Appendix 13b: Modifications to Existing Academic Unit Proposal
(Reorganization)
Schools and Departments

Institution: The University of Southern Mississippi

Present Unit Title(s)	New Unit Title (School)	New Unit Title (Department)	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 (units with a unique department ID)	Degree Programs to be Offered within Unit
• Department of Biological Sciences • Department of Geography and Geology • Department of Medical Laboratory Science	School of Biological, Environmental, and Earth Sciences	• Department of Cell and Molecular Biology • Department of Ecology and Organismal Biology • Department of Geography and Geology • Department of Medical Laboratory Science	College of Science and Technology	College of Arts and Sciences	TBD	48/0	16/0	1002		• Biological Sciences BS • Biological Sciences MS • Biological Sciences PhD • Geographic Information Technology Graduate Certificate • Geographic Information Technology Undergraduate Certificate • Geography BS • Geography MS • Geography PhD • Geology BS • Geology MS • Marine Biology BS • Medical Laboratory Science BS • Medical Laboratory Science MS • Phlebotomy Certificate
• Department of Communication Studies • School of Mass Communication and Journalism	School of Communication	• Department of Communication Studies • Department of Journalism, Public Relations, and Advertising	College of Arts and Letters	College of Arts and Sciences	TBD	29/0	7/0	650	Student Media Center	• Advertising BA • Communication MA • Communication MS • Communication PhD • Communication Studies BA • Communication Studies BS • Entertainment Industry BA • Entertainment Industry BS • Journalism BA • Public Relations MS

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School of Computing	School of Computing Sciences and Computer Engineering		College of Science and Technology	College of Arts and Sciences	Andrew Sung	22/0	3/0	583		• Computational Science (Computer Science) PhD*** • Computer Engineering BS • Computer Engineering Technology BS • Computer Science BS • Computer Science MS • Electronics Engineering Technology BS • Information Technology BS
School of Construction	School of Construction and Design		College of Science and Technology	College of Arts and Sciences	Erich Connell	13/0	2/0	601		• Architectural Engineering Technology BS • Construction Engineering Technology BS • Construction Management Graduate Certificate • Industrial Engineering Technology BS • Interior Design BS
School of Criminal Justice	School of Criminal Justice, Forensic Science, and Security		College of Science and Technology	College of Arts and Sciences	Lisa Nored	13/0	2/0	540		• Criminal Justice Graduate Certificate • Criminal Justice BA • Criminal Justice MA • Criminal Justice MS • Criminal Justice PhD • Forensics BS • Forensics MS
• Department of English • Department of History • Department of Philosophy and Religion	School of Humanities	• Department of English • Department of History • Department of Philosophy and Religion	College of Arts and Letters	College of Arts and Sciences	TBD	65/0	5/0	602	Center for Oral History and Culture	• English BA • English MA • English PhD • History BA • History MA • History MS • History PhD • International Studies BA • Philosophy BA • Public History Graduate Certificate • Religion BA *(currently in teach-out)*

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• Department of Human Capital Development • Department of Interdisciplinary Studies	School of Interdisciplinary Studies and Professional Development	• Department of Continuing Education • Department of Human Capital Development • Department of Interdisciplinary Studies	College of Science and Technology / College of Arts and Letters	College of Arts and Sciences	TBD	12/0	4/0	752		• Applied Technology BS • Human Capital Development MS • Human Capital Development PhD • Interdisciplinary Studies BIS • Liberal Studies BLS • The Leadership Experience Undergraduate Certificate
• Department of Chemistry and Biochemistry • Department of Mathematics • Department of Physics and Astronomy	School of Mathematics and Natural Sciences	• Department of Chemistry and Biochemistry • Department of Mathematics • Department of Physics and Astronomy	College of Science and Technology	College of Arts and Sciences	TBD	44/0	9/0	340		• Chemistry BS • Chemistry MS • Chemistry PhD • Computational Science (Mathematics) PhD*** • Computational Science (Physics) PhD*** • Mathematics BS • Mathematics MS • Physics BS • Physics MS
School of Music	School of Music	• School of Music	College of Arts and Letters	College of Arts and Sciences	Richard Kravchak	41/0	9/0	443	• Band • Opera Theatre • Choir • Orchestra • Jazz • Marching Band	• Music BA • Music BM • Music Education BMEd • Music Education MMEd • Music Education PhD • Music MM • Performance and Pedagogy DMA
School of Ocean Science and Technology	School of Ocean Science and Engineering	• Department of Marine Science • Department of Coastal Sciences	College of Science and Technology	College of Arts and Sciences	William Graham	28/0	53/0	126		• Coastal Sciences MS • Coastal Sciences PHD • Hydrographic Science MS • Marine Science BS • Marine Science MS • Marine Science PhD • Ocean Engineering BS

