

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

Faculty Meeting & Retreat

Thursday, August 15, 2013 10:00-2:00pm

Faculty/Staff members present:

Moses Acquaah	Kevin Lowe	Vas Taras
Holly Buttner	Paul Muchinsky	Hugo Wang
Joe Erba	Riikka Sarala	Lisa McLaughlin
Eloise Hassell	Bill Tullar	Glenda Lloyd

Faculty/Staff absent with notice:

Terry Mullins		Nir Kshetri
Eric Ford		

Faculty Excused:

Mark Hagenbuch	Mark Moser	C. Robin Britt, Jr.
Richard Browne	Mike Beitler	Mark Snyder
		Ronnie Grabon

Announcements:

Faculty

Kevin Lowe welcomed everyone back for the Fall semester. He introduced the new faculty, Zhonghui "Hugo" Wang and Lisa Snowden. Kevin recognized Moses Acquaah as newly appointed MBA Program Director, Moses Acquaah and Nir Kshetri on their appointment to the rank of Professor, as well as Meryln Griffiths promotion to Associate Professor with tenure. Also, congratulations to Meryln on her recent marriage over the summer. Kevin was glad to report that Terry Mullins will be back this semester, after an extended illness.

Thanks

Kevin Lowe wanted to thank Lisa McLaughlin and Glenda Lloyd for the assistance they provide to the department. Resource needs outside of the department may require a change to Glenda's work responsibilities, since DOM has two administrative support associates. Kevin Lowe expressed a big thanks to Bill Tullar for serving as Interim Department Head during this past year.

News:

Vas Taras and Riikka Sarala received the Global Management Education Award from AOM for X-Culture. The Home Depot will be the host of the next X-Culture Symposium (late October, 2013 in Atlanta).

Comment [KL]: Lisa, lets either cut this out or make the heading Faculty excused since as adjunct faculty they are invited but there is no expectation that they should attend.

The list of international exchange students (attached) in the department for Fall 2013 was distributed.

Congratulations to Paul Muchinsky on the publication in the Journal Organizational Behavior (JOB). JOB is very competitive with an acceptance rate of 6% and Paul's article was the lead article in the issue. Kevin Lowe has been reappointed for another 3 years (through 2014) as Associate Editor at Leadership Quarterly.

Kevin thanked the faculty for keeping news in front of the Dean's office. **E-mail Carol Phillips and cc Lisa McLaughlin with "copy ready" information for the Tuesday Bryan News.** Lisa will add this information to the DOM website as well as other items of interest.

Department Happenings

Riikka Salara is up for reappointment this year.

Lisa McLaughlin reported the last day to change the **Spring 2014 Schedule** except by e-mail is **Wednesday, October 9th**. Please confirm your teaching plan with Lisa by Friday, August 30th.

Please send **book orders and syllabi to Glenda Lloyd**. You can access this information on **the O: Shared Drive under the Syllabi folder**.

We now must log Complaints made to the department. The **2013-14 Complaint Log** is on the **O: Shared Drive**.

Kevin Lowe said he is delighted to be back in the Department Head role. The departmental size and composition of the department played a big factor in this decision. In his department head agreement there is traditional pay and a reduced teaching load, but he failed to gain a commitment to retain the Bryan Professorship in the Department which was an item the department had asked him to seek to secure. . Kevin will be out-of- town Friday, August 30 – Wednesday, September 11th for his daughter's commencement.

Dean's Office

Caprice Lengel, who worked in the area of Development for the Bryan School, is no longer at UNCG. Dean Banks offered to attend the department meeting but also shared that he had tickets to the Wyndham Classic. Kevin encouraged him to attend the Wyndham as making fund-raising contacts is a priority for the school.

No word on the departmental budget for the current year, but we should have graduate assistant assignments next week.

Faculty Discussion

The faculty discussed the Grade appeal process.

It was suggested that we press on students at the beginning of the semester whether they need a grade of “C” in the concentration or major. It is important to create the right expectations upfront. Those expectations are you must do the work along the way. The syllabus is a contract. Don't settle for a "D" and then discover at the end of the semester that you need a C to graduate and try to negotiate a change then.

