
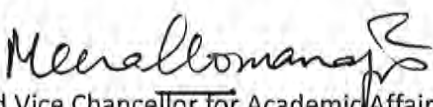


April 4, 2019

MEMORANDUM

TO: J. Kevin Dorsey
Interim President

THROUGH: John M. Dunn 
Interim Chancellor

FROM: Meera Komarraju 
Interim Provost and Vice Chancellor for Academic Affairs

SUBJECT: RME: School of Agricultural Sciences

I am writing to seek your approval for the School of Agricultural Sciences. The RME and associated documents are attached.

Thank you.

Attachments

/rh

c: Brad Colwell, Vice President for Student and Academic Affairs
Lizette Chevalier, Associate Provost for Academic Programs
David DiLalla, Associate Provost for Academic Administration

David H. H. H.

Approval Form for RME/NUI



Proposed Change: Create School of Agricultural Sciences through merger of departments in the College of Ag Sciences

1. Unit originating the request APAP 05 Apr 2018
 Date

2. Department/School Vote Form
Outcome of Faculty Vote Yes No Abstain
 Signature _____

3. College Curriculum Committee or other college-wide committee (where required)
Outcome of Committee Vote Yes No Abstain
 Signature _____

4. Dean of College of
 Signature _____

The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs

5. Associate Provost for Academic Programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	25 Apr 2018 Date	Chevallier	Lizette R Chevallier
6. Faculty Senate (Undergraduate Programs)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approval	9/14/2018 Date	Jonathan Bean Faculty Senate (Print)	Jonathan J Bean Signature
7. Graduate Council (Graduate Programs)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approval	25 Nov 2018 Date	Wesley Calvert Graduate Council (Print)	Wesley C Calvert Signature
8. Provost and Vice Chancellor	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	4 April 2019 Date	M. Komaraju Provost and VC (Print)	M. Komaraju Signature
9. Chancellor	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Date	J.M. Dunn Chancellor (Print)	J.M. Dunn Signature
10. President	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Date	J. Kevin Dorsey President (Print)	J. Kevin Dorsey Signature
11. Illinois Board of Higher Education (where required)	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Date	IBHE Representative (Print)	_____ Signature
12. Higher Learning Commission (where required)	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	_____ Date	Higher Learning Comm Representative (Print)	_____ Signature

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

I. Program inventory

This RME is to create a School of Agricultural Sciences by way of merger of the Departments of Agribusiness Economics, Plant, Soil & Agricultural Systems, Forestry, and Animal Sciences, Food, & Nutrition. It also moves the interdisciplinary Fermentation Science degree program from the Provost level into the school. The School of Agricultural Sciences 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.

This RME reflects a “reduction” in the Department of Animal Science, Food and Nutrition. All degree programs except for Hospitality and Tourism Administration and Human Nutrition and Dietetics will be housed in the School of Agricultural Sciences. For informational purposes only (and not as part of this RME), there are separate RMEs for moving the degree program in Hospitality and Tourism Administration to the proposed School of Management and Marketing and for moving the degree program in Human Nutrition and Dietetics to the proposed School of Human Sciences.

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

CIP code	Major/Minor	Degree	Unit
01.0103	Agribusiness Economics	BS	Agribusiness Econ.
01.0000	Agricultural Systems & Education	BS	Plant, Soil, Ag Sys
13.1301	Agricultural Systems & Education	BS	Plant, Soil, Ag Sys
01.0901	Animal Science	BS	Animal Science, Food & Nutrition
01.1201	Crop, Soil, Environmental Management	BS	Plant, Soil, Ag Sys
03.0501	Forestry	BS	Forestry
01.0699	Horticulture	BS	Plant, Soil, Ag Sys
52.0999	Hospitality & Tourism Administration	BS	Animal Science, Food & Nutrition
30.1901	Human Nutrition & Dietetics	BS	Animal Science, Food & Nutrition
01.0103	Agribusiness Economics	MS	Agribusiness Econ.
01.0901	Animal Science	MS	Animal Science, Food & Nutrition
03.0502	Forestry	MS	Forestry
01.1101	Plant, Soil, and Agricultural Systems	MS	Plant, Soil, Ag Sys
01.0308	Agricultural Sciences	PHD	College of Agricultural Sciences
	Agribusiness Economics	Minor	

