

**RESOLUTION TO APPROVE CLOSURE OF DEPARTMENT OF APPAREL,
HOUSING, AND RESOURCE MANGEMENT (AHRM)**

MATERIALS INCLUDED

- Resolution
- SCHEV Proposal

**RESOLUTION TO APPROVE CLOSURE OF DEPARTMENT OF APPAREL,
HOUSING, AND RESOURCE MANGEMENT (AHRM)**

Academic Area: College of Liberal Arts and Human Sciences

The Department of AHRM will be closed and all academic programs, personnel, and resources will be transferred to the School of Design in the College of Architecture, Arts, and Design.

The closure of the department will align the academic, research, and scholarship portfolio of the College of Liberal Arts and Human Sciences and the School of Design in the College of Architecture, Arts and Design. Closing the department will foster strategic faculty and student collaboration in both colleges. The closure of the department was approved by the faculty in October of 2024.

RECOMMENDATION:

That the resolution for the closure of the Department of Apparel, Housing, and Resource Management (AHRM) in the College of Liberal Arts and Human Sciences be approved and the proposal forwarded to the State Council of Higher Education for Virginia (SCHEV) for approval.

March 25, 2025

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Institution

Virginia Polytechnic Institute and State University

Nature of Proposed Change

Virginia Polytechnic Institute and State University (Virginia Tech) requests approval to reorganize the College of Architecture, Arts, and Design, School of Design and to close the Department of Apparel, Housing, and Resource Management in the College of Liberal Arts and Human Sciences.

Appendix A presents the existing organizational structure of the College of Liberal Arts and Human Sciences.

Appendix B presents the proposed organizational structure of the College of Liberal Arts and Human Sciences after the reorganization.

Background

The College of Liberal Arts and Human Sciences was established in 2003. The college oversees academic units that focus on broad areas of liberal arts and human sciences academic programs, such as communication, education, and political science. The College of Liberal Arts and Human Sciences has thirteen (13) academic units consisting of three (3) schools and ten (10) departments including the Department of Apparel, Housing, and Resource Management. The Department of Apparel, Housing, and Resource Management was established in 2003. The purpose of the department was and remains to administer a degree program focused on fashion merchandising and design, residential environments and design, property management, and consumer studies.

Virginia Tech established a standalone College of Architecture in 1964. In 1976, the college was renamed the College of Architecture and Urban Studies. The college was renamed the College of Architecture, Arts, and Design in 2022. The college oversees academic units that focus on architecture, the visual and performing arts, and design disciplines. The College of Architecture, Arts, and Design has four (4) academic units including the School of Design. The School of Design was established in 2022. The purpose of the school was and remains to administer academic programs with design elements central to the discipline such as interior design, industrial design, and landscape architecture.

On June 7, 2024, the Executive Vice President and Provost met with the Dean of the College of Liberal Arts and Human Sciences and the Department Head of the Department of Apparel, Housing, and Resource Management to discuss the Department of Apparel, Housing, and Resource Management. During the meeting, the group discussed the goals of the college, the status of the department and its portfolio including academic programs and research, personnel, and resources. The group also discussed the results of the most recent institutional Academic Program Review conducted in the Fall of 2023 and submitted to the Department Head and the Dean's Office in early Spring 2024. The recommendations of the report included: 1. Increasing student enrollment, 2. Enhancing collaboration with the School of Design and relevant departments, 3. Evaluating common academic and research activities for potential partnerships across the institution, and 4. Seeking external resources for goals beyond current departmental capabilities. As part of the discussion, relocation and closure of the department was considered.

The group determined that the best course of action for faculty, staff, and students in the department would be to close the department and relocate the degree program and minor programs to the College of Architecture, Arts and Design, School of Design.

