



KELCE
COLLEGE OF BUSINESS

Pittsburg State University

Kelce College of Business Strategic Plan FY24 through FY27 As Incorporated into the Pittsburg State University Gorilla Plan

Vision Statement:

The Gladys A. Kelce College of Business will be *the* premier regional public business college in Pittsburg State University's primary service area.

Mission Statement:

Educating future business professionals today to build stronger communities tomorrow.

Guiding Values:

We believe in the pursuit of learning, teaching, scholarship, and public service conducted with honesty and high ethical standards.

We believe in fostering a college environment that empowers people to succeed.

We believe in working together as a learning community based on mutual respect, trust, inclusion, and academic freedom.

We believe in innovation and continuous improvement in teaching, scholarship, and community engagement.

We believe in responsibility, accountability, and transparency in all of our academic and operational procedures.

Kelce College of Business Strategic Plan FY24 through FY27: Last Update: Q4 FY25

Initiatives for FY24 & FY25:				
Initiative	Pitt State Goal / Strategy	College Lead	Responsible Parties	Notes on Progress to Date
<p>#1. Reaffirm AACSB Accreditation: <i>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.</i></p> <p>Cumulative Progress: 100%</p>	#8: Continuous Improvement / 8.2	Dean	KLT, All College Faculty and Staff	<p>FY24 Q1: Continuous Improvement Review (CIR) report completed and delivered to AACSB Peer Review Team (PRT) prior to start of academic year and submitted to myAccreditation portal. Campus visit scheduled for early November. Faculty, staff and students preparing for visit. Final schedule developed.</p> <p>FY24 Q2: Campus visit held in November. Received recommendation for extension of accreditation along with items for continuous improvement over the next accreditation cycle. Team's report submitted to the AACSB Reaccreditation Committee for final decision. Committee will meet and vote at end of January. Final decision will be announced immediately thereafter.</p> <p>FY24 Q3: Reaffirmation of accreditation received on February 8, 2024. Next five-year review will occur in AY28-29.</p> <p>FY24 Q4: AACSB rules changed for accredited members. Accreditation cycle extended from five to six years. Next review will occur in AY29-30.</p>

