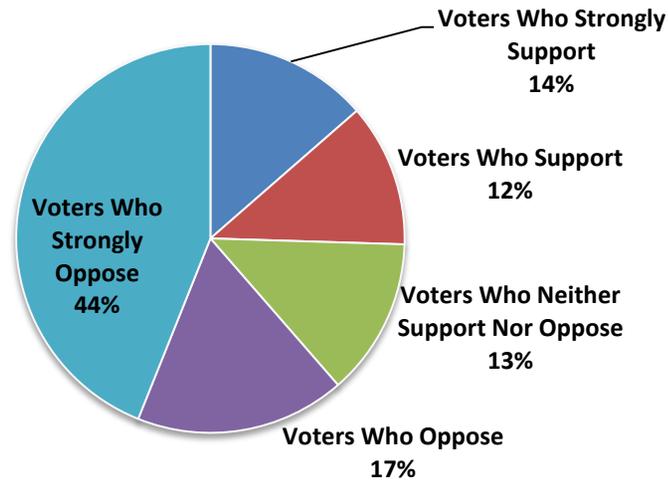


Voting By College	Strongly Support	Support	Neither Support Nor Oppose	Oppose	Strongly Oppose	Total Support	Total Oppose	Total Voters (may include emeriti)	# of non-emeriti Senate Faculty	% of college participants	% of voters who support	% of voters who neither support nor oppose	% of voters who oppose
BCOE	6	3	3	7	10	9	17	29	94	31%	31%	10%	59%
CHASS	27	25	22	27	54	52	81	155	299	52%	34%	14%	52%
CNAS	18	18	25	34	110	36	144	205	250	82%	18%	12%	70%
GSOE	1	1	2	0	2	2	2	6	20	30%	33%	33%	33%
SOBA	4	2	2	2	0	6	2	10	27	37%	60%	20%	20%
SOM	0	0	0	2	5	0	7	7	27	26%	0%	0%	100%
SPP	0	0	0	0	0	0	0	0	4	0%	0%	0%	0%

TOTAL	56	49	54	72	181	105	253	412	721	57%	25%	13%	61%
	14%	12%	13%	17%	44%								

Senate Poll - Merging of CHASS and CNAS



BCOE Comments

Strongly Support	In line with every major university
Support	I see the merger as an opportunity to enhance research and teaching integration, particularly in the natural and social sciences. This could be particularly favorable for all if there is a strong, expanded network of associate deans to meet the needs of the sub-areas.
Strongly Oppose	It is probably more exciting to spend time and effort to create more new colleges so that UCR looks bigger and ranks higher.
Strongly Oppose	They are different. Why merge?
Oppose	I am concerned about the amount of time and effort that the merger will take. Can't the problems outlined be solved without such a lengthy process? All this is happening when we are also trying to grow the campus significantly - is there enough bandwidth for both?
Oppose	While there are examples of successful joint Colleges of Arts and Sciences at other universities, I believe most of them exist since the planning of the academic structure of the universities they are part of. Thus, since their inception they have had time to develop de unique culture associated with such a diverse set of disciplines grouped together. Doing something similar at UCR would require many years, (probably a decade or more) to allow for the new culture to take hold. Also, CNAS and CHASS are well established and the two largest colleges at UCR. What is the point of forming a Mega College? They are as different as two colleges can be. One (at least part of it) is very successful from a research standpoint, while the other is the exact opposite and depends heavily on UG education. One has very thin teaching load, while the other has a very large one. In my opinion, combining both of them hoping they will enhance their virtues and somehow suppress their shortcomings is like hoping that oil and water will mix well and allow both fluids to impart their respective properties on each other. After a good shakeup they segregate again.
Neither Support Nor Oppose	no sufficiently clear and thought out information about this is available.

CHASS Comments

Strongly Support	Yes, great idea!
Strongly Support	This would be a GREAT idea for both students and faculty. It'd per it easier crossover towards degree requirements of BA vs BS. Also, it'd allow easier formation of new units such as Geography that share faculty working on the BS and BA sides in one department. We should follow where most large, AAU R1 schools have been.
Strongly Support	This new college will enable important collaborations, particularly in our response to the overriding crisis of our time--climate change. Much less importantly, it brings UCR into alignment with other colleges and universities.
Strongly Support	This is a great idea, and the norm in universities where I was trained, and many around the country. Indeed, some schools have a separate college: College of Social and Behavioral Sciences. The Arts and Humanities are then placed together as a separate college. CHASS is too big, and comprises clusters that are in some ways not related. I believe the Academic Senate should endorse a separate college.
Strongly Support	ONLY if social sciences become a separate division with their own dean within the new A and S structure
Strongly Support	ONLY if social and behavioral sciences are separate from Humanities and Arts as a separate division with it OWN DEAN in the new A and S structure
Strongly Support	My support assumes that there will be effective divisional deans (maybe, humanities, social science, life/agricultural science and natural science) that can advocate for departments and programs within the larger college.
Strongly Support	It would benefit the College of Arts and the Sciences if it allowed for sub-dean for the humanities apart from the social sciences. I like the clarity of this new structure, and it will allow for new interdisciplinary actions.
Strongly Support	It would be an excellent additional change to create a college of Agriculture to separate the applied and core physical and life science units.
Strongly Support	It will provide common standards for undergraduate instruction. It will promote equitable teaching loads for both colleges. It will promote collegiality and encourage interdisciplinary research.
Strongly Support	If only from a purely philosophical standpoint, I like this idea. It will be awkward, and compromises will have to be made. But I know from my experience on CAP that we can bridge the gulf that separates us, that an astrophysicist can appreciate a book about Picasso's Blue Period and that an art historian can grasp the basics of a paper on gamma-ray bursts. There is no doubt that both benefit from doing so. So, I'm convinced that the end result of this difficult process will be a stronger, more resilient UCR. In regards to the actual proposal, I favor Option A, with a separate School of Agriculture. This is going to be something like a shotgun marriage, and any new college will be more manageable if we limit as much as possible the number of departments it contains.
Strongly Support	I strongly support this move if - and only if - Associate Deans are empowered to represent and manage the departments under their purview.
Strongly Support	I have been in three other universities with A&S. I much prefer this structure.
Strongly Support	I find the Provost's three point rationale to be persuasive. If the proposal is thoughtfully carried out with input from faculty, I believe that the worries that many faculty have could be addressed.,
Strongly Support	I do not think it much matters, but shaking things up usually improves an institution for the short-to-intermediate term. The real issue is the increasing corporatization of the university, with endless new regulations and increasing concentration of power in the administration. I think any decision to go ahead with the merger should be accompanied by strong new structures to increase the power of the faculty. Or rather, to restore the power that the faculty used to have over budget, personnel, and curricular matters as part of shared governance.

