

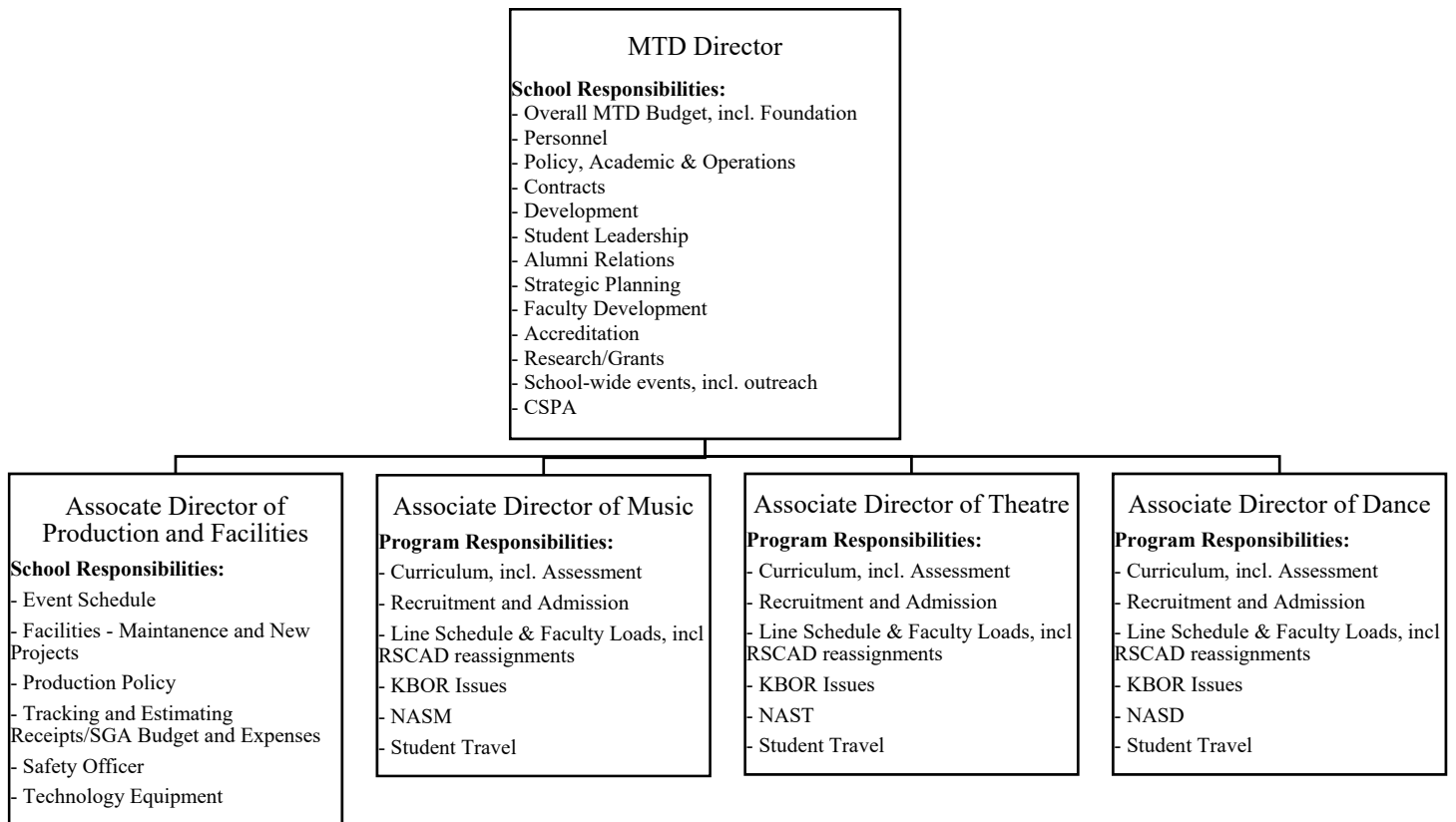
Administrative Realignment Proposal - Outcome

Composed by Ben Stark, SCOP Chair 2018-19

SCOP submitted for vote by the MTD faculty a proposal for administrative realignment on March 4 via email and available on Canvas. From March 4-March 22, each faculty was able to vote either to approve the proposal (yes vote) or deny (no vote) via a Qualtrics survey. At the close of voting, **the proposal PASSED with 21 voting in favor and 15 voting against**. The full results report from Qualtrics follows this summary.

