

Program Change Plan School of Management and Marketing

Provided to Faculty in the following affected units:

- Department of Animal Science, Food and Nutrition¹
- Department of Kinesiology²
- Department of Political Science³
- Department of Management
- Department of Marketing

This program change plan is in keeping with Sections 9.04 and 9.05 of the Collective Bargaining Agreement (CBA).

A. Description of Proposed Change:

This plan establishes a *School of Management and Marketing* by merging: the **Department of Management**; the **Department of Marketing**; the undergraduate degree program in **Sports Administration**, which would be separated from the Department of Kinesiology; the master's degree program in **Public Administration**, which would be separated from the Department of Political Science; the undergraduate degree program in **Hospitality Tourism Administration**, which would be separated from the Department of Animal Science, Food and Nutrition (College of Agricultural Sciences). Once established, the School of Management and Marketing will be housed administratively, on a temporary basis, in the **Provost and Vice Chancellor for Academic Affairs** area⁴.

Following establishment of the School, Faculty will create an operating paper pursuant to Article 5 of the Collective Bargaining Agreement. During the period of creation of the School Operating Paper, day-to-day management of the school will be guided by applicable provisions of the former department/school operating paper and former college operating paper⁵.

¹ This proposal reflects a "reduction" in Department of Animal Science, Food and Nutrition by way of separating the degree program in Hospitality and Tourism Administration and moving it to the School of Management and Marketing.

² This proposal reflects a "reduction" in the Department of Kinesiology by way of separating the degree program(s) in Sport Administration and moving the degree program(s) to the School of Management and Marketing.

³ This proposal reflects a "reduction" in the Department of Political Science by way of separating the degree program in Public Administration and moving the degree program(s) to the School of Management and Marketing.

⁴ See the statement at end of this document that is separate and apart from this program change plan regarding college-level considerations.

⁵ This approach is provisional, recognizing that interim operating procedures could be subject to impact bargaining.

For the proposed degree inventory for the School of Management and Marketing, please refer to the accompanying RME. The names and academic requirements of the degree programs will not change under the program change plan / RME.

Organizational Structure of School of Management and Marketing:

Initially, the Director / Interim Director of the School will report to the Provost, on a temporary basis until the assignment of the School to its home college. Following such assignment of the School, it will be led by an A/P Director who will report to and serve at the pleasure of the Dean of the College⁴, and who will be appointed following a search conducted in keeping with the University's Hiring Policy and Procedures. The University Policy on Department Chair responsibilities applies to School Directors. In keeping with this policy, the School Director is the chief academic, administrative, and fiscal officer for the academic unit and serves at the pleasure of the Dean. The Director is responsible for overall management and leadership of the unit and is expected to contribute to the mission of the University.

Specific duties of the Director will include, but are not limited to⁶: planning, development, coordination, review, and administration of undergraduate and graduate instructional programs to advancing learning outcomes of students enrolled in the School's academic programs, as well as students enrolled in service courses offered by the School's faculty; ensuring faculty excellence through effective recruitment, retention, and evaluation of personnel; advancing and coordinating accreditation-related activities including program assessment; maintaining effective recruitment, retention, and degree completion rates of students enrolled in the School's academic programs; providing educational leadership, fostering excellence, and creating a culture of increased research, scholarship, and creative activity among faculty; developing and recommending budgets to the Dean, as well as administering approved budgets and controlling expenditures within the unit; promoting alumni relations and representing the School and its constituent divisions and programs to various constituencies; conducting all business and activities in compliance with applicable law, policies of the SIU Board of Trustees, University Policies and Procedures, the College and School Operating Papers, and other guidance and directives of the Dean; and fostering an environment that advances Institutional goals regarding diversity and intolerance of discrimination.

Upon establishment of the School, an Interim Director will be appointed on a term-basis following usual campus processes for appointing interim administrators. The Interim Director appointment will be made by the Provost via search waiver, in consultation with faculty members who comprise the School, and with approval of the Provost, the Office of the Chancellor, and the Office of Affirmative Action. Faculty and staff members will have an

⁶ Adapted from university policy on duties of Department Chairs, which apply to School Directors.

opportunity to express their preference regarding possible candidates for the Interim Director Position, and to provide feedback on interim director candidates.

The search for the permanent School Director may be internal or external, consistent with current practice for hiring of Department Chairs and School Directors. In keeping with university hiring procedures and policy, an approved position announcement will be created for the Director Position; a search committee will be approved through the Affirmative Action Office; applications will be solicited; applications will be reviewed by the search committee; approved interviews will be conducted; and, a hiring recommendation that is informed by faculty and search committee feedback will be made by the Dean, with final approval by Provost and Affirmative Action Office.

