

*Completed by Ad hoc Restructuring Committee on February 27<sup>th</sup>, 2014 – for Assembly Action:*

**Whereas** all reorganizations are transition events with mixed or extended consequences; and

**Whereas** transition events affect workload, personnel, curriculum, budget, recruitment and retention and/or related issues; and

**Whereas** reorganization affects student learning, recruitment, or placement; and

**Whereas** reorganization may affect external community or industry reputation and goodwill; and

**Whereas** the ETCS Assembly makes this document consistent with Senate Document SD 86-22; and

**Whereas** The ETCS Assembly has a vested interest in working to support quality teaching, learning, research and service in whatever structure the College uses or plans to use:

**Resolved:** That the following guiding principles are embraced and become part of official ETCS restructuring minutes and deliberations:

1. Justification or need for restructuring that benefits at least some stakeholders must be presented before any reorganization or restructuring decisions are made. A deliberate transparent and structured process should be put in place at that time.
2. All decisions should meet program-specific needs
3. All decisions should address national and international program-specific trends
4. Short term gains should be measured against any long term losses
5. Both tangible and intangible value of changed or cut units or programs is considered
6. Before making sudden changes the unintended consequences and initial assumptions shall be explicitly considered
7. Consider Accreditation implications and costs
8. Transition policies, timelines and procedures should be in place before any announcement is made and
9. Information about the process of meeting these policies as well as the final outcome is made transparent and available to ETCS Faculty."