
NIU College of Business
STRATEGIC PLANNING COUNCIL X MEETING MINUTES
 Second Meeting (Academic Year: 2006-07) ~ Friday, November 17, 2006, 2:00 – 4:00 p.m.

**COMBINED MEETING OF
 STRATEGIC PLANNING COUNCIL X (SPC)¹
 AND
 STRATEGIC INITIATIVES ACTION TEAMS (SIAT)²**

SPC & SIAT Participants:

Mary Allen (MGMT Secretary & President – Staff Council), Tim Aurand (MKTG Faculty), Ben Bengston (BOEA: Innova Source Consulting), Sue Braffet (COB Alumni Director), Sara Browning (FINA – Undergraduate Student Rep), Ann Carrel (Executive MBA Program Assistant Director), Virginia Cassidy (NIU Associate Vice Provost), Doug Clinton (ACCY Faculty), Joe Cullinane (MKTG Executive-in-Residence & President – Joe Cullinane Enterprises, Inc.), Anthony D'Andrea (Director of Development, Senior Gift and Estate Planning Officer – COB), , Michelle DeJean (COB Marketing Director), Diane Docking (FINA Faculty), James Johnson (FINA Faculty), Gyu Kim (OMIS Faculty), Brittany Kowalski (MGMT – Undergraduate Student Rep), Brian Mackie (OMIS Faculty), Jane Mall (COB Experiential Learning – Outreach Director), Kate Mantzke (ACCY Faculty), Lori Marcellus (Undergraduate Studies in Business Director), Sarah Marsh (MGMT Chair), Tim Paige (Director COB Tech Resources), Ronald Parrish (MGMT Instructor), Mona Salmon (Evening MBA Program Assistant Director), Denise Schoenbachler (Dean, College of Business), Tanuja Singh (MKTG Chair), Wayne Smith (iTest Quality Partners Inc.), Jeff Wallem – via Teleconference (BOEA: Investment Advisor – Wallem Associates), Sally Wakefield (COB Strategic Planning & Assessment Coordinator), Daniel Wunsch (COB Interim Associate Dean), Phyllis Zerull (MIS Graduate Program Coordinator and Undergraduate BSBA Advisor)

Guest: Dennis Dean (BOEA President: *Executive Vice President* Harris Bank)

SPC Members Unable to Attend:

Charles Gowen III (MGMT Faculty) and Charles Petersen (OMIS Faculty)

NIU COLLEGE OF BUSINESS STRATEGIC INITIATIVES					
BRANDING	CURRICULUM INNOVATION	ENDOWMENTS	ENTREPRENEURSHIP	GLOBAL	ONE COLLEGE, ONE TEAM, ONE FOCUS

The General Session started at 2:00 P.M. with Dean Schoenbachler welcoming SPC and SIAT members to the combined meeting. As outlined by the Dean, expectations for the 11-17-06 Strategic Initiative Action Team (SIAT) meetings, which followed the General Session, include:

- Selection of a Team Leader, who is asked to keep things moving forward
- Articulation of the Strategic Initiative goals to be accomplished
- Timeline for meeting those goals considered attainable within:
 - One year
 - Three years
 - Five years

¹See Attachment A: *Strategic Planning Council X: 2006-07 Membership.*

²See Attachment B: *Strategic Initiative Action Teams (Updated 12-7-06)*, which includes updates to team compositions and team leader selections.

Such an ambitious schedule may necessitate teams meeting at least once a month during the early stages of their work, which the Dean encouraged teams to consider doing. Team Leaders were asked to summarize in bullet format their respective teams' discussions and forward them to Sally Wakefield. Clearly, as SPC-Dean's Retreat participants expressed in September and BOEA members echoed during their engaging *Strategic Initiatives* discussion on November 9, *all* those involved in the COB's strategic planning are committed to having a set of deliverables by the end of this academic year – with the BOEA meeting in May 2007 the target date for rolling out at least some ideas across all initiatives.