With respect to staffing/hiring decisions in the new School, the School Director will work proactively with faculty and with the Dean to ensure that staffing needs (e.g., teaching of courses, civil service staffing needs) are addressed effectively and fairly. The administration recommends establishment of operating paper procedures that foster strong, equitable partnerships across the school.

Each of the (former) academic units that comprise the School of Management and Marketing will have the status of **Division** within the School. Each Division will be led by a faculty member who serves in the functional role of Division Coordinator. The duties of the Division Coordinator may vary based on the complexity and needs of the Division. Division Coordinator duties will reflect a service assignment in the faculty member's annual workload assignment. Depending on the nature and intensity of the service assignment, and on the complexity of the division, coordinators may be assigned a "release" from one-to-two 3-credit hour courses per year (i.e., a 12.5% or 25% FTE service assignment). The service assignment will be determined by the School Director in consultation with the Division Coordinator and the Dean and in compliance with the collective bargaining agreement. Depending on the complexity of the Division's programs and needs, Division Coordinators may also receive summer appointments in support of the division and its programs. Service duties of the Division Coordinator may include, but may not be limited to: consulting with the School Director and/or support staff regarding course staffing needs; providing input to the School Director to inform the Director's assignment of workload to faculty; assisting with student concerns; coordinating accreditation-related activities if appropriate; assisting the School Director with program assessment.

Rationale

A general goal of this plan is to revitalize and reposition our academic programs in order to create opportunities for greater collaboration among students and faculty. SIU's academic programs and structure have remained largely unchanged in a changing higher education marketplace. Accordingly, this plan aligns programs that relate to each other in order to foster synergy and innovation.

The proposed School of Management and Marketing unites, in an integrated academic unit, degree programs and scholarly, pedagogical, and outreach expertise in the areas of management and marketing. Such programming has historically been dispersed across a number of the University's academic colleges and departments. The School of Management and Marketing will be support an integrative, multi-disciplinary approach to curriculum, program development and research and will foster collaborative engagement of faculty and students in the affiliated areas. The integrated academic environment provided by the school will provide enhanced opportunities for SIU students to gain academic, research, and real-world experience and will prepare them for success in the current job market.

B. Impact on Faculty Lines and Faculty Workload

Faculty Lines

This plan has no effect on Faculty lines. There will be no eliminations of faculty positions under this plan.

Workload

Faculty workload assignment is governed by the terms of the Collective Bargaining Agreement (CBA). Additionally, the CBA requires School Operating papers to include the "criteria to be applied when determining workload". Consistent with current practice in other Academic Schools at SIU Carbondale, and in keeping with the provisions of the CBA, workload assignments will be made by the School Director, with consultation and input from Division Coordinators, and subject to approval by the dean. To summarize, all Faculty workload assignments will continue to be made in accordance with the procedures established and required by the collective bargaining agreement.

The merger of the planned academic unit and degree program into a school will contribute to more equitable distribution of service-related tasks across faculty, freeing faculty from some service obligations required to support the academic unit and the university. By spreading such responsibilities faculty members will have additional opportunities to engage in research, mentoring, and teaching activities.

General Promotion and Tenure Considerations for Tenured and Tenure Track Faculty.

Affected Faculty members who hold tenure in the Department of **Management**, The Department of **Marketing**, the Department of **Kinesiology** (i.e., faculty with core affiliation with the degree program in Sports Administration), the Department of **Political Science** (i.e., faculty with core affiliation with the MPA program) or the Department of **Animal**

Science, Food and Nutrition (i.e., faculty with core affiliation with the degree program in Hospitality and Tourism) shall have their tenure transferred to the School of Management and Marketing. The plan will not result in any loss of tenure for any Faculty member in the Department of Management, The Department of Marketing, the Department of Kinesiology the Department of Political Science, or the Department of Animal Science, Food and Nutrition.

Affected Faculty members who hold tenure track appointments in the Department of **Management**, The Department of **Marketing**, the Department of **Kinesiology** (i.e., faculty with core affiliation with the degree program in Sports Administration), the Department of **Political Science** (i.e., faculty with core affiliation with the MPA program) or the Department of **Animal Science, Food and Nutrition** (i.e., faculty with core affiliation with the degree program in Hospitality and Tourism) shall have their continuing, tenure-track appointments transferred to the School of Management and Marketing, with no change to their tenure probationary period.

Promotion Considerations for Tenured Faculty. Under the terms of the current Collective Bargaining Agreement, the promotion guidelines and procedures articulated in the operating papers in force at the time of the tenured faculty member's most recent promotion will apply to a promotion review case that occurs after the proposed establishment of the School of Management and Marketing. Note, however, that the tenured faculty member may elect to apply the promotion guidelines and procedures of the operating paper of the new School (of Management and Marketing) to the promotion / tenure review case. The promotion standards and procedures articulated in the 2016 SIUC Employees Handbook also apply to promotion review.

