



KELCE COLLEGE OF BUSINESS

Pittsburg State University

MINUTES

College General Faculty Meeting
Friday February 16, 2018

Present: ACIS: Becky Casey, Jae Choi, Mary Jo Goedeke, David O'Bryan, Mary Polfer, Theresa Presley, Wei Sha, Dwight Strong, Rachel Van Becelaere, Gail Yarick. EFB: Alex Binder, Kevin Bracker, Michael Davidsson, Anil Lal, Fang Lin, Irene Robinson, Connie Shum. MGMKT: Linden Dalecki, Eric Harris, Steve Horner, Choong Lee, Sang-Heui Lee, Kristen Maceli, Lynn Murray, Paula Palmer, Shipra Paul, Mary Wachter. Deans Office: Din Cortes, Paul Grimes, Holly Kent, Mimi Morrison.

Absent: ACIS: Maeve Cummings (excused). EFB: Michael McKinnis (excused), June Freund (excused). MGMKT: Don Baack, Chris Fogliasso (excused)

I. Welcome, Opening Remarks

- a. Dr. Grimes welcomed everyone.
- b. Congratulations were extended to Gail Yarick on completing her Ph.D. in December and her promotion to Assistant Professor.
- c. Congratulations were extended to Linden Dalecki on recognition he received from Jim McGraw. A \$5000 check was sent from Mr. McGraw to assist Dr. Dalecki in his endeavors.

II. Development Update – Holly Kent

- a. The development office is almost backup to full staff. They are still trying to hire one position.
- b. Building updates
 - i. Holly is continuing to make donor visits. She will have upcoming visits to donors in Phoenix and Dallas.
 - Dr. Scott and Kathleen Flannery are also making visits to potential donors.
 - ii. There will be \$6 million available from the state repair and renovation fund for the building. That funding will put total financial commitments to the building at about the half way point.
 - iii. There are 13-14 offices in the new building have naming gifts from faculty. More offices are available to be funded and those options have been opened up to others to purchase.

- iv. Dr. Grimes has been working with previous Deans of the college on funding a specific area in the building – target is the Faculty Commons on 2nd floor.
- III. Curriculum Committee Update – Eric Harris
 - a. There have been many curricular changes in the last year with more changes coming up.
 - b. AOL committee will be meeting next Wednesday to discuss meeting with Dr. Bob Camp – conducting Program Review for MBA as well as the AACSB Team Chair for next fall’s reaffirmation visit.
 - c. AACSB review will show that we have done a major overhaul to the curriculum.
- IV. Graduate Programs – Din Cortes
 - a. Master of Professional Accountancy (MPAcc)
 - i. The Kansas Board of Regents has approved this program.
 - ii. Working on curriculum/legislative items for this program.
 - b. Online Professional MBA contract signed with Academic Partnerships
 - i. The Online Professional MBA program will be launched in August of 2018.
 - ii. This program is an MBA Program taught completely online with classes offered about every seven to eight weeks.
 - iii. Dr. Cortes is working to streamline the MBA curriculum so that both the traditional and online versions are more competitive and in line with other institutions -- i.e.: reducing credit hours from 34 to 30.
 - iv. Currently working with Academic Partnerships to begin the alignment process with service units at PSU (e.g., admissions, financial aid, etc., etc.)
 - c. MBA Program Review / AACSB Pre-visit; Dr. Bob Camp, Feb. 26-27
 - i. Dr. Bob Camp, AACSB review team leader will be on campus as an external reviewer for the MBA Program on Feb. 26-27.
 - ii. Dr. Camp will also meet with faculty, students, and others regarding the upcoming accreditation visit in October.
 - iii. All faculty and staff are invited to lunch on Monday, Feb. 26 with Dr. Camp. Please RSVP to Mimi or Dr. Cortes.
- V. AACSB Reminders – Paul Grimes
 - a. 2017-2018 is our Year of Record
 - b. Visitation Team Identified
 - c. Campus visit will be October 14-16 (report is due 60 days before visit)
 - d. Impact Statements on recent faculty research / Digital Measures (all need to update) / Faculty Qualification Documentation / Syllabi (uploaded at the end of each semester)
 - e. Updates from AACSB Deans Conference
 - i. Faculty Qualification “Minimums” have already become “Guidelines”
 - 1. Dr. Grimes discussed updates from the AACSB Dean’s conference regarding faculty qualifications and the fact that minimums have now become guidelines. This will make it easier for visitation teams and gives schools more flexibility.

