

Shaping the Future Update: October 2009

A series of horizontal bars in teal and light blue colors, stacked and offset to the right, creating a modern, layered effect.

Meeting challenges, maintaining commitment to values and vision

Shaping the Future Guiding Change

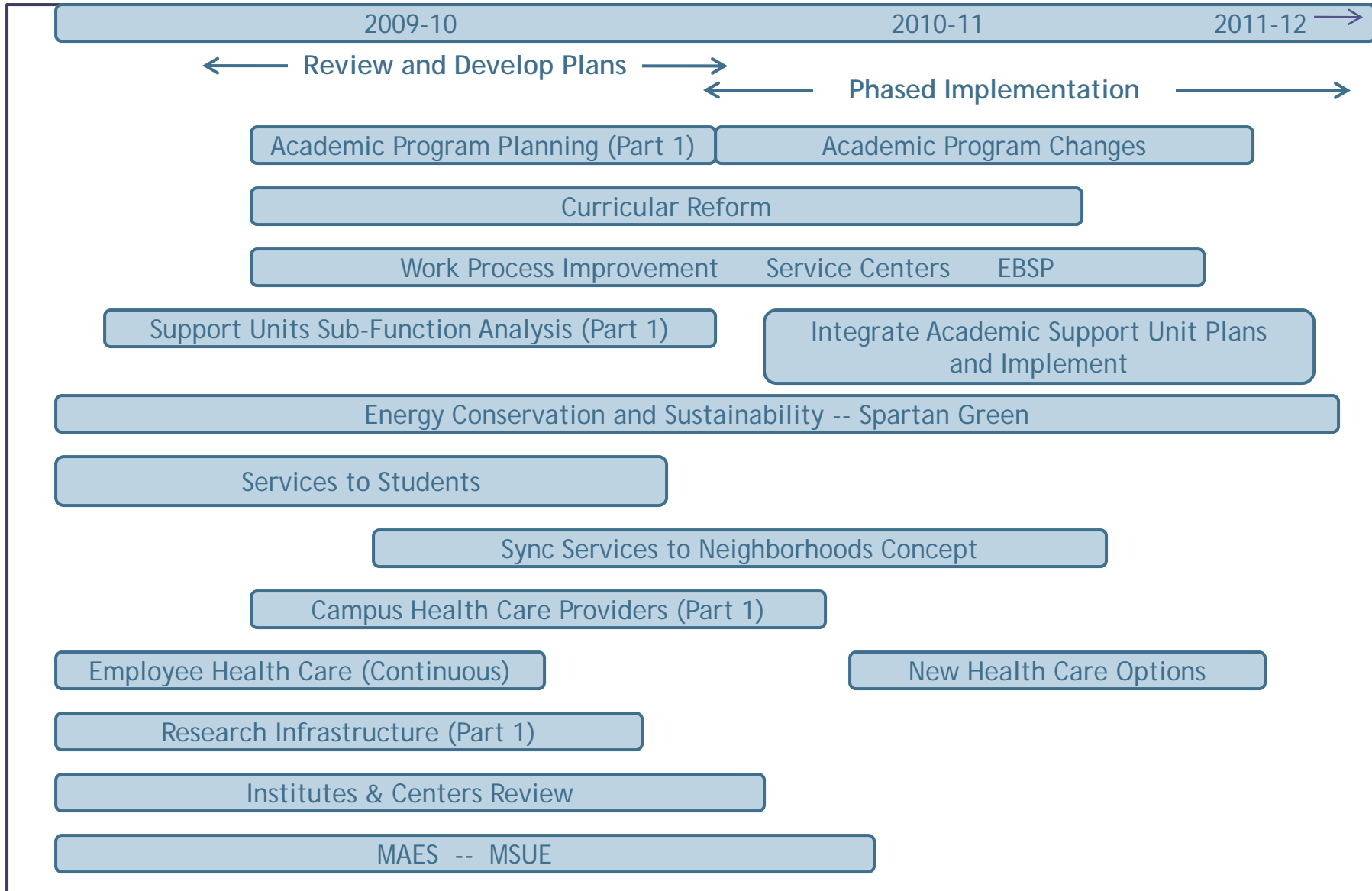
- Long-Term Framework: Core Values and Boldness by Design
- Guide for Current Decision Making: Design Principles
- Task: Sculpt university to maintain its status among the best research universities in the world while adjusting to long-term fiscal realities
- Strategy: Make changes primarily through unit and cross-unit planning, consulting with and soliciting ideas from faculty, staff, students and community