CHASS Comments

Strongly Support	I believe we need more and stronger academic leadership. I think such a College of Arts and Letters would enable that. It would also give Senate committees more direct input into decision making. The executive committee, for example, of such a college would have real clout, allowing CEP to do more policy and planning. The Dean of the enlarged college would be wise to take the information from outside program reviews more seriously--she or he would be less able to rely on what they already know about the programs in their college. There is a long an tradition of CHASS and CNASS competing in small and unproductive ways that nonetheless seem to define the university's approach to both opportunities and problems. I have served in enough leadership roles to have seen this first hand. While I don't believe undergraduate advising and success is plagued by the problems the Provost has described as a justification for the new college, it is true that the office of Undergraduate Education is ineffectual, poorly designed and poorly run. The new college would connect such leadership directly to students and instruction. I see no advantage to continuing the current structure. My concerns are only about how we get to the new one. The interim situation for CHASS is worrying, given the new hiring initiative. Interim Dean Bowler is doing a fine job, but the uncertainty for the immediate future is much higher for CHASS than CNASS.I think the Provost needs to address that more directly. But I think all the longer term arguments are in favor of a College of Arts and Sciences.
Strongly Support	Having advocated consolidation of the many (language) programs in my department for a long time, I fully support the formation of a College of Arts and Sciences. We need to streamline administration and resources. This plan can also encourage and facilitate interdisciplinary collaboration, teaching, and research.
Strongly Support	For some reason, some people think this is a radical proposal. All it does is organize UCR in the (relatively more) sensible way that just about every other university is.
Support	would help with interdisciplinary projects but the existing disciplines would need effective access to administration.
Support	The campus has grown to the point that the EVC should not be the decision-maker in so many cases. Devolution of decision-making authority to a provost and the deans would be a healthy change, although it would no doubt accelerate the arrival of a reckoning with regard to resource allocation to the various colleges and to divisions within those colleges. One assumes that associate deans -- with greater numbers and greater responsibility -- would be involved in that process along with the deans. The unified college would bring on difficulties that I hope would help resolve even greater difficulties.
Support	It is a bet of sorts, that unification will help devolve more decisions down to associate dean and department levels, which means more informed decisions being made. It might, for example, relieve the Provost of having to intervene countless times on a range of issues, especially regarding recruitment and retention, and leave those decisions to people further down the rungs of the ladder who have more information and a greater stake in the outcomes. It might also encourage more cross-campus interdisciplinary research. So on balance I support it.
Support	I'm persuaded by the Provost's reasoning that the existing organizational structure places too many decisions in the Provost's office.
Support	I'd support it as long as there was a social science division, with its own dean, within the college.
Support	I support this as long as the dean of the combined unit is strong, sub-deans cannot go around him/her and an appropriate dean is found who can be sensitive to issues in the different intellectual areas.
Support	I hope that merging the colleges will address inequities (like different teaching loads), as well as having other benefits.
Support	I find the argument that UCLA and Berkeley also use this structure to have some weight, especially if UCR hopes to compete with those institutions favorably. There is quite a lot of concern from CHASS faculty about such a merger--justifiable, in my view as a new hire and given my recent experience of the frankly peculiar structure of the eFile, which may make sense in sciences but is nonsensical in humanities.

CHASS Comments

Support	I can see advantages of such a merger, especially if UCR will grow as projected. However, I am seriously worried about the amount of administrative work that will be dumped on faculty in this connection, over an extended period of time. (I do not believe for a second that this will be a smooth, painless transition.) This will interfere significantly both with our teaching and our research missions. Similarly for departmental or cluster staff, especially since we remain woefully understaffed in CHASS.
Support	I am familiar with a model of university excellence (at prior institutions with which I have been affiliated) anchored around a single college of Arts and Sciences . It is this experience, rather than the proposal as articulated by the provost, on which my positive opinion is based.
Strongly Oppose	UC Davis attempted such a merger and found it to be a very poor model, they are presently in the process of separating their equivalents of CHASS and CNAS. If it did not work for them, I see little reason to believe it would for us.
Strongly Oppose	This proposed change will remove the campus administration even further from the faculty and their perspectives, experiences, and needs. The change would represent a step away from excellence.
Strongly Oppose	This is clearly a hostile takeover of CHASS by CNAS. CHASS will become significantly under-resourced as a result.
Strongly Oppose	This is being done in haste, with egregiously insufficient cross-college discussion. I do not understand why it is being pushed forward so clumsily.
Strongly Oppose	These two colleges are each strong in their own ways, and very specific and diverse in their own disciplines and majors. I feel that CHASS is moving forward rapidly in the national and world stages; I feel that CNAS has been huge in those stages for decades, partly due to the strengths of their majors and research into specialties for which UCR has become famous. I worked on the Life Sciences realignment and know how much work that was, and how difficult for the departments. Also, many staff members in CHASS and CNAS believe this is being considered to save money on staff, eliminate jobs for staff, and will be very disruptive and offer students less in terms of staff support.
Strongly Oppose	There is nothing in this that would benefit CHASS-- the potential benefits for students can be achieved of through changing the advising system and streamlining double majoring between colleges. I don't think we need to sacrifice collegiate autonomy to make Provost budgetary deal-making more streamlined. Can you imagine the disciplinary morass around a dean search?
Strongly Oppose	The university is moving towards the allocation of funds and of faculty slots across schools based on external grants awarded. This policy is extremely detrimental to CHASS whose contribution to the university is far more through teaching and civilizing than through generating revenue from external grants. Even if every CHASS faculty member were to devote considerable time to applying for external grants, the amounts won would be peanuts compared to the grants that Big Science gets. If CHASS and CNAS were amalgamated, CHASS would become the poor cousin. Furthermore, CNAS would receive the bulk of the new faculty positions. I judge that CHASS would be more effective politically in getting the funding and slots it merits by making its own case than as the poor cousin in an amalgamated college.
Strongly Oppose	The supposed justifications for this change strike me as hollow -- if they were true, then there should be no separate business college, either. But more importantly, I am opposed as someone in the Arts and Humanities, because to proceed with this under a provost who has proven himself in the past to be hostile to those fields would be a form of disciplinary suicide.
Strongly Oppose	Such a creation will lead to diminishing support for the humanities at UC Riverside, particularly interdisciplinary programs.

CHASS Comments

Strongly Oppose	<p>Sorry, but none of the reasons for doing this have been persuasive to me. I don't see any gain that would make this worth the major trouble involved in rethinking structure and organization. It's a waste of time that could be better spent on making real improvements in research support and teaching programs. This type of organizational change mainly affects administrators and staff and I'm not sure even they will find it helpful. The Provost has made a big point about how it will help make his workload more manageable, but one wonders why rolling two full-time Dean positions into one is going to result in a manageable workload for a new Dean. Day to day access for department and program chairs is not going to improve. Is anything really broken in our current way of doing things? None of the presentations have identified a major problem. I have been to two town halls on the question and read circulated materials and have tried to approach them with an open mind. The best that I can say is, if we do go forward with this plan, it probably won't cause major harm (aside from the harm of wasting so much time working out the details). But can't we spend our time doing something more visionary? This is a boring plan, a "so what" plan -- not anything that will raise our campus profile or make UCR seem like a more interesting and dynamic place to be.</p>
Strongly Oppose	<p>So far in all the documents and discussions of the planned merger, I have yet to see compelling reasons articulated in favor of the merger. In the absence of such reasons, there is no reason to undergo the considerable effort to merge.</p>
Strongly Oppose	<p>Seems more advantageous to CNAS than to CHASS. And not where our energy should go right now.</p>
Strongly Oppose	<p>It's not clear why this is a necessity and why any possible benefits cannot be implemented within the current structures. Why now? How did this arise as a need? Why were faculty not made aware that there was a lack or a need in the current structures? With all the problems that we are currently facing why is this a priority? Couldn't our energies be used to address the actual challenges that we face?</p>
Strongly Oppose	<p>It will be require a lot of resources, time, and effort, including from faculty, and is over-kill. A whole restructuring is not needed to fix the problems, and it will create new problems. It will also create more distance between faculty and Dean. Given our personnel process and the role of the Dean in that process, the merger will create a lack of confidence in personnel reviews especially for those faculty whose discipline is more distant from that of the uber Dean. Further, other efforts on campus to move toward a Dean's Final on (positive) merit decisions will be undermined by this merger. This system did NOT work at my last university where there was great morale problem among faculty in Humanities and Social Sciences when the Dean came from the Sciences and knew nothing about our side of campus (and the distinctions were still felt, despite a shared college!). Not only can the problems that need fixing be fixed without the merger, the merger does not guarantee the problems WILL be fixed. I do not believe it is in the best interests of the new administration to undertake this at this time; they need instead to learn more first about how the UCs and UCR operate, and build faculty confidence in their leadership. I worry that moving on this merger could backfire for them, resulting in a loss of confidence in their leadership. We are coming out of an economic crisis and faculty are waiting for positive changes that will affect their lives, especially higher salaries given that UCR faculty are more productive per capita than faculty on other UC campuses and yet we are the lowest paid (along with UC Davis). The recent Total Remuneration Study finds the average UC faculty salary/benefit package has fallen in relative value, and UCR faculty do not even earn as much as the UC average! The merger distracts appears to be a distraction.</p>
Strongly Oppose	<p>It seems to me that the sheer amount of time and effort that it will require to enact these changes is not registered in the purported long-term benefits that will supposedly flow from making it. None of the documents I've read or the meetings I have attended have done much to convince otherwise.</p> <p>In the wake of the resignation of Dean Cullenberg, the College of Humanities, Arts, and Social Sciences lacks a dedicated Dean. If this restructuring plan is to be a priority, will that mean that the process of finding a new dean will be deferred? If so, the plan makes even less sense because it will result in holding up the appointment of a non-interim Dean to make decisions.</p>

