Proposed School Council Minutes for the March 4, 2016 Meeting

Elected School Council Attendees: Patricia Abril, Second Vice Speaker (BSL); Brian Barrett, First Vice Speaker (FIN); Shirley Dennis-Escoffier (ACC); Howard Gitlow (MAS), Linda L. Neider, Speaker of the Council (MGT); Phil Robins (ECO); Sara Rushinek (BTE); Joseph Johnson (for Arun Sharma – MKT); Steven Ullmann (HSMP)

Ex-officio Attendee: Dean Eugene Anderson

Secretary of the School Council: Mrs. Blanca Ripoll

Guests: Andy Leone, Vice Dean for Faculty; Anuj Mehrotra, Vice Dean for Graduate Business Programs; Ann Olazabal, Vice Dean for Undergraduate Business Education; D. J. Nanda, Professor, Accounting Department

The School Council Meeting was held in the Jenkins Building at the School of Business Administration, Dean’s Conference Room, Jenkins 217, from 9:00am – 11:00am.

A. Comments from the Speaker

The Speaker conveyed the Provost’s apology for not being able to attend this meeting of the School Council but noted that he is now scheduled to attend the April 1, 2016 session. One of the Council members asked when the faculty would learn about whether or not the Dean will be reappointed, and the speaker answered that the decision was typically made during the Board of Trustees’ meeting in April. She noted that even in those cases when the faculty vote against the retention of a Dean, and the administration concurs with such a decision, Deans are typically renewed for one more academic year. However, in such cases the President is required to either hold meetings with the voting faculty to explain why he has decided to reappoint the Dean for another year or send a written explanation to the General Welfare Committee of the Faculty Senate (which will then transmit the communication to the school’s faculty). This response from the President must occur within 15 days of the decision to retain the Dean for another year.

The Speaker asked members to make sure their department chairs were aware of the Checklist for New Courses and Curriculum developed by the Council’s ad hoc committee in collaboration with Deans Mehrotra and Olazabal. In the case of undergraduate courses, departments will need to send their requests to the School’s Standing Committee on Undergraduate Business (Dean Olazabal is the ex-officio Chair) prior to having the Council review such requests.
Finally, the Speaker noted that at the next meeting of the Council, on April 1st, Council members would need to determine the agenda for our second meeting of the regular faculty that will take place on April 15 at noon.

**B. Approval of today’s provisional agenda**

The agenda was approved unanimously.

**C. Approval of the February 12, 2016 School Council Minutes**

Council members were reminded that to ensure transparency of the School Council activities, all agendas and minutes are now being posted on the new dedicated School Council site which can be found on the SBA faculty website. The elected members approved the minutes unanimously.

**D. Executive Session**

Council members discussed some of the issues they may raise during the Provost’s visit on April 1.

**E. Old Business**

1. Ad hoc committee on changing the bylaw for the SBA Standing Committee on Promotion and Tenure

Professor D. J. Nanda, Chair of the ad hoc committee, asked the School Council to solicit faculty comments electronically on two new proposals for change to the current SBA P&T Committee Bylaw. Although his committee originally recommended a committee consisting of all (tenured) non-administrative Professors in the school, issues were raised at the department chair’s meeting that such a committee might be too large, and there might be some faculty who would not engage in due diligence with respect to reviewing all faculty files. The advantage of such a process is that no election of members would be necessary, and all departments would be represented. In light of the reservations expressed by a few department chairs, however, his committee came up with a second proposal that entails having each department’s tenured faculty elect a Professor from their department to serve on the P&T Committee for a term of three years (department chairs and administrators would not be eligible to serve). Given that bylaw changes require a 2/3 vote on the part of faculty, Professor Nanda asked the Council to send both new proposals (along with the existing bylaw) to members of the regular faculty for their comments. Discussion ensued as to whether or not untenured regular faculty should also be involved in voting for P&T members. The School Council voted unanimously to send both new proposals as well as the existing bylaw to the regular faculty for their comments. Council member, Patricia Abril, will work on the appropriate language used to solicit comments. At the conclusion of the two-week comment period, the comments will be given to the ad hoc committee for their review, and for their determination of the next action step.
2. Ad hoc committee on Faculty Performance Appraisal and Feedback

At the February meeting, ad hoc committee members, Chet Schriesheim and Howie Gitlow, discussed the reactions of the department chairs to their committee’s proposal that recommended decoupling faculty performance feedback (which would occur during the fall semester) from the compensation process (during the spring term). The committee’s proposal stemmed partially from fall survey results indicating a high level of faculty dissatisfaction (over 79%) with the current compensation/review process which entails having Chairmen from other SBA departments deliberate on faculty outside of their areas. In addition, most tenured faculty are not aware of the contributions made by their untenured colleagues until their mid-point assessment, which limits their ability to mentor and give early, constructive advice. After the Chair’s meeting, the ad hoc committee met again to discuss potential changes before giving the proposal to the Council’s legal writer to organize into a more succinct document.

