



## Dean's Report

Kelce General Faculty Meeting  
August 16, 2018

### Current Status of College and University

#### College Administrative Reorganization:

- News story from University Marketing / signs
- Office Relocations
- Admins – support / locations / 3<sup>rd</sup> position
- Student employees – process and expectations
- Consolidation of files – record keeping
- Finalization of Program Coordinator roles

### Current Status of College and University

Two major and interconnected issues currently facing the college and university:

- Enrollment
  - This will be fourth consecutive fall with university enrollment less than the one before
- Budget
  - Partially reinstatement of past cuts = \$600K; new increases in fixed costs = \$1M

### Current Status of College and University

- Kelce enrollments remain relative stable; about 1,000 headcount +/- 100
- However, remember that our college budget is not directly linked to the college's enrollment, but is determined by overall university enrollment
- Unknown yet as to what additional cuts will be required to accommodate this year's shortfall
  - In past, all cuts have been pro-rated based on our percentage of the Academic Affairs budget

### Current Status of College and University

Two types of cuts and potential sources:

"One time money" – holdover savings. We have accumulated in excess of \$250K in unspent OOE funds over past three years.

"Recurring money" – open positions. One TE position in CIS and residuals from three phased retirements.

### Current Status of College and University

Cut already taken in "technology fee" fund distributions. Deans agreed to cut college allocations by 75% for two years. Result is that only contractual obligations and emergency repairs and replacements can be made this year.

Moving on . . . . .

### Maintaining Momentum

- Less than 60 days to AACSB visit!



- AACSB accreditation is a culture. It should be reflected *continuously* in all that we do.

### AACSB Reaffirmation Visit

- Date: October 14-16, 2018

- Visitation Team:



- Robert C. Camp (Team Chair), Indiana University of Pennsylvania (Economics)
- Bruce Raymond, Colorado State University-Pueblo (Management)
- Gregory A. Carnes, University of North Alabama (Accounting)

### AACSB Reaffirmation Visit

#### Continuous Improvement Review (CIR)

- Primary documentation for AACSB visitation team's analysis
- Please review and familiarize yourself with our case for reaccreditation
- Team will meet with selected committees and constituent groups during visit
- Be prepared!

### AACSB Reaffirmation Visit

#### To help prepare for visit:

- College Standing Committees will maintain current membership (wherever possible)
- All committees requested to organize within the next two weeks and elect a chair (report chair's name to Dean's Office)
- Dean and AD/Chair of Faculty will then meet with each committee to go over likely role during the visit

### AACSB Reaffirmation Visit

#### Student Organizations:

- Faculty sponsors/advisors: please call your groups together during first two weeks of semester
- Elect officers and report names to Dean's Office
- Presidents of clubs sit on the college's Student Leadership Council
- Dean and members of KLT will brief them on AACSB visitation and the student body's role

### AACSB Reaffirmation Visit

One unique feature of this visit is that our 5-year cycle was bookended by two personnel scandals – one a lapse in professional ethics and one a lapse in personal ethics/morals

We must communicate that these were individual aberrations and not indicative our culture

Recommendation from KBOA: Create ethics pledge that each faculty/staff member would sign and reaffirm each year (in addition to what we sign for the state)

### AACSB Reaffirmation Visit

Question: Shall we appoint a small task force to carry this out?

Another option (or in addition): Organize and produce an “Ethics Day” program; either guest speaker(s) or special lecture in each business course on a set date

Discussion and decision

### Post-AACSB Visit

Immediate Concerns

- Administrative reorganization requires:
- New by-laws and committee structure
  - New P&T Documents
  - Review of all operating processes
  - Finalize our Six Step Long-Run Plan

### Our Long-Run Plan – Steps Completed

Six Step Plan Rolled Out in 2012-2013.

Steps Completed:

1. New college governance documents and committee structure
2. New Vision Statement, Mission Statement, and Guiding Values Document
3. New Operating Policies – Faculty Sufficiency and Faculty Qualifications

### Our Long-Run Plan – Steps Completed

4. Development and adoption of new college strategic plan

Major work completed/implemented last 2 years:

5. Review and redesign of college curriculum (Revisions to BBA and MBA; creation of MPAcc)
  - Minor clean-ups still needed (Business Professionalism course to core)

### Our Long-Run Plan – Steps to Complete

This year we will begin work on the final sixth step:

6. Construct a new Assurance of Learning model

### Kelce Strategic Plan: Three Pillars

All long-run steps now informed by our College Strategic Plan.

**Goal 1: Professionalism**

**Goal 2: Relevance**

**Goal 3: Growth**

### Kelce Strategic Plan

Items of Emphasis for 2018-19:

- Objective 1.1 – Renovation/Expansion of Building
- Hold Over Action Items:
  - 1.3.1. (New Departmental P&T Guidelines)
  - 2.1. (Curriculum Review and Revision)

**Almost Done!**

- Old Business?
- New Business?

**That is all!  
Let's have a GREAT  
year!!**