Addendum to MGS Action plan

Effective date: March 23, 2016

- approved by [Signature]

III. Action Steps for the coming cycle

A. Address Organizational Cohesion
   1. Create a strategic plan for the department
      a. Progress has been made. The focus has been on developing a vision, mission and goals for the department that help to integrate the various disciplines housed in the college toward common goals in programming and to some extent, research. The outcome of this process has been a vision that focuses on the management of people, processes and projects. We have redesigned our MS program (see C. below) around this theme and it has been successful in bringing the faculty involved in the redesign process together around a common goal. The intention is to take a similar approach to the review of the MBA and BBA majors which will commence following completion of the college level restructuring of those programs (see point C.2 below)
   2. Other activities undertaken to improve cohesion
      a. A conference room has been reserved for the lunch hour every day and the faculty has been invited to bring their lunches and enjoy the company of their colleagues in an informal setting. This move has been well received and a majority of the faculty members participate at least 1/week.
      b. As an outgrowth of “the lunch table,” as it has come to be called, faculty brownbag presentations have taken place. Initially these informal talks have consisted of MGS faculty talking about their work in progress for the purpose of gaining feedback. Recently there has been interest in bringing in faculty from outside RCB to talk about their research and we currently have two scheduled for the spring term.
      c. One of the department faculty members hosts an annual “kick-off” party at her home every August to bring faculty together right before the start of the academic year. This sets a collegial tone for the coming year.

B. Address leadership and senior level faculty
   1. The college will hire/appoint a permanent chair – this has been done
   2. Hiring senior faculty. We hired one Associate Professor who joined us in Fall 2015. A search was conducted during the current academic year (15-16) for a second senior hire but it was unsuccessful.

C. Restructuring Programs
   1. The restructured MSMGS program has received final approval and will launch in Fall 2016
      a. A set faculty has been identified to teach in this program
      b. Learning objectives have been identified
c. The faculty is currently meeting bi-weekly to develop assessment rubrics and review courses to ensure that learning objectives are accomplished and assessed in each course.

2. Review of MBA and BBA majors will be undertaken upon completion of College level restructuring of these programs. The focus of our efforts will be on aligning the program with the department vision and market demand.

3. Grow the PhD program. In the initial University-level review of this plan (3/7/16), it was noted that our PhD program is relatively small in relationship to the number of tenure track faculty. This is due to the lack of senior faculty in the department. As the number of senior faculty increases either through internal promotion or external hires, the intention is to increase the number of admissions to the PhD program accordingly.

D. Enhance program assessment

1. As noted in C. 1. c. above, the department is currently developing an assessment program for the restructured MS program that focuses on designing rubrics to assess the learning objectives for the program as well as reviewing courses to ensure that learning objectives are accomplished and assessed in each course. When we move to a review of the MBA and BBA majors, a similar process will be undertaken for those programs.