

9-20-2010

Minutes, Crummer Graduate School of Business Faculty Meeting, Monday, September 20, 2010

Crummer Graduate School of Business Faculty
Rollins College

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**Roy E. Crummer Graduate School of Business
Rollins College
Faculty Meeting Agenda
Room 108 1:30 – 3:00**

September 20, 2010

| | |
|--|-------------------------|
| Welcome..... | Craig McAllaster |
| Review/Approval of Minutes..... | Craig McAllaster |
| Restructuring of Departments at Crummer..... | Steve Gauthier |
| KEMBA update | Halil Kiymaz |
| Curriculum Committee Update | Henrique Correa |
| Community Service..... | Craig McAllaster |
| Basic housekeeping items | Lynda Boyce |
| Other Business..... | Craig McAllaster |
| <ul style="list-style-type: none">• Nominations for Peer Review committee member• Locking classrooms• Policy for students in classrooms• Faculty dress code• Social Entrepreneurship DVD available through Mary Conway Dato-on | |

**Next Faculty Meeting
October 18, 2010
1:30 pm
Room 108**

**Faculty Meeting – Room 107
September 20, 2009
1:30pm – 3:00pm**

Crummer Faculty & Staff Present: Alice Argeros, Lynda Boyce, Jackie Brito, Pam Clark, Cari Coats, Steve Gauthier, Donald Hale, Cheryl Mall, Craig McAllaster, Mike Bowers, Sam Certo, Mary Conway Dato-on, Henrique Correa, David Currie, Ralph Drtina, Marc Fetscherin, Jule Gassenheimer, Jim Gilbert, Bill Grimm, Halil Kiymaz, Kyle Meyer, Ron Piccolo, Bob Prescott, Jane Reimers, Bill Seyfried, Ted Veit, Keith Whittingham

Welcome.....Craig McAllaster

Approval of MinutesCraig McAllaster

Restructuring of Departments at Crummer.....Craig Mcallaster
The changes were made to maintain consistency and make a transparent admissions program. Orientation to Graduation will be handled by Student Services for all programs and the Admissions team will evaluate each student to make sure they are placed in the proper program based on experience and background. A diagram with the changes is attached.

KEMBA UpdateHalil Kiymaz
A recap of the first KEMBA workshop was given. Please see attached Power Point with details discussed

Curriculum Committee UpdateHenrique Correa

- A script for professors to use in their classes to be consistent in discussing the importance of the IDEA surveys is in the works. Please see attached and let Henrique know if you have any comments.
- Please review with Lynda as to how many objectives you have chosen. There should only be 3-5 essential and important objectives chosen, more will bring down the overall scores.

Community Service TrackingCraig McAllaster

- Susan Bach is working on tracking community service for the faculty and the students. Please see attached talking points that were discussed.

Other Business.....Craig McAllaster

- The wording in the Crummer ethics policy was approved and changed. Please see attached revised document.
- January 2012 will be our review date from AACSB. 2010/2011 is our study year that will be reviewed for reporting purposes.
- Bill Seyfried was nominated and accepted a position on the Peer Review Committee replacing Jane Reimers.
- Note that additional expo markers have been placed in the cabinet under the desk in each classroom.
- A study showed that we kill 7.5 trees a month with all of the printing we do. Please try to double side whenever possible.

- The Advanced Center for Entrepreneurship will host the Next Generation Family Enterprise Leadership Forum October 25 – 27 2010.
- For the 4th year the China Global Conference at Harvard will be attended by Crummer faculty. If you are interested in attending, please contact Marc Fetscherin.

