

ACADEMIC COLLEGE RESTRUCTURING PLAN

University of Arkansas at Little Rock

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Submitted to the University of Arkansas Board of Trustees

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The UA Little Rock College Restructuring Plan is a means by which to reduce the administrative overhead of providing educational programs and services to students. This plan is part of a multi-pronged approach to reducing budget expenditures to a level more in line with current and projected revenues.

Process

UA Little Rock's Institutional Effectiveness Committee (IEC) proposed consolidating its current five colleges into three colleges in November 2019 as a strategy to reduce administrative overhead. The IEC distributed proposed college consolidation models to the campus and obtained faculty and staff feedback and comments.

The new college models distributed by the IEC and the accompanying campus comments were reviewed by the Office of the Provost and one model was selected for consideration for implementation. The Office of the Provost sought further feedback on this model from the Deans' Council, the Chairpersons' Council, two open faculty and staff town halls, and via an online feedback process.

An important part of this restructuring plan is to centralize some higher-level administrative responsibilities (e.g. budgeting, schedule entry, procurement, grants administration) to deans' offices, taking them out of individual department offices. Each deans' office was restructured to include equitable support staff with standardized staff roles and responsibilities. By streamlining processes and reducing redundancies, the centralization will enable departments and schools to focus more on student success, recruitment, and retention.

Description of Current and New College Units

The current college configuration consists of five academic colleges:

1. College of Arts, Letters, and Sciences (CALS)
2. College of Business (COB)
3. College of Education and Health Professions (CEHP)
4. College of Engineering and Information Technology (CEIT)
5. College of Social Sciences and Communication (CSSC)

These colleges were formed in 2014 from a previous configuration of seven colleges.

The current configuration was restructured into a three-college model with several objectives in mind. The primary objective, was to reduce administrative costs as much as possible without compromising educational services. We considered four colleges, but concluded the cost savings would not be enough to justify the disruption. We considered two colleges, but decided that those units would be too large for a streamlined staff to oversee effectively. We settled on three colleges to realize maximum savings, but still retain manageability. Second, we looked for natural affinities between disciplines. We mostly kept liberal arts programs together and pre-

professional programs together. The exceptions to this were moving the natural and physical sciences, and math in with Engineering to create a STEM college; and moving education into the liberal arts college since Education already works with these departments through secondary education programs. A third objective was to construct new colleges of approximately the same size in terms of faculty, students, and credit hours.

The new college configuration consists of three new colleges:

1. College of Business, Health and Human Services (CBHHS)
2. College of Humanities, Arts, Social Sciences, and Education (CHASSE)
3. Donaghey College of Science, Technology, Engineering, and Mathematics (CSTEM)

