

PROPOSAL TO RESTRUCTURE THE MIKE ILITCH SCHOOL OF BUSINESS FROM FOUR DEPARTMENTS TO SIX WITH DEPARTMENT NAME CHANGES

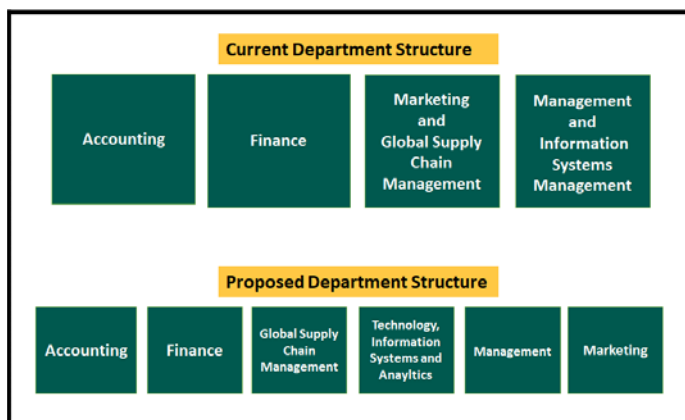
Recommendation

It is recommended that the Board of Governors reorganize the Mike Ilitch School of Business into six departments from its current four with corresponding name changes effective fall term 2023.

Introduction

The Mike Ilitch School of Business (MISB) is one of the leading business schools in the country. It has established itself as a premier business school, offering undergraduate and graduate degrees in a variety of disciplines. One of the key features of the MISB is its focus on providing students with an in-depth understanding of business fundamentals. To do this, the school has divided its curriculum into six separate disciplines that are housed in four departments (see Figure 1). The Departments are disciplinary units within the Ilitch School of Business that offer six undergraduate majors and 13 specialty areas within the MBA program. Departments are led by faculty members who serve as chairs.

Figure 1. Current and Proposed Department Structure.



Rationale

The amalgamation of the Management and Information Systems Management and Marketing and Global Supply Chain departments has resulted in a significant dilution of disciplinary focus and identity, leading to a diffusion of responsibility. The combined departments currently employ 42 full-time faculty members (including 13 tenure-track faculty members) and oversee over 2000 undergraduates across four majors. The imbalances between the smaller departments (Accounting: 14 full-time faculty members and Finance: 11 full-time faculty members) and the larger multidisciplinary departments have needlessly complicated governance procedures and faculty representation on important school committees.

One of the main benefits of having six departments in the MISB is that it allows chairs to better mentor tenure-track faculty, advise students on careers, communicate with their Board of Advisors, and review transfer courses when it corresponds to the Chair's specific areas of study/expertise. In addition, the reorganization into six departments will enable more efficient use of resources, repositioning itself to offer relevant, adaptable, in-demand curricula while allowing students a new level of flexibility in building their own academic programs, while still maintaining the distinct disciplines and abilities of each department. The reorganization also offers a more recognizable structure to prospective students, employers, and other stakeholders. Resources can be deployed strategically across multiple disciplines to create administrative

unity while upholding consistent practices. This will help bolster our research culture while optimizing faculty recruitment and retention initiatives. In summary, this restructuring allows us to build upon our existing strengths while also opening possibilities for growth, greater visibility, and innovation to meet the ever-changing demands of our stakeholders.

Background

Prior to Fall 2005	The five disciplines (The departments of Accounting, Finance, Information Systems and Manufacturing, Management and Marketing) constituted the five Departments that existed in the School of Business.
2004 to 2005	Dean Harvey Kahalas restructured departments from five to two: The departments of Finance, Information Systems and Manufacturing, Management and Marketing would be combined to form the Department of Business. The Department of Accounting would continue to exist. In 2004, the University Board of Governors approved this new structure. That document can be found at: http://www.bog.wayne.edu/meetings/2004/07-21/academicaffairs0704-itemk.pdf . The effective date for the consolidation of departments was 9/2005
2008	On June 4, 2008 Dean David Williams charged a committee with the task of exploring one or more restructuring options, to include a summary of the pros and cons pertaining to each option
2009	Board of Governors authorized the establishment of the following departments in the School of Business Administration, effective September 1, 2009: Department of Finance, Department of Management and Information Systems, Department of Marketing and Supply Chain Management. Each of these disciplines is currently housed in the Department of Business, and the Department of Business would be dissolved, and its administrative support staff would be reassigned to support the new departments. Department of Accounting would remain as is.
Effective Fall 2023	Currently recommending Board of Governors approve a six department structure consisting of the following departments in the Mike Ilitch School of Business, effective September 1, 2023: Department of Accounting, Finance, Management, Technology and Information Systems, Marketing and Global Supply Chain Management.

Department Name Change

The Information Systems Management department is proposing a new name — from “Information Systems” to “Technology, Information Systems and Analytics” (TIS). This change will not only better reflect the focus on modern, innovative technology courses like analytics, artificial intelligence, and machine learning, but also create more enrollment opportunities for undergraduate programs, minors, and others. Furthermore, the department will remain focused on its continued emphasis on analytics.

Program Administration of New Departments

The two new departments proposed in the restructuring are the Global Supply Chain Management and Information Systems Management. Dr. Hakan Yildiz is currently chair of Global Supply Chain Management. Associate Dean Toni Somers will continue as Interim Chair of the new department of Technology, Information Systems and Analytics until a full-time Chair is hired. It is the intent that the department chairs will assume all responsibility for the development of a mission statement, department by-laws, strategic and financial planning, human resource, faculty development, and student related matters previously located within the combined departments.

Budgetary Impact

The creation of six departments will require the addition of two new chair positions. No new university resources are being requested.

Impact on Curriculum

The reorganization of the departments will offer students a more enriched educational experience. There will be more stability in curricula management and the potential for growth in new areas of study. However, aside from this, there will be no changes to the courses taught by faculty in each respective discipline.

Impact on Students

Students will be officially notified of the changes in departmental structures, effective fall term 2023 through outreach by the Dean, Chair, and academic advisors in the Hessler Student Success Center. The reorganization will have no impact on the programs or degree designations of the students. They will continue to follow the curriculum for their undergraduate majors or MBA concentrations as developed in their individual plans of work.

Impact on Existing Faculty and Staff

The reorganization of the departments will lead to faculty being reassigned to two new departments, based on their teaching and research interests. All other faculty members will remain in their current departments. Additionally, standards and expectations for tenure and promotion will now fall under discipline-based department committees, offering a more tailored approach to evaluation.

Accreditation

All graduate and undergraduate programs in the school are fully accredited by the Association to Advance Collegiate Schools of Business—International. The restructuring will not impact AACSB -- International accreditation. Indeed, the new structure will permit the school to align its strategic plan and continuous improvement efforts. The new structure is expected to be viewed favorably by AACSB to strengthen curricula at the undergraduate, Master’s and Ph.D. levels and to increase the scholarly contributions of the faculty.

Approvals

The faculty of the Mike Ilitch School of Business provided their support for implementing a departmental structure along the six discipline majors. This recommendation has been approved by the Ilitch School of Business Faculty Senate (March 21, 2023), the School Academic Assembly (March 31, 2023) and the provost.