Draft Proposal for Discussion in EPIC:
Proposal for a Organizing MICA’s Undergraduate Program into Divisions

Organize the undergraduate program into four divisions under the Dean for Undergraduate Studies and Faculty. A division will be defined as a cluster of departments overseen by a single full time divisional head. The rationale for clustering departments will be based on time-honored disciplinary, philosophic, and/or technical affinities. They should seem to most unsurprising and logical. This organizational model is in common use at many institutions.

Whether appointed from within or as a result of an external search, division heads will be faculty members with a leave of absence from teaching in order to assume a full-time twelve month staff position that reports to the Dean of Undergraduate Studies and Faculty. In addition to their full time faculty salary based on their placement on the Faculty Salary Scale, division heads will receive a stipend reflective of the increased time, load, and responsibilities associated with the position. With the permission of the Dean of Undergraduate Studies and Faculty, division heads may choose to teach one course per semester as part of the job description.

As noted in the attached description of responsibilities and duties, division leaders will form a Dean’s Council that will meet regularly and work under the leadership of the Dean of Undergraduate Studies and Faculty to coordinate all aspects of the undergraduate academic program including curriculum.

Departments within a division will retain responsibilities appropriate to meeting standards for their degree or assigned role/s in the undergraduate educational program. Departments will retain chairs that will represent the interests of the department to the division and oversee the day to day operations of aspects of the department including technical support and physical resources. However given that many of the responsibilities and duties formally assigned to chairs would be shifted over to division heads, the amount of time release and/or stipend currently allotted to chairs should be reassessed. Similarly, the enormous disparity in size and characteristics of the current array of departments as well as the additional costs associated with the new divisional appointments would argue for the consolidation of some departments.

Otherwise and wherever possible, divisions will be organized on a shared resource and pedagogy model. While departments will likely retain some budgetary allocation and local responsibilities, operating/capital budgets will be developed, allocated, and managed on a divisional level with discretion over how funds are allocated in a given year relative to needs and opportunities. Administrative assistance and dedicated or weighted advisement will also function on a divisional level.

While divisions will be joined by common leadership and shared philosophic/disciplinary foci, faculty, and resources, it may be appropriate in some cases to decentralize the physical location of one or more
departments in a division. For example, departments with very different philosophical orientations may share a need for access to the same kinds of facilities and equipment. Making such departments physically contiguous would not only make for a more efficient use of resources but could also encourage useful cross-disciplinary interaction.

In regard to this last point, the divisional model, while inherently hierarchical, is in no way intended to undermine the flatter and more dynamic rhizomatic network of cross disciplinary relationships and initiatives that have and will likely continue to develop. It is hoped that through the oversight of the Dean’s Council, these relationships can be better mapped, coordinated, and supported.

Considering the rationale stated above as well as relative sizes in terms of majors, faculty, and courses (see attached data), the following four divisions are proposed:

- **Foundation**
- **Liberal Arts**
  - Art History
  - Humanistic Studies
- **Design & Media Arts**
  - Media
    - Photography
    - Interaction Design & Art
    - Animation
    - Video and Filmarts
  - Design
    - Graphic Design
    - Illustration
    - Environmental Design
- **Fine Arts**
  - 3-D
    - Ceramics
    - Interdisciplinary Sculpture
    - Fiber
  - 2-D
    - Painting
    - Drawing
    - GFA
    - Printmaking