**COE Planning for Restructuring: Process and Timeline**

August, 2017 Discussed the rationale and provided charge (i.e. primary areas ELPE, EPF & Special Education to reduce administrative overhead i.e., from three department heads to two) and timeline for process. Dean shared that we will listen and address your concerns and provide opportunities for input throughout the process.

 Dean met with ELPE, EPF and Special Education Heads to

 discuss and asked to lead dialogue in each academic unit. This

 process was modeled after the KAHHS restructuring. Additionally,

ELPE, SPED and EP would convene as a large group to explore possible options for merger. Dean asked to be invited to engage as issues emerged or would address with department heads.

Established December 8 as the deadline for proposal (up to 4 recommendations)

Sept. – November, 2017 Department Heads engaged individual units and connected with

 other units to explore possible mergers (e.g.,

Questions/concerns about impact on tenure and promotion and administrative staff reduction were raised and dean visited with provost during 1:1 meeting. Dean shared feedback from provost about current T&P faculty would have the option to remain with current PAC or new PAC after merger. Additionally, administrative staff reduction would not be impacted.

COE Faculty Senate discussed providing support by holding forums and developed a strategy to do so. They planned to hold forums.

During 1:1 with Department Heads, dean continue to probe about how the discussion in the respective units (i.e., concerns, possibilities and issues to address along the way) were going.

COE Faculty Senate held a forum to facilitate dialogue among units to continue the dialogue and action planning (e.g., everyone in EPF, ELPE and SPED was invited; dates & location was announced). Discussed at Leadership team issues and feedback raised at forum. It was a tenuous meeting.

December 8, 2017 ELP, EPF and SPED Head submitted Proposal was submitted by December 8: two options were identified: (1) EPF, ELPE, SPED remain independently or (2) EPF/ELPE merge and SPED independent.

December, 2017 Dean reviewed proposal and provided feedback to Heads of the three academic units and shared proposal with Provost Wohlpart and obtained input.

January, 2018 Dean held with COE faculty and staff in EPF, ELPE and SPED to discuss two options provided in proposal, addressed inquiries and

 next steps (exploring names for merged department and process

moving forward). Dean provided an update to Provost. Followed up on two inquiries about COE budget (i.e., allocation of resources and salary saving for merger).

ELPE/EPF met to explore possible names under the leadership of the two department heads. Process was similar to KAHHS process for restructuring.

March 26, 2018 COE Spring Meeting – faculty and staff were invited to attend. Dean provided an update on proposal and COE Faculty senate held vote on EPF/ELPE merge (with new name) and SPED remains independent. Reported vote outcome after COE Faculty Senate count at the meeting. Reported t to Provost outcome and inquire about next steps.