Tanuja Singh asked if resources (primarily, financial) should be the driver to what goals are articulated. While resources may be a consideration, the Dean replied that they ought not be the main issue as the COB develops a "Model for Moving Forward" with regard to its strategic initiatives. From an *Endowments* perspective, Anthony D'Andrea added that teams may want to frame their goals in a manner that, as prospective donors are approached, resource needs can be expressed in a clear and realistic way.

The Dean pointed out that *realizing* the strategic goals of the COB is a *shared responsibility* of all team members and other COB stakeholders whose expertise is needed to successfully meet these goals.

SPC IX APRIL 14, 2006, MINUTES

A motion to approve the April 14, 2006, minutes was made by Sarah Marsh, seconded by Jane Mall, and passed unanimously.

2006-07 SPC MEETING DATES³

The 2006-07 SPC meeting dates have been finalized:

November 17, 2006, March 30, 2007, and April 27, 2007

Prior to the conclusion of the General Session, which adjourned at 2:21 PM, the SPC – Dean's Retreat *PowerPoint* presentation, designed by Suzanne Bryson in Tech Resources and put to music by Jeffrey Hepker with Zoostreet Music (Burbank, CA), was shown. From 2:30 – 4:00 PM, the individual Strategic Initiatives Action Teams⁴ met to discuss the objectives set forth during the Dean's opening comments. Following the action teams' meetings, participants reconvened in the Dean's Office Conference Room for a social hour.

The next SPC meeting will be on **Friday, March 30, 2007**, from 2:00 – 4:00 PM in the Dean's Conference Room. Lenita Hepker, Pat Myers, Connie Weaver, Tim Paige, and Courtney Krug were acknowledged for their contributions in arranging today's meeting.

Respectfully submitted,

Sally A. Wakefield
COB Strategic Planning Coordinator

Attachments

³See Attachment C: *2006 – 07 Strategic Planning Council X – Meeting Planning Calendar* for details.

⁴See Attachment D: *Summaries of 11-17-06 Strategic Initiatives Action Team (SIAT) Meetings*.

STRATEGIC PLANNING COUNCIL X 2006-07 MEMBERSHIP

SPC Bylaws (Excerpts):

1. The number of members at any time shall be no more than thirty (30).
2. SPC members must be a targeted stakeholder of the College of Business.
3. At least two-thirds of SPC membership must come from the College of Business. The membership goals of the SPC are as follows: two faculty members from each department (ACCY, FINA, MKTG, MGMT, and OMIS), 2 student representatives, 2 alumni representatives, 2 business community representatives, one university administration representative, 2 representatives from the operating staff, and 2 representatives from supportive professional staff. In addition, the SPC would ideally contain members of College Council, Staff Council, College Senate, and College Curriculum to serve as liaisons between these committees and the SPC.
4. SPC membership must include the Dean, the Associate Dean, the college's Strategy & Assessment Coordinator, the college's Director of Marketing, the current President of Staff Council, the Director of Technical Resources, and at least one student member.
5. College of Business members shall serve for a term of three years. One-third of the membership will rotate off each year....

