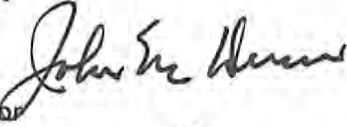
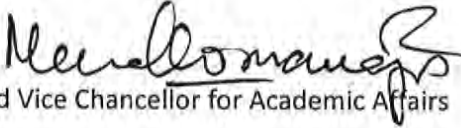


April 4, 2019

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 Management and Marketing

I am writing to seek your approval for the School of Management and Marketing. 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

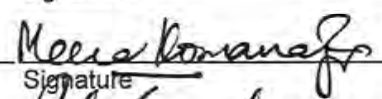

Recvd 4.4.19

Approval Form for RME/NUI

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing-~~MODIFIED~~ (see RME)

- | | | | |
|---|------------------------------------|---|--|
| <p>1. Unit originating the request Office of the Provost/APAP</p> | <p><u>12 Mar 2019</u>
Date</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>Lizette R Chevalier</u>
Signature</p> <p style="font-size: small;">Digitally signed by Lizette R Chevalier
Date: 2019.03.12 14:42:46 -05'00'</p> |
| <p>2. Department/School Vote Form</p> <p>Outcome of Faculty Vote Yes <u>6</u> No <u>0</u> Abstain <u>0</u></p> | <p><u>22 Mar 2019</u>
Date</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>J. Tobin Grant</u>
Signature</p> <p style="font-size: small;">Digitally signed by J. Tobin Grant
Date: 2019.03.22 15:04:32 -05'00'</p> |
| <p>3. College Curriculum Committee or other college-wide committee (where required)</p> <p>Outcome of Committee Vote Yes _____ No _____ Abstain _____</p> | <p>_____
Date</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p>_____
Signature</p> |
| <p>4. Dean of College of Liberal Arts</p> | <p><u>23 Mar 2019</u>
Date</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>Andrew Kevin Balkansky</u>
Signature</p> <p style="font-size: small;">Digitally signed by Andrew Kevin Balkansky
Date: 2019.03.23 11:16:46 -05'00'</p> |

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

- | | | | |
|--|-------------------------------------|---|--|
| <p>5. Associate Provost for Academic Programs</p> | <p><u>25 Mar 2019</u>
Date</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>Chevalier</u>
Associate Provost (Print)</p> <p><u>Lizette R Chevalier</u>
Signature</p> <p style="font-size: small;">Digitally signed by Lizette R Chevalier
Date: 2019.03.25 08:22:46 -05'00'</p> |
| <p>6. Faculty Senate (Undergraduate Programs)</p> | <p>_____
Date</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p>_____
Faculty Senate (Print)</p> <p>_____
Signature</p> |
| <p>7. Graduate Council (Graduate Programs)</p> | <p>_____
Date</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p>_____
Graduate Council (Print)</p> <p>_____
Signature</p> |
| <p>8. Provost and Vice Chancellor</p> | <p><u>4 April 2019</u>
Date</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>M. Komarraju</u>
Provost and VC (Print)</p> <p>
Signature</p> |
| <p>9. Chancellor</p> | <p><u>4/4/2019</u>
Date</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>J.M. Dunn</u>
Chancellor (Print)</p> <p>
Signature</p> |
| <p>10. President</p> | <p>_____
Date</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p><u>J. Kevin Dorsey</u>
President (Print)</p> <p>_____
Signature</p> |
| <p>11. Illinois Board of Higher Education (where required)</p> | <p>_____
Date</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p>_____
IBHE Representative (Print)</p> |
| <p>12. Higher Learning Commission (where required)</p> | <p>_____
Date</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No
Approval</p> | <p>_____
Higher Learning Comm Representative (Print)</p> |

Approval Form for RME/NUI

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing-MODIFIED (see RME)

