



**KELCE**  
**COLLEGE OF BUSINESS**  
Pittsburg State University

## **AGENDA**

**Kelce College Closing Fall Meeting - Monday August 11, 2023**

**Holiday Lunch served beginning at 11:30 a.m. in Kelce #121**

**Meeting starts at 2:00 p.m. in Classroom #203**

**Present:** Alex Binder, Bienvenido Cortes, Linden Dalecki, Chelsey Decker, Paul Grimes, Holly Kent, Lynn Murray, Melissa Weed, Michael Davidsson, Jamie Brooksher, Jae Choi, Kylie Edgecomb, Kait Finley, Phillip Frank, Mary Jo Goedeke, Steve Horner, Kay Kim, Kristen Maceli, Lisa Paterni, Michael McKinnis, Shipra Paul, Melissa Payne, Lisa Paterni, Theresa Presley, Wei Sha, Connie Shum, David Sikolia, Mary Wachter, David Weaver, Larry Woodward, Gail Yarick, Steve Zornes, Kylie Edgecomb

**Absent:** Anil Lal, Sang Lee, Mimi Morrison, Young Nae, Mary Judene Nance, David O'Bryan, Irene Robinson, Dwight Strong

- I. Welcome and Opening Remarks – Paul Grimes
  - a. Dr. Grimes opened the meeting by welcoming everyone to the end of the semester. ACSB Accreditation visit is over. Thanked everyone for all the hard work and accomplishments completed this semester.
  
- II. Retiring Faculty Recognitions- Saying goodbye to two faculty members with gifts and remembrances
  - a. Stephen Horner, Associate Professor of Management- Dr. Murray gave some remarks stating that he has “shown up” and he has “been there every step of the way.” “Always willing to step up and serve.” He won the “2019 faculty award for service”. Steve made some final remarks about loving his time here and is happy to be retiring as a Gorilla.
  - b. Theresa Presley, Associate Professor of Accounting- Dr. Binder stated she arrived her in 2015, her attention to detail is unmatched and doesn't compromise when it comes to success. Theresa will be working on her farm in Missouri and renovating her home at the beginning of her retirement.
  
- III. Updates and Announcements
  - a. Paul Grimes, Dean
    1. Fall Commencement – Friday, December 15, at 5:00 p.m.- Requesting everyone available meet at 4:30 p.m. at the Weede in regalia. This will be a more traditional graduation ceremony than previous years – a mixture of the “walk through” format and a more formal program.
    2. Excused Student Absences – A new policy is being developed by Student Affairs- Russ Hall leadership currently sends faculty a notice of a student's sport or school-related activities and requests consideration for excused absence from class; they will build a similar notification process for major life events (death, emergency, illness) - they will create a process for students to complete a form with Student Affairs, and when verified, faculty will receive a note stating that the faculty member is to consider the students' situation in their time of need. Faculty should be gracious, kind, and considerate when working with these students. Make sure your attendance policy is clear in all syllabi and be aware of the new information coming.
  - b. Lynn Murray, Undergraduate Associate Dean
    1. Entrepreneurship Program Development- Zornes, Clark, & Weed having been working on this initiative; Have completed development of new introductory course that will be under the BUS course prefix, “Foundations of Entrepreneurship.” This will be a junior level course. Entrepreneurship areas that often trip people up are marketing and financial. Additional new courses in the various disciplines under development – eventually will offer a certificate and minor – goal is to create a new entrepreneurship major in the long-run.

2. Student Affairs and Enrollment Management – note that the university-wide Syllabus Supplement includes policies for snow days when campus is closed – be sure your syllabi clearly indicates how you will handle campus closures. Meeting online is an option, but remember that bad weather could prevent students from participating (such as power failures and other access to internet issues); Please follow all requirements concerning Faculty Notification of Student Academic Progress as reflected in recent unit contract changes; Faculty need to notify students if the syllabus is changed.

3. Friday Student Recruitment Events – Would like to schedule days to bring in high school students for a “Kelce Majors Fair.” Invite high schools for a really high quality and consistent campus visit. Faculty asked to participate in helping with college visits.

c. Alex Binder, Faculty Chair

1. Curriculum and Programs

i. New Undergraduate Quantitative Courses- approved, QBA 210 Bus Stats, QBA 310 Analytics I, and QBA 410 Bus Analytics II - for next academic year. Some current students will need course substitutions in their programs of study as we move to the new sequence.

ii. CIS to DSIS- approved by faculty senate, next stop is KBOR for their approval. Once that has passed we will then submit technical change forms for all majors to edit the required CIS courses to the new prefix.

iii. Status of IB Phase Out- Approved for phase out; will continue to offer the IB minor as well as the IB emphasis under Bus Econ. About 18 students currently enrolled as IB majors – these students may continue through graduation.

2. Faculty Searches

Mike McKinnis will be moving from Economics to Accounting and Finance - We will have a spot to fill in Economics. Search for the tenure-earning position for Accounting Faculty in ongoing with on-campus interviews planned for after the break. Opened a search for Business Analytics instructor - posting this week. First applicant consideration will be in mid-January. Lisa Paterni is our new full-time Executive in Residence starting in January.

AOL Surveys need to be completed and a Use of Graduate Assistants survey will be going out. A Goal and Objective email will be sent on guidance for performance goals.