Adjournment.....Craig McAllaster

**Next Faculty Meeting
October 18th
2010**

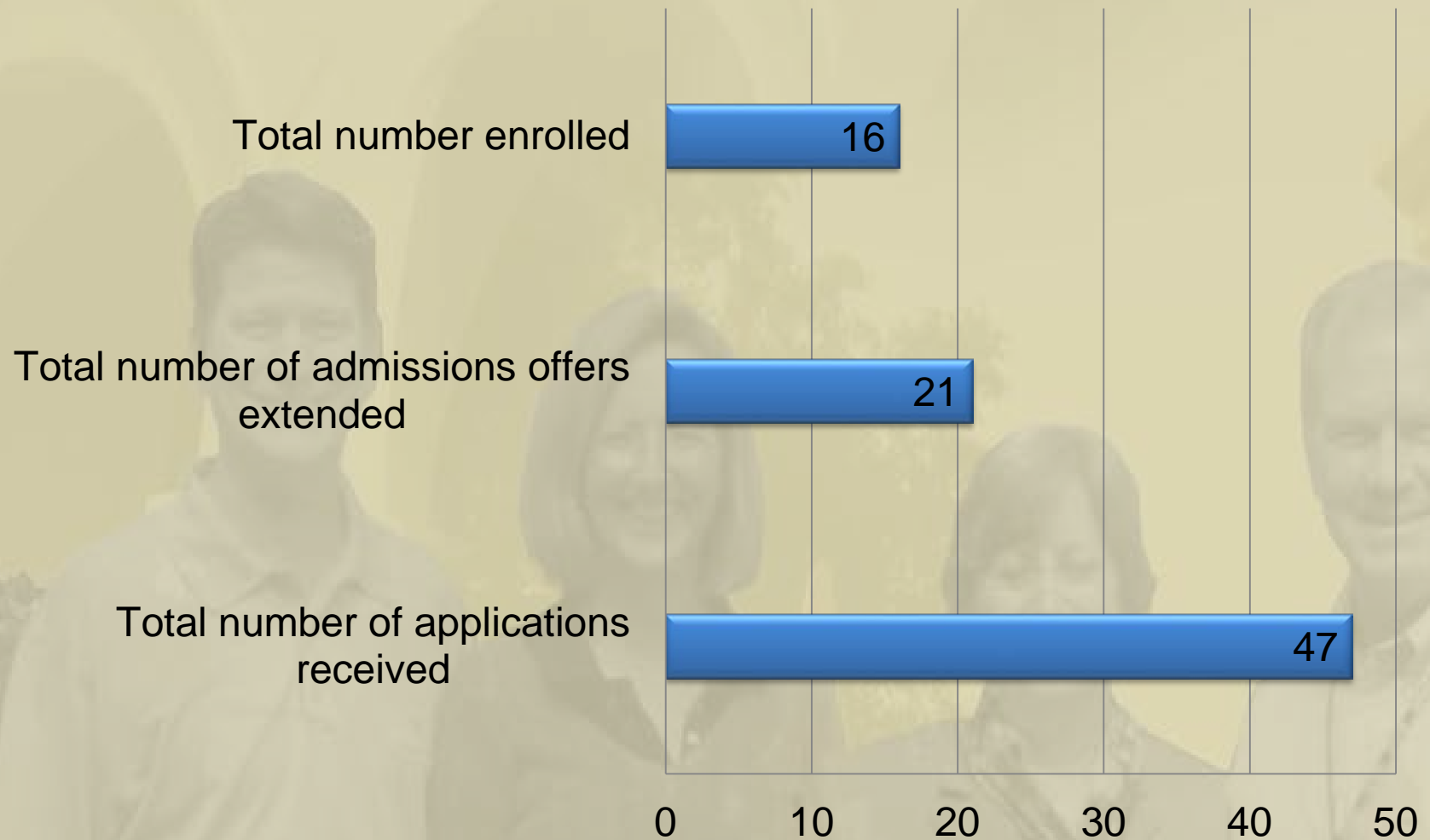
The Inaugural Class of the Key Executive MBA Program



Overview

- Class Profile
- Effective Key Executive Workshop
 - Non-for-profits Live Cases
- Term I