<p>#2. Phase out of International Business BBA: <i>Develop and implement a plan to maintain a globalized undergraduate business curriculum while phasing out the standalone BBA major in International Business.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1</p>	<p>Dean</p>	<p>KLT, IB Program Coordinator</p>	<p>FY24 Q1: College faculty reaffirmed previous recommendation by the Kelce Leadership Team and voted to phase-out the International Business program at the opening Fall college-wide meeting. Paperwork started to discontinue admission of new students into the program.</p> <p>FY24 Q2: IB program was included on KBOR's list for Program Review. Provost reported to the Board that steps are already underway to phase-out the program. Course schedules for next year developed to reflect this decision. Enrollment stands at 18 students and options developed for them - including newly legislated and approved IB emphasis under the Business Economics BBA.</p> <p>FY24 Q3: Planned phase-out of IB program discussed to KBOR staff with respect to new Program Review Guidelines. Advising continued for remaining students in major - 17 at last count.</p> <p>FY24 Q4: Phase out continuing by teaching out the remaining IB majors. Latest report shows only 11 IB students enrolled for WF24 semester - at least 3 are seniors.</p> <p>FY25 Q1: Number of current IB Majors is now ten: 3 sophomores, 3 juniors, and 3 seniors. One student listed as a zero-hour freshman - working to determine how student was allowed by the system to declare IB major; will work with student to find alternative.</p>
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				<p>FY25 Q2: Number of IB students at end of quarter stands at seven. All are in good academic standing. All but one are projected to graduate with a BBA in IB by the end of Academic Year 25/26. Phase out of major is nearing completion.</p> <p>FY25 Q3: Total number of active students left in the IB BBA program stands at 5. All appear to remain on-track for completion.</p> <p>FY 25 Q4: Only three students remain in the IB major. Completion is expected during the forthcoming academic year. The program is effectively closed.</p>
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<p>#3. Develop Entrepreneurship Programs: <i>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).</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1</p>	<p>KUSB Associate Dean</p>	<p>KLT</p>	<p>FY24 Q1: Appointed, organized, and charged a faculty task force to build an entrepreneurship program for the college that includes a certificate, minor, and a major.</p> <p>FY24 Q2: Task force met regularly and began work reforming current Intro to Entrepreneurship course. Revisions to course description entered into the legislative process. Task force continuing to work on designing new curricular offerings at the undergraduate level.</p> <p>FY24 Q3: Entrepreneurship Task Force continued work revising Intro course description and developing plan for advanced courses. Legislation submitted. The task force will serve as core of the search committee to fill the Entrepreneurship Coordinator position that will be shared with the EDCE Division. Search beginning in April '24.</p> <p>FY24 Q4: Search approved and opened for Entrepreneurship Coordinator position shared with EDCE. Advertisements to be placed in July with final timeline for hiring dependent upon the number of initial applicants.</p> <p>FY25 Q1: Task force has submitted seven new course proposals for legislative approval to form basis of new certificate and minor. Coordinator position posted and applications being accepted.</p>
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				<p>FY25 Q2: Course proposals are working their way through the curriculum approval process and will be considered by Faculty Senate this spring. Interviews are scheduled with finalists for the Entrepreneurship Coordinator position. Hiring recommendation will be forthcoming.</p> <p>FY25 Q3: New entrepreneurship courses approved and will appear in next academic year's catalog. Offer made and accepted for the Entrepreneurship Coordinator position with start date in August 2025.</p> <p>FY25 Q4: Academic Coordinator onboarding now in progress. The Coordinator will oversee the implementation of the new courses and minor and begin work on a future entrepreneurship major if the demand warrants it. This marks the completion of this initiative as written.</p>
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<p>#4. Create a Micropolitan Institute: <i>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.</i></p> <p>Cumulative Progress: 70%</p>	<p>Goal 6: Economic Development / 6.1</p>	<p>Dean</p>	<p>Dean, BERC Director</p>	<p>FY24 Q1: Initial discussions held between Division of Economic Development and Community Engagement and the Kelce College of Business on how to leverage existing resources to serve all micropolitan communities across Kansas using the Business and Economic Research Center as a model.</p> <p>FY24 Q2: Identified existing faculty line resources in KCOB and portion of EDCE resources from state appropriations to move BERC director to 12-month contract and create 3 new support positions (Forecasting/Entrepreneurship/Data Analyst). All four position descriptions written and submitted for approval. Under review by HRS at end of quarter.</p> <p>FY24 Q3: Position descriptions approved by Pitt State administration. BERC director approved to move to 12-month contract at start of FY25. Entrepreneurship Coordinator search approved with goal to hire prior to start of next academic year. Forecasting/Special Projects economist search pending. Support staff position will then follow.</p> <p>FY24 Q4: BERC Director position successfully transitioned to 12-month contract. Entrepreneurship Coordinator search approved and opened. Econometrician search still pending. Discussions ongoing concerning steps needed to formalize the Institute designation.</p>
