Milgard School of Business – Faculty Meeting Minutes

Date: Friday, December 5, 2025

Time: 12:30 PM

Location: Milgard Hall Room 301

Attendees: Stephen Norman, Haluk Demirkan, Michael Turek, Evy Shankus, Hui Suk So, Abel Hernandez, Zoe Barsness, Greg Noronah, Stan Emmert, Marion Eberly, Juliet Cao, Arthur Jago, Luna Zhang, Gary Viers, Arindam Tripathy, Fei Leng, Juan Wu, Jinlan Ni, Daniel Bryan, Alireza Boloori, Nasir Haghighi, Greg Rose, Gordon Craig, Ben Chen

Guests: Bertha Fuentes, Jaime Core

1. Approval of Minutes

The meeting began with a review of the minutes from the previous Faculty Meeting. A motion to approve was made and seconded. The minutes were approved unanimously with no abstentions.

2. Celebration of Retiring Faculty

The faculty dedicated significant time to celebrating the service of two retiring colleagues, Greg and Gim.

- **Greg:** Colleagues shared memories of Greg's tenure since 2005. Faculty praised his mentorship of junior staff, his pivotal role in shaping the finance area, and his advocacy for reducing the tenure-track course load to five courses.
- **Gim:** Faculty recognized Gim's contributions since joining in 2014. He was described as an intelligent, humorous, and thoughtful scholar and colleague who has contributed to the MSB on many fronts.

3. Financial Deep Dive and Recoveries

A detailed financial report was presented regarding the school's budget status.

- **Budget Breakdown:** The presentation provided a breakdown of General Operating Funds (GOF), including operating expenses (OPEX), faculty salaries/benefits, and staff salaries/benefits.
- **Recoveries & Corrections:** Significant attention was paid to "recoveries" identifying areas where funds were incorrectly allocated or calculated. Specific issues discussed included overhead miscalculations, incorrect faculty summer pay, MCL faculty costing, summer profit-sharing revenues, and the recovery of MBA course fees.

4. Associate Deans Updates

- **AACSB Accreditation:** Updates were provided on the AACSB chair change and the recent AACSB Summit with program directors and area coordinators regarding Assurance of Learning (AOL) measures and new data management tools. .
- Graduate Programs: Efforts to build the domestic student pipeline and improve marketing to undergraduate students were discussed, Collaboration with JBLM's Stone Education Center is under way, including an upcoming visit to JBLM. AI-powered career service tools are being explored for graduate programs.
- **Strategic Planning:** The Strategic Planning Taskforce has met several times during the fall quarter. A presentation on the mission, vision, and purpose statements is targeted for the winter quarter.
- **Course & Program Enrollment Review:** In response to a charge letter from the President and Provost provided to all UW units, the school is analyzing data on course and program enrollment. The discussion touched on benchmarking for under enrollment with the Provost Office recommending a review of all courses with less than five students enrolled.

5. Report on Budget Cut Brainstorming

A report was shared regarding the Faculty Council's brainstorming session on potential budget cuts.

- **Context:** The school is modeling scenarios for permanent budget cuts in the 3-5% range.
- **Potential Measures:** The faculty discussed various levers to manage these cuts, including adjusting course offerings and class sizes, reviewing the balance between PTL and Tenure-track faculty, and evaluating the administrative structure to ensure efficiency. Other ideas included voluntary FTE reductions, restricting new hires, and the potential for Voluntary Retirement Incentives (VRI).

6. Voting and Discussion Items

Faculty Appointments

- **Emeritus Status:** Motions were made to grant Emeritus status to both Greg and Gim upon their retirement. Both motions passed unanimously.
- **Faculty Council:** Arindam was nominated for the open Faculty Council member seat. The motion passed with all in favor and one abstention.

Promotion and Tenure Guidelines

- The faculty discussed the need to review and clarify Promotion and Tenure guidelines by February 20, per the Provost's charge.

- It was emphasized that this is a clarification exercise, not a wholesale revision of standards.
- **Timeline:** The Faculty Council will draft the redlined changes by January 10. Listening sessions will be held in mid-January, with a target date for a faculty vote at the January 30 meeting.

UPC Items

- **TBGEN 250 Prerequisites:** A proposal was presented to remove TMATH 098 and discontinued math placement test scores as prerequisites for TBGEN 250 (Personal Finance). It was argued that these are obsolete "ghost" prerequisites that create artificial barriers for students who are otherwise capable. The motion passed unanimously.
- **Direct Admit GPA:** A proposal was presented to lower the Direct Admit minimum GPA from 3.3 to 3.0 to expand the applicant pool and align with other programs.
    - **Scholarships:** To accommodate a larger Direct Admit pool, the school might introduce a tiered approach where higher GPAs receive priority for scholarships.
    - **Discussion:** There was some discussion regarding yield strategies, specifically how to "lock in" students earlier (Jan/Feb) rather than waiting until April. Concerns were raised about how to align scholarship offers with admissions decisions to ensure students have full financial information when committing.
    - **Vote:** The motion passed with the majority in favor and two abstentions.

It was decided to extend the time of future faculty meetings to two hours from the past practice of 1.5 hour meetings.

7. Adjournment

The meeting adjourned at 2:09 PM.