

Milgard School of Business

Faculty Meeting

Joy 117

November 18, 2022

12:30–2:00 p.m.

Voting members present: Z. Barsness, A. Boloori, D. Bryan, J. Cao, G. Craig, M. Eberly, E. Feroz (remote), N. Haghghi, A. Hastings, A. Jago, S. Jain, F. Leng, J. Ni, S. Norman, G. Noronha, J. Purdy, G. Rose, S. Saudagar, G. Seow, E. Shankus, J. Shin, H. Smith, H. So, M. Turek, G. Viers, E. Zhang, L. Zhang

Non-voting members present: S. Emert, D. Khaleghi, A. Merchant

Guest: Kevin Dugan

Minutes: K. Barker

Meeting called to order at 12:34 p.m.

Minutes from October 21, 2022 **approved**.

AGENDA ITEMS

1. UPDATE FROM THE DEAN'S OFFICE—Altaf Merchant

- Recently traveled to Vietnam on a trade and investment mission organized by Tacoma's World Trade Center.
 - Developing relationships and fostering future collaboration between UWT and universities in Vietnam.
- Milgard Executive Council donations are at the highest level in the past 5 years.
 - Sound Credit Union financed the Center for Financial Wellness' Bite of Reality workshop and provided ten \$1000 scholarships for UW Tacoma students.
 - Received an anonymous donation; can use interest.
 - New members Ali Criss, CEO of Financial Insights Wealth Management, David Kereiakes, a Partner at Providence Ventures, Linda Womack, City of Tacoma, Ben Norbe, Kidder Matthews.
- Global Education progress
 - Study abroad in Rome. Jill and Evy leading in SUM 23.
 - Immersion project in the Netherlands /summer or spring.
 - Vietnam
 - Met with people from three universities to collaborate on engagement opportunities.
 - Faculty visits
 - Research collaboration
 - Greg Rose is taking the lead
 - Developing MOUs
 - Tacoma city leaders are exploring global investment in Tacoma.
 - What role can MSB play?
- Milgard Hall
 - Ribbon cutting on November 10. University leaders, city leaders, and legislators attended.
 - Move to Milgard Hall is December 19.

- Director of Operations and Administration search continues.
 - Would like to hire someone with experience in HR management and finance.
 - 20 applicants.
- Faculty sabbaticals approved for Haluk and Fei. Shalini also submitted application; under review.

Kevin Dugan

- Milgard Hall
 - Several years of conceptualizing.
 - Pre-design began in January 2020; construction started in July 2021.
 - Proud to be part of UW's BEE (Business Equity Enterprise) program.
 - Over 40% of contracts for the build were with women-owned, minority/marginalized businesses.
 - Scheduled to open to students and public in January 2023.
 - 55,000 square feet. Milgard School of Business, the School of Engineering and Technology, and the Global Innovation and Design Lab will occupy Milgard Hall.
 - MSB's Centers will be centralized.
- Milgard Executive Council (MEC) fundraising.
 - Members excited about Milgard initiatives.
 - MEC members saw presentations on financial confidence/wealth creation and entrepreneurship at the most recent MEC meeting; eager to engage in initiatives.

Juliet Cao

- Faculty searches
 - Accounting—60 applicants.
 - Management—40 applicants.
 - Finance tenure-track position.
 - Currently exploring the best way to utilize the line in order to support Finance curriculum and the Financial Wellness initiative.

2. COMMON GOAL/Enrollment and Retention—Stan Emert

- Not progressing as quickly as hoped, but we're seeing positive results already.
 - Community engagement. Faculty visits at high schools (Jill and Gordon at Curtis; Gary and Stan at Rogers).
 - Stan is going to Mount Tahoma to speak to Advancement Via Individual Determination (AVID) college readiness classes about SEM program. Other faculty will visit to speak about Management, Marketing, and Accounting in the future.
 - Faculty should consider giving lecture/having discussion on topic of expertise.
 - Re-building relationship with UWT Admissions/Shannon Carr, Assistant Vice Chancellor for Enrollment Services.
 - Advisors attended DECA conference.
 - Working on arranging 10-week rolling internships with the Mariners.
 - April 29, 2023 campus-wide event sponsored by Milgard for all academic programs.
 - Fun event to include campus tours, family-friendly activities, food trucks.
 - We want our community to know about UWT.

VOTING ITEMS

- **MSB Admission**
 - Proposal to change admission GPA from 2.75 to 2.5.
 - Proposal to change business prerequisite requirement from 2.75 to 2.5

- Shared admission GPA requirements for Bothell and Seattle, which are lower than 2.75.
- When admission standard was set, MSB didn't have Centers available for students who need help.

➤ **DISCUSSION**

- Seattle and Bothell's GPA requirements are lower, but they don't admit students who have GPAs as low as their published standards. Milgard admits all students with a cumulative 2.75 GPA and 2.75 in the Business prerequisite courses.
- A more useful comparison is the average GPA of admitted students in Bothell and Seattle.
- Milgard's Centers are for co-curricular enrichment, not to support students academically. If students are not equipped to succeed, Milgard needs to have programs in place to support them.
- In the future, can analyze admission GPA and graduation GPA data.
- Lower standards could impact current students who are thriving.
 - Conditional admits might be preferable; have additional scrutiny rather than lowering standards.
 - Currently have faculty review of students who don't meet admission standards. An index score was developed to identify students who can be forwarded for review. Holistic review.

OTHER CONSIDERATIONS

- We've seen grade inflation since COVID. Students are less-prepared.
- Need to think strategically; enrollments are down across the country.
- It might be preferable to invest in exposing students to college; to have events to highlight a pathway for success at UWT.
- Lowering the admission GPA can lead to long-term retention issues at Milgard.

NO MOTION TO VOTE

➤ **Accounting Admission**

- Proposal to change the GPA requirements for accounting courses to a minimum grade of 2.0 in individual courses (currently 2.5) with a minimum cumulative GPA of 2.5 across the three required accounting courses (currently 3.0).
 - If the bar for admission is lowered, students will need additional help.

NO MOTION TO VOTE

➤ **Graduate Faculty Doctoral Endorsement—Juliet Cao**

- There is a subset of graduate faculty who can hold a doctoral endorsement.
 - Need to work on policies for graduate faculty and doctoral endorsement.
- Currently, Milgard has 8 graduate faculty with endorsement.
- Ehsan Feroz would like the endorsement for eligibility to participate in a doctoral dissertation with SET.
 - A vote must be conducted by faculty who have the doctoral endorsement.
 - Vote—5 faculty with doctoral endorsement present.
 - Yes—5

NON-VOTING TOPICS AND UPDATES

- **Students Assisting Business (SAB)—Evy Shankus**
 - Students work for small businesses.
 - Receive \$20/hour up to \$1000 from a Milgard scholarship fund; the business doesn't pay.
 - Currently have placements at Smart Street Tacoma (Marketing) and UWT's Campus Safety department.
 - Please contact Evy if have recommendations for small businesses who have flexible projects.
- **Open Public Meetings Act Survey—Gary Viers**
 - Training requirement survey and link was sent to all faculty.
 - Please confirm compliance, including the month/year that training was renewed.
- **Events Update—Gary Viers**
 - Contemporary Accounting Forum (CAF) is February 3.
 - Topic is Environmental, Social, and Governance (ESG) Investing.
 - Continuing Professional Education (CPE)-eligible.

Meeting adjourned at 1:46 p.m.

Submitted by Kerry Barker