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES

	Agricultural Education	Minor	
	Agricultural Systems	Minor	
	Animal Science	Minor	
	Crop, Breeding, Genetics, and Biotechnology	Minor	
	Crop, Soil, and Environmental Management	Minor	
	Equine Studies	Minor	
	Horticulture	Minor	
	Plant and Soil Science	Minor	
	Food and Process Engineering Technology	Minor	
01.1099	Fermentation Science	BS	Provost

B. Proposed listing

CIP code	Major/Minor	Degree	Unit
01.0103	Agribusiness Economics	BS	Agricultural Sciences
01.0000	Agricultural Systems & Education	BS	Agricultural Sciences
13.1301	Agricultural Systems & Education	BS	Agricultural Sciences
01.0901	Animal Science	BS	Agricultural Sciences
01.1201	Crop, Soil, Environmental Management	BS	Agricultural Sciences
03.0501	Forestry	BS	Agricultural Sciences
01.0699	Horticulture	BS	Agricultural Sciences
01.0103	Agribusiness Economics	MS	Agricultural Sciences
01.0901	Animal Science	MS	Agricultural Sciences
03.0502	Forestry	MS	Agricultural Sciences
01.1101	Plant, Soil, and Agricultural Systems	MS	Agricultural Sciences
01.0308	Agricultural Sciences	PHD	Agricultural Sciences
	Agribusiness Economics	Minor	
	Agricultural Education	Minor	
	Agricultural Systems	Minor	
	Animal Science	Minor	
	Crop, Breeding, Genetics, and Biotechnology	Minor	
	Crop, Soil, and Environmental Management	Minor	
	Equine Studies	Minor	
	Horticulture	Minor	
	Plant and Soil Science	Minor	
	Food and Process Engineering Technology	Minor	
01.1099	Fermentation Science	BS	Agricultural Sciences

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF AGRICULTURAL SCIENCES

II. Reason for proposed action

This action relates to the Program Change Plan for creation of a School of Agricultural Sciences.

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

July 1, 2018

Faculty Senate Resolution:

SPECIAL COMMITTEE FOR REORGANIZATION PROPOSAL REVIEW

Resolution to Recommend Rejection of the RME for the Establishment of a School of Agriculture at Southern Illinois University, Carbondale

WHEREAS Associate Provost for Academic Affairs, Dr. Lizette Chevalier, submitted to the Faculty Senate by email on April 6, 2018 an RME to merge the current Departments of Agribusiness Economics; Animal Science, Food and Nutrition; Forestry; and Plant, Soil and Agricultural Systems into the proposed School of Agriculture; and

WHEREAS according to the supplementary materials made available, the impacted departments' results of voting on the RME are as follows: Agribusiness Economics (0 yes, 4 no, 1 abstain); Animal Science, Food and Nutrition (3 yes, 6 no, 1 abstain, 1 faculty member did not vote; NTT – 1 yes, 2 no, 3 abstain); Forestry (0 yes, 4 no, 1 abstain, 2 faculty did not vote); Plant, Soil and Agricultural Systems (6 yes, 0 no, 0 abstain, 7 faculty did not submit ballots); and

WHEREAS issues raised in documents accompanying the RME included a concern from the Departments of Agribusiness and Economics that their role in the school with other units is unclear (e.g., the use of terms "division," "program," and "former academic unit" were "vague and could result in unexpected groupings within the new schools"); and

WHEREAS the Faculty Senate Special Committee for Reorganization Proposal Review evaluated the RME, resulting in an initial July 2018 vote of 3 committee members in favor of the RME and 10 members requesting modifications; and

WHEREAS in a letter on July 26, 2018 from Associate Provost Chevalier to Faculty Senate President Jonathan Bean, Dr. Chevalier states on behalf of the administration that the "administration has held a number of formal and informal meetings with colleagues in the proposed school." And further notes, "Although we acknowledge that there are details regarding implementation of the plan that still require consultation, the administration believes that the substance of the plan (vis-à-vis the merger of the existing departments into a School of Agricultural Sciences) is in the best interest of our students, the College, and University"; and "We ask that the committee forward the Program Change Plan/RME to the full Senate for discussion and vote."