APPLICATIONS, OFFERS & MATRICULANTS



By ETHNICITY SUB-GROUPS



| | |
|---------------------------------|-----------|
| Caucasian - Non-Hispanic | 14 |
|---------------------------------|-----------|

| | |
|----------------------|---|
| Black - Non-Hispanic | 0 |
|----------------------|---|

| | |
|---------|---|
| Mexican | 0 |
|---------|---|

| | |
|--------------|----------|
| Other | 2 |
|--------------|----------|

| | |
|----------|---|
| Hispanic | 0 |
|----------|---|

| | |
|-------------------------------|---|
| Amer Indian or Alaskan Native | 0 |
|-------------------------------|---|

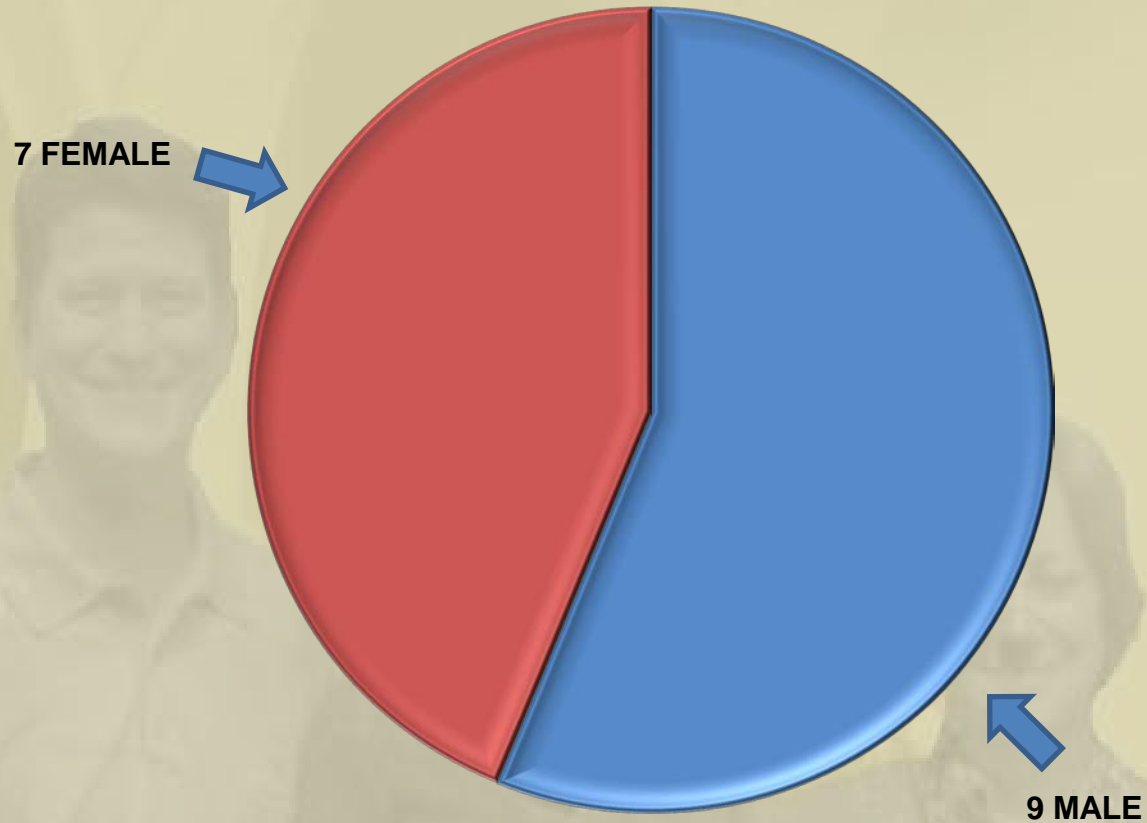
| | |
|---------------------------|---|
| Asian or Pacific Islander | 0 |
|---------------------------|---|

| | |
|-------|---|
| Cuban | 0 |
|-------|---|

| | |
|--------------|---|
| Puerto Rican | 0 |
|--------------|---|

| | |
|---------------|---|
| Not Specified | 0 |
|---------------|---|

By GENDER



By AGE

| | |
|------------------|-----------|
| MIDDLE 80% RANGE | 34 – 56.8 |
| MEDIAN | 46 |
| MEAN | 45.6 |
| RANGE | 32-59 |

By GPA

| | |
|------------------|---------------|
| MEAN | 3.08 |
| MEDIAN | 3.14 |
| MIDDLE 80% RANGE | 2.454 – 3.559 |
| RANGE | 2.0 – 3.635 |

COMBINED YEARS OF BUSINESS EXPERIENCE

365

365

CORPORATE PEDIGREE



NORTHROP GRUMMAN



Bank of America.

