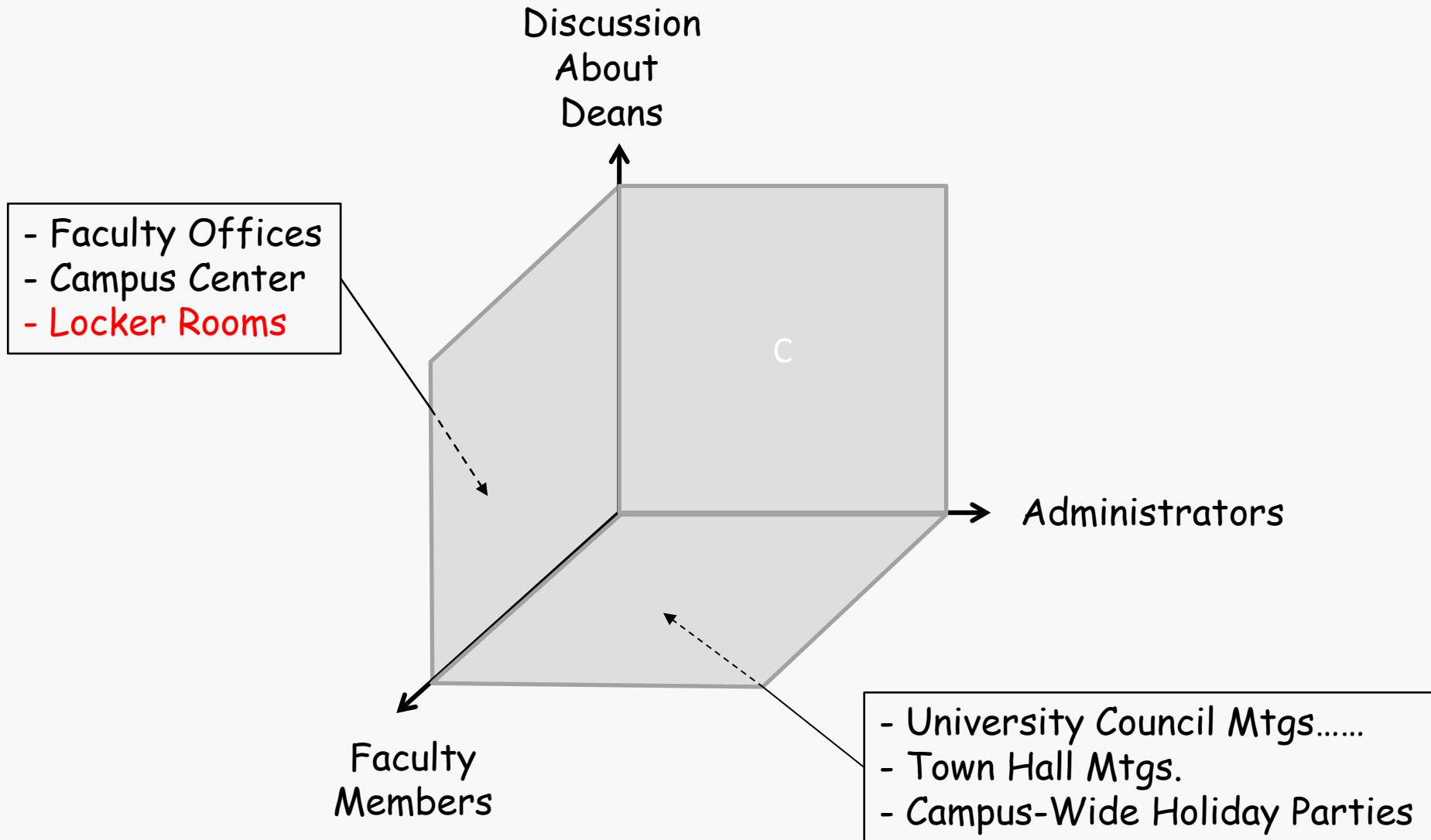# The Deans in 3-D