- | | | | | |
|--|---|---------------------|---|---|
| 1. Unit originating the request | Office of the Provost/APAP | 12 Mar 2019
Date | | Lizette R Chevalier
Digitally signed by Lizette R Chevalier
Date: 2019.03.12 14:42:46 -05'00' |
| Signature | | | | |
| 2. Department/School Vote Form | | | | |
| Outcome of Faculty Vote | Yes <u>1</u> No <u>1</u> Abstain <u>1</u> | 27 Mar 2019
Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | PETER PAUL MYKYTYN
Digitally signed by PETER PAUL MYKYTYN
DN: cn=US, o=State of Illinois, ou=CMS, ou=People,
ou=C, serialNumber=70121884, cn=PETER PAUL MYKYTYN
Date: 2019.03.27 13:03:47 -05'00' |
| Signature | | | | |
| 3. College Curriculum Committee or other college-wide committee (where required) | | | | |
| Outcome of Committee Vote | Yes ___ No ___ Abstain ___ | Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Signature |
| 4. Dean of College of | Business | 27 Mar 2019
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Terence A Clark
Digitally signed by Terence A Clark
DN: cn=US, o=State of Illinois, ou=CMS, ou=People,
ou=C, serialNumber=70121884, cn=Terence A. Clark
Date: 2019.03.27 15:07:04 -05'00' |
| 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 | 27 Mar 2019
Date | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Chevalier
Associate Provost (Print) | Lizette R Chevalier
Digitally signed by Lizette R Chevalier
Date: 2019.03.27 16:30:02 -05'00' |
| 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 | 4-4-19
Date | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | M. Komarraju
Provost and VC (Print) |
Signature |
| 9. Chancellor | 4/4/2019
Date | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | J.M. Dunn
Chancellor (Print) |
Signature |
| 10. President | Date | | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | J. Kevin Dorsey
President Print) | Signature |
| 11. Illinois Board of Higher Education (where required) | Date | | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | IBHE Representative (Print) | |
| 12. Higher Learning Commission (where required) | Date | | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Higher Learning Comm Representative (Print) | |

Approval Form for RME/NUI

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing ~~MODIFIED~~ (see RME)

1. Unit originating the request Office of the Provost/APAP 12 Mar 2019
Date

Lizette R Chevalier Digitally signed by Lizette R Chevalier
Date: 2019.03.12 14:42:46 -05'00'
Signature

2. Department/School Vote Form
Outcome of Faculty Vote Yes 7 No 0 Abstain 1 27 Mar 2019
Date

Yes No
Approval

Philip Anton Digitally signed by Philip Anton
Date: 2019.03.27 15:36:08 -05'00'
Signature

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 Education and Human Services 03-27-2019
Date

Yes No
Approval

Matthew Keefer Digitally signed by Matthew Keefer
Date: 2019.03.27 16:34:29 -05'00'
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 28 Mar 2019
Date

Yes No
Approval

Chevalier Digitally signed by Lizette R Chevalier
Date: 2019.03.28 07:57:26 -05'00'
Associate Provost (Print) Signature

6. Faculty Senate (Undergraduate Programs)
Date

Yes No
Approval

Faculty Senate (Print) Signature

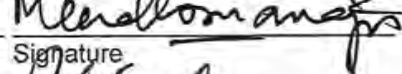
7. Graduate Council (Graduate Programs)
Date

Yes No
Approval

Graduate Council (Print) Signature

8. Provost and Vice Chancellor 4-4-19
Date

Yes No
Approval

M. Komarraju
Provost and VC (Print) Signature 

9. Chancellor 4/4/2019
Date

Yes No
Approval

J.M. Dunn
Chancellor (Print) Signature 

10. President
Date

Yes No
Approval

President (Print) Signature

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

Yes No
Approval

IBHE Representative (Print)

12. Higher Learning Commission (where required)
Date

Yes No
Approval

Higher Learning Comm Representative (Print)

Approval Form for RME/NUI

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing ~~MODIFIED~~ (see RME)

1. Unit originating the request	Office of the Provost/APAP	12 Mar 2019 <small>Date</small>		Lizette R Chevalier <small>Digitally signed by Lizette R Chevalier Date: 2019.03.12 14:42:46 -05'00'</small>
2. Department/School Vote Form				
Outcome of Faculty Vote	Yes <u>1</u> No <u>1</u> Abstain <u>1</u>	27 Mar 2019 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	PETER PAUL MYKYTYN <small>Digitally signed by PETER PAUL MYKYTYN DN: cn=US, o=State of Illinois, ou=CMS, ou=People, ou=SIUC, serialNumber=1321702, cn=PETER PAUL MYKYTYN Date: 2019.03.27 13:09:49 -05:00</small>
3. College Curriculum Committee or other college-wide committee (where required)				
Outcome of Committee Vote	Yes _____ No _____ Abstain _____	 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	 <small>Signature</small>
4. Dean of College of	Business	27 Mar 2019 <small>Date</small>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	Terence A Clark <small>Digitally signed by Terence A Clark DN: cn=US, o=State of Illinois, ou=CMS, ou=People, ou=C, serialNumber=70121894, cn=Terence A Clark Date: 2019.03.27 15:07:04 -05:00</small>

