



KELCE
COLLEGE OF BUSINESS
Pittsburg State University

MINUTES

Kelce Leadership Council

8:00 a.m. – Room #121

August 20, 2024

Present: Alex Binder, Chelsey Decker, Paul Grimes, Holly Kent, Lynn Murray, Mimi Morrison

- I. Dean's Administrative Update
 - a. Provost's Academic Leadership (PAL) met yesterday in Kelce – see attached agenda
 1. Creating a new form for faculty staffing requests – trying to determine what data to capture to support filling a position; lots of debate and discussion on how to capture/justify needs
 2. National advertising for faculty positions – exploring university-wide contract for posting job vacancies to be paid for by the Provost Office (to replace subsidies previously offered)
 3. Overload teaching – new form and reporting mechanism to conform with KNEA contract
 4. Free speech – see attached KBOR policy statement – Dean Grimes will distribute to faculty
 - b. Gorilla Plan Strategic Planning Cycle – see attached calendar – Jamie Dalton will continue to oversee the mechanics of the Gorilla Strategic Planning system – 1st quarter updates are due September 30
 - c. Meeting with Mat and Lindell concerning new building program immediately following this meeting
 - d. Meeting with Dan, Susan, and Judy concerning HRD transition this afternoon
 - e. Paul will be gone next Monday and Tuesday for AACSB pre-visit to Northwestern State (LA)
- II. Opening semester workshop debrief - Alex
 - a. Follow-up notes on table discussions – will distribute to faculty
 - b. Feedback from faculty – still waiting on additional feedback forms from faculty; have received 15 so far; KLT discussed responses to date from faculty
- III. Start of fall semester issues?
 - a. College Standing Committees – any changes needed or requested? Remove Dr. Cortes from Undergraduate Curriculum Committee. No other adjustments needed at this time
 - b. University Committees – have we addressed all requests? Any known that are still forthcoming? Still need to elect University Professors Committee representatives. Assignments for Chesley and Paul will be sent to Dr. Binder.
 - c. Offices / Graduate Assistant Spaces – any issues or final adjustments? Using 111 and 211 for GA offices this semester. Faculty adjusting to change.
- IV. Personnel
 - a. Hiring Updates - Faculty
 - Assistant Instructional Professor of Marketing (NTE) – still accepting applications
 - Assistant Instructional Professor of Accounting and Finance (NTE) – will need to secure approval to start process
 - Assistant Professor of Economics (TE) – will need to secure approval to start process
 - b. Hiring Updates – Professional Staff
 - Entrepreneurship Coordinator – applications still being received; will review with committee soon
 - Assistant Dean for Graduate Business Programs – working on revised PD
 - Assessment and Accreditation Coordinator – revised PD submitted
 - Econometrician (with EDCE) – will teach in KCOB but will directly report to Dr. Naccarato
 - Data Analyst (with EDCE) – will report to Dr. Davidsson
- V. Administrative Area Updates
 - a. ADMIN – Mimi: distributed latest course schedule grid and Kelce directory – give Mimi any changes

- b. ADUSB – Lynn: meeting with recruitment and retention committee has been scheduled; Jayden has taken first day of school pictures and posted on social media; will be working on college LinkedIn page.
- c. DGBP – Chelsey: working on GA directory; Administration discussing tuition waiver for PMBA students who are on-campus employees (and their dependents) – new international students enrolled last Friday (from Brazil, India, France); 11 students in PMBA are utilizing VA benefits; 50 PMBA students were dropped for non-payment – most of have been re-enrolled; met with DSIS faculty to discuss DSIS emphasis in PMBA program.
- d. DSES – Holly: 13 students received Kansas Insurance Certificate scholarships this semester; she had good meetings with LaRochelle while in France; currently working on Kelce prerequisite report; will be meeting with Academic Advising staff regularly this semester; will be working on legislation for course updates for internships; her students/GA's will be re-doing all hallway pictures and display outside of 110; starting work on *Kelce Connection* this semester; will meet with Business Studies majors to determine their interests in minors and certificates.
- f. FC – Alex: Dr. Lee and Dr. Choi have indicated interest in sabbaticals for next academic year; Dr. Lee and Dr. Huffman have both submitted requests hard phones – funding was identified; student athletes have a conflict with practices/football meetings and Dr. Maceli's course – Dr. Binder will talk to the coach; he has been working on faculty mentee list – even distribution would give each mentor 22 students, but if distributed by major the allocations would be uneven; will try to spread out mentors to major areas and then if there are additional students, assign to other faculty members; course schedule for spring and summer is due in two weeks; asking other Chairs and Directors on campus if there is interest in Chairs & Directors support group and attending a professional meeting together – he got quite a bit of input in support of these types of meetings.

