Proposal to Create “College of Professions”
consisting of three schools & one department
(UWM PP 2.01(2) & PP 4.01(2))

Executive summary:

As part of the 2030 plan, the University of Wisconsin-Milwaukee (UWM) is restructuring several Schools and Colleges to reduce administrative positions and to increase efficiencies in student services and administrative support.

The following proposed restructure is to combine three existing UWM Schools (Helen Bader School of Social Welfare, School of Education, and School of Information Studies) under a larger college structure. In addition, during the planning process it has been determined that the Department of Urban Planning in the School of Architecture and Urban Planning (SARUP) will be well placed into the new College, given the innovative and timely curricular and research synergies it brings to the College.

The “College of Professions” is a working title for the new college. New college names are currently being considered.

Each unit will retain its current structures and shared governance bodies. Curricular programs/codes will not be changed; all undergraduate and graduate programs will be delivered of the same quality as they are currently. Each unit will also maintain its current research support, physical space, and administrative support. As part of the planning process, however, efforts are underway to determine ways in which these supports might be integrated to provide better student advising, enrollment management, and record compliance activities. Collaborations across the College will also focus on activities to foster innovative collaborations to educate students on working with multiple stakeholders and developing comprehensive approaches to societal issues in our community.
I. Unit identification
   A. College of Professions (working title)

   B. The proposal results from the collaborative discussions of the following units:
      Department of Urban Planning, University of Wisconsin-Milwaukee
      Helen Bader School of Social Welfare, University of Wisconsin-Milwaukee
      School of Education, University of Wisconsin-Milwaukee
      School of Information Sciences, University of Wisconsin-Milwaukee

II. Nature of proposed action
   A. Establish new unit:

      As part of a larger initiative to reduce the number of Schools and Colleges at the University of Wisconsin-Milwaukee, three existing schools: School of Education (SOE), Helen Bader School of Social Welfare (HBSSW), and the School of Information Studies (SOIS) will be restructured under the College of Professions. These three schools will retain their names and current structures, with SOE and HBSSW remaining departmentalized and SOIS remaining non-departmentalized. Shared governance structures in the schools will remain the same.

      In addition to housing schools, the College will house one department directly under the college: the Department of Urban Planning (currently a department in SARUP).

      Because no changes are being proposed to any of the existing undergraduate or graduate programs, there will be no impact on curricular codes.

III. Timetable for proposed action
   A. Effective date: Implementation of the College of Professions will begin in Fall 2022 with full implementation achieved in starting July 1, 2023.

   B. Transitional period/plan

      In the transition period, essential functions including business and financial, human resources, student support, information systems, academic and research support, marketing, and school/college governance will be aligned to meet the needs of the new college and its constituent schools. The transition period work will require up to 15 months for the relevant units to complete their tasks while serving the needs of students, faculty, and staff during the transition period. More details on the work planned during the transition period is presented in Appendix 1 which is common to the entire restructuring project.

   C. Duration of change: Action will be in effect until further notice

IV. Impact of proposed action on academic programs
   A. Programmatic impact of proposed action
1. **Impact of proposed action on unit’s instructional programs: quality of certificate, minor, major, specialization, concentration, program by curricular code**

The academic programs in the units will not be impacted by the proposed change. All programs will be delivered of the same quality as they are currently.

There are discussions surrounding the possibility of growing joint program options across the units inside the new College. A workgroup is currently working to identify possible curricular partnerships across the units.

2. **Impact of proposed action on scholarship, research, and creative activity in school/college, as it relates to campus mission and conception of urban doctoral research university**

The schools will be restructured as autonomous structures under the college. Research activities in each of the three schools will continue. It is likely, however, that the restructuring will bring additional opportunities for collaboration. Faculty in all areas have a strong mission of community engagement, social justice, and experiential learning. Several faculty members in the units also focus on urban populations and communities. It is expected that joining these units under one College structure will lead to increased collaborations and innovations. Currently, a workgroup, with representatives from each unit, is working to identify research collaborations.

3. **Impact of proposed action on curricula in other programs, departments, and units**

The proposed action is not expected to impact curricula in other programs, departments, or units on campus. Degree programs in each of the units will remain the same. The joint programs that the units have with other entities on campus will not be impacted. There will be no curricular changes to current programs, curricular codes, joint offerings, nor cross-listed courses.

4. **Impact of proposed action on metro/regional, state, national/international programmatic needs, in light of existing programs and schools/colleges**

There are no plans to change current programs. As an urban research institution, UWM has a responsibility to meet the needs of the community. These issues are complex and require an interdisciplinary and holistic response. The combination of the disciplines in the new College will be well positioned to provide this response.