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				<p>FY25 Q1: Collaboration initiated with Interim Dean of CAS and HPASS faculty to develop courses to support a regional economic development emphasis for the online MBA program. Poli Sci to create a "State and Local Government" course. Econ to create a "Regional Economics" course. Third course to be determined.</p> <p>FY25 Q2: First round interviews scheduled for finalists to fill both the Director of Forecasting and Data Analyst positions. On-campus interviews will be scheduled and held during Spring 25 with a hiring decision made by end of the term.</p> <p>FY25 Q3: Search for Director of Forecasting failed to identify a candidate. Will rework PD and advertise the position. Search for Data Analyst continues with review of late candidate. Still hope to hire in new future.</p> <p>FY 25 Q4: New PD written for the Director of Forecasting position. Decision made to hire the Data Analyst position first. Awaiting movement by RED to restart the searches and move forward. Recommend that this initiative be maintained and extended into the next planning cycle.</p>
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<p>#5. Explore Masters of Micropolitan Studies Degree: <i>Conduct a feasibility study examining the opportunity to offer a multidisciplinary graduate program in rural and micropolitan economic development.</i></p> <p>Cumulative Progress: 50%</p>	<p>Goal 6: Economic Development / 6.1</p>	<p>Dean</p>	<p>Dean, VP for EDCE, Dean A&S</p>	<p>FY 24 Q1: Initiative generated after conversations between Lt. Gov. Toland and VP Naccarato. Possible state funding available to support exploration of a "micropolitan studies" credential. Further discussions conducted between VP Naccarato and Dean Grimes about how to proceed.</p> <p>FY 24 Q2: Dean Grimes oversaw preliminary research of the higher education landscape for economic development masters degrees. Review of degree offerings revealed that very few such programs currently exist across the country. Closest competitors are part of a multi-university consortium which includes K-State - however, the courses for this program are primarily offered by UN-Lincoln and Univ. of North Dakota. Grimes also initiated a formal review of opportunities by Academic Partners to determine the opportunities for offering such a degree. Their recommendations were to start with an emphasis in the existing PMBA program and if successful to consider developing an interdisciplinary degree in "micropolitan studies" - offered online. This would give Pitt State a unique niche.</p> <p>FY24 Q3: Discussions continued with AP about offering an MBA emphasis in Micropolitan Studies - concerns over how to label and market the emphasis - would a "Regional Economic Development" label be more attractive? Preliminary</p>
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				<p>discussions held on what courses would be most appropriate.</p> <p>FY24 Q4: Discussions ongoing regarding the recommendations provided by AP concerning an MBA emphasis vs. a standalone degree. Faculty considering what key courses could serve as a basis for an MBA emphasis and who could teach these courses. Need to determine how best to market this option to specific target of potential students.</p> <p>FY25 Q1: Collaboration initiated with Interim Dean of CAS and HPASS faculty to develop courses to support a regional economic development emphasis for the online MBA program. Poli Sci to create a "State and Local Government" course. Econ to create a "Regional Economics" course. Third course to be determined.</p> <p>FY25 Q2: Work continued on development of courses for the micropolitan-focused MBA emphasis. Collaborators will meet again in Spring 25 to discuss results of this work and plan next steps.</p> <p>FY25 Q3: Planning continued on developing new courses to support an emphasis in local economic development for PMBA program. Reviewed preliminary course plans and one syllabus. Work will continue to develop these into course proposals.</p>
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				<p>FY25 Q4: Course syllabi and paperwork under development for legislation this fall. Plan to add third course by utilizing an existing course offered by the Geography faculty in HPASS. Goal is to offer the micropolitan/regional development emphasis in the online MBA program within the next academic year.</p>
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<p>#6. Enhance College Culture and Collegiality: <i>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.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 4: Organizational Culture / 4.1</p>	<p>Faculty Chair, KUSB Associate Dean</p>	<p>KLT, All College Faculty and Staff</p>	<p>FY24 Q1: Idea discussed and debated by KLT. Decision made to include it in our list of important initiatives.</p> <p>FY24 Q2: To set a benchmark for future planning, a happy hour social was planned for immediately after the Fall '24 KBOA meeting. All faculty invited to participate at the 5th Street Bar and Grill located directly behind the proposed site for our downtown building. Several KBOA board members attended and were joined by the KLT and a few faculty. Consensus was that this "was a start" but we can do better. More planning forthcoming.</p> <p>FY24 Q3: MBA Association hosted several informal events to engage faculty with graduate students - including "Souper Bowl" cooking competition. Faculty participation was light but better than for previous gatherings. Annual receptions for faculty awards and retirements will occur at end of spring semester.</p> <p>FY24 Q4: Planning undertaken to produce and hold a college-wide professional development workshop during the week prior to the start of the WF24 semester. Workshop will include sharing of teaching best practices and an exercise to finalize the college's new mission statement and strategic plan (as developed and proposed by the KCOB Strategic Planning Committee during the Spring 24 semester). The</p>