CHASS Comments

Strongly Oppose	I'm not convinced that merging the colleges would improve faculty research or student learning. I predict that without adequate staff support (which we haven't had since UCR began clustering staff), this merger will result in a bureaucratic mess. I fear that faculty workload, which is already overtaxed, will increase and that we will lose valuable colleagues.
Strongly Oppose	<p>I think it's a bad idea to form a College of Arts & Sciences to replace the current separate/independent CNASS and CHASS configurations. I also think it is highly appropriate that the Senate take the temperature of the faculty, absolutely important to do so, the Senate is the faculty governance vehicle. Thank you for asking.</p> <p>There are quite a few reasons why this planned new administrative entity (one could also call it a merger) seems suspect. First, the timing is really extraordinary. A new Provost arrived in Summer and by November he alerted the faculty that he wishes to change the administrative structure of two key colleges. Of course he could be a very quick study, but did he give any inkling of this as part of the hiring process? Further, about a month after launching discussion of the plan for merging CNAS and CHASS administration, the Provost announced a new hiring initiative that was spelled out in only the most cursory fashion, and that put the emphasis on submitting proposals for new cluster hires, in which new faculty could hail from numerous disciplines. Campus meetings about this hiring proposal continue to explain it and also to ask for feedback even as the Senate takes this poll about the "merger." But how striking that two rationales for the merger set out in Provost d'Anieri's November 14 White Paper have to do with the labor required and administration of new hiring practices: "B. Potential Impact on the Faculty and Research," and "C. Governance and Decisionmaking," both page 3. The timing certainly suggests the Provost wants to set up a structure that will ease the administration of his cluster hires initiative, and in a way that will not burden him. To be sure, in a November 21, 2014 document that the Provost issued to elaborate some of the questions asked to that date about the "merger," he writes "Thus, it is not about reducing the Provost's workload; rather it is about delegating authority in areas where pushing decision-making downward is apt to lead to more informed and accountable decision making, while simultaneously creating more bandwidth for the provost to focus his/her energy on large strategic issues and on those issues that continue to stretch across the colleges." However, the faculty are not told what percentage of the Provost's responsibilities would be transferred to the uber-Dean of the merged unit, nor is the faculty offered a statement of the revised responsibilities for the Provost's position were the "merger" to come into effect. Why not give the faculty all of the information?</p> <p>Other issues:</p> <p>White Paper, § III, the Rationale for a College of Arts and Sciences: "Academically and financially, it [the "merger"] allows key decisions to be pushed downward from the Provost to the schools/colleges, since the basic distribution of resources between the arts, humanities, social sciences, and natural sciences does not need to be resolved by the Provost. As a result, the deans across campus become stronger. For deans outside arts and sciences, there is one place to go with concerns about</p>
Strongly Oppose	I see nothing to be gained by such a merger. In fact, I think it would be tragic for CHASS.
Strongly Oppose	I have been at universities that carried out this merger and in the new CAS was dominated by the science depts. and the humanities and social sciences were often lost in decision-making.
Strongly Oppose	disaster all around: in size, administration and vision...bigger is NOT the solution
Strongly Oppose	CHASS's stand alone configuration has made it uniquely able to foster real innovation in the humanities and social sciences. When I go to conferences or speak to colleagues elsewhere, they are impressed by UCR's ability to do meaningful things—structural things—in the humanities. I suspect much of this energy and initiative will be lost if CHASS is folded under a broader umbrella. I don't see that any of the proposed gains are worth putting (what I consider to be) UCR's most innovative college at risk.
Strongly Oppose	Because of federal and other funding resources, humanities will inevitably be relegated to second class status.

CHASS Comments

Strongly Oppose	<p>A College of Arts and Sciences would harm UCR, encouraging greater division between the Sciences and Arts, Humanities, and Social Sciences. Our current structure is not broken, so why "fix it." The Provost has offered no compelling or convincing argument to support the creation of a combined college. The Chancellor and Provost are familiar with the large college model and favor this model, but this seems a weak argument for making this radical change at UCR. The change will cause chaos, division, and resentment. The new college would further separate the faculty and administration. The idea is ill advised, creating a problem where none exist.</p> <p>Creating the super college would especially injure the academic place of the Arts and Humanities. Faculty in the Humanities cannot garner the extra-mural funding found in the Sciences, which will give greater political clout to the Science side of the college and offer new opportunities for division. Our new Provost and Chancellor will likely implement their plan regardless of what the faculty thinks, and they will harvest hard feelings as a result. We have many other problems. Why create a new one?</p>
Strongly Oppose	<ol style="list-style-type: none"> 1. The proposal will make UCR much more hierarchical and reduce communication between faculty and the dean. 2. There is now no serious problem in arranging research projects across college lines. 3. The Physics faculty feels the change would be even worse than its current status within CNAS. 4. UCR has many challenges. The merger would divert faculty and administration from addressing these to solving a problem (the current structure) that does not exist.
Oppose	UCI had this years ago and it failed.
Oppose	This will weaken the arts and humanities.
Oppose	The Humanities and Arts are notoriously underfunded relative to the Sciences. Merging the two schools would likely exacerbate that divide as funding to CAS doesn't necessarily mean funding to those departments that are already historically underfunded. I'd be concerned that a College of Arts & Sciences would mask that kind of divide.
Oppose	it will distance the dean from the departments and have a centralizing effect, despite the claims of the proposal.
Oppose	It is ill-advised to undertake such a large change while we are also trying to grow the faculty tremendously. I am also not persuaded that this does anything other than add another layer of administration, at a time when the Governor is chiding UC for the plethora of "overpaid" administrators. I also do not see what the Provost considers his role to be after such a reorg. What will his office be doing that it is not currently doing?
Oppose	I would support the creation of a college (with the proposed name) which included CHASS those departments currently in CNAS that concern "pure" research -- by which I mean biology, chemistry, and physics in all of their aspects (including fields which combine those fields, e.g., biophysics), as well as their new (and at UCR somewhat self-standing) offshoots, such as genomics. However, I would exclude from the new college departments and fields which are fully, or closer to, "applied" -- above all agriculture, especially as that is practiced on this campus. (Just as engineering, for example, is separate.) I worry that the criteria for assessment, and other intrinsic attributes, hinging on that distinction, may be sufficiently different to call for a truly separate institutional framework. Recasting the proposal in that way will have my support, or strong support (depending on the particulars). Thus, I am not intrinsically opposed to such a reorganization, and persuaded by other arguments in its favor.
Oppose	I would need FAR more assurance that CHASS departments and programs wouldn't be shafted by this. Historically CHASS has been so poorly-treated by UCR - underfunded, under-resourced - that I don't trust the administration.
Oppose	I think CHASS is well-organized and works extremely well, and I do not want to merge with CNAS.
Oppose	I don't believe the potential gains will be worth the time and effort needed to effect the reorganization.
Oppose	I do not feel that the possible gains are worth the effort, which will be considerable and holds the promise of unexpected difficulties. We have lots of work to do; this is a distraction.