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

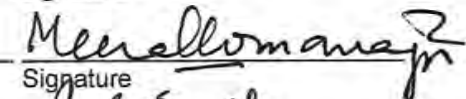
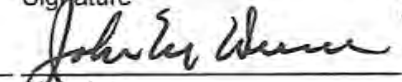
5. Associate Provost for Academic Programs	27 Mar 2019 <small>Date</small>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	Chevalier Associate Provost (Print)	Lizette R Chevalier <small>Digitally signed by Lizette R Chevalier Date: 2019.03.27 16:30:02 -05'00'</small> Signature
6. Faculty Senate (Undergraduate Programs)	 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	 Faculty Senate (Print)	 Signature
7. Graduate Council (Graduate Programs)	 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	 Graduate Council (Print)	 Signature
8. Provost and Vice Chancellor	4-4-19 <small>Date</small>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	M. Komarraju Provost and VC (Print)	 Signature
9. Chancellor	4/4/19 <small>Date</small>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approval	J.M. Dunn Chancellor (Print)	 Signature
10. President	 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	 President (Print)	 Signature
11. Illinois Board of Higher Education (where required)	 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	 IBHE Representative (Print)	 Signature
12. Higher Learning Commission (where required)	 <small>Date</small>	<input type="checkbox"/> Yes <input type="checkbox"/> No Approval	 Higher Learning Comm Representative (Print)	 Signature

Approval Form for RME/NUI

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing - ~~MODIFIED~~ (see RME)

- | | | | |
|--|---------------------|---|----------------------------------|
| 1. Unit originating the request Office of the Provost/APAP | 12 Mar 2019
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Lizette R Chevalier
Signature |
| 2. Department/School Vote Form
Outcome of Faculty Vote Yes <u>6</u> No <u>1</u> Abstain <u>1</u> | | | |
| | 22 Mar 2019
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | William J Banz
Signature |
| 3. College Curriculum Committee or other college-wide committee (where required)
Outcome of Committee Vote Yes _____ No _____ Abstain _____ | | | |
| | _____
Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | _____
Signature |
| 4. Dean of College of Agricultural Sciences | | | |
| | 27 Mar 2019
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | Karen Midden
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 | 27 Mar 2019
Date | <input 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 | 4-4-19
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | M. Komarraju
Provost and VC (Print) | 
Signature |
| 9. Chancellor | 4/4/19
Date | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Approval | J.M. Dunn
Chancellor (Print) | 
Signature |
| 10. President | _____
Date | <input type="checkbox"/> Yes <input type="checkbox"/> No
Approval | J. Kevin Dorsey
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 |

MODIFIED
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, AND COLLEGE OF LIBERAL ARTS (modified)

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 Administrations offered by the Department of Political Science (College of Liberal Arts), and 4) the undergraduate degree program in Hospitality Tourism Administration offered the Department of Animal Science, Food and Nutrition (College of Agricultural Sciences). 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 (modified).

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
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
44.0401	Public Administration	MPAD	Management and Marketing
30.9999	Supply Chain Management & Engineering	MS	Management and Marketing
	Business and Administration	Minor	
	Management	Minor	
	Marketing	Minor	