At today’s meeting, one Council member suggested that item “I. Standard-setting” be amended to include that Associate Professors would also be consulted in developing a departmental expectation document for teaching, research, and service (“Department Standards”). This amendment was unanimously accepted. The Dean made the following points concerning the proposal: he liked the first part of the document dealing with fall feedback sessions but felt that the proposed “IV. Annual Review” process put too much responsibility on department chairs, and that his approach (having all department chairs evaluate all faculty) helped chairs understand more about school norms in terms of research, teaching, and service. One member of the Council pointed out that other chairs did not read the research of faculty outside of their departments and thus, were not appropriate appraisers. Another Council member who was also on the ad hoc committee noted that the committee would not be receptive to the continued use of the Dean’s process that so many colleagues feel is biased. Given the Dean’s strong opposition to changing his evaluation method, it was moved that the faculty only vote on the first part of the committee’s proposal, and not have them vote on the Annual Review section (IV). Instead, faculty would be given the opportunity to discuss the second section with their colleagues and make comments. The motion carried unanimously. Some time was also spent discussing the recommendation that a number of department chairs need training on how to give feedback to their faculty in constructive ways that will not lead to further disengagement.

F. Proposed Policy on Video Taping

Vice Dean, Andy Leone, discussed concerns that had been raised about the use of video taping classes by students and faculty that were then posted to YouTube or other social media venues. Such taping creates major issues for the school given that we are trying to develop high quality online programs and cannot risk having lectures online which may hurt our reputation. He also noted that there are privacy
issues involved with posting materials without having the appropriate permissions. Council members were concerned about this area but felt that we should investigate any laws that may affect such policies as well as determine what our peer institutions are doing in this field. One Council member pointed out that a template syllabus had been developed last year which had language developed by Council member, Patricia Abril, to help in this area. It was noted that even if a faculty member states in his/her syllabus that taping will occur or asks students for consent, this may be viewed as inherently coercive on the part of faculty. Council members, Patricia Abril and Brian Barrett, were asked to research relevant laws and find comparable policies at other schools before creating our own policy in this area.

G. Standing Committee on Undergraduate Business Education

Vice Dean, Ann Olazabal, discussed the recommendation from the Standing Committee on Undergraduate Business Education to increase the minimum cumulative GPA to graduate with the BBA or BSBA degree from a minimum of 2.0 to a minimum of 2.5. Such a change has a number of potential advantages including the fact that it will signal to the rest of the colleges and schools, that the SBA is committed to high student achievement. The reality is that very few students will be adversely impacted by this change, but it may also encourage departments to begin reviewing the various GPA's listed as gates for their majors which vary from C- to B. The Motion was made and carried unanimously with the request that council members ask their respective departments to reconsider GPA requirements for their majors. The Vice Dean also highlighted a number of recommended curriculum changes that had been sent to the School Council over the past year and noted a number of pending changes and proposals. She requested to be placed on the agenda for the April 15th regular faculty meeting so that the past 18 months worth of innovations and activities from the undergraduate area could be shared with faculty.

H. Standing Committee of Graduate Business Programs

Vice Dean, Anuj Mehrotra explained that most of the work of the committee this past year has been to re-evaluate the full-time MBA program by benchmarking peer schools. The committee is currently considering having students take a preliminary three-week workshop (much of which would be delivered online) to strengthen some of their basic skills before formally entering the program. The committee also envisions allowing the students to take more electives earlier in the program, a strategy that may better prepare them for key internships the following summer. His committee is finalizing a draft plan for the new MBA and will be circulating it to department colleagues for their comments before coming back to the Council for formal review.

Dean Mehrotra also asked School Council members to appoint another faculty representative to replace Alok Kumar who has asked to be taken off the committee. After discussing potential names, Ricardo Rodriquez was nominated to serve, a
motion was made to have him replace Alok Kumar, and the motion carried unanimously.

I. New Curriculum Proposals/Changes

1. Accounting Department: Two new courses, ACC 689 (Current Issues in Accounting) and ACC 690 (Fraud and Forensic Accounting: Ethics and Legal Environment), both of which are needed as part of the online distance learning program, were unanimously approved. The Council commended the Accounting Department for their careful diligence in using the Checklist for New Courses and Curriculum to make sure that all necessary items were completed before the Council’s review.

2. Finance: The School Council unanimously approved the Real Estate minor (which had been tabled at the last meeting due to missing faculty, chair approvals)

3. Health Sector Management and Policy: Professor Karoline Mortensen and School Council member, Steve Ullmann, discussed a new proposal to establish a Masters in Health Administration. A friendly amendment was made that instead of incorporating BUS 632 into their program (a 4 credit course that combines Marketing with Management), a dedicated Marketing class along with a course in Human Resources, both of which tie into their accreditation requirements more closely, should be used. A motion was made to approve the proposal with these changes, and the motion carried unanimously.

4. Economics: The Economics department requested that the prerequisites for ECO 444 (Game Theory in Economic Applications) be changed from ECO 312 to MAS 110 or MTH 141 (or higher). The rationale for this change is that students with solid mathematical skills will now be able to take the class without having to minor in Economics. A motion was made to approve this prerequisite change and the motion carried unanimously.

Meeting was Adjourned.