



UNIVERSITY OF RHODE ISLAND COLLEGE OF BUSINESS

AACSB

Appendix C: Exempt Programs

2013-2018

Organization	Accreditation Status	Degree Title	Major Emphasis	Sub Emphasis	Exclusion Status
The University of Rhode Island	Business and Accounting	Bachelor of Science (BS)	Textiles		Excluded from Scope - Not reported on in BSQ
The University of Rhode Island	Business and Accounting	Master of Science (MS)	Labor Relations and Human Resources		Excluded from Scope - Not reported on in BSQ
The University of Rhode Island	Business and Accounting	Master of Science (MS)	Textiles		Excluded from Scope - Not reported on in BSQ
The University of Rhode Island	Business and Accounting	None-Doctoral			None Submitted or Previously Excluded

THE
UNIVERSITY
OF RHODE ISLAND

CHARLES T. SCHMIDT, JR.
LABOR RESEARCH CENTER

THINK BIG  WE DO

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To: Cliff Katz
From: Matthew Bodah
Re: Reinvestment for FY 17
Date: May 6, 2016

The purpose this memo is to explain the reallocation of funds to meet the curriculum and administrative needs of the Schmidt Labor Research Center. This request uses the salary of retiring Professor Scott Molloy to establish budget neutrality.

I have also included information about the reallocation of funds from my line in light of the Provost Office's commitment to pay 49% of my salary during FY 17 to handle NEASC duties.

Molloy savings	Reallocation	Explanation
~\$131,436	~\$55,000	To CBA for the purpose hiring a <u>full-time lecturer</u> in the area of Human Resources to allow CBA to commit Lecturer Aimee Phelps to the SLRC for the equivalent of four (4) courses, plus two (2) other faculty members for one (1) courses each.
	~\$15,000	To provide a one (1) course buyout to Professor Helen Mederer for the purpose of advising, and teaching in the revised Work, Labor, and Social Justice minor.
	~\$38,000	To continue Barbara Silver for a period of six (6) months following the expiration of her current grant. She will work on the development of an on-line certificate in work/life balance and be involved in other academic programs, research, and service activities.
	~\$23,000	To CBA to offset the partial cost of hiring a business manager in exchange for the additional burden of providing clerical and technical assistance to the SLRC.

Bodah savings	Reallocation	Explanation
~\$74,000	~\$15,000	Summer recontracting (FY 17 only) and academic year stipend for Lecturer Aimee Phelps to act as SLRC director.
	~\$59,000	The development of a comprehensive marketing and recruiting plan to revive the enrollments of SLRC in cooperation with, and making collateral investments in, other graduate programs focused on organizational leadership, particularly the MBA and MPA programs (with which the SLRC shares certificate students).

Merging the Textiles, Fashion Merchandising and Design Department with the College of Business Administration

Monday October 26, 2015,
Thomson Board Room, Ballentine Hall

Background of the Textiles, Fashion Merchandising and Design Department

URI's Department of Textiles, Fashion Merchandising and Design (TMD) is the epitome of an interdisciplinary program. Its subject matter bridges art, design, science, culture, and business. Textiles and fashion apparel are a huge global industry and a major component of the U.S. economy.¹

The subject matter covered by the department is taught in approximately 150 four-year programs around the country; URI's program is one of only 13 that are endorsed by the American Apparel and Footwear Association.

URI's Department dates to the founding of the university, having been part of the original College of Home Economics. It shares that history with equivalent programs at most land-grant universities around the country. Like most of those other departments, it has evolved far beyond the original "Clothing and Textiles" to become interdisciplinary in nature and global in scope. Around the country, departments with similar histories are found in a variety of different colleges: see Appendix A.

Undergraduate Programs

- Two B.S. programs, Textiles, Fashion Merchandising and Design (TMD) and Textile Marketing (TM).
 - TMD students can focus in any of four disciplines: fashion merchandising, apparel design, history, or textile science. Students can also choose relevant courses from any of the four tracks. The curriculum is very flexible and allows for double majors, minors, study abroad, internships and independent studies.
 - TM students take TMD and CBA courses and have a regimented curriculum with fewer electives.
- High completion rate: of the 105 graduates in the class of 2012, 86% had done so in four years, while 98% had done so in five years.
- High profile in initiatives that correspond with URI's academic plan:

¹ Globally, textiles, apparel and apparel retailing totals \$2 trillion annually. Sales of apparel and footwear contributed \$350 billion to the U.S. economy in 2012, greater than that of new cars (\$175 billion) and fast food (\$75 billion). (<https://www.wewear.org/thefacts/>) Across the supply chain, the U.S. textile and apparel industry directly employs more than 4 million people, including sourcing managers, wholesalers, retailers, merchandisers, buyers, creative and technical designers, and marketing professionals. The United States is the fourth largest textile exporter in the world.

