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October 6, 2009

To: Faculty & Staff of CAS Departments of HMCS and M&P
Faculty & Staff of A&S

From: Anthony J. Perzigian
Provost

A handwritten signature in black ink that reads 'Anthony J. Perzigian'.

Subject: **Restructuring Update: CAS HMCS and M&P Faculty and Course Transitions**

Since the Collegiate Restructuring Steering Committee's submission of comprehensive recommendations on August 17, my office has moved ahead with implementation of several of those recommendations. I am writing to update you on those measures related to the faculty and courses in the Humanities, Media & Cultural Studies Department and the Math & Physics Department. I also hope to defuse some of the rumors now circulating.

First, let me reaffirm the commitment made in my June 25 memo to all CAS and COE faculty, staff, and students. For the purposes of RPT and governance, the faculty of CAS will remain in CAS until July 1, 2010, and Dean Carlo Montemagno will remain dean of CAS as well as dean of COE. Until next summer, the CAS governance structures will remain in place, and the RPT processes will continue to function as they have in the past. This continuity will protect the contractual rights of faculty. However, the upcoming transitions of faculty and courses to other colleges cannot be accomplished with a flip of a switch, and changes that can occur before July 1 without infringing the rights of faculty or staff and without violating university policies should occur as soon as practicable.

With few exceptions, the faculty and courses currently housed in M&P and HMCS will move to the McMicken College of Arts & Sciences. This applies to both CAT and non-CAT faculty and courses. The CAS literacy faculty will move to the School of Education in CECH. Any faculty member who believe that he or she should be reassigned to another unit within the university should contact Vice Provost John Bryan. The eventual assignment of all faculty will be guided primarily by student demand and program need, but we are open to discussing alternative assignments.

Transitioning Courses

The first step in the transition will occur with the renumbering of most of the two departments' courses from College 32 (CAS) and College 40 (CAT) to College 15 (A&S), effective spring quarter 2010. Where the course duplicates one in A&S (such as ENGL101), the CAS course sections will simply become additional sections in the A&S course listing. Where a CAS course is unique, it will become a new A&S course. This straightforward process of renumbering should not imply that A&S will maintain all unique CAS courses beyond spring 2010. In the future, the A&S departments will operate as they always have, working with the faculty they have to offer courses in response to their own needs and to the needs of all the other academic units on campus that rely on them for service courses. In the case of developmental CAT courses, the future curriculum is now being planned by a workgroup that includes faculty from both colleges.

This means, of course, that all CAS faculty in HMCS and M&P will be assigned to teach A&S courses in spring 2010 while they continue as CAS faculty.



Transitioning of Tenured Faculty & Untenured Non-CAT Faculty

Although those two departments' tenured faculty and untenured non-CAT faculty will remain in CAS for RPT and governance purposes until July 1, their integration into the lives of their new academic units need not wait, especially as spring elections and appointments shape governance and RPT functions in AY2010-2011 and beyond. Over the coming weeks, my office will work with the two CAS departments, the several affected A&S departments, and the CECH School of Education to develop guidelines for inclusion and integration of the CAS faculty.

Faculty who are not involved in any governance or RPT functions after winter quarter 2010, who are willing to waive their rights to remain in CAS until July 1, and who wish to transfer to their destination units as of spring quarter 2010, should contact John Bryan to discuss the possibility of early reassignment. Again, student demand and program need will determine whether those faculty's wishes can be accommodated, but we acknowledge that many faculty are eager to complete this period of transition and move on with their professional lives.

Transitioning of Untenured CAT Faculty

All untenured CAT faculty have received notices of non-reappointment beyond August 31, 2011 (with one exception for current appointment that runs to 2012). Because a few CAT courses will be taught after closure of the CAT in summer 2010, and because the faculty of the CAT will remain at least through the next two years, they too will transfer, most to A&S, a few to CECH.

We continue to work to try to retain as many CAT faculty as permitted by the university's needs and resources. We should have a clearer understanding of those needs by January 1, 2010, and will update you periodically. Once those needs are established, we will move as quickly as possible to inform everyone as to how many faculty members we will be able to offer employment past August 2011, and will work equally hard to integrate CAT faculty into their new departments with careful regard for their shared governance rights and RPT criteria needs.

Rumor Control

Several rumors continue to surface regarding the disposition of CAS faculty. I hope to clarify those issues:

- ▶ The reassignment of HMCS and M&P faculty will **not** be contingent upon open positions in the receiving departments.
- ▶ **All** tenured faculty will continue as faculty of the university. Tenure resides in the university, not in the college or department.
- ▶ Tenured faculty will not be asked or required to apply for a position in any receiving department, now or in the future. (Last academic year, a small number of CAS faculty chose to apply for attractive positions at a regional campus. That was their right and their choice. They were not required to apply for those positions in order to retain their employment at UC.)
- ▶ Faculty who are reassigned will not see any difference in their pay, rank, tenure, or title.
- ▶ No faculty will be reassigned to Cincinnati State Technical & Community College. CSTCC is a separate institution and we have no ability to assign any faculty to it.
- ▶ Untenured non-CAT faculty in HMCS and M&P have not received notices of non-reappointment and are not affected by closure of the CAT.
- ▶ The heads of M&P (Jim Sullivan) and HMCS (Janet Reed) will remain heads of their departments through July 1, 2010.

I will periodically update you on the progress of this transition. Until then, please distrust any rumor that contradicts the information coming out of my office.

cc: V. Hardcastle
C. Montemagno