Spring Faculty and Staff Meeting
April 16, 2014
Sandra Thompson
Building News!

J. Mark Miller Hall
New Info

• The Richards College of Business Dean’s office will purchase Scantron sheets for students to use during exams.

• We are exploring new Scantron machines that will allow for downloading of exam data into files for further analysis.
New this Year

• Faculty will be given summer contracts for teaching.

• Contracts will provide details on courses taught and compensation provided.

• More details will be distributed when available.
Coming this Fall

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Engage West
Why conduct an Employee Engagement Survey?

• We believe that becoming a great place for faculty and staff to work and grow will help us produce results such as a better faculty and staff retention, student experience and improved student retention and graduation.

• The employee engagement survey is designed to measure our employees’ current ability and desire to engage with the institution and to determine how well the university provides an environment and culture in which employees want to engage.
Measures in the Survey

- Image
- Quality and pace of work
- Senior leadership
- Institutional leadership
- Departmental leadership
- Immediate supervision
- Coworkers
- Your job
- Communication
- Treatment/Environment
- Career progress & development
- Pay
- Benefits
- Individual goals & objectives
- Mission/Goals of University, Division/College, and Department
- Work-life balance
- Job security
- Recognition & development
- Recruiting
- Campus activities
- Satisfaction
How will the data be used?

- One of our main goals is to create clear roadmaps to success for all employees, departments, and the institution. Such mapping leads to meeting of institutional goals and priorities as well as an environment of growth and success.
- Additionally, we will use the results to generate evidence-based best practices and create more effective processes which will, in turn, increase each employee’s ability to focus on core job functions, make connections, and think.
- We will develop a framework for ongoing recognition of performance and our survey results will serve as the basis for professional development opportunities including user-molded, and outcome-driven Leadership Development.
- The responses in this survey will also serve as a benchmark/baseline against which we can compare future results. In the coming years, we will be monitoring our progress toward improved employee engagement and satisfaction.
Survey Details

• 106 Items – rated on this scale:
  1 = Strongly Disagree
  2 = Disagree
  3 = Mixed Feelings
  4 = Agree
  5 = Strongly Agree

• Engagement scores were compared to database of
  – US workers from 579 entities.
In addition to baseline for comparison with ourselves in future years, UWG has selected the Healthcare industry to benchmark against and work towards.

- **Healthcare**
  - Most rigorous standard
  - Focus on KPIs other than financial outcomes
  - Similarity of Customers
    - “STUDENTS” and “PATIENTS”

- The initial goal is to reach the 75\textsuperscript{th} percentile.
Definition of Engagement: Percent engaged in this context means the percentage of satisfied employees in the group who feel their work environment motivates employees to fully participate and work toward institutional goals.
Engagement Overall and by Division

- All Employees: 53%
- Academic Affairs: 51%
- BF-Auxiliary Services: 38%
- Business Finance: 57%
- President: 47%
- SAEM-Auxiliary Services: 59%
- Student Affairs: 59%
- Enrollment Management: 59%
- UA-Auxiliary Services: 63%
- University Advancement: 63%
The 75\textsuperscript{th} percentile in health care corresponds to 64\% of employees engaged.

Current UWG – 53\% (50\textsuperscript{th} percentile)
Current Richards College – 74\%
• Please attend the All University meeting on Thursday, April 24 at 3:30 in the Campus Center Ballroom for further discussion of Engage West.
2013-14 Committee Assignments
FACULTY SENATE

Nominations were accepted until 3:30 pm, Monday April 14.
No additional nominations were made.

Economics (Faculty Development)
Nominee David Boldt

Accounting & Finance (Facilities & Services)
Nominee Sharon Seay

At Large (University Relations)
Nominee Salvador Lopez
Proposals from SPC
Mission and Vision

Draft Vision:
To become a globally recognized college of business preparing forward-thinking, responsible leaders.

Draft Mission:
We are in the business of transforming lives through education, engagement and experiences.
Strategic Goals and Values

Student Success
Admit quality students and provide them with an education, that is rich in experiences and engagement opportunities to prepare them to be effective and ethical professionals.