Tenure and Promotion Considerations for Tenure Track Faculty. Under the terms of the current Collective Bargaining Agreement, the tenure and promotion guidelines and procedures in the operating papers in force at the time the faculty member was hired into the tenure-track position will apply to an initial tenure / promotion review case that occurs after the proposed merger and creation of the School of Management and Marketing⁷. Note, however, that a tenure-track faculty member may elect to apply the tenure/promotion standards of the operating papers of the new School (of Management and Marketing) to the promotion / tenure review case. The promotion and tenure standards and procedures articulated in the 2016 SIUC Employees Handbook also apply to promotion and tenure review.

⁷ Clarification: If promotion and /or tenure occurs after the ratification of the new school operating paper, such operating paper will govern future promotion applications

Provisional Promotion and Tenure Procedures for **Current** Tenured and Tenure track Faculty.

The procedures outlined in this section are provisional given that the Faculty Association reserves the right under Article 9 to bargain impact of any implemented program change.

SCHOOL-LEVEL REVIEW

The Director of the School of Management and Marketing shall coordinate the process and shall write the School-level recommendation letter.

1. For candidates formerly appointed in the **Department of Management**: unless the faculty member chooses to apply the new School of Management and Marketing Operating Paper provisions, the former Operating Paper of the Department of Management shall govern the process and shall define the standards and criteria for promotion and/or tenure.
 - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Management Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Management Operating Paper) faculty members who had held appointments in the former Department of Management, augmenting if needed per CBA requirements.
2. For candidates formerly appointed in the **Department of Marketing**: unless the faculty member chooses to apply the new School of Management and Marketing Operating Paper provisions, the former Operating Paper of the Department of Marketing shall govern the process and shall define the standards and criteria for promotion and/or tenure.
 - c. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Marketing Operating Paper shall apply.
 - d. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Marketing Operating Paper) faculty members who had held appointments in the former Department of Marketing, augmenting if needed per CBA requirements.

3. For candidates formerly appointed in the **Department of Political Science (MPA Program)**: unless the faculty member chooses to apply the new School of Management and Marketing Operating Paper provisions, the former Operating Paper of the Department of Political Science shall govern the process and shall define the standards and criteria for promotion and/or tenure.
 - e. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Political Science Operating Paper shall apply.
 - f. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Political Science Operating Paper) faculty members who had held appointments in the former Department of Political Science, augmenting if needed per CBA requirements.
4. For candidates formerly appointed in the **Department of Kinesiology (Sports Administration)**: unless the faculty member chooses to apply the new School of Management and Marketing Operating Paper provisions, the former Operating Paper of the Department of Kinesiology shall govern the process and shall define the standards and criteria for promotion and/or tenure.
 - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Kinesiology Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Kinesiology Operating Paper) faculty members who had held appointments in the former Department of Kinesiology, augmenting if needed per CBA requirements.
5. For candidates formerly appointed in the **Department of Animal Science, Food and Nutrition (Hospitality and Tourism Administration)**: unless the faculty member chooses to apply the new School of Management and Marketing Operating Paper provisions, the former Operating Paper of the Department of Animal Science, Food and Nutrition shall govern the process and shall define the standards and criteria for promotion and/or tenure.
 - c. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Animal Science, Food and Nutrition Operating Paper shall apply.

- d. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Animal Science, Food and Nutrition Operating Paper) faculty members who had held appointments in the former Department of Animal Science, Food and Nutrition, augmenting if needed per CBA requirements.

COLLEGE LEVEL REVIEW

As noted previously, upon formation of the School, it will temporarily be assigned to the Provost and Vice Chancellor of Academic Affairs area. College level review of any promotion and tenure cases proceeding **during the period of the School's assignment to the Provost area** would follow the procedures below:

1. The applicable "prior" Operating Paper shall govern with respect to college-level procedures, standards and criteria. (i.e., College of Business Operating Paper for a candidate formerly appointed in the Department of Marketing or the Department of Management; College of Agricultural Sciences Operating Paper for a candidate formerly appointed in the Department of Animal Science, Food and Nutrition; College of Education and Human Services Operating Paper for a candidate formerly appointed in the Department of Kinesiology; College of Liberal Arts Operating Paper for a candidate formerly appointed in the Department of Political Science).
2. The College-level committee shall be comprised of appropriate (as defined by the applicable Operating Paper) faculty members who previously had held appointments in the applicable College.
3. The College-level committee vote / recommendation shall go to the Dean of the College in which the candidate's former department / school was assigned⁸. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration , the vote / recommendation of the unit-level committee, the vote/recommendation of the college-level committee, and the recommendation of the School director.

