



All COB Fall Kickoff

FALL 2024

David Meinert, Dean

August 16, 2024

Missouri State
UNIVERSITY

Special Guest



President
Richard "Biff" Williams



Faculty Senate Chair

2024-2025



Dr. Scott D. Zimmerman
Associate Professor
Biomedical Sciences



Faculty Senate Executive Committee

2024-2025

- **Chair** – Scott Zimmerman

Chair-Elect – Mike Foster

Secretary of the Faculty – Kim Finch

Parliamentarian – Michael Hudson

Past Chair – Elizabeth Walker



COB Faculty Senate Representation

AY 2024/2025

Name	Term	Academic Unit
Carl Keller	'26	School of Accountancy
Jenifer Roberts	'25	Merchandising & Fashion Design
Tim Flannery	'25	Economics
Megan Ramsey	'25	Finance/Risk Management
Andrew Albritton	'25	Information Technology & Cybersecurity
Kate Haring	'25	Management
Carly Pierson	'26	Marketing
Aaron Sauer	'25	School of Construction, Design and Project Management



Public Affairs Fellow

2024-2025



Dr. John A. Schmalzbauer
Professor and Blanche Gorman Strong Chair
in Protestant Studies
Languages, Cultures & Religions



Missouri State University

BETWEEN THE ONE AND THE MANY

Considering Community and Individualism

Public Affairs Conference | Sept. 24-26, 2024

University Public Affairs
Conference Keynote

Tuesday, September 24, 2024 - 7:00 PM

**BROOKE
SHIELDS**



BETWEEN THE ONE
AND THE MANY
Considering Community and Individualism



Missouri State
UNIVERSITY



**JOIN OR DIE...FILM
SHOWING &
DISCUSSION WITH
DIRECTORS**

Monday, September 23,
2024
4:00 PM - 6:15 PM



Plenary Speakers and Presenters

September 24-26, 2024

Plenary Speakers



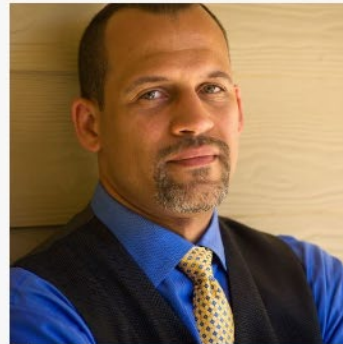
Tucker Bryant

Entrepreneur, innovation
strategist, poet



Ray Suarez

Renowned Broadcaster and
Author
*Host, On Shifting Ground,
NPR Veteran*



**Dr. Wesley J.
Watkins, IV**

Founder, The Jazz &
Democracy Project
*Lecturer, The Sydney
Conservatorium of Music*



Scott Tong

Journalist, author, radio host
& Co-Host of Here & Now
NPR and WBUR



Two Days of Zoom Panels

Wednesday, September 25

10:10 AM - 11:00 AM	<u>Are We Still Bowling Alone? The State of Community in America</u> Live Zoom Event	<u>Defending the U.S.: The All-Volunteer Force in the 21st Century</u> Live Zoom Event
11:15 AM - 12:05 PM	<u>Breaking through Echo Chamber Bubbles</u> Live Zoom Event	<u>The Environmental Impact of Individual Choices</u> Live Zoom Event
1:25 PM - 2:15 PM	<u>Harnessing the Power of AI in Healthcare</u> Live Zoom Event	<u>Whose Norm Is It? The Thin Line Between Harm and Choice</u> Live Zoom Event
2:30 PM - 3:20 PM	<u>We the People As Water Stewards</u> Live Zoom Event	<u>Still Separate, Not Equal</u> Live Zoom Event
3:35 PM - 4:25 PM	<u>Connections: Building a Web of Support for Our Youth</u> Live Zoom Event	<u>All Hands On Deck: Balancing Identity and Efficacy</u> Live Zoom Event

Assistant Vice President for Student Affairs/Dean of Students



Dr. Andrea M. Weber



Deputy Compliance Officer

OFFICE OF LEGAL AFFAIRS AND COMPLIANCE



Julia Holmes



Missouri State
UNIVERSITY

Faculty Responsibilities

Students/Employees who are pregnant or
parenting

Missouri State
UNIVERSITY



Title IX

- Title IX of the Education Amendments 1972 – *prohibits discrimination on the basis of sex in education programs or activities that received federal financial assistance.*
- Athletics
- Sexual Harassment, Sexual Assault, other Sexual based violence.
- **Prohibits discrimination and harassment against students who are pregnant or parenting.**



Two Additional Laws

- **Pregnant Worker's Fairness Act –**

- Unlawful not to make reasonable accommodations.
- Unlawful to require a student/employee to accept an accommodation due to pregnancy.
- Unlawful to require a student/employee to take leave if an alternate accommodation is available.
- Unlawful to take adverse action against a student/employee who is pregnant.