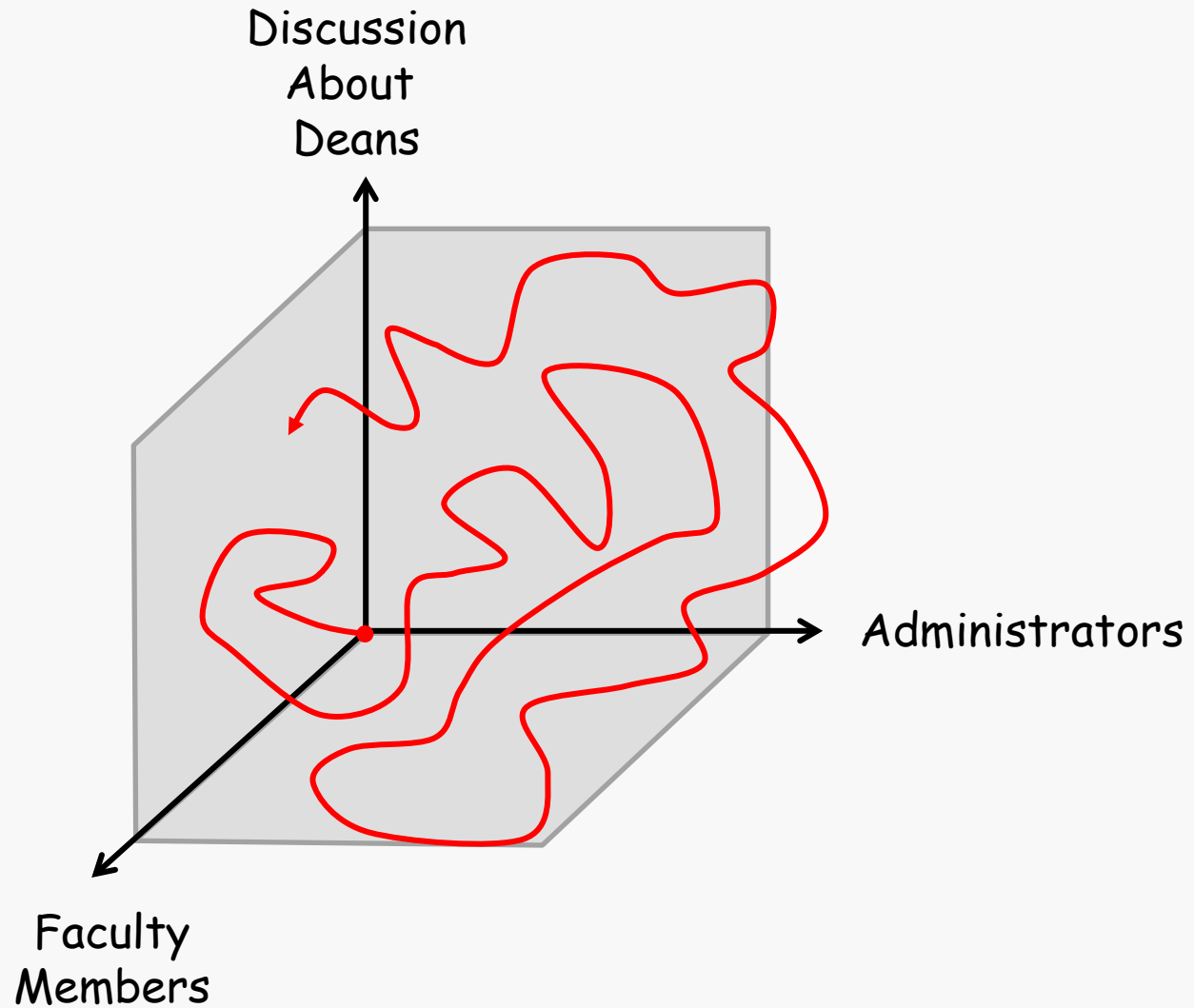
The Deans in 3-D