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				<p>workshop is being developed by Faculty Chair Alex Binder with support of the KLT.</p> <p>FY25 Q1: College-wide workshop held at Bicknell Center during opening week with focus on teaching. Nearly 100% faculty participation. Social gathering held after the program. Evaluations revealed the event was well received by the faculty.</p> <p>FY25 Q2: Strong attendance at college-wide functions throughout the WF24 semester, including, the monthly workshops held by the Faculty Development Committee and the annual Holiday Lunch and Party. Charitable giving to the college drive for the Toys for Tots program noticeably greater than the past two years.</p> <p>FY25 Q3: Planning underway to host a college-wide research workshop for faculty in April plus a college-wide workshop in May on Assurance of Learning.</p> <p>FY25 Q4: Research workshop held successfully with significant turnout of faculty. Strong positive feedback received. Plans to follow-up with "First-Friday" research sessions. Opening college-wide workshop planned for the Fall semester. As written, this initiative is effectively completed.</p>
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<p>#7. Reinvigorate Undergraduate Recruiting: <i>Explore the feasibility of creating recruiting scholarships for visiting prospective KCOB students and reviving an on-campus Business Day event for high school students.</i></p> <p>Cumulative Progress: 45%</p>	<p>Goal 2: Student Achievement / 2.4, 2.5</p>	<p>Faculty Chair, KUSB Associate Dean</p>	<p>KLT</p>	<p>FY24 Q1: College recruiting needs discussed by KLT. Decision that the Associate Dean for the Undergraduate School of Business and the Director of Student Engagement and Support would coordinate efforts.</p> <p>FY24 Q2: Hosted high school business classes from KC Metro area and SEK for campus visits and introduction to the KCOB. Began initial preparations for work with hosting regional FBLA student organizations for competitions in the Spring. Also began planning Friday recruitment events for next semester.</p> <p>FY24 Q3: FBLA regional competition held on campus. About 300 high school students were registered to participate - actual turnout a bit lower due to weather that closed some schools which were not able to attend.</p> <p>FY24 Q4: Continued hosting prospective undergraduate student visits to Kelce - the need for greater faculty involvement remains evident. Again, the college sponsored recruitment tables staffed by current KCOB students at state-wide FBLA competitions. With start of new fiscal year, the KLT will explore budget options for supporting recruitment scholarships for incoming first-year students.</p> <p>FY25 Q1: Work initiated on developing new "view book" for the college's</p>
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				<p>majors. Normal recruitment efforts continue. No movement on developing recruitment scholarships.</p> <p>FY25 Q2: Several collaborations with Office of Admissions and other units, including, presentation to Admission Ambassadors concerning KCOB academic programs and initiatives, discussions with VP of Student Affairs and Enrollment Management and Director of Student Financial Assistance concerning reforms to student scholarship award procedures, and work on improving campus visit experiences for prospective business students.</p> <p>FY25 Q3: Strong faculty engagement for the Spring Rumble in the Jungle event. Planning continues on development of new marketing materials. Work underway to determine how best to market the forthcoming, recently added, and renamed undergraduate degree programs (Supply Chain Mgt., Bus Studies, and DSIS).</p> <p>FY25 Q4: Consultant hired to develop the "view book" and work is now underway. Work needed to market and recruit for the new Supply Chain major and Entrepreneurship minor. Also need to integrate the HRD and redesigned MPAcc graduate programs into the mix. Recommend that this initiative continue forward into the next planning cycle.</p>
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<p>#8. Modernize Undergraduate Quantitative Courses: <i>Review and modify the math-based undergraduate courses in the Kelce Core to align with employer expectations and the curricula of peer business schools.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1</p>	<p>Faculty Chair, Faculty Task Force</p>	<p>KLT, College Faculty</p>	<p>FY24 Q1: College leadership and the faculty's Business Analytics Task Force continued discussions and study of our outdated quantitative curriculum. Kelce Board of Advisors discussed content of current courses versus what is being used in businesses today. Employers interviewed at Meet the Firms career fair to determine demand for specific skill sets. Surveys conducted of peer and competitive business schools to benchmark where we stand in terms of both course content and number of required credit hours in math-based courses.</p> <p>FY24 Q2: New courses developed to create a Data Analytics sequence for the BBA required core. New curricular content designed to meet current business needs and demands. Course proposals written and legislated that incorporate a new BQA (Business Quantitative Analysis) prefix. Faculty Senate approved in late Fall 2023. Courses will appear in the next University Catalog in Fall 2024.</p> <p>FY24 Q3: First time offering of new Business Analytics sequence scheduled for WF24. All BBA programs of study updated to reflect new course requirements. Search conducted and a new Assistant Instructional Professor hired to teach the quantitative courses. University Catalog copy updated to</p>
