



# KELCE COLLEGE OF BUSINESS

Pittsburg State University

## MINUTES

**Kelce College General Faculty Meeting  
1:00 p.m., Thursday August 12, 2021  
Kelce Auditorium and Virtual via Zoom**

Present in-person: Ashlee Ables, Don Baack, Doug Ball, Alex Binder, Bienvenido Cortes, Amy Cussimano, Michael Davidsson, Chelsey Decker, Kylie Edgecomb, LaDonna Flynn, Chris Fogliasso, Paul Grimes, David Hogard, Steve Horner, Holly Kent, Justin Lallemand, Matthew Lunde, Kristen Maceli, Lynn Murray, Mary Judene Nance, David Newcomb, Shipra Paul, Melissa Payne, Irene Robinson, Wei Sha, Dwight Strong, Katie Swezey, David Weaver, Gail Yarick  
Present via Zoom: Jae Choi, Tammy Crays, Maeve Cummings, Linden Dalecki, Mary Jo Goedeke, Anil Lal, Choong Lee, Fang Lin, Mike McKinnis, Mimi Morrison, Lisa Paterni, Theresa Presley, Connie Shum, Mary Wachter

- I. Welcome and Opening Remarks – Paul Grimes
  - a. Full-time instructors have new job titles – changed to “Instructional Professor” – assistant, associate and full. If instructors wish to make changes to business cards, contact their admin.
  - b. Several Kelce faculty were recognized at the opening campus-wide meeting for years of service
  - c. Dr. Goedeke has been promoted to Associate Professor/Tenured; Dr. Baack and Dr. Fogliasso will continue as University Professor status
  - d. Don Baack is taking phased retirement. Will complete phased at the end of the fall semester.
  - e. Dr. Cortes will be on sabbatical/administrative for the spring 2021 semester
  
- II. New Personnel Introductions – Steve Horner recognized all
  - a. Dr. Justin Lallemand, Assistant Professor of Finance
  - b. Mr. Vahid Zardoost, Assistant Instructional Professor of Computer Information Systems – will not be joining faculty ranks as previously planned
  - c. Ms. Amy Cussimano, Administrative Associate – in 223 Faculty Suite
  - d. 2 new adjunct faculty – Tammy Crays, Katie Swezey
  
- III. COVID-19 Updates – Paul Grimes
  - a. Masks and social distancing guidelines – new guidelines require masking up while inside when social distancing isn’t possible – must be fully vaccinated to remove mask – be diplomatic when asking students to wear masks
  - b. Classrooms and Labs– seating capacities and modalities – classroom and lab capacities were relaxed over the summer – some rooms are back to pre-covid capacities but with limited enrollment caps. New laptop cart in the labs will allow for additional capacity if needed for classes (stored in the lab closet).
  - c. Student absences – judgement and discretion will be required with respect to student absences - returned to the standing policy that is in the catalog – pre-Covid expectations – faculty asked to be considerate of students who may be quarantined, etc. due to Covid
  - d. Office hours and campus presence – faculty required office hours are 10 hours per week – may be online hours to meet with students. Expectation that office hours be consistent with proportion of time between online/on-campus courses.
  - e. Travel during the year – travel expected to be back to normal with regard to funding sources this year; if health situation worsens, a moratorium could be called on travel – take precautions not to lose university funds if trips are cancelled. OST rules could revert back to last year rules if Covid situation results in travel moratorium.

- IV. IT Update – see handout in packet from Chris Fleury – Dr. Grimes reviewed; new Microsoft security software installed for all campus machines; new classroom computers and monitors with webcams, and new laptop cart in lab and for classroom use
  - a. Kylie announced that new university catalog is now updated and on the web – contact her for any other updates to our college web pages
  
- V. Development News/Building Update – Holly Kent
  - a. KBOA – new member, Joe Harris, President & CEO of Schubert-Mitchell Homes
  - b. Kelce Golf Tournament in Johnson County, Monday, October 4<sup>th</sup> – Teams Needed!
    - i. Golf Tournament endowment now totals \$55,000
  - c. Executive on Campus – Steve Westfall, October 12<sup>th</sup> and 13<sup>th</sup>
  - d. Building renovation project did not go out for bids this summer – due to short supply of construction materials, prices are higher and could possibly add several million dollars to the bid – waiting on decision to put out for bid – will look at market this fall
  - e. Lance Mosier is new assistant director of development; searching for Kati George’s position
  - f. Back to making face to face visits in development
  - g. Skybox for Kelce – 9/25 football game
  - h. 10/1/21 - President’s Society Celebration on campus
  
- VI. Societal Impact Task Force Report – Alex Binder
  - a. New AACSB standards emphasize engagement with stakeholders to provide positive social impact – broadly defined as “business for the good of society”
  - b. Task force was charged with compiling a list of what is currently being done and how to move forward to meet AACSB expectations
    - i. Used AOL survey data from 2020 & survey from 21/SP that was sent out to faculty and students
    - ii. 38 courses at least briefly cover positive societal impact issues
  - c. Recommendations include better recording for what we currently do; could be recorded more simply through Activity Insight; or other ways to report for AACSB accreditation process. Need faculty, Staff and Students to report all activities
  - d. Recommend appointing a committee to monitor societal impact strategy and activity
  - e. Dr. Grimes asked Task Force to meet with KLT to discuss how to coordinate and set focused goals
  