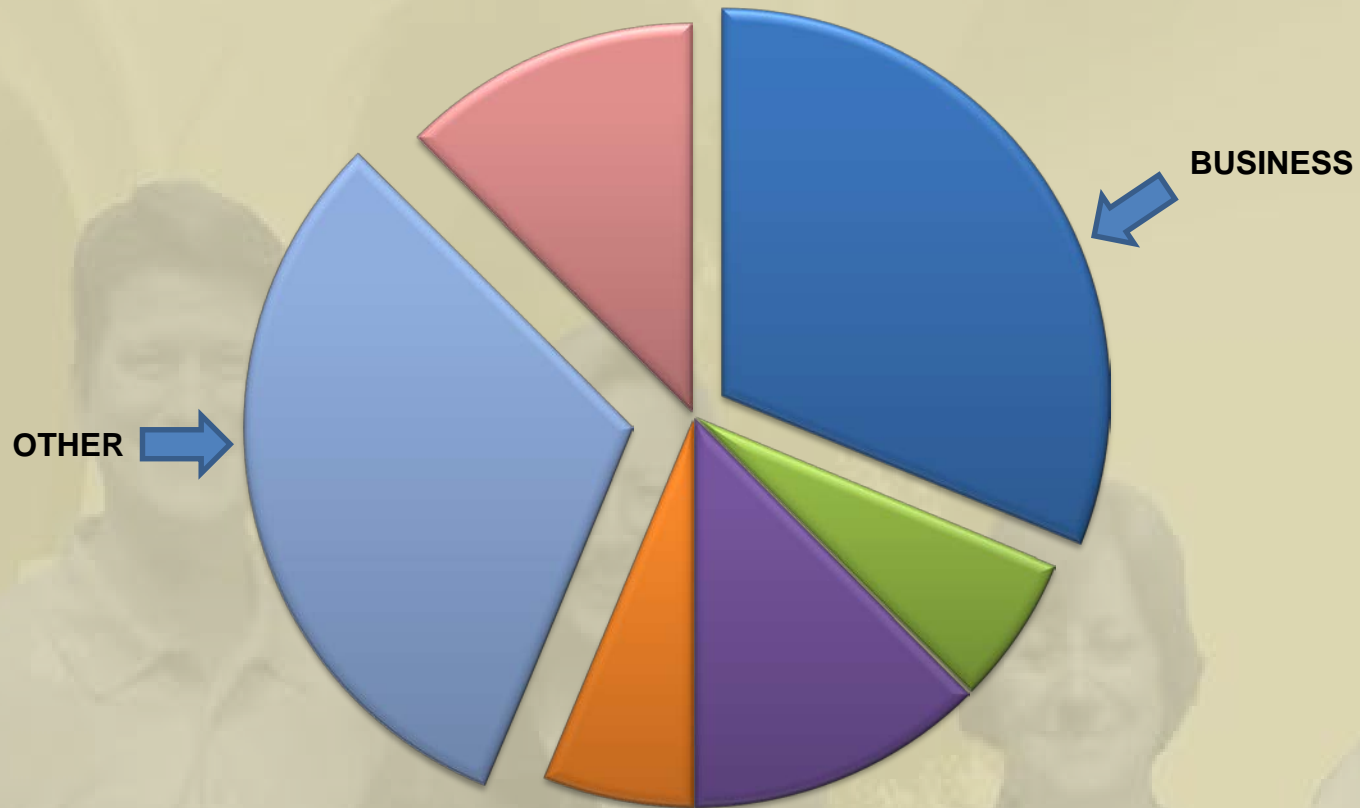


DIAGEO



DARDEN
RESTAURANTS

BY UNDERGRADUATE DEGREE



■ Business ■ Economics ■ Engineering ■ Humanities
■ Info Systems ■ Math/Science ■ Other ■ Non Degree

The background of the slide features a faded, grayscale photograph of four individuals—two men and two women—standing and smiling. They are positioned in front of a series of large, rounded arches, likely part of a building's architecture. The overall tone is professional and positive.