5. **Other programmatic impact of proposed action (e.g., Advising, Outreach, Technology Utilization, Distance Education, Accreditation)**

Advising, technology utilization, distance education, and accreditation will not be negatively impacted by the proposed restructure. It is possible that advising units may see increased efficiencies and consistencies through process and information sharing between respective advising staffs.

**B. Impact of proposed action on resource utilization in unit**

1. **Current budget information for a unit and the financial impact of proposed action for first 2 years**
Each School will maintain its own budget. However, some services will be shared by the schools much in the same way that services are shared across campus (e.g., IT support, HR, etc.)

Prior to the proposed restructure, each school had a dean and an associate dean. Under the new restructure, there will only be one dean for the college. Each School, however, will retain a leadership person (e.g., Vice Dean, Associate Dean, or Director) which will offset some of the savings recognized from having fewer deans. Some savings will also be offset by costs associated with having a new College (e.g., signage, letter head, minimal marketing and branding items, etc.)

2. **Impact of proposed action on utilization of space, facilities, and infrastructure (e.g., Space: ASF, offices, instructional, Space and facilities for scholarship, research, and creative activity, Clinical facilities, Study facilities, Other facilities, infrastructure, and supplies/equipment)**

Currently there are no plans to move the physical space of the units; therefore, there is no expected impact on the utilization of space, facilities, or infrastructure.

3. **Impact of proposed action on program support (e.g., Extramural research support, Other support for research, scholarly/creative activity)**

Each unit currently has its own program support and will retain that support after the restructuring. Workgroups are currently exploring possible models to strengthen these supports in all the units as well as to provide additional support for interdisciplinary collaboration across the units.

4. **Other financial/resource impact of proposed action**

Similar to other larger and more diverse units, the Dean will work with Vice Deans, Associate Deans, and Unit Directors/Chairs to facilitate development activities and to foster relationships with current and future donors.

**C. Impact of proposed action on personnel in unit**

1. **Impact of proposed action on staffing, workload, and position descriptions in unit**

Given the last several years of budget cuts, the three schools involved in the restructure have limited staff support. There are no plans to terminate employees or eliminate staff roles. It is likely, however, that some staff roles will change.

2. **What is the impact on existing staff (will they be moved, terminated, how will the change impact their workload)?**

Currently, staff in the units are working through plans for an integrated staffing model. Three workgroups have been formed for this work. The first is focused on integrating administrative supports. The second is focused on integrated student services and outreach, and the third is focused on integrated academic program support.
D. Impact of proposed action on students

1. Impact on students within the unit (e.g., Overall SCH/enrollment, Students pursuing course of study in unit)

There is no anticipated impact on students. Students will be served by current faculty and staff.

2. Impact on students outside the unit

No anticipated impact on students outside the unit.

3. Plan for how students will matriculate after change

SCHs and course offerings will remain the same in the units under the new structure. There will be no impact on student academic programs or the matriculation of students through the programs. Because course offerings will not be impacted by the restructure, there will be no impact to students inside or outside of the college.

V. Plan for assessing proposed outcomes

A student success and engagement workgroup has been formed with members from each unit involved with the restructuring. After implementation, this group will continue to meet and discuss impact of the restructuring on students. This information will then be shared with the units and the dean’s office to inform decision making and possible future changes to the structure of the college.

VI. Path through campus approval matrix

- November 1, 2021-Submit to Academic Affairs for circulation to all schools/colleges and the University
- November 11, 2021-Submit to APBC for review and comment; submit to APCC and GFC for information purposes
- December 16, 2021 Review and Vote by Faculty Senate
- January 2022 Review and approval by Provost and Chancellor
- Submit to UW System and Board of Regents for February 2022 review

VII. New Bulletin Copy (provided by unit initiating action)

Bulletin copy will be created after obtaining all approvals.

VIII. Comments from faculty/staff/administration of school/college that is the object of proposed action

Three workgroups have been formed to collect feedback from faculty and staff. The first group is
focused on the shared governance structure for the new college. The second is focused on developing an integrated staffing model. This group has been divided into three subgroups to formulate staffing organization in administration, student services, and program support. The third group is working on developing and fostering synergies in curriculum and research across the units inside of the new College.

Starting in November, townhalls will also be held bi-monthly to provide information to and solicit feedback from faculty and staff. A website is also being used to collect questions, share documents, and provide responses to FAQs.
https://uwm.edu/academicaffairs/planning/restructure/