



COLLEGE of DESIGN
UNIVERSITY OF MINNESOTA

Dear CDes colleagues,

Thanks to everyone for pulling together, as we prepare for the fall term while continuing to transition the college. Here are some important updates on the restructuring process:

- **Communications:** Amelia Narigon is [keeping this Intranet webpage updated](#) with monthly reports and a new “Top Things to Know” section. Questions or comments about the restructuring? You can share your thoughts anonymously using this [feedback form](#). You can also reach out to subgroup chairs, who are all listed on the Intranet page. Please don’t hesitate to reach out to me as well, by sending an email or asking [Jennifer Moreno](#) to schedule a time when we could talk.
- **Finance & Budget:** After working closely with departments, the college has moved all units to zero-based budgeting beginning this fiscal year (FY23). Zero-based budgeting is a process that allocates financial resources based on necessity rather than on budget history. In this new fiscal year, the Finance subgroup will continue to work closely with department heads and administrators to situate this new process. You will continue to hear more updates about budgeting in college-wide assemblies and within your own unit meetings. You’ll also be able to provide input on our FY24 Compact submission when the draft circulates in the spring term.
- **Philanthropic Funds:** Please remember that when a program joins a new department, any philanthropic money dedicated to the program will stay with that program. We carefully steward philanthropic funds to align with the donors’ intentions, as specified in the accompanying Memorandum of Understanding. In addition to our own faithful management of such funds, they are monitored by the University of Minnesota Foundation with a keen and diligent eye toward honoring donors’ intentions.
- **CDes Spaces:** We continue to adjust office spaces and renovate studio areas in Rapson and McNeal Halls. The renovation of room 253 in Rapson starts on Monday, August 22. The work in Rapson will transition existing office spaces to new student studio space with upgraded worktables. Construction on McNeal 32 has already begun. After renovations are complete, McNeal 32 will house the Dean’s Office, CDes Student Services, Career and Internship Services, and studio space for students. Renovation on 1425 University Avenue will begin in September and will focus on refreshing Room 175.
- **Faculty 7.12 Plans:** This [subgroup has issued recommendations](#), which the department heads will refer to in guiding revisions of the departmental 7.12 documents beginning this fall.

- **Governance:** This subgroup has recommended creating a new position of associate department head. Work is underway with the department heads to draft the position description that will be used in both new departments. The subgroup has also suggested principles for guiding the departmental processes to name the new ADes/GDes/PDes/RM and IDes/Arch/LA departments. The SLG will be considering these process recommendations in next week's meeting. The Faculty Leadership Committee (FLC) will be charged with considering updates to the collegiate constitution and bylaws, to reflect our new organizational structure. Department heads and faculty will then guide follow-on adjustments to their new units' bylaws.
- **Human Resources:** The HR subgroup is working with colleagues as appropriate to define the new roles and adjust existing ones, as needed changes come to light through the restructuring process.
- **Lead Administrators Community of Practice:** The departmental administrators are working with HR Director Mia Riza and Assistant Dean for Strategy and Advancement Trevor Miller to coordinate and improve administrative processes across the college. Incremental changes will begin this fall and occur gradually throughout the year. Thanks to James Carlisle, Bob Glunz, and Amanda Smoot for their efforts and cooperative spirit.

Please remember that the [college restructuring depends on each of us](#) to inform the evolutionary processes and do our part to realize each step. We need your input! Let your voice be heard by talking with your supervisor, sending me an email or requesting a time to meet, and/or using [this form to provide feedback](#).

With appreciation for all you do,
Carol

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