Date of Resolution Approval: September 11, 2018

Semester:

Jonathan J Bean

Digitally signed by Jonathan J Bean
Date: 2018.09.14 12:36:08 -05'00'

Date

President, Faculty Senate

Resolution to Recommend Rejection of the RME to create a School of Agricultural Science

WHEREAS the new school will be formed through a merger of (i) the Departments of Agribusiness Economics, (ii) Plant, Soil & Agricultural Systems, (iii) Forestry, (iv) Animal Sciences, Food, & Nutrition, and (v) the interdisciplinary Fermentation Science degree program;

WHEREAS the results of the voting in the impacted departments are as follows: Department of Animal Science, Food and Nutrition (3 yes, 6 no, 1 abstain, 1 did not vote); Department of Agribusiness Economics (0 yes, 4 no, 1 abstain); Department of Plant, Soil & Agricultural Systems (6 yes, 0 no, 0 abstain, 7 did not vote); Department of Forestry (0 yes, 4 no, 1 abstain, 2 did not vote); and

WHEREAS the Department of Agribusiness Economics and the Department of Forestry have concerns regarding the lack of specific details in the RME, and

WHEREAS the Department of Agribusiness Economics has expressed specific concerns that their role in the school with other units is unclear, which could result in unexpected groupings within the new schools; and

WHEREAS we regard the support of affected faculty as an important measurement of the ability of the new unit to successfully implement and create graduate curriculum, and

WHEREAS we regard orderly, fair, competent, and consistent review of tenure and promotion candidates by their professional peers to be an absolute prerequisite to university research and graduate education,

Therefore, BE IT RESOLVED that the Graduate Council recommend rejection of the RME to create a School of Agricultural Science through a merger of (i) the Departments of Agribusiness Economics, (ii) Plant, Soil & Agricultural Systems, (iii) Forestry, (iv) Animal Sciences, Food, & Nutrition, and (v) the interdisciplinary Fermentation Science degree program.

X Wesley C Calvert Digitally signed by Wesley C Calvert
Date: 2018.11.28 09:59:05 -06'00'

Chair, Graduate Council

Date

X Juliane P. Wallace Digitally signed by Juliane P. Wallace
Date: 2019.04.03 14:27:17 -05'00'

Associate Dean, Graduate School

Approval Form for RME/NUI



Proposed Change: Create School of Agricultural Sciences through merger of departments in the College of Ag Sciences (ASFN)

1. Unit originating the request APAP 05 Apr 2018
Date

Lizette R Chevalier
Signature

Digitally signed by Lizette R Chevalier
 Date: 2019.04.03 18:23:29 -05'00'

2. Department/School Vote Form

Outcome of Faculty Vote Yes 3 No 6 Abstain 1 23 Apr 2018
Date

William J Banz
Signature

Digitally signed by William J Banz
 Date: 2018.04.23 13:36:46 -05'00'

3. College Curriculum Committee or other college-wide committee (where required)

Outcome of Committee Vote Yes No Abstain
Date

Signature

4. Dean of College of Agricultural Sciences

Yes No
 Approval 25 Apr 2018
Date

Karen Midden
Signature

Digitally signed by Karen Midden
 DN: cn=Karen Midden, o=SIU Carbondale, ou=College of Agricultural Sciences, email=karmidden@siu.edu, c=US
 Date: 2018.04.25 15:10:20 -0500'

The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs

5. Associate Provost for Academic Programs

Yes No
 Approval 25 Apr 2018
Date

Chevalier
 Associate Provost (Print)
 Signature

Digitally signed by Lizette R Chevalier
 DN: cn=Lizette R Chevalier, o=SIU Carbondale, ou=College of Agricultural Sciences, email=lrc@siu.edu, c=US
 Date: 2018.04.25 15:10:20 -0500'

6. Faculty Senate (Undergraduate Programs)

Yes No
 Approval Date

Signature

7. Graduate Council (Graduate Programs)

Yes No
 Approval Date

Signature

8. Provost and Vice Chancellor

Yes No
 Approval Date

Signature

9. Chancellor

Yes No
 Approval Date

Signature

10. President

Yes No
 Approval Date

Signature

11. Illinois Board of Higher Education (where required)

Yes No
 Approval Date

Signature

12. Higher Learning Commission (where required)

Yes No
 Approval Date

Signature

Approval Form for RME/NUJ

Proposed Change: Create School of Agricultural Sciences through merger of departments in the College of Ag Sciences (ABE)

1. Unit originating the request APAP 05 Apr 2018
Date

Signature

2. Department/School Vote Form

Outcome of Faculty Vote Yes No Abstain 1 20 Apr 2018
Date

Ira Jacob Altman
Digitally signed by Ira Jacob Altman
Date: 2018.04.23 08:48:47 -0500