On June 18, 2024, a meeting between the Deans of the College of Liberal Arts and Human Sciences and the College of Architecture, Arts, and Design, the Department Head of the Department of Apparel, Housing, and Resource Management, and the Director of the School of Design was held to discuss the possibility of moving the Apparel, Housing, and Resource Management degree program and minor programs to the School of Design in the College of Architecture, Arts, and Design. As part of this meeting, the group discussed the potential impact of the relocation of the Department of Apparel, Housing, and Resource Management's faculty, staff, and students to both the Department of Apparel, Housing, and Resource Management and the School of Design. It was decided that the group would further investigate the process, requirements, and impacts of closing an academic unit and relocating the degree program and minor programs to another academic unit. The group also planned to meet with the faculty of both the Department of Apparel, Housing, and Resource Management and the School of Design to discuss their concerns.

On August 13, 2024, the Deans of the Colleges of Liberal Arts and Human Sciences and Architecture, Arts, and Design, the Department Head of the Department of Apparel, Housing, and Resource Management, and the Director of the School of Design met with the Associate Vice Provost for Degree Innovation and SCHEV Compliance. The group discussed the internal and external processes and requirements for closing a department and relocating the degree program and minor programs to the School of Design.

On August 15, 2024, the Director and the faculty in the School of Design met to discuss the relocation of the degree program, minor programs, faculty, staff, and students from the Department of Apparel, Housing, and Resource Management to the School of Design. The faculty asked questions and raised concerns. Overall, the School of Design faculty was supportive about the opportunities for teaching, research, and growth that would result from the relocation of Apparel, Housing, and Resource Management faculty and staff to the school. The primary concern for the School of Design faculty was related to the impact of school resources on existing degree programs once the Apparel, Housing, and Resource Management degree program was relocated to the school.

On August 19, 2024, the Department Head and the faculty in the Department of Apparel, Housing, and Resource Management met to discuss the closure of the department and the relocation of the faculty and staff to the School of Design. The group reviewed the recommendations from the Academic Program Review as part of this discussion. Overall, faculty members were open to a relocation to the School of Design. Primary questions and concerns expressed during the meeting included job impact (e.g., teaching and research responsibilities), differences in departmental culture, maintenance of the Apparel, Housing, and Resource Management identity for faculty, students and staff once relocated into the school, and the logistics of the transition.

On September 27, 2024, the Director of the School of Design attended the faculty meeting for

the Department of Apparel, Housing, and Resource Management to discuss the relocation of the degree program, faculty, staff, and students to the School of Design. The goal of this meeting was for the School of Design Director to meet the Apparel, Housing, and Resource Management faculty and staff, discuss the purpose, focus, and goals of the school, and answer questions regarding the relocation.

On October 4, 2024, the Dean of the College of Architecture, Arts, and Design and School of Design Director met with the Department Head and faculty of the Department of Apparel, Housing, and Resource Management to discuss the relocation of faculty and staff to the School of Design. This meeting provided an opportunity for the faculty to meet and interact with the school director and the dean, ask questions and voice concerns. The Dean and the School Director expressed their commitment to the faculty and staff, the growth of the Apparel, Housing, and Resource Management degree program and minors, equal and fair representation, and transparency in school leadership.

On October 9, 2024, an anonymous online survey was administered to the eighteen (18) full-time faculty in the Department of Apparel, Housing, and Resource Management. The survey asked participants to vote on closing the department and relocating the degree and minor programs, as well as all personnel, to the School of Design in the College of Architecture, Arts, and Design. Results of the survey indicated seventeen (17) votes yes and one (1) vote no. The results were presented to the Deans of the College of Liberal Arts and Human Sciences and Architecture, Arts, and Design. In December 2024, the Dean of the College of Liberal Arts and Human Sciences recommended to the Executive Vice President and Provost to close the department.

Purpose of Proposed Change

The purpose of the proposed organizational change is to close a department that is no longer needed to administer degree programs and other academic programs.

Mission

The proposed organizational change will not alter or change the university's mission. The mission of Virginia Tech states:

“Inspired by our land-grant identity and guided by our motto, *Ut Prosim* (That I May Serve), Virginia Tech is an inclusive community of knowledge, discovery, and creativity dedicated to improving the quality of life and the human condition within the Commonwealth of Virginia and throughout the world.”

