

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

Bryan School of Business and Economics

Department of Management

Faculty Meeting

Wednesday, March 26, 2014 11:30-1:00pm

Faculty/Staff members present:

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

Faculty/Staff absent with notice:

Eric Ford	Terry Mullins	
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Faculty Excused :

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

Kevin called the meeting to order at 11:30am. He congratulated the faculty on their publications and accomplishments.

Budget Cuts and departmental response

The salary budget was cut 7.82% - \$132,040. In response to the budget cut the department is going to sacrifice a major portion of the salary dollars, but not the faculty line (e.g position number and benefits associated with the position), in the faculty line currently occupied by Kevin Lowe. The remaining salary dollars currently allocated to Kevin Lowe will become Temporary Salary Reserves (TSR's) and the department will retain discretion over how those TSR's are applied to other departmental needs. As one example Kevin expects that funds to pay part-time lecturers to teach the classes in the vacated line will come from the TSR's.

The department will receive a Student Assistantship budget. Having a budget will give the department more say in choosing student workers and therefore a better matching of resources to departmental needs. Eloise Hassell identified a need for a student worker and Paul Muchinsky agreed she could plan on having help next (fall 2014) semester.

The faculty spent 20 minutes giving Lindsey Umstead feedback on strengths and distinctive features of our graduates. This feedback will be used for promotional purposes. Some of the items suggested by faculty are as follows:

- International Business – X-Culture

- Practical/experimental learning
- Exposure to cutting edge thinking. In the market place for ideas and evidence our faculty are consistently publishing in the highest quality outlets
- Diversity of students and faculty in Bryan and across UNCG.

P&T Committee Review at the School Level

Holly Buttner shared with the department faculty her perceptions about what happens in the P&T Committee review at the School level. Consistent with University guidelines, there are two phases: 1) Information gathering phase and 2) deliberative phase.

The department head gives a five minute presentation in the information gathering phase. Questions about the candidate are addressed by the department head and/or the candidate's departmental representatives.

During the deliberative phase, the 2 department representatives are not present during the voting. Subsequent to the meeting, the Chair of the P&T committee writes a letter summarizing the committee's deliberations and includes the committee's recommendation and vote regarding promotion and/or tenure to the Dean. This letter is vetted by the entire committee; reps of the candidate's department may correct errors of fact or omission, but not the summary of the deliberative process. In Dr. Buttner's experience, School P&T Committee members are well prepared, take their responsibility seriously, and do a careful and thorough evaluation of the candidate's credentials.

Curriculum

Nir Kshetri brought to the faculty a discussion of MGT303 (Belgium Program as exemplar) as a substitute for the full semester study abroad. It was agreed that the full semester study abroad for International Business majors was preferred. However the faculty agreed to allow MGT303 to be allowed as a substitute for the full semester study abroad for at least one more year.

Committee – Open slots

Bryan P& T – Paul would like Holly Buttner to fill this position for the 2014-15 AY

Bryan Faculty Executive Committee – TBD

Bryan Graduate Program Committee – TBD

Bryan Undergraduate Program Committee – TBD

Bryan Research Committee - TBD

Comments from our newly appointed Department Chair - Paul Muchinsky.

The department congratulated Paul on his appointment to Department Chair. Paul pointed out the timing of Kevin's leaving, provided for this year's budget cut. He thinks more cuts will be needed in 2015 and 2016.

The department will be largely self-managed during the month of July. Kevin's retirement date is June 30th. Paul's term as department head begins August 1st.

Paul would like the retreat to be in Bryan 360. Mark your calendar for August 12th from 10-2pm.

Vas Taras asked about the interest for what has become an annual end-of-(spring) semester event. Everyone was in agreement to plan for the end of April. In the past the event has been at Bur-Mill Park. Vas will look into scheduling this year's event.

General announcements

The annual reviews have gone to the Dean's office. Faculty should be careful to make sure that there is a supporting entry in Sedona for each item mentioned in their two page summary of performance.

New Business – None

Next meeting: Wednesday, April 16 11:30-1:00pm

Minutes prepared by Lisa McLaughlin and edited by Holly Buttner and Kevin Lowe.