- **The Pump Act**

- Provides reasonable break time to express breast milk for their nursing child for one year after the child's birth.
- Entitled to a designated space at work, other than a bathroom.



Syllabus Statement

Consistent with applicable law, the University does not discriminate in its educational programs/activities against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions. Accordingly, students and employees may not be treated differently on the basis of any parental, family, or marital status. (This protection goes beyond the woman who is pregnant and extends to the father, partner, etc. of the pregnant woman.)

Student Accommodations and Modifications

Reasonable accommodations and modifications may be provided to students with needs related to pregnancy and pregnancy-related conditions. If a student would like to request an accommodation or modification, please contact the University's Deputy Compliance Officer at (417) 836-6755 or JuliaHolmes@MissouriState.edu to initiate that interactive process.



Accommodations

Pregnancy-related breaks/absences

Time and space for lactation

Glass 221, Contact Janet Davis for key

Modifications in physical environment

- Larger desk/chair
- Special lab accommodations (respirator, breaks, alternate assignments)

Additional accommodations could be available

- Interactive process. Supervisor/student/DCO collaborating



Your Responsibility

- Refer the student(s)/employee(s) to me:
 - *DeputyComplianceOfficer@MissouriState.edu*
 - 417-836-6755



Welcome & Farewell





Welcome New Faculty

Information Technology and Cybersecurity (ITC)

Amy Hardee, MBA, Drury University
Instructor of Quantitative Business Analysis



Finance, Economics and Risk Management (FERM)

Ferdous Ahmmed, PhD, Texas Tech University
Assistant Professor of Financial Planning



Selin Guney, PhD, North Carolina State University
Assistant Professor of Economics





Welcome New Faculty

School of Accountancy (SOA)

Kristin Hamm, DBA, Anderson University
Instructor of Accounting



School of Construction, Design and Project Management (CDPM)

Elena Pathak, M. Arch, Harvard University
Instructor of Interior Design





Welcome New Staff

Dean's Office

Diane Kingham CAP, BS, McNeese State University
Executive Assistant II



Business Advisement Center

Sarah Terry, MBA, Missouri State University
Academic Advisor/Retention Specialist





Welcome Associate Dean



Dr. Jeff Jones
Ph.D., University of Arkansas

Recent Retirements

- **School of Construction, Design and Project Management**
 - Nancy Asay, Instructor

- **Management**
 - Dr. Ben Goss, Associate Professor





Summer Success Stories





Tenure and/or Promotion

IT'S OFFICIAL - CONGRATULATIONS TO OUR COLLEAGUES

Tenure and Promotion to Associate Professor

- Dr. Ravi Thambusamy (ITC)
- Dr. Feibo Shao (MGT)
- Dr. Kanu Priya Tapis (MGT)
- Dr. Jamie Grigsby (MKT)
- Dr. Rebecca Rast (MKT)

Promotion to Professor

- Dr. Chris Hines (SOA)

FBLA Nationals – Orlando, FL

FACULTY ADVISOR – COURTNEY PHAM (MKT)



Outstanding Chapter: **8th place** (out of 100 chapters)

Outstanding Local Advisor for Missouri: **Courtney Pham**



IMA Student Chapter

AWARD OF EXCELLENCE – GOLD STATUS



Faculty Advisors:
Dr. Chris Hines, Kristen Thornton



Dr. Chris Hines



Kristen Thornton



Beta Alpha Psi

2024 PLATINUM CHALLENGE AWARD

Faculty Advisor:
Kyle Goodin





American Accounting Association

DR. KIMBERLY CHURCH - PRESTIGIOUS GRADUATE COOK PRIZE

The Cook Prize is the highest national accounting educator award.