Signature

3. College Curriculum Committee or other college-wide committee (where required)

Outcome of Committee Vote Yes No Abstain _____
Date

Signature

4. Dean of College of Agricultural Sciences 25 Apr 2018
Date

Karen Midden
Digitally signed by Karen Midden
DN: cn=Karen Midden, o=SIU Carbondale, ou=College of Agricultural Sciences, email=karmid@siu.edu, c=US
Date: 2018.04.25 13:36:11 -0500

Signature

The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs

5. Associate Provost for Academic Programs 25 Apr 2018
Date

Chevalier **Lizette R. Chevalier**
Associate Provost (Print) Signature

6. Faculty Senate (Undergraduate Programs) _____
Date

Faculty Senate (Print) Signature

7. Graduate Council (Graduate Programs) _____
Date

Graduate Council (Print) Signature

8. Provost and Vice Chancellor _____
Date

Provost and VC (Print) Signature

9. Chancellor _____
Date

Chancellor (Print) Signature

10. President _____
Date

President (Print) Signature

11. Illinois Board of Higher Education (where required) _____
Date

IBHE Representative (Print)

12. Higher Learning Commission (where required) _____
Date

Higher Learning Comm Representative (Print)

Approval Form for RME/NUI



Proposed Change: Create School of Agricultural Sciences through merger of departments in the College of Ag Sciences (Forestry)

1. Unit originating the request APAP 05 Apr 2018 Date

Lizette R Chevalier
Signature

Digitally signed by Lizette R Chevalier
Date: 2019.04.03 18:10:13 -05'00'

2. Department/School Vote Form
 Outcome of Faculty Vote Yes 0 No 4 Abstain 1 23 Apr 2018 Date
 Yes No Approval

James J. Zaczek
Signature

Digitally signed by James J. Zaczek
Date: 2019.04.23 14:02:35 -05'00'

3. College Curriculum Committee or other college-wide committee (where required)
 Outcome of Committee Vote Yes No Abstain Date
 Yes No Approval

Signature

4. Dean of College of Agricultural Sciences 24 Apr 2018 Date
 Yes No Approval

Karen Midden
Signature

Digitally signed by Karen Midden
Date: 2019.04.24 12:41:59 -05'00'

The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs

- | | | | | |
|---|--|--|---|-----------|
| 5. Associate Provost for Academic Programs | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval | 25 Apr 2018 Date | Chevalier | Signature |
| 6. Faculty Senate (Undergraduate Programs) | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | Associate Provost (Print) | Signature |
| 7. Graduate Council (Graduate Programs) | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | Faculty Senate (Print) | Signature |
| 8. Provost and Vice Chancellor | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | Graduate Council (Print) | Signature |
| 9. Chancellor | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | Provost and VC (Print) | Signature |
| 10. President | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | Chancellor (Print) | Signature |
| 11. Illinois Board of Higher Education (where required) | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | President (Print) | Signature |
| 12. Higher Learning Commission (where required) | <input type="checkbox"/> Yes <input type="checkbox"/> No Approval | Date | IBHE Representative (Print) | Signature |
| | | | Higher Learning Comm Representative (Print) | |

Approval Form for RME/NUI

Proposed Change: Create School of Agricultural Sciences through merger of departments in the College of Ag Sciences (PSAS)

1. Unit originating the request APAP 05 Apr 2018
Date

Lizette R Chevalier
Signature

Digitally signed by Lizette R Chevalier
Date: 2018.04.03 18:10:47 -0500'

2. Department/School Vote Form

Outcome of Faculty Vote Yes 6 No 0 Abstain 0
 Yes No
Approval

Karen Jones
Signature

Digitally signed by Karen Jones
Date: 2018.04.19 13:02:22 -0500'

3. College Curriculum Committee or other college-wide committee (where required)

Outcome of Committee Vote Yes No Abstain
 Yes No
Approval

Signature

4. Dean of College of Agricultural Sciences

24 Apr 2018
Date

Karen Midden
Signature

Digitally signed by Karen Midden
DN: cn=Karen Midden, o=SIU Carbondale, ou=College of Agricultural Sciences, email=karamidden@siu.edu, c=US
Date: 2018.04.24 12:42:35 -0500'

The following signatures will be solicited through the approval process coordinated by the Associate Provost for Academic Programs

