On June 16th, the chairs, directors of our undergraduate and graduate programs, resource manager, and the assistant dean of student affairs assembled to discuss the following: the procedure for the allocation of faculty lines when they become available; a reflection on the past year; and the potential to launch a “trading room.”

The committee agreed with the approach that faculty lines should be allocated according to the strategic plan of the College. A few years ago, each department was asked to provide an academic plan, and to identify any lines that will support that plan. The College would then assess the requests and decide the priority. This practice was not required with the introduction of the budget cuts. The committee agreed that we should move back to this system, with the additional step to provide a careful analysis of our current capabilities. For example, each department should construct a list of faculty, the list of courses to staff, and then a map of who should (could) teach which course. This will identify critical gaps for coverage. This would require a careful examination of the curriculum.

Reflections on the past year generated an opportunity for interesting feedback. Marketing, for instance, commented on the quality of the 3 new faculty members, the high level of faculty involvement, and excellent teaching performance. IDS (now MIS) commented on the value of its academic review, which provided the basis for the name change and the development of the PhD program. Finance commented on its efforts (and early success) in the fundraising arena. In the Management Department, a strategic investigation resulted in a need to focus on leadership. The Institute for Inclusiveness and Diversity in Organizations (IIDO) continues to produce at a high level, and has received national recognition. Grants (NSF) and outreach to the community are now within its vision. Its social entrepreneurship endeavor has resulted in a key partnership with the Grameen Bank to host an intern. The Management Department is also pleased with its initiative to streamline its grading policy to hold students to high standards. (Sharon could not attend this meeting).

The committee took the liberty to comment on the changes at the College. Strong leadership, reforming the policy file, and streamlining of faculty/staff received positive feedback. Areas/issues which need attention as we move forward include: an investigation of the post-tenure review; the presence of faculty on campus; participation on committees; and faculty/staff
A particularly difficult challenge was the need to rework the schedule to align it with the budget and faculty preference. The committee also reported the potential to reexamine the graduate curriculum to provide a more challenging experience for our MBA students. The challenge with reintegrating the EMC with the College will include broad-based faculty participation.

Badri and Januj, our Finance colleagues, have drafted a proposal to seek funding for a “trading room” within the College. The committee acknowledged the importance of this initiative, but proposed that we need a dedicated space and more planning to ensure adequate integration. The College will continue to explore this important initiative.

The next meeting of this committee is scheduled for July 12, 2011 (9 to 11 in the DCR).

Thank you!

Gangaram

Gangaram Singh, PhD  Associate Dean for Academic Affairs  Director, Center for International Business Education and Research  Beyster Fellow  College of Business Administration  SAN DIEGO STATE UNIVERSITY  5500 Campanile Drive  San Diego, CA 92182  Phone: 619-594-2201  Fax: 619-594-3272  E-mail: gangaram.singh@sdsu.edu

You must be the change you wish to see in the world.  Mahatma Gandhi