- Global, with high (35% of class of 2012²) participation in study abroad, dual TMD/language degrees, and emphases in sustainability
 - Experiential: high participation in internships (48% of class of 2012²)
 - Community engagement through textile testing, textile conservation, URI speakers' bureau
 - General Education courses: TMD 224, 113, and others being proposed
- Four student organizations: Textile Honor Society, Fashion Merchandising Society, Fashion Blogging Club and student chapter of AATCC

Undergraduate Enrollment

- Current enrollment in TMD and TM undergraduate programs (combined) is more than 300 students, ranking it no. 11 at URI. TMD has the larger number of students, approximately 290. TM is much smaller (approximately 20), but its major courses are drawn from TMD and from the College of Business.
- The department draws a high proportion of out-of-state students from the mid-Atlantic region and New England. Both programs are in the NEBHE Regional Tuition program.
- Numbers are expected to increase with a change in the NEBHE Regional Tuition program that allows incoming freshman to receive the discount.

Undergraduate Employment

TMD and TM students find employment in all sectors of the Textile and Apparel Supply Chain:

- Textile product development
- Textile testing
- Sourcing
- Apparel product development including technical design and creative design
- Wholesale and retail Merchandising
- Buying
- Visual merchandising
- Entrepreneurs who run their own businesses

Undergraduate Advising

- University College: advising is done by faculty (4+ hours per week total), and UC staff
- College: advising done by faculty. Each faculty member currently advises 31+ students due to fewer faculty.

Internships

- Faculty manage internships year-round, earning per-course compensation for summer internships.

²2012 data were derived from comprehensive review of transcripts. Less comprehensive exit surveys in 2013 and 2014 provide similar figures

- TMD and TM students are eligible for internships if they have a 2.5 GPA, 60 credits and have matriculated to the college.
- There is no required preparatory course.
- Diana Marshall is the Coordinator of Experiential Education for the College of Human Sciences and Services. She vets internship sites and helps employers create effective internships, as well as sending internship opportunities to the department.

Graduate Program and Enrollment

- The department has one M.S. program (in NEBHE Regional Tuition program for all NE states). Students can pursue thesis or non-thesis options in Fashion Merchandising, Historic Costume and Textiles, Textile Conservation, Cultural Analysis, and Textile Science.
- The MS program consistently has about 15 students enrolled, which compares favorably to other programs nationally, even some with PhD programs.
- The move to CBA creates some concern about the future of the graduate program. The historic and conservation focus of the program has produced some of the field's most prominent curators and conservators and has successfully prepared many for PhD programs. Yet TMD has had to defend this highly successful, prestigious and well-known program with administrators. While there is room to refocus the program with a replacement for the retired textile historian/conservator, the goal is to improve the support for, and reach, of the program.
- Graduate students earn excellent job placements as museum curators, collection managers, and conservators, as well as instructors in academic institutions. They find positions within all parts of the textile and apparel supply chain. Others work as independent textile and apparel conservators.

Certificate Programs

- Fashion Merchandising: for students with a bachelor's degree who are looking for knowledge and skills in merchandising apparel products.
- Master Seamstress Certificate Programs: offered through URI's Feinstein College of Continuing Education in Providence. The program offers practical instruction in all aspects of apparel construction and pattern making.

Faculty and Staff

- 8 tenure-track faculty: One textile marketing faculty member has resigned to take another position; another has retired which leaves us with 6 TT faculty. A search to replace the resignation is under way. TMD hopes to replace two faculty in 2016: the retirement and a faculty member who did not receive tenure, working through June 2016.
- Faculty work load: 2/3 before tenure, 3/3 after tenure
- 1 full time department secretary
- 7 adjunct part-time faculty
- 1 part-time collections manager for the historic textile and costume collection (15 hours/week).
- Professional organizations:

- International Textiles and Apparel Association
- American Association of Textile Chemists and Colorists (AATCC)
- Costume Society of America
- Textile Society of America
- American Anthropological Organization
- Association of Family and Consumer Science
- American Institute for Conservation

Textile Advisory Board (TAB)

TMD's Textile Advisory Board was the first advisory board on campus. TAB offers advice about our curriculum and assists with fund raising, internships and job placement.