VI. Old or New Business - none

VII. Adjourn - 10:00 am

Fall Dates to Remember:

August 19 to 23 – First week of classes
 September 2 – Labor Day holiday
 September 3 – Kelce Picnic
 October 5 – Rumble in the Jungle
 October 7 – 15th Annual Kelce Golf Tournament
 October 14 – Midsemester grades due
 October 15 – Economic Outlook Conference
 October 19 – Homecoming Saturday
 November 4 – Last day to drop a single course
 November 22 – Last day of classes before Thanksgiving Break
 November 26 – Last day to withdraw from semester
 December 2 – Classes resume / Dead Week begins
 December 9 – Finals Week begins
 December 13 – Semester closes
 December 13 – Commencement
 December 17 – Final Grades Due to Registrar's Office

AGENDA – PAL Council

KCOB (Room 121)

2:000 – 3:00 pm [August 19, 2024]

- I. Welcome Back Students!

- II. Staffing Plans and Job Advertising
 - a. Begin planning for fall 2025 hiring requests
 - b. Overload Teaching Opportunities
 - c. Bry Question: Unlimited access to national market advertising?
 - i. Chronicle or Higher Education Jobs

- III. Dean’s Committee Assignment Rotation [review updated version]

- IV. UPK Committee
 - a. Invited faculty to serve on editorial board
 - b. No longer require Dean service

- V. KNEA limitations – Idea Generation
 - a. Interest-based bargaining
 - b. Generate list of interests to be highlighted

- VI. Graduate Council List

- VII. Future PAL Meeting Discussion/Decisions/Topics [not exhaustive, open to additional input]
 - a. Inviting Heather Eckstein [Academic Advising]
 - b. Other guests to invite to future meetings
 - c. Data-informed decisions [to be continued]
 - i. What are the benefits/challenges of using credit hour generation to drive faculty load/hiring decisions
 - ii. What other data should be gathered and used to facilitate conversations with Department Chairs, Directors, Faculty?
 - d. Non-negotiable list [programs we commit to offer as an institution]
 - e. Standardize Program Coordination Roles [responsibilities, releases, teaching loads, EDCs] across colleges

- VIII. NEXT MEETING – August 26, 1:30:00 – 3:00 pm [S113, Kansas Technology Center]



KANSAS BOARD OF REGENTS

Kansas Board of Regents Statement on Free Expression

The Kansas Board of Regents adopts this Statement on Free Expression to reaffirm the System's long-held commitment to full and open inquiry and discourse, and the robust exchange of ideas and perspectives by students enrolled in our State Universities and present on our State University campuses. The principles of freedom of speech and freedom of expression in the United States and Kansas Constitutions, in addition to being legal rights, are essential to achieving the three-part university mission to deliver a high-quality academic experience for our students, engage in meaningful and productive research, and provide other valuable public services for the benefit of our local communities, the State of Kansas, the nation, and the world. The purpose of this Statement is to express our continuing dedication to these principles and to maintaining our campuses as environments where the open exchange of knowledge and expression of ideas furthers our mission. This Statement generally concerns student expression in non-academic situations; it does not attempt to address the rights of non-students or students' academic work within the classroom setting.

A fundamental purpose of an institution of higher education is to provide an environment where divergent ideas, opinions, and philosophies can be rigorously debated and critically evaluated. Through this process, often referred to as the marketplace of ideas, students are generally free to express their ideas and opinions, even if others may disagree with them or find those ideas and opinions to be disagreeable or even offensive. The very process of debating divergent ideas and challenging others' opinions develops the intellectual skills necessary to think critically and respectfully argue through civil discourse. The development of these important skills leads to personal and scholarly growth and is an essential component of the academic and research missions of each of our institutions.

It is equally important that we, as governmental entities, not stifle the lawful dissemination of students' ideas, even if we or members of our communities find those ideas abhorrent. Students wishing to express ideas with which others may disagree must generally be free to do so without fear of being disciplined by the University. This does not mean that such ideas are necessarily endorsed or tolerated, nor should they go unchallenged by members of the University community openly and vigorously contesting their merit, but the Board and the Universities are prohibited from pursuing disciplinary or punitive actions that *unlawfully* inhibit or penalize *protected* expression. And though we value civil behavior and believe all members of our campus communities have a responsibility to promote and maintain a climate of civility and mutual respect, the Board, and by extension the Universities they govern, cannot use a desire for civility and respect as the basis to silence expression. The Board and the Universities should empower, enable and encourage students to speak and listen and to do so respectfully, rather than interfere with or silence their protected expression of ideas.