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

II. Reason for proposed action

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

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, 2019

Dept/School	Vote	College	Dean (Y/N/A)	Faculty Senate	Vote	Graduate Council	Vote	Systems Office	IBHE
School of Human Sciences				9/11/18	1 28	4/27/18	0 22 0		
Kinesiology	0 9 0	N/A	Y						
Social Work	4 1 0	N/A	Y						
Public Health	4 0 2	N/A	Y						
Ag Sci Food Nutrition	3 4 3	N/A	Y						
Vote after modification									
3/27/19									
Kinesiology	7 0 1								
Social Work	2 4 0								
Public Health	2 3 1								
Ag Sci Food Nutrition	6 1 1								
School of Justice and Public Safety				9/11/18	29 0	9/6/18	18 0 4	X	APPROVED
CCJ	9 1 0	N/A	Y						
Architecture	9 0 2	Y	Y						
School of Management and Marketing				9/11/18	0 29	5/1/18	1 20 2		
Marketing	1 3 0	N/A	Y						
Management	5 0 1	N/A	Y						
Political Science	5 1 5	N/A	Y						
ASFN	7 3 0	N/A	Y						
Kinesiology	0 9 0	N/A	N						
Vote after modification									
3/27/19									
Marketing	1 1 1								
Management	6 0 0								
Political Science	6 0 0								
ASFN	6 1 1								
Kinesiology	7 0 1								
School of Mathematical and Statistical Sciences				9/11/18	29 0	10/4/18	17 0 2		
Mathematics	10 1 3	N/A	Y						
School of Psychological and Behavioral Sciences				7/10/18	23 0 2	9/6/18	18 0 4	X	APPROVED
Rehabilitation	8 1 0	N/A	Y						
Psychology	11 2 2	N/A	Y						

ORIGINAL
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, AND COLLEGE OF LIBERAL ARTS (modified)

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 Administrations offered by the Department of Political Science (College of Liberal Arts), and 4) the undergraduate degree program in Hospitality Tourism Administration offered the Department of Animal Science, Food and Nutrition (College of Agricultural Sciences). 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
44.0401	Public Administration	MPAD	Political Science
31.0504	Sports Administration	BS	Kinesiology
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
44.0401	Public Administration	MPAD	Management and Marketing
31.0504	Sports Administration	BS	Management and Marketing
30.9999	Supply Chain Management & Engineering	MS	Management and Marketing
	Business and Administration	Minor	

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

	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

Resolution to Recommend Rejection of the RME to create a School of Management and Marketing

WHEREAS the new school will be formed through a merger of (i) the Department of Management; (ii) the Department of Marketing; (iii) the undergraduate degree program in Sport Administration, which would be separated from the Department of Kinesiology; (iv) the master's degree program in Public Administration, which would be separated from the Department of Political Science; (v) 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); and

WHEREAS the results of the voting in the impacted departments are as follows: Department of Management (5 yes, 0 no, 1 abstain); Department of Marketing (1 yes, 3 no, 0 abstain); Department of Political Science (5 yes, 1 no, 5 abstain); Department of Animal Science, Food and Nutrition (7 yes, 3 no, 0 abstain); Department of Kinesiology (0 yes, 9 no, 0 abstain); 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 the Department of Kinesiology opposes the breakup of the Department and would like the entire department (including programs in Sport Administration) to move to the School of Human Sciences; and

Therefore, BE IT RESOLVED that the Graduate Council recommend rejection of the RME to create a School of Management and Marketing through a merger of (i) the Department of Management; (ii) the Department of Marketing; (iii) the undergraduate degree program in Sport Administration, which would be separated from the Department of Kinesiology; (iv) the master's degree program in Public Administration, which would be separated from the Department of Political Science; (v) 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).

X Wesley C Calvert Digitally signed by Wesley C Calvert
Date: 2018.11.28 10:03:15 -06'00'

Chair, Graduate Council

Date

X Juliane P. Wallace Digitally signed by Juliane P. Wallace
Date: 2019.04.03 14:11:11 -05'00'

Associate Dean, Graduate School

Faculty Senate Resolution:

SPECIAL COMMITTEE FOR REORGANIZATION PROPOSAL REVIEW

Resolution to Recommend the Non-Approval of the RME to create the School of Management and Marketing

WHEREAS the RME proposes the merger of the Department of Marketing (College of Business), the Department of Management (College of Business), the master's degree program in Public Administration (Department of Political Science – COLA), the undergraduate program in Hospitality Tourism Administration (Department of Animal Science, Food and Nutrition – COAS), and the undergraduate program in Sports Administration (Department of Kinesiology – COEHS)

WHEREAS the majority of the faculty from Kinesiology voted against the proposed reorganization;

WHEREAS compelling arguments were provided against the inclusion of Sports Administration in the School of Marketing and Management;

WHEREAS the proposed inclusion might disrupt existing synergy between the Sport Administration Program, Exercise Science, and Public Health and Recreation Professions;

WHEREAS the majority of the Faculty Senate Special Committee on Reorganization does not support the proposed reorganization

THEREFORE, BE IT RESOLVED that the Faculty Senate rejects the RME for the School of Management and Marketing in its current form.