CHASS Comments

Oppose	I am not convinced that the merger of the two existing colleges will solve the problems outlined in the larger proposal. Surely creating bridging measures and encouraging faculty collaboration through various incentives across the two colleges and various departments can be explored first before a restructuring is attempted.
Oppose	Grave concern for the lack of understanding between HASS and NAS which may result in the imposition of different disciplinary standards of evaluations in personnel matters, and also in inequality of funding distribution.
Neither Support Nor Oppose	Without considering a specific proposal, it is impossible to say whether I support it or not. Were this Scottish independence, the one question format would be suitable, but I don't think it is. So I remain agnostic.
Neither Support Nor Oppose	To me, the key question is not the formal structure that results (either from change or continuity in College arrangements), but rather HOW it is done (either reform of the existing structure or creation of a new one). Key issues are the flow of authority, the spaces of collaboration and competition at the decanal and sub-decanal level that result, the place of departments vis-a-vis any new institutions or deans, and the like. Der liebe Herr Gott liegt im Detail, as they like to say in German...or, perhaps, "the devil is in the details".
Neither Support Nor Oppose	Reasons for or against the merge have not been adequately presented.
Neither Support Nor Oppose	not sure what the consequences would be for CHASS in terms of allocation of resources etc..
Neither Support Nor Oppose	It is not entirely clear what the clear advantage is of this effort (despite the town hall meetings). It is also not clear what current disadvantages will be overcome by this effort.
Neither Support Nor Oppose	I'm still unclear about the rationale(s) and have no real sense of what the benefits would be, particularly for faculty in the Humanities. That sense of our work not really being either understood or properly valued even by folks in the social sciences, let alone folks in the natural sciences, is heightened by this proposal. There is, also, a kind of natural fear of increased centralization that kicks in. With all that said, if I had some more defined understanding of the necessity/benefits of the plan I could overcome my reticence.
Neither Support Nor Oppose	I would have to read a convincing argument regarding the merging of the colleges to change my vote.
Neither Support Nor Oppose	I would be open to it in principle, but to be viable it must provide benefits to all parties concerned. As proposed it offers benefits to CNAS and attempts to resolve their internal struggles, and offers benefits to student advising, but offers NO benefits to CHASS, and several potentially serious liabilities.
Neither Support Nor Oppose	I am not yet sold on the benefits of the plan to the University's core missions. But I am not opposed.
Neither Support Nor Oppose	I am interested in continuing the discussion.
Neither Support Nor Oppose	Hello -- What would be most urgent for me would be to ensure that resources are fairly distributed among the various colleges, existing or future, and to ensure, in particular, that the humanities, social sciences, and arts are not disadvantaged in relation to the natural sciences, in terms of funding, faculty lines, campus resources, building allocation, etc. Thanks so much for asking.
Neither Support Nor Oppose	Briefly: I don't understand the rationale for taking this on. Change is hard to imagine, when one is so understaffed and overworked. Would this change that? (I doubt it.)

CNAS Comments

Strongly Support	I strongly support a reorganization of the collegiate structure. We are the only university in the country with a college of agriculture merged with a college of natural sciences. Maybe it was OK when the student population was 5,000, but we now are a major university. Many very successful universities have the College of Arts and Sciences model, which brings the core academic units into one college. The mission of the college of agriculture is different from that of the natural sciences, and the ag departments should be grouped together in a college of agriculture, in the same way that the engineering departments are grouped together in a college of engineering. The current CNAS structure is out-dated, it was created for administrative reasons (to save money) and not for pedagogic reasons, and it is time to reorganize, particularly when the campus will be hiring 300 more faculty.
Strongly Support	I believe that faculty associated with ANR or AES should have a separate college, however.
Strongly Support	Provided that all current departments from CNAS and CHASS are maintained for the foreseeable future (no re-organization of departments once the new college is formed) and that joint appointments are continued as previously has been done.
Strongly Support	Even if the station departments and the biology department do not wish to join CHASS, my opinion is that Chemistry, Mathematics, and Physics should be detached from CNAS.
Strongly Support	But only if a separate college of agriculture is established. It would be terribly unfair to dilute this strong aspect of our campus in a large college.
Strongly Support	A college of arts and sciences is a standard organizational model at most major research universities. I think that it would be better than our current system.
Strongly Support	I am from CNAS and feel that there is a substantial need for us to reorganize. I am not familiar enough with CHASS to be able to address how this reorganization will affect or benefit them. The main benefit I see to us is that it has the potential of addressing the difficulties of integrating the IR and OR mission of our college in a final way, which is to formally separate them. The merger will also address some difficulties with undergraduate advising and education. I think there is a stronger historical argument for this proposal than has been made thus far. When I arrived on this campus in 1984 we had fewer than 5,000 students, a small research portfolio, little or no development effort and poorly developed graduate programs. We have since grown by multiples in all areas, yet I suspect that the way we are administered has not kept pace with this change. Ray Orbach expressed a sense of dismay similar to that of Provost D'Anieri when he observed that the Chancellor's office was making budgetary decisions that should be handled by deans. He dispersed much of the money and decision process to the deans' offices. Likewise, D'Anieri reports that he is confronted with demands for his time that should be handled by deans and he is trying to disperse that responsibility so that he can attend to what must now be a much larger administrative burden than existed a few decades ago. I thus see the proposed changes as part of the growth and maturation of the university. Nevertheless, I also appreciate that a strong case for what CHASS will gain from an arts and sciences college has yet to be made.
Support	The answer depends on what the campus administration wants to do and based on a document sent last Friday from the EVC, both choices included a merged College of Arts and Science. In my opinion, the re-organization is directly linked to the School of Medicine. From the SOM's point of view, acceptance of students going into medicine coming from a College of Arts and Science is preferred over that of CNAS. The compromise is to have faculty with dual appoints with academic discipline based departments and the Agric. Experiment Station. This was option B of the EVC. In this option, dual appoints for selected faculty was considered as part of the plan. OR funding for split appointments must be maintained so that faculty in agriculture can have an 80/20 split of OR and IR funding for their appointments.
Support	My support is conditional because I can imagine specific proposals that I would support and a few that I would not support. However, I think that the most important issue here is to decide what to do with Agriculture. Agriculture has dominated the sciences since the campus was created. As a consequence, the non-agricultural sciences are much less developed than they should be. I believe that the solution is for them to have their own college. They are a very important part of this campus but other aspects of science need to be out of their shadow.
Support	I would support the merger only if the divisional dean of physical sciences has budgetary independence.