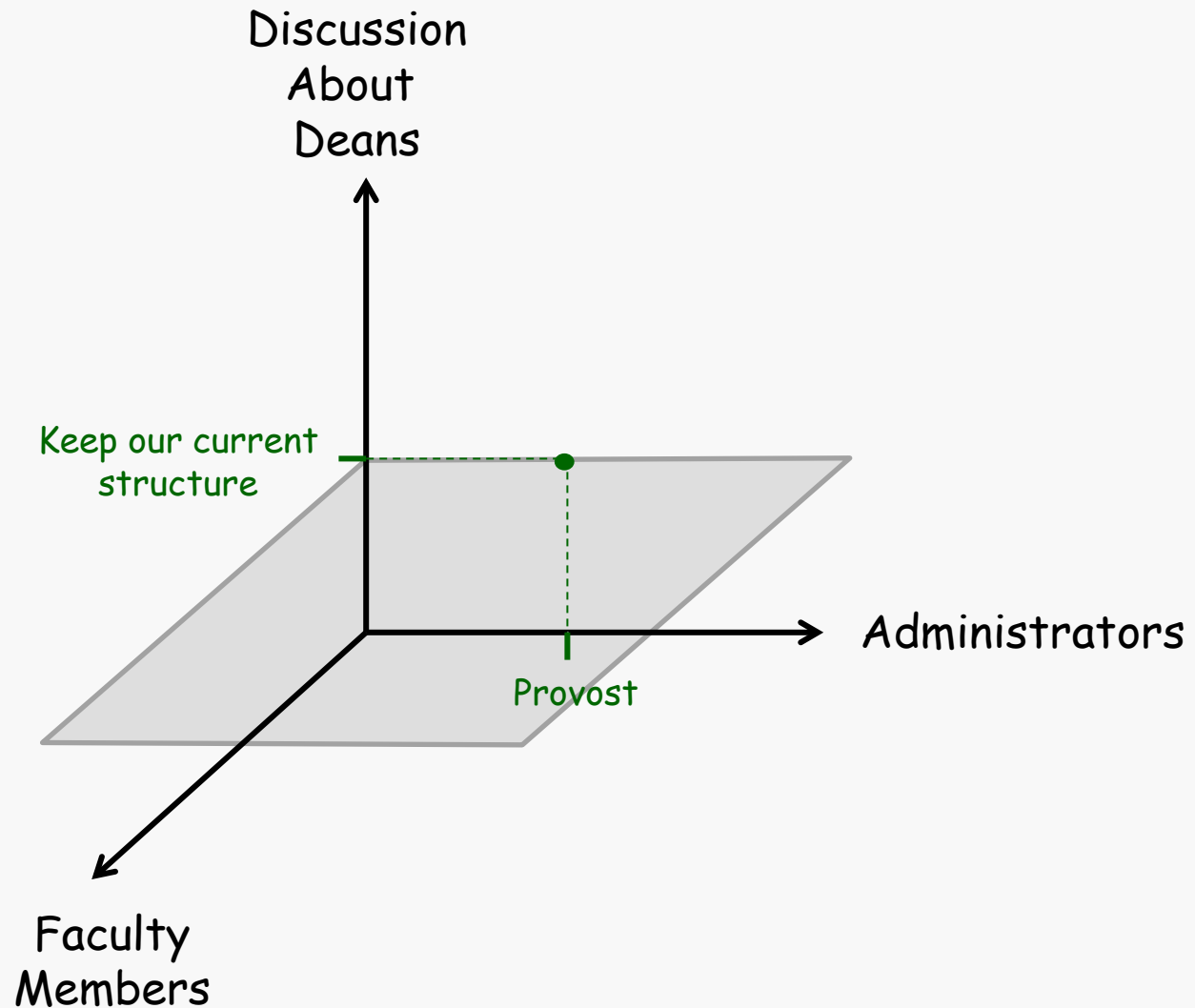
The Deans in 3-D
