

## Summary of Actions and Working Group Leads

December 2021

Recommendation	Decision	Working Group Lead
<b>Provost Office</b> Recommendation #1: Reorganize the Office of the Provost to allow greater focus on academic excellence.	Accept Recommendation with position title to be Provost and Chief Academic Officer	Tim Scott
Recommendation #2: Centralize undergraduate academic advising at the University level	Reject Recommendation with Modification to Current System  - College centralized academic advising reporting structures will be utilized with common advising platform and software	Tim Scott
Recommendation #3: Elevate the Higher Education Center at McAllen	Accept Recommendation with modification to expand focus to all remote locations (McAllen, Fort Worth/Dallas, Galveston, Qatar, Houston-HSC-EnMed)	Susan Ballabina
<b>Faculty Affairs</b> Recommendation #1: Create a new Vice President of Faculty Affairs position	Accept Recommendation	Kathy Banks
<b>Academic and Strategic Partnerships</b> Recommendation #1: Incorporate campus units that fit the mission of Academic and Strategic Collaborations.	Accept Overall Recommendation with following modifications  -Exclude Cushing Library and Music Activities Center -Include the Public Policy Internship Program  -Reject recommendation that the VP for Diversity report to this office.	Susan Ballabina
Recommendation #2: Create an Office Focused on Improving Recruitment and Retention of Undergraduate Students	Accept Recommendation with the following Modification:  -Retention activities will remain in the provost's office.	Susan Ballabina

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Recommendation #3: Sunset community-focused programs that do not serve the needs of the community and establish new programs to best support the shared mission of TAMU and the state of Texas	Accept Recommendation	Susan Ballabina
Recommendation #4: Invest in cultural centers: performing arts center, a museum, hospitality center, and campus gardens	Accept Recommendation	Susan Ballabina
<b>Academic Realignment</b> Recommendation #1: Combine the College of Liberal Arts, the College of Science, and the College of Geosciences to create new College of Arts and Sciences.	Accept Recommendation with additional action  Additional Action – Align titles of several academic units to be consistent campus-wide.	Tim Scott
Recommendation #2: Establish a School of Visual and Performing Arts with new departments in music, performing arts, and fine arts, and relocate the Department of Visualization to anchor new school.	Accept Recommendation  -Administrative location in the university will be recommended by the working group.	Greg Hartman
Recommendation #3: Establish a Department of Journalism	Accept recommendation with the following modification  -Administrative structure of the program will be recommended by the working group.	Tim Scott
Recommendation #4: Elevate and expand the Bush School of Government and Public Service through significant investment and a merger with the Department of Political Science.	Accept Recommendation with the addition of International Studies to the consolidation.	Mark Welsh
Recommendation #5: Create the new Institute of Biological Life Sciences which will contain the Department of Biology and the Biomedical Sciences Program.	Reject Recommendation to move both units to AgriLife.  Modify Recommendation. Move only the undergraduate Biomedical Sciences Program to the new College of Arts and Sciences. Create a new life science meta-major.	Tim Scott

<b>Recommendation</b>	<b>Decision</b>	<b>Working Group Lead</b>
<p>Recommendation #6: Merge the University Libraries into the newly created College of Arts and Sciences and create a new Department of Library Sciences.</p>	<p>Reject Recommendation with modification below.</p> <p>-University Libraries will become a service-oriented unit led by a University Librarian.</p>	<p>Jack Baldauf</p>
<p>Recommendation #7: Implement Texas A&amp;M Health Administrative Organization Structure and Budget Assessment recommendations</p>	<p>Accept Recommendation</p>	<p>Jon Mogford</p>
<p>Recommendation #8: Improve research organization at TAMU Health.</p>	<p>Accept Recommendation</p>	<p>Jon Mogford</p>
<p>Recommendation #9a. Reassign the University Studies degree program exclusively to the College of Arts and Sciences.</p>	<p>Accept Recommendation</p> <p>Create a new unit, Interdisciplinary Programs, to house University Studies, Biomedical Sciences, Transition Academic Programs, and other interdisciplinary degrees.</p>	<p>Tim Scott</p>
<p>Recommendation #9b Refocus the College of Veterinary Medicine on the core mission of graduate education and invest in the construction of a new Small Animal Hospital.</p>	<p>Accept Recommendation</p>	<p>John August</p>
<p>Recommendation #9c: Refocus the College of Architecture on the core mission of Architecture and Landscape Architecture and move the Building Construction Program to Engineering</p>	<p>Reject Recommendation.</p>	<p>n/a</p>