The proposed organizational change will align with Virginia Tech's mission. The proposed reorganization of the College of Architecture, Arts, and Design and closure of the Department of Apparel, Housing, and Resource Management in the College of Liberal Arts and Human Sciences will help both colleges create a more “inclusive” academic unit with the remaining departments. The proposed closure of the department will also ensure the College's departments reflect its academic offerings.

Rationale for Proposed Change

The proposed reorganization of the College of Architecture, Arts, and Design will be

advantageous to the college and university. The proposed reorganization will help the college in two ways: 1) Align the academic, research, and scholarship portfolio of both the College of Architecture, Arts, and Design and the College of Liberal Arts and Human Sciences, and 2) Foster strategic faculty and student collaboration.

Align Colleges' Discipline Portfolio

The academic programs in the Department of Apparel, Housing, and Resource Management are focused on apparel and residential design, property management, and consumer studies. Faculty scholarship and research and the department's outreach and engagement also focus in areas of design and consumer behavior. In this existing organizational structure, the programs are housed within a college with academic units that focus on communication, education, English, history, human development and family science, languages and literatures, philosophy, political science, public and international affairs, religion and culture, science, technology, and society, and sociology.

In contrast, the School of Design in the College of Architecture, Arts, and Design include academic programs focused on design disciplines such as industrial design, interior design, and landscape design. Academic programming and faculty research in the existing department closely align with the focus and academic programming present in the School of Design. Reorganizing the College of Architecture, Arts, and Design and relocating the academic programming and faculty from the Department of Apparel, Housing, and Resource Management to the School of Design, College of Architecture, Arts, and Design will be an important step in creating a cohesive portfolio for the school and college.

Strategic Collaboration

Relocating the academic programming housed in the Department of Apparel, Housing, and Resource Management to the School of Design will allow better alignment for the academic programs and provide opportunities for faculty with similar scholarly interests to collaborate. When related degree programs are housed within the same academic unit with shared leadership and administrative functions, creating collaborative experiences such as co-teaching courses, course scheduling, experiential learning opportunities, and scholarship funding are easier for faculty and students to achieve. Relocating the academic programs, faculty, and staff to the School of Design will provide more opportunities for the students, faculty, and staff to work together to support one another in the field of design at the institution. Faculty from fashion, interior, and residential design, as well as those in consumer behavior and property management, can conduct collaborative projects and create shared experiential learning opportunities focused on consumer needs and sustainability. This move will serve more students and expand learning goals beyond individual degree programs. Centralizing these programs under one School Director, Dean, and college administrative processes will facilitate easier collaboration and ensure cohesive support for all disciplines involved. Thus, the proposed organizational change to close the Department of Apparel, Housing, and Resource Management and relocate the Apparel, Housing, and Resource Management degree program and minors will ensure that faculty and students can easily collaborate across related disciplinary areas.

Academic Units

The proposed reorganization of the college to close the department will not negatively affect any

academic units currently in the College of Architecture, Arts, and Design. The proposed organizational change will affect the School of Design in the College of Architecture, Arts, and Design. The existing resources of faculty, funding, and the academic programs in the existing Department of Apparel, Housing, and Resource Management will be relocated to the School of Design in the College of Architecture, Arts, and Design.

The College of Architecture, Arts, and Design has four (4) schools.

School of Architecture
School of Design
School of Performing Arts
School of Visual Arts

Academic Programs

The proposed reorganization will not negatively affect the academic programs in the existing schools in the college. The existing academic programs in the Department of Apparel, Housing, and Resource Management will relocate to the College of Architecture, Arts, and Design, School of Design. No changes will occur to the academic programs as a result of the move to another academic unit.

