

Leading Change

Reimagining the Academy



THE UNIVERSITY OF
SOUTHERN MISSISSIPPI®



The Context:

Powerful external forces

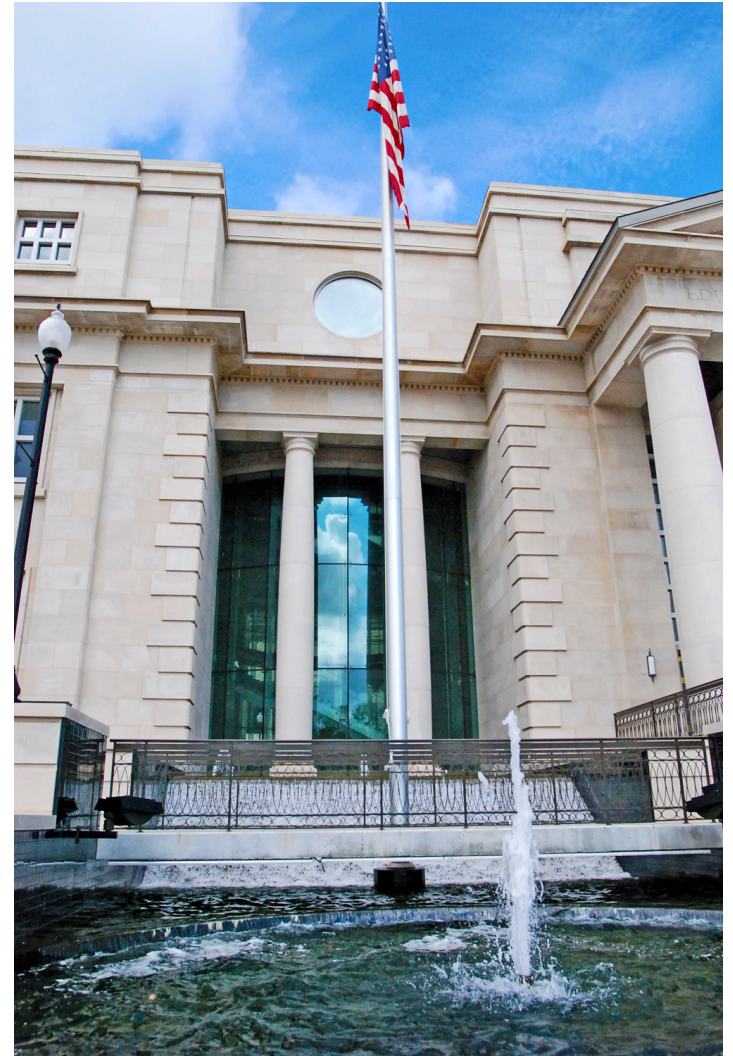
Declining state support

Growing emphasis on collaborative
scholarship



The Key Question

What can we do within our **existing resources** to highlight our strengths, cultivate creativity, and distinguish ourselves as an institution?





Vision 2020

- Advance The University of Southern Mississippi
- Optimize resources and infrastructure
- Increase collaboration, innovation, and visibility
- Grow enrollment on all campuses
- Leverage institutional strengths



Targeted Outcomes

- More flexible and responsive academic structures
- Proactive budgetary and academic program management
- Increased efficiency
- Stronger administrative coherence
- Greater visibility of institutional strengths





This was not...

...a workforce reduction initiative.



Process

- August 2016: Plan development initiated with senior academic leadership
- September–November 2016: Ongoing planning and discussion with Deans and faculty leaders
- December 2016: Request for Proposals (RFP) from faculty body
- March 2017: Presentation of RFP results to university community
- April – July 2017: University community comment period and revisions





RFP Results

- Comprehensive plan to reposition disciplinary areas under single administrative structures
- 45 distinct schools and departments would transform into 27 schools
- 6 colleges become a large, core College of Arts and Sciences and three professional colleges focused on health care, education and human development, and business and economic development





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College of
Science and
Technology

