

**Raj Soin College of Business Reorganization Plan
December 2023**

Introduction. As we work to restructure the academic delivery system to better meet the needs of our students into the future, the Raj Soin College of Business has developed a reorganization plan which involves moving from six departments into two schools. This will position the college to streamline and revitalize existing programs while creating new, in-demand programs to respond to the needs and interests of students while supporting regional employers.

Background. The Raj Soin College of Business has traditionally been organized into six academic departments, each led by a department chair. The departments are Accountancy, Economics, Finance, Information Systems and Supply Chain Management, Management, and Marketing. This structure was well suited to traditional academic delivery. However, we are focused on providing a forward-thinking business education that allows us the flexibility to create new interdisciplinary programs that meet the evolving needs of students and business partners. In addition, this new structure will put 2.4 TET faculty back in the classroom which will positively impact our AACSB accreditation for faculty sufficiency.

Proposal. The College proposes a restructuring into two interdisciplinary schools (Table 1):

- School of Finance, Accountancy, Management Information Systems and Economics
- School of Supply Chain Management, Management and Marketing

These units are being formed using existing resources to facilitate the creation of new programs, as well as to enable the sharing of courses across majors. Existing programs in the college would be organized into two schools according to the reorganization plan. Each school would have a school chair (fiscal faculty).

Table 1: Proposed New College structure

School of Finance, Accountancy, Management Information Systems and Economics	School of Supply Chain Management, Management and Marketing
Finance and Financial Services	Supply Chain Management
Accountancy	Management, Human Resources and International Business
Management Information Systems	Marketing and Entrepreneurship
Economics	

Benefits. The restructuring and administrative consolidation allow faculty to collaborate in larger, interdisciplinary groups to create innovative new interdisciplinary and inter-college programs and research, and to align existing programs with students and workforce demand. Monetary savings from having fewer department chairs can be reinvested in the revitalization of current programs and the creation of new programs (e.g., STEM MBA, BS in Sports Management) and certificates with an intentional focus on meeting the needs of our students and providing them with the skills demanded by employers, and professional/graduate programs. The reorganization is targeted to streamline processes, reduce overhead and align the college structure with faculty and enrollment needs. This reorganization will have the effect of adding 2.4 TET back into our faculty pool.

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Early Outcomes. The return to faculty of four (one serving as interim associate dean) department chairs (2.4 TET) will immediately impact both the quality of our instruction and our faculty competency for AACSB.

Timeline and process. In August 2022, an ad hoc committee was formed within the college. The committee met regularly, and committee members had numerous discussions within their disciplines. A committee report was provided to the dean on November 7, 2022, but the committee was unable to reach an agreement required for a recommendation. The committee was split between a completely flat organization or an organization with three or four schools. The college observed an open comment period including an all-hands question and answer. This particular recommendation is in the center of that spectrum of possible outcomes provided in the faculty report and includes recommendations received from faculty and department chairs. The plan has received support from the faculty senate and the university administration, with the proposed changes to be implemented Spring 2024.

As per WSU Policy 1050: This proposal is being presented to the board upon the recommendation of the faculty, dean, provost, and president, to seek their authority to reorganize the departmental structure within the Raj Soin College of Business.

Policy 1050.1 The authority to determine the organizational structure and names of academic units at Wright State University rests with the Board of Trustees, acting on recommendations of faculty and administrators, including those who might be directly or indirectly affected by changes. Recommendations to create, to merge or otherwise alter, to terminate, or to change the name of colleges, schools, departments, or other equivalent academic units shall be submitted by the Provost to the Board of Trustees. At least two months before such recommendations are made, the full-time faculty in any affected school or college, the Faculty President, and the Provost's Council must have been informed of the possible change(s) so that they may express their support or opposition if they choose to do so.