

Restructuring Task Force  
Task Force Report  
May 30, 2008

Submitted by Dorene Ross and Jamie Algina, Co-chairs

Task Force Members: Jean Crockett, Mark Shermis, Anja Heatley, Eric Black, Harry Daniels, Rick Ferdig, Hazel Jones, Tracy Linderholm, Elizabeth Yeager, Craig Wood, Michael Garrett, Michelle York, John Kranzler, Shelley Warm, Silvia Echevarria-Doan

The Task Force met for one month to develop and deliberate about possible plans for re-organization of the college. After discussion of the pros and cons of two and three department options the Task Force decided to develop and recommend only a 3-department model. The major arguments against a two-department plan include:

- Two departments will result in less coherent groups
- The departments will be larger
- Physical moving, if required, will be chaotic
- Management of departments will be very time-consuming and difficult
- It seems possible there will be shifts of power/admin tasks onto faculty in order to ease the management demands on chairs. This would leave faculty with less time and energy for their primary commitments (research and teaching)

After development and consideration of alternative three-department models, the Task Force recommends the following configuration (called Plan B by the Task Force):

Department One--STL minus Early Childhood

Department Two--Special Ed, School Psych, Early Childhood

Department Three--Ed Admin, Ed Psych, REM (Research-Evaluation-Measurement), and Counselor Ed

**Task Force Ballot Results**

- Plan B (recommended) 15 acceptable; 1 unacceptable
- Plan C (not recommended) 7 acceptable; 8 unacceptable (1 no choice)
- 11 have Plan B as first choice; 3 have Plan C as first choice (1 viewed neither as acceptable; 1 had no recorded preference)

Data on which the decision was based are below:

	Fac #	Grant Submissions	Grant New Awards	Distance Ed 04-06 (Prop of revenue)	Distance Ed FY 07 (Prop of revenue)	PHDs (# enrolled 07)	6 yr ave doc grad	SCH 06-07
1.	35	\$7.1M	\$311K	\$596K	\$709K	89	11	30970
2.	27	\$14 M	\$5 M	\$21K	\$226K	67	9	13544
3.	30	\$8.4 M	\$1.6 M	\$13K	\$65K	199	22	22,924

Related to department leadership the Task Force passed the following motion:  
 For 08-09, Chairs should be appointed as interim chair with option to put their name into contention the next year as continuing chair. A department (by a majority vote) could request to have a continuing chair appointed for 08-9.

- In favor—12
- Opposed--1
- Abstain –1

The Task Force also discussed two major concerns:

- 1) The faculty as a whole have expressed concern about the procedures for moving forward in the restructuring process. The Task Force understands Dean Emihovich is seeking clarification about the appropriate process and will communicate with the faculty soon.
- 2) As part of the discussion a key concern was raised that should be addressed as part of re-organization. The key concern is that some programs might disappear once merged into new departments with less commitment to the program. The Task Force urged conversation with the Dean and in reconstituted departments focus on how we can guarantee that each program will have some reasonable level of support.

The Task Force also communicated they are willing to continue meeting to address further budget cuts if necessary – including further restructuring if necessary.

Please Note: For convenience purposes, the President's Budget Reduction Proposal only includes the excerpted pages showing the College of Education. If the rest of the document is needed, please contact Whitney Shadowens ([whit717@coe.ufl.edu](mailto:whit717@coe.ufl.edu)). Thank you.

**Fiscal Year 2008-09  
Budget Reduction Proposal  
May 5, 2008**

*In response to the FY 08-09 budget adopted by the Florida Legislature, the University of Florida is making \$47 million in cuts that will affect all areas of the university.*

*As a result of the budget cuts, the university will reduce funding for administrative units and research, reduce or eliminate degrees and courses and restructure several departments.*

*“Our priority is to protect the quality of education at the University of Florida,” President Bernie Machen said. “With the help of our deans and vice presidents, we have worked very hard to minimize the impacts. But clearly, we cannot take reductions this large without making difficult choices.”*

*The budget cuts were achieved by requiring each college and administrative unit to reduce spending by 6 percent. Each dean and vice president determined how the college and unit would meet its goal.*