2. “Separate” Accountancy Accreditation may become “Supplemental” Accreditation (Vote to be held at annual ICAM meetings)
 - Accountancy Accreditation proposal will be taken to the AACSB international convention this summer to vote to change it a “supplemental” accreditation.
 - Report will be much simpler and shorter.
 - Possible changes in faculty qualifications guidelines for accounting may be part of the vote.

VI. Dean’s Report; “Budgets, Reorganization, Reaffirmation, and Planning” – Paul Grimes

a. Current Status of College and University

i. Two major and interconnected issues currently facing the college and university:

1. Enrollment

- Spring enrollment down 3.1%. Third consecutive spring enrollment less than the one before
- Kelce enrollments have remained relatively stable for past decade; about 1,000 headcount +/- 100
- There is variation across majors within the college

See College Enrollment Chart at End of this Report

2. Budget

- Drop in state support increases importance of enrollment-driven tuition and fees
- However, our budgets are not directly linked to college enrollment, rather our budget is a function of the overall university enrollment
- Once again, cuts will be required to accommodate this year’s shortfall.
- This time we don’t have a college-level target.
- Academic Affairs needs to reduce budget by more than a million and a half dollars.
- Will be realized wherever cuts are possible; major realignments, downsizing, and possible eliminations.

3. We need to significantly grow the college enrollment in order to regain lost resources and earn more going forward. How?

- We must REORGANIZE
- We must RECRUIT (AP contract is one way we can do this)
- We must Try NEW IDEAS

b. Reorganization – from our college strategic plan:

1. Goal 3: Growth

- Objective 3.1: Determine the College’s capacity to delivery programs within our current and future constraints.

- Action Item 3.1.3: Conduct a feasibility analysis of reorganizing departments to capture economies of scale and scope, and to better equalize administrative oversight.

2. Current college leadership situation:

- Dean and Associate Dean; 12 month appointments; targeted for possible reduction to 11 month appointments
- ACIS: Interim Chair until July 1st; vacated line likely to be swept or partially swept
- EF&B: No chair; 2 coordinators; 9 month appointments
- MGMKT: Chair position; already reduced to 10 month appointment
- KLT has studied and discussed the situation for more than a year. Held a mini-retreat in January to brainstorm possibilities.
- The dean visited schools with flat organizational structures – “faculty as a whole” model

See Proposed Organizational Diagram at End of this Report

- Implementation of plan will require multiple changes in our systems:
- Combining of budgets / reassignment of authorities
- Combining of support staff
- Reorganization of college committees and governance rules
- Representation on Faculty Senate and university committees

3. Goal: Given budget pressures, propose to set target date of July 1 which is start of next fiscal year.

- Dean and Associate Dean will meet with each department to discuss proposal and evaluate alternatives
- Need to reach consensus soon to start process

c. Recruit and New Ideas - Online Professional MBA: University signed contract with Academic Partners in January.

i. RECRUIT

- AP to invest \$1M to \$2M in marketing! Program designed to serve a market new to Kelce: working place-bound professionals seeking to upgrade their human capital and job credentials.

ii. NEW IDEA

- Revenue sharing model: AP and PSU split revenues 50/50 for those students recruited by AP. PSU splits revenue between Kelce, General Fund, and Graduate School. Will generate discretionary funds for the college.

