AS Recommendation on Student Engagement Reorganization

The Associated Students has met and discussed the proposed reorganization of what is known as Campus Life, or Student Engagement. The Senate has decided on the following benefits and concerns of the plan, and has a recommendation to follow:

Benefits:

- There is additional staff for student involvement
- The new leadership component to the reorganization
- There are more eyes on the "community" – meaning that the reorganization seems to have more of a community focus than the status quo
- We see the plan may lead to increased collaboration

Concerns:

- Concern over a lack of student voice, as some of these services are covered by student fees.
- There are financial concerns. There seems to be $1.1 million for growth, but no plan or timeline on growth, nor priority of what will be added if additional resources are identified.
  - It is not clear if Associated Students will continue to pay for the Center for Student Leadership and Involvement (CSLIS)
  - There also was no budget presented with the materials, which lead to ambiguity. It is also impossible for the Senate to understand the priorities of the institution without a budget
- There seems to be no data collected to determine where the needs are for students, and what services students utilize the most, to determine the best course for the reorganization, it appears any evidence on student demand is anecdotal.
  - There seems to be no research that changes will lead to improvement
- There is large concern over the lack of involvement of the Chief Student Affairs officer in both the planning of this reorganization, and their involvement once implemented.
  - There was no clear statement on how the divisions on the campus (Academic Affairs, Administration and Finance) will coordinate with one another, as the division for student affairs is split between the two divisions.
- The Senate believes that the documents they were presented were ambiguous in nature, and it lead to much confusion. There also seemed to be confusion over what was changing in each area.
  - The Senate believes they haven't been given sufficient information on why cuts are happening in certain ways to certain programs
- Loss of quality on work performance based due to transfer of employees.
Concern over employees moving into roles they didn’t originally apply for.
- This will affect the experience of students
  - There is a concern over low morale in the staff, both student and professional
- The Senate is concerned over the method of implementation. We feel the process would be more ideal if there was more of a visible and timely attempt at consultation with various stakeholders.
- There is a concern that jobs gained will be fewer than jobs lost due to the reorganization.
- Loss of services to low risk clubs.
- Concerns were raised over the elimination of programs and services without sufficient justification.
- The reorganization does not seem to reflect the current “student run” culture of the recreation center.
- There was no clear articulation on why the changes were made in the way they were. That is, why move the people being moved to the places they are being moved to? Why create the services being created. The reorg is missing the “why?”
  - Not clear that what we are getting from the reorganization in exchange for what is being cut.

Overall, the Senate has strong reservations regarding the reorganization and its implementation. The Senate did not feel their questions were answered with any sort of clarity; our questions seemed to not be answered to the satisfaction of the Senate. We are largely concerned over the lack of transparency of the reorganization, how it was planned, and how it is being delivered to the campus.

**Recommendation:**

Due to the ambiguous nature of both the presentation and the documents provided to the Associated Students, the AS can give no meaningful consultation; therefore it is the recommendation of the Associated Students to not move forward with the reorganization as proposed. We feel our concerns outweigh and outnumber the benefits we see in the reorganization. Our recommendation is to redesign the reorganization, and this time includes all stakeholders, including the Chief Student Affairs officer, students, faculty and staff. In addition, we recommend that there is student oversight over the student fees being used within the reorganization. Associated Students is the appropriate body to oversee these fees.
ADOPTED AT A REGULAR MEETING OF THE AS SENATE BY UNANIMOUS VOTE ON NOVEMBER 8, 2013.


Iman Rashed, Chair of the Senate


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Anthony Gallino, Executive Vice President