



KELCE
COLLEGE OF BUSINESS

Pittsburg State University

MINUTES

Kelce Leadership Team

Room #121

September 5, 2023

In Attendance: Binder, Cortes, Decker, Grimes, Kent, Morrison, Murray
Guest: Provost Howard Smith

Instead of a normal meeting, this week the KLT group met with Provost Smith to discuss our college's proposed initiatives for the university's new strategic plan. During a leadership retreat prior to the start of the fall semester, President Shipp charged each of the units to propose a list of strategic initiatives to help move the university forward under the new university-wide plan and that the proposed initiatives would be reviewed for approval by the appropriate vice president, entered into a new electronic system and monitored for progress going forward. A couple weeks ago, the KTL held a retreat and developed our list of proposed initiatives - please see the attached document. These are the initiatives that were presented to Howard at this meeting. (Note that the "Goals" and "Strategies" listed in the document refer to the University Plan - the "Initiatives" are those developed for the college.)

The meeting with Howard was productive and he approved each of the proposed initiatives. Note that the final two initiatives in the document are listed as "Alternatives" - originally, we presented them as items that could be started once some of the others were completed. However, Howard felt that we should go ahead and include them along with the rest.

The list is not in any priority order and a number of items are well underway. The timeline for completing our list is the next 12 to 24 months. Once the new system is up and running, quarterly reports will be required. With the sunset of our current Kelce College Strategic Plan, these initiatives will inform our next college plan.

Work on these 14 initiatives over the next couple of years will take assistance and contributions from all of us. Individuals and committees will be asked to help.

All members of the KLT welcome any questions or concerns about these initiatives.

#1 Reaffirm AACSB Accreditation

Goal 8: Continuous Improvement

Advance a culture of continuous improvement that values transparency, strategic planning and evaluation, effective communication, shared governance, and creative problem solving.

Strategies

8.2 Review curricular and co-curricular program offerings and pathways to ensure Pitt State offers students relevant, accessible, and high-quality educational experiences that are in demand and in alignment with state-wide and regional workforce goals.

Initiative

Before the conclusion of the 23-24 academic year, secure extension of AACSB accreditation for all undergraduate and graduate degree programs offered by the Kelce College of Business.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes*

Key Collaborators

Alex Binder

Din Cortes

Chelsey Decker

Holly Kent

Mimi Morrison

Lynn Murray

#2 Phase out of International Business BBA

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

Initiative

Develop and implement a plan to maintain a globalized undergraduate business curriculum while phasing out the standalone BBA major in International Business.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Alex Binder*

Din Cortes

Chelsey Decker

Holly Kent

Lynn Murray

#3 Develop Entrepreneurship Programs

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

Initiative

Prior to the start of the 24-25 academic year, develop and begin implementation of a plan to offer new courses and curricular programs in the field of entrepreneurship (including a certificate, a minor, and ultimately a major).

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Alex Binder

Din Cortes

Chelsey Decker

Holly Kent

Lynn Murray*

#4 Create a Micropolitan Institute

Goal 6: Economic Development

Drive regional economic prosperity and strengthen state-wide competitiveness through education, research, and community engagement programs and initiatives.

Strategies

6.1 Work with public and private partners to diversify and strengthen the State-wide and regional economies.

Initiative

In collaboration with the Division of Economic Development and Community Engagement, develop and begin implementation of a plan to expand the work of the Business and Economic Research Center into an institute that provides research, economic forecasting, and outreach services to all micropolitan cities in the state of Kansas and their surrounding rural communities.

Accountable VP

Shawn Naccarato

Howard Smith

Accountable Dean

Paul Grimes*

Key Collaborators

Michael Davidsson

#5 Explore Masters of Micropolitan Studies Degree

Goal 6: Economic Development

Drive regional economic prosperity and strengthen state-wide competitiveness through education, research, and community engagement programs and initiatives.

Strategies

6.1 Work with public and private partners to diversify and strengthen the State-wide and regional economies.

Initiative

Conduct a feasibility study examining the opportunity to offer a multidisciplinary graduate program in rural and micropolitan economic development.

Accountable VPs

Howard Smith

Shawn Naccarato

Accountable Deans

Paul Grimes*

Mary Carol Pomatto

Judy Smetana

Jim Truelove

Key Collaborators

Michael Davidsson

Chris Childers

#6 Enhance College Culture and Collegiality

Goal 4: Organizational Culture

Strengthen student, faculty, and staff satisfaction with their living, learning, and work environments as a clear institutional priority.

Strategies

4.1 Make Pitt State the preferred learning and working environment in the four-state region by developing and implementing professional and career development programs, reviewing and organizing job categories and career ladders, evaluating job performance, coaching and developing individuals and teams, investing in initiatives focused on inclusion and belonging, and routinely recognizing/celebrating individual and team successes.