First Phase of a Multi-Year Process

October Update

- Academic planning
- Changes in operations and functions
- Efficiencies
- Changes in policies and practices
- Changes in services to students

MSU Planning Illustrations



Shaping the Future

Principles Guiding Change

Some academic activities will grow in scale, while others are reduced or discontinued

Consideration given to what extent academic programs and units:

- Align with core values of quality, connectivity and inclusion
- Connect or contribute to other academic programs or activities
- Align with design principles which identify performance dimensions
 - student learning
 - reputation
 - research productivity
 - cost
 - outreach impact
- Address emerging opportunities
- Reflect innovative models or current best practice
- Lower barriers to or enable interdisciplinary collaborations

Part of continuing process with other recommendations likely

Steps for Discontinuance of Academic Programs

- 1. Request (with evidence of consultation) for moratorium on student admission forwarded to provost**
- 2. After consultation with academic governance, provost acts on moratorium request**
- 3. Request (with evidence of consultation) to discontinue/disband program forwarded to provost**
- 4a. Appropriate unit consultation beyond usual planning discussions**
- 4b. Provost refers to academic governance for consultation**
- 5. Academic governance advises provost**
- 6. Provost consults with president and issues determination**
- 7. Provost sends discontinuation/disbandment notice to Statewide Academic Program Review**

Includes: major, concentration within major, minor, specialization, graduate certificate

Steps for Discontinuance of Academic Units

- 1. Request (with evidence of consultation) to discontinue/disband academic unit forwarded to provost**
- 2a. Appropriate unit consultation beyond usual planning discussions**
- 2b. Provost refers to academic governance for consultation**
- 3. Academic governance advises provost**
- 4. Provost makes recommendation to president**
- 5. President makes recommendation to Board of Trustees**
- 6. Board of Trustees acts**

Proposed Academic Changes

Department Reorganizations

- College of Agriculture moving from 13 departments to 6 departments and the Kellogg Biological Station
- College of Arts and Letters to unite French, Classics & Italian with Spanish & Portuguese to create a Romance Language department
- College of Natural Science to close Geological Sciences department
- College of Communication Arts and Sciences to close Communicative Sciences & Disorders*
- Reconfigure administrative responsibility for the four basic science jointly administered departments (Biochemistry, Physiology, Pharmacology & Toxicology and Microbiology)

*Master's program in Speech and Audiology to be moved to the Department of Communication

Proposed Academic Changes Program & Department Reorganizations

- Change joint administrative responsibility for the School of Planning, Design and Construction from the College of Agriculture and Natural Resources (CANR) and the College of Social Science (CSS) to only CANR
- Change joint administration for the Departments of Food Science and Human Nutrition and the Department of Entomology from the College of Natural Science (CNS) and the College of Agriculture and Natural Resources (CANR) to only CANR
- Move administrative responsibility for the Nutritional Sciences major from the College of Natural Science (CNS) to the College of Agriculture and Natural Resources (CANR)

Proposed Academic Changes

Program Disinvestments

College of Arts & Letters

- American Studies – All levels

College of Communication Arts & Science

- Retailing – All levels

Proposed Academic Changes

Recommended Discontinuations

- While programming in the following areas will be sustained, the individual majors, minors, and specializations listed are recommended for discontinuation
- College oversight of several other areas of programming will be realigned

Proposed Academic Changes

Recommended Discontinuations

Doctoral Programs

College of Natural Science

- Environmental Geosciences
- Geological Sciences

Education Specialist

College of Education

- Education specialist degree in Curriculum, Instruction and Teacher Education
- Education specialist degree in K-12 Educational Administration