Dr. Grimes mentioned searches are forthcoming for four positions in connection with the Business and Research Center. Positions financially supported by appropriations through VP Naccarato’s Division of Economic Development and Community Engagement - This will help Dr. Davidsson to expand the BEREC with goal of building a Micropolitan Research Institute in the long run. Keep up to date by reading the KTL meeting minutes.

d. Sang Lee, Professor of Management (Absent)– Supply Chain Management program development- Dr. Grimes stated that a certification, minor, and major are the planning stages with the College of Technology. The partnership with COT will split the responsibility for the SC major courses with each college contributing four courses (some of which already exist). All students will take their respective college’s gen ed and college core courses and then share the same SC major classes. This will be a way to start a new major at a very low cost. KCOB students will earn a BBA and COT students will earn a BST.

e. Melissa Weed, Coordinator of Internships and Career Readiness – semester update; Based on what was learned during visit to UW-Stevens Point, and other research, most of our peer universities are requiring half of the field work hours that we do for credit bearing internships. We were unable to discover the origin of our current 240 hour work requirement. Thus, we are making the switch to 120 hours of field time – Dr. Grimes and KLT have approved this new college-wide policy. Lowering the requirement is a win for our students.

Micro internships at Parker Dewey are now being offered. They will be project-based internships in which students work 40 hours or more for a period of time and then do a final presentation. Students can stack multiple micro internships for course credit.

Kansas Works Keys Summit earlier this semester at the Bicknell. Connected underserved youth for career advisement and job search skill development. Melissa provided a keynote speech on internships – hosted a student panel. Potential for more partnerships in the future.

Pitch competition – Network Kansas asked Kelce to host a collegiate business pitch competition on April 25<sup>th</sup> for community college students. Need volunteer judges. Preliminary judging dates will start in March to determine who will compete in person at April event. Contact Melissa Weed for more information.

- IV. Strategic Planning Priorities for Spring 2024 – Paul Grimes
- a. New Mission Statement- to align with the new University mission statement “Making Life Better through Education.” We need a new statement about what Kelce is doing.
  - b. Three AACSB “Must Do Items” – see handout
    1. Develop a college-wide “micro plan” for societal impact – need to incorporate our societal impact goals into our curriculum and research agenda
    3. Revise the AOL system to ensure continuity- revised structure and broaden faculty involvement in the process
  - c. Three AACSB “Suggested Items” – see handout
    1. Develop faculty qualification standards for graduate faculty- set a higher bar for graduate school faculty
    2. Track research quality and incentivize higher standards for faculty research – Dr. Grimes sent this information to the Peer Review team - see handout that reflects our overall publication quality has improved over the past fifteen years (as measured by journal ranking and impact factors) but the quantity has declined.
    3. Revise and restructure the membership of our AOL committees
  - d. Fourteen initiatives submitted for Gorilla Plan – Still working on the initiatives. Over Christmas break, Dr. Grimes will be writing reports to show the progress being made- see handout
    1. Reaffirm AACSB Accreditation - 95% done- Hosted the visit and reviewed- AACSB has a committee that will vote on Jan 30<sup>th</sup> and once we pass we will be at 100%
    2. Phase Out of International Business Major- Approval process started - Once current IB students graduate it can will completed
    3. Develop Entrepreneurship Program - Good head start, taskforce in place, revising intro course, well underway
    4. Create Micropolitan Institute - lots of work to do, position descriptions need to be approved, will help on societal impact
    5. Explore Micropolitan Studies Degree - VP Naccarato may receive funding from state to study viability of a micropolitan studies degree, target audience will be city officials and economic development professionals working in a micropolitan setting
    6. Enhance College Culture and Collegiality – continue to enhance our day-to-day operations to increase productivity and quality of work life; some initiatives started such as Happy Hour after KBOA meetings
    7. Reinvigorate Undergraduate Recruiting – University is hiring new admissions director who will prioritize an advanced CRM system, expand what we are doing and make it more effective
    8. Modernize Undergraduate Quantitative Courses – New courses have already been approved for Fall of 2024 (see above). Once taught, this initiative will be completed.
    9. Strengthen Professional Sales Center- approved by the board a few years ago, will need a board of advisors before affiliation with the National Sales Center Alliance.
    10. Grow MBA Program – goal to increase enrollment through new emphases such as Healthcare Administration (already in place) and Construction Management (in discussions)
    11. Move Masters of Professional Accountancy Program Online – program structure is currently a 4+1 structure which limits the potential total enrollment to the number of graduating Accounting seniors. Goal is to restructure program with a normal admission process open to all interested and qualified applicants and to move the program online. Need to hire new faculty member (see above) first and then develop new processes and procedures for MPAcc.
    12. Build a Strong Internship Program – Well underway. Melissa Weed hired as coordinator and much work already accomplished (see above).

13. Develop a Supply Chain and Logistics Program – First steps underway. Partnering with the College of Technology to develop curriculum (see above).

14. Develop an Entrepreneurship and Small Business for Artists Academic Program - possible Artists in Residence faculty position to support this program. This initiative would leverage the Colonial Fox Theater building as part of our new facilities downtown.

Need to incorporate the six AACSB items and the fourteen Gorilla Plan items, as described above, into a new KCOB strategic plan.

- V. Old Business – Building update- President Shipp says money is in place, we need to organize and structure the funds into a workable timeline, lot of legalities concerning property acquisition and passing the Colonial Fox Theater to the university - lots going on behind the scenes. The next step will be how to structure the finances. We will then proceed with design planning for the building. We need to update our old plan to reflect current needs considering faculty size, enrollment numbers, and potential growth. A lot of faculty involvement will be necessary.

Update on mold issues in Kelce: The Kelce Auditorium will no longer be used for classes. Classroom #224 is scheduled for use for Spring 2024.

- VI. New Business – Have a great Holiday Break!!

- VII. Adjournment: 3:30 p.m.