recently compiled for use in its deliberations. The Committee solicits your input on this document. Please share the document with your faculties for their input as well. It would be helpful if we received comments by April 25, 2008. You may send your comments to me at jnosari@fsu.edu or to other members of the committee – Nancy Marcus, Larry Dennis, Sally McRorie, Caryn Beck-Dudley, Billie Collier, Ike Eberstein, and Joe Travis. Thank you for your continued interest in the work of the Committee.

Preamble

The long-term benefits of reorganization can be substantial and more than compensate for short-term disruptions in academic units. The organizational structure of Academic Affairs has not been examined in many years while the mission of the University has been updated numerous times, the latest being in 2002. The structure of Academic Affairs should be consistent with the primary mission of the University, which is “to serve as a center for advanced graduate and professional studies while emphasizing research and providing excellence in undergraduate programs.” Does the current structure provide the most effective and efficient means for ensuring the accomplishment of this role? Is the current structure one that maximizes the research output of our institution? Are our students, both graduate and undergraduate, receiving the maximum benefit of their educational experience? Are we preparing our students to both benefit from and contribute to an ever changing global environment? These are just a few of the questions we should attempt to answer as we search for options for the structure of Academic Affairs. In answering these questions, a variety of organizational models of AAU public institutions as well as other sources of information will be of significant value. As we proceed with the analysis, the following criteria will form the basis for our recommendations.

There is no pretense that each recommendation will satisfy each and every criterion for there may be instances in which the criteria conflict with one another.

Draft Criteria – In no particular order of priority

- **Maintain the visibility of programs which have attained a national reputation.**

Rationale: Units that have achieved a national reputation have worked long and hard to establish this reputation. Any recommendations should ensure that the national visibility of the unit is not harmed in any way. This does not necessarily mean that the program must have college or even school status.

- **Maximize the opportunity for interaction and sharing of resources among programs/units with common and/or related research interests and research cultures.**

Rationale: Often, by combining units with similar research interests, the research activity of each unit will be enhanced. It is easier to collaborate if units with similar interests are members of a unified structure. Also, units with similar research interests often will have similar infrastructure requirements, e.g., computer labs, science labs or music studios, and similarity in library holding needs.

- **Maximize the opportunity for interaction, offering effective and efficient curricula, and sharing of resources among programs/units with common and/or related learning objectives.**

Rationale: A fragmented administrative structure in which units exist that possess similar/related curricula gives rise to duplicate course offerings and program objectives. Majors of such programs often possess the same or related course requirements. Also, the mode of instruction and training in such units might be quite similar.

- **Ensure that units are of a size which provides an effective and efficient structure for serving the needs of students, staff, faculty, and our external constituencies.**

- **Ensure that educational programs prepare students to meet the demands and challenges of 21st century society.**

Rationale: In a rapidly changing world, educational programs need to help prepare students to adapt, contribute, and lead. The academic organization should support FSU faculties' efforts to sustain essential programs, meet student demand, and develop innovative new programs.