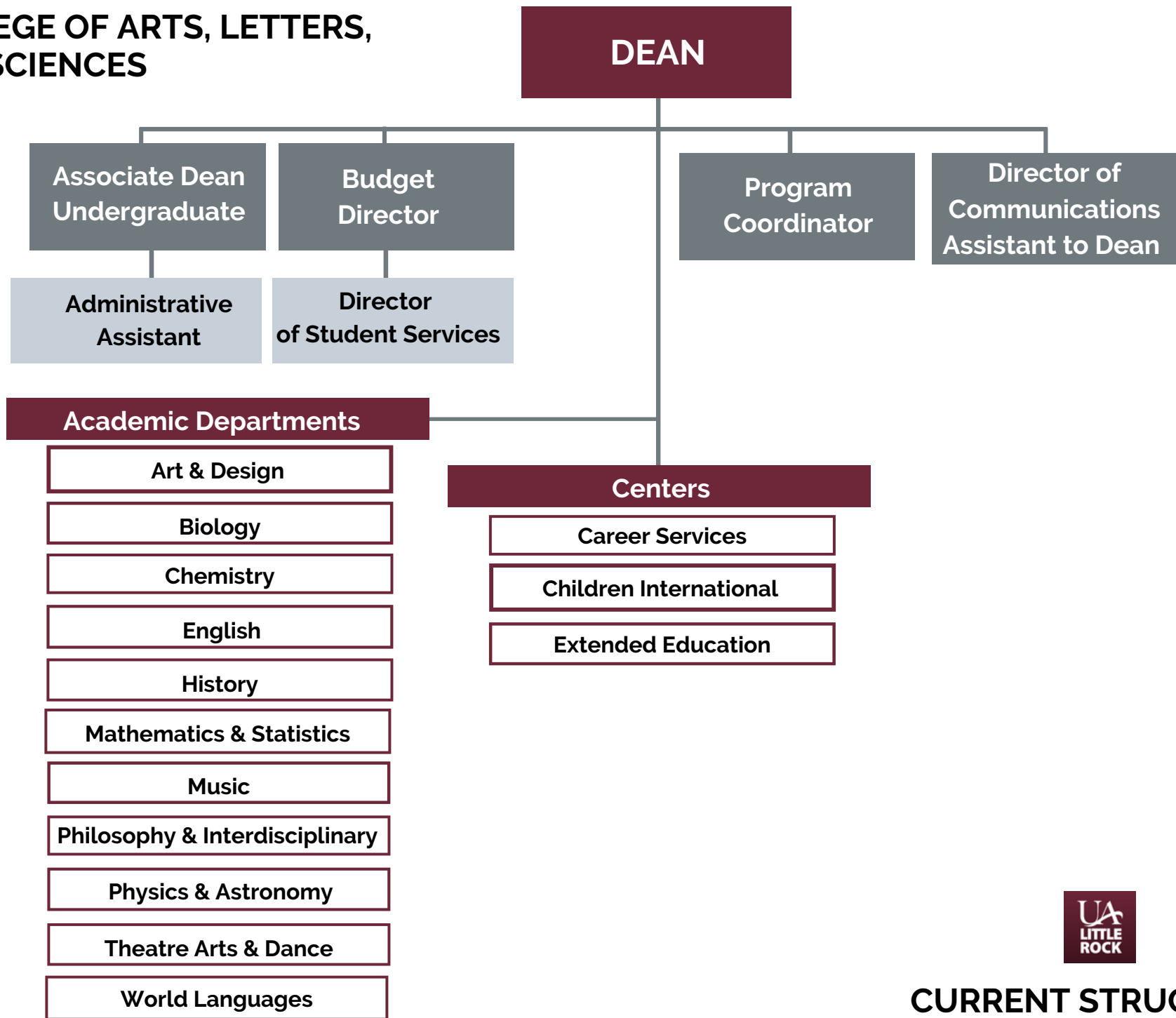
Estimated Savings

Administrative staffing will be reduced by 18 positions for an approximate savings of \$950,000 in salary expenditures. Maintenance costs will be reduced by approximately \$200,000.

