



SHEPHERD UNIVERSITY

TO: Dr. Larry Daily, Faculty Senate President
Ms. Barbara Kandalis, Chair of Classified Staff Council
Mr. Tyler Furbee, President of Student Government Association

FROM: Mary J.C. Hendrix, Ph.D., President *MJCH*

DATE: March 11, 2026

SUBJECT: Administrative Alignments Proposal

In July / August of 2023, the University undertook a number of accelerated reviews of our structures of academic organization. Recognizing that undertaking those efforts during the summer months created some limits in the effectiveness of our consultations with faculty, the need for the rapid and intensive review was necessitated by the previously unanticipated projections of extreme fiscal challenges immediately looming. In the aftermath of the challenging period of the 23-24 academic year, we established a significant improvement in the financial health of the University in the close of FY24, and we achieved still further progress in FY25. The University is back on a sound financial footing.

Within merely a few weeks of beginning service as Provost here in February 2025, Dr. DeRochi discussed with me that he was hearing feedback from more than a few faculty that the structural adjustments in summer 2023 had been well-intended, and did save expenses, but some components continued to produce awkward and disruptive outcomes. The prospect of initiating another academic structural change was cautiously contemplated. In late spring 2025, we implemented one immediate change, aligning the School of Education directly under the Provost. At the same time, the Provost and Academic Leadership Team formulated a thorough plan for rigorously incorporating engagement by faculty and academic staff for a new Academic Affairs Transformation and Realignment that would support future growth and programmatic innovations.

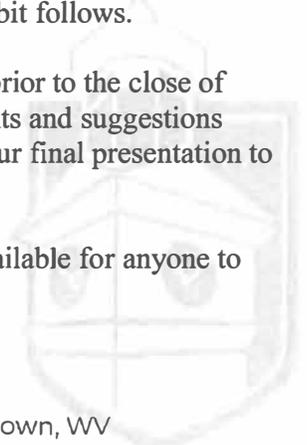
The resulting proposals for strategic academic realignments are also built upon quantitative and qualitative data-informed analysis and are designed with focus on student-centered outcomes. This is achieved in a cost-neutral administrative change. I believe that the Provost and Academic Leadership Team have developed a valuable and important structure proposal which can serve Shepherd very well next year. Additionally, we believe that it is helpful to re-align the Office of Sponsored Programs under the Provost. Approval by the Board in April will allow all the necessary adjustments in processes to be implemented for the new academic year. The entire Report on the Proposal can be reviewed at [Academic Affairs Transformation](#). The proposed Revision in BoG Policy 2 Exhibit follows.

You are invited to submit comments or suggestions to me in writing at any time prior to the close of business on April 13, 2026. I welcome your feedback on these matters. Comments and suggestions received in writing will be carefully reviewed and will be addressed as a part of our final presentation to the BOG on proposed changes -- for their meeting on April 16, or thereafter.

A copy of this Notice will also be posted on the Board's web page and will be available for anyone to obtain from my office. Thank you in advance for your time and consideration.

Office of the President

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APPENDIX A – ~~APRIL~~JUNE 2026⁵

PRESIDENT

Academic Affairs (Provost and Vice President for Academic Affairs) [1]

College of Arts, Humanities, and Social Sciences (Dean of) [1]

~~Department of Contemporary Art, Communications, and Theater~~ [2]

~~School of Music~~School of the Arts and Media [2]

School of Education [2]

Department of English, History, and Modern Languages [2]

Department of Social ~~and Applied Behavioral~~ Sciences [2]

College of Business and ~~Technology~~Recreation (Dean of) [1]

Department of Business, ~~Accounting, Economics, and Finance~~and Sport Administration [2]

Department of Computer Science, Mathematics, and Engineering [2]

~~Department of Recreation, Sport, and Exercise Science~~ [2]

College of Science, ~~Technology, Engineering, Mathematics, and Nursing~~Health and Wellness (Dean of) [1]

School of Nursing [2]

Department of Natural and Physical Sciences [2]

Department of Psychology, Social Work, and Counseling

~~Department of Computer Science, Mathematics, and Engineering~~ [2]

~~School of Education~~ [2]Graduate Studies [2]

Ruth Scarborough Library [2]

~~Admissions~~Enrollment Management [2]

Office of Sponsored Programs [2]

~~Registrar~~ [2]

Finance/Administration (Vice President for) [1]

Finance [2]

Financial Aid (Director of) [2]

Information Technology Services [2]

~~Office of Sponsored Programs~~ [2]

Physical Plant [2]

Student Affairs (Vice President for) [1]

Campus Services [2]

Athletics [1]

Development [1]

University Communications [1]

General Counsel [1]