Three prizes are awarded each year in the following categories:

- Graduate
- Undergraduate
- Two-Year College



Telling Our Stories

Please share student, alumni, faculty and staff accomplishments with Sean Beasley via email.



Students honored at annual COB awards banquet

April 25, 2024 by [Mary Grace Phillips](#)



Each spring the College of Business (COB) leadership team including the Dean, Associate Deans, Department Heads and faculty select recipients for the top honors in the college. Students are selected for awards from a variety of criteria including academic achievement, dedication to the public affairs mission, and commitment inside and outside of the classroom. Students have ... [\[Read more...\]](#)

FILED UNDER: [Uncategorized](#)





Reminders





New Student Convocation

2 PM SUNDAY, AUGUST 18

GREAT SOUTHERN BANK ARENA



COB Student Organization Days

TUESDAY/WEDNESDAY, AUGUST 27/28

- O'Reilly Auto Parts Grand Atrium, 9:00- 3:00 p.m.
- Janet Davis is reaching out to student organization leaders
- Faculty Advisors - encourage student organizations to staff a table
- Faculty and Staff - encourage students to attend



III Fall 2024 COB Career Fairs

College of Business Career Fair

September 10, 2024 - Springfield Expo Center

All COB courses, with the exception of TCM and IDC with start times between 9:30 AM and 1:59 PM are cancelled.

Majors: Accounting, Data Analytics, Economics, Entertainment Management, Entrepreneurship, Finance, General Business, Human Resource Management, Information Technology, International Business, Management & Leadership, Marketing, Digital Fashion and Merchandising, Risk Management and Insurance, and Supply Chain, Logistics and Operations Management



Construction and Design Career Fair

September 11, 2024 - Springfield Expo Center

All TCM and IDC courses with start times between 9:30 AM and 1:59 PM are cancelled.

Majors: Construction Management, Interior Design, and Mechanical Engineering Technology





COB Career Fairs

HOW CAN FACULTY HELP

- Promote via Brightspace announcement (provided in upcoming **INSIDE COB**)
- Encourage student participation
- Remind students to complete the “Prepare for the Fair” Workshop via Brightspace
- Increase participation by canceling classes
- Reach out to an employer to invite them to participate in a career fair
 - Employer Link - <https://business.missouristate.edu/Fairs.htm>

As of Thursday (8/15)

Business Fair – 113 Employers

Construction and Design – 66 Employers



Important Deadline – February 3

- COB Annual Faculty Activity Report
- FQ forms
- Summer research grants
- Award applications



Mandatory Preparing for Emergencies Training

DEADLINE FOR COMPLETION – SEPTEMBER 30, 2024

- Three videos requiring less than one hour to complete
- **To access and complete the assigned training:**
 - Log into my.missouristate.edu
 - Locate the *Learning and Development Card*
 - Click the *My Learning Connection* link
 - Select the *My Transcript* icon to access the training
- If the course is not available in the LMS (under *My Transcript* icon), please email James Stewart, Manager, Emergency Preparedness at jrs578e@MissouriState.edu



Report Suspicious Behavior to MSU Safety

CALL 65509

- When notified, MSU Safety Staff will:
 - Dispatch MSU Safety staff or SPD Officers depending upon what is reported
 - View live security camera feeds
 - Capture photos, if appropriate, to share with COB faculty and staff



Uptick of Property Thefts

KEEP YOUR OFFICE, PERSONAL BELONGINGS & VEHICLE SECURE

- Individuals observed entering unoccupied offices
- Individuals attempt to open multiple faculty office doors
- Individuals staying in Glass after hours that do not appear to be engaged in course work
- Bike thefts and property thefts from unlocked vehicles



University Safety

BE PREPARED

- Add (417) 836-5509 to your contacts
- Manage your Missouri State Alert preferences





Professional Development Funds

TRAINING THAT WILL DIRECTLY OR INDIRECTLY BENEFIT STUDENTS

- Trainings – related to teaching and research
- Certifications (3 recently approved)
- Licenses

SU24 Funding

- Certified Analytics Professional (CAP)
- Certified Government Financial Manager (CGFM)
- Certified in Strategy and Competitive Analysis (CSCA)



Research Grants

- Faculty Research Grants (up to \$7,500)

Submit proposal to the Graduate College by October 1 or February 1

- Summer Faculty Fellowship (\$6,000)