3-YEAR TERM FA06 – SU09	2-YEAR TERM FA06 – SU08
<ol style="list-style-type: none"> 1. Mary Allen, Secretary – Management Department and President, Staff Council 2. Ann Carrel, Assistant Director, Executive MBA Program 3. Virginia Cassidy, Associate Vice Provost – NIU 4. B. Douglas Clinton, Associate Professor – Accountancy Department 5. Joe Cullinane, Alumnus/Business Community Rep – President, Joe Cullinane Enterprises, Inc.; Executive in Residence – Marketing Department 6. Anthony D'Andrea, Director of Development, Senior Gift and Estate Planning Officer – COB 7. Charles Gowen, Professor – Management Department 8. Gyu Kim, Professor – Operations Management & Information Systems Department 9. Sarah Marsh, Chair – Management Department 10. Charles Petersen, Associate Professor, Operations Management & Information Systems Department and CC 11. Tanuja Singh, Chair – Marketing Department 	<ol style="list-style-type: none"> 12. Sue Braffet, Director, Alumni Relations – Alumni & Corporate Relations 13. Jim Johnson, Professor – Finance Department 14. Brian Mackie, Associate Professor – Operations Management & Information Systems Department 15. Jane Mall, Director, Experiential Learning Center – Alumni & Corporate Relations 16. Kate Mantzke, Assistant Professor – Accountancy Department 17. Lori Marcellus, Director, Undergraduate Studies in Business 18. Ron Parrish, Instructor – Management Department 19. Phyllis Zerull, MIS Graduate Program Coordinator and Undergraduate BSBA Advisor
1-YEAR TERM FA06 – SU07	PERMANENT MEMBERS
<ol style="list-style-type: none"> 20. Tim Aurand, Associate Professor – Marketing Department 21. Sara Browning, Undergrad Student Rep – Finance 22. Diane Docking, Associate Professor – Finance Department 23. Brittany Kowalski, Undergrad Student Rep – Management 24. Mona Salmon, Assistant Director, Evening MBA Program 25. Wayne Smith, Business Community Rep – iTest Quality Partners Inc. <p style="text-align: center;">New members' names highlighted.</p>	<p style="text-align: center;">(COB Dean, COB Associate Dean, COB Marketing Director, Tech Resources Director, and Strategy & Assessment Coordinator)</p> <ol style="list-style-type: none"> 26. Denise Schoenbachler, Dean (SPC Facilitator) 27. Dan Wunsch, Interim Associate Dean 28. Michelle De Jean, Marketing Director 29. Tim Paige, Director, Technology Resources 30. Sally Wakefield, Coordinator, Strategy & Assessment <p style="text-align: center;">CC denotes College Council CCC denotes College Curriculum Committee</p>

SPC X MEMBERSHIP COMPOSITION

By-Laws Classification:	ACCY	FINA	MGMT	MKTG	OMIS	MBA	COB/ NIU	TOTAL
Numbers in () represent membership goals.	(2)	(2)	(2)	(2)	(2)			
Faculty (10)	2	2	2	2	3			11
College Council "CC" (1)					1			1
College Curriculum "CCC" (1)								0
Faculty Sub-Total¹	2	2	2	2	3	0	0	11
COB Undergrad or Graduate Student (1 or 2; SPC must include at least 1 student)		1	1					2
College Senate (1)			1	1				2
Operating Staff (2) ¹			1					1
Supportive Professional Staff (2)					1	2	4	7
Staff Council (1) ¹			1					1
NIU COB Permanent Members (5)							5	5
NIU Admin (1)							1	1
Business Community Rep (2) ¹			1	1			1	3
Alumni (2) ¹				1				1
Total Representation¹	2	3	5	3	4	2	11	30
<i>Percentage Based on N of 30</i>	7%	10%	17%	10%	13%	7%	37%	
Total Representation Based on Target N of 30¹								
Overall %-Age from COB (Must be = or > 67%):								93%
%-Age Faculty:								37%

¹Totals adjusted for representation overlap of categories.

ATTACHMENT B

STRATEGIC INITIATIVE ACTION TEAMS
(UPDATED 3/30/07)