The existing academic programs in the Department of Apparel, Housing, and Resource Management are:

Bachelor of Science (B.S.) in Apparel, Housing, and Resource Management

Minor in Consumer Studies
Minor in Housing and Society
Minor in Property Management
Minor in Residential Environments

As a result of the reorganization, the following academic programs will be offered in the School of Design:

Bachelor of Science (B.S.) in Apparel, Housing, and Resource Management
Bachelor of Science (B.S.) in Industrial Design
Bachelor of Science (B.S.) in Interior Design
Bachelor of Landscape Architecture (B.L.A.) in Landscape Architecture
Master of Landscape Architecture (M.L.A.) in Landscape Architecture

Minor in Consumer Studies
Minor in Design + Technology + Creative Expression
Minor in Housing and Society
Minor in Industrial Design
Minor in Landscape Architecture
Minor in Property Management
Minor in Residential Environments

Resources/Budget

No changes will occur in the administration of the College of Architecture, Arts, and Design, School of Design as a result of the proposed organizational change. All administrative and staff positions will remain the same. It is expected that the proposed reorganization will result in a change to the College's operating budget. The Department of Apparel, Housing, and Resource Management has a budget of \$3,001,837 and the budget will be added to the existing budget of the College of Architecture, Arts, and Design, School of Design as a result of the proposed organizational change.

The existing current budget of the College of Architecture, Arts, and Design is and will continue to be allocated pragmatically between all of the schools within the college. The existing budget of the School of Design is and will continue to be allocated pragmatically between all of the academic programs within the school. School resources are typically funded directly from the Office of the Dean based on number of faculty, facility needs, and related direct expenditures. This process would not change. Each school will continue to have budgetary discretion over the funds allocated to the school.

The existing budget for the Department of Apparel, Housing, and Resource Management will be moved from the College of Liberal Arts and Human Sciences to the College of Architecture, Arts, and Design, School of Design.

Administration

Cost for the administration of the department is \$242,143. The Department Head, a full-time faculty member in the department, currently receives \$7,000 in additional compensation for serving in the leadership position. The salary is \$181,429, including the \$7,000 salary stipend, and fringe benefits are \$60,714, for a total of \$242,143. Once relocated to the School of Design, the total salary and fringe benefits, including the current additional compensation for leadership, will remain the same.

Administrative Support

The department is currently supported by three (3) full-time administrative support staff. The department is currently supported by one (1) full-time communications coordinator. The communications coordinator will report to the Director, School of Design and be responsible for preparing news releases, creating promotional materials, and program marketing. The salary is \$46,384 and fringe benefits are \$26,709, for a total of \$73,093.

The department is currently supported by one (1) full-time administrative and fiscal assistant. The administrative and fiscal assistant will report to the Director, School of Design and be responsible for a range of support tasks such as performing general fiscal management of the budget and clerical duties. The salary is \$62,000 and fringe benefits are \$30,642, for a total of \$92,642.

The department is currently supported by one (1) full-time academic advisor. The academic advisor will report to the College of Architecture, Arts, and Design, Director of Academic Advising and will advise students in the School of Design. The academic advisor will be

responsible for a range of student support tasks such as assisting students with course selection and registration, changes in majors/minors, and referrals for academic support services. The salary is \$54,366 and fringe benefits of \$28,719, for a total of \$83,085.

The total salary for administrative support is \$162,750 and fringe benefits are \$86,070, for a total of \$248,820.

Faculty

Currently, eighteen (18) full-time faculty are in the Department of Apparel, Housing, and Resource Management, including the Department Head. The department has eight (8) tenured faculty, three (3) tenure-track faculty, three (3) professors of practice, two (2) visiting faculty, one (1) collegiate faculty, and one (1) instructor. The full-time faculty, not including the Department Head, have a total salary of \$1,580,320 with fringe benefits of \$653,435, for a total of \$2,233,755.

The department has one (1) adjunct faculty member. Adjunct faculty are budgeted at \$12,500 with no fringe benefits.

No faculty positions will be eliminated as a result of the proposed closure of the department.

The total for salary for faculty is \$1,592,820 and the total for fringe benefits is \$653,435, for a total of \$2,246,255.

