



Culverhouse  
College of Business

Faculty Executive Board Meeting

January 16, 2019

8:30-10:30 am

Dean's Conference Room

**Members Present:** Dr. Anup Agarwal, Dr. Tom Baker, Dr. Steve Buchheit, Dr. Jose Dula, Dr. Peter Magnusson, Dr. Robert McLeod, Prof. Joyce Meyer, Dr. Paul Pecorino, Dr. Marcus Perry, Dr. Uzma Raja, Dr. Ed Schnee, Dr. Eric Williams, Dr. Kimberly Williams, Dr. Mesut Yavuz.

Non-Voting Members Present: Dr. James Cochran, Dr. David Mothersbaugh, Ms. Lauren Bennett, Ms. Danielle Clarke, Mrs. Kati Hardemon (serving as recorder)

Dr. Schnee opened the meeting at 8:35 am.

- 1. Approval of FEB Meeting minutes from 11/28/2018** - A motion was made by Dr. Williams to approve the minutes as written. **The motion was seconded by Dr. Buchheit and passed unanimously.**
- 2. Course Renumbering Proposal MGT 423** – This was discussed in the last meeting, this will only raise the course number from MGT 322 to MGT 423 and not cross listed the course. The course will not change and the material is already that of a higher level course. A motion was made by Dr. Eric Williams to approve this motion as non-substantive. **The motion was seconded by Dr. Baker and passed unanimously.**
- 3. MGT Minor** – The MGT minor was substantially larger than the minors that we had been creating, we wanted to get it closer to 15 hours. This proposal has already been sent to the Undergraduate Programs Committee and been approved. We have removed the AC 210 course and limited the electives. A motion was made by Dr. Williams to approve the minor as written and send it to the faculty forum. **The motion was seconded by Prof. Joyce Meyer and passed with a vote of 14 in favor, 1 opposed.**
- 4. Research Policy Changes** – Last year the college research committee developed a policy so that journals not on our list could be petitioned to be added to the list for promotions and tenure and annual review. It occurred to us that the deadline for filling a petition and for the journal cycle are the same, what we are proposing it that we push the deadlines back two weeks for the faculty to file a petition to January 30. An FEB asked that there could be a way that we could have a repository of what has been petition and approved, however the faculty would still have to petition for each time that they would like a journal to be considered. This would go into effect this year if approved, the ADR will send an email right after this meeting to let the faculty know that they will have an updated deadline. Every

three years the disciplines are allowed to form a committee and review their lists. That is a separate policy from what is being done today, the other policy is online. A motion to approve this proposal was made by Dr. Mcleod. **The motion was seconded by Dr. Baker and passed unanimously.**

5. **Update** – The College is working on an organizational chart for the college which should be completed soon and posted.

**The meeting was concluded at 10:00 am.**



Culverhouse  
College of Business

Faculty Executive Board Meeting

November 28, 2018

8:30-10:30 am

Dean's Conference Room

**Members Present:** Dr. Tom Baker, Dr. Steve Buchheit, Dr. Jose Dula, Dr. Peter Magnusson, Dr. Robert McLeod, Prof. Joyce Meyer, Dr. Paul Pecorino, Dr. Uzma Raja, Dr. Ed Schnee, Dr. Marilyn Whitman, Dr. Eric Williams, Dr. Mesut Yavuz.

Non-Voting Members Present: Dr. David Mothersbaugh, Ms. Lauren Bennett, Ms. Danielle Clarke, Mrs. Kati Hardemon (serving as recorder)

Dr. Schnee opened the meeting at 8:35 am.

