

## Questions asked and answered following open forums:

### Scheduling for changes to catalogs, signage, websites, print materials & etc.?

*The process for this change will begin in Spring 2024. This process will not be swift as there are many changes needed.*

### If the new TLP is separate are there dual appointments for people teaching the ED core or directing education programs?

*Faculty teaching in the ED core will have appointments in their home department/discipline in which they were hired.*

### One objective was trying to reduce inequities. If program coordinators are getting release time as they justify and their chair approves won't there still be inequity as some chairs approve more release than other chairs? That is already what is happening.

*Not all program coordinators' release time will be approved. Final approval is at the discretion of the Office of Academic Affairs in collaboration with Department Chairs.*

### How did come to the decision to not include faculty of the various units in the selection of the chairs?

*Chairs were informed early in the process that initial chairs would be selected from the current chairs.*

### Wonder where NDCPD fits into this structure. I did not see it listed but maybe I missed it. While not impacted in the same way as other departments, it would still be good to recognize how NDCPD will fit into the new academic structure.

*NDCPD serves those with disabilities in the community. It is not an academic unit but will remain in its current state in the overall university structure.*

### Will there be some kind of tie between the departments and schools? For example, will they budget as a school? Will there be physical proximity changes?

*Both are yet to be determined. The new VPAF will be involved in this process.*

### Why weren't departments consulted when choosing chairs?

*To ensure a brand-new chair with no experience was not selected for the initial implementation of the restructure, chairs were selected from those who are currently in the role. In the future, chairs will be selected with department feedback.*

### When will we know if chairs have a term limit?

*The AVPAA and Faculty Senate president are working on guidelines and possible recommendations for chair term limits.*

### Will tuition funds stay in the program unit giving the course? We need a forever answer not a fiscal year answer.

*Programs currently do not get their tuition dollars.*

### Can we have a job description for chairs? There is an expective of peer review for tenure. Can that be made part of a job description chair or coordinator?

*The draft job description for chairs is posted on [this page](#). All annual faculty evaluations require peer review of teaching per Article IV of the Faculty Senate Bylaws.*

**We are basing divisions on number of faculty? Why? This doesn't allow mobility in terms of growing fields. We lose this in a year just based on student demand in one sector.**

*Departments are not based on the number of faculty, but the effort is to keep departments similar in size.*

**In what ways, if any, will tenured, pre-tenure, and new faculty be affected?**

*Faculty in some areas will have a different department chairperson than in the past, but similar changes occur when a chairperson steps down. Over time, more consistent policies and practices will be implemented to improve equity. Tenure, pre-tenure, and new faculty will not be affected in ways that are any different than under current policies and procedures. Faculty will still teach, advise, participate in service, and complete scholarship.*

**Are any faculty in any of these positions anticipated to be removed, or can faculty continue to expect job security?**

*No faculty or staff positions are expected to be removed at the present time; however, we cannot predict the future. Continued declining enrollments will result in decreased tuition, fees and state funding, which will require budget reductions and efforts to grow enrollment where possible*