

Notice of Change of: Textiles, Fashion Merchandising and Design Department move from the College of Human Science and Services to the College of Business Administration

Date: November 6, 2015

A. PROGRAM INFORMATION

1. Name of institution

University of Rhode Island

2. Name of department, division, school or college

Textiles, Fashion Merchandising and Design
College of Human Science and Services to College of Business Administration

3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.

Implementation date: July 1, 2016
First Degree date: December 2016

4. Intended location of the program

Kingston, RI

5. Summary description of proposed program (not to exceed 2 pages)

The Textiles, Fashion Merchandising and Design Department requests a move from the College of Human Sciences and Services (HSS) to the College of Business Administration (CBA). TMD needs to find a new college because HSS will cease to exist as of July 2016. The remaining HSS departments will join other colleges. The School of Education anticipates it will merge with the College of Continuing Education into the new College of Education and Professional Studies. Communicative Disorders, Kinesiology, Physical Therapy, and Human Development and Family Science, and Health Studies will become part of a new College of Health Sciences. .

TMD will initially remain a department in CBA for AACSB accreditation purposes. CBA currently divides the college into 'areas'. TM students will continue to have easier access to business courses and TMD students wishing to take business courses will not be given priority. Once the accreditation issues are worked out, TMD will be more fully integrated into CBA.

See Appendix A for more information about the TMD move to CBA.

6. Signature of the President

David M. Dooley

Appendix A

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.

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:
 - 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
 - Grand Challenge Courses Proposed: TMD 103 and 326 (new course).
- Four student organizations: Textile Honor Society, Fashion Merchandising Society, Fashion Blogging Club and student chapter of AATCC

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.

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

Undergraduate Enrollment

- Current enrollment in TMD and TM undergraduate programs (combined) is 306 students, ranking it no. 11 at URI. TMD has the larger number of students with 282. TM is much smaller with 24, 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: TMD and TM advising is done by faculty (4+ hours per week total), and UC staff.
- College of Human Science and Services: TMD and TM 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.
- 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 conservator/entrepreneurs.

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 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 courses and for mounting exhibits in the Quinn gallery twice a year, which gives graduate student valuable curatorial and installation experience. We also 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 20 TMD students a year 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 an outstanding 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

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

- 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.
- 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 include TMD, with additional resources for the TMD staff.

To incorporate department's activities within CBA the TMD department needs equivalent of at least one FTE in order to assure proper level of service for students in both TMD and CBA. Diana Marshall's role as Business Manager seems to be crucial to the success of the program.

Tenure and Promotion

The tenure and promotion process in TMD would not change. The current salary structure will remain as Market Driven and will not be impacted by moving the Department within the CBA.

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.

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. If TMD brings to CBA the equivalent amount of resources it currently relies on through the College of Human Sciences and Services, the integration should be smooth.

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.

Appendix C

TMD to CBA Voting Results

Department/College	YES	NO	ABSTAIN	Not present or did not vote
Textiles, Fashion Merchandising and Design	6	1	1	0
College of Business Administration	16	11	0	18
College of Human Science and Services	28	0	1	44

**Notice of Change for College of Business Administration to certify and grant Bachelor of Science in Textiles, Fashion Merchandising and Design and Bachelor of Science in Textile Marketing
Date: November 16, 2015**

A. PROGRAM INFORMATION

1. Name of institution

University of Rhode Island

2. Name of department, division, school or college

Department: Textiles, Fashion Merchandising and Design

College: Business Administration

3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.

Initiation date: July 1, 2016

First degree date: December 2016

4. Intended location of the program

Kingston, RI

5. Summary description of proposed program (not to exceed 2 pages)

The Department of Textiles, Fashion Merchandising and Design with programs in Textiles, Fashion Merchandising and Design and Textile Marketing are moving from the College of Human Science and Services, which is being dissolved June 30, 2016. These programs will be moving to the College of Business Administration July 1, 2016. Therefore, the College of Business Administration needs to have the ability to certify and grant Bachelor of Science in Textiles, Fashion Merchandising and Design and Bachelor of Science in Textile Marketing to students who complete these programs of study.

6. Signature of the President

David M. Dooley

OFFICE OF THE DEAN

Quinn Hall, 55 Lower College Road, Suite 3, Kingston, RI 02881 USA p: 401.874.2244 f: 401.874.2581 uri.edu/hss

November 18, 2015

RE: Moving Degrees certification to College of Business Administration

Please accept this letter of support for the changes to degree certification as delineated in the *Notice of Change for College of Business Administration to certify and grant Bachelor of Science in Textiles, Fashion Merchandising and Design and Bachelor of Science in Textile Marketing.*

I support changing the purview to certify and grant Bachelor of Science for majors in Textiles, Fashion Merchandising and Design and Bachelor of Science for majors in Textile Marketing to the College of Business Administration.

Sincerely,



Dr. Lori E. Ciccomascolo
Interim Dean
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Dean
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November 19, 2015

Anne M. Seitsinger, Associate Professor
School of Education
University of Rhode Island
Kingston, RI 02881

RE: Moving Degree Certification to College of Business Administration

Dear Professor Seitsinger,

Please accept this letter of support for the changes to degree certification as delineated in the *Notice of Change for College of Business Administration to certify and grant Bachelor of Science in Textiles, Fashion Merchandising and Design and Bachelor of Science in Textile Marketing*.

I support and accept changing the purview to certify and grant Bachelor of Science for majors in Textiles, Fashion Merchandising and Design and Bachelor of Science for majors in Textile Marketing from the College of Human Science and Services to the College of Business Administration.

Please let me know if there is need for more information.

Sincerely,



Maling Ebrahimpour, Dean