Following assignment of the School to a new academic college (see statement at end of this document that is separate and apart from the Program Change Plan), the following college-level procedures shall apply:

⁸ Or, if applicable, to an Academic Dean designated by the Provost for this purpose prior to the initiation of the promotion / tenure review process, following consultation with the candidate.

1. Unless the candidate elects to apply the operating paper established for the “new” College (see statement on proposed College structure that is independent of the program change plan), the Operating Paper from the applicable former College shall govern with respect to College-level procedures, standards and criteria (i.e., College of Business Operating Paper for a candidate formerly appointed in the Department of Marketing or the Department of Management; College of Agricultural Sciences Operating Paper for a candidate formerly appointed in the Department of Animal Science, Food and Nutrition; College of Education and Human Services Operating Paper for a candidate formerly appointed in the Department of Kinesiology; College of Liberal Arts Operating Paper for a candidate formerly appointed in the Department of Political Science. The College-level committee shall be comprised of appropriate (as defined by the applicable former Operating Paper) faculty members who had held appointments in the applicable College.
2. The College-level committee vote / recommendation shall go to the Dean of the “new” college. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration , the vote / recommendation of the unit-level committee, the vote/recommendation of the college-level committee, and the recommendation of the School director.

PROVOST LEVEL REVIEW

The Dean’s recommendation shall be forwarded to the Provost who shall proceed according to current policies, procedures and practice.

C. Impact on Students and Ability to Maintain Curricula

There will be no negative impact on students. To the contrary, we anticipate significant benefits to students in the integrated school model. They will have exposure to a wider range of faculty and will have opportunities to engage in cross disciplinary research, curriculum, and co-curricular activities.

The catalog under which a student enrolled as a major will continue to govern that student’s curricular requirements. That is, an existing student whose major will be housed by a School rather than a department will have identical requirements to those in place when s/he entered the major. S/he will be able to continue their current programs through graduation based on the requirements specified in the Undergraduate or Graduate Catalog as of the date they enrolled in the program. We will ensure that we deliver on our commitments to students enrolled in every program. Future changes to curriculum will be

the responsibility of the faculty, and such changes would follow established campus procedures (e.g., the NUI or RME process).

Given no reduction in faculty as part of the reorganization plan, there are no implications for ability to maintaining the curricula⁹. Again, the degree programs currently housed by the component academic units will simply be housed in the broader administrative structure of the School.

D. Estimated Financial Costs or Savings, Including Source(s)

Although cost-reduction was not the principal purpose of the overall reorganization proposal, we anticipate that implementation of the campus-wide plan will result in permanent (projected) administrative cost savings by way of a campus-wide reduction of administrative positions (e.g., fewer dean positions, elimination of department chair and school director positions), which will allow us to invest strategically in future initiatives. Across campus, for each former department chair / school director, the difference between Faculty salary and chair/director salary, plus any summer salary committed for the chair/director will be saved on a permanent/projected basis. Such savings will be balanced against the salary costs associated with appointing an A/P School Director on a 12 month basis, plus any summer salary expenditures committed for division coordinators.

For the School of Management and Marketing cost savings will accrue principally via reduction in the total number of unit-level administrators.

An analysis of support staff needs will be undertaken for the proposed school. Note that there will be no layoffs of employees in civil service positions as a result of the program change plan, although it is possible that there will be re-assignment of some civil service positions, allowing us to allocate positions to the areas of greatest need.

E. Comparison of similar programs at Peer Institutions (if applicable)

This program change plan represents an administrative restructuring of existing degree programs and academic units. The “School Model”, with multiple degree programs housed in the School, is already functioning effectively at SIU in the School of Allied Health, the Department of Kinesiology, the School of Art and Design, the School of Music and the School of Architecture. In such programs, faculty members who serve as division, area, or program coordinators / directors provide support and consultation to the School Director as part of their service assignments, with adjustment to workload assignments provided as

⁹ With exception of any proposal to eliminate a degree program. Any such proposals will be separate and apart from this program change proposal.

appropriate, and with commitment of summer assignments in some cases, as required by the needs of the unit. School Directors at SIU have demonstrated their ability to understand, support, and represent the disparate academic disciplines represented in their schools, to advocate for wide-ranging academic programs, and to support, mentor, and evaluate fairly and equitably the faculty who teach and engage in scholarship in varied disciplines. School Directors at SIU have also demonstrated their success at supporting undergraduate and graduate students from multiple academic disciplines.

