COM to Deliver Online Program to Schwan Food Company

The College of Management (COM), has been selected to deliver its online Business Administration degree program to Schwan’s employees across the country. COM was one of several state and national universities that submitted a proposal and was chosen because of its leading edge approach to online delivery of business degree programs. The Schwan’s program was launched in August and has already concluded the first course in the program (Management Principles and Practices).

The Schwan Food Company (TSFC) is a multiproduct and multi-brand company (including food home delivery service) and is headquartered in Marshall, Minn. TSFC has approximately 22,000 employees that are disbursed throughout the United States and internationally. Their home-delivery business has nearly 500 sales and distribution centers in the United States and offers more than 400 products including brands such as Red Baron®, Freschetta® and Tony’s® pizzas, Mrs. Smith’s® and Edwards® desserts and Asian Sensations® products. It is because Schwan’s business operations are so widely disbursed that an online quality degree program is needed. The online degree program provides the flexibility for Schwan’s employees to continue their education and help TSFC develop a skilled workforce.

TSFC selected Metropolitan State for this important partnership because of the quality of the program and our responsiveness to student needs (that is, flexibility). In addition, the support network for online students is one of the most comprehensive and highest quality programs around. This support network includes Metropolitan State’s national award-winning online orientation program, our significant online academic advising capabilities, the extensive online library resources we provide students, and the online tutoring system. Based on their employees’ experience with their first course in the program, Randy Abbott (president, Schwan’s University), stated, “Metropolitan State is currently an educational partner of TSFC providing the baccalaureate level courses for our accelerated degree program. We have been extremely pleased with their responsiveness and the quality of their faculty and staff.”

James Fatzinger, instructor for the Principles of Management course, was impressed with the quality of Schwan’s students and their motivation for engaging the work. “The level of participation was extraordinarily high,” Jim said. “Participants demonstrated appreciation for TSFC making this opportunity available to them and their commitment to their own professional development as the next generation of TSFC leaders.” Student comments confirm the value of this educational experience. One student wrote, “I have learned more from these last seven weeks in this class than I have in any of my other courses to date (pre-Metropolitan State).” Appreciating the critical thinking requirement embedded in MGMT 310, another student observed, “The greatest lesson gained was not to trust assumptions, but to conduct research and find proof supporting a correct hypothesis….It is sad to realize that I could have received the knowledge in a semester of college

Continued on page 3
EXCELLENCE Awards

Joel Wilson Receives Excellence in Teaching Award

Joel Wilson, College of Management assistant professor, was awarded the university’s 2007–2008 Excellence in Teaching Award at the Fall Faculty Conference on Sept. 13. A faculty committee comprised of previous award recipients selected Wilson for the honor after reviewing student nominations.

Students who nominated Joel Wilson had this to say about his teaching: “In my five years as an undergraduate student… I have never had such an outstanding instructor.” “Not only is Joel Wilson organized, but he also explains so that all the students understand the topic. The class is very demanding (but not unrealistic), and Joel Wilson expects a lot, which creates an atmosphere for high-quality learning.” “After the midterm exam, he took the time out of a regular class to meet with all students individually and discuss their performance in the class and what the outlook was for the rest of the semester—something I have never seen before. I was one of the students who was feeling overwhelmed and debating whether or not to drop the course. Joel Wilson encouraged me to continue. I took his advice and finished the course with an above average grade.”

Wilson responded saying, “I’m honored and humbled to receive the award. I’m in very good company, because there are so many high-quality instructors here, many of whom have assisted and guided me along the way.” Continuing he says, “To be recognized by the College of Management students at Metropolitan State University is such an honor. I feel very fortunate to have the opportunity to serve such a hard working, dedicated and determined group of students. Their ability to balance family, work and school while exhibiting a high level of quality and professionalism in the classroom is energizing. Leaving the classroom each evening, I am reminded how fortunate I am to be a part of such an incredible group of learners.”

Wilson was a successful professional with his career in business, serving in senior financial positions with several Fortune 500 Twin Cities-area companies. Life was good, even great, but he always maintained a passion for teaching. Wilson, who finally decided to switch careers, discovered Metropolitan State was the best fit for him. “Just as the university offers many nontraditional students an opportunity in higher education, it gave me a chance to pursue my long-time dream of teaching,” said Wilson. “I’m very pleased with my decision, because Metropolitan State has the student- and teaching-centered approach that I appreciate and enjoy.”

Carol C. Ryan Excellence in Advising Award Presented to Princess Kent-Zak

Princess Kent Zak, New Richmond, Wis., an advisor in the university’s College of Management since 2005, received the 2007–2008 Carol C. Ryan Excellence in Advising Award at the Fall Faculty Conference on Sept. 13.