Date of Resolution Approval: September 11, 2018

Semester:

Jonathan Bean

Digitally signed by Jonathan Bean
Date: 2018.09.15 20:34:02 -05'00'

President, Faculty Senate

Date

Approval Form for RME/NUI



Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing

1. Unit originating the request _____ Date _____
Signature _____
2. Department/School Vote Form

Outcome of Faculty Vote	Yes	No	Abstain		
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	Approval	Signature
3. College Curriculum Committee or other college-wide committee (where required)

Outcome of Committee Vote	Yes	No	Abstain		
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Abstain	Approval	Signature
4. Dean of College of _____ Date _____
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 | 30 Apr 2018 | Date | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | |
| | | | Approval | Approval | Chevalier
Lizette R Chevalier
Signature |
| 6. Faculty Senate (Undergraduate Programs) | 9/14/2018 | Date | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | Jonathan J Bean
Signature |
| | | | Approval | Approval | Faculty Senate (Print)
Signature |
| 7. Graduate Council (Graduate Programs) | 28 Nov 2018 | Date | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | Wesley Calvert
Signature |
| | | | Approval | Approval | Graduate Council (Print)
Signature |
| 8. Provost and Vice Chancellor | _____ | Date | <input type="checkbox"/> Yes | <input type="checkbox"/> No | Provost and VC (Print)
Signature |
| | | | Approval | Approval | Signature |
| 9. Chancellor | _____ | Date | <input type="checkbox"/> Yes | <input type="checkbox"/> No | Chancellor (Print)
Signature |
| | | | Approval | Approval | Signature |
| 10. President | _____ | Date | <input type="checkbox"/> Yes | <input type="checkbox"/> No | President Print
Signature |
| | | | Approval | Approval | Signature |
| 11. Illinois Board of Higher Education (where required) | _____ | Date | <input type="checkbox"/> Yes | <input type="checkbox"/> No | IBHE Representative (Print)
Signature |
| | | | Approval | Approval | Signature |
| 12. Higher Learning Commission (where required) | _____ | Date | <input type="checkbox"/> Yes | <input type="checkbox"/> No | Higher Learning Comm Representative (Print)
Signature |
| | | | Approval | Approval | Signature |

Approval Form for RME/NUI



Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing

1. Unit originating the request APAP _____ Date _____
Signature _____
2. Department/School Vote Form
 Outcome of Faculty Vote Yes 1 No 3 Abstain 0 23 Apr 2018 Date _____
 Yes No Approval
 Outcome of Committee Vote Yes ___ No ___ Abstain _____ Date _____
 Yes No Approval
3. College Curriculum Committee or other college-wide committee (where required)
 Outcome of Committee Vote Yes ___ No ___ Abstain _____ Date _____
 Yes No Approval
4. Dean of College of Business 4/23/2018 Date _____
 Yes No Approval
Digitally signed by Terence A Clark
DN: cn=US, o=State of Illinois, ou=People, cn=C, mail=terence@20121864.com, Terence A Clark
Date: 2018.04.23 15:46:39 -0500
 Signature _____
Terence A Clark
 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 23 Apr 2018 Date _____
 Yes No Approval
 Chevalier _____ Signature _____
 Associate Provost (Print) _____
 Signature _____
6. Faculty Senate (Undergraduate Programs) _____ Date _____
 Yes No Approval
 Faculty Senate (Print) _____ Signature _____
7. Graduate Council (Graduate Programs) _____ Date _____
 Yes No Approval
 Graduate Council (Print) _____ Signature _____
8. Provost and Vice Chancellor _____ Date _____
 Yes No Approval
 Provost and VC (Print) _____ Signature _____
9. Chancellor _____ Date _____
 Yes No Approval
 Chancellor (Print) _____ Signature _____
10. President _____ Date _____
 Yes No Approval
 President (Print) _____ Signature _____
11. Illinois Board of Higher Education (where required) _____ Date _____
 Yes No Approval
 IBHE Representative (Print) _____
 Higher Learning Comm Representative (Print) _____
12. Higher Learning Commission (where required) _____ Date _____
 Yes No Approval
 Higher Learning Comm Representative (Print) _____

