The Deans in 3-D

Discussion
About
Deans

- Faculty Offices
- Campus Center
- Locker Rooms

- University Council Mtgs......
- Town Hall Mtgs.
- Campus-Wide Holiday Parties

Faculty
Members

Administrators
The Deans in 3-D

Discussion
About
Deans

Administrators

Faculty
Members
The Deans in 3-D

Discussion
About
Deans

Keep our current structure

Provost

Faculty Members

Administrators
The Deans in 2-D

Discussion About Deans

Keep our current structure

Faculty Members

Administrators
At Least One Other Idea

“The Deans and the Provost are expected to promote the Faculty.”

So:

The Deans and the Provost should promote the Faculty.

Make everyone a Dean.....already.
Revised Faculty Structure

- Tenured and Tenure-Track Faculty
  - Assistant Professors Deans
  - Associate Professors Deans
  - Full Professors Deans

- Non-Tenure Track Faculty
  - Teaching Professors Deans
  - Research Professors Deans
  - Professors Deans of Practice
  - Adjunct Professors Deans

- Advantages
  - Will make it easier to recruit new faculty members
  - Will eliminate dissatisfaction with our current promotion processes
**Fundamental Shift in Terminology:**

"Students" become "Direct Reports"

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**Fundamental Shift in Paradigm:**

**Old Language:**

"Mark, I have some **bad news** for you. We're increasing your teaching load from three courses to six."

**New Language:**

"Dean Richman, I have some **great news** for you. We're doubling the size of your School."
WPI: Where Faculty and Administration are all in the Same Bloat