d. The Online Professional MBA

- Voluntary: all 7 or 8-week courses to be taught as overload with appropriate compensation
- Develop and teach MBA course for the first time; will pay \$5,000 regardless of enrollment
- Scale will be developed based on class size; start at current \$2,100 for low enrollment courses and rise based on higher enrollments

- Academic coaches will be used for large class sizes
- Opportunity to teach multiple times per year
- Teaching in the program is open to anyone who is qualified. Even if you are not currently teaching in the MBA, consider volunteering
- Creating new concentrations with partners around campus; first is HR concentration using HRM masters courses (which many of our traditional MBA students already take); lots of other options possible, such as Data Analytics with Mathematics, Advertising with Communications, etc. etc. We will pay their faculty using our same scale.

VII. Maintaining Momentum

Even with all the forthcoming changes we must remember:

- This is our 'year of record' for AACSB
- AACSB accreditation is a culture. It should be reflected *continuously* in all that we do.

Please do the following:

- Keep your Activity Insight (Digital Measures) information updated
- Continue with course assessment and AOL activities
- Maintain your faculty qualification
- Remain engaged!!

VIII. AACSB Reaffirmation

- a. Pre-visit date: February 26-27 Team visit date: October 14-16
- b. Team:
 - i. Robert C. Camp (Team Chair), Indiana University of Pennsylvania (Economics)
 - ii. Bruce Raymond, Colorado State University-Pueblo (Management)
 - iii. Gregory A. Carnes, University of North Alabama (Accounting)
- c. In coming weeks be prepared to provide various documentation for our CIR report.
 - i. Research Impact Statements
 - ii. Updated Google Scholar profiles (date will be set)
 - iii. Copies of published research
 - iv. Textbook adoption lists
 - v. Special student projects and competitions
 - vi. Lists of guest speakers to classes and clubs
 - vii. Coverage of work by the press or media

IX. Our Long-Run Plan – Steps Completed

1. Six Step Plan Rolled Out in 2012-2013.
 - Steps Completed:
 - i. (1) New college governance documents and committee structure
 - ii. (2) New Vision Statement, Mission Statement, and Guiding Values Document
 - iii. (3) New Operating Policies – Faculty Sufficiency and Faculty Qualifications

- iv. (4) Development and adoption of new college strategic plan; now synced with university plan
- b. Major work *almost* completed last year:
 - i. (5) Review and redesign of college curriculum (BBA and MBA)
 - 1. Still need legislative approval for changes in BBA core; in process now
 - 2. Need legislative and KBOR approval for MPAcc; approved this week!
 - ii. Once step 5 is completed, then we will work on the final sixth step:
 - 1. (5) Construct a new Assurance of Learning model - Still room to simplify and streamline the process
 - iii. Kelce Strategic Plan: Three Pillars
 - 1. All long-run steps now informed by our College Strategic Plan.
 - Goal 1: Professionalism
 - Goal 2: Relevance
 - Goal 3: Growth
 - 2. Items of Emphasis for 2017-18:
 - Objective 1.1 – Renovation/Expansion of Building
 - Objective 2.1 (Curriculum Review and Revision)
 - Hold Over Action Items:
 - i. 1.3.1. (New Departmental P&T Guidelines)
 - ii. 1.3.3. (Youngman Program Reform)
- X. Old Business – postponed until reorganization settled
 - a. Youngman Summer Stipends
 - b. Promotion and Tenure Document
- XI. New Business
 - a. Will need end-of-semester meeting
- XII. Adjournment – 4:00 pm

Visuals from Dean Grimes' presentation included on the next page.

Dates to Remember:

- a. Rumble in the Jungle, March 3
- b. Mid-term Grades Due, March 12
- c. Spring Break, March 19 – March 25
- d. Grad Finale, March 28
- e. Kelce Awards Ceremony, April 6
- f. Finals Week, May 7 – May 11
- g. Kelce Commencement, May 12
- h. Final Grades Due, May 14
- i. **AACSB Reaffirmation Visit, October 14-16**