Students nominated her for this honor, praising her advising from “the first orientation meetings through graduation planning.” Students wrote that she assists with any transfer question, finds an answer to what seems like an unanswerable question and does all the little things, like returning phone calls right away, in a professional and helpful manner. Comments include, “This advisor comes through time and time again;” and, “At a previous school the advisor would discourage you from taking some courses, or have you sign up for something that made your degree longer… this advisor helped me lay out a plan that worked for me. She is the reason after five-and-a-half years that I am graduating.”

“It’s an honor to be nominated and win the award,” said Kent-Zak. “I appreciate that my students thought of and nominated me.” She relishes her advising role because she can assist students in their educational and career paths. Additionally, she enjoys working with her College of Management advising and faculty colleagues, whom she calls supportive and team-oriented. Previously, Kent-Zak worked briefly as a student advisor at the University of Minnesota. Before that, she was director of African American Student Services at Metropolitan State.

Kent-Zak has a bachelor’s degree in print journalism from the University of St. Thomas and a master’s degree in African American history from the University of Wisconsin–Madison.
FROM Dean Gary Seiler

New Programs and Options Offered

During this twenty-fifth anniversary of our master’s programs and the tenth year of my deanship of the College of Management, I can report to you that the college continues to experience great success in a variety of forms and venues. I will try to report these briefly in the sections below.

Growth in Registrations: The number of students we serve continues to climb, especially in our undergraduate programs. Our summer registrations were the highest we’ve experienced and over eight percent higher than in summer 2007, which was our previous all-time high. Our undergraduate fall registrations exceeded 4,100 for the first time ever and thus far, spring term looks like another record breaker. Our master’s programs are under some competitive pressures, particularly the M.B.A. program. However, the addition of the totally online M.B.A. program as an option has relieved some of this pressure. We are currently developing new recruiting approaches that should increase our master’s program enrollments in the future.

New Programs: We continue to add new options for students seeking high-quality, high-flexibility, and high-value undergraduate and graduate educational programs. As part of a formal review process, external evaluators recently completed an on-site visit with our faculty and college and university administrators to discuss our proposal for an Applied Doctorate in Business Administration. Additional reviews will follow with the MnSCU Chancellor’s Office and the Higher Learning Commission. We are hopeful that these reviews can be completed in a timely manner and we can launch the program in either the fall or winter term of the 2009–2010 academic year. This will be a significant event in the development of the College of Management. We are readying a Web site that will inform interested stakeholders about the progress of the approval process and will supply other information as well (for example, prerequisites)

Continued on page 4

SCHWAN’S Selects COM continued

from taking a beneficial course such as Management 310 earlier in my career. However, as the adage goes, ‘it is never too late to learn.” The students are currently enrolled in their second course, Marketing Principles, taught by James Kohl, which they will complete by the end of December. The program relies on students completing their first two years of work at another college or university and transferring their work into Metropolitan State’s major in Business Administration. Most of the students in this first cohort program completed their first two years in an online program offered through Minnesota State Community and Technical College, another institution within the Minnesota State Colleges and Universities system. By the time most of the students have completed the degree in two years, they would have taken 48 credits at Metropolitan State.

The faculty and staff in the College of Management are extremely excited about this new partnership with The Schwan Food Company and see it as yet another testament to the quality and acceptability of our programs by the business community. We will continue to seek these types of business partnership opportunities as a means to enhance our reputation in the communities we serve.

Roger Prestwich, marketing/international business, was awarded tenure and promoted to professor.

ACCOLADES

Frank Schweigert, assistant professor of public and nonprofit administration, College of Management, and Susan Shumer, director, Center for Community-Based Learning, served as a team at the Community-engaged Scholarship Faculty Development Charrette at the University of North Carolina at Chapel Hill. They were part of 20 teams selected for a national initiative, Faculty for the Engaged Campus. This is a national initiative of Community-Campus Partnerships for Health in partnership with the University of Minnesota and the University of North Carolina at Chapel Hill.
to the program; ways to prepare for admission; tuition costs, and so on.)

Another new initiative that we are quite excited about is the partnership program that we have entered into with the Schwan Food Company. The partnership establishes an online degree program for the employees of Schwan’s throughout the United States and internationally (see story on page one). This partnership joins a number of other successful partnerships we have formed over the years. We believe that a true test of our value as a partner can be demonstrated by the length of time many of these partnerships have endured. We are starting our seventh session with the Minnesota Society of Certified Public Accountants (M.B.A. for CPAs). We are on our second round of funding from Travelers Insurance Company to support our program in insurance and risk management (minor in Insurance and Risk Management). Our current partner from Taiwan has sent us an additional cohort of students to study for nine months in the United States and graduate with their M.B.A. We are currently recruiting the third cohort of students for our partnership program with St. Cloud State University (master’s of engineering management). These long-standing relationships stand as testimonies to the value external organizations ascribe to our college and university.