Initiative

Create a program of special events that bring faculty and staff together in social and academic settings to instill a greater sense of collegiality within the Kelce College and improve organizational culture.

Accountable VP

Howard Smith

Accountable Deans

Paul Grimes

Key Collaborators

Alex Binder*

Din Cortes

Chelsey Decker

Holly Kent*

Mimi Morrison

Lynn Murray

#7 Reinvigorate Undergraduate Recruiting

Goal 2: Student Achievement

Remove barriers and commit to student success as a shared imperative to assist students to achieve their personal and professional educational goals.

Strategies

2.4 Strengthen Pitt State's recruitment outreach and connection to urban and rural communities throughout the four-state region and beyond.

2.5 Strengthen and focus the institution's financial support and scholarship strategy for current and future students.

Initiative

Explore the feasibility of creating recruiting scholarships for visiting prospective KCOB students and reviving an on-campus Business Day event for high school students.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Alex Binder*

Din Cortes

Chelsey Decker

Holly Kent

Mimi Morrison

Lynn Murray

#8 Modernize Undergraduate Quantitative Courses

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

Initiative

Review and modify the math-based undergraduate courses in the Kelce Core to align with employer expectations and the curricula of peer business schools.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Alex Binder*

Lynn Murray

Undergraduate Curriculum Management and Assurance of Learning Committee

#9 Strengthen Professional Sales Center

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Goal 6: Economic Development

Drive regional economic prosperity and strengthen state-wide competitiveness through education, research, and community engagement programs and initiatives.

Goal 7: Community Engagement and Partnerships

Partner with other organizations, alumni, and donors to advance shared educational, athletic, artistic, cultural, economic, environmental, and social priorities.

Strategies

- 1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.
- 6.1 Work with public and private partners to diversify and strengthen the State-wide and regional economies.
- 7.6 Strengthen and develop community engagement connections for students, faculty, and staff that create partnerships with local and regional organizations to provide ongoing support and service to communities throughout Southeast Kansas.

Initiative

Acquire membership in the University Sales Center Alliance and expand the number of certificates offered to enhance the academic and outreach services of the Professional Sales Center.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Lynn Murray*

Holly Kent

Mary Judene Nance

#10 Grow MBA Programs

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

- 1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

Initiative

Expand curricular offerings in the MBA programs to grow recruitment opportunities and increase enrollment.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Din Cortes*

Chelsey Decker*

#11 Move Masters of Professional Accountancy Program Online

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

Initiative

Develop a plan to convert the MPAcc to an online program and drop the 4+1-only admissions criteria to grow enrollments and meet market demand.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Din Cortes*

Chelsey Decker*

Mary Jo Goedeke

David O'Bryan

Gail Yarick

David Weaver

Stephen Zornes

#12 Build a Strong Internship Program

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Goal 7: Community Engagement and Partnerships

Partner with other organizations, alumni, and donors to advance shared educational, athletic, artistic, cultural, economic, environmental, and social priorities.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

7.6 Strengthen and develop community engagement connections for students, faculty, and staff that create partnerships with local and regional organizations to provide ongoing support and service to communities throughout Southeast Kansas.

Initiative

Increase the number and quality of internship opportunities for KCOB students and create a more structured and rewarding process for students pursuing experiential learning opportunities.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Melissa Weed*

Holly Kent*

Lynn Murray

David O'Bryan

Alternate 1: Develop Supply Chain and Logistics Program

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

Initiative

Develop a roadmap and timeline to offer new courses and curricular programs in the field of supply chain management and logistics. Explore opportunities to partner with the College of Technology.

Accountable Deans

*Paul Grimes**

Judy Smetana

Key Collaborators

Sang Lee

Alex Binder

Din Cortes

Lynn Murray

COT Administrators and Faculty TBD

Alternate 2: Develop an Entrepreneurship and Small Business for Artists Academic Program

Goal 1: Valuable Education Experience

Develop the region's most valuable learner-centered higher education experience for students.

Strategies

1.1 Ensure academic programs and learning experiences are responsive to student and employer demand by creating and monitoring an academic program plan for the institution.

1.2 Work with local and regional partners to improve education, health, and economic outcomes for individuals, families, neighborhoods, and communities.

Initiative

Prior to opening our downtown location, develop a roadmap and timeline to create an Artist in Residence faculty position and to offer new courses and curricular programs (including a certificate and a minor) to support the entrepreneurial and small business careers of local artists.

Accountable VP

Howard Smith

Accountable Dean

Paul Grimes

Key Collaborators

Lynn Murray

Alex Binder

Melissa Weed

Jamie Oliver

Susan Merchant