NIU College of Business Strategic Initiatives Action Teams (SIAT)						
	One College ... One Team ... One Focus	Global	Endowments	Curriculum Innovation	Entrepreneurship	Branding
1	Mary Allen, Secretary – MGMT and President, Staff Council ¹	Jon Briscoe, Associate Professor – MGMT ²	Sue Braffet, Director, Alumni Relations – Alumni & Corporate Relations ¹	Rich Boulger, Instructor – MGMT ²	Ben Bengtson, BOEA: Innova Source Consulting ³	Tim Aurand, Associate Professor – MKTG ^{1&4}
2	Dick Downen, Chair – FINA ²	Sara Browning, Undergrad Student Rep – FINA ¹	Virginia Cassidy, NIU Associate Vice Provost ¹	Elisa Fredericks, Assistant Professor – MKTG ²	Ann Carrel, Assistant Director – MBA ¹	Ben Bengtson, BOEA: Innova Source Consulting ³
3	Alice Hall, Secretary – Office of MBA Programs ²	Joe Cullinane, Alumnus/Business Community Rep, President – Joe Cullinane Enterprises, Inc. ¹	Doug Clinton, Associate Professor – ACCY ¹	Brittany Kowalski, Undergrad Student Rep – MGMT ¹	Elisa Fredericks, Assistant Professor – MKTG ²	Dennis Dean, BOEA President: Executive Vice President – Harris Bank ³
4	Lenita Hepker, Administrative Assistant to the Dean ²	Diane Docking, Associate Professor – FINA ¹	Anthony D’Andrea, Director of Development, Senior Gift and Estate Planning Officer – COB ^{1&4}	Brian Mackie, Associate Professor – OMIS ^{1&4}	Jim Johnson, Professor – FINA ¹	Michelle De Jean, COB Marketing Director ¹
5	Kate Mantzke, Assistant Professor – ACCY ^{1&4}	Luis Flores, Professor – MGMT ²	Lori Marcellus, Director, Undergraduate Studies in Business ¹	Jane Mall, Director, Experiential Learning Center – Alumni & Corporate Relations ¹	Sarah Marsh, Chair – MGMT ^{1&4}	
6	Kathy McFadden, Professor – OMIS ²	Chuck Gowen, Professor – MGMT ¹		Tim Paige, Director, COB Technology Resources ¹	Lynn Neeley, Professor – MGMT ²	
7	Stacey Short, Instructor – MGMT ²	Gyu Kim, Professor, OMIS ¹		Ron Parrish, Instructor – MGMT ¹	Charles Petersen, Associate Professor, OMIS and CC ¹	
8	Phyllis Zerull, MIS Graduate Program Coordinator and Undergraduate BSBA Advisor ¹	Roger Kurinsky, BOEA: Senior VP – Kimble Glass, Inc. ³		Mona Salmon, Assistant Director – MBA ¹	Wayne Smith, SPC Business Community Rep – iTest Quality Partners Inc. ¹	
9		Tanuja Singh, Chair – MKTG ^{1&4}				
10		Jeff Wallem, BOEA: Investment Advisor – Wallem Associates ³				
11		Jim Young, Chair – ACCY ²				

¹Strategic Planning Council at-Large Member

²COB Faculty/Staff Member (other than SPC X-at large member)

³Board of Executive Advisors [BOEA] Member

⁴SIAT Leader

ATTACHMENT C

STRATEGIC PLANNING COUNCIL X – MEETING PLANNING CALENDAR



SPC X DEAN'S RETREAT: FRIDAY, SEPTEMBER 15, 2006, 8:30 A.M. – 3:00 P.M.
SPC X MEETING SCHEDULE: FRIDAY, 2 – 4 P.M., ON: NOVEMBER 17, 2006; MARCH 30, 2007; AND APRIL 27, 2007

ACADEMIC CALENDAR 2006-2007

(Approved by University Council - December 8, 2004)

FALL SEMESTER 2006

August 21 - 25	Monday - Friday	Faculty Meetings
August 28	Monday	Classes Begin
September 4	Monday	Labor Day (University Closed)
November 22	Wednesday	Thanksgiving Break Begins
November 27	Monday	Classes Resume
December 8	Friday	Classes End
December 11 -16	Monday - Saturday	Final Examinations
December 17	Sunday	Fall Commencement

SPRING SEMESTER 2007

January 8 -12	Monday - Friday	Faculty Meeting
January 15	Monday	Martin Luther King, Jr. Birthday (University Closed)
January 16	Tuesday	Classes Begin
March 10 - 18	Saturday - Sunday	Spring Recess
March 19	Monday	Classes Resume
April 15	Sunday	Honors Day
May 3	Thursday	Classes End
May 4	Friday	Reading Day
May 5, 7 - 11	Saturday, Monday - Friday	Final Examinations
May 12	Saturday	Spring Commencement