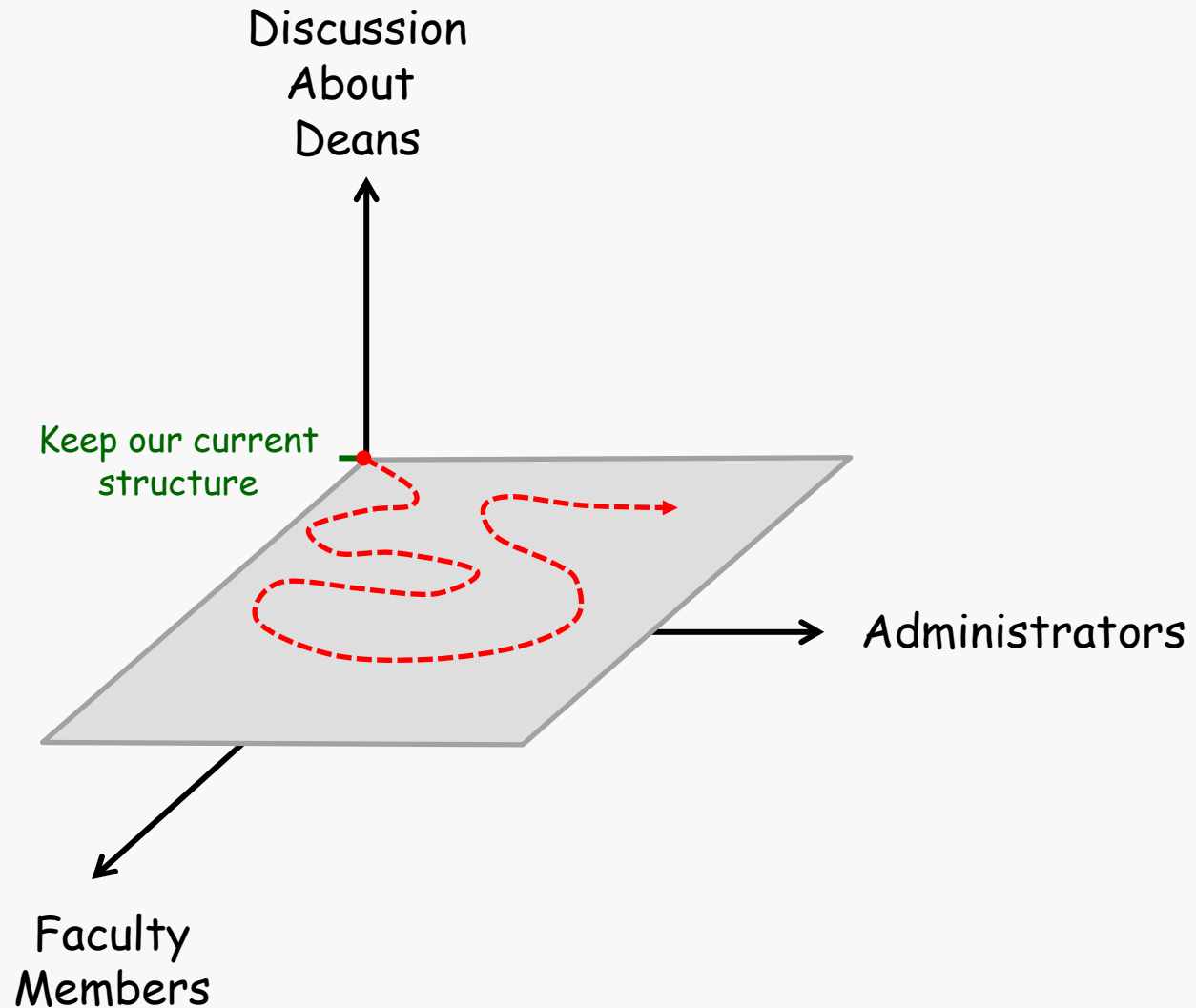
The Deans in 2-D