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				<p>reflect revisions. Advising Center staff briefed on changes.</p> <p>FY24 Q4: The new BQA courses were incorporated into the class schedule for WF24 and students. Multiple meetings with the Advising Center staff were held to ensure that students are aware of how the new courses and curriculum requirements affect their plans of study. Student began pre-enrolling in the courses during the Spring semester. All classes are staffed and when they are taught for the first time in the fall, this initiative will be completed.</p> <p>FY25 Q1: New BQA courses taught for the first time during the Fall 2024 semester. Roll-out of new courses and Kelce Core curriculum requirements is now complete.</p>
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<p>#9. Strengthen Professional Sales Center: <i>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.</i></p> <p>Cumulative Progress: 45%</p>	<p>Goal 1: Valuable Education Experience / 1.1 Goal 6: Economic Development / 6.1 Goal 7: Community Engagement and Partnerships / 7.6</p>	<p>KUSB Associate Dean</p>	<p>KLT, Marketing Faculty</p>	<p>FY24 Q1: KLT reaffirmed commitment to growing the Professional Sales Center. Reviewed national affiliation requirements.</p> <p>FY24 Q2: Established the need to identify specific spaces for center activity to meet affiliation requirements. Began planning to visit peer institutions with existing successful centers.</p> <p>FY24 Q3: Associate Dean Lynn Murray began planning visit to existing Sales Center(s) to determine best practices and begin application for affiliation with national organization.</p> <p>FY24 Q4: With phased retirement of long-time faculty member, permission was granted to hire a temporary instructor for course coverage. The position was advertised to attract candidates with professional sales expertise and interest in helping lead the sales center initiative. Unable to attract top candidate for the position due to salary constraint. Currently rethinking approach to attracting a viable candidate to meet our sales center needs.</p> <p>FY25 Q1: Search for a visiting marketing instructor remains open. Will focus on candidates with strong sales back-</p>
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				<p>ground to help move the Professional Sales Center initiative forward.</p> <p>FY25 Q2: Full-time Assistant Professor of Marketing hired by end of quarter. Position will work with Associate Dean Murray to move forward with advancing the Professional Sales Center. Visits to two peer and one aspirational school's sales centers are scheduled to take place during Spring 2025. Space has been incorporated into the architectural plans for the new KCOB building for the Professional Sales Center's functions.</p> <p>FY 25 Q3: Finalized design for sales center space in new downtown building. Will include offices for two center-related faculty plus a dedicated behavioral laboratory with control room for role plays, focus groups, and behavioral experiments.</p> <p>FY25 Q4: Visits to peer school Sales Center completed in late spring. Paperwork in progress for application for national affiliation. Work continues on development of a Sales Engineering certificate. Recommend that this initiative continue into next planning cycle.</p>
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<p>#10. Grow MBA Programs: <i>Expand curricular offerings in the MBA programs to grow recruitment opportunities and increase enrollment.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1</p>	<p>KGSB Associate Dean, Director of Graduate Programs</p>	<p>KLT, Graduate Faculty</p>	<p>FY24 Q1: Work continued on adding new emphases to both the traditional and online MBA modalities. Courses developed for the new Health Care Administration emphasis - began process of identifying and securing instructors for first offering in Spring 2024.</p> <p>FY24 Q2: Identified instructors to teach first course offerings of the health care administration emphasis. Secured graduate service instructor status through Graduate Council.</p> <p>FY24 Q3: Enrolled first students in health care administration emphasis. First courses offered in for PMBA students in Spring semester.</p> <p>FY24 Q4: The first Health Care Administration courses successfully taught as part of the online MBA program. This new emphasis currently has 29 declared students. Overall MBA enrollment stands at 329 students - including both online (273) and on-campus (56). Data taken from Gus Classic degree count on 06/26/24. This enrollment count surpasses the target of 325 students and therefore this initiative is completed. However, as enrollment tends to fluctuate over time, we will revisit this initiative in the next planning cycle.</p>
