



**MINUTES**

**Kelce College General Faculty  
3:00 p.m., Monday May 9, 2021 Meeting  
Kelce Auditorium and Online via Zoom**

**Present:** Doug Ball, Alexander Binder, Jae Choi, Bienvenido Cortes, Michael Davidsson, Kylie Edgecomb, LaDonna Flynn, Chris Fogliasso, Mary Jo Goedeke, Paul Grimes, David Hogard, Steve Horner, Holly Kent, Fang Lin, Matthew Lunde, Kristen Maceli, Mimi Morrison, Lynn Murray, David Newcomb, Shipra Paul, Theresa Presley, Irene Robinson, Wei Sha, Connie Shum, Mary Wachter, David Weaver, Gail Yarick

**Present Via Zoom:** Anil Lal, Choong Lee, Mike McKinnis, Mary Judene Nance, Melissa Payne

**Guests Present:** Larry Woodward, Kathleen Flannery

**Absent:** Ashlee Ables, Maeve Cummings, Amy Cussimano, Linden Dalecki, Chelsey Decker, Sang-Heui Lee, David O'Bryan, Dwight Strong, Jay van Wyk

- I. Welcome and Opening Remarks
  - a. Transitions
    - i. Retirements this year – Don Baack and Jay van Wyk (transitioning to emeritus status)
    - ii. Phased retirements – Maeve Cummings, Chris Fogliasso, (finish teaching at the end of the fall semester) - others in process
    - iii. Departures after this year – Ashlee Ables, Fang Lin, and Matt Lunde
    - iv. Back to faculty after this year – Steve Horner (phased retirement)
    - v. Promotions – Alex Binder to Associate Professor (w/tenure), Jae Choi to Professor, and Sang Lee to Professor
  - b. Commencement – this Friday, May 13<sup>th</sup> at 5:00 p.m. in the Weede; full faculty participation expected
- II. Building and Budget Update – Doug Ball/Kathleen Flannery
  - a. Bid process for building project has been completed – the cost is more than was anticipated, nearly \$30 million (bids are guaranteed for 30 days)
    - i. Fundraising is continuing. There is currently close to \$15 million earmarked for the building project.
    - ii. A sizeable step forward in funds is needed in order to continue with the original project.
    - iii. Q&A – bond funding is not feasible right now with the economic environment.
  - b. Budget – Townhall meeting tomorrow, Tuesday, 5/9
    - i. PSU will see an increase in base funding from the state
    - ii. Will be asking for a small tuition increase (1.3%)
    - iii. salary increases have been a front and center topic which will equate to nearly 5% , however the state funds only a portion of these increases
    - iv. PSU will see a \$2.3 million reduction in the budget for FY 23
- III. Development Update – Holly Kent
  - a. Scholarships very important to the college – over \$310,000 was awarded this year for AY 22-23
    - i. KIEF scholarships will be funded again this year
    - ii. Thomas Manley Women@Work Endowment – will help with scholarships and recruitment

- iii. Phillips 66 – looking at diversity and inclusion initiatives and Career Services; they wish to pursue internships for students
- iv. AACSB year of record is next year – important to meet with development and foundation
  - 1. Kelce Board of Advisors have been challenged to have 100% participation starting July 1
  - 2. Holly challenged faculty to participate to Community Campaign

IV. College Business – Paul Grimes

a. Curriculum

- i. Business Studies BBA – approved by KBOR in April
  - 1. Added to the system wide degree inventory
  - 2. Will be included in next year’s university catalog
  - 3. David Hogard will serve as coordinator
- ii. Marketing Emphasis for MBA – approved by Graduate Council
  - 1. New courses approved for university catalog
  - 2. Will initially roll out for PMBA followed by traditional MBA
- iii. Considering Health Care administration emphasis in the MBA program
  - 1. Early exploratory stage
  - 2. Visited with Freeman concerning courses and instructors

b. Faculty Searches – Status Updates – 10 full-time positions in play in the college