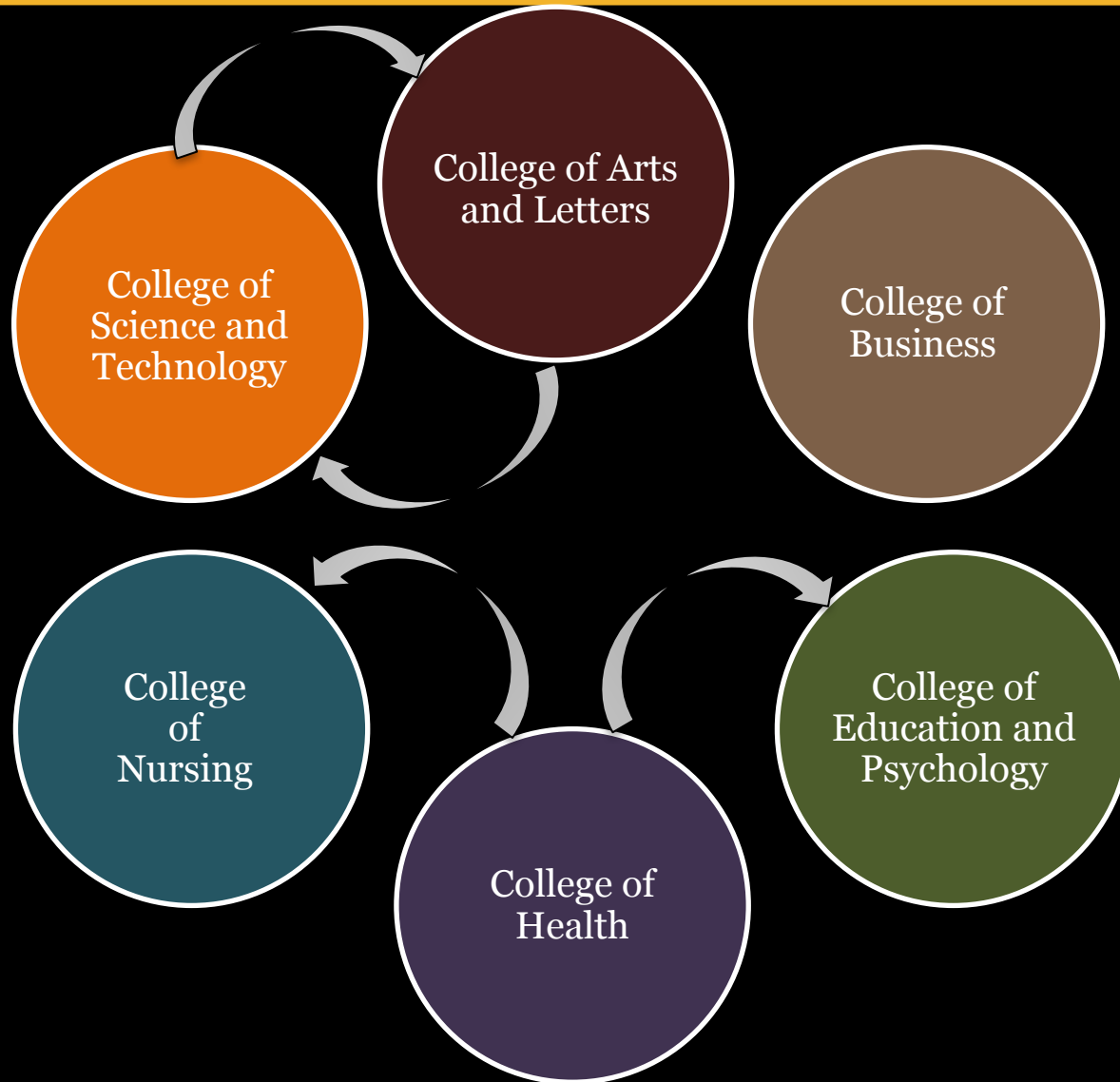
College of Arts
and Letters

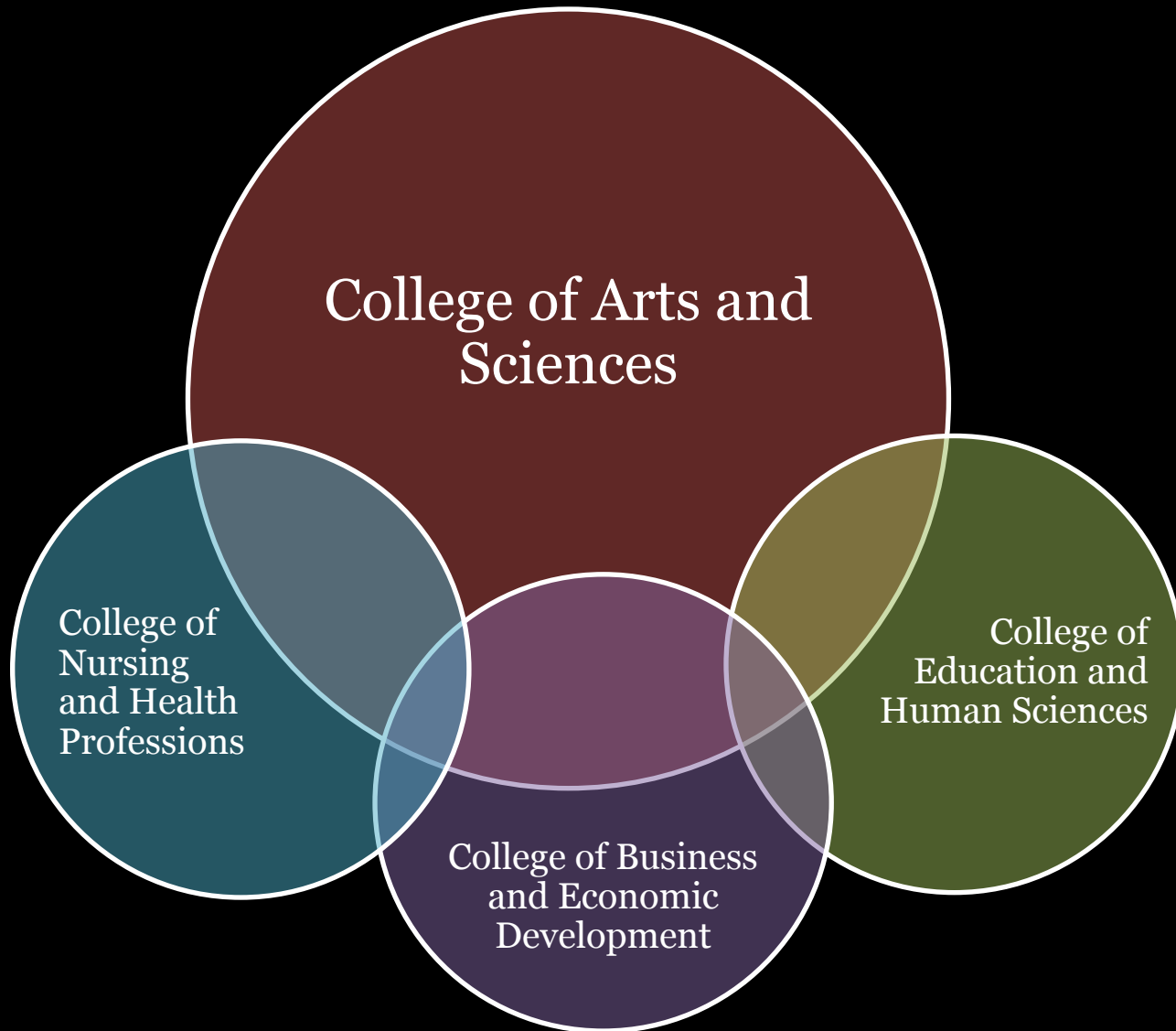
College of