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<p>#11. Move Masters of Professional Accountancy Program Online: <i>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.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1</p>	<p>KGSB Associate Dean</p>	<p>KLT, Director of Graduate Programs, Accounting Faculty,</p>	<p>FY24 Q1: Initiative generated after review of enrollment and graduation data for the MPAcc. KLT discussed possibilities of removing the 4+1 admissions structure and opening enrollment to grow the program. Also discussed pros and cons of moving the MPAcc online and partnering with AP. Decision was made to form a faculty task force to explore our options. Task force organized and issued a formal charge by the dean.</p> <p>FY24 Q2: Task force began discussions. AP contacted about possibility of adding our MPAcc under same terms of our PMBA - would require a new agreement, but AP optimistic on enrollment potential. Further discussions about new admissions format and curriculum revisions postponed until accounting faculty vacancies are filled. Two full-time searches underway.</p> <p>FY24 Q3: Both the TE Professorial faculty position and the NTE Instructional Professor position searches in Accounting were completed. First choice candidates hired for both slots with both starting in WF24. Accounting faculty will reconvene and beginning planning to revise the curriculum and course offering schedule for the MPAcc. Recruiting for the</p>
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				<p>current 4+1 format continues with new students being admitted.</p> <p>FY24 Q4: When the new senior TE faculty hire comes on-board for the WF24 semester, the Accounting faculty will be charged with developing a detailed plan for conversion of the MPAcc curriculum and course offerings to accommodate online enrollment of placed-bound mid-career professionals. Work continues with our OMP to determine how to best market the proposed program to our intended target audience.</p> <p>FY25 Q1: At the beginning of Fall 2024, the accounting faculty were charged with developing plan to initiate next steps in conversion of the MPAcc curriculum and course offerings. Discussions and debate now underway.</p> <p>FY25 Q2: Accounting faculty held several meetings over the WF24 semester to discuss best path forward for growing the MPAcc program. Formal recommendation from the faculty expected in the near future.</p> <p>FY 25 Q3: Plan developed by faculty to offer MPAcc in coordination with the PMBA using Risepoint as OPM. New courses and program curriculum proposals developed and submitted to legislative process. If approved, will</p>
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				<p>appear in next university catalog with rollout expected in AY25-26.</p> <p>FY25 Q4: New admission option and new online format will appear in the next university catalog. Integration of MPAcc into the Risepoint infrastructure nearing completion. Will be open for online enrollment during the next academic year. As written, this initiative is now effectively completed.</p>
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<p>#12. Build a Strong Internship Program: <i>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.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1 Goal 7: Community Engagement and Partnerships / 7.6</p>	<p>Internships Coordinator, Director of Student Engagement</p>	<p>KLT, Program Coordinators, Faculty</p>	<p>FY24 Q1: Successfully hired and on-boarded a full-time Coordinator for Internships and Career Readiness. Established a physical space for student internship center. Began planning for determining best practices for student internships at peer AACSB institutions.</p> <p>FY24 Q2: Internship Coordinator and Director for Student Engagement visited peer institution in Wisconsin to experience a mature internship program required of all business school majors. Determined aspirational characteristics and discovered ways to overcome specific hurdles - importantly, we learned that our work hours requirement was significantly out of line with our competitors. In reaction to this evidence, we researched current rules/constraints and established a new college-level policy (in place by December 2023).</p> <p>FY24 Q3: Reviewed all existing course descriptions for entrepreneurship courses across disciplinary areas. Currently rewriting to harmonize and standardize student expectations and experiences - determined that we will need to legislate new course descriptions for all disciplinary areas. Internship Coordinator and Director of Engagement prepared guideline documents for students seeking internships. Clear and consistent expectations being developed for</p>
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				<p>employers to follow to ensure professional and meaningful experiences.</p> <p>FY24 Q4: Internship Coordinator and Director of Student Engagement and Support are completing work on the internship handbook and completing paperwork for legislating new internship course descriptions across all disciplinary areas. Student awareness and interest in internships continues to grow. Planning underway to develop a database for tracking key metrics in the placement of interns and employers.</p> <p>FY25 Q1: Internship Handbook finalized. Will present certificates to all interns completing for course credit. Planning underway for inaugural Kelce College of Business Intern and Host Employer Reception in collaboration with Career Development. Internal student recruiting and recognition for interns underway.</p> <p>FY25 Q2: Inaugural Kelce College of Business Intern and Host Employer Reception held in collaboration with Career Development. Program received attention in local press. Public displays created in Kelce Hall to recognize successful interns and encourage students to consider interning. New internship course descriptions prepared</p>