Approval Form for RME/NUI



Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing

1. Unit originating the request APAP _____ Date _____
Signature _____
2. Department/School Vote Form
Outcome of Faculty Vote Yes 5 No 0 Abstain 1 23 Apr 2018 Yes No Approval
Signature _____
Outcome of Committee Vote Yes _____ No _____ Abstain _____ Date _____
Approval _____
3. College Curriculum Committee or other college-wide committee (where required)
Outcome of Committee Vote Yes _____ No _____ Abstain _____ Date _____
Approval _____
4. Dean of College of Business 23 Apr 2018 Yes No Approval
Signature _____

Terence A Clark
Digitally signed by Terence A Clark
DN: cn=US, o=State of Illinois, ou=SIUC, email=terence@siu.edu, postalCode=62901, postalAddress=SIUC, postalCode=62901
Date: 2018.04.23 14:33:41 -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 23 Apr 2018 Yes No Approval
Signature _____
Associate Provost (Print) _____
Signature _____
6. Faculty Senate (Undergraduate Programs) _____ Date _____
Approval _____
Faculty Senate (Print) _____
Signature _____
7. Graduate Council (Graduate Programs) _____ Date _____
Approval _____
Graduate Council (Print) _____
Signature _____
8. Provost and Vice Chancellor _____ Date _____
Approval _____
Provost and VC (Print) _____
Signature _____
9. Chancellor _____ Date _____
Approval _____
Chancellor (Print) _____
Signature _____
10. President _____ Date _____
Approval _____
President (Print) _____
Signature _____
11. Illinois Board of Higher Education (where required) _____ Date _____
Approval _____
IBHE Representative (Print) _____
Signature _____
12. Higher Learning Commission (where required) _____ Date _____
Approval _____
Higher Learning Comm Representative (Print) _____
Signature _____

Lizette R. Chevalier
Digitally signed by Lizette R. Chevalier
DN: cn=US, o=State of Illinois, ou=SIUC, email=lizette@siu.edu, postalCode=62901, postalAddress=SIUC, postalCode=62901
Date: 2018.04.23 14:33:41 -0500

Approval Form for RME/NUI

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing

1. Unit originating the request APAP _____ Date _____
Signature _____

2. Department/School Vote Form
 Outcome of Faculty Vote Yes 5 No 1 Abstain 5 _____
 Outcome of Committee Vote Yes _____ No _____ Abstain _____
 Digitally signed by J. Tobin Grant
 Date: 2018.04.25 13:46:13 -0500
 J. Tobin Grant
 Signature _____
 Digitally signed by Andrew Kevin Balkansky
 Date: 2018.04.30 10:52:07 -0500
 Andrew Kevin Balkansky
 Signature _____

4. Dean of College of Liberal Arts _____ Date 30 Apr 2018 _____
 Digitally signed by Andrew Kevin Balkansky
 Date: 2018.04.30 10:52:07 -0500
 Andrew Kevin Balkansky
 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
 Digitally signed by Lizette R. Chevalier
 Date: 2018.04.30 10:52:07 -0500
 Lizette R. Chevalier
 Signature _____
 Associate Provost (Print) _____
 Signature _____