- i. International Business – Completed; Dr. Hamid Khan, hired and appointed
- ii. Management – Completed; Dr. Young Nae, hired and appointed
- iii. Finance (2) – Dr. Larry Woodward and Dr. Kay Kim, appointments in process
- iv. CIS – Dr. David Sikolia, appointment in process
- v. Accounting – Search in process; conducted 1 interview - applications still being accepted
- vi. Marketing – permission granted to start search; goal to hire for January 2023
- vii. Business Law – permission granted to fill position; goal to hire for January 2023

c. Realignment of Administrative and Support Positions – approved by Provost

i. Goals:

- 1. Increase flow of communication with faculty
- 2. Clarify chain of responsibility and reporting lines
- 3. Improve efficiency of routine tasks
- 4. Better equalize workload among limited positions
- 5. Ensure that high priority tasks are given sufficient attention

ii. Positions:

- 1. Faculty Chair (split out)- asking faculty to step up to do this job; KLT will be accepting nominations from faculty – position to begin in August
- 2. Associate Dean for the Undergraduate School of Business, Outreach, and Engagement
- 3. Associate Dean for the Graduate School of Business, Research, and Assessment
- 4. Director of Graduate Business Programs
- 5. Academic Advisor and Internship Coordinator (new staff position) – will be funded with discretionary PMBA funds; future restructuring of advising has been recommended by KBOR; recommendation that faculty will be serving as professional mentors to students rather than advisors

d. Proposed Revisions to College Bylaws – see handout – faculty are asked to review – will vote on proposals at fall faculty meeting. Faculty were encouraged to send thoughts and ideas to KLT. Implementation of revisions will be Fall 2022.

- i. Update with new non-tenure earning Instructional Professor titles and ranks
- ii. Formally establish Program Coordinators Council (PCC)

- iii. Institute Kelce Leadership Council (KLC = KLT + PCC) – meet once a month
      - 1. Proposed in response to need to enhance communication between faculty and administration and to increase faculty involvement in decision-making processes
      - 2. Will meet at least once a month with Kelce Leadership Team to address college-wide issues and to respond to and coordinate university requests
    - e. Committee Updates – opportunity for Chairs to share out information – no reports
- V. AACSB Accreditation Issues; Academic Year 2022-23 is our Year of Record
  - a. Assurance of Learning Updates
    - i. Undergraduate – Mary Jo Goedeke and Fang Lin
      - 1. Dr. Lin – thanked all who participated in AOL
        - 2 learning goals have been assessed this spring: Team Work and Critical Thinking
        - The other two goals will be assessed in the fall
        - Working on sending out surveys to employers and graduating seniors
    - ii. Graduate – Lynn Murray
      - 1. Will be working on gathering data and will have more info in the fall
  - b. Peer Review Team
    - i. Nominations sent to AACSB
    - ii. Requested campus visit for Fall 2023 (October or November)
  - c. Accreditation Timeline:
    - i. Summer 2022: Finalization of PRT
    - ii. AY '22/'23: Year of Record
    - iii. Fall '23: Reaffirmation Site Visit (requested October or November)
    - iv. Spring'24: Vote on Reaffirmation by CIRC
  - d. New Areas needing additional work
    - i. Social Impact – send classroom data to committee
      - 1. Quantification and measurement of impact
    - ii. Risk Analysis – integration with Strategic Plan
      - 1. Integration with strategic plan
        - Mitigation of identified risks
  - e. Continuous Improvement Review (CIR); report will be due late summer 2023
    - i. Write up our report for AY '22-'23 data
  - f. Things to do NOW:
    - i. Faculty Success (formerly Digital Measures) – Update and complete all profile information (Teaching/Research/Service); preliminary reports to be run this summer
      - 1. 5-year window for this accreditation cycle is July 2018 through June 2023
    - ii. Google Scholar – ensure profile is established and public (this is for our impact data)
    - iii. Research Publications – copies of all output to Mimi in Dean's Office (July 2018 to present)
      - 1. Publications from predatory journals should be avoided – will not be counted as PRJ, but will be in “other” category
- VI. New or Old Business - none
- VII. Adjournment - 4:45 pm

**HAVE A GREAT AND HEALTHY SUMMER!**



KELCE  
COLLEGE OF BUSINESS

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Pittsburg State University



# Closing Meeting – Spring 2022



- Welcome and Opening Remarks
- Faculty Transitions
  - Retirements:
    - Don Baack and Jay van Wyk
  - Phased Retirements:
    - Maeve Cummings and Chris Fogliasso
    - Others in process