Proposed Academic Changes

Recommended Discontinuations

Master's Programs

College of Agriculture and Natural Resources

- Interior Design and Facilities Management

College of Arts & Letters

- Theatre (M.A. only)

College of Education

- Counseling

College of Music

- Voice Performance, Jazz Studies (within M.M. in Jazz Studies)

Proposed Academic Changes

Recommended Discontinuations

Master's Programs

College of Natural Science

- Computational Chemistry
- Environmental Geosciences
- Geological Sciences
- Zoo and Aquarium Management

College of Social Science

- Family Studies
- History -- Secondary School Teaching
- Interdisciplinary Studies in Social Science: Global Applications
- Marriage and Family Therapy
- Research Methods in Clinical Psychology (concentration within M.A. Psychology)

Proposed Academic Changes

Recommended Discontinuations

Graduate Specializations

College of Agriculture & Natural Resources

- Agribusiness (Master's level Specialization)

College of Social Science

- Applied Development Science (Interdepartmental Master's level specialization and Doctoral level specialization)
- Food & Agricultural Standards (Master's level specialization and Doctoral level specialization)
- Security Management

Proposed Academic Changes

Recommended Discontinuations

Undergraduate Majors

College of Agriculture & Natural Resources

- Analytical Foundations (concentration within B.S. Fisheries and Wildlife)
- Environmental Soil Science
- Environmental Economics & Policy – Planned conversion to specialization
- Plant Pathology
- Technology Systems Management

College of Arts & Letters

- Classical Studies

Proposed Academic Changes

Recommended Discontinuations

Undergraduate Majors

Broad College of Business

- General Business Administration – Pre-law

College of Natural Science

- Earth Science
- Environmental Geosciences
- Geological Sciences
- Geophysics
- Physics & Geophysics
- Statistics

Proposed Academic Changes Recommended Discontinuations

Undergraduate Majors

College of Communication Arts & Sciences

- Communicative Sciences & Disorders

College of Music

- Voice Performance, Jazz Studies (area within B.M. Jazz Studies)

College of Veterinary Medicine

- Veterinary Technology

Proposed Academic Changes Recommended Discontinuations

Undergraduate Specializations

College of Agriculture and Natural Resources

- Marine Ecosystem Management

Broad College of Business

- Information Technology

College of Social Science

- Canadian Studies

Proposed Academic Changes Administrative Support

- Reduction of approximately 50 administratively titled positions across academic units in Deans' and related offices

Operations and Functions

General Changes

(First-announced changes from a review of all academic and non-academic support units)

- **University Relations**

- Smaller unit refocused toward institutional-level communications for branding and marketing
- Close Print Shop and replace with specialized purchasing agents

- **Controller's Office and Purchasing**

- Realign sources of funds and reduce use of general fund

- **Alumni Chapel and Union**

- Realign sources of funds and reduce use of general fund

Changes in Operations and Functions

- **Health care**
 - Under discussion with faculty and collective bargaining groups
- **Administrative fee**
 - Increase administrative fee by 1% beginning July, 2010
- **Energy conservation**
 - Conservation plans implemented
- **Evaluating efficiency of selected units**
 - Purchasing, information technology
 - Service centers

Changes in Operations and Functions

- **Restructuring programs**
 - Neighborhood concept
 - Student health services under review
- **Educational Assistance Program**
 - Consolidate Human Resources noncredit courses
 - Negotiate new agreement for benefits with unions
- **Purchasing**
 - Mandate the use of strategic contracts with vendors to reduce costs

Changes in Operations and Functions

- **Suspension of selected allowances**
 - Illustrations include:
 - Travel-related reimbursements
 - Funding for employee recognition
- **Reviewing assignment of costs to appropriate budgets**
- **Fringe benefits**
 - Implement a plan to decentralize GF benefit pool after EBSP implemented
- **Delaying construction and maintenance projects to generate reserves**