Business

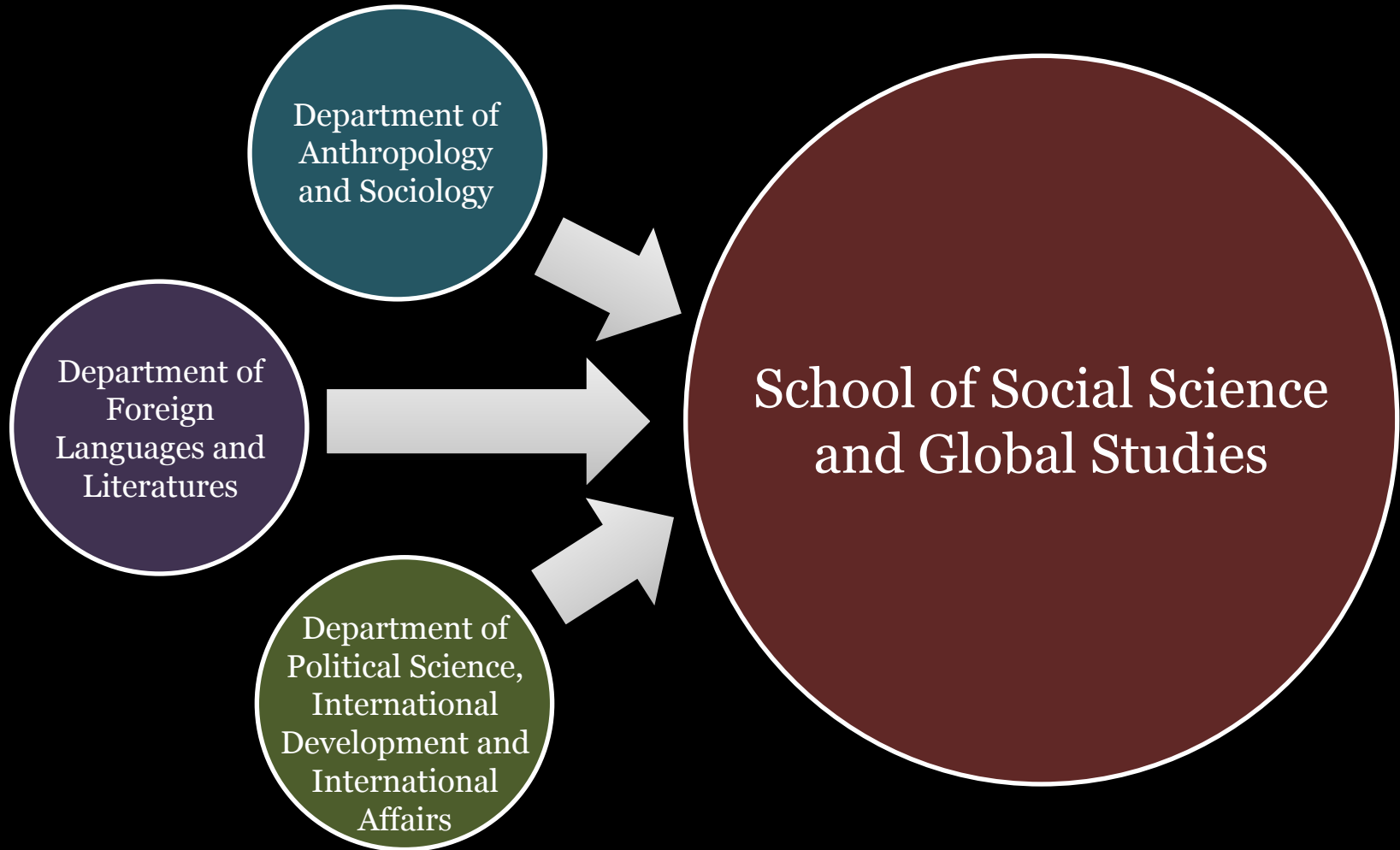
College
of
Nursing

College of
Education and
Psychology

College of
Health









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School of Social Science and Global Studies