CNAS Comments

Support	I support the merger as long as there is a divisional dean for mathematics and physical sciences with BUDGET AUTHORITY, similar to the UCLA system, which seems to work.
Support	I prefer option 1
Support	I am not happy with the current situation, so I support this discussion since this is the only change that is being discussed. However, I would only be in favor of such a merger if the divisional deans (eg, dean of physical sciences) are given budgetary autonomy.
Support	1. Much of rationale for college creation is based on benefits to undergraduate programs. Have the undergraduates been queried as to whether this merger would fulfill currently unmet needs? 2. Much of the rationale for college creation is based on benefits to undergraduate programs. How will the research endeavor of the two colleges be improved. As UC is a research university, and faculty advancement depends to a considerable degree on research productivity, affects on research (broadly construed) should receive utmost consideration.
Strongly Oppose	We already have an integrated college representing Agricultural and Natural Sciences, which is also the best-known college on our campus. This is a unique college that brings together life and physical sciences. Currently, the life science (basic research) disciplines are integrated with the Ag related ones frequently within the same department. Destroying this college, to bring together a college of Arts and Sciences and putting the Ag related leftovers into a small unit, is a big mistake. UCR is best known for Agriculture related basic and applied research. This is supported by the fact that all UCR faculty (present, past and deceased) who are National Academy members are/were from Ag-related departments. Keeping life sciences with Ag-related disciplines is crucial for our success.
Strongly Oppose	Unclear what kind of problem the merger would solve
Strongly Oppose	UC campuses, in general, do not have a combined College of ARTS and Sciences. Also a combined College puts too much power in one Dean
Strongly Oppose	Two of the compelling reasons given by the Provost for merging the two largest Colleges is being able to work with a single dean and being able to disseminate responsibilities that have accreted to the office of the Provost. First, I doubt very seriously that there is a significant difference between dealing with two Deans rather than a single Dean, particularly if there is an attempt to maintain good lines of communication. Second, the accumulation of responsibilities in the Provost office from the College level is more a function of the two individuals who have held that position than a failure of the Colleges to function effectively. There is no current barrier in place to download responsibilities back down to the Colleges. Oversight is required, but not the micromanagement that we have unnecessarily endured. Merging the Colleges is not the parsimonious solution to a problem of history and personality.
Strongly Oppose	This would destroy our colleges and give us nothing in return. Further, those of us with AES appointments will be at risk of losing the USDA funding related to them.
Strongly Oppose	This would create far many more problems than those it purports to solve. Dividing agricultural/biological sciences into separate colleges would be bad for the science, bad for the college, and bad for the campus.
Strongly Oppose	This will go against our research strengths!
Strongly Oppose	This structure would undermine and eliminate the unique current structure at UCR where all the sciences are integrated in a strong college, well aligned with national challenges and opportunities in sciences, and where all humanities and social sciences are integrated in a broad liberal arts college. Such a merger would also disenfranchise a large component of faculty, students, alumni, and supporters who appreciate the integration of agriculture into the fundamental sciences at UCR. Students as well as alumni identify themselves as either STEM scientists or humanists/social scientists and would not like such a change. CHASS should develop a centralized, effective advising center modeled after CNAS; additional Transition Advisors would be the bridge between colleges.

CNAS Comments

Strongly Oppose	This seems to be a classic case of trying to fix something which is not broken. There have indeed been some administrative problems, but these relate to factors such as having weak/poor leadership from CNAS Dean's office for a number of years, the erosion of the authority and responsibility of deans and associate deans, and some of the campus heavy hitters bypassing the Deans and going directly to the EVC or Chancellor, thus further undermining the authority of the Deans. Most or all of this can be fixed without the painful and expensive process of merging the colleges. Furthermore it is unclear whether merging the colleges would solve these and other problems.
Strongly Oppose	This new idea appears to propose an extra layer of higher level administrative structure without clear benefit: at some level allocation of positions or numbers of the positions must occur above the CHASS and CNAS Dean and it is not clear how a new administrative level between present Deans and the Provost would alleviate this. Present UCR structure is no barrier to cross college teaching or research interaction, and classes with cross-disciplinary subject matters thrive: it is not clear that the academic mission of the institution would be enhanced by this merger. Accordingly, in my view the merger would require the deflection of significant faculty and staff energy towards an objective that seems far more drastic than that required to address identified concerns.
Strongly Oppose	All of the problems/issues outlined by the Provost that can be supposedly fixed with a such a merger can be more effectively solved with less money and effort by other means. Furthermore, merging the two units will not necessarily solve any of these problems/issues.
Strongly Oppose	This idea of merging units of CHASS and CNAS looks to me like a typical proposal by new administrators to show that they are doing something.
Strongly Oppose	There is no college of Arts & Sciences in the US that includes Experiment Station faculty and Cooperative Extension Specialists. A separate College of Ag and Natural Resources would need to be formed to accommodate the AES mission of UCR. Splitting out the basic sciences (to A&S) from the applied sciences would weaken both, as we are currently a small CNAS. I do not see the advantage to either college of combining CHASS and CNAS.
Strongly Oppose	There is no apparent improvement to our teaching and research capacity. Proposed change would likely to damage agricultural sciences at UCR, currently a major strength of our campus.
Strongly Oppose	The UCR has its own uniqueness. There is no need to change this.
Strongly Oppose	The suggestion of a merger has already caused stresses that distract us from the core missions and reduce the quality of the UCR workplace. The merger is likely to cost time and money, but there is no persuasive statement that something broken can be fixed by merging colleges. There has indeed been difficulty in scheduling enough classes to meet undergraduate need. A workgroup now effectively mitigates the problem. The difficulties arose via budget cuts and lingered because departments were instructed not to justify position requests in terms of curriculum needs. That is an inherited policy problem that can be fixed by decree. Merging colleges does not address that issue; no other has been presented.
Strongly Oppose	The Provost's proposal (both the alleged problems and solutions) is not adequately documented and justified, consequently it gives the impression that it is "off the cuff" and reckless). There are no apparent documented benefits (at least no possible problems that couldn't be more easily otherwise addressed). From the perspective of exploring positive change I do suggest consideration of consolidating sciences at UCR including CNAS and BCOE. In particular I oppose organizing agriculture as an entity separate from other biological sciences; this idea may have been justifiable 60 years ago but it is an inappropriate model for the 21st century where agriculture must be rooted in basic research. That is, agriculture is no different in its methodology (genomics, genetics, ecosystems, model systems, evolution/phylogenetics etc.) from any other aspect of biology/medicine. With respect to research and teaching both agriculture and biology are stronger at UCR than at comparable institutions because they are integrated. With integration it is also more efficient relative to two mostly redundant (in methodology) systems.
Strongly Oppose	The Provost has failed to provide good reasons why merging two such large units makes any sense at all. The two Colleges have very different cultures and objectives which makes combining them a very poor idea. An example -- many units (not all) in CNAS are geared primarily towards trying to obtain large extramural federal and other grants; for many to do this in CHASS is just not feasible.