There is no identical academic school among SIU Carbondale's IBHE Public Agenda Peers (2009). We are not aware of an identically-structured school at other universities. However, academic units with similar foci (some organized as Departments, some organized as Schools) exist at: Coppin State University; Indiana University Purdue University Ft Wayne; North Dakota State University; Pittsburg State University; Sam Houston State University; Shippensburg, University; Southern Utah University; University of Montana; University of New Orleans; University of Wyoming.

F. Possible Consequences of the Proposed Change on the University's Carnegie Status

The proposed change will have no direct / explicit impact on the University's Carnegie Status. However, one of the goals of the campus-wide re-organization plan (see point B) is to invigorate, enhance and expand Faculty research and creative activity by increasing synergy and collaboration. This includes the goal of expanding extramural grant / contract activity and increasing Ph.D. production. The reorganization plan will contribute to the broader institutional goal of increasing the University's Carnegie Status to R1 (Highest Research Activity).

[END of Program Change Plan]

Separate and apart from the Program Change Plan provided above to Faculty under Sections 9.04 and 9.05 of the Collective Bargaining Agreement, the following information is provided only for informational purposes:

Upon establishment of the School of Management and Marketing, it will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area, with the interim director of the School reporting to the Provost. This will allow time for processing of a College-level RME for the college to which the School will be assigned. Ultimately, we propose that the School of Management and Marketing be part of a provisionally-named College of Business and Analytics (**or, as alternately named**).

Neither establishment, elimination, nor renaming of Colleges by the University is subject to the requirements of Article 9. Additionally, assignment by the University of Departments and/or Schools to Colleges is not subject to Article 9. However, establishment of Colleges and assignment of Departments / Schools to Colleges **is** subject to established campus shared governance processes and to any requirements of the Board of Trustees and the IBHE. RME(s) to rename the College of Business, and to assign academic schools to the renamed college, will be submitted at an appropriate date. Such RME(s) will follow established procedures (e.g. review by Faculty Senate and/or Graduate Council), with opportunity for feedback by faculty, staff and students.

RME for Program Change Plan

Reasonable and Moderate Extension (RME)

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES, COLLEGE OF BUSINESS, COLLEGE OF EDUCATION AND HUMAN SERVICES, AND COLLEGE OF LIBERAL ARTS

I. Program inventory

This RME is to create a School of Management and Marketing by way of a merger of 1) the Department of Marketing (College of Business), 2) the Department of Management (College of Business), 3) the master's degree program in Public Administration offered by the Department of Political Science (College of Liberal Arts), 4) the undergraduate degree program in Hospitality Tourism Administration offered the Department of Animal Science, Food and Nutrition (College of Agricultural Sciences) and 5) the undergraduate degree program in Sports Administration offered by the Department of Kinesiology (College of Education and Human Services). The School of Management and Marketing will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area. The degree programs, graduate certificates, and minors will remain intact. Additional details are provided in the accompanying Program Change Plan.

A. Current listing of approved programs (list all within the major)

CIP Code	Major/Minor	Degree	Unit
52.0201	Business and Administration	BS	Management
52.0999	Hospitality & Tourism Administration	BS	Animal Science, Food and Nutrition
52.1301	Management	BS	Management
52.1401	Marketing	BS	Marketing
31.0504	Sport Administration	BS	Kinesiology
44.0401	Public Administration	MPAD	Political Science
30.9999	Supply Chain Management & Engineering	MS	Management
	Business and Administration	Minor	
	Management	Minor	
	Marketing	Minor	

B. Proposed listing

CIP Code	Major/Minor	Degree	Unit
52.0201	Business and Administration	BS	Management and Marketing
52.0999	Hospitality & Tourism Administration	BS	Management and Marketing
52.1301	Management	BS	Management and Marketing
52.1401	Marketing	BS	Management and Marketing
31.0504	Sport Administration	BS	Management and Marketing
44.0401	Public Administration	MPAD	Management and Marketing
30.9999	Supply Chain Management & Engineering	MS	Management and Marketing

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES, COLLEGE OF BUSINESS, COLLEGE OF EDUCATION AND HUMAN SERVICES, AND COLLEGE OF LIBERAL ARTS

	Business and Administration	Minor	
	Management	Minor	
	Marketing	Minor	

II. Reason for proposed action

This action relates to the Program Change Plan for creation of a School of Management and Marketing.

III. Program delivery mode

Same as current delivery mode.

IV. Anticipated budgetary effects

Please refer to the accompanying Program Change Plan.