**1. Approval of FEB Meeting minutes from 10/17/2018** - A motion was made by Dr. Williams to approve the minutes as written. **The motion was seconded by Prof. Meyer and passed unanimously.**

**2. Items from EFLS**

**a. EFLS Course Prerequisite Proposal** – This proposal adds prerequisites to the listed courses and mainly effects non-business students who are taking our minors. This proposal will standardize the prerequisite requirements for non-business students. A motion was made by Dr. Williams to approve this proposal and send it to the forum. **The motion was seconded by Dr. Pecorino and passed unanimously.**

**b. AMP Finance, AMP Economics** – There was an issue with the Economics AMP and the selected AC course which is AC 597. This is a special topics financial statement analysis which is not a permanent course. The FEB can approve and then strongly encourage the development of a permanent course. A motion was made by Dr. Pecorino to approve the proposals and send to faculty forum with the accounting addendum. **The motion was seconded by Dr. Buccheit and passed with a vote of 11 in favor, 1 opposed.**

**c. EC-FI AMP Admission Test Waiver** – This exception is to the level of score (600 or higher) needed and not to exempt students from taking the test completely. A motion was made by Dr. Magnusson to approve this proposal and send it to the faculty forum. **The motion was seconded by Dr. Pecorino and passed with a vote of 11 in favor, 1 opposed.**

- d. **300 Level Field Course Proposal** – There were Concerns from EFLS about the prerequisites for FIN 302 and in a CCC committee meeting. This proposal is to amend the original proposal to add EC 111 as a prerequisite for FI 302. The FI 302 coordinator agreed with this as well. This original was approved by the CCC if this was approved we would just amend the original proposal and send to the forum. A motion was made by Dr. Buchheit to approve this and send to the faculty forum. **The motion was seconded by Dr. Pecorino and passed with a vote of 11 in favor, 1 opposed.**
3. **Item from AC – Minor Grading Proposal** – This proposal requires a C- in all upper division accounting courses required for the accounting minor. This is already the case for the accounting majors and concentrations. A motion was made by Dr. Buchheit to approve this item and send it to the faculty forum. **The motion was seconded by Dr. Raja and passed unanimously.**
4. **Item from MKT** – Course name change - MKT 439: Key Account Management to MKT 439: Sales Strategy. A motion was made by Dr. Williams to approve this item as non-substantive. **The motion was seconded by Dr. Buchheit and passed unanimously.**
5. **Item from MGT – Change of MGT 322 to MGT 422.** – There were issues raised about moving this from a junior level to a senior level course as it had been noted that students were not prepared for the 300 level course. In changing this to a 400 level course it signals to students and advisors that they will need to be better prepared before taking a 400 level course. Also the section number 422 is already in use. A motion was made by Dr. Buchheit to table this item until the next meeting. **The motion was seconded by Dr. Pecorino and passed with a vote of 11 in favor, 1 opposed.**
6. **Statistics Minor** – This will offer a more clear path for students outside of the major. A motion was made by Dr. Williams to approve this and send it to forum. **The motion was seconded by Dr. Pecorino and passed unanimously.**
7. **PhD Committee Document** – This is the same policy on dissertation defense committees that the graduate school uses the Phd committee added the line. - Individual departments reserve the right to require this outside member also be outside the student's discipline. A motion was made by Dr. Pecorino to approve this item and send it to forum. . **The motion was seconded by Yavuz and passed unanimously.**
8. **UA Registrar Required University Honors Course Approach Proposal** – Currently we used a section number to designate honors courses, the Registrar's office will no longer support the labeling of the courses in that way. Now we need to have a separate course with a different number, it is the same content with a different course number. If approved this will be handled administratively. Prerequisite requirements will be addressed in the system. A

motion was made by Dr. Buchheit to accept this as non-substantive. **The motion was seconded Dr. Baker and passed unanimously.**

#### **Other Items**

- P&T Committee – 3<sup>rd</sup> Year P&T reviews involves a discussion of the process of promotion and tenure and if the items were handled fairly. It was discussed in the committee if this review should also look at the candidate. This would increase the consistency across the departments. It was decided that the P&T chair would email Dean Palan about this matter.
- Faculty Forum – As it stands we are 8 days from the scheduled date from faculty forum. Usually documents must be distributed at least two weeks before the meeting. A motion was made by Dr. McLeod to allow the materials to be distributed today rather than delaying the faculty forum. The motion was seconded by Dr. Raja and passed unanimously.