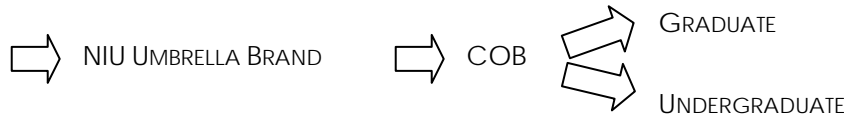
SUMMER SEMESTER 2007

June 18	Monday	Classes Begin
July 4	Wednesday	Independence Day (University Closed)
August 10	Friday	Summer Session Ends

ATTACHMENT D

SUMMARIES OF 11-17-06 STRATEGIC INITIATIVES ACTION TEAM (SIAT) MEETINGS

BRANDING SIAT⁵



ID POINTS OF INTERNAL EXCELLENCE

EXTERNAL DESIRED POINTS OF EXCELLENCE

PERCEPTIONS OF DIFFERENTIAL VALUES

ID ONE ... TWO ... THREE
POINTS-OF-EXCELLENCE OPPORTUNITIES AND WHICH CONSTITUENTS WANT THEM

*MUST BE IDENTIFIED AS A CURRENT COMPETITIVE ADVANTAGE

ID ONE OR TWO ANCHOR POINTS TO DRIVE



STUDY – INTERNATIONAL
– ENTREPRENEURSHIP

PROCESS:

BRAND	}	{
STUDY	} MARKETING	{ BUILD
	} AUDIT	{ FROM
ID BRAND	}	{ EXISTING
GAPS/OPPORTUNITIES	}	{ STRENGTHS
	}	{

DELIVERABLES:

YEAR 1	YEAR 3	YEAR 5
PROCESS	PROGRAM IMPLEMENTATION	DEVELOPMENT
<ul style="list-style-type: none"> ▪ ID POINTS OF EXCELLENCE ▪ SOCIALIZE IT AMONG KEY CONSTITUENTS <p>TARGET ↑ RECRUITMENT STUDENTS</p> <p>DELIVERABLES</p> <ul style="list-style-type: none"> ▪ PROTOTYPE (CURRICULUM, FUNDING, ETC.) ▪ BENEFITS TIED TO COB STRATEGY ▪ TIED TO POINTS OF EXCELLENCE 	 GRADUATION	MARKET RECOGNITION

⁵See Attachment B for the list of members by Strategic Initiatives Action Team updated through 12-7-06.

CURRICULUM INNOVATION SIAT⁵

GOAL: Experiential learning opportunities for all College of Business students involving real world contact and content

TIMELINE:

One Year -

- Evaluate each department to identify courses that already are incorporating real world experiences
- Evaluate UBUS 310 and 311 to make sure the UBUS course work is preparing students to work on real world cases and projects by developing the necessary skills (suggested by the executives in the EBOA meeting on Nov. 9). These real world business skills include:
 - Self/time and project management
 - Presentation and ability to sell ideas
 - Oral and written communication (to include email protocol and report writing)
 - Meeting preparation
 - Technology
 - Innovation
 - Critical and creative thinking
 - Working knowledge of all business disciplines
 - Team Building (ability to work in a cross-functional setting)
- Develop set of online tutorials and resources necessary to reinforce and continued development of the real world business skills mentioned above

Two Year -

- Guarantying the real world skills are developed in every department to facilitate real world cases and projects
- Design, develop and implement cross functional "Real World Business" required course

Three Year -

- "Real World Business" course is implemented and required for all undergraduate students
- Elective for graduate students
- Evaluation of course
- "Real World Business" course will not be housed in one department

ENDOWMENTS SIAT⁵

NIU College of Business Endowment = \$4 million

TYPES OF ENDOWMENTS:

- Scholarships
- Professorships
- Department level vs. College
- Priority Scholarships – Frosh/Soph – College wide
- Technology?
- Instruction – support students and faculty?