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• Department of Art and Design • Department of Dance • Department of Theatre	School of Performing and Visual Arts	• Department of Art and Design • Department of Dance • Department of Theatre	College of Arts and Letters	College of Arts and Sciences	TBD	27/0	6/0	352		• Art BA • Art BFA • Dance BFA • Theatre BFA • Theatre MFA
School of Polymers and High-Performance Materials	School of Polymer Science and Engineering		College of Science and Technology	College of Arts and Sciences	Jeff Wiggins	13/0	33/0	180	Institute for Formulation Science	• Polymer Science and Engineering BS • Polymer Science and Engineering MS • Polymer Science and Engineering PhD • Polymer Science BS
• Department of Anthropology and Sociology • Department of Foreign Languages and Literatures • Department of Political Science, International Development and International Affairs	School of Social Science and Global Studies	• Department of Anthropology and Sociology • Department of Economics and International Development • Department of Political Science and Legal Studies • Department of World Languages	College of Arts and Letters	College of Arts and Sciences	TBD	48/0	3/0	537		• American Studies BA *(currently in teach-out)* • Anthropology BA • Anthropology MA • Economics BA • Foreign Languages BA • International Development PhD • Legal Studies BA • Nonprofit Studies Graduate Certificate • Political Science BA • Political Science BS • Political Science MA • Political Science MS • Sociology BA • Sociology BS • Teaching English to Speakers of Other Languages Graduate Certificate • Teaching of Languages MATL
School of Accountancy	School of Accountancy		College of Business	College of Business and Economic Development	TBD	13/0	1/0	430		• Accounting BSBA • Accounting MPA

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• Department of Economic Development, Tourism and Sport Management** • Department of Finance, Real Estate and Business Law	School of Finance		College of Business	College of Business and Economic Development	TBD	8/0** 9/0	1/0** 0/0	190		• Economic Development Graduate Certificate • Economic Development MS • Finance BSBA
Department of Management and International Business	School of Management		College of Business	College of Business and Economic Development	TBD	17/0	0/0	1162		• Business Administration BSBA • Business Administration MBA • Business Foundations Graduate Certificate • International Business BSBA • Management BSBA
• Department of Economic Development, Tourism and Sport Management** • Department of Marketing and Merchandising	School of Marketing		College of Business	College of Business and Economic Development	TBD	8/0** 13/0	1/0** 1/0	602		• Apparel Construction and Design Undergraduate Certificate • Casino Management Undergraduate Certificate • Healthcare Marketing BSBA • Hotel, Restaurant, and Tourism Management BS *(currently in teach-out)* • Marketing BSBA • Merchandising BSBA • Professional Selling Undergraduate Certificate • Sport Management BSBA • Sport Management MS • Sport Security Management Graduate Certificate • Tourism BSBA