CNAS Comments

Strongly Oppose	The problems that exist in CNAS will not be solved by amalgamation with CHASS.
Strongly Oppose	The new college will be too big and include 2/3 of UCR
Strongly Oppose	The main arguments for the merge appear to be related to undergraduate education. There are other ways to resolve the perceived problems (which mostly seem to be anecdotal in nature). We are a research university, but don't see any way that the proposed merge will strengthen our research status. CNAS has developed into an exceptionally strong college. A major change at this juncture is likely to derail our progress.
Strongly Oppose	The logic for this move is not clear. It will absorb time and resources that could be better used for other endeavors.
Strongly Oppose	The campus will benefit from having a separate, nimble college of science. Instruction, advising, research and graduate support, as well as the culture of their prominence, are sufficiently different in the science disciplines to justify a separate college.
Strongly Oppose	Such a wholesale combination of the colleges would act to remove the faculty even farther away from the upper administration. Instead, we should be looking for a structure that moves the financial decisions closer to the faculty. This is too complicated an issue to simply say that either we combine CNAS and CHASS, or we do nothing. There are still problems can that be addressed with a structural change, just not this one. As an example, departments in CNAS and CHASS can be organized into divisions, each with their own Dean of the Division (ideally selected by a national search). These Deans should then have budgetary authority. It wouldn't even be necessary to have another Dean between these and the Provost. Instead, the Deans of the Divisions, perhaps one from the CHASS divisions and one from the CNAS divisions, could rotate in representing their college on the Dean's council. This is similar to the UCLA model, which you should take a serious look at.
Strongly Oppose	Such a combined unit would not improve ease of transfer for students, and creating a School of Ag simply does not recognize this would split departments, stifle cross-disciplinary relationships, and likely create a two level faculty. It would be much better to keep them separate and deploy the CNAS reorganization that the faculty actually supported.
Strongly Oppose	Stop wasting time with campus reorganization and solve some of the real problems we face in the sciences. Start allocating the positions we need to fulfill the mission of the university, TEACHING and RESEARCH. Not ad nauseum reorganization.
Strongly Oppose	Science and Humanities disciplines are too dissimilar to be centrally controlled - smaller colleges supervised by specialist Deans are more effective.
Strongly Oppose	Return to a previously rejected system is not progress. Current system is viable and the EVS needs to adjust to it not vice versa.
Strongly Oppose	Recent decisions by the deans of our college lead me to believe that the current goal of the administration is to become "Cal State Riverside" and not UCR, a relatively strong research university (currently). This seems to be yet another step in the spiral downward.
Strongly Oppose	Proponents of the plan have not offered any compelling reasons for such an ambitious reorganization. Also, the splitting out of AES faculty and departments into a separate college or institute is untenable.
Strongly Oppose	Personally, I am not confident that the described benefits will occur and don't think they will outweigh the disruption that such a re-alignment is likely to cause. It seems like the EVC/P would like to shift a lot of the difficult decisions that he is called upon to make to a new super dean who would essentially be called upon to make the same decisions. I don't see these as decisions being made at a level closer to the ground. The decisions are still made at the same level. The EVC/P is elevated so that he doesn't have to make them (at least in theory). Ultimately many of these decisions are financial in nature and I don't see the EVC/P transferring or delegating decisions that impact millions of dollars without wanting to keep some control over the process. I am not convinced that the restructuring will bring much in tangible benefits to the faculty or our students. I see it as adding another level of bureaucracy. Alternative approaches such as delegating some of these decisions to the current deans or hiring an associate EVC/P should be considered to solve the problems and be less disruptive.

CNAS Comments

Strongly Oppose	One of the things that is unique and most attractive about UCR the current two-college system. The strong emphasis on agriculture means UCR provides a home to the many students interested in this critical area and distinguishes UCR in the eyes of funding agencies as a school that takes agricultural research seriously and is willing to commit to this area of research both philosophically and with resources. Agricultural research - not just breeding and crop improvement but also basic research to enable crop improvement - is increasingly important to funding agencies and foundations, and merging CNAS into a liberal arts college will dilute the significance of this important part of UCR's persona. It will make UCR like every other school and it is guaranteed that over time the school will lost its unique character and appeal. In competition with other schools, this will only be bad for UCR. For students, faculty, and funding, there is no benefit whatsoever to the proposed merger.
Strongly Oppose	Not a single sensible reason has been given for this move. The cultures, manner of thinking and of funding of the two colleges are quite different. A forced marriage of this sort can only lead to serious erosion of standards that either group might wish for. It is also a formula for disastrous disputes.
Strongly Oppose	No convincing argument for the benefit of this proposed merger has been articulated, and the perceived limitations of the existing structure can be addressed readily by other means. Moreover, this proposed merger weakens rather than strengthens the campus.
Strongly Oppose	Missions are sufficiently different, as are funding sources for grants and activities. Previous service on ad hoc committees for Environmental Sciences faculty in the social sciences showed me that science faculty are not really qualified to evaluate scholarly work of social scientists.
Strongly Oppose	Many problems, but to pick one - I fail to see the advantage of having a Dean of one very large college competing for resources with a set of Deans of very small colleges.
Strongly Oppose	It will create a monster unit composed of segments with conflicting interests, different histories, cultures, standards, etc. If the current CNAS is said to be difficult to manage I cannot imagine managing (effectively) such a huge college. Plus, such a structure would require even more levels of administration, if we did not get enough already.
Strongly Oppose	It is unnecessary to make these changes. Every campus has its own characteristics
Strongly Oppose	I think the Provost should have explored ways in which any current problems could be solved within the current system, rather than propose a radical overhaul with all manner of unknown potential consequences. This smacks of a vanity project, of being seen to be doing something, of thinking he knows better than the people already here. He simply hasn't made a substantive case that such radical change is necessary.
Strongly Oppose	I think it is a dreadful idea for a number of reasons stemming from (1) the cultural, financial and logistical divide between fostering competitive scientific research and fostering creative scholarship in the Arts and Humanities; (2) the negative impact of concentration of the great majority of faculty and students under a single Dean who has only one voice around the table when negotiating with the Provost; (3) the destruction of our current excellent student advising and support system in CNAS in favor of a much more dilute system that will have to cater to a much more diverse array of students; and (4) the necessity of creating a multilayered and complex bureaucracy within the new college to handle the diversity of departments and programs. Provost D'Anieri has not convinced me at all that the problems he hopes to solve are really problems, or that merging the colleges will solve them. Other than reducing the workload of the EVC, I don't see any advantages to this proposal. Why can't budgetary control be passed to the Deans if we retain a separate Dean of CNAS and Dean of CHASS?
Strongly Oppose	I have read all of the documents, and I find the arguments for consolidation to be thoroughly unconvincing. The process of consolidation will tie up much faculty time and really still not address the organizational shortfalls that currently exist.
Strongly Oppose	I do not find the arguments for this convincing. Such a reorganization will require an enormous amount of faculty time that could be better spend improving our teaching and research.
Strongly Oppose	I do not believe that the proposed merger is the only way to solve the issues that have been raised and that while there might be some benefit from it, I can foresee many serious negative consequences.

CNAS Comments

Strongly Oppose	I definitely do not favor a merge of CNAS and CHASS. Such unions might be reasonable at small liberal arts colleges but not at research institutions and certainly not at a research institution with a strong agricultural component. Merging CNAS and CHASS would only mask the strengths in both colleges. Also, the problems that have led the folks in the physical sciences and math to want to split out from CNAS would only be much, much worse in a merged CNAS-CHASS college. There would be no reasonable fit of agriculture into a merged CNAS-CHASS, so creating a separate College of Agriculture would be essential. The problem of embedding agriculture in a merged CNAS-CHASS would be very analogous to embedding the medical school in a merged CNAS-CHASS. I don't see any of the medical school people anxious to embed their school in a merged CNAS-CHASS, and with good reason. This idea of merging CNAS and CHASS is likely the very worst idea I have encountered in my 30+ years at UCR.
Strongly Oppose	Each university has its own tradition, I don't see any reason for the proposed merges.
Strongly Oppose	Combining two large colleges with very different agendas to a mega college will create unworkable conditions. The provost forgetting Agricultural mission of CNAs.
Strongly Oppose	Colleges of Arts and Sciences are commonplace but a College of Natural and Agricultural is the "raison d'estre" of the Riverside Campus. I know from my decades at UCR, the urge of new administrators to leave their mark by rearranging the academic "furniture". Whatever financial benefits may ensue from the proposed fusion, in no way could they compensate for the loss of identity in the Agricultural and Natural sciences. At stake is the loss of a Riverside identity and prestige accumulated in more than a century of dedicated research and service.
Strongly Oppose	By personal experience, a College of Arts and Science represents the unnatural merger of very distinct approaches to scholarly activities. Rarely the leadership of such Colleges can satisfy the very different aspirations and needs of the faculty. This creates a high level of dissatisfaction and a feeling of not being represented in such institutions. The benefit in terms of interdisciplinary interaction are non-existent. Such colleges exist in Universities that are too small to warrant different subdivisions, or where they represent a leftover of a bygone era.
Strongly Oppose	Better to move in the opposite direction: split CNAS into Natural Sciences and Agricultural Sciences. And leave CHASS untouched.