We also recognize, however, that some speech is not protected, such as true threats,¹ incitement to imminent violence,² "fighting words,"³ and unlawful, targeted harassment.⁴ The Board and its Universities can restrict speech that is not protected by the First Amendment, though it is important to note that these exceptions are narrowly interpreted. Additionally, reasonable

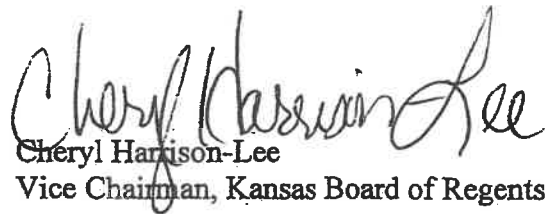
restrictions on when, where, and how expression is disseminated are allowable and appropriate. Because universities and colleges are first and foremost places where people go to engage in scholarly endeavors, it is necessary to the efficient and effective operations of each University for there to be reasonable limitations on the time, place, and manner in which First Amendment rights are exercised. By law, these time, place, and manner limitations must be narrowly drawn and content-neutral and must serve to ensure that our students have the opportunity to express their ideas and opinions.

The Kansas Board of Regents is committed to protecting and encouraging students' exercise of their First Amendment free speech rights in accordance with this Statement.

The undersigned Regents do hereby adopt this Statement on Free Expression:



Bill Feuerborn
Chairman, Kansas Board of Regents



Cheryl Harrison-Lee
Vice Chairman, Kansas Board of Regents



Shane Bangerter



Ann Brandau-Murguia



Mark Hutton



Shelly Kiblinger



Jon Rolph



Allen Schmidt



Helen Van Etten

PSU Strategic Planning Cycle for 2024-25

Aug 5	Cabinet reviews and renews goals and strategies at annual planning retreat
Aug 16	Deadline to close out or extend initiatives
Sept 13	New and renewed initiatives identified and loaded into GorillaPlan
Sept 30	1 st quarter strategic initiatives updates due
Jan 10	2 nd quarter strategic initiatives updates due
March 31	3 rd quarter strategic initiatives updates due
April 17	BIG IDEAS Conference in conjunction with KBOR campus visit *Show and tell poster session of current initiatives
June 30	4 th quarter strategic initiatives updates due



FALL 2024

ADMINISTRATION

Binder, Alexander (*Fac Chair*).... 211B 4546 abinder
 Decker, Chelsey* (*Dir Grad Prog*). 101E 4109 cdecker
 Grimes, Paul (*Dean*) 101C 4590 pgrimes
 Kent, Holly* (*Dir/Stu Rel & Eng*) . 102 4526/4527 hkent
 Murray, Lynn (*AD KUSB*)..... 114 4586 lmurray
 Weed, Melissa (*Internship Coord*) ... 220 4524 maweed
 Morrison, Mimi (*KCOB*)..... 101 4591 mmmorrison
 Student Assistants/Deans Ofc.. 101 4598

OUTREACH

Davidsson, Michael (*BERC/Econ*)110C 4592 mdavidsson

KELCE FACULTY/STAFF (KUSB/KGSB)

Brooksher, Jamie* (*Mgt*)..... 207D RH.. 4136 jbrooksher
 Choi, Jae (*DSIS*) 223C 4541 jchoi
 Dalecki, Linden (*Mktg*)..... 211 4547 ldalecki
 Frank, Phillip (*Mktg*) 201E 4551 phillip.frank
 Goedeke, Mary Jo (*Acctg*) 223B 6041 mgoedeke
 Huffman, Will (*Acctg-Yarick*)..... 223L 4543 whuffman
 Jiang, Dehzi “DJ” (*Econ-Lal*) 211A 6031 djjiang
 Kim, Kay (*Fin*)..... 211C 4564 keunyoung.kim
 Lal, Anil (*Econ*) 211H 4549 alal
 Lee, Kait (*KUSB*)..... 223 4561 ktfinley
 Lee, Sang-Heui (*Mgt*)..... 201C 4597 slee
 Maceli, Kristen (*Mktg*)..... 110F 4571 kmaceli
 Nae, Young (*Mgt*) 110I 4583 enae
 Nance, Mary Judene (*Mgt*)..... 110E 4582 mjnance
 O’Bryan, David (*Acctg/MPAC*) ... 206B 4566 dobryan
 Paterni, Lisa (*Mgt-Maceli*)..... 110G 6010 mpaterni
 Paul, Shipra (*Mgt*) 110K 4548 spaul
 Payne, Melissa (*KUSB*)..... 110 4588 mapayne
 Pursley, Jennifer (*Fin-Wachter*)... 110N 4587 jpursley
 Robinson, Irene (*KUSB*) 211 4547 ierobinson
 Sha, Wei (*DSIS*)..... 223E 4542 wsha
 Shum, Connie (*Fin*)..... 202 4568 cshum
 Sikolia, David (*DSIS*) 223D 6040 dsikolia