Present Unit Title(s)	**New Unit Title (School)**	**New Unit Title (Department)**	**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 (units with a unique department ID)**	**Degree Programs to be Offered within Unit**
Department of Child and Family Studies	School of Child and Family Sciences		College of Education and Psychology	College of Education and Human Sciences	Pat Sims	15/0	3/0	342	• Center for Child Development • University Clinic for Family Therapy	• Child and Family Studies BS • Child and Family Studies MS • Marriage and Family Therapy MS • School Counseling MEd
• Department of Curriculum, Instruction and Special Education • Department of Educational Research and Administration	School of Education	• Department of Curriculum and Instruction • Department of Educational Research and Administration • Department of Special Education	College of Education and Psychology	College of Education and Human Sciences	TBD	47/0	26/0	1052	• Center for Literacy and Assessment • Educational Field Experiences	• Adult Education Graduate Certificate • Community College Leadership Graduate Certificate • Dyslexia Therapy Education MEd • Education EdD • Education EdS • Education MS • Education PhD • Educational Administration and Supervision MEd • Educational Curriculum and Instruction MEd • Elementary Education BS • Higher Education Administration EdD • Higher Education Administration PhD • Higher Education MEd • Institutional Research Graduate Certificate • Instructional Technology BS *(currently in teach-out)* • Instructional Technology and Design PhD • Instructional Technology Graduate Certificate • Instructional Technology MS • Secondary Education and Teaching (Teach Mississippi Institute) Graduate Certificate • Secondary Teacher Education (Alternate Route) MAT • Special Education BS

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										• Special Education MEd
• School of Kinesiology** • Department of Nutrition and Food Systems	School of Kinesiology and Nutrition	• Department of Kinesiology • Department of Nutrition and Food Systems	College of Health	College of Education and Human Sciences	TBD	23/0 8/0	3/0 1/0	551	• Driver Training Safety Center • Human Performance Laboratories	• Kinesiology (Exercise Science) BS*** • Kinesiology (Physical Education Licensure) BS*** • Kinesiology MS • Kinesiology PhD • Management of Child Nutrition Programs Graduate Certificate • Management of Child Nutrition Programs Undergraduate Certificate • Nutrition and Dietetics BS • Nutrition and Food Systems MS • Sport Coaching Education BS • Sport Coaching Education MS
School of Library and Information Science	School of Library and Information Science		College of Education and Psychology	College of Education and Human Sciences	Teresa Welsh	9/0	2/0	236		• Archives and Special Collections Graduate Certificate • Library and Information Science BS • Library and Information Science MLIS • Youth Services and Literature Graduate Certificate
Department of Psychology	School of Psychology		College of Education and Psychology	College of Education and Human Sciences	Joe Olmi	37/0	4/0	692	Psychology Clinic	• Psychology PHD • Counseling Psychology MS • Psychology BA • Psychology BS • Psychology MA • Psychology MS
School of Social Work	School of Social Work		College of Health	College of Education and Human Sciences	Tim Rehner	19/0	29/0	452		• Social Work BSW • Social Work MSW

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• School of Kinesiology** • Department of Public Health	School of Health Professions	• Department of Public Health • Department of Rehabilitation Sciences	College of Health	College of Nursing and Health Professions	TBD	23/0** 14/0	3/0** 2/0	759		• Allied Health BS • Athletic Training BS • Kinesiology (Kinesiotherapy) BS*** • Public Health BS • Public Health MPH • Recreation BS
• Department of Advanced Practice • Department of Systems Leadership and Health Outcomes	School of Leadership and Advanced Nursing Practice		College of Nursing	College of Nursing and Health Professions	TBD	19/0	5/0	288		• Family Nurse Practitioner Graduate Certificate • Family Psychiatric-Mental Health Nurse Practitioner Graduate Certificate • Nursing DNP • Nursing MSN • Nursing PhD • Psychiatric-Mental Health Nurse Practitioner Graduate Certificate
Department of Collaborative Nursing Care	School of Professional Nursing Practice		College of Nursing	College of Nursing and Health Professions	TBD	24/0	1/0	1098		• Nursing BSN
Department of Speech and Hearing Sciences	School of Speech and Hearing Sciences		College of Health	College of Nursing and Health Professions	Edward Goshorn	17/0	50/0	280	• Dyslexia Therapy • The Speech, Language, and Audiology Clinic	• Audiology AuD • Education of the Deaf BA • Speech and Hearing Sciences MA • Speech and Hearing Sciences MS • Speech Pathology and Audiology BA

*Permanent staff assigned to the Academic HR Job Department. Job Family codes include PROF, OPS, RESUR, GRANT, TECH, and PPLANT.

**The current School/Department is divided. Student enrollment is separated by program in this table. Faculty and Staff numbers are provided twice.

***Emphasis areas are provided for programs spanning two schools.

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.

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Chief Academic Officer Signature Date

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Institutional Executive Officer Signature Date