

To: Patrick J. Wolfe, Provost

From: Ronald Elsenbaumer, Chancellor



Date: February 26, 2026

RE: Restructuring the Department of Organizational Leadership

This proposal seeks to enact several administrative actions regarding the Department of Organizational Leadership, effective July 1, 2026. These actions have been uniformly supported by the faculty in the Department of Organizational Leadership (OL), the Dean of the College of Engineering, Technology, and Computer Science (ETCS), the Dean of the Richard T. Doermer School of Business (DSB), the chairs of the current departments within DSB, as well as the Provost and Vice Chancellor for Academic Affairs.

The faculty in the Department of OL submitted a letter to ETCS Dean Elfayoumy on December 11, 2025 requesting that their department be **moved to the Richard T. Doermer School of Business**. Their rationale involved strengthening student access, faculty expertise alignment, and long-term program viability. Prospective students typically search for leadership and management programs within business colleges, not engineering colleges. This move will substantially improve program visibility and, when combined with other strategic actions, increase program enrollment. Uniting all of the business-related departments (CIP codes 52) was supported by DSB faculty, chairs, and Dean because it opens opportunities for innovative research and curricular partnerships across the school. While high standards of program quality will be retained, OL will be outside of the AACSB accreditation process, similar to the Department of Hospitality and Tourism Management.

Public conversations surrounding higher education are leading students to increasingly seek programs that clearly tie to specific career fields. The current department name provides a loose career profile for students. On November 12, 2025, the OL faculty voted unanimously to change the department name to the **Department of Leadership and Talent Development**. The proposed name conveys to students and employers a curriculum that emphasizes development of both soft (leadership) and technical (talent development) skills which prepare graduates for jobs in talent development, talent management, human resources, operations, and project management. This name more clearly communicates the knowledge and skills students will develop and apply in their careers. All student supports currently in place by the department will continue and they will be enhanced by access to additional ones provided by DSB.

The last administrative action is to change the name of the undergraduate degree and major. Both the degree and the major will be renamed to **Leadership and Talent Development**. Currently, a combined degree program (4 + 1) for a B.S. in Organizational Leadership and M.S. in Organizational Leadership is in the approval process. The B.S. program will be retitled to reflect this name change. At this time, no changes are proposed for the curriculum.

Thank you for considering these administrative changes to the Department of Organizational Leadership.