CNAS Comments

<p>Strongly Oppose</p>	<p>This is the worst idea I have heard in 30 years. The need for the Uber Dean and fusion of the two largest colleges is ridiculous. It will be chaotic and massive amount of work and expensive. It will be demoralizing to aculty and staff. I think the staff's opinion should be heard. It is not clear why the EVC cannot provide decision making authority to the Deans of CNAS and CHASS. Clearly, there will be a search for a new CHASS Dean and the CNAS' Deans appointment ends this year. There could be two searches. If he cannot work with the current Deans, change them. It is not clear why he cannot communicate with two people. Faculty are disgruntled when there is inadequate representation. My concern with the Uber Dean means one voice at the table vs two Deans if the current structure is retained. The current structure is simply better. I am sure that Engineering, SoM, Education and Business love this idea of merger- one less Dean to hear from at the Deans Council. The other schools can more easily move their agendas forward. There has already been a disproportionate investment in SoM/Eng with the neglect of CHASS and CNAS. With the Uber Dean, this is likely to exacerbate. The main driver for this decision is undergraduate classes. Classes are not being offered because there is insufficient \$ for TAs and insufficient faculty to meet the teaching loads. Some temporary lecturers would go a long way to alleviating this stress. My understanding the EVC will not provide these funds. He says one thing and does another. The EVC might not know it but teaching expenses is what drove CNAS into debt. CNAS has been on an alarmingly tight budget and cannot spontaneously respond to teaching fluxes. First, faculty have research programs and they plan their teaching and research for a minimum of two years in advance. Research productivity = AAU status. If the EVC want faculty to just teach and abandon research, we will become a community college. Second, for more spontaneous teaching needs, the EVC could consider developing a teaching postdoc program. Provide lecturer status to postdocs on the campus, it will enhance their careers and allow the colleges to adapt. Third, give the colleges the \$ they need to meet student enrollments. Discussion sections are extremely large now. This will not encourage student success. In addition, with \$ temporary teaching staff can be hired, while a longer term plan for meeting student needs is addressed. As for mentoring, this is an insufficient reason to reorganize the campus. A small number of students should not be the motivation for merging colleges nor merging the advising staff for the colleges. CNAS has gone a long way to enhance student success and has been aggressive about grants to enable this. CHASS needs to follow suit. If some students are finding difficulty in transitioning from one college to the other the problem should be identified and rectified. It is likely to be the student!!! There are transition advisors in CNAS. Perhaps the transitioning students are not being proactive enough. To be 100% honest, this reason for merger sounds like Steve Brint want to create an empire; this is similar to his proposition to make his administrative unit (which should remain an administrative unit) an academic unit. UCR is a Research I university with aspirations of AAU status, the ideas that drive the merger of CNAS and CHASS are rather trivial and can be revolved with good leaders who are passionate and communicate well. Many faculty feel this merger makes UCR look like a community college with its sole focus on undergrad education and mentoring (and to make the EVC's job easier and to create an "action" that the EVC can call an "accomplishment" on his CV). The massive amount of time that faculty will invest in the merger will take away from research and creative activities. It will take longer to reach AAU status. Finally staff morale has reached a new low. The staff should be asked how they feel about this. They are NOT happy. This proposal</p>
<p>Strongly Oppose</p>	<ol style="list-style-type: none"> 1) CNAS has spent the last several years developing an excellent program of academia and teaching. This is just beginning to take shape as being observed in the increasing AIS scores of our targeted undergraduate population. This new proposal would dissolve this initiative. 2) Agricultural Science is a strength of our university. It is recognized in the College name and in the unity of the science, research and teaching program. Either model being proposed dismantles the current excellent collaboration of our faculty. 3) The Agricultural faculty are highly involved in teaching at the undergraduate and graduate levels. How would College or Research Mission division enhance this relationship - it would not. 4) Our undergraduates are of a much higher quality then we have ever seen and currently retention rates of students in CNAS are the highest ever. What benefit is there for the undergraduates in a new less-focused program in which they are not interested in changing colleges? 5) The funding issue and problems facing the Provost as outlined in the proposal could be dispelled by greater transparency in the allocation of funds by passing these more directly to the Deans and Divisional Deans within the two colleges. No change in structure, but a change in responsibility and accountability.

CNAS Comments

Strongly Oppose	<p>The proposal for the formation of a single college of letters and sciences is not supported by any objective analysis of the gains that would offset the enormous workload that it would entail (on top of the countless faculty hours already invested in the 2010 and 2020 plans, the CNAS redesign, etc.). Much of the putative benefit seems centered on undergraduate education, either improved advising and reduced time to degree (easily fixed by less draconian means), or a very subjective viewpoint that a liberal arts degree, delivered by a single college, is somehow more wholesome than the alternative. Even if I accepted either premise, I would argue that the tail is wagging the dog here; UCR's AAU aspirations hinge much more critically on its research accomplishments and the quality of its doctoral programs, neither of which is substantively addressed in this proposal. The notion that new, synergistic collaborations will arise ignores the fact that truly profitable cross-pollination is much more likely to occur between CNAS, BCOE, SOM, and perhaps SPP; institutional barriers between these units are seemingly to be left in place. If it is a question of simply pushing budgetary decisions downward, then just do it. We would welcome a respite from the micro-management practices of the last provost. Lastly, the comparison with various AAU campuses is strained as it lacks accuracy. None of the seven AES schools are structured as proposed here, and for very good reasons. Besides, substituting imitation for actual innovation is a frustrating form of intellectual laziness that has plagued the last four administrations of this campus.</p>
Oppose	<p>Would only consider if there is a separate school or college of agriculture (and natural resources).</p>
Oppose	<p>UCR is a strong research-oriented University. One of our main strengths is bridging between basic and applied research. A merger of CHASS and CNAS would disconnect these two scientific branches, as only the basic science would fit into a CAS-type college. Also a Dean of CAS would have too much power and unlikely to be able to acknowledge many issues specific for each of various different types of academic culture and context.</p>
Oppose	<p>The reasons given for the merger seem weak, and lacking in solid data-driven justifications. I'm concerned that in making this proposal, little real effort was made to identify the real impediments that pose problems on our campus. In keeping with this, thoughtful consideration of how a merger would actually address important problems is lacking. This makes me quite concerned that the administration would come up with a half-baked proposal, where the details have not been well considered. If this was a pre-proposal for a grant, I would triage it -and not ask to see it developed into a full proposal.</p> <p>From a CNAS perspective, it is quite unclear how a merger addresses time to degree for students. Why Physics and Math would be happy by having their voices further diluted is similarly puzzling to me. Finally, and most critically, the lack of serious thought given to how integrated the Ag related research is in CNAS is concerning. I don't work on Ag-related research, but I can certainly recognize and appreciate that splitting the more translational Ag research into a separate institute or college would really hurt a critical strength of this campus.</p>
Oppose	<p>The provost never provided a clear rationale for how the formation of a college of arts and sciences would be beneficial over the current system or the CNAS restructure.</p>
Oppose	<p>The provost has not presented a cogent set of reasoning to create a new college. The arguments of changing management structure are relatively weak and seem like problems that could be resolved without joining the colleges.</p>
Oppose	<p>The novel aspect UCR is an unusually strong agricultural program strengthened by the broad life sciences base. A single college of A&S tends to result in a weaker Ag program. I would be disappointed to see such a reduction in quality that would likely result from such a move.</p>
Oppose	<p>The motivation for this alignment seems to be administrative without respect for what is being improved, It has been articulated by the EVC that this will reduce the decisions made by this office instead to a Dean, but no evidence has been presented that this will improve competitiveness of UCR or streamline aspects on campus that are inefficient.</p>
Oppose	<p>Neither the problems to be solved by this merger, nor the benefits that might accrue from its implementation, have been explored in any compelling detail. CNAS is undergoing a process to address its own structural problems that preceded this idea, and no apparent effort has been made to recognize/accommodate these other plans. It throws a spanner in a fair amount of previous faculty effort.</p>