NAMED COLLEGE – \$20 MILLION (APPROX)

- Money into endowment funds for designated purposes

ENGAGEMENT

- Set # of new contacts by department
- MBA

OBJECTIVE #1

- Establish a method to engage alumni by department and college wide.

OBJECTIVE #2

- Establish at least one endowed professorship.

OBJECTIVE #3

- Establish the Dean's Endowed Scholarship.

OBJECTIVE #4

- Establish five new endowed scholarships.

ENDOWMENT GOAL (TOTAL ENDOWMENT)

FY07 = \$4.75

FY 09 =

FY 11 =

ENTREPRENEURSHIP SIAT⁵

Present: Ann Carrel, Jim Johnson, Sarah Marsh, Lynn Neeley, and Wayne Smith

Group discussed different aspects of entrepreneurship:

1. Blocking and Tackling: developing body of knowledge necessary to take an idea to commercial reality (e.g. knowing metrics, understanding deliverables and outcomes associated with the entrepreneurship life cycle)
2. Entrepreneurship "mind set" to be developed and displayed in new ventures and well as to grow established companies. Include topics like creativity, brainstorming, etc.

Discussed three different categories of achievement relative to Entrepreneurship ranging from short-term to long-term:

1. Curriculum integration to include:
 - a. Integrating the body of knowledge in multiple venues
 - b. Development of framework or toolkit necessary to pursue entrepreneurial ventures
 - c. UBUS 311 and development of an entrepreneurship program were mentioned as options to discuss fully in the future. Other venues are also likely.
2. Interdisciplinary collaboration across Management, Marketing, Engineering, etc.
3. Creation of an incubator to support entrepreneurial initiatives

The group decided that the next meeting would involve inviting Rich Boulger who recently attended a conference on teaching entrepreneurship to help the group focus its discussion of details necessary to move forward.

GLOBAL SIAT⁵

Members present: Jon Briscoe, Sara Browning, Joe Cullinane, Diane Docking, Luis Flores, Gyu Kim, Tanuja Singh, Jim Young
Joined Remotely: Jeff Wallem
Not Present: Chuck Gowen, Roger Kurinsky
Team Leader (Informal): Tanuja Singh

The discussion revolved around the idea that we need to differentiate our program from what others may be offering regionally and/or nationally. Several ideas were proposed including specializing in particular countries or regions. One topic that was discussed at some length was how our efforts could assist emerging economies in Africa, the Pacific Rim, and Eastern Europe (microenterprise and microfinance). All members agreed that we need a more internationally diverse student body as well as more internationalized faculty. The original Center of Excellence proposed at the SPC retreat was validated.

Jeff Wallem, who joined remotely, sent his comments later. He believes that more clarity is needed as to objective of the global initiative. He notes that some of the objectives of the global initiative are: to help our undergrads "Think Global" as a basic core competency if they are to succeed in the business world of today, to equip our faculty to provide that educational experience, and to recruit new faculty and students that will enhance the NIU COB global educational experience for our students. Jeff agreed that we need to start with smaller initiatives until the Center can become a reality (e.g., speaker series, web-based global journal that students can participate in, internship for students in global mid-sized firms).

PRIMARY GOALS

1st year:

- ✓ Identifying NIU COB's strategic Niche
 - Surveying Chicago-area based corporations to assess their views and needs in terms of global education for their employees (current and future)
- ✓ Identifying Universities with Centers of Excellence in International Business whose model we can adopt or adapt easily
- ✓ Learning from their models via personal visits and/or distant contact
- ✓ Identifying particular countries/regions/expertise that the Center should focus upon
- ✓ Develop a white paper for the COB Development office (Anthony) to be used for developing funding requests for specific projects
 - Topics to be included: Corporate assessment of global education needs, competing programs, our proposed niche, people and monetary resource requirements, time-line for achieving various objectives
- ✓ Exploring external funding opportunities (e.g., grants) related to the establishment of the Center
- ✓ Initiating Global Speakers series
- ✓ Developing a model for internationalizing COB Faculty

P.S. The sub-group has identified the 1st year goals in considerable detail. The remaining goals, it was agreed, are in-line with the Center of Excellence Model but were not elaborated upon. Next meeting of the sub-group will be on December 13, 2006.

