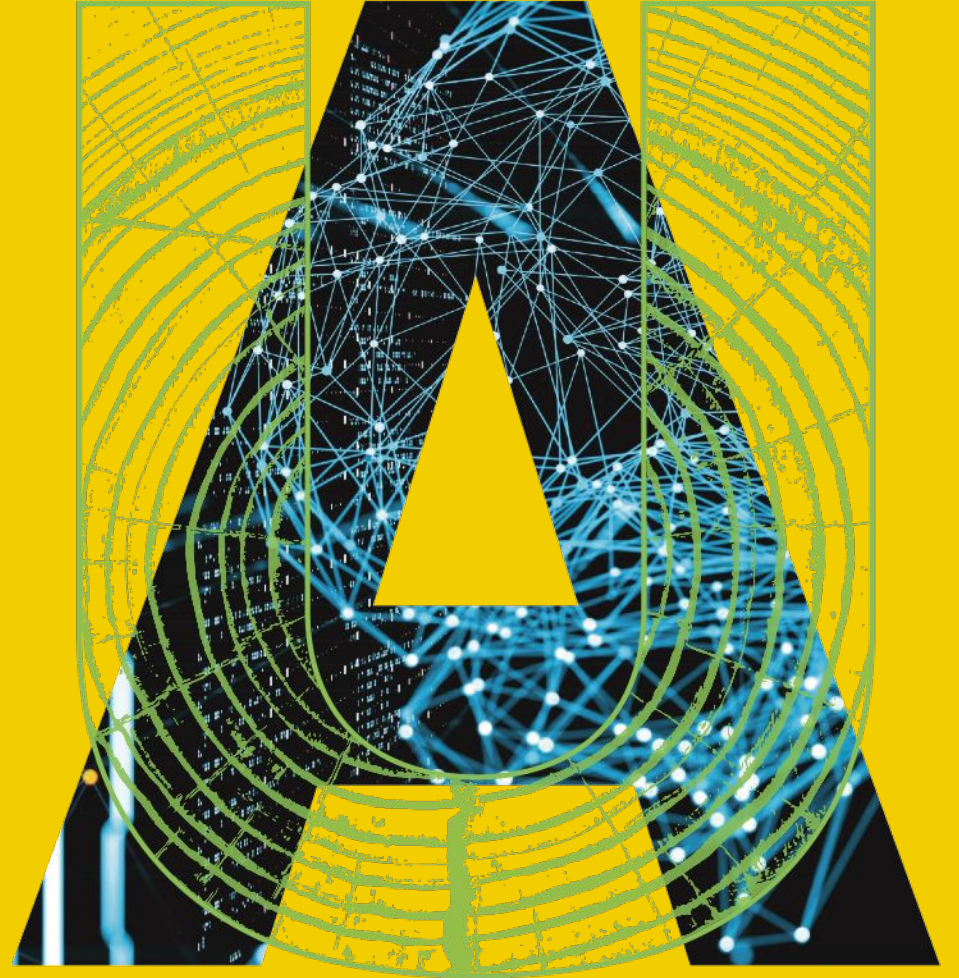# FACULTY RESTRUCTURING TIMELINES

UNIVERSITY OF ALBERTA

Governance Timelines

- February 2022 – current election cycle and committee structure confirmed
- March 2022 – Draft Principles for Committee Membership and outlined two additional documents for roles and responsibilities and meeting procedural rules.
- April – Drafts of the three Principles documents ready for feedback and discussion with Faculty
- June 2022 – Draft of new committee structure and draft terms of reference template for feedback.
- Summer 2022 – Create and distribute to committees/councils for feedback draft terms of reference based on template and principles
- October 2022 – Committees/councils bring revised terms of reference to Governance WG
- January-February 2023 – Committees/councils terms of reference to EFC
- March 2023 – Election cycle based on committee structure and terms of reference
- July 2023 – Full implementation

Leadership Timelines

Leadership Working Group:

- March 2022 – Recommendation for the appointment of two Interim Chairs for July 1, 2022-June 30, 2023 approved

- March / April 2022 – Responsibilities and appointment process recommended to Steering Committee. Communicated with Faculty. Work on roles / responsibilities of 2 Associate Chairs Undergraduate and 2 Associate Chairs Graduate. Recommendation to Steering Committee.

- April / May 2022– Interim Chairs selection process and confirmation.

- May / June 2022 – Transition period - Current Chairs & Interim Chairs; Associate Chairs

- July 2022 – 2 Interim Chairs and Associate Chairs in place

- April – August 2022: review of Associate Deans / Vice-Dean roles & responsibilities; faculty wide engagement process.

- September / October 2022: Leadership Recommendations to Steering Committee

Administration Timelines

January 2022 - Process overview. Identify all essential administrative tasks. Identify gaps, cross-training and backup. Identify factors that impact our work, i.e. the progress of SET. Ongoing meetings with NOUS for advice and guidance.

February 2022 - data sets shared by NOUS. Review of HR job cards, identifying/recommending direct reports. Reviewing possibility of creating pools of employees that can be shared out where and when needed.

March 2022 - NOUS meetings with U of C, SFU and U of Ottawa. Confirming essential administrative task list, identifying tasks that could move to the College, non-essential tasks we can no longer do. Creation of a draft organizal chart.

April - June 2022 - meet with other groups to confirm organizational structure. Meet with all staff to discuss and receive feedback on the structure and implications for their work. Review and rewrite position descriptions.

July 1, 2022 - implementation of new structure, acknowledging there may be need for revisions.

Communities of Practice / Pods / Hubs Timelines

April-June 2022
- Ongoing discussions and consultations about functions and roles for 'CoPs/Pods/Hubs' (including meeting with NOUS about communities of practice)

Fall 2022
- Development of guiding principles for 'CoPs/Pods/Hubs'

Winter 2023
- Implementation (ongoing)

Steering Committee

2022:

- March-May: Define key decisions to be made and accountability for decisions; define roadmap for when engagements, proposals and decisions will be made.

- April: Implement process for the appointment of Interim Chairs

- May: Appointment of Interim Chairs

- May – June: Support leadership transition.

- June-Aug: Establish DRAFT strategy for Faculty Renewal; consultation and feedback process implemented.

- July 2022 onwards: articulation of ongoing feedback and refinement process