<b>Recommendation</b>	<b>Decision</b>	<b>Working Group Lead</b>
<p>Recommendation #9d: Consolidate the Department of Health and Kinesiology in the School of Public Health, including clinical research associated with the Department of Health and Kinesiology. Move the Technology Management Degree Program to the Department of Engineering Technology.</p>	<p>Accept Recommendation with following modification</p> <p>-Only the Health Education Division will be transferred.</p> <p>Accept Recommendation to transfer the Technology Management Degree Program to the Department of Engineering Technology.</p>	<p>Jon Mogford (Health Education)</p> <p>Ed Pierson (Technology Management Program)</p>
<p><b>Student Affairs</b> Recommendation #1: Reorganize Student Affairs and expand student "High Impact Practice" (HIP) services.</p>	Accept Recommendation	Joe Ramirez
<p>Recommendation #2: Align student organization management practices to ensure transparency and accountability.</p>	Accept Recommendation	Joe Ramirez
<p>Recommendation #3: Integrate Student Health Services and Counseling and Psychological Services into Texas A&amp;M Health and establish a dedicated unit to focus on providing holistic student health.</p>	Accept Recommendation	Greg Hartman
<p><b>Facilities</b> Recommendation #1: Restructure of Facilities, Operations/Safety and Security to include all facilities services under new centralized structure.</p>	Accept Recommendation	Stephen Franklin
<p>Recommendation #2: Create a new division of Facilities Planning and Construction (FPC) that allows for an expanded, strategic planning and construction unit.</p>	Accept Recommendation	Stephen Franklin
<p>Recommendation #3: Create a Division of Facility Information Systems to maintain information in support of TAMU operations.</p>	<p>Accept Recommendation with modification</p> <p>-Rename Division.</p>	Stephen Franklin

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<b>Finance and Business Administration</b> Recommendation #1: Centralize financial/business services under the Chief Financial Officer	Accept Recommendation	John Crawford
Recommendation #2: Identify inefficiencies within internal workflow processes.	Accept Recommendation	John Crawford
Recommendation #3: Implement a matrix management structure to leverage Financial Services by integrating Academic Affairs' Business Services, Data and Research Services, and Enrollment Management.	Accept Recommendation	Joe Pettibon
Recommendation #4: Establish a new centralized system for shared oversight of endowment funded expenditures and stewardship-related activities with the Texas A&M Foundation.	Accept Recommendation with the following modification  These processes should apply to all endowment and gift accounts.	Andy Acker
Recommendation #5: Shift the research administrative management of Veterinary Medicine and Biomedical Sciences research grants and facilities to AgriLife exclusively.	Accept Recommendation with the following modification  -Working group will determine which facilities will be reassigned to AgriLife.	Jack Baldauf
<b>Human Resources &amp; Organizational Effectiveness</b> Recommendation #1: Reorganize Human Resources and Organizational Effectiveness into a one-stop human resources service center.	Accept Recommendation	Damon Slaydon
Recommendation #2: Provide cross-training for employees.	Accept Recommendation	Damon Slaydon
Recommendation #3: Eliminate the HR Liaison Network.	Accept Recommendation	Damon Slaydon
Recommendation #4: Invest in succession planning and talent management.	Accept Recommendation	Damon Slaydon
Recommendation #5: Invest in a voluntary phased separation (VSP) program for eligible tenured faculty members.	Reject Recommendation	n/a

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<b>Information Technology</b> Recommendation #1: Consolidate Information Technology.	Accept Recommendation	Ed Pierson
Recommendation #2: Establish a university-wide Help Desk and ticketing system.	Accept Recommendation	Ed Pierson
Recommendation #3: Prioritize cybersecurity to ensure campus services are not compromised.	Accept Recommendation	Ed Pierson
Recommendation #4: Utilize project managers	Accept Recommendation	Ed Pierson
<b>Marketing and Communications</b> Recommendation #1: Centralize marketing and communications across the university.	Accept Recommendation	Marilyn Martell
Recommendation #2: Clarify university marketing and branding guidelines, training processes, and a mechanism for enforcement of those guidelines.	Accept Recommendation	Marilyn Martell
Recommendation #3: Streamline digital presence and contracts.	Accept Recommendation	Marilyn Martell