The administrative realignment will put into effect the following changes to the existing administrative structure:

- **Redefine the roles of the current Associate Directors.** The primary role of Associate Directors is to serve as a member of the MTD administrative team. They will be responsible for facilitating and have specific duties within their designated area and will also represent that area to the Director; however, they will be evaluated upon their ability to work broadly throughout the School that may or may not intersect within their designated area.
- **Create a new associate director position to assist and oversee production and facility needs.** As a school, our finite resources of facilities and schedule affect us all and are ever changing. A coordinator assisting these autonomous groups and individual needs in the context of the needs of the school would be an asset.
- **Define the terms, eligibility, evaluation, and release of all Associate Directors.** The director will appoint associate directors for a three-year renewable term. Given the variability in academic ranks and number of faculty, all faculty are eligible to serve as an Associate Director. The Director will annually solicit faculty and staff feedback of each Associate Director in regards to their duties. Associate Directors will be evaluated as a part of the annual evaluation process (work as an Associate Director is considered Directed Service) and annual evaluations will serve as the basis for the Director's decision regarding reappointment. In serving as an Associate Director, each will receive a 3-hour instructional reassignment for the fall and spring semesters (6 hours total), and, as funding is available, will receive a stipend for summer meetings and special projects.
- **Redistribute duties from the Director to the new Associate Directors.** See reverse for areas of responsibility.



SEE FOLLOWING PAGE FOR NEXT STEPS OF IMPLEMENTATION AND THE FULL QUALTRICS REPORT

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Next Steps

- The Director will have individual conversations with the current associate directors of music, theatre, and dance to confirm expectations and how those individuals may choose to participate in the revised administrative structure.
- Following those conversations, the Director will reach out to MTD faculty for nominations and individuals interested the Associate Director Production and Facilities and any other vacant Associate Director positions.
- The goal would be to have all of the Associate Director positions filled by the end of the academic year.

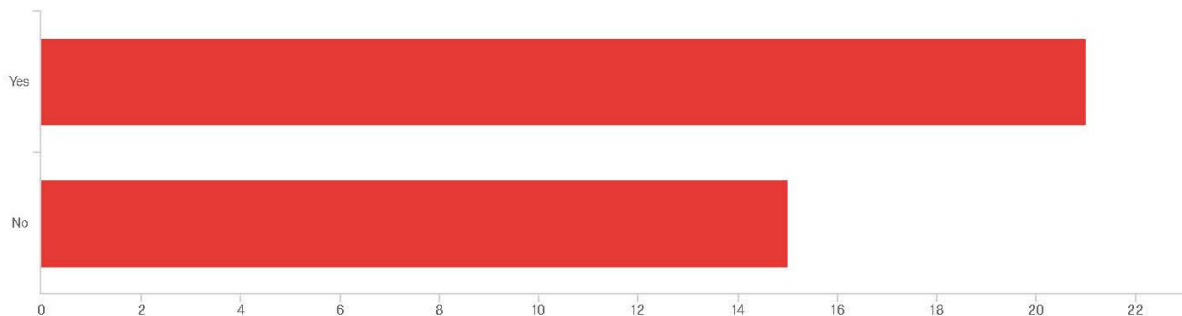
Qualtrics Report-Summary of Voting

SCOP - Administrative Realignment Vote

March 27, 2019 10:47 PM CDT

Q1 - Are you in favor of adopting the Administrative Realignment as distributed on March

4 via email?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you in favor of adopting the Administrative Realignment as distributed on March 4 via email?	11.00	12.00	11.42	0.49	0.24	36

#	Field	Choice Count
1	Yes	58.33% 21
2	No	41.67% 15

36

Showing rows 1 - 3 of 3

End of Report