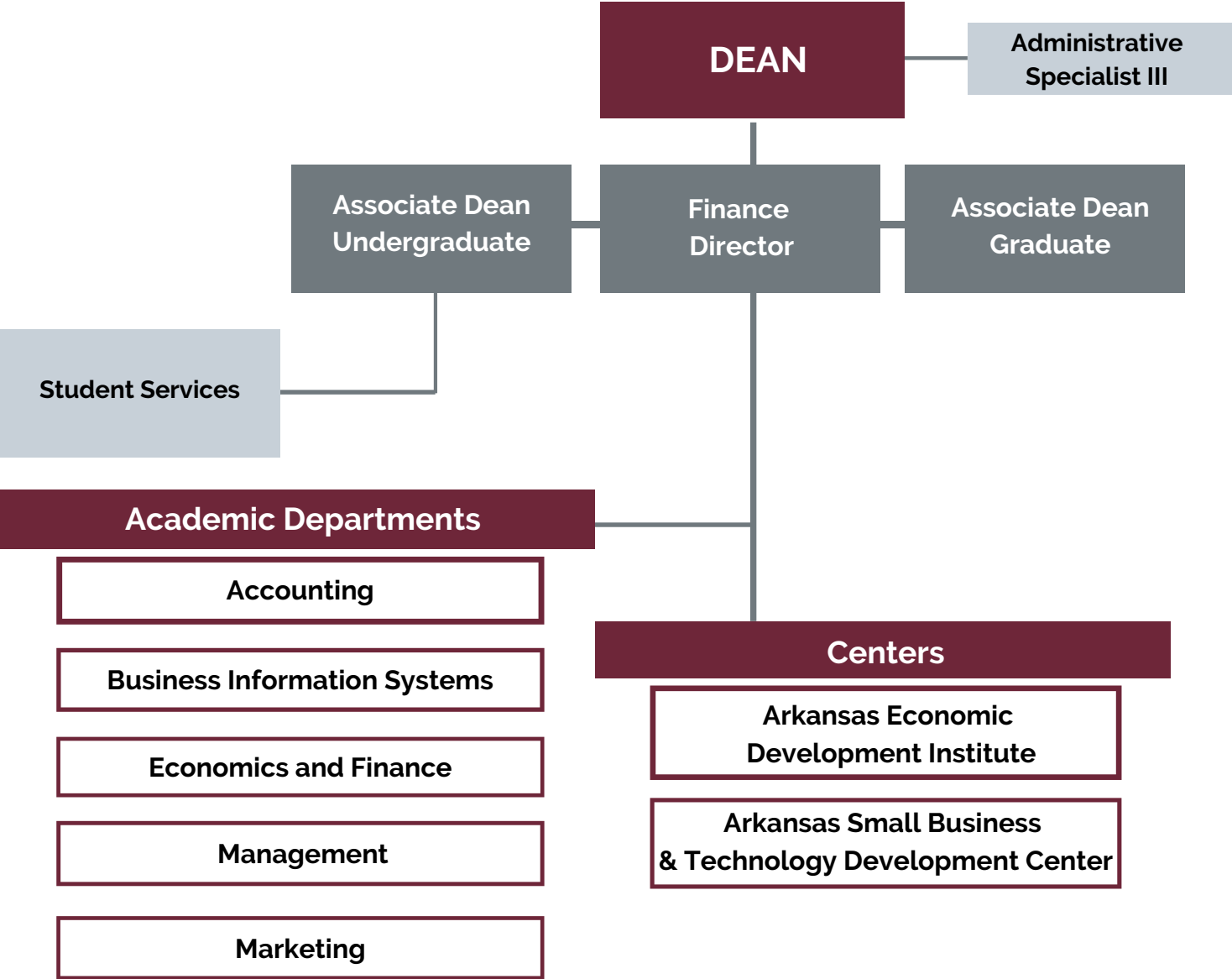
Organizational Charts

The organizational charts are on the following pages. The first set of five charts are the current college configurations. The last three are the new colleges.