New Options: In addition to the initiatives discussed above, we are continually seeking ways to add new options that will give our students greater flexibility and quality in their educational programs. New sites for teaching our programs in a venue closer to where students live or work are being added. Thus, we now offer our full business administration major, which includes the core courses for all COM business majors, at Century Community and Technical College, Saint Paul College and Inver Hills Community College. We will also be adding more daytime programming at our Saint Paul Campus. The Midway day program has been very successful, and we are confident that we can replicate that success at the primary campus in Saint Paul. Another scheduling option we will offer is some Sunday programming in our Saint Paul Library and Learning Center—see schedule for details. Finally, we will be piloting some new types of compressed course options with computer/online support that we believe many students will find attractive. In the coming fall the Finance major will be available fully online adding to our inventory of totally online majors.

As you read through these comments, I hope you experience the feeling that the College of Management continues to evolve in important directions that build our capabilities and enable us to better support our students in achieving their educational goals. Stay tuned.

FROM Dean Gary Seiler continued

ACCOLADES

Ken Zapp was elected to the board of the Minnesota Senior Federation at their annual meeting in October. The nine-member board directs the operations of the organization with more than 12,000 members throughout the state of Minnesota. The federation provides direct services to seniors and works to influence legislation at the state level on issues important to seniors and all citizens of Minnesota. For more information see www.mnseniors.org.

ONGOING Day Programs at Midway Center

<table>
<thead>
<tr>
<th>Days</th>
<th>Time</th>
<th>Courses</th>
<th>Time</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8–9:40 a.m.</td>
<td>10–11:40 a.m.</td>
<td>12:30–2:10 p.m.</td>
<td></td>
</tr>
<tr>
<td>Monday/Wednesday</td>
<td>MGMT 310</td>
<td>ACCT 210</td>
<td>MGMT 320</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MIS 310</td>
<td>FIN 390</td>
<td>MIS 100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>8–9:40 a.m.</td>
<td>10–11:40 a.m.</td>
<td>12:30–2:10 p.m.</td>
<td></td>
</tr>
<tr>
<td>Tuesday/Thursday</td>
<td>MKTG 300</td>
<td>DSCI 434</td>
<td>ECON 201–1st half</td>
<td></td>
</tr>
<tr>
<td></td>
<td>FIN 390</td>
<td>ACCT 310</td>
<td>ECON 202–2nd half</td>
<td></td>
</tr>
</tbody>
</table>

Check the Class Schedule for the latest publication at www.metrostate.edu/schedule/search.cfm.
MCIT HR Management Certificate Program

COM Forms New Training Partnership with Minnesota Counties Insurance

The Board of the Minnesota Counties Insurance Trust (MCIT) has formally approved a partnership with the College of Management to develop and lead training certificate programs for county employees throughout Minnesota. MCIT provides 81 Minnesota counties with cost-effective insurance coverage and risk management services.

In the winter of 2008, MCIT approached Metropolitan State seeking an academic partner that could provide a broad range of continuing education in management for its members. The Public Administration and Nonprofit Management program in COM responded to a request for proposal from MCIT in late spring, and was subsequently selected to deliver the new program beginning with an initial Certificate in Human Resource Management to be offered in 2009–2010. Leading this effort for COM are Professor Roger Israel, public administration program director, and Dr. Timothy Delmont, resident faculty member and former director of the Center for Human Resource Development at the University of Minnesota.

For the initial program, attendance will be limited to MCIT member organization employees only; but subsequent certificate programs in cooperation with MCIT will likely be open to other government employees in Minnesota and university students who may be interested. Those who complete the Human Resource Management program will receive a certificate from Metropolitan State University, and any participants who are already registered college students (at either the undergraduate or graduate level), may also receive regular college credit through a process already established by COM for continuing education programs.

According to Dean Gary Seiler who has strongly supported this new venture, “MCIT is a terrific organization with strong leadership; the perfect partner for this kind of initiative.” Robyn Sykes, executive director of MCIT, is equally enthusiastic. “The College of Management at Metropolitan State already has an excellent reputation for its graduate programs and has demonstrated both the commitment to continuing education for public employees and the capability to deliver very high quality programs that we have been seeking in an academic partner to best serve our members.”

The first two-day workshop in the Human Resource Management Certificate Program will be offered in early spring 2009. Professors Israel and Delmont will meet with county human resource managers this fall to define a certificate program that meets the most pressing challenges faced by county human resource professionals. Another member of MCIT leadership who has been very helpful in the establishing this new partnership is Membership Services Director Dana Mueller, who is an alum of the Master in Public and Nonprofit Administration (MPNA) Program at Metropolitan State.

NEW Programs

RESEARCH Brown Bag Lunch Series

The brown bag series, coordinated by assistant professors Narasimha Paravastu, MIS, and Minh Vo, finance, take place the third Wednesday of the month from noon–1 p.m. at the Management Education Center. For an up-to-date schedule, visit the COM Website under “News and Updates.”

The September COM Research Brown Bag Series was a presentation titled “Regime-switching stochastic volatility: evidence from the crude oil market” by Dr. Minh Vo.