Submit proposal to the Graduate College by October 30

- Fall Thesis (\$500) and non-Thesis (\$250) Funding

Submit applications to the Graduate College by September 1 or February 1

See ***Inside COB*** for more details



Updates





ACADEMIC AFFAIRS CONTINUOUS AGILITY PROCESS (CAP) 2024-27

August 2024





CAP 2024-27

- **Academic Opportunities**
- **AI**
- **Data Analytics**
- **HLC Preparation**
- **Learning Environment Upgrades**
- **Mental Health and Well-being**
- **Research Strategy**
- **Shared Governance**
- **Student Success**
- **Study Teams**



OTHER AREAS TO ADDRESS (EXAMPLES)

- **Program approvals**
- **Enrollment and partnership-based issues**
- **Fundraising and grantmaking**
- **Brightspace**
- **Faculty Success**
- **Inclusivity principles**
- **New reports**
- **Honors College**
- **Mountain Grove**
- **Student Success Equity Initiative**
- **Legal and compliance guidelines**



College of Business Student Success Network

Formally known as Corporate Mentorship Program

Purpose: The COB Student Success Network is a selective, nine-month program designed to boost students' academic and professional journey through networking opportunities and hands-on experiences.

Structure: Through monthly sessions held from **September to May**, students will meet with industry leaders both on and off campus to gain valuable insights and practical knowledge and also build connections that will prepare them for their future careers.

Each monthly (Friday) session will focus on a specific topic related to business success, lasting approximately **two hours**.



College of Business Student Success Network

Target Audience: Sophomores, juniors and seniors pursuing a business-related major. Priority will be given to first-generation students.

Student timeline for 2024-25:

- **Friday, August 16** – Publicized student application deadline (*will remain open through August 23 for last-minute applicants*)
- **August 19 - 23** – Notification of application status
- **Friday, September 6** – First program

Application Available at:

<https://business.missouristate.edu/cobssn>

COLLEGE OF BUSINESS
**STUDENT
SUCCESS
NETWORK**



AACSB



AACSB Timeline

- 2022-2023 Internal Annual Report
- 2023-2024 Internal Annual Report
- 2024-2025 Internal Annual Report
- 2025-2026 Internal Annual Report
- 2026-2027 Internal Annual Report
- 2027-2028 Self-Study Year
- **2028-2029 Preparation & Submission of CIR Report**

Intellectual Contributions

Exhibit T
AACSB Table 8-1: Summary of Intellectual Contributions by Discipline
July 1, 2019 – June 30, 2024

	Portfolio of Intellectual Contributions			Types of Intellectual Contributions			Percentages of Faculty Producing ICs	
	Basic or Discovery Scholarship	Applied or Integration/Application Scholarship	Teaching and Learning Scholarship	Peer-reviewed journal articles	Additional peer-reviewed intellectual contributions	Other ICs	Percent of Participating Faculty Producing ICs	Percent of total Full Time Equivalent (FTE) faculty producing ICs
Accounting	23.5	28.5	25	39	35	3	90.9%	79.4%
Business Law	8	5	4	3	1	13	66.7%	39.9%
Economics	12	1	2	8	3	4	88.9%	85.3%
Finance	56.95	4	14	24.95	35	15	92.3%	82.7%
Information Technology	61.5	11.17	12	48.17	8.5	28	82.4%	61.5%
Management	50.55	18.5	6	36.55	28.5	10	81.2%	77.5%
Marketing	71	13.5	6	47.5	29	14	94.1%	88.5%
Statistics	13.5	1.33	0	5.83	8	1	100.0%	80.0%
Total	297	83	69	213	148	88	87.9%	76.1%

Percentage of PRJs Listed in ABDC

Exhibit U
Percentage of Peer Reviewed Journals Listed in ABDC by Department
July 1, 2019 – June 30, 2024

Department	ABDC
Accounting	49%
Finance	59%
Information Technology	20%
Management	35%
Marketing	48%
COB TOTAL	41%

Australian Business Deans Council (ABDC)



INTERNATIONAL BUSINESS PROGRAMS (IBP)



Education Abroad

About IBP

- Education Abroad Advising
 - COB \$750 Financial Award
- COB Short-Term Faculty Directed Programs
- COB Education Abroad Mentor Program
- COB Advisor Education Abroad Familiarity Program
- LNU-MSU College of International Business – Dalian, China