At Least One Other Idea

"The Deans and the Provost are expected to promote the Faculty."

So:

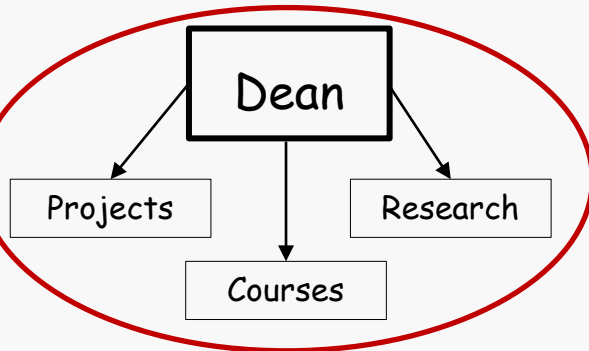The Deans and the Provost should <u>promote</u> the Faculty.

Make everyone a Dean…..already.

Revised Faculty Structure
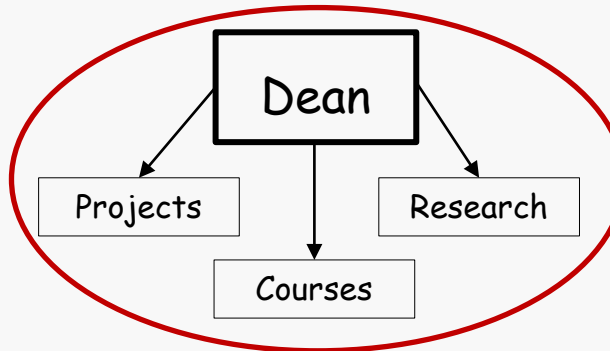
- <u>Tenured and Tenure-Track Faculty</u>
  - Assistant ~~Professors~~ Deans
  - Associate ~~Professors~~ Deans
  - Full ~~Professors~~ Deans

- <u>Non-Tenure Track Faculty</u>
  - Teaching ~~Professors~~ Deans
  - Research ~~Professors~~ Deans
  - ~~Professors~~ Deans of Practice
  - Adjunct ~~Professors~~ Deans

- <u>Advantages</u>
  - Will make it easier to recruit new faculty members
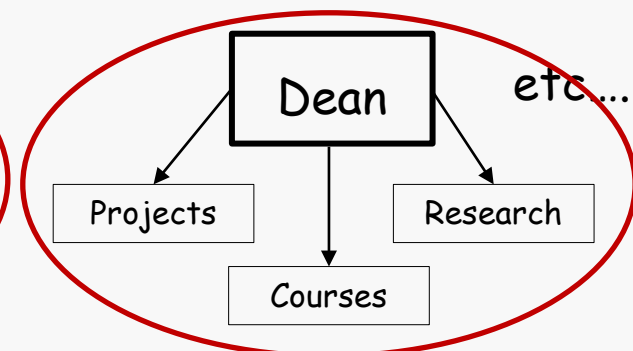 - Will eliminate dissatisfaction with our current promotion processes

Organizational Chart (simplified)

School

Dean → Projects, Courses, Research

School

Dean → Projects, Courses, Research

School

Dean → Projects, Courses, Research

etc...

<u>Fundamental Shift in Terminology</u>:

"Students"

become

"Direct Reports"

<u>Fundamental Shift in Paradigm</u>:

<u>Old Language</u>:
"Mark, I have some <u>bad news</u> for you. We're increasing your teaching load from three courses to six."

<u>New Language</u>:
"Dean Richman, I have some <u>great news</u> for you. We're doubling the size of your School."

Marketing and Communications…..

WPI:
Where Faculty and Administration
are all in the Same Bloat