Academic Success
Recruit, retain and develop faculty and staff by providing sufficient resources to support dynamic and up-to-date bachelor and master-level curricula, to conduct research, professional activities, and to support engagement with all stakeholders.

Operational Success
Recruit, retain and develop administrative management and staff personnel to manage, develop and support infrastructure and those activities that build internal and external partnerships while working in an ever-changing environment.

Ethical Values
The Richards College of Business community (administrators, faculty, staff, students, and business partners) share a commitment to the principles of honesty and integrity in interactions and undertakings, accountability for personal behavior, and respect for the rights, differences, and dignity of others. In addition, we strive to continuously improve our abilities to recognize unethical behavior and to make ethical and moral decisions.
Proposals from Online Task Force
RCOB Online Task Force

- Best Practices for Online Exams
- Exam Proctoring Options (UWG and Online)
- UWG Policies and Procedures
- UWG Pedagogical Services
- Suggest RCOB Syllabus Template
- Suggest CTL funded and RCOB rewarded QM Training
Summer School Enrollments

2031

2128

[Bar chart showing Summer School Enrollments with 2031 for Su 13 and 2128 for Su 14]
Reminders!

Two roll verification points each semester: (Both are very important for financial aid eligibility for students.)

1) The first verification comes about three weeks into the semester, and faculty should verify if students are Attending, if they are Not Engaged, or if they have Never Attended – This is done through Banweb.

2) The second verification comes at the 60% point in the semester, and is the R2T4 Financial Aid verification point. This reports a last attended date for any student who has stopped attending the class.

Final grades are due Monday, April 28, at noon.
Awards, Scholar, and Stone Grant

• Richards College Faculty and Staff Awards
• Richards College Research Scholar
• Stone Grant for Entrepreneurial Studies
• All applications must be submitted no later than Monday, May 12, 2014.
• [http://www.westga.edu/business/1304.php](http://www.westga.edu/business/1304.php)
Spring 2014 Dates

• Spring General Faculty Meeting
• All Campus meeting re Strategic Plan
• Softball: Fac/Staff vs. Students
• All Campus meeting re Engage West
• Commencement
• Grades Due
• UWG Pedagogy Conference

• Wed, April 16 at 3:00 in Townsend Center
• Thurs, April 17 in Campus Center
• Fri, April 18 at 2:00 at Intramural Field 13
• Thurs, April 24 in Campus Center
• 9:00 COAH, COE & COSM 2:00 RCOB, TSON & COSS
• Mon, April 28 at noon
• Tues, April 29 in Campus Center
Watch your email for a May Celebration!
Fall 2014 Dates

- Faculty contract dates
- New faculty orientation
- UWG Faculty meeting
- RCOB Faculty/Staff meeting
- RCOB Fall Party
- Classes begin
- Labor Day
- Cookies and ice cream for students

- August 1, 2014 – May 1, 2015
- Aug 18 & 19
- Wednesday, Aug 21 3:00 p.m.
- Wednesday, Aug 21 8:30 a.m. – 2:00 p.m.
- For discussion!
- Monday, Aug 25
- Monday, Sept 1
- Tuesday, Sept 9
• Open Faculty/Staff meeting
• Presidential Inauguration
• Board of Visitors
• UWG Homecoming
• BB&T Lecture in Free Enterprise
• Economic Forecast Breakfast
• Thanksgiving Break
• Holiday Lunch
• Graduation

• Wednesday, Sept 10 and Thursday, Sept 11
• Week of Sept 15
• Friday, Sept 19
• Saturday, Sept 29
• TBD
• Tuesday, Oct 28
• Week of Nov 24
• Wednesday, Dec 3
• Saturday, Dec 13
Presidential Inauguration Events