The October COM Research Brown Bag Series was a presentation titled “A technology trust set of constructs and its application to Internet file sharing” by Dr. Narasimha Paravastu.

The November session was presented by Dr. Nancy Nentl, who spoke on survey research.
**MNCPA Scholarship Recipient Announced**

Michelle Biernat, Saint Paul, is the recipient of the $1,000 scholarship from the Minnesota Society of Certified Public Accountants (MNCPA). The scholarship committee of the accounting unit of the College of Management recognizes Michelle for her fine record at Metropolitan State University. Michelle will graduate fall 2009 and plans to take the CPA exam in summer 2010. This scholarship is given by MNCPA in recognition of Metropolitan State University’s pass record on the CPA examination.

**Two Awarded Travelers Scholars Program Scholarships**

The Travelers Scholars Program Scholarship is made available through the generosity of The Travelers Companies and is aimed at preparing students for careers in the insurance industry. It is directed toward students majoring in accounting, business administration, computer science, finance, marketing and other fields of study. The recipients for the $2,000 award from the College of Management were Yijun “Katherine” Liu, Circle Pines, and Sheila Sitati, Brooklyn Park. All scholarship recipients and donors were honored at a scholarship luncheon hosted by Metropolitan State President Susan K. Hammersmith at Travelers corporate offices in Saint Paul on Oct. 21.

**Marketing Students Assigned Pro Bono Project**

Lynn Balfour, a graduate of Metropolitan State’s College of Management M.B.A. program, knew her project had to be done cost-efficiently. Remembering that several of her courses at Metropolitan State included pro bono projects for local organizations, she realized it was now her turn to be “the client.”

She contacted Nancy Nentl, associate professor, who put her in touch with Mary Ringstad, community faculty instructor for MKTG 348: Advertising Design and Production. Professional literature advertising the services of the Minnesota Academy of Family Physicians Foundation (MAFP) became the first project the students in MKTG 348 tackled this fall. Balfour and Ringstad took the class through the steps of writing a creative brief and copy. The MAFP Board of Directors was very pleased with the professional work that was produced. Ringstad said, “The students had the chance to work on a real project start to finish, learn about effectively speaking to the target audiences, and best of all, they will get to see the results after the literature is distributed. Balfour’s phone is already ringing.”

**MARILYN Bryant Scholarship winner**

Deborah Fitzwater Dewey was the recipient of the Marilyn T. Bryant Scholarship. The award was given at the annual graduate program spring dinner that took place at the Golden Valley Country Club. The 25th Annual Spring Dinner will be at Jax Café, Minneapolis, in April 2009.

**STUDENT News/Scholarships**
Hmong Tutor Program Provides Students with Alternative

Cheng Vang, International Business junior at Metropolitan State, has joined the Hmong tutor program, because he wanted to show this new generation of Hmong immigrants that their interest in education can pay off. The Hmong tutoring program is provided by the Hmong Minnesota Student Association at the University of Minnesota.

Pictured here is Hmong refugee, 10th grader Kao Vang from Thailand. She and 15,000 others like her arrived in the United States beginning in 2004. Approximately 5,000 refugees are making a home in Minnesota, while 1,000 are located in Hennepin County.

Outstanding Student Awards

Undergraduate Student Award

We are proud to honor Anthony Strand, M.I.S., as the COM outstanding undergraduate student for the fall 2008 graduating class. Strand is a systems architect for Express Scripts, where he works on projects ranging from acquisition to large contracts setting the strategic and tactical direction for the infrastructure (hardware and software). Strand has an extensive IT background, and will continue to work with Express Scripts using the knowledge he gained from his management and finance coursework.

Strand has also spent time as assistant baseball coach for the community sports program. Additionally, he spends time tutoring and mentoring his children to instill in them the same work and school ethics he practices.

He will receive his award at the commencement ceremony Dec. 16.

Graduate Student Award

We are proud to honor Thomas Meier, M.B.A., as the COM outstanding graduate student for the fall 2008 graduating class. Meier is the operations director for RS Eden, which is an organization that provides substance abuse treatment and provides correctional residential programs (www.rseden.org).

Meier is also a volunteer 911 paramedic for the American Red Cross and Metropolitan Sports Commission. He continues to serve as a Community Emergency Response Team (CERT) member for Minneapolis Emergency Preparedness.

He will receive his award at the commencement ceremony Dec. 16.

TUTORING Available

Tutoring is available for Accounting 210, 310, and 320; Economics 201 and 202; Finance 390; and Statistics. Visit www.metrostate.edu/com/advising/tutor.html for more information.
ALUMNI Highlights

Cynthia Hansen

Cynthia Hansen (2000), B.S. accounting, with a concentration in finance and marketing and a CPA certification, has been named chief financial officer for Sela Roofing. Hansen joined Sela in 2006 and brought with her over 25 years of experience in the construction and financial services industries. She spent 10 years as accounting manager for John B. Goodman, LP, division of the Goodman Group. Prior to that, she was controller of a local general contractor in the highway-heavy division for many years.