- | | | | | |
|---|----------------------------|---|---|-----------------------------------|
| 5. Associate Provost for Academic Programs | <u>25 Apr 2018</u>
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Chevalier
Associate Provost (Print) | Lizette R. Chevalier
Signature |
| 6. Faculty Senate (Undergraduate Programs) | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Faculty Senate (Print) | Signature |
| 7. Graduate Council (Graduate Programs) | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Graduate Council (Print) | Signature |
| 8. Provost and Vice Chancellor | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Provost and VC (Print) | Signature |
| 9. Chancellor | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Chancellor (Print) | Signature |
| 10. President | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | President (Print) | Signature |
| 11. Illinois Board of Higher Education (where required) | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | IBHE Representative (Print) | Signature |
| 12. Higher Learning Commission (where required) | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Higher Learning Comm Representative (Print) | Signature |

Program Change Plan School of Agricultural Sciences

Provided to Faculty in the following affected units:

- Department of Agribusiness Economics
- Department of Animal Science, Food and Nutrition¹
- Department of Forestry
- Department of Plant, Soil and Agricultural Systems

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 Agricultural Sciences by merging the Department of Agribusiness Economics, the Department of Plant, Soil and Agricultural Systems, the Department of Forestry, and degree programs separated from the Department of Animal Science, Food and Nutrition. Once established, the School of Agricultural Sciences will be housed administratively, on a temporary basis, in the **Provost and Vice Chancellor for Academic Affairs** area².

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 paper³.

For the proposed degree inventory for the School of Agricultural Sciences, 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 Agricultural Sciences:

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

¹ This proposal reflects a "reduction" in the Department of Animal Science, Food and Nutrition. All degree programs EXCEPT for Hospitality and Tourism Administration and Human Nutrition and Dietetics will be housed in the School of Agricultural Sciences. For informational purposes only (and not as part of this program change plan), the degree program in Hospitality and Tourism Administration will be removed and housed in the School of Management and Marketing. The degree program in and Human Nutrition and Dietetics will be removed and housed in the School of Human Services.

² See the statement at end of this document that is separate and apart from this program change plan regarding college-level considerations.

³ This approach is provisional, recognizing that interim operating procedures could be subject to impact bargaining.

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 to⁵: 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 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

⁴ See statement on College structure that is presented independently from the Program Change Plan, at the end of this document.

⁵ Adapted from university policy on duties of Department Chairs, which apply to School Directors.

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.

Each of the (former) academic units that comprise the School of Agricultural Sciences 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. It is anticipated that this service assignment will correspond to a "release" from one-to-two 3-credit hour courses per year, depending on the Division's complexity (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.

With respect to staffing/hiring decisions in the new School, the School Director will work proactively with Division coordinators and with the Dean to ensure that staffing needs (e.g., teaching of courses, civil service staffing needs) are addressed effectively and fairly. Such an approach is presently applied in multi-program academic schools, and in complex academic departments. The administration recommends establishment of operating paper procedures that foster strong, equitable partnerships across the school. For example, faculty in the school might consider creating operating paper provisions that establish a "senate" representation model for curriculum or other critical committees.

B. 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 program change plan for the School of Agricultural Sciences unites in one academic unit core components of scholarly, academic and applied focus in Agricultural Science. The

programs defining the school have a long history of collaboration and clear disciplinary cohesion. The School will support existing areas of scholarly and curricular excellence and will foster future interdisciplinary innovation in Agricultural Science. Students enrolled in the School's degree programs will benefit from opportunities to engage in the classroom, in research labs, and in applied/field settings with faculty from wide-ranging disciplines. The school's dynamic academic environment will offer students opportunities for real-world experience and training that will position them for career success.

C. 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 units / degree programs 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 out in larger schools, individual faculty members will have additional opportunities to engage in teaching and research activities. Additionally, to the extent that the current academic structure may contribute to curricular overlap and duplication (by way of similar courses being offered in multiple programs), we anticipate that the reorganization plan may result in decreased pressure to staff required courses.

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

Affected Faculty members who hold tenure in the Department of Agribusiness Economics, the Department of Animal Science, Food and Nutrition, the Department of Forestry, or the Department of Plant, Soil and Agricultural Systems, will have their tenure transferred to the School of Agricultural Sciences. The plan will not result in any loss of tenure for any Faculty

member in the Department of Agribusiness Economics, the Department of Animal Science, Food and Nutrition, the Department of Forestry, or the Department of Plant, Soil and Agricultural Systems.