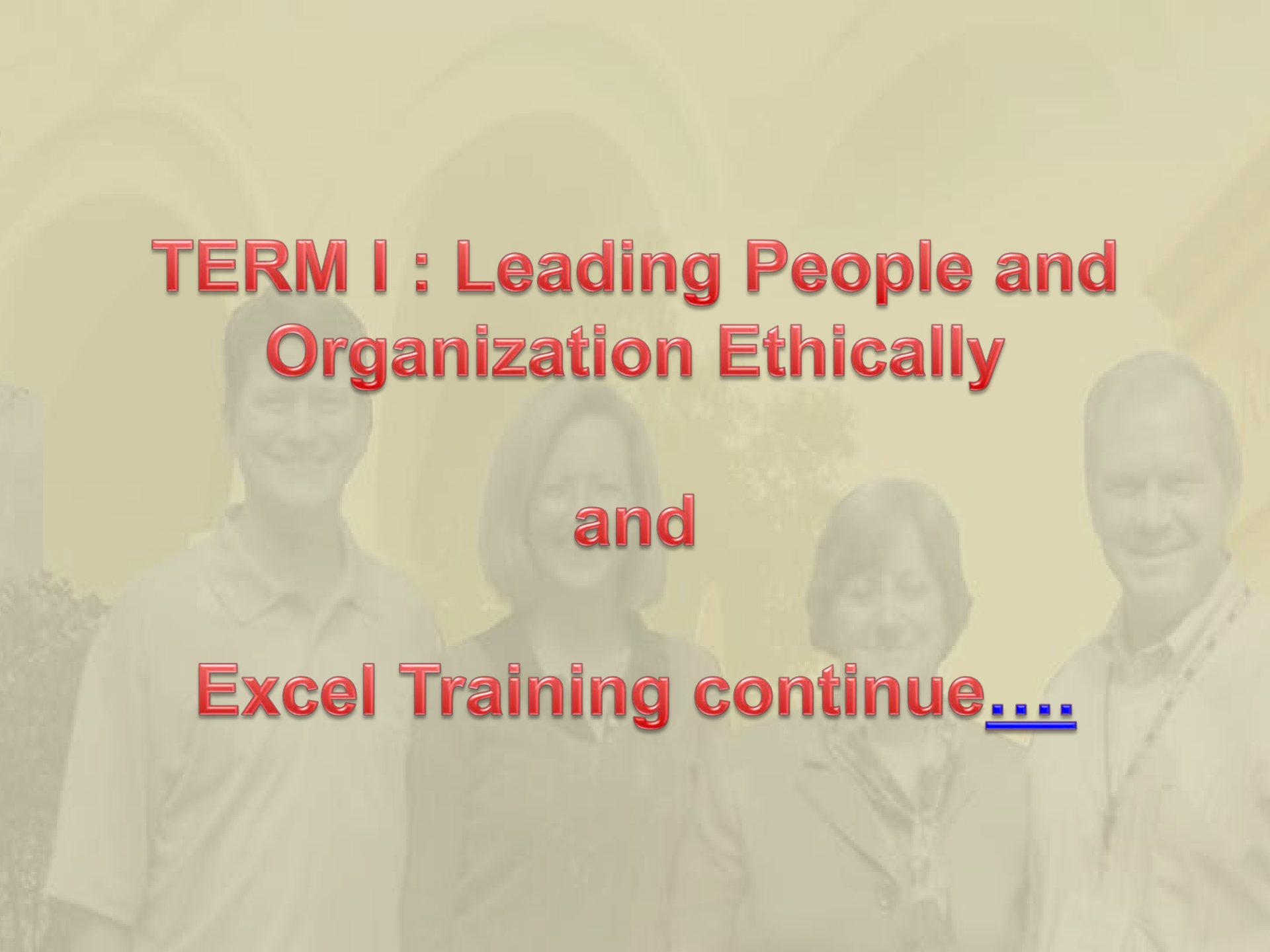
EFFECTIVE KEY EXECUTIVE WORKSHOP

August 25- August 28, 2010









**TERM I : Leading People and
Organization Ethically**

and

Excel Training continue...

At Crummer we use the IDEA system for evaluating our classes. The typical course evaluation approach judges effectiveness by the degree to which an instructor's methods resemble those of a model teacher. In contrast, our system judges class effectiveness by its impact on student progress on learning objectives selected by the instructor. Of the objectives the faculty has designated as relevant to a world-class MBA education, I have chosen _____, _____, and _____ [*the faculty has recommended choosing between three and five objectives as essential*] as essential objectives for this class. Near the end of this class you'll be asked to complete an evaluation form that asks about your learning experience—both in general and specifically about our ____ objectives.

We know you are asked to complete these forms for every class. Personally, I use your feedback after every semester to make adjustments in what we cover and how we cover it. This course is always “under construction” because I am constantly trying new things and, of course, the business world is constantly changing. I ask you to take your responsibility to provide constructive feedback seriously.

Crummer is careful to preserve your anonymity – the responses to all the evaluations in each class are pooled into a report that highlights scores and lists students' comments without identifying students.

Finally, Crummer is committed to continuous improvement. We take these course evaluations seriously. I read them and the Dean reads them. They are an important factor—although not the only factor—in maintaining Crummer's reputation for teaching excellence.

Talking points for the Dean
Faculty Meeting 9/20/10

Community service / service learning tracking now in place:

Why are we doing this?

- Community engagement at Crummer impacts many sectors of our community
- Provides marketing and recruitment opportunities, talking points, AACSB report, possible articles and enhanced cultural identity for the Rollins MBA

How will this work?

For faculty

