

**All College Meeting Minutes
Haworth College of Business**

April 22, 2016

Recorder: Rebecca Laipply

Convened: 3:00 p.m.

Topic: Discussion:

***Dean Search
(Greene)***

Provost Greene updated the college on the new Dean search, and what he needs from us as a college. Greene thanked Dean Palan for making a huge difference within the college, university, and for the students. He announced that the new Interim Dean will be Dr. Satish Deshpande.

There will be a national search for a new Dean, which will be posted as internal and external. Provost Greene is in discussion with a head hunting search firm, and the search committee within the university is almost complete. So far, the committee will consist of Ola Smith, Roger Tang, Norm Hawker, Jennifer Palthe, Robert Landeros, Karen Lancendorfer, Mushtaq Luqmani, Barb Caras-Tomczak, Cris Obreiter, somebody from Engineering, 1-2 additional faculty, and 3 external members: Sandi Doctor, Steve Parker, and Dave Hoogendoorn. The committee will begin meetings in the next 2 weeks to revise the old job description. Once this is complete, it will be given to the search firm, who will then go out and look for candidates. Provost Greene asks that we begin thinking about and searching for strong candidates. In August, the search committee will look at the candidates and bring them in for interviews via skype or flying them in during late September/early October. After the interviews, references will be checked and there will be discussion among the search committee, which will lead to public presentations and interviews with faculty, staff, and administration in late October. Before Thanksgiving, the search committee can determine who's above the bar, and from there, the finalist will be brought back to speak with Provost Greene to close a deal (around Thanksgiving). The new Dean could be here at the beginning of 2017.

Though this is an aggressive schedule, the Provost would like to get out there and start looking for great candidates. He asks that we also give input on the criteria for the job description, and what we might want in a Dean. We are looking for a candidate with a diversity background, someone who is globally engaged, and someone who can take this college and continue to grow. The strategic plan will be shown to the

committee and the candidate to display the type of person we are looking for to meet the needs of our college.

Provost Greene closed by saying that the Haworth College of Business is in a whole different place than it was 6 years ago, and word has gotten out about our accomplishments. We need to start looking around for an outstanding individual who can continue to help the college grow.

***College Update
(Palan)***

Dean Palan began by acknowledging and congratulating the recent college award winners:

Superior Staff Award: Alex Roelandt

Student Support Staff Award: Tomika Griffin-Brown

Haworth Spirit Award: Cris Obreiter

Faculty Research Award: Dr. Ann Veeck

Faculty Teaching Award: Dr. Jim Penner

Faculty Service Award: Barb Sagara & Dr. Ola Smith

Part-time Teaching Award: David Mange & Lara Hobson

The enrollment data is as follows (as of today):

Summer I: down 44 students and 27 credit hours

Summer II: up 190 credit hours

Fall 2016: up 6.3% UG students and 8.5% credit hours

-There is still a lot of time between now and Fall, so these numbers will still change.

There will be changes coming in the faculty/staff lounge. The Career Center uses it to entertain employers, so we are looking to spiff it up to make it look more professional. This will include new, yellow paint (first week of May), new furniture, and a blocked off kitchen area to separate employer events from the kitchen.

Palan also provided a handout regarding the discussion with Advisory Council on accomplishments and ongoing priorities, and what they have focused on over the last 6 years.

Strategic Plan

Dr. Ann Veeck reviewed the process and timeline for the strategic planning council to come up with the new 2016-2021 plan. The floor was open for faculty and staff to ask questions. After a few questions were answered Dr. Veeck motioned that the college approve the plan. David Flanagan seconded the motion and majority voted in favor. There were no objections.

***Learning Goals
and Assessment
Practices (Razi)***

Dr. Razi updated the college on the learning goals and assessment practices that ALC has been focusing on. He mentioned that the point of assessment is about learning; seeking to determine how well students are learning which is an integral part of the quest for improved education. Assessments are also used as a way to provide feedback to students, parents, educators, etc. It is also part of AACSB accreditation.

Looking forward, in 2016 they will not be collecting data. This will be a year for faculty groups to reflect on the results, and recommend and implement changes to pedagogy, content, etc. In 2017, BBA and MBA assessments will be used to collect data, reflect on the results, and recommend and implement changes. In 2018, AACSB will be visiting in the Fall, so a report will be completed. The ways in which we assess are: direct measure (in-class assessment), indirect measure (exit surveys), comparison of direct and indirect measures (among different criteria – critical thinking, etc.), and meeting with course coordinators. Assessment outcomes include communication (writing and oral) and critical thinking.

Razi outlined a couple responses due to past assessment such as the communication center, BUS 2200 (introduction to global business), BUS 4500 (business ethics and sustainability), BUS 6050 (academic communication for business), and an entrance interview for MBA applicants. Multiple courses need to be used for direct learning objectives.

A few current issues that need to be addressed are as follows: technology, finance, critical thinking, communication skills (written and oral), global knowledge, and ethics and sustainability. Students are addressing that they are getting better with team skills. Razi also outlined a few items for consideration: identify problem areas, prioritize, and propose corrective actions, revisit goals, rubrics, and assessment points and propose changes, entry and exit exams, a brown bag lunch on critical thinking, and continue comparison of in-class assessment and exit survey results.

Lastly, a couple items that ALC needs from faculty/staff: identify the #1 learning goal to you, contact the learning goal champions and let them know you are willing to help develop changes in measures, rubrics, or curriculums, and assist ALC in achieving your goal. What is the area of student learning that needs the most improvement before the students graduate? What can we do to get more faculty involvement in the assessment process?

Dr. Palmer stated that we need the energy and excitement from the faculty to make this successful. Palan added that we need to talk about what we teach that is developing these skills within the students, and

how we can measure that? Razi then suggested that we may need a course in critical thinking to learn the basics and how to apply techniques, and asks for faculty input because employers are looking for people who can deliver.

***American Journal
of Business
(Burnie)***

Dr. Burnie presented a journal titled *American Journal of Business* that he is the editor of. This journal has been around since 1985 and has been supported by members from various universities. It is available online as well as hard-copy. Areas that the journal covers are as follows: accounting, ethics and law, entrepreneurship, finance, human resources, information systems, international business, management, marketing, operations and supply chain management, organizational behavior, and strategy. Burnie asked the faculty to consider submitting research articles to the journal, and to provide comments and feedback.