Space

The faculty, staff, and resources for the existing Department of Apparel, Housing, and Resource Management will not physically move as a part of the proposed organizational change to reorganize the College of Architecture, Arts, and Design. The department is located in Wallace Hall on the main campus in Blacksburg, VA. The physical space, including offices and meeting rooms, will be reallocated to the College of Architecture, Arts, and Design, School of Design for continued use by the existing personnel. No new space, including office and meeting rooms, will be required for the proposed organizational change.

Miscellaneous

There will be an initial, one-time expenditure of \$3,825 to be utilized for the signage (internal to the building), new website/logo, and business cards. The cost will be accommodated by existing resources in the budget of the dean's office in the College of Architecture, Arts, and Design and the existing resources of the Department of Apparel, Housing and Resource Management.

Signage	\$250
Business Cards	\$1,575
New Website/Logo	\$2,000
Total	\$3,825

Sustainability

The budget presents current expenditures for the Department of Apparel, Housing, and Resource

Management in the College of Liberal Arts and Human Sciences. All of the resources for the existing Department of Apparel, Housing, and Resource Management will be reallocated and moved to the College of Architecture, Arts, and Design, School of Design. The Department of Apparel, Housing, and Resource Management has a budget of \$3,098,422 and the budget will be added to the existing budget of the College of Architecture, Arts, and Design, School of Design as a result of the proposed organizational change. Virginia Tech and the College of Architecture, Arts, and Design, School of Design have adequate and sufficient resources to reorganize the college. No new resources will be requested from the state to establish or sustain the proposed organizational change to reorganize the College of Architecture, Arts, and Design, School of Design and to close the Department of Apparel, Housing, and Resource Management in the College of Liberal Arts and Human Sciences.

Budget

The budget presents the expenditures for the existing Department of Apparel, Housing, and Resource Management. With the relocation of the existing department resources, no positions will be eliminated.

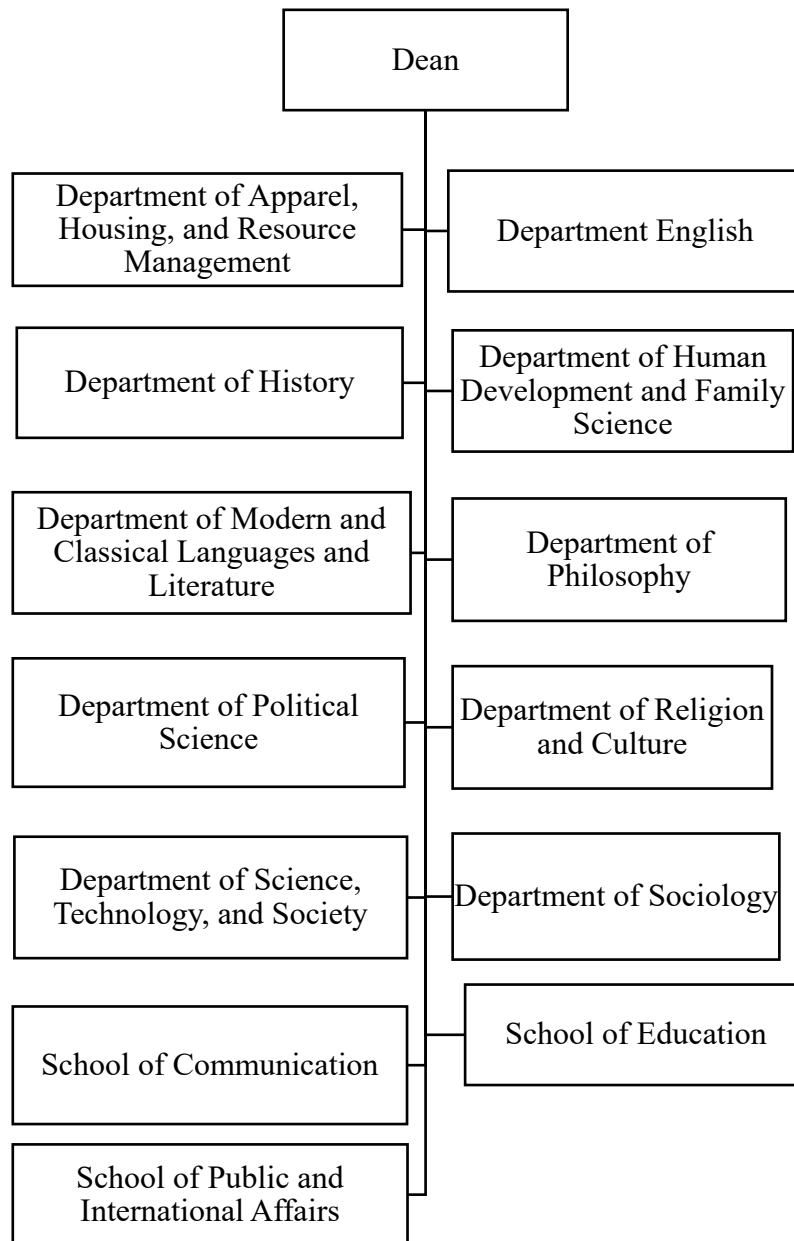
The proposed reorganization to close the Department of Apparel, Housing, and Resource Management will have minimal impact on the College of Liberal Arts and Human Sciences. The relocation of staff, faculty, and the funding supporting the department will not negatively impact other departments or academic programs in the College of Liberal Arts and Human Sciences. The operational expenses allocation provides for expenditures to include office supplies, travel, instructional supplies, and marketing. All of the costs associated with miscellaneous items have been included in the budget.

