

# Call for Organizational Change from FREE

## **FREE calls for the following:**

- **Eliminating** discipline-driven departments that no longer serve broader School ends. We propose following a model of practice-oriented collective academic focus areas, created with a cohesive plan, that will be reviewed and renewed/sunsetted every five years
- **Centering** the work and support of the Center for Academic Achievement and Student Development. These programs are oriented toward equitable excellence and must be connected to the work of scholars and students in the School
- **Connecting** our work to local, regional, national, international efforts to eliminate anti-Black racism and to increase equity and social justice in all forms of education
- **Support** for professional development and mentoring must be made available to all SoE faculty, staff, and students to create the opportunity to make and live productively in a change environment
- **Embedding** principles of anti-racism across the work of the SoE, including standing committees, program reviews, annual reviews of staff and faculty, hiring committees, and ad-hoc committees and workgroups

# Overview / Framing

## Process

- Weekly Meetings
- Reviewed Feb Assembly Breakout Group Discussions
- Met with CAASD, Committee Restructure, F.R.E.E.
- Invitation to reimagine the process; not about individual people

## Moving Forward

- Time in the May 14th assembly meeting to discuss further
- Continued opportunities for input over summer and through AY 2021-2022
- Implement recommendations by Fall 2022

# Recommendations

1. Abolish all current departments.
2. Restructuring of academic and student services, development, recruitment.
3. Creation of directors of undergraduate studies (including teacher prep) and graduate studies.
4. Director of Center on Racial Justice and Equity
5. Radical reassessment of space and imagination of space allocation