- VII. College Business – Paul Grimes
  - a. Generalist BBA degree proposal update – see handout (form required to go through KBOR along with internal forms for legislative process on campus)
    - i. Floor opened for discussion and review of proposal; next step to complete submission is a survey of student interest in proposed program
      - 1. Working on developing proposals for minors in management and finance – all majors will then be represented
    - ii. Motion to move forward made by Alex Binder, 2<sup>nd</sup> by Lynn Murray; no additional discussion, voted unanimously to proceed with proposal
  - b. AACSB – responses to last review cycle and new 2020 Standards
    - i. Faculty Qualifications – Practice Academic (PA) classification edits and edits to Peer Reviewed Journals (PRJ) definition to exclude predatory journals
      - 1. Practice Academics are those who have a terminal degree, but not necessarily research faculty; work directly with outside constituents – only 5-15% of faculty in the college is the target proportion
      - 2. As a result of our last review, AACSB asked that we benchmark this area in comparison to other institutions/sister schools – KLT did this over the summer
      - 3. Re-worded the definition to be more inclusive of activities but expect deeper engagement for those classified as PA
    - ii. Journal Quality – revisions to Faculty Qualifications Document and Research Vision Document prepared by KLT (handouts distributed)
      - 1. Library now subscribes to Cabell’s database of white (legitimate and recognized) and black (predatory) lists of business journals
    - iii. Discussion and vote on proposed edits
      - 1. Journals – add a statement in our guiding values. Dr. Grimes read statement as shown in the handout.

2. Edits to Scholarly Academic definition – added statement excluding predatory journals from definition of PRJs
3. Motion to accept edits to both documents – Don Baack made the motion to accept with Alex Binder seconding; no discussion; voted unanimously to accept proposed edits to standards

VIII. General College Announcements – Paul Grimes

- a. Standing Committee assignments (see handout for 2021-2022 faculty committee memberships)
- b. Faculty Ethics Statement – DocuSign PDF forthcoming
- c. Copy of course syllabi to Amy
- d. Annual Travel Request Forms – Return to admins!
- e. Digital Measures – Update Activity Insight information (Research/Service/Teaching)  
(Note: new name for product is forthcoming: Watermark Faculty Success)
  - i. Research – Copies of publications to Mimi in Dean’s Office

IX. Unit Updates

- a. Academic Advising and Career Readiness – David Hogard
  - i. Busy summer with Pitt Cares and enrollment
  - ii. Thanked faculty and PC’s for support of AA office
  - iii. Thanked student employees for their hard work
  - iv. Newly admitted advisees will be assigned advisors in academic areas very soon – using new degree audit application developed by ITS
  - v. Plan to provide training and training aids for advisors
  - vi. Career Services is bringing back face-to-face Career Fairs this year (Meet the Firms Day on Sept. 13, Career Expo on Oct. 20)
- b. Outreach and Business Engagement – Lynn Murray
  - i. Planning to host Women in Business initiative events starting in September
  - ii. Kelce picnic is planned for the Tuesday after Labor Day
  - iii. Promotion with Athletics this year – will be asking for assistance from faculty to nominate business alumni from football and basketball programs to highlight
- c. Graduate School of Business – Din Cortes
  - i. Introduced Kelce Coordinator for Academic Support and Enactus Advisor – Chelsey Decker
  - ii. Application and enrollment rates for PMBA continues to be strong. Currently enrolled 305 students. Graduated 42 students in the spring 2021 semester. Over 20 faculty have participated in teaching courses in PMBA. Over \$3 million has been generated in tuition dollars.
  - iii. Traditional MBA program enrollment numbers continue to decline – currently 50 students enrolled. International students are starting to return in limited numbers.
  - iv. MPAcc numbers continue to be stable with about 12 students. Drs. O’Bryan and Presley advise these students.
- d. Undergraduate School of Business – Steve Horner
  - i. KUSB Faculty Meeting – next week, August 19<sup>th</sup> at 3:30 p.m.
  - ii. Election to fill Finance seat on the Consolidated P&T Committee
  - iii. Student Organizations – sponsors are asked to designate officers as soon as possible and get those names to Mimi

X. Dean’s College Update – Paul Grimes

- a. AACSB Accreditation – 2020 Standards Timeline / Preparations for Year of Record
  - i. Summer 2021: Prepared and submitted CIR Application
  - ii. AY 21/22: Completion implementation of actions needed to meet 2020 standards
  - iii. AY 22/23: Year of Record – everything that is done within this year is reported
  - iv. AY 23/25: Reaffirmation Site Visit (will request fall 2023)
- b. Strategic Goals and emphases for the year
  - i. Reviewed the college strategic plan’s overall goals – Goal 1: Professionalism; Goal 2: Relevance; Goal 3: Growth
  - ii. Items of Emphasis for 2021-22:
    1. Objective 1.1 – Renovation/Expansion of Building
    2. Objective 2.1 – Align instruction with workforce/community needs

3. Objective 3.3 – Implement recruitment activities to optimize enrollments
  4. Objective 3.5 – Marketing and enhancement of college image
- iii. We will maintain our strategic goals while working to help the university through difficult circumstances:
1. This is 7<sup>th</sup> straight fall with lower enrollment than the fall before
  2. Covid-19 federal funding has filled a lot of financial gaps but will go away soon
  3. A number of programs across campus have significant negative ROI numbers – university needs to address which will result in change
  4. Forthcoming change in leadership (Dr. Scott's retirement) creates uncertainty

- XI. Old Business - none
- XII. New Business - none
- XIII. Adjournment – 3:00 pm

**Fall Dates to Remember:**

- Opening Faculty Meetings, 08/12
- Fall classes begin, 08/16
- Labor Day holiday, 09/06
- Fall Kelce Picnic, 09/07
- Mid-Semester grades due, 10/11
- Fall KBOA Meeting, 10/15
- Homecoming, 10/16
- Final drop day, 11/01
- Fall break, 11/22 and 11/23
- Thanksgiving break, 11/24, 11/25, 11/26
- Final exam week begins, 12/06
- Fall Commencement, 12/10