

COB LEADERSHIP TEAM (CLT)

November 9, 2017

MINUTES

- Attendees:** Dean Bryant, Neal Callahan, Ron Coulter, Brenda Crebs, Dave Meinert, Kate Mendenhall, Kent Ragan, Elizabeth Rozell and Dick Williams.
- Guests:** Lauren Bruce, Chelsi Hudson, Michelle Hulett, Juan Meraz and Wes Pratt
- Absent:** Sandra Culver, Josh Davis and Melissa Price

1. Dean Topics

a. Global Internship Opportunities

- i. Michelle Hulett introduced Lauren Bruce and Chelsi Hudson from ISA. They offer international internships and are now working with MSU. They have great experience in Spain, especially. Basic program is 8-weeks. All start with a 3-day orientation. Work 32-40 hours/wk. They custom place students working with students to gain experience in the field they want a career. Full-time internships in Australia, Spain, Chile, New Zealand and others. Their largest demographic is business students. 16 applications currently on file from MSU. Cost ranges from \$5600 - \$7600. Includes 24/7 on-site support for professional development, health insurance etc. 8% were offered full-time positions with their companies. Students are eligible to apply for scholarships for internships. COB students interested should go through Michelle Hulett. COB has also extended the Study Away scholarships to include semester-long programs. CLT will have further internal conversations about how students receive credit for internships – through COB, through the ISA College or transfer in as electives.

ii. Diversity and Inclusion Plan

MSU: Wes Platt discussed the university's diversity DDI initiatives which are tied into MSU's long range plans. Each year the action plan is being tweaked to create an environment that is open, nurturing and inviting to individual and group differences along four areas: Access, Success and Equity, Campus Climate, Learning and Development and Institutional Support. Diversity and inclusion is value-added to MSU and business in general. MSU is working to increase the culture consciousness of faculty

and staff in a collaborative research-based approach to diversity and inclusion.

- iii. Alignment of COB diversity and inclusion plan with university initiatives: Cob has done very well, especially in faculty hiring recently. We are looking at ways to provide professional development for faculty in Spring. We post all faculty position on PhDProject. We began our Corporate Mentoring programs to assist target students in key areas. International recruiting is prohibitive by the current political climate and we are seeing the effects of that in our EMBA program. COB overall plan is aggressive and closely tied to the MSU initiatives where appropriate.

Mentoring: CLT would like to focus on mentoring new faculty and how we make them feel inclusive and valued.

- iv. Review of Scholarship Banquet Program (Nov. 10)
- b. Requests for tours of Glass Hall- any requests for unexpected tours should go through the Dean's office for appropriate responses. Notify the Dean of any VIP requests.
- c. Class during week of Thanksgiving – it is a university policy that classes should not be cancelled when school is in session.
- d. Budget update
 - i. Efficiency and centralization measures. University has made the decision to centralize all budget officers. State is putting enormous pressure on university to be efficient. Beginning Jan we will no longer have a dedicated person in Kate. In short-run, budget officers will still be dedicated to COB but will not report to individual Deans. Departments will need to fill the gap and we will need more planning. Financial services will be doing more training with DHs and Admins to pull reports on their own. This will allow standardization and efficiency across colleges for reports etc. There is no plan right now to centralize IT.

2. Associate Dean Topics

- a. Libby Rozell
 - i. Two faculty members going up for P&T this year.
 - ii. FGB and TCM are revising their P& T guidelines.
 - iii. Graduate Programs Open Houses were very successful with about 60 attendees and 45 applicants for MAcc and Cybersecurity and MBA.
 - iv. MFD and TCM both had major equipment requests filled at university level.
 - v. New guidelines going up is that has to be 40% difference between graduate certificates. Please discuss with faculty and give feedback to Dr. Rozell.
- b. Dave Meinert

- i. Interim Associate Dean search will post tomorrow. Position announcement will be sent to all faculty. It will end when position is filled.
- ii. EMBA Spring 18 Cohorts: We are at 54 and expect one more. Please send names to Dr. Meinert for faculty who can teach.
- iii. China campus went through accreditation process and continuation is contingent on having more classes face-to-face as opposed to online. May need to recruit for faculty to live in China for a semester or permanent faculty for China as an adjunct for MSU. China will be enforcing 60 as an age limit for incoming faculty.
- iv. Building security: Several exterior doors are not latching and 25-30 students were in building on Sunday. DeWitt is addressing this issue. Glass Hall should be closed through Fall semester on Saturdays and Sundays. We are working on signage to post hours and an email to communicate to students.
- v. ALC:
 - 1. Senate Bill 997 Core Curriculum Transfer Act – Jeff City has mandated that if you transfer in with 42-hours of general education block (AA) you do not have to take general education classes. If you bring in 12 or more hours from somewhere else you meet the rule. If not, you have to take general education curriculum at MSU. GPA restrictions can still apply but must be documented in catalog. Dr. Meinert will forward power point slides to CLT on this presentation.
 - 2. Cob for the last five years has met the university retention and graduation rates.
 - 3. New guidelines for certificate programs are being developed and will be distributed soon.
 - 4. Electronic ADP has rolled out and training is available. There is online training in the Resources tab in Banner.
 - 5. A Potential large donor is visiting in January and would like to speak to classes on the first day. He will be here for two days.

3. Departmental Updates:

- a. SOA – hired an experienced candidate.
- b. FGB
 - i. Baker Chair is sponsoring the Dean's Research Seminar next Thursday.
 - ii. Financial Forum in Banking and Finance on Tuesday, November 28, 2017, 5:00 - 6:30 PM, GLASS 102

Meeting adjourned at 4:20 pm

Department Updates:

FGB

- As you know from Inside COB, our **Gamma Iota Sigma chapter received the international chapter award** at the annual meeting in Dallas in September.
- **FGB will host our first Annual Discussion Forum in Banking and Finance on Tuesday, November 28, 2017, 5:00 - 6:30 PM, GLASS 102**

Brent Baldwin (EVP, BancorpSouth)

Summer Massey (Loan Manager, Arverst Bank)

Shaun Burke (CEO/President, Guaranty Bank)

Russ Marquart (CEO/President, Central Bank of the Ozarks)

- **Dean's Research Seminar Sponsored by The Baker Chair of Insurance Friday, November 17, 2017, 2:00 – 3:00 pm, 354 Glass Hall**

Dr. Srikanth Paruchuri, Smeal College of Business, Penn State University
Associate Editor of Academy of Management Journal.

***“Stepping Across for Social Approval: Ties to Independent Foundations’
Boards after Financial Restatement”***

All are welcome. Please enjoy coffee and visit with Dr. Paruchuri following the presentation 3:00 – 4:00

TCM

- **Congratulations to the students and faculty coaches** from the Construction Management program for placing in three categories at the Associated Schools of Construction Competition in Nebraska last month.
 - 1st place - Specialty Contracting Division, Jacob Nelson coach**
 - 2nd place – Heavy/Civil Division, Hari Naganathan coach**
 - 3rd place – Commercial Division, David Joswick coach**
- **TCM received a major equipment grant from the provost office with matching funds from COB and the TCM department.** The grant will allow further development of the building controls laboratory in Kemper Hall.

Mark Your Calendars

Oct. 12-13: Fall Break – no classes

Oct. 19: SOA Scholarship Awards Banquet

Oct. 26: Ribbon-Cutting

Oct. 27: Census #2

Oct. 28: Homecoming – Glass Hall Open House

Nov. 6: DH submit all T&P Dossiers to Dean

Nov. 7: COB Faculty Council

Nov. 9: CLT