DATE: September 15, 2005
TO: Sandy Beeler, Office of Curriculum and Registration (CCIT 337)
FROM: Stephen Gilliland, Head, Department of Management and Policy
Paul Portney, Dean, Eller College of Management
RE: Management and Policy Department Name Change

This memo is to formally initiate the University of Arizona process of changing the name of the Department of Management and Policy to the Department of Management and Organizations.

The name Management and Policy was developed when our department contained both management and public policy faculty. Many years ago a separate School of Public Administration and Policy was formed within the Eller College and the policy faculty moved to that new unit. We no longer address policy issues in the Department of Management and Policy and no longer have policy faculty. In our recent APR (completed in spring 2005) the external review committee commented on this misalignment between the department focus and the department name and recommended a name change.

We have conducted a benchmarking examination of our peer departments to find which names are most commonly used in our discipline. The most common name is “Department of Management.” However, departments with this name reside in schools or colleges of business. Since we reside within the Eller College of Management, it does not make sense to have a Department of Management within a College of Management. Indeed, when we examine peer colleges and schools of management (as opposed to business, which is really a semantic and/or historic difference and not a difference in focus), we do not find departments of management within colleges or schools of management.

The most common name for a management department in a college of management is Department of Management and Organizations. This is the name used at the University of Washington, University of Maryland, University of Michigan, New York University, and Northwestern University.

We also feel this name is an accurate description of the teaching, research, and faculty expertise in our department. In addition to studying management behavior we also address organizational theory and networks within and among organizations. Our particular blending of the underlying
disciplines of psychology and sociology into the business context is reflected in the name "Department of Management and Organizations."

This new name has been discussed with the faculty in the Department of Management and Policy and the proposed name change to the Department of Management and Organizations received a unanimous vote of approval. The name change has also been discussed by the Dean and Vice Dean of the Eller College with other relevant department heads (e.g., the head of the School of Public Administration and Policy) and has received similar support.

Please let us know if you need any additional information. Thank you for your assistance with this process.

Stephen Gililand, Head, Management and Policy

Paul Portney, Dean, Eller College of Management