Spring Splash

Spring Splash is TMD's annual celebration and fundraiser. It includes a juried fashion show of original student designs, the awarding of student scholarships and recognition of outstanding TMD alums, business partners or other organizations supportive of TMD.

<http://livestream.com/universityofrhodeisland/splash2015>

Quinn Hall Facilities

- Faculty offices and classrooms are located in Quinn Hall
- Facilities in Quinn Hall include an apparel lab, textile conservation laboratory, textile science lab, the Historic Textiles and Costume Collection, and the Textile Gallery.
- Ongoing support for the Historic Textiles and Costume Collection is imperative to our undergraduate and graduate teaching. The collection contains over 20,000 costumes and textiles from all over the world. Besides a few pre-Columbian Peruvian textiles and early Egyptian cloths, the earliest holdings date to the late eighteenth century and extend to the modern era. TMD uses items from the collection in many of our courses, for mounting exhibits in the Quinn gallery twice a year, and encourage the use of the collection for scholarly research by graduate students and other scholars from across the country. The collection occupies half of Quinn Hall's third floor.
- URI's library currently houses the Commercial Pattern Archive, CoPA, the largest garment pattern archive in the world. Scholars as well as film and theatre costumers use the archive as a resource. The director of the archive is an emerita professor of theatre who is a volunteer and will eventually truly retire. TMD would like to merge the archive bureaucratically with the Historic Costume and Textiles Collection. While it is impossible to merge them physically into Quinn Hall, controlling how and where CoPa is stored is crucial to its survival. Eventually it would make sense to have them housed in the same facility.

TMD and CBA

TMD's subject matter is rooted in the world of commerce: designers must produce commercially viable designs; manufacturers and merchandisers translate those designs into sales. It is a global business where supply chains are long and margins are often small, making politics and trade policy important. Locally or globally it is a fertile field for entrepreneurship. In that light, TMD as part of the College of Business Administration (CBA) makes sense.

Links between TMD and the College of Business already exist. The Textile Marketing program is a cooperative degree with CBA, and around 20% of TMD students pursue a minor in business. Joining CBA would provide more efficient course offerings in common areas for both CBA and TMD students. Being housed in CBA represents a good recruiting tool for most majors in TM/TMD.

Structure of TMD within CBA

- Remaining an independent unit: For AACSB accreditation purposes TMD will remain a department within CBA.
 - CBA currently has no departments.
 - Placement of TMD in CBA is conditional on TMD remaining an independent "unit" within the college. The preferred title of such a unit is "school" but "department" is acceptable.³
 - As an independent unit TMD would better be able to maintain its core subjects of art, history, design, and social science. This might represent a broadening of opportunities for non-TMD students in CBA.
 - Although one of the two UG degree programs is heavily business focused (TM), the other (TMD) is not, and far more students major in TMD than TM. As an independent unit outside the AACSB accreditation, TMD majors would not be required to take the core business requirements (calculus, accounting, etc.). Such courses are not applicable to students concentrating in the creative areas of the degree, and such a requirement would impact the number of students who are interested in TMD.

Resources Requested from the Provost for TMD's Move to CBA

- The HSS Business Manager currently works with TMD 3% of the time. TMD's administrative assistant handles the remainder of the work. CBA's business manager will need additional resources.
- Administrative Officer to handle graduation: Managing 80+ student records requires more resources.

³ Two peer programs recently moved to Colleges of Business: University of North Carolina at Greensboro. Department of Consumer, Apparel, and Retail Studies in the Bryan School of Business and Economics. This unit is still a department within the School of Business. Oregon State University. School of Design and Human Environment in College of Business; no departments in the college). The structure of OSU's Business College is close to URI's. The former department became a school upon transfer. An email from the head of OSU's "TMD" school is attached as Appendix B.

