Principles for restructuring and realignments

1. **Act in the best interest of the institution and students**
Restructuring/realignments are cumbersome, stressful and time consuming activities. They should be considered only when they are in the best interest of the University and our students’ Illinois experience.

2. **Enhance intellectual synergies**
Guided by a deep understanding of programs, restructuring/realignments should seek an enhancement of intellectual synergies that offer possibilities for improved scholarship and pedagogical innovations.

3. **Enhance impact and efficiency**
Restructuring/realignments must yield programs with a critical mass necessary for excellence and impact which must be clearly defined. At the same time, programs must be sized for achieving operational and administrative efficiencies.

4. **Establish transparency of purpose and shared governance**
A clear and publicly explainable rationale for the restructuring/realignments must be established. In keeping with shared governance, faculty must be involved in the process as early as possible.

5. **Establish consistency and uniformity**
We must ensure that policies and procedures for restructuring/realignments — moving, merging, transferring and eliminating units—are consistently and uniformly applied to all units.
Key variables and metrics to consider during structural restructuring/realignments

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<tr>
<th>Variable</th>
<th>Key Questions</th>
<th>Potential Metrics</th>
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| Centrality of the unit                    | What role does the unit (i.e., the scholarship and educational effort of the unit) play in the larger success of the institution? | • Undergraduate majors  
• Graduate students  
• Instructional units (to majors and non-majors)  
• Minors  
• Faculty partnerships across units  
• Faculty on grants across units |
| Quality, visibility and reputation of the unit | What is quality of the scholarship and graduate education of the unit? | • Rankings  
• Placement of graduates  
• Accreditation  
• Academic Analytics metrics  
• Grad program quality indicators  
• External research support |
| Impact of the unit (current and future potential) | What is the level of demand for current graduates of the unit? What support for scholarship is garnered by the unit? | • Placement of graduates  
• External research support  
• Public engagement |
| Potential for enhanced synergy and strength | Are there areas of commonality across units that could be strengthened through new alignments? Would new alignments enhance success, impact and visibility and/or protect important areas of inquiry by increasing critical mass? How efficiently/effectively does the unit operate in its current form? | • Number of faculty in unit  
• Number of staff in unit  
• Cross-listed courses  
• Faculty partnerships across units |
| Future Institutional Needs and Directions | How is the unit positioned to address the needs of the institution and broader communities in the next 10, 20, 30 years? |