

MEMORANDUM

TO: 2025-2026 Senate Executive Committee
 FROM: Alan Legg
 Chair, Curriculum Subcommittee
 DATE: 03/23/2026
 SUBJECT: Organizational Leadership request to move from ETCS to DSB with name change

The Curriculum Subcommittee recently received a proposal from the Department of Organizational Leadership to move from the College of Engineering Technology and Computer Science to the Doermer School of Business, and to change their name to “Department of Leadership and Talent Development.”

Materials about this proposal were received from Terri Swim with a request for advice and/or commentary by March 31, 2026, and to vote on the proposal in accord with the process described in Senate Document 19-24.

The Curriculum Subcommittee recently discussed the proposal and found that the process outlined in Senate Document 19-24 has been adequately implemented to this point (so the Senate need not use its right of review) and:

- (i) We voted to approve the proposal.
- (ii) We also voted to recommend that: a vote of the faculty of Doermer School of Business be taken about this change before a final administrative decision is made.

Item (ii) is offered as a recommendation; for the purposes of process laid out in Senate Document 19-24, we approve the proposed change in the Organizational Leadership department. Votes on (i) and (ii) were as follows.

Vote (i) to approve the proposal: * indicates a non-voting member of the subcommittee

Approve	Oppose	Abstain	Absent	Present Non-Voting
Alan Legg			Nurgul Aitalieva	Lucas Mollema*
Tara Lewis			Abe Schwab	Sabene Rizvi*
Terri Swim			Carl Drummond	
Cigdem Gurgur			Lacy Watson*	
Yanfei Liu			Tiffany Taylor-Smith*	
Steve Carr				

Vote (ii) to recommend a vote of DSB faculty: * indicates a non-voting member of the subcommittee

Approve	Oppose	Abstain	Absent	Present Non-Voting
Alan Legg			Nurgul Aitalieva	Lucas Mollema*
Tara Lewis			Abe Schwab	Sabene Rizvi*
Terri Swim			Carl Drummond	
Cigdem Gurgur			Lacy Watson*	
Yanfei Liu			Tiffany Taylor-Smith*	
Steve Carr				

To: Curriculum Subcommittee members

From: Terri Swim, Associate Vice Chancellor for Academic Programs

Date: February 20, 2026

RE: Name change and organizational move for the department of Organizational Leadership

Per the By-Laws of the Faculty Senate, the members of the Curriculum Subcommittee are asked to review and provide advice on the faculty-led request to restructure the Department of Organizational Leadership. The letter below outlines the proposed changes.

The By-Laws reference SD 19-24, which outlines the review process. Remember, however, that document was created several years before the passage of HEA 1001 (2025), which specifies that “faculty governance organization actions are advisory only.”

Please provide me with your advice by March 31, 2026, end of business.

Name Change

Due to public conversations surrounding higher education, students are increasingly seeking degree programs that clearly tie to specific career fields. The current department name provides a very loose career profile for prospective and current students. The new department name conveys to prospective students and employers a curriculum which 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. On November 12, 2025, the faculty voted in favor of changing the department name to the **Department of Leadership and Talent Development**. They believe this name more clearly communicates the knowledge and skills students will develop and be able to apply in their desired career.

Move

The faculty in the Department of Organizational Leadership submitted a letter to Dean Elfayoumy on December 11, 2025 requesting that their department be moved from the College of Engineering, Technology, and Computer Science to the Richard T. Doermer School of Business. Their rationale involved strengthening student access, faculty expertise alignment, and long-term program viability. On January 8, 2026, the department faculty met with the Dean and department chairs of the Doermer School of Business to discuss the possibility of this structural change. While no formal vote was taken, the department chairs responded favorably to the proposal.

Names Changes to Academic Portfolio

The faculty in the Department of Organizational Leadership also seek to change the names of their undergraduate degrees and majors. The Bachelor of Science in Organizational Leadership will become a Bachelor of Science in Leadership and Talent Development and the major in Organizational Leadership 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. will be retitled to reflect the name change.

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