V. Arrangements to be made for (a) affected faculty, staff and students; and (b) affected equipment and physical facilities

Please refer to the accompanying Program Change Plan. There will be no reduction in faculty resulting from this plan. There are no changes in curricula, so there is no effect on current students. Staff may be re-assigned or added depending on the needs determined by the new school. All inventory will be assigned to the new school. The physical facilities will remain the same in the short term. A campus wide space plan is being developed that will address the needs of the new school in relationship to the campus.

VI. Will other educational units, curricula, or degrees be affected by this action?

The plan has no direct effect on other educational units, curricular or degrees. In general, the merger should build on the existing collaboration between the units.

VII. Assessment of Student Learning Outcomes

This criteria only applies to new programs. All current assessment activities will remain in place.

VIII. Catalog copy to be deleted or added

Will be provided once the approval is completed.

IX. The requested effective date of implementation

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES, COLLEGE OF BUSINESS, COLLEGE OF EDUCATION AND HUMAN SERVICES, AND COLLEGE OF LIBERAL ARTS

July 1, 2018

X. Approval signatures to submit Proposal for Processing

Approve Disapprove

Signature, Dean of College Business

Date

Approve Disapprove

Signature, Dean of College of Liberal Arts

Date

Approve Disapprove

Signature, Dean of College of Education and Human Services

Date

Approve Disapprove

Signature, Dean of College of Agricultural Sciences

Date

Submit signed forms to the Associate Provost for Academic Program, Room 15 Anthony Hall, MC 4305. For assistance, please contact apap@siu.edu or call Ruth O'Rourke at 3-7654,

Additional Materials Submitted by Affected Units

David L. Dilalla

From: Mykytyn, Pete
Sent: Thursday, February 8, 2018 1:24 PM
To: David L. Dilalla
Cc: Executive Committee
Subject: Voting on Article 9.04 Discussion

Dave,

The tenured and tenure-track faculty in Management voted Wednesday and Thursday of this week to either extend the discussion for another 30 days or to cease discussion. This included all of the TT faculty except for me as Chair and Dr. Kay Nelson who is on official leave. Faculty voted 4-2 with four voting to cease additional discussion and two voting to extend the discussion for an additional 30 days. Please advise if you need anything further.

Pete

=====

Pete Mykytyn, Ph.D.
Professor and Chair
Department of Management, Mailcode 4627
Southern Illinois University
Carbondale, IL 62901
618.453.7885 (office)
618.453.7835 (fax)

David L. Dilalla

From: Fraedrich, John <fraedric@business.siu.edu>
Sent: Tuesday, February 27, 2018 2:02 PM
To: David L. Dilalla
Subject: RE: Extension

David,

Three tenure track faculty with two expressing a yes for an extension. One was ambivalent but stated he/she would go with the majority. Discussion (Before February 11) and voting (Week of the 11th) was done via email. I hope this answers your questions.

John

Dr. John Fraedrich, PhD/Marketing
Jannetides Professor of Business Ethics
College of Business
Southern Illinois University

From: David L. Dilalla [mailto:ddilalla@siu.edu]
Sent: Tuesday, February 27, 2018 11:31 AM
To: Fraedrich, John <fraedric@business.siu.edu>
Cc: Sharon R Brooks <sharonr@siu.edu>; David L. Dilalla <ddilalla@siu.edu>
Subject: FW: Extension

Hi John –

To ensure that my records are accurate, please provide to me the date of the vote, the # of faculty voting “YES” for an extension, and the total # of Tenured / Tenure Track faculty (excluding the Department chair and any other administrators such as Dean, associate dean, etc).

Thanks !

Dave

DAVID L. DILALLA
Associate Provost for Academic Administration

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From: Fraedrich, John [<mailto:fraedric@business.siu.edu>]
Sent: Tuesday, February 27, 2018 4:32 AM

To: SIU Provost <provost@siu.edu>

Subject: FW: Extension

Dr. John Fraedrich, PhD/Marketing
Jannetides Professor of Business Ethics
College of Business
Southern Illinois University

From: Anaza, Nwamaka [<mailto:nanaza@business.siu.edu>]

Sent: Monday, February 26, 2018 4:06 PM

To: Fraedrich, John <fraedric@business.siu.edu>; Adjei, Mavis <mtandoh@business.siu.edu>; Ellen Novar <ellen.novar@siu.edu>; Lee, Jaehoon <jhlee@business.siu.edu>

Subject: RE: Extension

I think the vote happened before Feb 12, but I may be wrong.