Jessica Stumpf

Dr. Jessica Stumpf, (1998), M.B.A., has been named vice president of academic affairs for Minnesota State College–Southeast Technical. She has more than 25 years of experience in technical colleges, teaching and leadership. During her career, she has held positions in customized training, enrollment services, and dean at several state institutions, including Hennepin Technical College, Dakota Technical College and Century College. She received her doctorate from the University of Minnesota.  

Scott Nadeau

Scott Nadeau (2004), MPNA, has been appointed Columbia Heights police chief. Nadeau grew up in Robbinsdale, Minn., and graduated from Cooper High School. While attending North Hennepin Community College for a two-year degree in law enforcement, Nadeau began working for the Brooklyn Center Police Department in 1985. During his time in Brooklyn Center, he held the following positions: community service officer, police officer, beat officer, detective, sergeant and commander. “It was really wonderful to be able to have so many different opportunities,” said Nadeau.

After becoming a police officer for Brooklyn Center, Nadeau returned to school, earning a B.A. in law enforcement and a master’s in public administration at Metropolitan State University. “Metropolitan State is a very multicultural school,” said Nadeau. “I was able to speak to people from diverse backgrounds and get a number of different perspectives on issues affecting police and government.”

Nadeau has taught law enforcement and criminal justice courses at Metropolitan State University for the past four years.

TRAVELERS Pathways Program Update

Travelers Career Pathways Program—Career Services

In our previous newsletter, we announced that Travelers Companies, Inc. will be working with the College of Management in developing a career pathways program in insurance and risk management. In October, University Relations and Talent Acquisition representatives from Travelers were on campus for their first visit, hosting an information fair for the students to learn about the opportunities in their organization. Travelers is ranked one of the “best places to launch a career”
TRAVELERS Pathways Program continued

and “best internships” awarded by Business Week magazine.

Jill Sondergaard, career services specialist, was hired in to create a variety of initiatives for Metropolitan State students interested in exploring internship and employment opportunities with Travelers.

To find out where your major may fit within the Travelers Company, Inc., visit www.travelers.com/careers, click on the “Students and New Graduates” link and scroll over the listed majors. Travelers wants talented individuals, even if their majors are not listed. They have a variety of development programs, internships and full-time direct hire opportunities. For additional information, contact Jill Sondergaard at jill.sondergaard@metrostate.edu or call 612.659.7314.

Ken Hess, associate professor, management, leads the risk management and insurance area. The following online course will be offered spring 2009, according to Ken Hess.

RMI 300.50: Risk Management and Insurance—Online (4 credits) Prerequisites: College Algebra and Statistics.

The course explores the risk management issues facing firms and individuals and examines how to protect firm value and personal wealth. It covers the areas of the general risk management process, property and liability insurance, life and health insurance, annuities and employee benefits. The insurance industry and regulatory concerns are also addressed. In addition, the course touches on some of the new products emerging in the risk management arena and how the insurance industry responds to them.

This Risk Management and Insurance course can be used as an elective for Business Administration and Management majors and will be included in the new Risk Management and Insurance minor which is expected to be available by fall 2009.

Career Services at Metropolitan State

The jobless rate is the highest it has been in the last seven years. The national economy has been tanking. With the stark economic news, it’s a clear reminder that we need to actively manage our careers and have plans B and C in place—just in case. There are some great Career Services programs and events coming up that could serve as a jump start for your search if you are currently looking for work, or a maybe a way to avoid becoming complacent in your current position. Career Services is ready to work with you on all aspects of your career: how to choose a major and learn about career options; helping to sort out career thoughts and making decisions; and drafting concrete plans and steps in an active job search.

The career services we offer include:
- Career counseling and career interest tests
- Career Resource Center and the online Career Workbook
- Resume writing assistance
- Job fairs and events
- Job search workshops
- Mock interview practice
- Occupational exploration
- Career Link—the university’s new state-of-the-art Career Management and Job Search System (www.metrostate.edu/career).

Career Services
147 Founders Hall
E-mail: career.services@metrostate.edu
Phone: 651.793.1528
Web: www.metrostate.edu/career

RESUME Drop-ins
Stop by with your resume and/or cover letter for some feedback and a quick critique. Career Services is teaming up with the Writing Center staff to help you put your best foot forward. Get some ideas and tips from both a career counselor and a professional writer—what could be better? No appointments—just drop in!

Wednesdays, 11:30 a.m.—1 p.m.,
Library 312 (through Dec. 3 and dates in January TBA).
David O’Hara is a frequent guest on the Jack Rice show on WCCO radio. On Oct. 1, Professor O’Hara was invited to participate in a panel of financial experts in the Twin Cities about the financial crisis and the marketplace. Jack Rice was the host to this panel of experts.