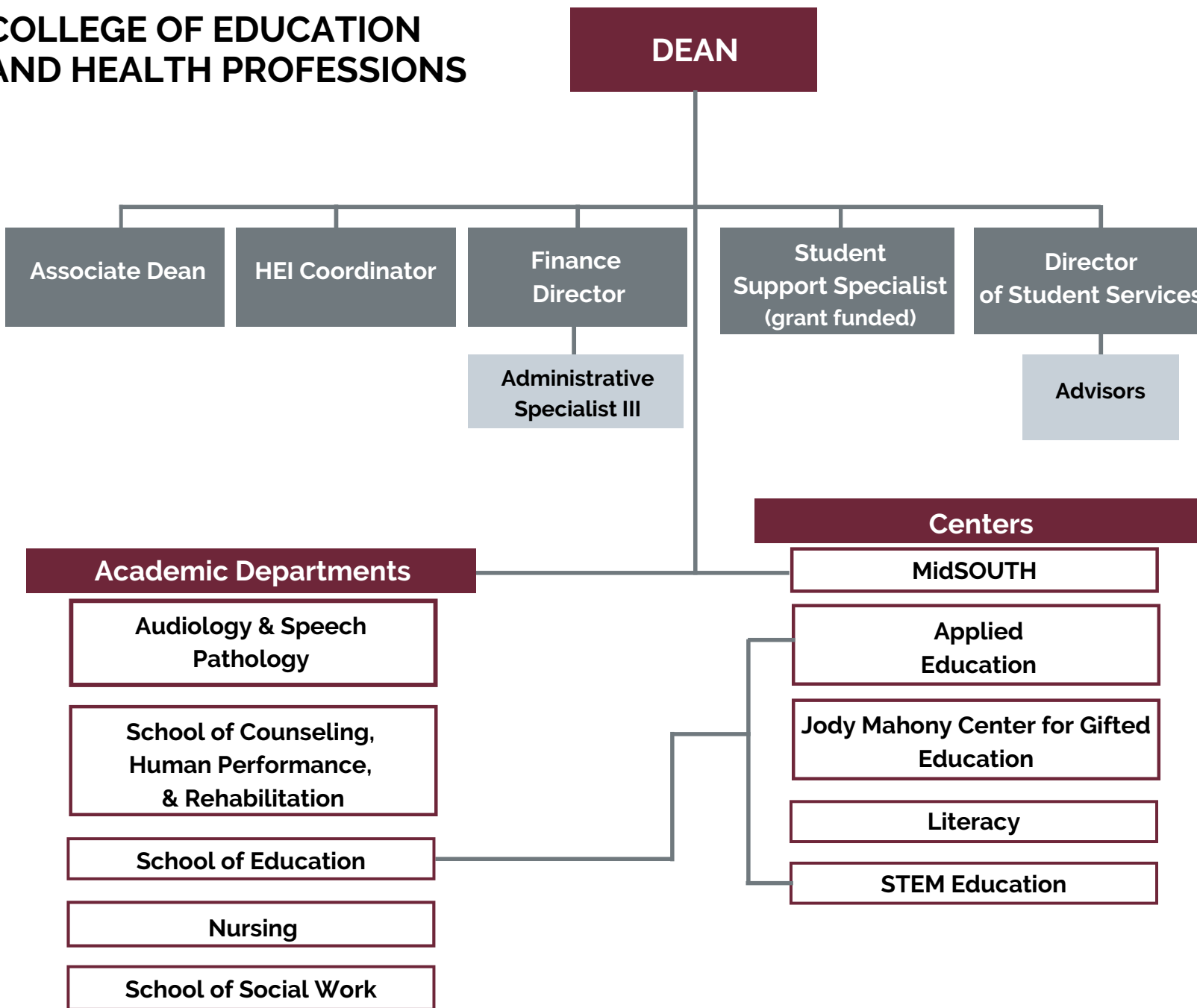
COLLEGE OF ARTS, LETTERS, AND SCIENCES



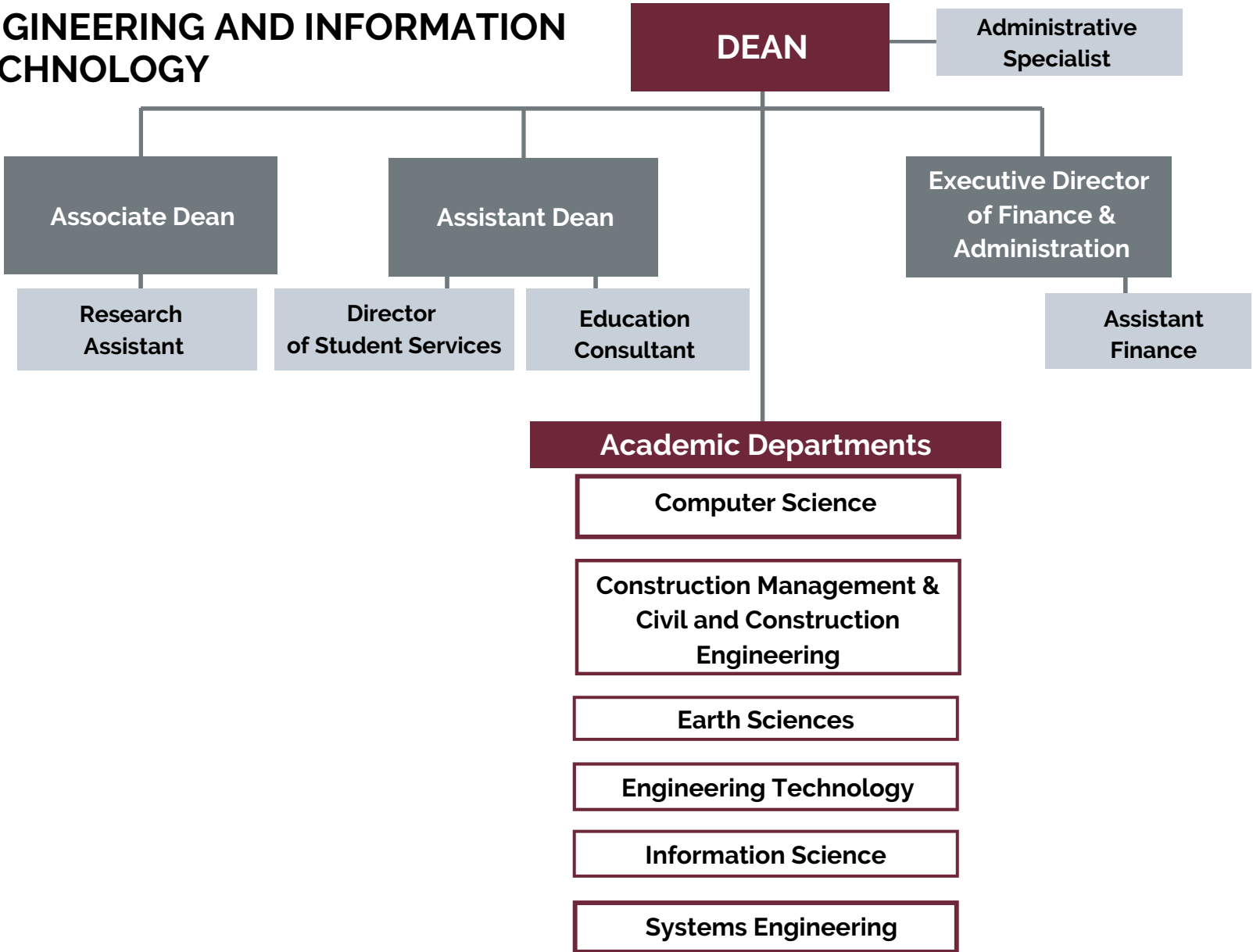
COLLEGE OF BUSINESS



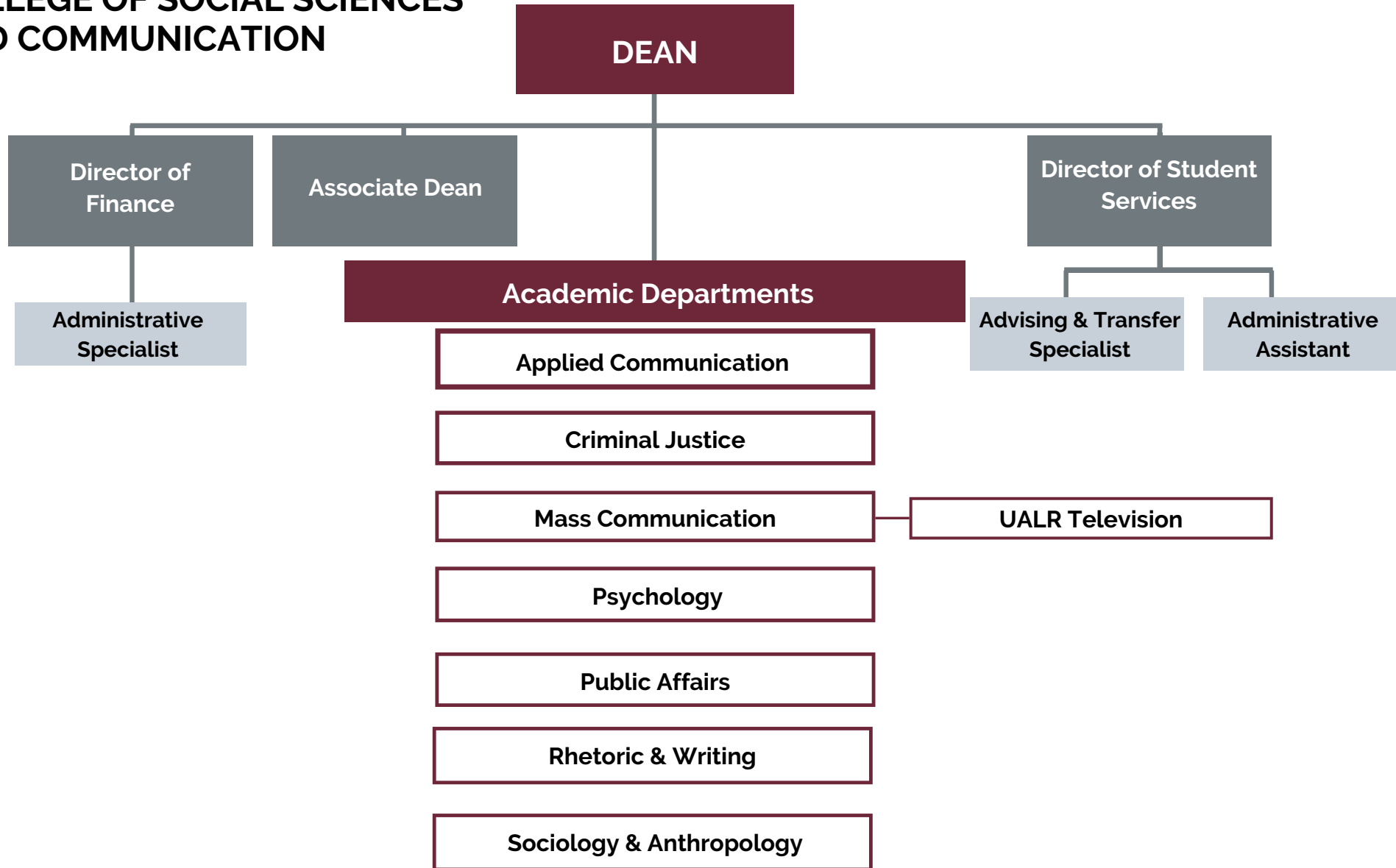
COLLEGE OF EDUCATION AND HEALTH PROFESSIONS



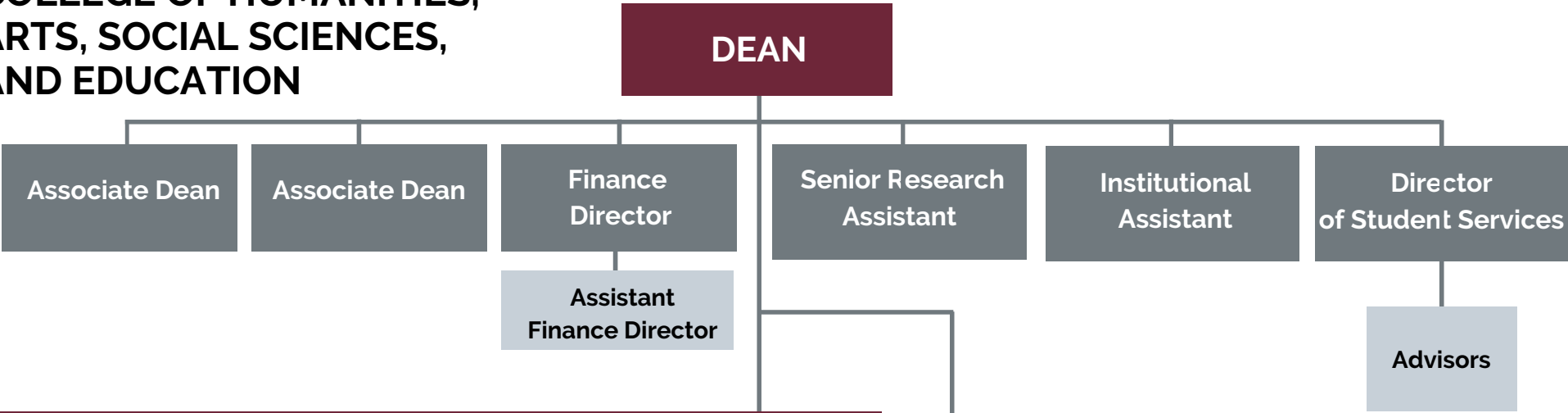
DONAGHEY COLLEGE OF ENGINEERING AND INFORMATION TECHNOLOGY