Mary Tomerlin, Director
International Business Programs

Short-Term Faculty Directed International Programs

- Fall 2024 – January travel
 - Hammons – Spain (MKT)
- Spring 2025
 - Ragan – France & UK (FERM)
 - Mitchell – Ireland & Northern Ireland (FERM)
 - Skiba – Budapest & Vienna (MKT)
 - Mitchell – Germany (FERM)
- Summer 2025
 - Hammons – Baltic Chain (MKT)





Faculty and Advisor Opportunities

COB Faculty Education Abroad Mentor Program

- Shadow an experienced short-term faculty-directed (STFD) program leader
- Develop COB faculty preparedness and insights into STFD programming
- Open to COB faculty
- 2025-2026 and beyond – accepting applications!

COB Advisor Education Abroad Familiarity Program

- Join a short-term faculty directed program or attend a site visit conducted by an Education Abroad Program Provider
- Familiarize academic advisors with Education Abroad programs
- Open to BAC and GPO advisors



Magellan Exchange Program

- Student and faculty exchanges
- 2024 Magellan Conference
 - October 7-8* – Springfield, MO
 - **Register (through IBP) by August 30.** Your \$439 registration includes Saturday dinner; a networking activity, lunch and dinner on Sunday; a Newcomers Session on Monday; and coffee breaks, lunches and dinners on Monday and Tuesday.
 - IBP will cover registration fees for up to two faculty per department.
 - Preference given to those interested in a Magellan Faculty Exchange or leading an Education Abroad Program which visits a Magellan Partner country/campus.

* - Includes optional weekend social activities



International Initiatives

- **China Campus**

- 328 General Business majors
 - 25 juniors transferred to MSU SGF this fall
- Sean Gong will be traveling to Dalian periodically to aid with recruiting/transfers
- Second major in data analytics under consideration

- **EMBA**

- Eight students for AY2024/25

- **EMAcc**

- Four Chinese U. recruiting prospective students and preparing to offer FA24 prerequisite courses
- Expecting SP25 Cohort, for 12-month, 10-course program.



Searches

APPROVED TO DATE

- **Faculty**

- SOA, Assistant Professor (Auditing)
- ITC, Assistant Professor (Cybersecurity)
- CDPM, Assistant Professor (Project Management +)
- MGT, Instructor/Clinical Assistant Professor/Assistant Professor/Associate Professor (EM – 2 openings)

- **Academic Unit Leaders**

- FERM, Interim Department Head
- FERM, Department Head
- MGT, Department Head

- **Staff**

- BAC, Academic Advisor/Retention Specialist




COLLEGE OF BUSINESS

Housekeeping



Glass Hall

BUILDING ACCESS

- Building Hours
 - Monday -Thursday, 7:30 am to 9:00 pm
 - Friday, 7:30 am to 6:00 pm
 - Closed weekends and University holidays
- If you ever see something clearly amiss in the building, contact University Safety – (417) 836-5509
- BearPass access 24x7 Access issues – contact Janet Davis



Building Issues:

- Office and Classroom Maintenance & Furniture Issues
 - Report problem to School/Department Administrative Assistant
- Public spaces & Restrooms
 - Report issue to Janet Davis (65023 or GLA400)
- Trash/Recycling
 - Flatten boxes!!!
 - Small number of books at a time!
 - Bag shredded paper!
 - Bag trash before placing in gray cart.

Recycling / Trash Czar May Surface at Any Time



Glass Renovations

SUMMER 2024



Glass 226 LED Lighting



Glass 231 Glass Entry

Kemper Hall Addition

MOEXCELS PROJECT

- Budget - \$9+ M
- Architects – Trivers
- General Contractor – Carson Mitchell
- Planned Completion – December 2024



May '24



August 16, 2024



January '25



Department Shoutouts

- SOA
- FERM
- ITC
- MGT
- MKT
- SCDPM
- MBA – GRAD PROGRAMS
- BAC
- MARCOM



Q&A



**THANK YOU FOR ALL YOU DO TO SUPPORT
OUR STUDENTS AND BUILD THE COB BRAND!**

HAVE A GREAT FALL SEMESTER!





MAKE YOUR MISSOURI STATEMENT™

Missouri State.
UNIVERSITY