School Council Members Present: Shirley Dennis (ACC), Patricia Abril (BSL), Sara Rushinek (BTE), Phil Robins (ECO), Brian Barrett (FIN), Linda Neider (MGT), Howard Gitlow (MAS), A. Parasuraman (MKT), Karoline Mortensen (HSMP)

Other Attendees: Dean Anuj Mehrotra; Vice Dean for Faculty, Andy Leone; Vice Dean for Undergraduate Business, Ann Morales; Vice Dean for Graduate and Executive Business Programs, Arun Sharma

School Council Secretary: Mrs. Blanca Ripoll

The first School Council meeting of the academic year commenced at 9:00 am in room 217 Jenkins building, with an executive session. School Council members unanimously voted to appoint Professor A. “Parsu” Parasuraman to replace = Professor Arun Sharma as the Marketing Department School Council representative (Professor Arun Sharma has agreed to serve as Vice Dean for Graduate Business Programs and Executive Education during Dean Mehrotra’s term as Dean of the School of Business Administration). School Council members then unanimously elected Linda L. Neider to serve as Speaker of the Council for the 2016-2017 academic year, and Brian Barrett and Patricia Abril to serve as First and Second Vice Speakers, respectively.

Regular Business Meeting:

1. The first order of business was to announce the results for the School Council leadership positions as noted above: Linda L. Neider as Speaker of the Council, Brian Barrett as First Vice Speaker; and Patricia Abril as Second Vice Speaker.

2. The Provisional Agenda for the September meeting was unanimously approved.

3. Following the approval of the agenda, Dr. Neider announced the results of the (regular) faculty department votes for representatives to the Dean’s Search Committee. Specifically, the following individuals were elected by their respective departments as potential Search Committee nominees: Diana Falsetta and Andy Leone (ACC); Patricia Abril (BSL); Sara Rushinek (BTE); David Kelly and Manuel Santos (ECO); Alok Kumar and Henrik Cronqvist (FIN); Karoline Mortensen (HSMP); John Mezias and Terri Scandura (MGT); Ronny Aboudi and Paul Sugrue (MAS); and Michael Tsiros and Arun Sharma (MKT). These names will be forwarded to the Provost who, along with the President, will choose the actual members of the Search Committee for the next SBA Dean.
4. **SBA Standing Committees:** There are three SBA standing committees that will solicit new members – the Undergraduate Business Education Committee, the Graduate Business Education Committee, and the Budget and Facilities Committee. Two other standing committees – the Ph.D. Committee and the P&T Committee – have already appointed members. With respect to the SBA Standing Committee on Undergraduate Business Education, Vice Dean Olazabal noted that when requests are made for volunteers to serve on this committee, it is important for volunteers to understand the time commitment involved, and that ideally, volunteers should agree to serve for multiple years.

It was also noted that the Budget and Facilities Committee, which was newly formed by a bylaw last academic year, needs to play a key role in making sure that faculty input is taken into consideration with respect to making budget decisions. Past Dean Anderson created budget shortfalls which may not have occurred if there was more transparency in terms of the decisions that were made as well as more involvement from knowledgeable faculty in the budget process. Dean Mehrotra noted that he looks forward to working with the committee this year.

**Old Business**

5. **Ballot for Proposed Faculty Appraisal Process, Part IV** – at the end of the last academic year, the School Council’s Ad Hoc Committee on Faculty Appraisal made the recommendation to end Dean Anderson’s highly criticized faculty evaluation approach which required that all department chairs/deans participate in assessing the contributions of all school faculty. Specifically, the committee recommended that the appraisal process adhere to the procedures outlined in the Faculty Manual. Such procedures entail having Department Chairs meet individually with the Dean to discuss *only* the appraisals of their respective departmental faculty. If the Chairs feel it would be useful, the suggestion was made for them to utilize a peer review committee (consistently of peers within their department) to aid in the assessment process. Although this policy was slated to go out for a vote by the regular faculty, Dean Mehrotra suggested that such a vote may not be necessary given that he has not had time to decide what process he would like to use, and it is unlikely he will continue with Anderson’s contentious procedure. In view of this, council members voted unanimously to table moving forward on a vote of this policy.

**New Business**

6. **Proposed Bylaw Addition for Dean’s Search Committee** – to ensure that all SBA constituents have a voice in the appointment of a new Dean, it was
proposed that an amendment be developed to ensure that reactions to all potential Dean candidates be collected prior to sending the names formally to the administration. Given the need for confidentiality in any high level search process, reactions to candidates would not be solicited until after the names of finalists have been made public, and candidates have been invited to campus for formal interviews. Discussion ensued as to the format such assessments should take as well as whether or not students and staff should be included in the evaluation process. An ad hoc committee consisting of Patricia Abril, Shirley Dennis, Howie Gitlow, and Karoline Mortensen was formed to solicit input from faculty on these issues, and to draft a potential bylaw which will be discussed at the next Council meeting.

7. **Results of Regular Faculty Vote on the Reaffirmation of Authority to the School Council** – the regular faculty voted unanimously to delegate authority to the School Council to deliberate for them on all curricular issues.

8. **Dates for the Fall, Spring Regular Faculty Meetings** – as required by the Faculty Manual and SBA Bylaws, at least one regular faculty meeting must be held each semester. It was decided that the dates and times of these meetings would be:

   a. Friday, November 11 at Noon in the Storer Auditorium
   b. Wednesday, April 19, 2017 at Noon in the Storer Auditorium

School Council members will develop an agenda for the November meeting after soliciting items from the Deans, the Chairs, and the regular faculty.

9. **AACSB and SACS accreditation** – Olivier Bouclier, Associate Dean of Executive Education and Accreditation discussed the types of documents required for both the SACS and AACSB accreditation reports with respect to assurance of learning information. He noted that he will need to write the entire report by the end of this semester so it is essential that faculty complete information concerning their respective courses, and that faculty groups meet to “close the loop” on necessary issues. He also mentioned that the site visit by the AACSB Team will be April 5th – 7th, 2017. A pre-visit is being scheduled for November.

**Other Business**

10. **Extension of Voting Rights to non-regular faculty**: a discussion ensued as to whether or not non-regular faculty (clinical, research, educator, lecturers) should be extended voting rights with respect to the appointment of Department Chairs and Deans. Council members voted unanimously against extending such rights given that their non-tenured/tenure track colleagues serve primarily at the pleasure of those they would be voting for/against (Department Chairs, Deans). Thus, such votes may put their security at risk.
11. **Grade Bands** – Council members were reminded to have departmental discussions as to whether or not grade bands should be developed for the SBA undergraduate and graduate programs. Currently, the SBA does not have approved grade bands. The advantage of having such bands is to ensure consistency in grading across departments, and to offer clear guidance to new faculty on grading standards, with an eye towards eliminating grade inflation. The disadvantages include increasing the rules/policies faculty are required to follow; limiting the academic freedom of the regular faculty to assign grades they feel are appropriate; and the possibility that administrators may use of violations of such grade bands in a punitive way.

12. **Collaboration within the school** – Dean Mehrotra discussed his desire to improve morale and collaboration within all areas of the school. To facilitate communication, he suggested that one of the School Council elected leaders attend the monthly Chairmen meetings. He also stated that he was looking forward to working with all school constituents over the next academic year.

There being no further business, the meeting was adjourned at 11:00 a.m.