# Transitions



- Departures
  - Ashlee Ables, Fang Lin, and Matt Lunde
- Back to Faculty
  - Steve Horner
- Promotions
  - Alex Binder (w/tenure), Jae Choi, and Sang Lee

# Closing Meeting – Spring 2022



## Updates and Reports

- Building Renovation – CFO Doug Ball
- Development Update – Holly Kent
- Others

# Closing Meeting – Spring 2022



## Curriculum

- Business Studies Degree Proposal
  - Approved by KBOR in April
    - Added to the system-wide degree inventory
    - Will be included in next year's university catalog
    - David Hogard will serve as coordinator



# Closing Meeting – Spring 2022



## Curriculum

- Marketing MBA Emphasis
  - Approved by Graduate Council
    - New courses approved for university catalog
    - Will initially roll out for PMBA followed by traditional MBA
- Health Care Administration MBA emphasis
  - Early exploratory stage
  - Visited with Freeman concerning courses and instructors

# Faculty Searches – Status Updates



Completed:

- International Business (non-tenure earning)
  - Dr. Hamid Khan, hired and appointed
- Management (tenure earning)
  - Dr. Young Nae, Hired and appointed

# Faculty Searches – Status Updates



Completed:

- Finance (2 tenure earning)
  - Dr. Larry Woodward, appointment in process
  - Dr. Kay Kim, appointment in process
- Computer Information Systems (tenure earning)
  - David Sikola, appointment in process

# Faculty Searches – Status Updates



In Progress:

- Accounting (non-tenure earning)
  - Limited applicant pool; one interview conducted
  - Applications still being accepted
- Marketing (tenure-earning)
  - Permission granted for fill; goal to hire for January '23
- Business Law (tenure-earning)
  - Permission granted for fill; goal to hire for January '23

# Realignment of Administrative and Support Positions



## Goals:

- Increase flow of communication with faculty
- Clarify chain of responsibility and reporting lines
- Improve efficiency of routine tasks
- Better equalize workload among limited positions
- Ensure that high priority tasks are given sufficient attention

# Realignment of Administrative and Support Positions



No new administrative positions; only a redivision of responsibilities and retitlings to reflect new job scopes

One new staff position for the Academic Advising Center:  
“Academic Advisor and Internships Coordinator”

- Funded from PMBA earnings
- Future restructuring of advising

# Proposed Revisions to Bylaws



See handout for details:

- Update with new non-tenure earning Instructional Professor titles and ranks
- Formally establish the Program Coordinators Council (PCC)
- Institute a Kelce Leadership Council (KLT+PCC)

# Kelce Leadership Council



Proposed in response to need to enhance communication between faculty and administration and to increase faculty involvement in decision-making processes

Will meet at least once a month with Kelce Leadership Team to address college-wide issues and to respond to and coordinate university requests



# Proposed Revisions to Bylaws



Propose that everyone consider the proposed changes to the bylaws over the summer

- send thoughts and ideas to the KLT
- opportunity to modify over the summer
- vote at opening Fall '22 meeting
- implement in Fall '22

# AACSB: Assurance of Learning



## Annual Updates:

- Undergraduate – Mary Jo Goedeke and Fang Lin
- Graduate – Lynn Murray



**AACSB**  
**ACCREDITED**

## Accreditation Timeline:

- Summer 2022: Finalization of PRT
- AY '22/'23: Year of Record
- Fall '23: Reaffirmation Site Visit (requested October or November)
- Spring '24: Vote on reaffirmation by CIRC

# AACSB Items Needing Work



- Social Impact
  - Quantification and measurement of impact
- Risk Analysis – integration with Strategic Plan
  - Mitigation of identified risks
- Continuous Improvement Review
  - Write up our report with AY '22-'23 data

# AACSB: Things to do NOW



- Faculty Success (formerly Digital Measures) – enter personal teaching/research/service into the database and be complete and accurate!
- Google Scholar – ensure that your profile is established and public (needed for our research impact argument)
- Research Publications – hard copies of all publications from July 2018 to present to Mimi in Dean’s Office

# Almost Done!

- Old Business?
- New Business?





That is all!  
Let's have  
GREAT and HEALTHY  
Summer!!

# Proposed KCOB Administrative Organization Chart