From: Fraedrich, John [<mailto:fraedric@business.siu.edu>]

Sent: Monday, February 26, 2018 12:52 PM

To: Adjei, Mavis <mtandoh@business.siu.edu>; Anaza, Nwamaka <nanaza@business.siu.edu>; Ellen Novar <ellen.novar@siu.edu>; Lee, Jaehoon <jhlee@business.siu.edu>

Subject: FW: Extension

Dr. John Fraedrich, PhD/Marketing
Jannetides Professor of Business Ethics
College of Business
Southern Illinois University

From: David L. Dilalla [<mailto:ddilalla@siu.edu>]

Sent: Monday, February 26, 2018 12:50 PM

To: Fraedrich, John <fraedric@business.siu.edu>

Cc: David L. Dilalla <ddilalla@siu.edu>

Subject: Extension

Good Afternoon,

A few points of clarification:

- a. According to my records, the program change proposal was distributed on November 13, 2017, so that the 90 day discussion window closed after February 11, 2018. Did the vote to extend occur prior to February 12?
- b. I do not see a record of any other vote from affected units in the proposed School of Marketing and Management. Please recall that in order for an extension to be in force, faculty in EACH of the affected units must vote by 60% majority for the 30 day extension.

From my records, I conclude that the 90 day discussion window has closed for this proposal. I will, shortly, be providing a final program change plan to affected faculty. Upon receipt of the plan there will be opportunity for discussion prior to the formal vote on the proposal.

In the meantime, if there are any particular questions to which we might respond, please let me know.

Respectfully,

Dave

From: Fraedrich, John [<mailto:fraedric@business.siu.edu>]
Sent: Monday, February 26, 2018 12:05 PM
To: SIU Provost <provost@siu.edu>
Subject: FW: Extension of Discussion Phase

Dean Clark told me to send this to the Provost.

Dr. John Fraedrich, PhD/Marketing
Jannetides Professor of Business Ethics
College of Business
Southern Illinois University

From: Clark, Terry [<mailto:tclark@business.siu.edu>]
Sent: Friday, February 16, 2018 11:09 PM
To: Fraedrich, John <fraedric@business.siu.edu>
Cc: Adjei, Mavis <mtandoh@business.siu.edu>; Anaza, Nwamaka <nanaza@business.siu.edu>; Lee, Jaehoon <jhlee@business.siu.edu>; Ellen Novar <ellen.novar@siu.edu>
Subject: Re: Extension of Discussion Phase

John, please communicate this decision to the Provost.

Terry

Sent from my iPhone

On Feb 16, 2018, at 10:13 PM, Fraedrich, John <fraedric@business.siu.edu> wrote:

Terry,

The marketing faculty voted and the majority would like to extend the discussion phase for another 30 days after the 90-day phase. The extension issue was related to our discussion. With no significant feedback from management and the Chair decision that was brought up by at least one other faculty, marketing is disinclined to acquiesce.

John

Dr. John Fraedrich, PhD/Marketing
Jannetides Professor of Business Ethics
College of Business
Southern Illinois University

DAVID L. DILALLA
Associate Provost for Academic Administration

OFFICE OF ASSOCIATE PROVOST FOR ACADEMIC ADMINISTRATION

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David L. Dilalla

From: William Joseph Banz
Sent: Friday, February 9, 2018 4:12 PM
To: Lizette R. Chevalier; David L. Dilalla
Subject: Voting Ballot Article 9

Dear Drs. Chevalier and DiLalla,

We voted on the 2 measures (i.e., exit the 90-day and extend the 90 day window by 30 days) for the 3 proposals that ASFN received. The results are below.

Move Animal Science into the School of Agricultural Sciences.

*The measures to extend the 90 day window by 30 days **was approved** by 60% or more of eligible TT faculty.*

Move Hospitality and Tourism Administration into the School of Management and Marketing.

No measures were approved by 60% or more of eligible TT faculty.

Move Human Nutrition and Dietetics into the School of Human Services.

No measures were approved by 60% or more of eligible TT faculty.

Sincerely,

Bill

William J. Banz, Ph.D., R.D.

Professor and Chair

Animal Science, Food & Nutrition

Agriculture Building Room 127 - Mail Code 4417

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David L. Dilalla

From: Juliane Poock Wallace
Sent: Monday, November 6, 2017 2:14 PM
To: David L. Dilalla; Lizette R. Chevalier
Subject: Proposed School of Human Services
Attachments: College of Health Sciences and Human Services1.pptx; REC Prof. rationale for placment in College of Human Services.docx; Sport Administration Rationale statement.docx; RME-School of Human Sciences.docx

Dr. Dilalla and Dr. Chevalier,

I've provided feedback on the proposed School of Human Services through the Chancellor's Vision 2025 website, but wanted to follow up with the two of you as the Program Directors in Recreation Professions and Sport Administration requested of me. Exercise Science and Public Health faculty are happy with the proposed school and view it as a much needed step in the right direction with many possibilities - see attached structure for additions. However, Rec Professions and Sport Administration also feel they fit better in Human Services than in Business. I've attached the rationale that the programs developed and likely submitted separately along with the previous RME that was created to bring all of KIN and PHRP together.

