

**CREM:  
Creation, Reorganization, Elimination and Merger of Academic Units**

The policy document is long, so we would like to summarize some of the salient changes.

- 1) The faculty affected directly by the proposed re-organization will vote on whether they support the re-organization.
- 2) Prior to the faculty vote, a joint task-force of faculty and administrators will evaluate the merits of the proposed re-organization, as will an external committee of experts (half of whose members will be chosen by the administration, half by the affected faculty).
- 3) We expect the BFC CREM standing committee to provide oversight on the whole process, and to be a place to seek redress when the process seems to be going awry.
- 4) The BFC will have a standing committee for CREM (creation, re-organization, elimination and mergers of academic units) that will, in consultation with the School policy committees, determine if more than one school is being affected by the proposed re-organization. *Only* if it is determined that a proposal will affect more than one School will this policy apply. Should the re-organization affect more than one School, the CREM standing committee will oversee the re-organization process and ensure that the processes happen equitably and efficiently. The CREM standing committee will be comprised of members of the BFC as well as representatives of the faculty whose tenure homes are directly affected by the re-organization.

This is only a brief summary of the details in the policy itself, which is accompanied by a flow chart that makes the process of a CREM much easier to follow.

The draft is a substantive revision of the previous policy from 2011 (available here: <http://www.indiana.edu/~bfc/docs/policies/MRE.pdf>)

Many of these changes are a return to the spirit of a BFC policy that existed from 1982-2011 addressing mergers and re-organizations. If you would like to see a copy of that earlier policy, please look here: <http://www.indiana.edu/~bfc/docs/policies/contingencyPlanningPolicy.pdf>