Faculty members who presently hold tenure track appointments in the Department of Agribusiness Economics, the Department of Animal Science, Food and Nutrition, the Department of Forestry, or the Department of Plant, Soil and Agricultural Systems will have their continuing, tenure-track appointments transferred to the School of Agricultural Sciences, 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 merger and establishment of the School of Agricultural Sciences. Note, however, that the tenured faculty member may elect to apply the promotion guidelines and procedures of the operating paper of his or her new school 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 Agricultural Sciences⁶. Note, however, that a tenure-track faculty member may elect to apply the tenure/promotion standards of the operating papers of his or her new school 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.

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

⁶ Clarification: If promotion and /or tenure occurs after the ratification of the new school operating paper, such operating paper will govern future promotion applications

The Director of the School of Agricultural Sciences shall coordinate the process and shall write the School-level recommendation letter.

1. For candidates formerly appointed in the **Department of Agribusiness Economics**: unless the faculty member chooses to apply the new School of Agricultural Sciences Operating Paper provisions, the former Operating Paper of the Department of Agribusiness Economics 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 Agribusiness Economics 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 Agribusiness Economics Operating Paper) faculty members who had held appointments in the former Department of Agribusiness Economics, augmenting if needed per CBA requirements.
2. For candidates formerly appointed in the Department of **Animal Science, Food and Nutrition**: unless the faculty member chooses to apply the new School of Agricultural Sciences 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.
 - a. 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.
 - b. 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.
3. For candidates formerly appointed in the Department of the **Department of Forestry**: unless the faculty member chooses to apply the new School of Agricultural Sciences Operating Paper provisions, the former Operating Paper of the Department of Forestry 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 the Department of Forestry Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former the Department of Forestry Operating Paper) faculty members who had held appointments in the former the Department of Forestry, augmenting if needed per CBA requirements.
4. For candidates formerly appointed in the Department of the **Department of Plant, Soil and Agricultural Systems**: unless the faculty member chooses to apply the new School of Agricultural Sciences Operating Paper provisions, the former Operating Paper of the Department of Plant, Soil and Agricultural Systems 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 Plant, Soil and Agricultural Systems 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 Plant, Soil and Agricultural Systems Operating Paper) faculty members who had held appointments in the former Department of Plant, Soil and Agricultural Systems, augmenting if needed per CBA requirements.

COLLEGE LEVEL REVIEW

As noted above, 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 "prior" (College of Agricultural Sciences) Operating Paper shall govern with respect to college-level procedures, standards and criteria.
2. The College-level committee shall be comprised of appropriate (as defined by the College of Agricultural Sciences Operating Paper) faculty members who previously had held appointments in the College of Agricultural Sciences.

3. The College-level committee vote / recommendation shall go to the Dean of the College of Agricultural Sciences⁷, who shall make an independent recommendation based on the evidence in the dossier, applying the governing standards and taking into consideration the vote/recommendation of the college-level committee.

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:

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 former Operating Paper from the College of Agricultural Sciences shall govern with respect to College-level procedures, standards and criteria. The College-level committee shall be comprised of appropriate (as defined by the former College of Agricultural Science Operating Paper) faculty members who had held appointments in the College of Agriculture.
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.

D. 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.

⁷ 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.

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 curricula⁸. Again, the degree programs currently housed by the component academic units will simply be housed in the broader administrative structure of the School.

E. 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 Agricultural Sciences, permanent / projected salary cost savings will be realized by reducing the number of unit-level administrators from four department chairs to one school director.

An analysis of support staff needs will be undertaken for the proposed school. This may result in additional savings if it determined that staffing consolidations are warranted. 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. For example, we anticipate that civil service positions might be re-assigned to support complex Divisions

⁸ With exception of any proposal to eliminate a degree program. Any such proposals will be separate and apart from this program change proposal.

(e.g., to assist the School Director with scheduling, personnel tasks, etc). Over time, additional savings may be generated following the reorganization by reducing duplicative courses through more efficient coordination in the Schools.

F. 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 School of Information Systems and Applied Technology, 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 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.

We are not aware of a School that is structured identically to the proposed School of Agricultural Sciences. However, there are programs that share such disciplinary focus (some organized administratively as Schools, some organized as departments at: Clemson University; Fresno State University; Louisiana Tech University; Oregon State University; and Xavier University.

G. 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 for informational purposes:

Upon establishment of the School Agricultural Sciences, 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 Agricultural Sciences be part of a provisionally-named College of Agricultural and Life Sciences **(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 Agricultural Sciences, 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.