Kenneth Zapp, professor in finance, authored an article, “Nuclear power, LLC.” The article was published in the Star Tribune on Sept. 15. To read this article, see www.metrostate.edu/com/news/reference2008.html.

Andrew Snyder, decision science community faculty, authored an article, “A Dow Jones for Sites,” published in the July 2008 issue of Applied Clinical Trials Online. The article can be viewed at www.appliedclinicaltrialsonline.com; select “articles” and insert the title in the search field. A second article by Snyder, “A New Paradigm in Clinical Trial Budgeting,” was published in the October 2008 issue of The Monitor. The article can be viewed at www.metrostate.edu/com/news/reference2008.html.

FACULTY/Staff Awards

At the Student Leadership Awards on April 18, Gloria Marcus graduate program recruiter, received the Group Advisor Award. Gloria advises the Graduate Student Advisory Committee.

At the Employee Awards on April 23, Shana Von Ruden received the Behind the Scenes Award for her efficient, organized, accurate and timely manner in dealing with her assigned tasks and her great attitude toward her job.

Also at the Employee Awards on April 23, the following College of Management personnel were recipients of “Years of Service” awards:

Nancy Nentl, faculty, five years;
Sam Vang and Lynda Zimmerman, advisors, 10 years; and
Dennis Daly, faculty, 15 years.

FACULTY Achievements

For additional information, see www.metrostate.edu/com/news/reference2008.html.

FACULTY And Staff Updates

New Faculty

Timothy Delmont, Minneapolis was appointed assistant professor of management, College of Management. He teaches management strategy and organizational behavior courses, both classroom and online, and works with colleagues in developing the doctor of business administration program. Previously...
he served as director, Center for Human Resource Development, University of Minnesota, while teaching graduate classes as a community faculty member in the university’s College of Education and Human Development at the Hubert H. Humphrey School of Public Affairs and in COM. Delmont holds a B.A. in sociology from St. John’s University, Collegeville; and a B.S. in education, M.A. in public administration and a Ph.D. in educational administration, all from the University of Minnesota. He is located on the Minneapolis Campus, Room M-1250, and her telephone number is 612.659.7217.

Katryna Johnson, Minneapolis was appointed associate professor of marketing, College of Management. She teaches marketing courses, is involved in scholarship and research, develops marketing programs, and advises undergrad and graduate students. Johnson has served as associate professor of marketing and management at Concordia University, Saint Paul, since 1998. She holds a B.S. in marketing and management from Minnesota State University, Mankato, and a Ph.D. in business administration-marketing from the University of Minnesota. Johnson is located on the Minneapolis Campus, Room M-1270, and his telephone number is 612.659.7248.

James Fatzinger, Minneapolis, was appointed assistant professor of management, COM. He teaches management courses, works with colleagues in developing the management programs, advises undergraduate and graduate students and is active in professional organizations. Fatzinger is the owner and principal of Effective Solutions, Inc., Advance, N.C., a human resources consulting firm specializing in serving health care organizations; he has served as human resources director and chief administrative officer at Salemtowne: The Moravian Retirement Community in Winston-Salem, N.C.; and as executive director of Contact: Helpline of the Triad, Inc. in Winston-Salem. He holds a B.A. from Franklin & Marshall College, Lancaster, Pa.; an M.Div. from Lancaster Theological Seminary, and an M.B.A. from Wake Forest University, Babcock Graduate School of Management, Winston-Salem, N.C. Fatzinger is located on the Minneapolis Campus, Room M-1280, and his telephone number is 612.659.7259.

Katryna Johnson

Mary Farley, COM academic program coordinator, was wed to Christopher Maas this past summer. Their wedding took place at St. Bernard’s Church in Saint Paul, and a reception followed at the Landmark Center in Saint Paul. Mary Farley is now known as Mary Maas. She can be reached at the Minneapolis Campus, Room M-2005; her e-mail is mary maas@metrostate.edu and her phone number is 612.659.7231.

Staff Updates

Clayton Helmer, COM advising center staff, and his wife Silva are pleased to announce the birth of their daughter Elise, who was born Oct. 5, 12:30 a.m. She weighed eight pounds, 13 oz. and measured 20 inches long. Elise was welcomed to her new home by her parents and her two very excited brothers, Ethan and Elliot.

Ruth Zietlow, associate professor in Library and Information Services and for COM, has taken administrative leave from Metropolitan State University to assume the position of associate dean for library services at St. Cloud State University.

Jessica Helle-Morrissey, who recently served as advisor in COM advising department, has left the university to pursue full-time graduate studies.
Ama Anika, Saint Paul, was appointed part-time office staff for the Center of Excellence. She manages resources and processes to create, promote and deliver a variety of programs, projects and events for the center. Anika holds a B.A. in administrative assistance from the Republic of Togo, West Africa. Prior coming to the university, she worked at Pro Staff, Minneapolis, as an administrative assistant. Additionally she worked as a human resources assistant manager for the American Embassy in Lome, Togo, Africa, for 16 years. Anika is located on the Minneapolis Campus, The Center of Excellence, in M-4003. Her phone is 612.659.7229 and her e-mail is ama.anika@metrostate.edu.