- Coordinator for Communications, Marketing and Events: TMD does not currently have access to a dedicated staff member in Communications, Marketing and Events but would greatly benefit from the assistance. More resources are required.
- Director of Development: TMD's Development Officer is assigned to HSS and Nursing. She currently works for TMD about 10% of the time.
- Internship Coordinator: Faculty currently manage internships with the occasional assistance of Diana Marshall, Coordinator of Experiential Education for HSS. With added resources in the future would eventually utilize the services of the Internship Coordinator.
 - It would be sensible for TMD students to eventually participate in the BUS 390 Junior Career Passport Course and the BUS 493 Internship in Business Administration while doing the internship.
- Advising
 - TMD requests resources for professional advising in UC to reduce this burden on faculty.
 - TMD would like to continue to advise students when they matriculate into the college.
- Career Day in the fall will eventually, with additional resources for the TMD staff, include TMD.

Tenure and Promotion

The tenure and promotion process in TMD would not change.

Facilities and Space Constraints

Both TMD and CBA are experiencing constraints on available space. TMD is open to joining CBA in a physical space if it includes more classrooms, expanded lab and studio space, and room for the collection, CoPA and exhibit space. TMD is also happy to remain in Quinn Hall. We have submitted space request documents to the administration with no positive response or resulting space adjustments. In addition, the renovation of Quinn Hall has been repeatedly pushed back and now appears to be slated for 2020.

Miscellaneous Issues

- Could TMD students interested in fashion merchandising eventually have the same access to business classes as CBA students in order to pursue a minor?
- Find support for research proposals that bring TMD and CBA faculty together to work collaboratively.

TMD and CBA Curricular Synergies

- There is an opportunity to build programs in fashion business/fashion design entrepreneurship.
 - No programs like this in the North East.
 - Geographic location an advantage because we could draw students from New England and Mid-Atlantic states who want these programs in a traditional college setting yet still have access to Boston and NYC markets.
 - This type of program could lead to linkages between CBA and the Rhode Island School of Design's Fashion Design program.

- Over time could merge retail merchandising with business courses
 - There are opportunities to increase the number of Merchandising masters and certificate students. TMD is open to the possibility of shared faculty for the retailing area.
 - Developing an online Fashion Merchandising Certificate program would draw more students.
 - Recruiting qualified students would have to be part of this change. Current students often lack quantitative skills for some business courses.
- The CBA Customer Analytics (CRM) course and a Global SCM course could potentially integrate retail and fashion case studies.
- Including TMD courses (TMD 103) in Sustainability and Green Business programs.

Conclusion

The Department of Textiles, Fashion Merchandising and Design is diverse, productive, and vibrant. It aligns well with URI's academic plan. Its underlying global/commercial focus fits well within the general philosophy of "business". While there are concerns about how independently the department might exist within the department-free organization of CBA, and how some of the less-clearly-business related aspects of TMD's program would fit, discussions to this point have been sufficiently encouraging that the department feels that TMD and CBA have much to offer each other.

Appendix A
Textiles, Fashion Merchandising and Design: Comparison Study
Linda Welters

Around the country, departments similar to URI's TMD department are housed in a variety of colleges ranging from Agriculture (left over from the original land grant mission) to Design (recently re-organization at the University of Minnesota). Most units are in a Human Science and Services type college (e.g., College of Human Ecology, College of Human Science, College of Family and Consumer Sciences). A few are in Education. A few are in Business. A few are in Arts and Sciences. The following data are derived from the International Textile and Apparel Association Directory as well as position announcements.

1. Some programs are in **Colleges of Business**. These programs have a retailing focus. They include the following universities:
 - Oregon State University* (School of Design and Human Environment in College of Business; no departments in the college)
 - Philadelphia University* (old Philadelphia College of Textiles and Science)
 - University of North Carolina-Greensboro* (Department of Consumer, Apparel, and Retail Studies in the Bryan School of Business and Economics)
2. Some programs are in **Colleges of Human Ecology**. This name became popular replacement for Home Economics in the 1970s when "ecology" was a national buzzword. Universities with vibrant departments of textiles, fashion merchandising and design programs are at:
 - Cornell University*
 - Louisiana State University*
 - University of Nebraska-Lincoln*
 - University of Alberta*
 - Kansas State University*
 - Syracuse University*
3. Only one university has a **College of Textiles**. It is located in a state where the textile industry has a strong history.
 - North Carolina State University* (College of Textiles with numerous majors that cover textile chemistry and engineering to brand development and marketing)
4. Many colleges and departments have the name **Family and Consumer Sciences** or **Human Sciences**.
 - University of Georgia* (Department of Textiles, Merchandising & Interiors in College of Family and Consumer Sciences)
 - Ohio State University* (Human Sciences Department in College of Education and Human Ecology)
 - Iowa State University* (Department of Apparel, Events, and Hospitality Management in College of Human Sciences)
 - Oklahoma State University* (Department of Design, Housing and Merchandising in College of Human Sciences)
 - University of Missouri-Columbia* (Department of Textile and Apparel Management in College of Human Environmental Sciences)