- **Mon- Fri 9/15-9/18**: Featured Speakers
- **Thursday 9/18**: 6:30 pm Gala Benefiting Student Scholarships
- **Friday 9/19**: 10:00 am Investiture Ceremony in the Coliseum; 12:00 Reception; 1-4 pm Tours of campus; 6:00 5K Run; 7:30 Wolves Capture the Square; 8:00 Concert at the amp
- **Saturday 9/20**: 10:00 am Homecoming Parade; 2:00 pm Football game and Homecoming Festivities
Dean’s Update
### Accreditation and AACSB Issues
- Serve as chair of AACSB visitation team for two universities and team member for another
- Led discussions of new AACSB standards on faculty qualifications; began discussions of impact requirements in new standards
- Continued strategic planning cycle with engagement of faculty, staff, students, and board members in revision of mission, vision, and values statements

### Student Development and Engagement
- Worked with Dean’s Council of Student Leaders for projects; planned each meeting around work topic for members
- Continued relationships with partner schools: ZUEL (hosted visiting faculty, funded associate dean visit to China), SUIBE (hosted guests on campus, revised MOUs) and FBS (visited two campuses to introduce president, revised MOUs, working on join degree), University of Hertsfordshire in UK (funded joint MBA class project)
- Presentations for three UWG 1101 classes
- Funded student competition in India (resulting in first place awards in all six team categories three individual first place awards) and misc. student travel needs
- Hosted Future Faculty Luncheon, Richards College Scholarship Luncheon, Mentor Program, and Employer Showcase (Walmart.com)
- Introduced breakfast welcome and orientation for international students
- Participated in UWG Breakfast at Midnight Fall 2013
- Worked with Transportation Club of Atlanta to develop internship opportunities for students
- Online MBA ranked #4 nationally by U.S. News & World Report
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<tr>
<th>Faculty/Staff and UWG Engagement</th>
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<tr>
<td>• Held staff team building retreat</td>
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<td>• Initiated Brown Bag series to foster collaborative research in College</td>
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<td>• Held open faculty/staff meetings, lunch (breakfast) with departments, coffee with DAC</td>
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<td>• Funded training opportunities for faculty and staff</td>
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<td>• Member, UWG Honorary Degree Committee</td>
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<td>• Member, UWG Strategic Planning Committee; led sub-committee on partnerships section</td>
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<td>• Engage West initiative: member of survey development team, implementation team, and KPI team</td>
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<td>• Member, Innovation Squad</td>
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<td>• Implemented FBS faculty exchange - incoming Summer 2013, outbound Fall 2014</td>
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<td>• Attended capital campaign seminar presented by UWG Advancement Office</td>
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<td>• Lead Dean for WebMBA: two orientations, faculty retreat, governing board meetings, budget, recruitment open house, implemented new marketing and advertising plan, led discussions of new AACSB standards</td>
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<td>• Participated in misc. campus events: SAS Day, Honors Convocation, Roundtable, BGS, Studer seminars, Town Hall meetings, etc.</td>
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<td>• Met with each individual in Econ Department and hired new chair for FY 2015</td>
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External Engagement

- Chair, USG Regents Advisory Committee Area F Review Task Force
- Vice Chair, USG Regents Advisory Committee
- Member, Carroll County Chamber of Commerce Workforce Education Committee, Attended Women’s Business Alliance seminar; sponsored Lunch on the Chamber and Annual Membership Banquet
- Co-Sponsored Crowd West, community forum on crowd funding
- Member, West Georgia Salvation Army Board
- Member, Heflin Industrial Development Board
- Member, West Georgia Youth Entrepreneur Academy Program Steering Committee
- Invited panelist at “Lean Way In: Women in Business” in Carroll County Chamber of Commerce Women’s Business Alliance seminar
- “Roundtable Discussion: The Mentor-Mentee Relationship,” invited facilitator at Georgia Association for Women in Higher Education Conference
- Invited panelist at “Women’s Leadership Empowerment Forum,” for Walmart Region 2 and Supply Chain Logistics Division employee development program
- Invited presentation to Carrollton Sertoma Club – update on Richards College
- Member, Carrollton Rotary Club; member Program Committee
- Educational partner with the Green Chamber of the South; attended various events
- Applied for E3 Awards hosted by Metra Atlanta Chamber; resulted in SSBH video on MAC site
- Expanded BB&T Lecture to include a breakfast with chamber and community members at the Burson Center
- Updated video on Richards College home page
- Attended BB&T Health Care seminar in Atlanta
- Hosted Fed Day at UWG
- Attended seminar for USG Collaboratives; met with various members of BOR staff throughout the year
- Hosted book signing and lecture by Becky Blalock, alum and retired CIO of Southern Company
- Assisted with preparations for and visit of SACS team
- Assisted Carroll Tomorrow with new industry recruitment meeting
**Fundraising Successes**

