

**Report from the Organization and Government
Committee of the Academic Senate of San Jose State
University
In fulfillment of University Policy S06-7**

**Review of the decision to merge the School of Music and
Dance, the Department of TV Radio Film and Theatre,
and the Program of Animation and
Illustration**

Abstract

The Organization and Government Committee was asked to hold hearings into a reorganization involving several departments in the College of Humanities and the Arts, under terms of University Policy S06-7. The Committee solicited input from all the faculty in the merged departments, chairs from other departments in H & A and the principal administrators involved in the merger. The committee read dozens of pages of written briefs and documents including the historical email record, and viewed approximately 15 hours of oral testimony. The Committee concluded that the reorganization was carried out in a manner that repeatedly violated the principle of meaningful consultation with faculty inherent in S06-7.

The merger process left many faculty feeling mistrustful and led to sharply lowered faculty morale. The Committee heard of numerous potential negative consequences of the de facto merger that go well beyond faculty distress including confusion for student advising and support, lack of adequate logistical support for some programs, and endangerment of outside funding sources. The Committee recommends that aspects of the de facto merger be unwound such as the combined RTP and the Curriculum committees and that an interim organization respecting department autonomy be implemented. After confidence and trust are restored, a more meaningful conversation and consultation that place the faculty in the affected programs in the lead, should begin about organization reform. That conversation could include the possibility of the establishment of a new College level structure for the Arts or the Performing Arts.

The complete written report is available upon request via email to
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