CNAS Comments

Oppose	It seems that there are much better uses of our time and energy than combining the two colleges. It seems it would furthermore distance relationships between faculty and their dean. I'd much rather focus on improving the teaching and research of this university than wasting resources restructuring it.
Oppose	It is unnecessary to make these changes. Every campus has its own characteristics
Oppose	I would support this idea if we did not have an Experiment Station. I don't know how this would work. Would the Experiment Station faculty be separated away from this large academic unit or would they be merged into it? In either case there would be too many problems to solve. Overall, creating a College of Arts and Sciences would create more problems than it would solve. And what problems would it solve anyway? These have not really been articulated.
Oppose	I would be much more supportive of a merger of CNAS and BCOE as there are many synergies among these two colleges. However, they are very limited among CNAS and CHASS. It certainly would be important to stimulate more interactions among the faculty of CNAS and CHASS, but I don't think this warrants a merger of two large colleges.
Oppose	I moderately oppose the creation of a single college because the gains do not appear to the cost of energy to make the merge happen. Such energy would be diverted from teaching, research, writing grant proposals, etc.
Oppose	I feel that CNAS is doing quite well overall right now, and I just haven't seen any strong arguments for the combined college. It is claimed that such a structure will solve a number of problems, but I have yet to see an example that couldn't be solved more easily by making small modifications to our existing structure.
Oppose	I don't see the urgency in moving this direction and I don't believe that the benefits and costs of this merger have been thoroughly considered. It seems to me that we have embarked on this path simply because other universities use this system, not to fix something wrong with our system.
Oppose	I am strongly opposed to any restructuring that may undermine further UCR's historic strength in agricultural research and role as a land grant institution.
Oppose	I am not convinced that the benefits will outweigh the huge amount of disruption that such a merger would cause. I envision lots of time being spent figuring out the new structure and populating it with new administrators who will have to learn their new jobs rather than focusing on what to me is really important - scholarship. I think that most of us are not satisfied with the existing structure of CNAS and much thought has gone into its restructuring. In contrast, little thought has gone into this grander merger as it has been proposed by our new provost (who has never been a provost before) and a new chancellor (who has never been a chancellor before and has not bothered to convene a discussion among leading faculty in his short time here) who have not had time to learn about the campus they are charged to run. In short, these are two men who hardly know us. Why should we go along with a reorganization that is so blatantly top down?
Oppose	A separate college consisting only of the physical sciences and/or engineering would be preferable.
Oppose	1. I do not think it's been fully justified why such a reorganization is necessary. 2. I don't see how this addresses the real concerns of the math, physics and chemistry departments.
Neither Support Nor Oppose	There are positive merits to both sides of the issue. I am late in my career and the final decision will not directly affect me. I think a better assessment would to poll the faculty age group or by rank (Assistant, Associate, Full). The future of the campus is in the capable hands of our younger faculty and their voice should be heard.
Neither Support Nor Oppose	My support for the merger depends on whether or not there will be a separate dean for the physical and mathematical sciences (physics, chemistry, math) and whether or not this dean would have independent budgetary authority. If such a dean will be appointed and given budget authority, I would support the merger. In all other cases, I would prefer the current UCR structure. I want the leadership at the level of the dean to know very well the budgetary requirements of a successful physical sciences program and I'm concerned that a merger might take us in the wrong direction.

CNAS Comments

Neither Support Nor Oppose	<p>I'm emeritus so I shouldn't vote. But, as an assistant professor, I opposed the breakup of the old College of Letters & Sciences when Ivan Hinderaker proposed it. The deficiencies noted in the present multiple-college system were prized features of Ivan's breakup. UCR was heading into enrollment problems at the time, and Ivan felt that the rigorous L&S requirements discouraged student applications for admission. Furthermore, the Ag Station operated fairly independent of the chancellor. So if L&S was broken into 4 colleges, with the station being brought into one of the colleges, these "problems" would be solved. Hopefully, at least one of the colleges would decide on requirements less strict than L&S, and the resources of the Ag Station would be more closely controlled by the chancellor.</p> <p>So, over the objection of the majority of the faculty, we were split into 4 colleges.</p> <p>Q.E.D.</p> <p>P.S. Your form requires a vote. As I said at the top, I shouldn't vote because I'm emeritus. I therefore have to vote neutral in order to submit this form.</p>
Neither Support Nor Oppose	<p>I'm ambivalent towards a merger at this point. I have yet to hear any strong arguments articulated in favor of continuing with the status quo or merging colleges. I need more concrete examples of possible benefits and drawbacks.</p>
Neither Support Nor Oppose	<p>If the merger of the two colleges would allow the retention of EXISTING departments in CNAS and the Agricultural Experiment Station to be maintained then I would support this merger. Otherwise, I am opposed.</p>
Neither Support Nor Oppose	<p>I would support an option where the various deans of each division (e.g. physical sciences, biological sciences) had budget authority</p>
Neither Support Nor Oppose	<p>I support continuing the discussion, but not the proposals from the Provost that I have seen so far. In particular, I could support a plan that granted budget authority and autonomy to the associate deans (they would then be Deans of the Division and they would rotate as the Dean who would report to the Provost).</p>
Neither Support Nor Oppose	<p>I strongly support strategic organization at UCR. I am not certain that creating an arts and sciences college is the exact strategic organization that we need, but given the haphazard and historical basis for much of the organization at this university, I support taking a close look at any attempt to make our organization more efficient at cutting across department and college walls.</p>
Neither Support Nor Oppose	<p>I have seen several different ideas describing possible realignment scenarios. Given the differences between them, I cannot offer an opinion that applies equally to all scenarios. I do like the idea of creating a College of Agriculture where all of the AES and CE resources and personnel would be administered as a whole.</p>
Neither Support Nor Oppose	<p>I can support the proposal if the combined college is split into divisions and there a Dean of each Division who has independent budget authority such as at UCLA.</p>
Neither Support Nor Oppose	<p>I believe this effort is utterly misplaced. There are very well managed units in Chass (e.g., political sciences) and very poorly ones (e.g., Comp Lit.). In CNAS there are departments struggling with lack of voice and support (Chemistry, Physics) and other struggling with quality of research output. There are so many individual problems in each college, that it appears inconceivable that an even larger unit (with even more diverse department operations) would be able to manage this better.</p> <p>Rather, the campus should be divided into four main colleges:</p> <p>Life: Biological and Ag sciences Innovation: Bourns + Math + Physics + Chemistry Progress: Social Sciences Creativity: Humanities and Arts</p> <p>In such a college distribution the way the departments were managed and need to be resourced is more equal.</p>

GSOE Comments

Neither Support Nor Oppose	This merger does not appear to address the key issues around improving the organization of CNAS.
Strongly Oppose	The outcomes are far from predictable and the efforts and time to go through this process outweigh uncertain outcomes. There are problems articulated about CNAS and these need to be remedied before any reorganization is considered.

SOBA Comments

Strongly Support	It makes more sense and should help students see all options for their major/minor
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SOM Comments

Oppose	Think we should spend faculty time on doing their research and getting more grants as a better way to achieve AAU eligibility.
Oppose	This top-down proposal is for the benefit of administrators, not faculty or students. The work required and the confusion generated by implementing this proposal would detract for at least 2-3 years from many more important goals, such as improving our research productivity, strengthening the graduate programs, and hiring new faculty.

