

**Appendix 13b: Modifications to Existing Academic Unit Proposal
(Reorganization)
Colleges**

Institution: The University of Southern Mississippi

Present Unit Title(s)	New Unit Title	Present Unit Location(s)	New Unit Location	Unit Head	Total # of Faculty/ Faculty Displaced (Fall 2016 Faculty IPEDS FACTBOOK)	Total # of Staff/Staff Displaced (Fall 2016 Permanent Staff by HR Job Dept.)*	Total # of Students (Fall 2016 – Primary and Secondary Degree Plan Enrollment)	Organizational Units to Operate under Unit (Academic Units)	Degree Programs to be Offered within Unit
<ul style="list-style-type: none"> • College of Arts and Letters • College of Science and Technology 	College of Arts and Sciences	Academic Affairs	Academic Affairs	TBD	403/0 (Appendix 13 Schools and Departments) 3/0 (Center for Science and Mathematics Education)	152/0 (Appendix 13 Schools and Departments) 3/0 (SME, AS, MS) 12/0 (CoAL Dean’s Office) 10/0 (CoST Dean’s Office)	6748	<ul style="list-style-type: none"> • Center for Science and Mathematics Education • Department of Aerospace Studies <i>(no majors)</i> • Department of Military Science <i>(no majors)</i> • See Appendix 13b – Schools and Departments 	<ul style="list-style-type: none"> • Science Education MS • Science Education PhD • See Appendix 13b – Schools and Departments
College of Business	College of Business and Economic Development	Academic Affairs	Academic Affairs	Faye Gilbert	60/0	3/0 14/0 (CoB Dean’s Office)	2384	See Appendix 13b – Schools and Departments	See Appendix 13b – Schools and Departments
<ul style="list-style-type: none"> • College of Education and Psychology • College of Health 	College of Education and Human Sciences	Academic Affairs	Academic Affairs	TBD	158/0 (includes all current Kinesiology faculty)	68/0 9/0 (CoEP Dean’s Office) 9/0 (CoH Dean’s Office)	3325	See Appendix 13b – Schools and Departments	See Appendix 13b – Schools and Departments
<ul style="list-style-type: none"> • College of Health • College of Nursing 	College of Nursing and Health Professions	Academic Affairs	Academic Affairs	TBD	97/0 (includes all current Kinesiology faculty)	61/0 9/0 (CoH Dean’s Office) 10/0 (CoN Dean’s Office)	2425	See Appendix 13b – Schools and Departments	See Appendix 13b – Schools and Departments

Institutional Contact: Dr. Steven Moser, Provost and Senior Vice President for Academic Affairs

Date of Implementation: September 01, 2017

Six Year Cost of Implementation: \$0 (will reallocate existing human and financial resources)

Reason for Request: The University of Southern Mississippi has developed a plan for reorganization that is built on faculty proposals, driven by national best practices and institutional need and is designed to provide leverage for future growth and increased visibility. Rather than a workforce reduction initiative, the comprehensive plan creates more integrated, collaborative structures for existing positions. The number of colleges is reduced from six to four, which will reduce administrative costs and promote additional efficiencies, and we move from a department-based structure to one rooted in broader schools. Significantly, the role of faculty administrators is changed in this model – the Schools are led by a Director, an administrative lead of departments and programs, which are managed by faculty leadership teams. The heavy administrative burden facing current chairs shifts in this new configuration to the School Director, with academic/curricular oversight moving to the department chairs and program coordinators.

1. Does the proposed modification further the mission of your institution?

Yes. The Plan for Academic Reorganization arises from the commitment of academic affairs at The University of Southern Mississippi to enhance the distinctiveness of academic programs and to create a sustainable model for academic programming. The reorganization will allow us to respond to foreseeable challenges and opportunities so that instruction and research productivity will increase within our current resource structure. The reorganization allows us to leverage our existing strengths in scholarly activity and instruction by reducing barriers to internal collaboration among faculty.

2. Does the proposed modification help meet the priorities/goals of your strategic plan?

Yes. This plan was developed without sacrificing the institutional mission, values, or identity. Throughout the planning process, the university held to our philosophical footings and the core of our institutional vision, which underscore our commitment to promote the greater good and the advancement of society.

The university's vision is guided by these fundamental principles:

- Advancing USM as a university renowned for academic rigor, innovation, and the achievements of its community of scholars;
- Strengthening our commitment to excellence in research, scholarship, and service;
- Distinguishing USM as a community of engaged citizens, operating as a public, student centered, doctoral-granting research university; and
- Utilizing administrative resources and a strong infrastructure to provide an educationally rich environment.

3. Will the proposed modification change the administration of the unit? If so, describe how the proposed unit will be administered including the name and title of person(s) who will be responsible for the proposed unit.

New administrators will be assigned for all combined units. Schools will be led by faculty members in the administrative role of Directors who report to the Dean and are responsible for the academic, operational, and budgetary work of the School. Departments will be led by non-administrative faculty members who serve as chairs, working with program coordinators to manage curricular matters and advise the Director of the School as a team. Non-administrative faculty leaders (chairs and program directors) will be elected by their peers or appointed by the director and serve a three-year term of service.

4. **Will the proposed modification result in the expansion of the institution's academic degree program inventory?** No. Development of new degree programs is not a consideration of the reorganization efforts.
5. **Will the proposed modification make it necessary to add faculty and staff to operate the proposed unit? If so, give the desired qualifications of the persons to be added, a timetable for adding new faculty and staff, and the cost associated.** No. Faculty and staff numbers will not be altered as a result of the reorganization.
6. **Is the proposed modification consistent with the academic unit structures of peer institutions?** Yes. The reorganization process looked at peer institutions across the region and country to identify organizational structures/models that have led to significant efficiencies and increases in scholarly activities.
7. **Provide organizational charts showing the present administrative scheme and the proposed administrative scheme.** *(see attached charts)*
8. **Describe the evaluation process which led to the request for the proposed modification.** The proposed organizational structure is the result of significant faculty and staff participation. Faculty and staff were notified in the fall of 2016 of the need to reorganize to address the changing landscape in higher education. A call for proposals was disseminated to the broader university community and 44 proposals were submitted to the Office of the Provost for consideration. The proposals were reviewed by numerous stakeholders including Deans, the Academic Leadership Council (ALC), and the leadership within academic affairs. The Deans and the ALC provided reports to the Office of the Provost highlighting themes and issues that arose by evaluation of the entire collection of proposals. Once the reports were received, the leadership in academic affairs developed a comprehensive plan, developed from the collection of proposals, which was then disseminated to the broader university community for comment. The comments were reviewed by the leadership in academic affairs and alterations were made where feasible and appropriate. A second draft, including alterations received from the comment period, was then released to the university community and the President. The President held separate opportunities for the university community to comment on the reorganization plan prior to his endorsement.

Chief Academic Officer Signature

Date

Institutional Executive Officer Signature

Date