

# **Effective Ways to Change and Use Current Departmental/Unit Structures**

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## Department of Communication



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# Overview

**Brief History of Merger**

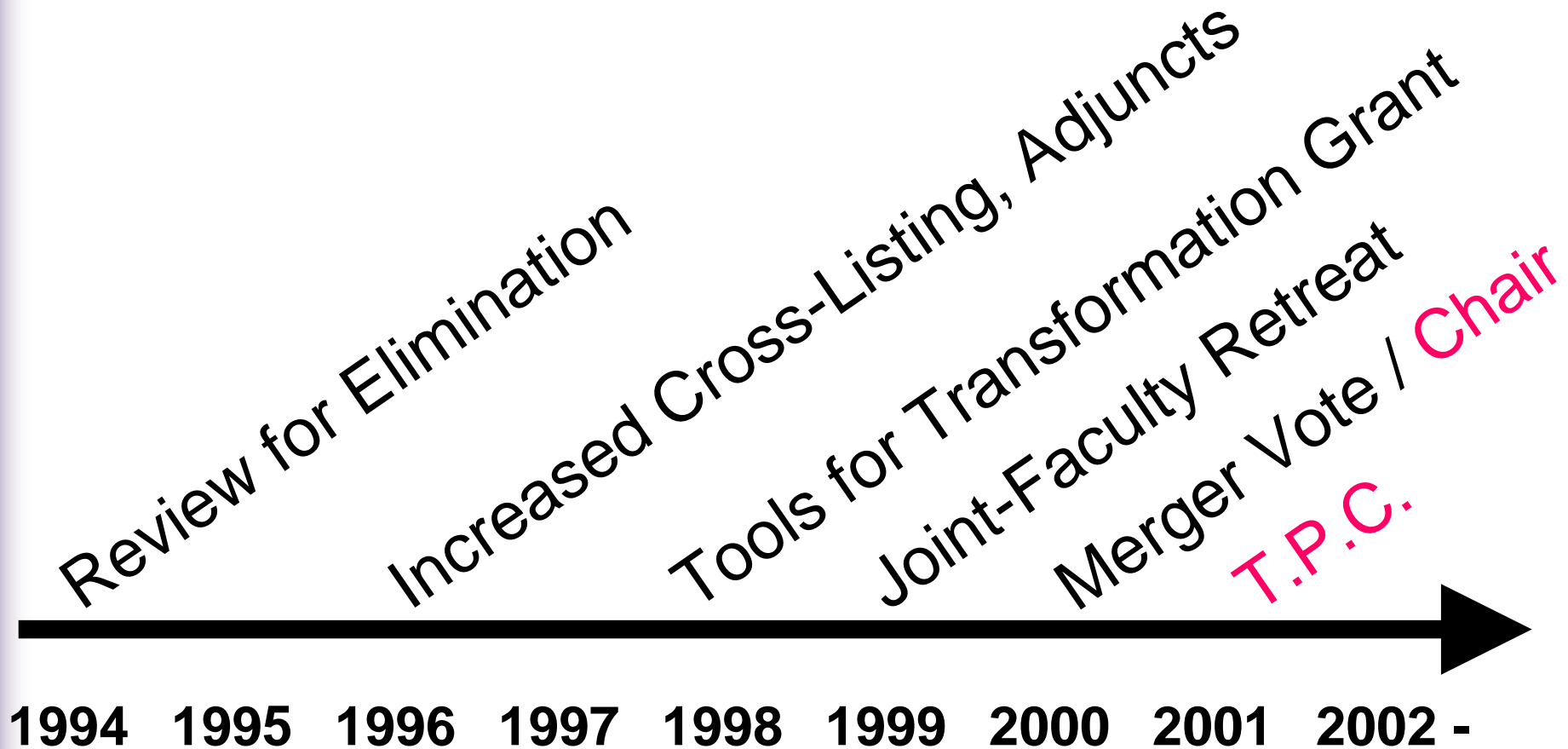
**Faculty Self-Governance During Merger**

**Departmental Policies**

**Ongoing Work**

**Summary Recommendations**

# Merger Timeline



# Faculty Self-Governance

## Pre-Merger

Faculty retreat to clarify terms of merger  
Vote of both faculties required for merger

## Chair Established

Dean selects new chair after faculty consultation  
Chair names Transformation Policy Committee (TPC)  
Chair sets committees/staff based on TPC advice

## Setting Policy

TPC drafts policies for department  
Faculty committees reviews/revises  
Full faculty amends/votes

# Policy Development

## General Departmental Policies

Mission statement

Staff configuration

Department website

Repository of virtually all policies and statements

Graduate student recruitment

Alumni outreach

Visibility at UW

Decision-making structure

Associate Chair

Elected Executive Committee

# Policy Development

## Graduate Program

### Core Principles

Intellectual and cultural pluralism

Interdisciplinary theorizing

Innovation through collaboration

Public scholarship

Areas of study

Core seminars

Admissions

Committee structure, prelims, and other requirements

# Policy Development

## Undergraduate Curriculum

### Principles

Communication literacy

Communication inquiry

Theory and concepts

Community engagement

### Areas of study

Two introductory courses

# Ongoing Work

## Revisiting and Clarifying Core Principles

Public scholarship (2004-2006)

Intellectual and cultural pluralism (current)

## Learning Goals Initiative

Systematize core principles of undergraduate program

Revise curriculum

# Summary Recommendations

## Seizing Opportunities for Resources

Tools for Transformation

‘Centers of excellence’

Learning goals initiative

## Faculty Self-Government and Consultation

Select key faculty for drafting policy

Give relevant policy committees review authority

Involve full-faculty in amending/approving final policy