Director

Administrative Support

World
Languages

Anthropology
and Sociology

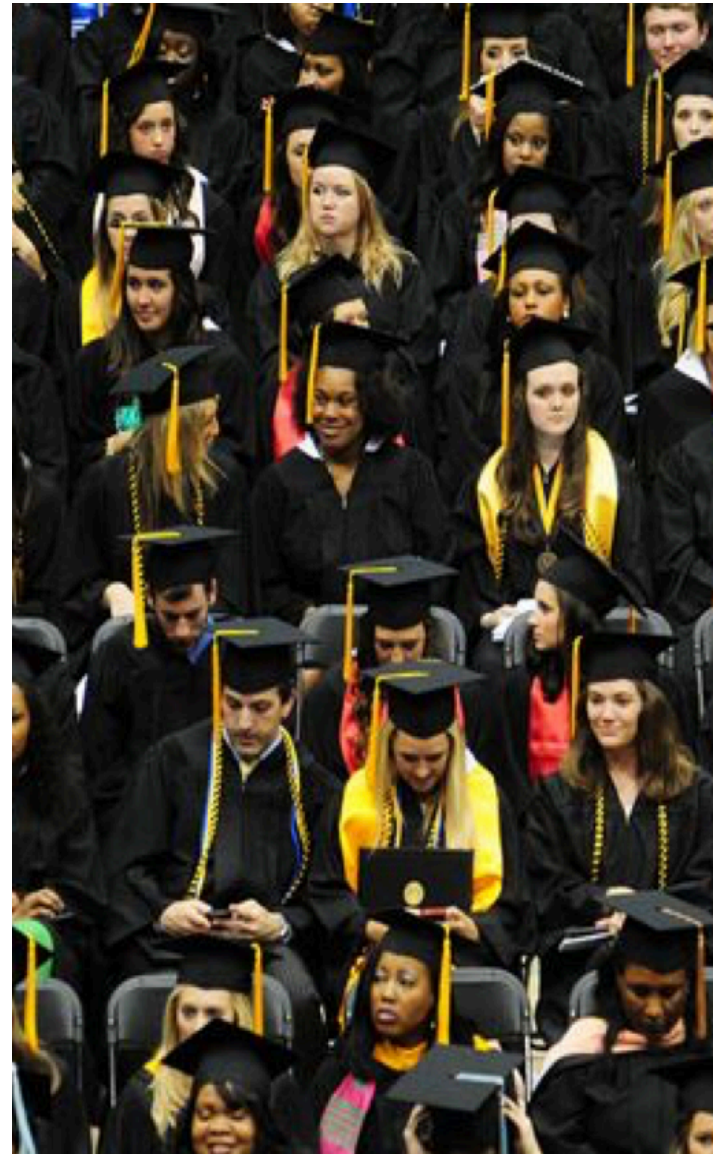
Political Science
and Legal Studies

Economics and
International
Development



Impact

- Reduction in disciplinary silos
- Continuous improvement
- Productivity assessment
- Unit goals:
 - Institutional priorities
 - Peer data averages
 - Research scope
 - Context of unit
- Dynamic Implementation
 - Investment in growth
 - Consolidation
- Ongoing assessment
- Accountability