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				<p>for submission to the legislative approval process.</p> <p>FY25 Q3: Co-hosted multiple events with Career Development. 40 micro-internships completed in since beginning of program with students earning approximately \$17,000 for participation. Work continues on expanding the number of summer internship opportunities.</p> <p>FY25 Q4: Updated internship course description approved and will appear in the next university catalog. All for-credit interns now running through the Internship Coordinator. Recruitment and programming continue. As written, this initiative is effectively completed.</p>
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<p>#13. Develop Supply Chain and Logistics Program: <i>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.</i></p> <p>Cumulative Progress: 100%</p>	<p>Goal 1: Valuable Education Experience / 1.1</p>	<p>Dean, KUSB Associate Dean, Management Program Coordinator</p>	<p>KLT, Faculty</p>	<p>FY 24 Q1: Initial meeting held to discuss the possibility of a joint program. Curriculum roadmap discussed between the two colleges.</p> <p>FY 24 Q2: Second meeting held to iron out details of the joint program curriculum. Next meeting pending.</p> <p>FY24 Q3: Dean Grimes along with Interim Associate COT Dean Smetana have finalized the curricular program of study for both degrees. One new course needs to be developed before legislation of the BBA and BST degrees in Supply Chain Management and Industrial Distribution can be legislated.</p> <p>FY24 Q4: Awaiting the development and legislation of the proposed new "Industrial Distribution" course in the COT before new degree program proposals can be written.</p> <p>FY25 Q1: Industrial Distribution course submitted by COT for legislative approval. Work beginning on developing paperwork for submission of new degree programs in KCOB and in COT.</p> <p>FY25 Q2: Proposal for BBA in Supply Chain Management completed and submitted to the curriculum legislative process for approval by the Faculty Senate and KBOR. Final decision</p>
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				<p>expected prior to the conclusion of the Spring 25 semester.</p> <p>FY25 Q3: Courses and curriculum proposals approved by Faculty Senate and sent to KBOR for final approval. KBOR will meet on Pitt State's campus in April with consideration of the program on the agenda.</p> <p>FY25 Q4: Program approved by KBOR. Will appear in the next university catalog. First enrollment will open in the fall. This initiative is now completed.</p>
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<p>#14. Develop an Entrepreneurship and Small Business for Artists Academic Program: <i>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.</i></p> <p>Cumulative Progress: On hold</p>	<p>Goal 1: Valuable Education Experience / 1.1, 1.2</p>	<p>Dean, KUSB Associate Dean</p>	<p>KLT, Faculty</p>	<p>FY24 Q1: Initiative developed as acquisition of the Colonial Fox Theater as part of the Gorilla Rising Project became likely.</p> <p>FY24 Q2: Opened discussions about this initiative with administration. Initiative approved as part of the new Gorilla Plan. KLT discussions began about possible ways to proceed. Idea presented to the faculty at the Fall college-wide faculty meetings.</p> <p>FY24 Q2: Opened discussions about this initiative with administration. Initiative approved as part of the new Gorilla Plan. KLT discussions began about possible ways to proceed. Idea presented to the faculty at the Fall college-wide faculty meetings.</p> <p>FY24 Q4: Inclusion of the Colonial Fox Theater as part of Gorilla Rising project is being reconsidered. How the facility will be related to the KCOB has not been determined by the university administration. This initiative is on hold until final decisions are made and the future is more clear.</p>
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Initiatives for FY26 & FY27:				
Initiative	Pitt State Goal / Strategy	College Lead	Responsible Parties	Notes on Progress to Date
#15. Design and occupy the New Downtown Building: <i>Align the building program with the uniqueness of the downtown location to reflect the needs of our current and foreseen curricular offerings and projected levels of enrollment and staffing.</i>	Goal 6: Economic Development / 6.3, 6.5	Dean, KLT	All College Faculty and Staff	
#16. Create a College Handbook: <i>Develop and maintain a “KCOB Operations Handbook” for faculty and staff that archives the organizational and operational guidelines that govern the responsibilities of the administration, faculty, staff, and students of the college.</i>	Goal 4: Organizational Culture / 4.2	Dean	KLT, All College Faculty and Staff	
#17. Restructure College Salaries: <i>Conduct a comparative analysis of the KCOB faculty and staff salary structure with our “AACSB Small School Peer Group.” Based on the results, determine a benchmark target level of compensation and a plan to meet the target prior to the conclusion of the next accreditation cycle.</i>	Goal 4: Organizational Culture / 4.1 Goal 10: Health, Wellness and Safety / 10.2	Dean	KLT	
#18. Incentivize Academic Research Productivity: <i>Modify the Youngman Notable Scholars program to establish financial rewards for faculty members who publish research articles in academic journals ranked by the ABDC and ABS.</i>	Goal 5: Scholarship, Research, and Creative Activity / 5.5, 5.6	Dean	KLT	