University of Alabama (Department of Clothing, Textiles, and Interior Design in College of Human Environmental Science)

Florida State University (Department of Retail Merchandising and Product Development in College of Human Science)

Auburn University (Department of Consumer and Design Sciences in College of Human Sciences)

5. A few departments are in **Colleges of Agriculture** (left over from land grant university structures)

University of Kentucky (Department of Retailing and Tourism Management in School of Human and Environmental Sciences in College of Agriculture, Food and Environment)

Washington State University (Department of Apparel, Merchandising, Design, and Textiles in College of Agricultural, Human and Natural Resource Sciences)

West Virginia University (Department of Design and Merchandising in Davis College of Agriculture, Natural Resources & Design)

Mississippi State University (School of Human Sciences in College of Agriculture and Life Science)

6. One department made the transition from a College of Home Economics to a **College of Design**. Another is in a **College of Arts and Sciences**.

University of Minnesota (Three sub-units including Department of Design, Housing, & Apparel, Department of Landscape Architecture, and School of Architecture)

University of Delaware (Department of Fashion and Apparel Studies)

7. Three universities with TMD-type departments include **Health** in the College title.

Colorado State University (Department of Design and Merchandising in **College of Health and Human Sciences**; former college name was Applied Human Sciences)

Two B.S. degrees (apparel & merchandising; interior design)

Two M.S. degrees (apparel & interiors)

Named museum of fashion and textiles

Units in college: Construction Management, Design & Merchandising, Food Science & Nutrition, Health & Exercise Science, HDF, Occupational Therapy, School of Education, School of Social Work)

Purdue University (Department of Consumer Sciences and Retailing in **College of Health and Human Sciences**)

Four degrees (including PhD)

Units in college: Child Development and Family Studies, Health and Kinesiology, Hospitality and Tourism Management, Food & Nutrition, Health Sciences, Nursing, Psychological Sciences, Speech/Language & Hearing Services

There is a separate college of Pharmacy

University of Tennessee (Department of Retail, Hospitality and Tourism Management in **College of Education, Health and Human Sciences**)

Other units in college: Kinesiology, 3 separate education departments, Public Health, Child Development, Nutrition.

Appendix B:

Feedback from Oregon State (from Dr. Leslie Burns, chair of their "TMD" during the joining of that department as a "school" in the College of Business)

We are now a School of Design and Human Environment within the College of Business. As a separate School we are not part of the AACSB accreditation and therefore, our students do not have to take the core requirements mandated by the AACSB. However, our salaries are much lower than the faculty on the Business side of the college (since the salaries are also part of their accreditation).

Similar to URI's College of Business, ours also does not have departments. This made the integration from an administrative perspective a bit awkward -- our services & supplies budget, personnel, IT, P&T, student advising, facilities, etc. all now go through the centralized college infrastructure. Curriculum oversight and scheduling classes were the only administrative pieces to have stayed in the School. Thus, my job was VERY different than what it was before the merger -- I pretty much felt as if I had been demoted. Instead, there was a new Assoc Dean for the School.

I've seen a number of advantages to the merger -- definitely more resources for travel, professional development, IT support, and marketing. Our undergraduate students are advised in the same office as the business students and so they are able to get into Business courses with less hassle than before.

The disadvantages are mostly around the graduate program. We have MS and PhD programs and Business only has an MBA and so I believe there is a misunderstanding as to the time it takes to direct student theses/dissertations and creating a culture around graduate students.

The area I was most worried about in the merger was P&T with design faculty whose scholarship is not a refereed journal article. We had one faculty member in Graphic Design go up for full Professor last year. Her scholarship is cultural analysis of print media and she has produced a number of films (one being in the permanent collection at MOMA). The Business faculty had a really difficult time with understanding all of this; but she did get promoted so that was good.

If you do move forward with the restructuring -- be sure that there are additional resources that come with you for administrative support. When we moved to the College of Business, they received funding for additional undergraduate advisors, marketing personnel, IT/Tech support personnel, business center personnel, and professional development funds for us. Thus, the Business faculty were much more "welcoming" of us than I think they would have been if the College had been told to simply "absorb" us with no additional funds.