Jeanne Cornish, academic advisor, was appointed interim advising center director, a position vacated by Paul Hesterman when he was appointed interim student affairs vice president. She will recruit, hire, coordinate and supervise the professional and support staff of the COM advising center. She is the liaison for the college on advising matters and is the academic advisor for a caseload of advisees. Cornish started at Metropolitan State University in 1979 as a community faculty member and later as a personnel associate. She holds a B.A. in French and an M.A. in human resources/industrial relations from the University of Minnesota.

Lynda Zimmerman, graduate program advisor/recruiter, College of Nursing and Health Sciences, was appointed academic advisor in the College of Management, a full-time fixed term position ending June 30, 2009. Her primary job is to provide academic advising to COM undergraduates. She replaces Jeanne Cornish. Lynda began working for the former School of Nursing in September 1998. She holds a B.S. in organizational administration from Northwestern College, Roseville, and an M.S. in technical communication from Metropolitan State. In 2008 she earned a certificate in riding/training in the Equine Science Program at Rochester Community and Technical College. She can be reached in Minneapolis M-1022 or at 612.659.7277; her e-mail is lynda.zimmerman@metrostate.edu.

Sally Pinkston, Savage, was appointed academic advisor for the Metropolitan State College of Management. She is academic advisor to undergraduates who are majoring in one of the COM majors, including Business Online students. She also reviews academic programs, advocates for students’ best academic interests, maintains and reviews student records and interprets policies and procedures. She presents at program information meetings and assists in developing and improving advising tools and materials. She can be reached in Minneapolis M-1008, at 612.659.7238 or by e-mail at sally.pinkston@metrostate.edu.

Eleanor Stone, Woodbury, is serving as a temporary transfer evaluator for COM advising and has been appointed 75 percent time probationary office and administrative specialist intermediate. She has worked at Metropolitan State since 1984 as receptionist, admissions secretary, community faculty secretary, support staff for COM and transcript evaluator.

Ama Anika

Jeanne Cornish

Lynda Zimmerman

Sally Pinkston

Eleanor Stone

Ama Anika

Jeanne Cornish

Lynda Zimmerman

Sally Pinkston

Eleanor Stone
In keeping with Metropolitan State's mission of collaborative partnerships, the COM graduate programs accepted the opportunity to join forces with the Minnesota Society of CPAs in 1999. Nine years later we are serving the eighth cohort and have graduated more than 130 students from this program.

We were also invited to offer graduate programs in Taiwan in the mid 1990s. Tamkang University, located in Taipei, asked us to partner with them in offering M.B.A. and M.P.N.A. degree programs for managers. Our success has led to partnerships with National Taipei University at their Science Park (Hsin Chu) campus, as well as China University of Technology (CUTe). Our alumni from international partnerships exceed 1,200.

Along the way, we have seen major changes from the inception of the M.M.A. program and the first offering of graduate courses in spring 1984. Programs have been added, partnerships across the globe have been forged, and our offices have moved down the street from 8th and Hennepin to 1501 Hennepin Avenue. Through all of this, our alumni list has grown to over 1,600 people from the mere six who graduated in 1986. Both faculty and students have benefited from and contributed to the educational process which has led us from our humble beginning of the M.M.A. to where we are today. It has been an exciting journey with only more adventures to come.

What might these adventures be, you ask? To name a few, the launching of the Doctor of Business Administration (D.B.A.), the offering of new certificates in Information Security and Database Management and Administration, and a potential partnership with Bharati Vidyapeeth University, India, to offer the M.M.I.S. and M.B.A.

**As the fairly new (just over a year) graduate programs director in the College of Management, I found it quite interesting to learn of the history of how our graduate programs have evolved over time. Whether you are a new graduate student or one of our first master’s degree graduates in 1986, I thought you might find a ride down memory lane as interesting as I did.**

In 1982, President Reatha Clark King convinced the legislature to fund a new graduate program at Metropolitan State University. This new program would target adult learners looking for access to a quality and affordable graduate education in management. The Master of Management and Administration (M.M.A.) was designed with flexibility to allow students to select electives and customize their programs to focus in the areas of for-profit, nonprofit or public administration.

Responding to students’ desire for a degree targeted toward business, the M.B.A. was first offered in 1998. Concentrations in Project Management, M.I.S., Marketing and Finance were added to the M.B.A. curriculum starting in 2003. The M.M.A. continued and was transformed into what is now our Master of Public and Nonprofit Administration (renamed to M.P.N.A. in 2001). A third graduate program, the Master of Management Information Systems (M.M.I.S.) was approved in 2000. As of January 2008, all three of these programs are offered online as well as in the classroom. In addition to the three aforementioned graduate degrees, we also have added graduate certificates in M.I.S. and Project Management.