The attached structure (which I believe Scott Collins has already sent you) for the College of Health **Sciences** and Human Services was developed with all the Chair's and program directors of the included programs in the School of Human Services (Human Sciences preferred by some).

Let me know if you have any questions for me and **thank you** for all you are doing for SIU during this important time of transition!

Juliane

JULIANE P. WALLACE, Ph.D., FACSM

Chair, Department of Kinesiology
Interim Chair, Public Health and Recreation Professions



Dear Chancellor,

After a great deliberation, the faculty in the Sport Administration program would like to share our thoughts on the reorganization of the college.

Under your proposed structure, we will be in the College of Business (COB). However, we believe that the movement of our school into the COB will create more negative effects than positive for the students, the faculty, the program, and the university as a whole. The majority of students in our program want to work in collegiate athletics because there are many more job opportunities available in the field of college athletics than there are in professional sports. The past 3 years' job placement data showed that almost 55% of graduates of our program are currently working in college athletics or related fields. In addition, a recent survey with students in the Sport Administration program revealed that the majority of our students were interested in building their careers in intercollegiate athletics. Although there are some aspects of business in college athletics, there are many more areas that are more akin to human service or health and sport-related areas, such as social and psychological aspects of athletes, academic advising for student-athletes, NCAA compliance, coaching, athletic training, student-athletes' well-being, etc. The mission of college athletics is to strive for education and well-being for student-athletes. Thus, the sport administration program will gain more benefits from collaborating with people in health and human service areas than those purely in business-related areas.

The recent report by NASSM, the governing body of Sport Administration/Management, supports the facts addressed above. The report indicates that over 70% of Sport Administration programs in the US are housed in the College of Health, Kinesiology, Sport Science, or Human Performance, while less than 30% programs are housed in the College of Business. The table below is a summary of the NASSM report.

List of Aspirational Peers and Peer Groups-Sport Administration Programs

Source: The North American Society for Sport Management (NASSM)

<https://www.nassm.com/>

		College of Business	College of Health/Sport Education	Others	
1	University of Northern Colorado		X		School of Sport and Exercise Science
2	University of Connecticut		X		Dept. of Educational leadership
3	George Washington University	X			
4	Florida State University		X		
5	University of Florida		X		Dept. of Tourism, Recreation & Sport Management

6	University of Miami		X (School)		Dept. of Kinesiology and Sport Sciences
7	University of North Florida		X		
8	Georgia State University		X		Dept. of Kinesiology and Health
9	University of Georgia		X		Dept. of Kinesiology
10	Eastern Illinois University		X		Dept. of Kinesiology and Sport Studies
11	University of Illinois		X		Dept. of Recreation, Sport and Tourism.
12	Indiana State University		X		Dept. of Kinesiology, Recreation, and Sport
13	Indiana University		X (School)		
14	University of Louisville		X		Dept. of Health & Sport Sciences
15	Louisiana State University		X		Dept. of Kinesiology College of Human Science and Education
16	University of Massachusetts	X			
17	University of Minnesota		X		The School of Kinesiology
18	St. Louis University - John Cook School of Business	X			
19	Rutgers University			X	Dept. Kinesiology and Health School of Arts and Sciences
20	North Carolina State University			X	Dept. of Parks, Recreation and Tourism
21	University of North Carolina			X	Dept. of Exercise and Sport Science
22	Temple University	X			School of Sport, Tourism and

					Hospitality Management
23	University of South Carolina			X	College of Hospitality, Retail and Sport Management
24	University of Tennessee		X		Dept. of Kinesiology, Recreation & Sport Studies College of Education, Health, and Human Science
25	Texas A & M University		X		Dept. of Health & Kinesiology
26	Texas Tech University			X	Dept. of Kinesiology & Sport Management College of Arts & Sciences
27	University of Texas		X		Dept. of Kinesiology & Health Education
28	George Mason University		X		The School of Recreation, Health, and Tourism (SRHT)
29	Old Dominion University		X		Depts. of Human Movement Sciences
30	West Virginia University		X		College of Physical Activity & Sport Sciences
31	Ohio State University		X		Dept. of Human Sciences
32	University of Michigan		X		School of Kinesiology
33	East Carolina University		X		Dept. of Kinesiology
34	University of Iowa			X	Department of Health & Human Physiology College of Liberal Arts & Sciences

35	University of Kansas		X		Dept. of Health, Sport, and Exercise Science.
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