When you get complaints (including about grades) ask: What do you want me to do? Write it up or did you just want me to know about it? What would be an acceptable solution? Kevin has found that often the students just want to vent rather than formally complain. And even when they want to complain they often can't articulate a realistic solution that would be acceptable. So often the chances of a formal complaint diminish rapidly.

Send students to Undergraduate Student Services if they are trying to get into a class that is full. Eloise Hassell uses waiting list. Eloise allows them in her class to the last add/drop day so they do not get behind and she puts textbooks on closed reserve in the Library.

Invited Guest: John Chapman – Executive Education

John Chapman introduced himself. He is charged with “Branding” the Bryan School’s Executive Education program. He wants to get in front of the business community. Who do you know that he should talk to? John asked each faculty member to introduce themselves and tell him what expertise they might bring to the Executive Education Program.

Sound Bites:

Holly Buttner – Women in Leadership

Holly attended Wake Forest Medical Center Women in Leadership to see how they ran the program. The program ran for a total of 8 days (1 day each month). They used the book “LIFT”. One of their assignments was to interview a senior leader. Holly interviewed Dean Banks.

She was disappointed the program did not focus on gender. Holly believes the Bryan School could offer a better program in-house as part of our executive education offerings.

Vas Taras – X-Culture

Teams of seven students from different countries work together on a team project to come up with a business plan. This year they are using real companies (Volvo, Home Depot, Mercedes) for their business challenge. The students learn to use several collaborative tools during the semester. (Qualtrix, Dropbox)

Eloise Hassell suggested the University Council be contacted about who owns the idea: Student, University and/or Company.

Joe Erba – Belgium – Study Abroad and Target Challenge

Joe Erba will be taking 20 students to Belgium MGT303/HSS300 for a short-term study abroad experience during Spring Break.

For the past five years, Target has sponsored the **Target Challenge**, where students from MGT491 work in teams and pitch their ideas to Target management. Last year forty five teams competed for a cash prize of \$4,000. Target usually hires 6-10 students.

Bill Tullar – Curriculum Changes

Bill Tullar handed out the proposed Management Major. He said this needs to be passed or the DOM would become a service department. The faculty discussed which additional courses should be added as electives and whether the CORE should be 4 or 5 courses. Bill Tullar requested the faculty's input. He will compile the input for review by the Curriculum Committee. The first Curriculum meeting is September 6th (deadline for receipt of material is August 23, 2013). **Update:** The DOM Curriculum committee will meet September 10th at 10:00-11:00am in Bryan 360. Please send suggestions to Bill Tullar by August 30. The committee should be ready to bring the proposal to the September 18th DOM faculty meeting.

SACS and AACSB

Kevin indicated that the department was behind the timeline on assessment of the majors for purposes of SACS. This work needs to be completed by the end of September to allow time for Pam Cash to have it entered into Compliance Assist which is not a user friendly program. Kevin asked the faculty to let him know if they have student assignments from sometime over the prior two years that might be used for assessment purposes. He noted as example that student work submitted in Blackboard likely still resides in Blackboard.

2013-2014 is the Bryan School's self study year for AACSB. So there will likely be more requests for data this year, especially in the spring, as we gear up for the team visit the last weekend of January 2015. The self study report must be submitted to the AACSB review team at least two months in advance of the team visit (e.g. by Thanksgiving 2014) and the Bryan School is working on a calendar that would have the report completed by the end of October 2014.

Intellectual Contributions Document and Journal Lists

On August 5th, Kevin sent a copy of the ACF and ECO Intellectual Contributions documents for the faculty to review and be ready to discuss. These documents were provided as potential reference points for the Management IC document which needs to be updated. The new document might, for example, include a matrix differentiating research expectations as a function of teaching loads. A better IC document will be useful both within the department and at the school level meetings to support/defend the performance review ratings given by the department. Kevin asked whether the faculty thought a Journal List should be included within the body of the document. Someone asked if there was a University standard along these lines. A comment was made that since twenty (20) faculty evaluations were changed at the School level the issue of performance ratings and how they are determined will be an agenda item that the Faculty Executive Committee (FEC) will bring to the Faculty Assembly.