

**Modern and Classical
Languages and Literatures**

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12/9/2015

Implementation Report on Merger of MCLL and P&R

Dear Provost Ainsworth,

I am writing to inform you about the implementation of the merger of MCLL and P&R. Although I have avoided going into great detail, I can supply you with more information any time you should wish.

Timeline for the Merger

The following are key dates in the process:

3/2/2015 – An “alternate proposal” for an MCLL/P&R merger was submitted by Dean Elwell, John Phillips, and Joshua Davies to Provost Ainsworth. This document seems to have won favor and was more or less used by UPRAC in their final recommendations.

6/5/15 – A transition plan was submitted by Joshua Davies through Dean Elwell to Provost Ainsworth. This plan, which was accepted, foresaw meetings of separate faculty, joint meetings, the formation of several special committees to deal with the process. The plan also highlighted the issues that were to be addressed, such as RTR operations, budget, etc.

7/1/15 – The administrative merger took place: John Phillips retired, Joshua Davies became head of both MCLL and P&R, Talia Welsh became Associate Head from P&R (alongside Lynn Purkey, already serving as Associate Head from MCLL), and Evelyn Murray became the Administrative Assistant for both programs.

12/10/2015 – Implementation progress report is due to Provost Ainsworth.

3/31/2015 – Final report on transition is due (according to approved transition plan of 6/5/15) through Dean Elwell to Provost Ainsworth.

Measures Taken to Date

The following committees have been formed to aid in the transition process:

- a Transition Committee composed of two members from each program
- a Faculty Concern Committee composed of two members from P&R

The following meetings have been held:

- the P&R faculty and Head have met separately twice
- the MCLL faculty and Head have met separately once
- the MCLL/P&R joint faculty and Head have met twice
- the Transition Committee has met once
- the Faculty Concern Committee and Head have met once

The following documents/reports have been produced:

- a report from the Transition Committee
- a working draft of updated bylaws specific to P&R
- the Head's commentary on the P&R bylaw draft

Looking Forward

Several issues currently occupy a central place in the discussion. Affecting the entire merged unit is the question of the composition of the RTR committees for the two programs. While the faculty have generally agreed that differing standards, cultures, histories, and disciplines warrant keeping the RTR composition specific to discipline (rather than merged into one large committee), some details are still being considered and will be discussed in January and February. It should be noted that because P&R and MCLL came to the table with an agreement to merge, they were granted a degree of autonomy in operations and bylaws such that they were encouraged to consider the question of uniting committees rather than mandated to unite them.

The other main question in play involves bylaws specific to the P&R program—an issue especially in light of the fact that this program has received a Department Head from the “outside” and wishes to take some measures to safeguard its identity and autonomy. In particular, there has been discussion over updating the current P&R bylaws with statements that clarify the role of the Associate Head and that establish a process for budgetary decisions. The Head and the faculty are progressing towards a text agreeable to all, having shared proposals with one another in writing and in person. It is expected that some new language will be incorporated into these bylaws by the end of March. There will be more meetings early in Spring 2016.

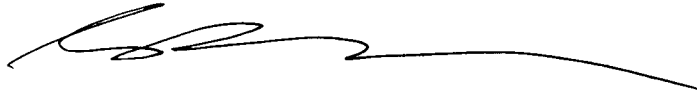
In general, there would seem to be no reason preventing a timely submission of our final transition report by March 31st 2016, and there is likewise a good hope of reaching some basic resolution on the two main questions: a recommendation

with regards to the details of RTR composition, and some new bylaw language for P&R. Even so, I do expect that certain details will need to work themselves out by trial and error even beyond March 2016, and that the picture will evolve over time as we all work our way forward to make the best of our new situation.

I should also note that we remain stumped on the question of a name for the newly merged department. The discussion on that front continues.

Please let me know if you would like any further information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joshua Davies', with a long horizontal flourish extending to the right.

Joshua Davies (Head, P&R/MCLL)