- Self-report as part of the Annual Faculty Review

For students

- MBA 503 (Ethics) has a customized tracking form; Mark Johnston has discussed with his students
- Faculty whose classes incorporate service learning and require community service need to contact Lynda Boyce, who will post a link on their faculty home page

to the Zoomerang survey used to track all other student community engagement

- Faculty and staff club and organization advisors will be contacted by Susan Bach with details; for now, direct students to the Leadership Center website and click on the Forms link)

For staff

- Discussed at staff meetings
- Steve will ask staff to complete survey at the end of each semester

In order for this initiative to be effective, we appreciate the cooperation of all faculty, staff and students

Special thanks to Mark, Jule, Mary, Margaret, Carlene and all the other faculty and staff how have been involved in this initiative

Crummer School Academic Integrity Policy

The Crummer School expects that all faculty, staff, students, and alumni will strive to maintain the highest ethical standards. Leadership is a cornerstone of the Crummer experience and integrity is one of the foundations of leadership. Our philosophy is to practice a standard of integrity we know will help you succeed in your career and attain your life goals. Our policy is to incorporate integrity into a framework of learning. Students who do not adhere to our high standards can expect serious consequences. However, we will guide and counsel those students such that the incident(s) and consequence(s) constitute an opportunity to learn from one's mistakes.

As an academic community, we define a failure of integrity as failing to maintain the high standards of ethical behavior that we demand of all members of the Crummer School of Business community. This includes, but is not limited to, plagiarism (the use, in any form, of the work of another without attribution, and/or representing another's work as one's own), active complicity in such falsification, and violation of test policies (receiving help in any form during an examination from a prohibited source). Failure to report evidence of academic dishonesty is also a violation of Crummer's Academic Integrity Policy.

