Leading Change

Reimagining the Academy
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
College of Arts and Sciences

- College of Nursing and Health Professions
- College of Business and Economic Development
- College of Education and Human Sciences
School of Social Science and Global Studies

- Department of Anthropology and Sociology
- Department of Foreign Languages and Literatures
- Department of Political Science, International Development and International Affairs
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

- **Sept**: Committees Charged
- **October**: New School and College Caucus
- **Nov**: Framework for Governance

**FALL 2017**
Spring 2018

- Framework for Tenure and Promotion
- Annual Evals Staff Structures
- Handbook Revisions

Jan  | Spring  | April
Local Documents Approved
Unit Set-up Begins
Professional Colleges Operate Under New Structure

May
June
July 1
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