ONE COLLEGE ~ ONE TEAM ~ ONE FOCUS SIAT⁵

TEAM LEADER

Kate Mantzke from the Department of Accountancy was chosen to be the team leader.

ARTICULATION OF TEAM GOALS

The primary goal of for this SIAT is to create and nurture a sense of community within the CoB for all stakeholders. The term "stakeholders" is broadly defined to include faculty (tenured and tenure-track professors, instructors, and adjuncts), staff (OPS and SPS), students, the Board of Executive Advisors, alumni, the employers that recruit our students, and the parents and/or other family members of our students.

The secondary goals that support our efforts to achieve the primary goal are:

- to work towards college-wide participation in the various initiatives that will contribute towards the CoB sense of community. This will be accomplished by engaging the different CoB stakeholders in a variety of ways to create a momentum of collective efforts towards achieving the primary goal. Not all stakeholders will work towards accomplishing each of the different objectives identified in the following timeline. Instead, different stakeholders will naturally gravitate towards and participate in different objectives because of their very nature.
- to expand the role of the CoB Staff Council to serve as the primary vehicle for creating and nurturing a sense of community within the CoB.

TIMELINE FOR REACHING TEAM GOALS

Based on our first meeting, we sketched out the following time-line for specific objectives that will help us to achieve our goals.

1-year Objectives

- CoB Commencement Reception – while the One College SIAT cannot take credit for this event, it contributes toward the achievement of our goals.
- Third Thursdays sponsored by Staff Council – while the One College SIAT cannot take credit for these sessions, they contribute towards the achievement of our goals.
- CoB Cross-Disciplinary Research Seminars – topics and speakers will be identified to present their cross-disciplinary research at college-wide research seminars. We hope to hold a minimum of one and preferably two of these seminars before the end of the 2006-2007 academic year.
- CoB Etiquette Luncheon/Dinners – these events would provide our students with the opportunity to work on their soft skills. Other stakeholders (faculty, staff, employers, and/or alumni) will help students to practice these skills in a business-meal setting. Available seats for these events will be allocated among the various disciplines to facilitate cross-departmental connections for all participants. The Pheasant Room in Holmes Student Center would be a logical venue and we would solicit funding from the employer stakeholders to cover the costs of such events.
- CoB Person of the Week – as a group, we marveled that many of us in Barsema don't know our fellow employees. To mitigate this problem, the CoB faculty and staff will be introduced to each other via a weekly email that includes a picture of the person and a short biography that includes work information as well as personal information that the individual is willing to share.
- Increased CoB Social Activities – while the One College SIAT cannot take credit for this fall's CoB picnic or the annual holiday luncheon, these events are examples of social events that should be planned to foster a greater sense of community in the CoB.

ATTACHMENT D CONT'D

3-year Objectives

Based on our first meeting, we identified the following 3-year objectives. We have not yet fleshed out all of the details with respect to these objectives.

- Guest speakers on interdisciplinary teaching
- CoB Career Fairs
- CoB Career Center
- Corporate funding of inter-disciplinary research

5-year Objectives

Based on our first meeting, we identified the following 5-year objective. We have not yet fleshed out all of the details with respect to this objective.

- Identify and assess the chasms between employee groups within the CoB

Other Objectives to Consider

Based on our first meeting, we identified the following other objective to consider. We have not yet fleshed out all of the details with respect to this objective.

- Restructuring the CoB into an ACCY Dept and a Business Administration Department w/ divisions

Next Meeting

The One College SIAT will reconvene on Friday, January 26, 2007, to further refine the foregoing objectives and to develop relevant action plans.