#19. Create a Student Service Corps: <i>Develop and institute a Kelce Student Envoys program to assist in student recruiting and college-wide outreach functions.</i>	Goal 2: Student Achievement / 2.4 Goal 1: Valuable Educational Experience / 1.4	KUSB Associate Dean, Director of Student Engagement	KLT	
#20. Professionalize Surveys of External Constituents: <i>Formalize and implement a survey strategy of key external stakeholder groups to support the Assurance of Learning program and to maintain the relevance of our curriculum.</i>	Goal 8: Continuous Improvement / 8.2, 8.4	KUSB Associate Dean, Director of Student Engagement, Accreditation Coordinator	KLT, Program Coordinators	
#21. Institute a Program to Deliver Professional Development to Students: <i>Create and implement a formal program for student professional development to strengthen career readiness across all undergraduate business disciplines.</i>	Goal 1: Valuable Educational Experience / 1.3 Goal 2: Student Achievement / 2.1 Goal 8: Continuous Improvement / 8.2	Director of Student Engagement	KUSB Associate Dean, Faculty Chair, Program Coordinators	
#22. Foster Stronger Ties with External Stakeholders: <i>Generate new and deeper relationships with employers and outside constituents to support student success.</i>	Goal 7: Community Engagement and Partnerships / 7.6	Director of Student Engagement, KLT	KUSB Associate Dean, Faculty Chair, Program Coordinators	
#23. Strengthen Relationships with Alumni and Community: <i>Foster deeper ties with external stakeholders through the celebration of accomplishments and significant anniversaries of the Kelce College of Business.</i>	Goal 7: Community Engagement and Partnerships / 7.6	Dean, KLT	KLT	