COLLEGE OF SOCIAL SCIENCES AND COMMUNICATION



COLLEGE OF HUMANITIES, ARTS, SOCIAL SCIENCES, AND EDUCATION



Academic Departments

- | | |
|-----------------------|--------------------------------|
| Applied Communication | Philosophy & Interdisciplinary |
| Art and Design | Psychology |
| School of Education | School of Public Affairs |
| English | Rhetoric and Writing |
| History | Sociology and Anthropology |
| Mass Communication | Theatre Arts and Dance |
| Music | World Languages |

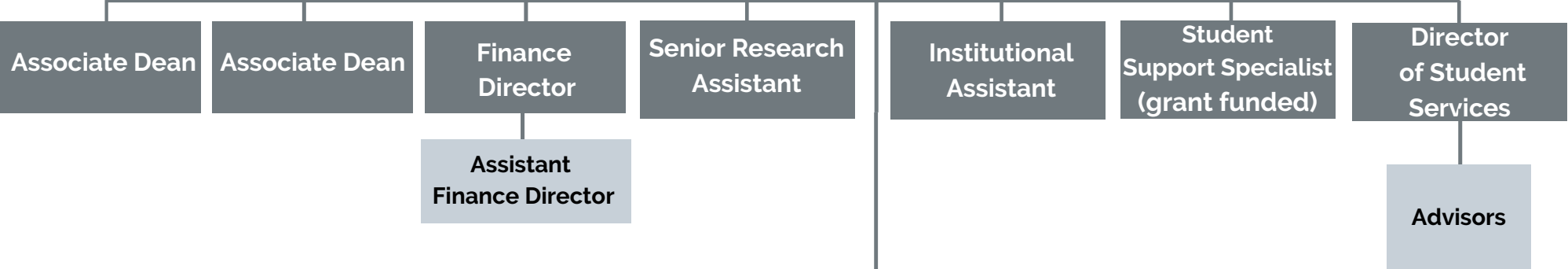
Centers

- Applied Studies in Education
- Jody Mahoney for Gifted Education
- Literacy
- KLRE/KUAR Radio
- UALR Television



COLLEGE OF BUSINESS, HEALTH, AND HUMAN SERVICES

DEAN



Academic Departments

- School of Business
- School of Counseling, Human Performance, & Rehabilitation
- School of Criminal Justice
- School of Nursing
- School of Social Work
- Speech Language Pathology

