Notes from Department Chairs Meeting, August 27, 2008

The Associate Dean, Dean, Department Chairs, and the Director of Resource Management met from 2-4 PM in the Dean's Conference Room.

Jim welcomed Mehdi Salehizadeh (Finance) and Alex DeNoble (Management) as new chairs.

James Tarbox (Director, Career Services) and Christine Shine (CBA liaison counselor) met with the group. CBA has the highest percentage of students registered with Career Services of any of the colleges. James wants to ensure that CBA faculty are aware of the resources offered by Career Services, and offered to speak at department faculty meetings. Christine discussed some things that she is doing to work with CBA students. She brought the results from the 2008 graduating survey to which 298 CBA graduating students responded. Mean starting salaries for BSBA graduates were at about $46K for Accounting, Finance, and IS majors, $44K for Marketing majors, $42K for Management majors, and $37 for Financial Services majors. At the time of graduation, about 60% of the BSBA graduates had employment, and an additional 10% were going to graduate school. Jim requested that the salary information be provided for the MBA/MSBA/MSA graduates.

Kathy Krentler and Sandi Williams spoke to the group about the pre-Business major code. Currently, this is the only code offered for pre-Business students until they reach upper division and declare a major. Enrollment services has suggested that students declare at the time of first enrollment as a pre-Accounting, pre-Finance, etc. They are not bound to this major, and would be cleared to their major when they declare upper division. They would still be required to go to the BAC to declare. The advantage of this would be that the chairs could identify potential majors at an earlier stage, and create activities in lower division to introduce them to the major and the business community at an earlier stage. Sharon said that this would be particularly helpful in Accounting, where she has CPA firms offering activities, workshops, and scholarships to students who are identified at the freshman/sophomore level. The other chairs felt that it was not as important to their programs, and felt that many students don't really understand the different majors enough to select one when they are a freshman. The chairs suggested that Sandi request a separate pre-Accounting code, but not for the other majors.

Jim distributed some information on AACSB faculty statistics from AY 2007-2008. In recent years, the CBA has not been able to keep pace on tenure-track positions to replace those who have retired or left the university. Gail has been expressing to the central administration her concern that this could jeopardize our accreditation review in a few years (self-study due Fall 2012, review team visit Spring 2013). When the School of Accountancy went through their review in Spring 2008, Provost Marlin and AVP Singer were told by the review committee that SOA would not be approved if this was an accreditation visit due to the metrics on faculty sufficiency and AQ/PQ.
There are required percentages by AACSB on the faculty sufficiency and AQ/PQ. Jim ran the statistics from 2006-2007 and created a report for AVP Singer, showing that we were below the required standards for faculty sufficiency, as our percentage of tenured/tenure-track/FERP to lecturer faculty has decreased significantly over the past few years. While we were allowed to recruit for 10 new positions last year to begin to make up for the shortfall, we only hired two new faculty members, as some positions were not filled and others were frozen during the recruiting process once the state budget shortfall was discovered. Jim reran the numbers based on the 2007-2008 classes in which we grew an additional 300 FTE each semester from the previous year and had to add a significant number of lecturer FTEFs to accommodate the additional demand. Jim prepared a report for AVP Singer and discussed the issue at length with Ernie Griffin from AVP Singer's office. Gail will meet with Provost Marlin and AVP Singer to discuss potential strategies to deal with these issues.

Jim also ran the numbers on AQ/PQ, and found that except for the SOA, the other departments are on track to meeting these requirements. The problem with SOA is that the GTAs who teach ACCTG 201 are currently classified as „other‰. Sharon will continue to try to get a clearer interpretation of the requirements for that group.

We were told that we would have a significant reduction in FTEs this year, as the university was taking fewer freshmen and community college transfer students. Despite that, our number of upper division declarants who have met the 2.9 GPA requirement is already ahead of Fall 2007, and we anticipate an increase of 50-75 new upper division CBA majors. While we were targeted for a reduction in FTE from Fall 2008 (3062) to 2950, we were at about 3175 prior to the meeting, and will most likely finish over 3100 by census date. The chairs have been told to make sure there are seats to match demand and they have been very good at doing this. However, this creates a need to hire additional lecturers, and further exacerbates the problems that we are facing with regard to AACSB metrics.

We get additional funds for these FTEs, as well as significant funds from Open University for the ALI semester-at-SDSU students (almost $200/student for a 3-unit class) but we are not going to be able to accommodate some of the demand from the ALI students. Therefore, we have set up several classes at CES, in which the faculty member will be paid for the additional work, but the CBA will get nothing from these sections. Therefore, we anticipate a reduction this year in the funds that come to us from ALI, which are used to support travel and equipment.

There will no longer be unofficial electronic student evaluations. As electronic evaluations become part of the college records, Enrollment Services has told us that they cannot separate out evaluations so that only the faculty member receives them and not the administrative offices. If faculty wish to do an unofficial evaluation of their class, they can distribute paper evaluations or create their own instrument through Survey Monkey or some other source.
Sometimes, faculty wish to hire GAs who are doing graduate work in another college. This needs to be approved by the Graduate Division. David Ely has been working with Chris Glembotski (Associate Dean, Graduate Division) to facilitate this. Normally, faculty should attempt to hire CBA graduate students, but when there are not CBA graduate students with the specific skills needed, we can, with permission, hire from outside the CBA.

Kelly and Justin have been working to upgrade the database on faculty records that are required for AACSB reporting. It is critical that the information be verified and data be accurate as we get closer to our visit. Jim asked the chairs to work with the faculty to help to get us the necessary information.

For this year’s RTP process, the department’s RTP criteria policy will be inserted in each candidate’s one-of-a-kind file. Validation of the candidate’s file has been a problem in past years in all departments. Jim urged the chairs to work with their RTP committees to do a better job in this area. He suggested that the committees assign a (different) committee member to validate each candidate’s file to try to balance the workload.

There is no college policy on the numbers that are used in the RTP PDS file for department means for teaching evaluation. Some candidates have used the department mean to be mean for all who teach their course, others have used it for all courses in the department, and others have used it to reflect the mean for all upper division or lower division or grad classes. There needs to be consistency in the process. Jim asked the chairs to work together to see that there be consistency in the number used for this. He will also check with the College RTP Committee and eventually propose policy to the Steering Committee.

Future meetings of the chairs and the Executive Committee will normally take place on Tuesday mornings. This was a one-time change to accommodate the schedules for this week.