Strong, Dwight (*DSIS*) 223K 4540 dstrong
 Wachter, Mary (*Mktg*)..... 223F 4535 mwachter
 Weaver, David (*Acctg*)..... 223J 6045 davidweaver
 Woodward, Larry (*Fin*) 211F 4552 lrwoodward
 Yarick, Gail (*Acctg*) 201F 4563 gyarick
 Zornes, Steve (*Acctg*) 201D 6196 szornes

KELCE ADJUNCT/COURTESY FACULTY

Crays, Tammy (*Mktg*) tcrays
 Dellasega, Anthony (*Mgt*) adellasega
 Dreiling, Lori Scott* (*Mgt*)..... 204B RH . 4188 ldreiling
 Jessip, Tucker (*Mgt*) 111 trjessip@gus.pittstate.edu
 Kuefler, John (*DSIS*) jkuefler
 Newcomb, David* (*DSIS*)..... 203 YH... 4407 dnewcomb
 Perricone, David* (*Mgt*)..... 105E WH 4297 dperricone
 Roelfs, Melinda* (*IB*)..... 103D RH 4205 mroelfs
 Swezey, Katie (*Mgt*) kswezey@ryaninsurance.net
 Treiber, Dustin* (*Mgt*) 153 4604 dtreiber

WEB/IT SUPPORT

Edgecomb, Kylie 117B HH. 6171 kedgecomb
 Wagoner, Edward 117 WH 4837 ewagoner
 Wray, Laura 117WH 4837 lawray
 Gorilla Geeks 109 WH 4600 .. geeks@pittstate.edu
 Support Ticket Generation support@pittstate.edu

OTHER

Admission 107 HM 4251
 Academic Advising 203H HM ... 6578/6063
 Bus/Finance/Facilities 205 RH 4107
 Business Office 110 RH 4157
 Custodian (Kelce) 118 KC
 Enterprise PSU Block 22 4921
 Human Resources 204 RH 4191
 Physical Plant (Facilities Oper)..... 4779
 Police/Public Safety Shirk Hall 4624
 President’s Office 207 RH 4100
 Provost/Academic Affairs. 220 RH 4009/6170
 Registrar 103 RH 4200
 Student Affairs 221 RH 4231
 Stu Financial Assistance ... 103 HM 4240
 University Advancement .. 203 RH 4762

*Indicates full-time PSU faculty/staff in other teaching or staff positions in addition to adjunct/courtesy professor duties.