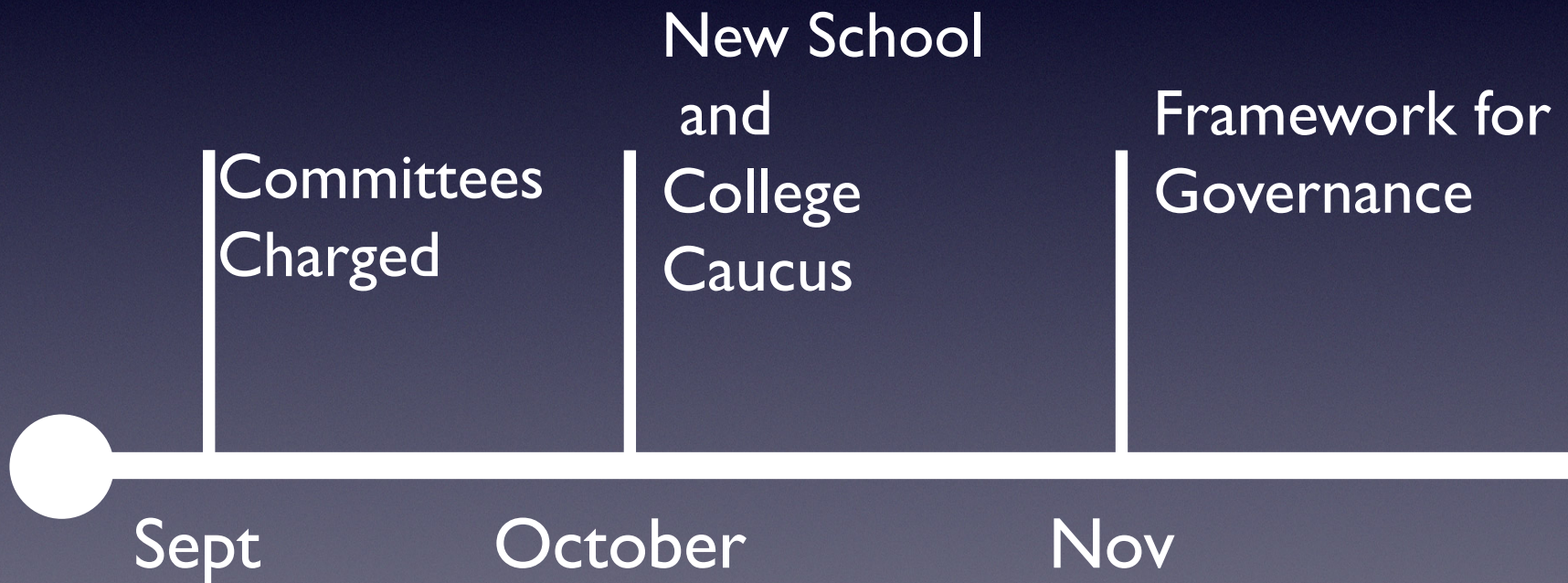


Next Steps

- September 2017 - Committees formed, charges given.
- November 2017 - Committee reports due to Steering Committee.
- Initial Steering Committee reports due to ALC, Deans Council and Provost by the end of Fall term, 2017.
- Units respond to committee reports under a spring schedule.
- Results implemented by July 1, 2018.
- Under a new dean, Arts and Sciences will finish the implementation with formation of a leadership structure that appropriately represents the diversity of the college (in Phase II).

Phase I - Timeline

FALL 2017



Spring 2018

Framework for
Tenure and
Promotion

Annual Evals
Staff Structures

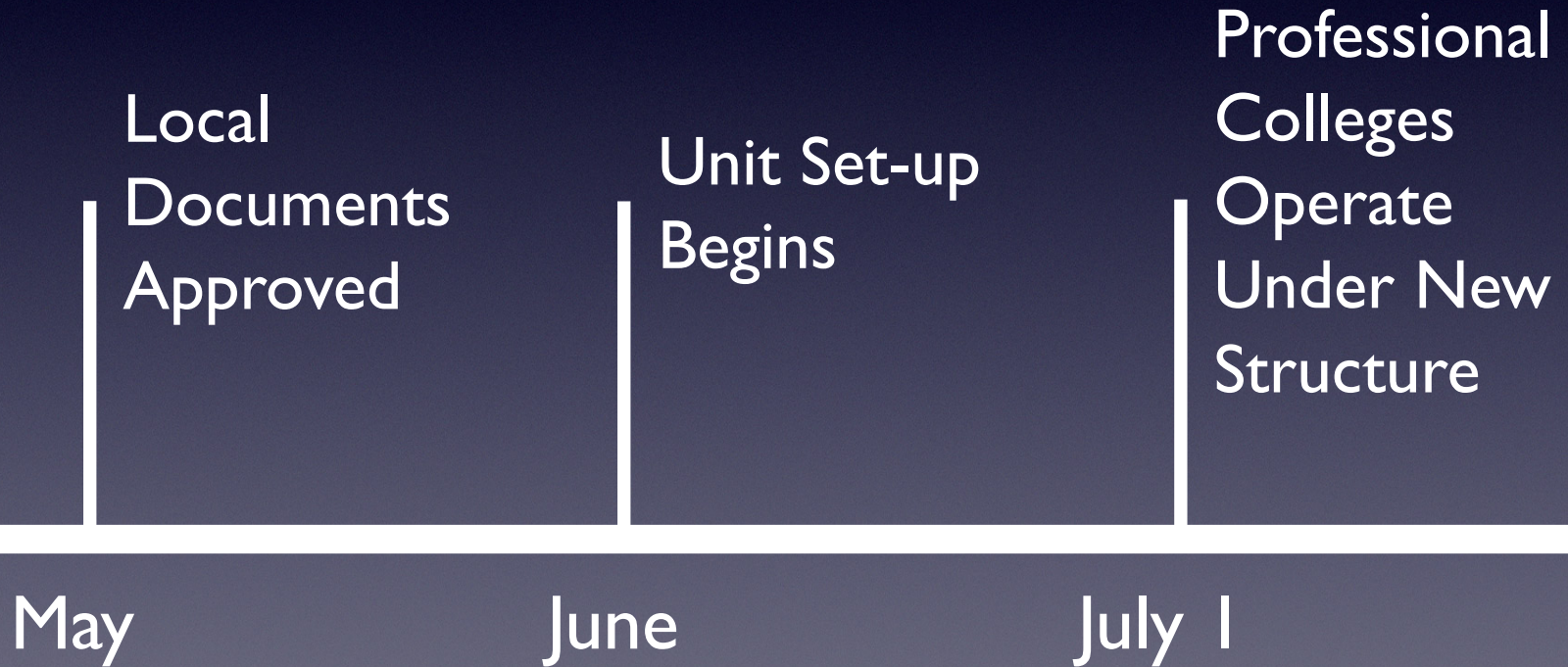
Handbook
Revisions

Jan

Spring

April

Spring/Summer 2018



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