Reorganization Relocate an Academic Unit - Name: Department of Apparel, Housing, and Resource Management

Expenditure Category	Current Budget		Proposed Budget			
	HDCT	20 24 - 20 25	HDCT	20 25 - 20 26	20 26 - 20 27	20 27 - 20 28
Personnel Salary						
Position Title: Department Head	1	\$181,429				
Fringe Benefits		\$60,714				
Position Title: Communications Coordinator	1	\$46,384	1	\$46,384	\$46,384	\$46,384
Fringe Benefits		\$26,709		\$26,709	\$26,709	\$26,709
Position Title: Administrative and Fiscal Assistant	1	\$62,000	1	\$62,000	\$62,000	\$62,000
Fringe Benefits		\$30,642		\$30,642	\$30,642	\$30,642
Other Personnel (specify in text): Academic Advisor	1	\$54,366	1	\$54,366	\$54,366	\$54,366
Fringe Benefits		\$28,719		\$28,719	\$28,719	\$28,719
Administration Subtotal	4	\$490,963	3	\$248,820	\$248,820	\$248,820
Faculty	18	\$1,592,820	19	\$1,774,249	\$1,774,249	\$1,774,249
Fringe Benefits		\$653,435		\$714,149	\$714,149	\$714,149
Faculty Subtotal	18	\$2,246,255	19	\$2,488,398	\$2,488,398	\$2,488,398
Student Support						
Student Workers						
Graduate Teaching Assistant						
Graduate Research Assistant						
Student Support Subtotal	0	\$0	0	\$0	\$0	\$0
Operating Expenses						
Office Supplies		\$95,434		\$95,434	\$95,434	\$95,434
Instructional Supplies		\$161,704		\$161,704	\$161,704	\$161,704
Travel		\$54,093		\$54,093	\$54,093	\$54,093
Marketing		\$47,473		\$47,473	\$47,473	\$47,473
Conference/Professional Development		\$2,500		\$2,500	\$2,500	\$2,500
Other Costs (specify in text)				\$3,825		
Operating Expenses Subtotal		\$361,204		\$365,029	\$361,204	\$361,204
Total	22	\$3,098,422	22	\$3,102,247	\$3,098,422	\$3,098,422

Appendices

Appendix A – Current Organizational Structure
College of Liberal Arts and Human Sciences Organizational Chart



Appendix B – Proposed Organizational Structure
College of Liberal Arts and Human Sciences Organizational Chart

