

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO  
Bryan School of Business and Economics  
Department of Management

**Faculty Retreat  
Bryan 344/360**

Tuesday, August 16, 2016 9:30-3:30 pm

Faculty/Staff members present:

Moses Acquah	Tracy Liu	Terry Mullins
Holly Buttner	Karen Lynden	
John Ceneviva	Anju Mehta	Lisa McLaughlin
Eloise Hassell	Vladislav Maksimov	Glenda Lloyd

Faculty/Staff absent with notice:

Riikka Sarala (Research leave)
Nir Kshetri (traveling)
Bill Tullar (traveling)

Faculty without notice:

Hugo Wang
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Faculty Excused:

Mike Beitler	Mark Moser
C. Robin Britt, Jr.	Willie Wooldridge

**Welcome and Introduction of New Faculty**

- Welcome all faculty to 2016-2017 academic year

**Introduce New Faculty**

- We have three new faculty
- Dr. Vladislav Maksimov – Assistant Professor (Strategy/IB)
- Dr. Anju Mehta – Visiting Assistant Professor (OB/HR)
- Mr. John Ceneviva – Lecturer

Self-introduction by all faculty

**Announcements**

- Research Productivity in 2015-2016
  - 21 peer reviewed articles in Department
  - Department Average = 2.625
  - Bryan School Average = 2.2
- Conflict of Interest and Commitment Form
  - See the Chancellor Announcement dated 7/21/16
  - Annual Disclosures are now collected via the [Activities, Relationships, and Interests \(AIR\) online module](#). Detailed instructions for completing disclosures via AIR can be found [here](#).
  - The deadline for completing Annual Disclosure will remain September 30, 2016.

- All employees are required to complete and submit the UNCG *Annual COI Disclosure and Evaluation Form* on an annual basis
- UNCG's *Notice of Intent to Engage in External Professional Activity for Pay Form*.
- Faculty Mentors
  - Appointment of faculty mentors for junior TT faculty – provide mentorship with research activities & teaching. Visit classes at least once a semester to observe teaching.
  - Dr. Vladislav Maksimov – Vas Taras
  - Dr. Tracy Liu – Holly Buttner
  - Dr. Anju Mehta – Bill Tullar (fall) & Riikka Sarala (Spring)
- Program/Concentration Coordinators – Responsible for assessment reports findings and action plans for the various programs/concentrations
  - Business Studies (F2F) – Moses Acquaah
  - Business Studies (Online) – Moses Acquaah/Terry Mullins
  - Human Resources – Bill Tullar
  - International Business – Nir Kshetri
- Research and Development Support
  - Dean's Office would now on be providing travel support to faculty who have papers accepted in national/international conferences in areas of expertise
  - Management – AOM, AIB, and SMS
  - Dean's Office will also support attendance to Teaching-related and academic leadership-related conferences
  - Regional conferences will be supported from faculty funds available for travel support.
- Department finances
  - OTP Budget for Academic year is \$21,000
  - Expenditure is as follows:
    - Office Supplies = \$3000
    - Telephone = \$4000
    - Copier services = \$1500
    - Student regular wages = \$3000
    - Faculty development funds = \$9500
  - Faculty development funds not enough to provide every T/TT faculty \$1000.00 and NTT faculty \$500.00
  - Faculty funds available for support will be kept in a fund pool. Faculty to submit request support for faculty development activities.
  - Other discretionary funds of about \$38,000.00. This fund will be used to support faculty only when it is absolutely necessary.

Handouts:

1. Important Dates (See attached)
2. 2016-17 Committee Assignments (See attached)

3. 2016-17 Graduate Assistant Assignments
  - Assignments will be communicated later.
  - Do not have complete information about GA's from MBA Program
  - Three students from MBA, hire two students

#### **Report on Dean's Retreat**

- Students Cheating
- Communication
  - Complaints about lack of communication
  - What kind of things do faculty want communicated to them?
- Faculty Annual Reviews
- Internships
  - Should internship be required for Bryan students?
  - Should it be program-based or school-based?
- Program Portfolio Review
  - University has requested a formal review of all undergraduate programs in the university in terms of enrollment capacity.
  - Code them Green (Growth), Yellow (Steady), or Red (Decline) in terms of enrollment growth
  - Provide information on resource requirements to increase enrollments
  - Propose programs that have growth opportunities
  - Due Date – October 3<sup>rd</sup>.
- Students' Employment/Salary Data (See attached.)
- Budget
  - ½% budget cut for the university and school → translate into ¼% cut in departments. Dean's office to absorb cuts
  - Raises for state employees → 1.5% across the board; 0.5% one-time bonus;
  - Merit pool of additional 2% from university tuition raises for faculty' ¾% on merit; ¼% on equity; ¾% one-time bonus for faculty with high productivity. Does not equal 2%, not sure about the additional ¼%.
- Assessment & Accreditation (Amy Strickland)

#### **Research, Teaching and Service Statement - Discussion & Vote**

Vote postponed until September DOM faculty meeting.

#### **Curriculum Changes**

- Work on the proposal for the concentration in Management
- Start a proposal for a MS in International Management or an MIB (Masters in International Business)
- We need a Champion.
- On-line Masters

**Faculty Search** – No report.

#### **Department Vision (Terry Mullins)**

Terry will be working on the strategy plan for the department.

### **State of the School (Dean Banks)**

- Please attend faculty assembly and BIZMgt+.
- Discussed UT Dallas rankings of Business Schools. They must have both program and research rankings.
- The Dean's office will pay for travel and registration to national and international conferences if you are presenting a paper.
- MBA down by 50 students. There are 470 graduate students.
  - MS Accounting 90 to 70
  - MA – Economics
  - MS – CARS
  - Students inducted into Beta Gamma Sigma will accelerate the MBA application process by waiving the GMAT.

### **Assessment (Amy Strickland)**

- Handouts attached.
- AACSB – Larry Taube may ask you to assess a course for the Undergraduate Core.
- SACS – Assessment of a Program
- Assessment is done 2-3 times with a five-year period to improve student learning within a program.
- There is money if you need to hire a PhD student to compare the data to the rubric.
- Program Assessment Coordinators will be responsible for entering Assessment data in BOX.
- Academic Assessment REPORT for 2015-16 due September 15, 2016.
- Academic Assessment PLAN for 2016-17 due by November 1, 2016.

Vas Taras made a motion to adjourn. Seconded by Holly Buttner.

Next DOM Faculty meeting: September 21 at 11:30-1:00pm in Bryan 344.