



To: Faculty and Staff, College of Arts and Sciences and Parks College of Engineering, Aviation and Technology Reorganization

From: Michael Lewis, Provost

Date: December 16, 2021

Re: College of Arts and Sciences and Parks College of Engineering, Aviation and Technology Reorganization – Final Decision

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### **Summary of the Feedback Process for the Initial Proposal to Reorganize the College of Arts and Sciences and Parks College of Engineering, Aviation and Technology**

After sharing my [initial proposal](#) to reorganize the College of Arts and Sciences and Parks College of Engineering, Aviation and Technology (Parks) in June of this year, I met with community stakeholders via a dozen one-hour sessions in September and October 2021 to take feedback. In accordance with our Faculty Manual, Faculty Senate Executive Committee members were invited to attend the meetings with faculty. Community members were invited to submit alternative proposals by November 19<sup>th</sup>, and I received significant feedback on that date that can be categorized as follows: (i) two full alternative proposals were submitted; (ii) four partial alternative proposals were submitted, where I was asked to reconsider part of my initial proposal; (iii) numerous emails either supporting the initial proposal or suggesting organizational homes for joint programs that might potentially be in different colleges/schools, depending on the final organizational structure.

Since November 19, I considered all feedback and alternative proposals, met with multiple groups of faculty to ensure I fully understood their proposal and/or desired outcome, and reached out to community members to help me in the discernment process. The community feedback has informed my final decision for the reorganization of CAS and Parks.

### **Approach and Rationale**

My initial proposal outlined problems identified by the task force to advise the provost on the future structure of CAS, and it also enumerated guiding principles that I heard from the community as I held listening sessions during the 2020/2021 academic year. To briefly reiterate issues that we as a community held as important in considering the best structure for a reorganized CAS and Parks, I worked to ensure reorganization will:

- align with our Catholic Jesuit educational Mission
- improve student success
- grow student enrollment and increase resources

- support and enhance the university’s equity goals

It is worth repeating that no organization structure will address all of our problems. It is also worth noting that I recognize the final organizational structures will leave some community members unhappy or desiring different outcomes. I look forward to continuing to work with the community to improve our structures and processes such that we have the best possible outcome for students and for SLU.

**Final Reorganized Structures**

The reimagined CAS, and the new School of Science and Engineering (SSE) are shown below, with the constituent departments in each unit.

<b>Reimagined College of Arts and Sciences (~265 Faculty)</b>	
African American Studies	Languages, Literatures and Cultures
American Studies	Mathematics and Statistics
Biology	Philosophy
Communication	Political Science
English	Psychology
Fine and Performing Arts	Sociology and Anthropology
Health Care Ethics	Theological Studies
History	Women’s and Gender Studies

  

<b>New School of Science and Engineering (~100 Faculty)</b>	
Aerospace and Mechanical Engineering	Civil, Computer and Electrical Engineering
Parks Department of Aviation Science	Computer Science
Biomedical Engineering	Earth and Atmospheric Sciences
Chemistry	Physics

There are a few notable changes compared to my initial proposal, and these are the result of suggestions I heard in community feedback and through alternative proposals. First, the division structure I initially proposed for both CAS and SSE has been dropped. A Dean will oversee both units, and the appropriate associate/assistant Dean structure will be left to the Dean to consider and implement, in consultation with the faculty. Second, the Department of Mathematics and Statistics will be in the reimagined CAS, rather than SSE, as it was in the initial proposal. Third, the Engineering faculty will be organized into three departments: (i) Aerospace and Mechanical; (ii) Biomedical; (iii) Civil, Computer and Electrical.

**Next Steps**

The reimagined CAS and new SSE will use the spring semester to implement the structures and policies required to start the Fall 2022 semester. I look forward to working with the faculty and staff to ensure a successful beginning for each College/School, so we are prepared to serve our students. In addition, I will work with the faculty on a plan to hire a permanent Dean for each College/School.