FEB January 16, 2019

MGT Department Proposal and Justification (non-substantive course re-numbering for MGT 322):

The Management Department would like to request that MGT 322 Effective Negotiations be renumbered to MGT 423. We are requesting this change to better align the numeric designation with the level of the content currently taught in the course. The course content will not change. The content of the course is more appropriate for 400 level course than a 300 level course. Currently negotiations is taught at the undergraduate level as MGT 322 and at the MBA level as MGT 515 in the EMBA program and MBA programs. The content of the courses is similar but the 500 level course has additional assignments including an 10-15 page application paper, a case study and additional negotiations, that make it more appropriate for graduate students. MGT 322 covers approximately 80% of the exercises as the graduate class, has a personal reflection journal rather than an application paper and does not include a case study. However the material covered and the depth in which it is covered is more appropriate to a 400 level course which builds on the knowledge gained in a student's junior year, rather than a 300 level course.

## MGT Proposal to Revise the MGT Minor

- moving from 22 to 15 hours.
- removing AC 210 as a required class in the minor
- moving from 2 required electives to one required elective
- broadening the number of electives.

The original Management Minor was

Name	Dep.	Major	Courses	Credits
<b>ManagementMinor</b>	<b>MGT</b>	<b>MGT</b>	<b>Total</b>	<b>22</b>
5 Required			AC 210: Intro to Accounting	4
			MGT 300: Org Theory & Behavior	3
			MGT 301: Intro to HR Management	3
			MGT 320 Leadership and Ethics	3
			MGT 386: Foundations of Entrepreneurship	3
Chose two of the following			IBA 351: Multinat'l Bus. Communication	3
			MGT 341: Business Ethics	3
			MGT 420: Organizational Change	3
			MGT 421: Corp. Entrprnrshp & Innovation	3

## PROPOSED REVISED MANAGEMENT

### MINOR

Name	Dep.	Major	Courses	Credits
<b>ManagementMinor</b>	<b>MGT</b>	<b>MGT</b>	<b>Total</b>	<b>15</b>
4 Required			MGT 300: Org Theory & Behavior	3
			MGT 301: Intro to HR Management	3
			MGT 320: Leadership and Ethics	3
			MGT 386: Foundations of Entrepreneurship	3
			<b>Choose one of the following:</b>	3
			IBA 350: Introduction to World Business	
			IBA 351: Multinat'l Bus. Communication	
			MGT 322 Effective Negotiations	
			MGT 412 Management Presentations	
			MGT 420: Organizational Change	
			MGT 421: Corp. Entrprnrshp & Innovation	
			MGT 422: Leadership Communication	
			MGT 431 Employee Recruitment, Selection, and Placement	
		**any other approved 300/400 level courses from MGT		

## **Proposed Changes to Deadlines for *Policy for Consideration of High-Quality Publications in Journals not included on Culverhouse Journal Lists***

The *Journal List Revisions and Process Guidelines* document (proposed by the Culverhouse Research Committee, Jan. 2018; approved by FEB, March 21, 2018; approved by Faculty Forum, April 2, 2018) provides Culverhouse faculty with a process by which they may petition for an article published in a research journal not included on the Culverhouse College's journal lists to be considered as published in an Aspirational, Excellent, Good, or Solid journal for consideration in decisions on academic qualifications, promotion, tenure, and merit.

In the *Journal List Revisions and Process Guidelines* document under the *Policy for Consideration of High-Quality Publications in Journals not included on Culverhouse Journal Lists* heading, the final date by which an article must be accepted for publication in order to be eligible for this petitioning process is January 15 of the current year (in the current cycle, an article must be accepted between April 1, 2018 and January 15, 2019; in all future cycles an article must be accepted between January 16 of the previous year and January 15 of the current year). The deadline for submitting a petition is also January 15; that is, as currently written this policy states that the final date by which an article must be accepted for publication in order to be eligible for this petitioning process and the deadline for submitting a petition are the same date. This puts faculty for whom such articles are accepted in the first two weeks of January at a severe disadvantage; these faculty may not have sufficient time to create and submit a proposal.