KELCE COLLEGE OF BUSINESS

FALL 2024

	103	105	112	203	206	207	208	210	214	215	224
8:00	DSIS*470*01 8-9:15 MW Kuefler	DSIS*230*01 8-9:15 TTh Sikolla		FIN*627*01 8-9:15 TTh Shum		BUS*401*03 8-9:15 MW Paternl MGT*510*01 8-9:15 TTh Lee	MKTG*680*01 8-9:15 MW Frank MGT*690*01 8-9:15 TTh Paternl	ACCTG*202*01 9-9:50 MWF Weaver	MKTG*330*01 9-9:50 MWF Nance	UGS*150*26 9-9:50 MW Murray	MKTG*450*01 8-9:15 TTh Frank
8:30				DSIS*130*01 9-9:50 MWF Strong							
9:00											
9:30		DSIS*380*01 9:30-10:45 MW Chol DSIS*615/715*01 9:30-10:45 TTh Sha	ACCTG*422*01 9:30-10:45 MW Yarick MGT*690*03 9:30-10:45 TTh Nance	MGT*520*01 9:30-10:45 TTh Lee	MGT*690*93 9:30-10:45 MW Paternl ACCTG*411*01 9:30-10:45 TTh Goedeke	ACCTG*201*02 9:30-10:45 MW Zones FIN*326*01 9:30-10:45 TTh Shum	FIN*326*03 9:30-10:45 MW Kim ACCTG*318*01 9:30-10:45 TTh Yarick	MGT*330*02 9:30-10:45 TTh Nae	ECON*200*02 9:30-10:45 TTh Paul	ACCTG*620/720*01 9:30-10:45 TTh O'Bryan	BUS*101*02 9:30-10:45 TTh Wachter
10:00				DSIS*130*02 10-10:50 MWF Strong				ECON*191*01 10-10:50 MWF Jessip	MKTG*330*02 10-10:40 MWF Nance	ECON*319*01 10-10:50 MWF Davidsson	ECON*200*01 10-10:50 MWF Jiang
10:30											
11:00		DSIS*420*01 11-12:15 MW Chol ACCTG*420*01 11-12:15 TTh Yarick	QBA*310*01 11-12:15 MW Pursley	MKTG*450/451/821 11-12:15 MW Murray MGT*330*01 11-12:15 TTh Macell	MGT*610*93 11-11:50 MWF Paternl ACCTG*611/711*01 11-12:15 TTh Goedeke	ECON*430*01 11-11:50 MWF Davidsson FIN*326*02 11-12:15 TTh Shum	ACCTG*201*04 11-12:15 MW Zones FIN*210*01 11-12:15 TTh Pursley	FIN*625*01 11-11:50 MWF Woodward MKTG*520*01 11-12:15 TTh Nance	ACCTG*201*03 11-12:15 MW Weaver IB*340*01 11-12:15 TTh Frank	BUS*210*02 11-12:15 MW Swezey MGT*550/821 11-12:15 TTh Lee	MGT*430*93 11-12:15 MW Brooksher MGT*430*94 11-12:15 TTh Brooksher
11:30											
12:00											
12:30											
1:00	DSIS*420*02 12:30-1:45 TTh Chol	DSIS*450*01 12:30-1:45 TTh Strong	QBA*410*02 12:30-1:45 TTh Paul	ECON*483*01 12:30-1:45 TTh Binder	ECON*565*01 12:30-1:45 TTh Goedeke	QBA*210*01 12:30-1:45 MW Perricone QBA*210*02 12:30-1:45 TTh Wachter	ACCTG*202*02 12:30-1:45 MW Weaver ACCTG*201*01 12:30-1:45 TTh Huffman	FIN*621*01 12:30-1:45 MW Woodward MGT*530*01 12:30-1:45 TTh Nae	FIN*326*04 12:30-1:45 MW Kim ACCTG*625*01 12:30-1:45 TTh O'Bryan	BUS*210*01 12:30-1:45 MW Swezey BUS*210*03 12:30-1:45 TTh Kent	MGT*201*93 1-1:50 MWF Zones
1:30											
2:00											
2:30											
3:00		DSIS*650*01 2-3:15 TTh Sikolla	QBA*310*02 2-3:15 MW Pursley	MGT*828*01 2-3:15 TTh Macell	ECON*827*01 2-3:15 MW Jiang	MKTG*201*01 2-3:15 MW Murray ECON*650*01 2-3:15 TTh Lal	ACCTG*610/710*01 2-3:15 MW Zones BUS*210*04 2-3:15 TTh Decker	ACCTG*315*01 2-3:15 MW Weaver MGT*330*03 2-3:15 TTh Nae	QBA*410*01 2-3:15 MW Paul	ACCTG*410*01 2-3:15 TTh O'Bryan	ECON*201*01 2-3:15 TTh Jiang
3:30		DSIS*130*03 3-4:15 MW Newcomb									
4:00											
4:30											
5:00											
5:30											
6:00											
6:30											

Course	Name	Room
ACCTG*201*97	Zones	www
ACCTG*202*99	Weaver	www
BUS*101*99	Dellasega	www
ECON*200*99	Lal	www
ECON*201*99	Jiang	www
ECON*440*99	Lal	www
FIN*208*99	Woodward	www
IB*330*99	Roelfs	www
MGT*540*01	Drelling	409 RH
MKTG*330*99	Crays	www
MKTG*440*99	Dalecki	www
MKTG*460*99	Dalecki	www
QBA*210*99	Wachter	www
QBA*310*99	Pursley	www
QBA*410*99	Paul	www
DSIS*130*99	Strong	www
DSIS*420*99	Chol	www
FIN*836*99	Kim	www
MGT*895*99	Macell	www
MKTG*821*99	Wachter	www