6. Faculty Senate (Undergraduate Programs)
 Faculty Senate (Print) _____
 Signature _____

7. Graduate Council (Graduate Programs)
 Graduate Council (Print) _____
 Signature _____

8. Provost and Vice Chancellor
 Provost and VC (Print) _____
 Signature _____

9. Chancellor
 Chancellor (Print) _____
 Signature _____

10. President
 President (Print) _____
 Signature _____

11. Illinois Board of Higher Education (where required)
 IBHE Representative (Print) _____
 Signature _____

12. Higher Learning Commission (where required)
 Higher Learning Comm Representative (Print) _____
 Signature _____

Approval Form for RME/NUI



Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing

1. Unit originating the request APAP _____ Date _____
Signature _____
2. Department/School Vote Form
Outcome of Faculty Vote Yes 7 No 3 Abstain 0 _____
 Yes No Approval
 Yes No Approval
Signature **William J Banz**
Digitally signed by William J Banz
Date: 2018.04.23 13:19:11 -0500
3. College Curriculum Committee or other college-wide committee (where required)
Outcome of Committee Vote Yes _____ No _____ Abstain _____
 Yes No Approval
 Yes No Approval
Signature _____
4. Dean of College of Agricultural Sciences _____ Date 24 Apr 2018 _____
 Yes No Approval
 Yes No Approval
Signature **Karen Midden**
Digitally signed by Karen Midden
DN: cn=Karen Midden, o=SIU Carbondale, ou=College of Agricultural Sciences, email=kgmidden@siu.edu, c=US
Date: 2018.04.24 17:43:34 -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
 Yes No Approval
Date 25 Apr 2018 _____
Signature **Chevalier**
Associate Provost (Print) Signature
Lizette R. Chevalier
6. Faculty Senate (Undergraduate Programs)
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
Faculty Senate (Print) Signature
7. Graduate Council (Graduate Programs)
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
Graduate Council (Print) Signature
8. Provost and Vice Chancellor
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
Provost and VC (Print) Signature
9. Chancellor
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
Chancellor (Print) Signature
10. President
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
President (Print) Signature
11. Illinois Board of Higher Education (where required)
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
IBHE Representative (Print)
12. Higher Learning Commission (where required)
 Yes No Approval
 Yes No Approval
Date _____
Signature _____
Higher Learning Comm Representative (Print)

Approval Form for RME/NUJ

Proposed Change: Merger of Departments and Programs to form a School of Management and Marketing

1. Unit originating the request APAP 24 Apr 2018
Date

Lizette R. Chevalier
Signature

Digitally signed by Lizette R. Chevalier
Reason: I am the Approver
Date: 2018.04.24 11:17:18 -0500

2. Department/School Vote Form

Outcome of Faculty Vote Yes 0 No 9 Abstain 0 24 Apr 2018
Date

Jared Porter
Signature

Digitally signed by Jared Porter
Date: 2018.04.24 11:17:18 -0500

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 Education and Human Services 4-25-18
Date

Matthew W. Keefer
Signature

Digitally signed by Matthew W. Keefer
Date: 2018.04.25 09:57:36 -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 25 Apr 2018
Date

Chevalier
Associate Provost (Print)

Digitally signed by Lizette R. Chevalier
Date: 2018.04.25 09:57:36 -0500

6. Faculty Senate (Undergraduate Programs)
Date

Faculty Senate (Print)

7. Graduate Council (Graduate Programs)
Date

Graduate Council (Print)

8. Provost and Vice Chancellor
Date

Provost and VC (Print)

9. Chancellor
Date

Chancellor (Print)

10. President
Date

President Print)

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

IBHE Representative (Print)

12. Higher Learning Commission (where required)
Date

Higher Learning Comm Representative (Print)

Modified Program Change Plan School of Management and Marketing

Provided to Faculty in the following affected units:

- Department of Animal Science, Food and Nutrition ¹
- Department of Political Science²
- Department of Management
- Department of Marketing

This modified program change plan is provided keeping with Section 9.05.6 of the Collective Bargaining Agreement (CBA).

Overview of Modification to Program Change Plan

In the original program change plan distributed to affected units, the undergraduate degree program in Sports Administration was separated from the Department of Kinesiology and included as part of the proposed School of Management and Marketing.

With this modification to the plan, and at the request of the affiliated faculty, the undergraduate degree program in Sports Administration is removed from the proposed School of Management and Marketing³.

Accordingly, this modified Program Change Plan represents a merger of the Department of Marketing, the Department of Management, the degree program in Hospitality and Tourism Administration from the Department of Animal Science, Food and Nutrition, and the Masters in Public Administration degree program from the Department of Political Science.

The change plan below has been modified to show the changes summarized above. No other changes to the original plan have been made.

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 master's degree program in **Public Administration**, which would be separated from the Department of Political Science; and the undergraduate degree program in **Hospitality Tourism Administration**, which would be

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 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.

³ **For informational purposes only: independent of the present program change plan**, we that the undergraduate degree in Sports Administration will be proposed for inclusion in the School of Human Sciences.

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.

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

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.

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

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 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 is

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 **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 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 **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.

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.

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

- 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 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.
- 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.

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 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:

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

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.

Operating Paper for a candidate formerly appointed in the Department of Animal Science, Food and Nutrition; 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

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

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 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.