

February 5, 2004

TO: University Community
FROM: Jim Gaertner, President
SUBJECT: Reorganization

Today I am announcing a significant reorganization at Sam Houston State University. The decisions that are being announced today are the result of many months of deliberations and discussions with many knowledgeable and interested advisors. These changes, with the exception of Dr. Payne's promotion, will be effective September 1, 2004.

1. Dr. David Payne will be promoted to Vice President for Academic Affairs and **Provost** of the University effective immediately.
2. A reorganization of the academic college structure, with the addition of a fifth college and the reallocation of several departments from the College of Arts and Sciences and College to Education and Applied Science into this newly created college (pending Board of Regent approval). A search will be initiated soon for a dean of the newly created college.
3. A new position, Vice President for Enrollment Management, will be created. This person will have responsibility for recruitment and retention of undergraduate students. Specific areas that will report to the new VP EM will be:
Undergraduate Admissions
Registrar
Financial Aid
Residence Life
Career Services
The Vice President for Enrollment Management will also be responsible for the operation of the soon to be constructed Visitor Center, as well as Student Orientations, "Saturdays at SAM", and undergraduate student retention.
4. **The Director of Athletics will report to the President.**
5. The Public Safety Services will report to the Vice President for Operations and Finance.
6. The Director of the Museum will report to the Vice President for University Advancement.
7. A new position, Director of Marketing, will be created and will report to the Vice President for University Advancement.

Several issues were factored into this important decision, such as our responsibility to have an organizational structure to be responsive to the state's "Closing the Gaps" effort to attract and retain students. Other consideration in making these changes include creating more homogeneous academic and administrative structures, eliminating or reducing duplicate or conflicting reporting lines, and increasing efficiency. In considering these changes many valued advisors were consulted including System officials, Regents, and those familiar with current and emerging organizational structures. The

sole reason that these changes are being implemented is to have a structure in place that best meets the current and emerging needs of our University. A revised organization chart will be made available soon on the university web-site.