- 100% participation of Richards College faculty and staff in 2013-14 A Day campaign, for second year
- Began implementation of Southwire Sustainable Business Honors Program
- SAS Certification program - $26,000 in-kind donation
- Fuller E. Calloway Endowed Chair (50% salary stipend for tenure of Dr. Dutt)
- David H. Hovey Faculty Fellow ($50k) with possibility of continued funding for Distinguished Scholar ($100k)
- Beheruz N. Sethna Dean’s Distinguished Scholar ($100k) with pledge of continued funding for Endowed Professor ($300k)
- Continued funding from Johnson donation ($50k) for CBER, analytics certificate, and SAS Day
- David A. Johnson Distinguished Scholar ($50k) with pledge to continue funding for Professor of Predictive Analytics ($300k)
- Center for Business & Economic Research - $10,000 from Franklin Foundation (6th year)
- Mark Camp/Advantage Office Solutions - $50,000 pledge for Visionary Endowment
- Implementation of annual $100,000 BB&T donation
- Donation from Wal-mart.com ($2,000) for Women’s Leadership and Empowerment
- Planned gifts from John Harris ($100,000) and Philip Thomas ($50,000)
- Planned gifts from Hughes estate

**Personal and Professional Activities/Awards**

- One article under review at *Journal of Strategic Marketing*
- *Atlanta Business Chronicle* Who’s Who in Education
- “Women in Business and Education: Developing the Game Plan for Success” presented at Oxford Roundtable on Women in Education, Oxford University
- Attended AACSB Deans Conference and Accreditation Conference; attended WAME (Women Administrators in Management Education) seminars at both conferences
- Attended SBAA Annual Conference and Summer Workshop
### Student Development
Admit quality, local, regional, national, and international students and provide them with an education containing the skills and knowledge gained from traditional and experiential learning in internal and external campus settings to prepare them to be effective and ethical professionals.

- Revise home page as recruitment tool
- Recruit minors
- Expand mentor program via e-contact
- Develop plan for freshman integration into RCOB
- Build interdisciplinary programs (e.g., analytics, health care)
- Expand recruitment efforts in Atlanta area
- Develop systematic plan for international opportunities
- Formalize exit interview process across departments
- Begin comprehensive curricula review
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### Academic Professional Growth
Recruit and retain quality faculty and provide sufficient resources to support dynamic and up-to-date bachelor and master level curricula, to conduct research, and to provide service to all stakeholders within and outside of campus.

- Provide faculty training for enhancing credentials (e.g., new distance ed technologies, curriculum innovation)
- Facilitate international research collaborations
- Develop and begin implementation of faculty exchange
- Expand the impact of B-Quest
- Review Faculty Handbook
- Secure Fulbright Fellowship for at least one faculty

### Administration and Infrastructure Support
Recruit and retain quality administrative management and staff personnel to manage, develop and support infrastructure and those activities that build internal and external partnerships while working in an ever-changing environment.

- Integrate graduate school operations
- Develop plans for RCOB building patio
- Hold DAC retreat
- Expand marketing efforts
- Complete funding for Visionary Endowment
- Hold staff retreat
- Secure funding for at least two endowed chairs
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<td>☐ Review admission standards for majors</td>
<td>✓ Examine potential for creation of Student Success Center</td>
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Fall Party Discussion
Thank you for another great year!

Questions?