To address this concern, the College Research Committee proposes that:

- The period in which an article must be accepted in order to be eligible for consideration **will not change** (in the current cycle, an article must be accepted between April 1, 2018 and January 15, 2019; in all future cycles an article must be accepted between January 16 of the previous year and January 15 of the current year).
- The deadline for a faculty member to file a petition for an article accepted for publication by a journal not on the C&BA journal list to have merit equivalent to articles published in journals at the Aspirational, Excellent, Good, or Solid level **will change from January 15 to January 30**.
- The deadline for the Department Head/Director to ask the Department Research Committee to review the petition(s) and vote on a recommended classification for the journal in which the article has been accepted/published **will change from February 1 to February 15**.
- The deadline for the Department Research Committee to vote on each petition and make its recommendation on whether to approve the proposed classification of the journal in which the article has been accepted/published to the Department Head/Director **will change from February 15 to February 20**.
- The deadline for the Department Head/Director to inform the Associate Dean for Research of her or his recommendation on whether to approve the proposed classification of the article and the Department Research Committee's recommendation on whether to approve the proposed classification of the article **will change from February 18 to February 25**.

- The deadline for the College Research Committee to review the recommendations of the Department Research Committee and Department Head/Director and decide whether to approve the proposed classification of the article **will change from March 1 to March 6**.

These changes will occur on pages 5 and 6 of the *Journal List Revisions and Process Guidelines* document.

Page 5:

#### **Policy for Consideration of High-Quality Publications in Journals not included on Culverhouse Journal Lists**

Culverhouse faculty also publish research in journals not included on the Culverhouse College's journal lists. This policy provides the means for recognizing such research when it is published in a high quality journal that *is not included* on the Culverhouse College's journal lists.

If a faculty member publishes an article in a journal not included on the college's lists and the likelihood of publishing additional articles in that journal is very low, it is unnecessary to formally add the journal to a journal list. In such cases, the faculty member may petition the Department Research Committee for the article to have merit equivalent to article published in journals at the Aspirational, Excellent, Good, or Solid level. In those instances, the journal in which this article has been published will not be permanently added to the list; however, depending on the outcome of the petitioning process, the article may be considered as published in an Aspirational, Excellent, Good, or Solid journal for consideration in decisions on academic qualifications, promotion, tenure, and merit.

A faculty member who proposes the classification of an article published in a journal not on the college's lists shall file a petition with her or his department chair by January 15 and no more than one year after the article in question was accepted for publication.<sup>1</sup> In this petition, the faculty member shall include

- an indication of the proposed classification (Aspirational, Excellent, Good, or Solid) of the article
- a clear statement regarding how the article supports the department/college/university strategy
- a list of the Editor(s), Editorial Review Board, and their host schools for the journal in which the article has been accepted/published

This will be changed to 30

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<sup>1</sup> During the implementation period of this policy, petitions will be considered for publications accepted on or after April 1, 2015.

- information on the ranking of journal in which the article has been accepted/published in other lists
- impact score for the journal in which the article has been accepted/published
- acceptance rate for the journal in which the article has been accepted/published
- justification for the proposed classification of the article (this can include, but is not limited to, information on the number and quality of citations of the article in question)
- If a department chair receives one or more petitions by the January 15 deadline, the Department Head/Director shall ask the Department Research Committee to review the petition(s) and vote on a recommended classification for the journal in which the article has been accepted/published by February 1. The Department Research Committee shall serve as the arbitrator in the event of conflicts between proposals at the department level.
- Based on a committee vote, the members of the Department Research Committee will make a recommendation on whether to approve the proposed classification of the journal in which the article has been accepted/published to the Department Head/Director by February 15.
- The Department Head/Director will inform the Associate Dean for Research of
  - her or his recommendation on whether to approve the proposed classification of the articleand
  - the Department Research Committee's recommendation on whether to approve the proposed classification of the articleby February 18.
- The College Research Committee will review the recommendations of the Department Research Committee and Department Head/Director and decide whether to approve the proposed classification of the article by March 1.

This will be changed to 30

This will be changed to 15

This will be changed to 20

This will be changed to 25

This will be changed to 6