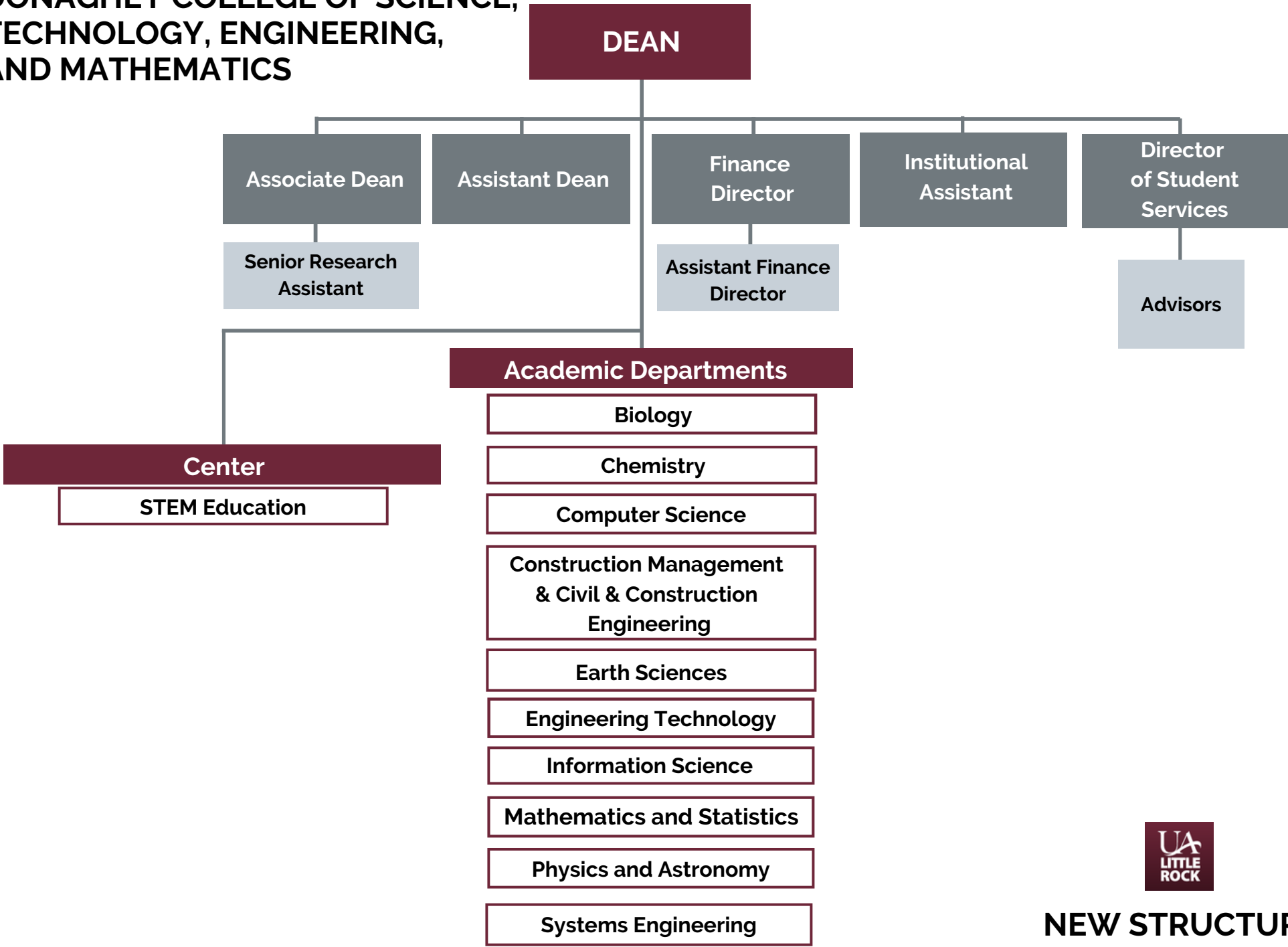
Centers

- Arkansas Economic Development Institute
- Arkansas Small Business & Technology Development Center
- MidSOUTH



NEW STRUCTURE

DONAGHEY COLLEGE OF SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS



NEW STRUCTURE