Cheating dishonors Crummer students, faculty, staff, graduates, and supporters worldwide. Allegations of a failure of academic integrity are treated as serious matters that are due prompt and thorough attention. Each faculty member has the right and the responsibility to administer grades in his/her courses. However, the faculty recognizes that academic dishonesty is so serious as to warrant separate attention. Therefore, this policy is designed to make your responsibilities clear and to describe the process by which the faculty deals with suspected violations of the policy.

If you have evidence of academic dishonesty you have an obligation to bring this evidence to the attention of the course instructor(s) where the violation(s) occurred. If the instructor is presented with evidence of a potential violation(s), either from a student or by his or her own discovery, the faculty has prescribed the following steps be taken:

1. The instructor(s) of the course(s) where the suspected violation occurred will meet with the Director of Student Services. The Director will conduct any investigation considered necessary by the instructor and Director including, but not limited to, collecting physical evidence and interviewing witnesses. In all but the most unusually sensitive cases, the Director will discuss the allegations with the suspected student.
2. The Director will immediately alert the Academic Integrity Chairperson (a faculty member appointed by the Dean).
3. Upon the conclusion of the Director's investigation, the Academic Integrity Chairperson, the Director and the instructor will meet to discuss the results of the investigation. The accused student has the right to appear before this panel and speak on his/her own behalf. The following three outcomes are possible:
 - a. They (the panel), may agree the allegations are unfounded and no further action is necessary.
 - b. They may agree that the allegations are true and agree upon a suitable penalty.
 - c. They may disagree on whether the allegations are true or partly true or they may disagree on a suitable penalty.

If the three parties agree that no violation has occurred (3.a above), the student is so notified and no further action is taken. If the three parties agree that a violation has, in all probability, occurred (3.b above), the student in violation of the policy is notified and the Associate Dean writes a letter to the student that shall be placed in the student's file. This letter will contain the description of the allegations, the results of the investigation, the basis for the decision, the terms of the penalty and the student's further rights to appeal. The matter is then reported to the Crummer faculty at their next regularly scheduled faculty meeting.

4. If the three parties (the panel) do not agree (3.c above) or they agree that dismissal from the program is indicated, an Academic Integrity Committee is appointed by the Dean. This Committee consists of three faculty members – two who have not taught the accused student in class, plus the Academic Integrity Chairperson – and two currently enrolled MBA students representing different programs from the one in which the accused student is enrolled. These students must affirm that they do not have a personal relationship with the accused. This committee reviews the case and makes a determination as to facts and appropriate punishment, including dismissal, if warranted. The accused student has the right to appear before this panel and speak on their own behalf. If the Committee agrees that no violation has occurred (3.a above), the student is so notified and no further action is taken. If the Committee agrees that a violation has in all probability occurred (3.b above), the student who violated the policy is notified and a letter is inserted in the student's file. The letter will include the allegation(s), the results of the investigation, the basis for the decision, and the terms of the penalty. The matter is then reported to the Crummer faculty at their next regularly scheduled faculty meeting.
5. Students have the right to appeal an unfavorable decision. If the student disagrees with a decision reached by the instructor, Director of Student Services, and Academic Integrity Chairperson, the student may appeal to an Academic Integrity Committee, formed by the Dean. If the student disagrees with the decision reached by the Academic Integrity Committee, the student may appeal to the Dean. The Dean's decision is final. Results of all appeals are reported to the Crummer faculty at their next regularly scheduled faculty meeting.

While it is difficult to prejudge violations of academic integrity, and each case is considered on its own merits and punishments are designed to fit the severity of the violation, punishments generally can range from an F on the assignment in which the violation occurred, to special assignments (written and practical) in the area of ethics and integrity, to public apologies to classmates and faculty, to an F in the course, to dismissal from the program with or without the right to reapply.

In all cases the student's right to privacy is respected. Students who bring a charge under this policy to the attention of the instructor can expect to be notified when the case has reached a conclusion. However, they are not entitled to be informed of the findings or the penalty.

Print Name _____

Signature _____ Date _____