*The criteria for deciding budget reductions included protecting the university’s core missions of education, research and service (including economic development), the strategic goals of the university and the needs of students and the state. Administrators sought to more efficiently allocate resources but in some cases were forced to eliminate services and programs.*

*University libraries and security programs were exempted from the cuts. Promotional raises for faculty will be retained.*

*President Machen will meet with the Faculty Senate Steering Committee on May 8 for faculty review of the budget. The budget will be finalized and presented to the Board of Trustees as a recommendation for their endorsement during a conference call the week of May 12.*

### **Personnel Impacts**

- Elimination of about 430 faculty and staff positions (about 290 now vacant)\*
  1. About 20 faculty and 118 staff members will be laid off
  2. IFAS will convert about 63 staff positions from state to non-state positions
  3. Information regarding the layoff process and available services can be found at: [http://www.hr.ufl.edu/emp\\_relations/layoff](http://www.hr.ufl.edu/emp_relations/layoff)

### **Student Impacts**

- Employee Reductions\*
- 5 faculty, 4.5 staff positions

**College of Design, Construction and Planning** \$0.595 M

Merged departments:

- New School of Landscape Architecture, Planning and Preservation consists of departments of Landscape Architecture, Urban and Regional Planning and Historic Preservation.

Employee Reductions\*

- 2 faculty, 5 staff positions (0 layoffs)

**College of Liberal Arts and Sciences** \$5.97 M

Doctorate Degree Program Changes

*(The following Doctoral Degree Programs will have no admissions for three years: 2009-10, 2010-11, 2011-12. The dean may petition the provost to reopen admission for Fall 2012 to one or more of these programs.)*

- Ph.D in Philosophy
- Ph.D in Romance Languages and Literatures with concentration in French
- Ph.D. in German

Academic Area Eliminated

- Vietnamese and Korean language subject-area tracks

Merged departments

- Departments of Zoology, Botany and Biological Sciences Teaching Program
- Department of Criminology, Law and Society and Department of Sociology
- The current departments of African & Asian Languages and Literatures, Germanic & Slavic Studies and Romance Languages and Literatures will be reformulated into a Department of Modern Foreign Languages and a Department of Spanish Language and Literature

Funding Reduction

- Academic Spoken English Course

Employee Reductions\*

- 19 faculty/ 15 staff positions (layoff of 13 staff and 10 faculty of which 2 are visiting professors)

**Warrington College of Business** \$1.47 M

Minors Eliminated

- Undergraduate minor in Real Estate
- Undergraduate minor in Entrepreneurship

Employee reductions\*

- 8 faculty/ 2 staff positions (0 layoffs)

**College of Education** \$0.955 M

Doctorate Degree Programs Eliminated

- Ph.D. and Ed.D In Student Personnel in Higher Education
- Ph.D. and Ed.D in Social Foundations

**Masters Degree Programs Eliminated**

- MEd. Foreign Language Education
- MAE/Med. In Social Foundations

**Departmental Restructuring**

- Consolidation of all five departments into 2 -3 schools/departments

**Employee Reductions\***

- 14 faculty, 12 staff positions (layoff of 4 staff)

**College of Engineering** \$3.6 M

Employee Reductions\*

- 20 faculty/ 9 staff positions (possible layoff of 8 people)

**College of Journalism and Communications** \$0.580 M

Institute Restructured

- Documentary Film Institute removed from state funding

Employee Reductions\*

- 1 faculty, 2 staff positions (0 layoffs)

**Levin College of Law** \$1.24 M

Enrollment Reduction

- Smaller classes for JD program

Employee Reductions\*

- 3 faculty, 1 staff positions (0 layoffs)

**College of Health and Human Performance** \$0.534 M

Bachelor's Degree Major Programs Eliminated

- BS Therapeutic Recreation
- BS Physical Education

Academic Area Eliminated

- Alan C. Moore Sport and Fitness Program (Elective Sport and Fitness program for students)

Employee Reductions\*

- 2 faculty, 1 staff positions (0 layoff)

**Other Centers and Programs**

**Student Health Care Center** \$0.005 M

**Institute of Child Health Policy** \$0.058 M

**Center for Latin American Studies** \$0.102 M

Employee Reductions\*

- 1 faculty, 0 staff positions (0 layoffs)

**Florida Museum of Natural History** \$0.515 M

Exhibit Reductions