---

**GRADUATE Assistantships**

The College of Management is seeking qualified applicants for graduate assistantships. A graduate assistant is a graduate student who has been admitted to one of Metropolitan State University’s graduate programs and is making satisfactory academic progress. The graduate assistant is hired to assist in research, administration or other professional activities which are related to or part of the student’s graduate experience. Selected applicants will begin their assistantships in the coming spring term. Contact Gloria Marcus, graduate program recruiter, at 612.659.7258 for more information.

Graduate assistants are eligible for partial tuition remission as well as pay for hours worked.
A Brief History of COM Graduate Programs

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>First students admitted to the M.M.A. program</td>
</tr>
<tr>
<td>1986</td>
<td>First graduates—six students receive M.M.A. degrees</td>
</tr>
<tr>
<td>1991</td>
<td>M.B.A. approved</td>
</tr>
<tr>
<td>1994</td>
<td>First international cohort Tamkang University–Taiwan; first M.I.S. graduate certificate</td>
</tr>
<tr>
<td>1997</td>
<td>Master’s paper becomes an option; writing portfolio introduced to M.B.A. students</td>
</tr>
<tr>
<td>1998</td>
<td>Semester conversion; M.I.S. certificates available</td>
</tr>
<tr>
<td>1999</td>
<td>Recruit first M.B.A. for CPA’s cohort (MnCPA); registration tops 500 for the first time (fall semester)</td>
</tr>
<tr>
<td>2000</td>
<td>M.M.I.S. approved</td>
</tr>
<tr>
<td>2001</td>
<td>M.M.A. renamed M.P.N.A. and first MnCPA graduates; second M.I.S. graduate certificate</td>
</tr>
<tr>
<td>2003</td>
<td>M.B.A. concentrations added</td>
</tr>
<tr>
<td>2004</td>
<td>M.P.N.A. now available totally online; COM moves to 1300 Harmon Place</td>
</tr>
<tr>
<td>2007</td>
<td>M.M.I.S. now available online</td>
</tr>
<tr>
<td>2008</td>
<td>Online M.B.A. launched; Doctorate of Business Administration (D.B.A.) approved by the faculty; portfolio requirement suspended; graduate M.I.S. certificate in Information Assurance and Security</td>
</tr>
<tr>
<td>Coming soon</td>
<td>D.B.A.</td>
</tr>
</tbody>
</table>

Information compiled by Gloria Marcus, graduate programs; Design by Mary Ann Johnson, newsletter editor.

STATISTICS Tutoring provided

COM now provides a statistics tutor 10 hours a week for undergraduate students who need assistance in applying statistical models in their courses. Graduate assistant Catherine Liu is available in person, on the phone, or online for statistical tutoring on Friday, 9 a.m.–2 p.m., each week in Room M-4017, 4th Floor, MEC Building, Minneapolis Campus. You may contact her by telephone, 612.659.7232, or e-mail lijun.liu@metrostate.edu.

COM Appoints Two Grad Assistants

Sheila Sitati, Brooklyn Park, was appointed student worker paraprofessional, senior (graduate assistant) for the College of Management. She works with the faculty and staff to analyze data from surveys and other sources for reports and publications, helps develop valid and reliable surveys and data collection instruments and enters data. Previously she was a student worker in Human Resources at Metropolitan State. Earlier, she worked for Preferred Personnel as an IT administrator/HR officer. She holds a B.S. in computer science from Africa Nazarene University and attended the Institute of Software Technologies to be an Oracle database developer and administrator. She is pursuing an M.S. in management information systems at Metropolitan State. She can be reached in Minneapolis M-2012, 612.659.7233 or e-mail at sheila.sitati@metrostate.edu.

Adrian Yardley, St. Louis Park, was named student worker paraprofessional, senior (graduate assistant) for the College of Management. He develops and maintains Web pages for partner institutions, updates COM promotional materials and tracks and follows up student contacts. Recently he worked as a patient care advocate for Express Scripts, Inc. in Bloomington. Yardley holds a Bachelor of Talmudic Law from Talmudic University of Florida. He is pursuing a M.M.I.S. degree at Metropolitan State University. He can be reached in Minneapolis M-4017, 612.659.7232 or e-mail adrian.yardley@metrostate.edu.
**CENTER Of Excellence News**

**Minnesota IT Workforce Collaborative Awarded FIRST* Grant**

The Center of Excellence’s (COE) efforts to promote a robust IT workforce in Minnesota received a major boost from the Minnesota Department of Employment and Economic Development when it provided $49,760 through a FIRST* Grant to help launch and develop the Minnesota IT Workforce Collaborative, a network-based organizational concept to sustain the work begun at the Minnesota IT Workforce Summit.

The collaborative leadership team chaired by Wendall Reimer of Midwave, Inc. expanded membership and defined an initial structure to facilitate member involvement and collaborative operations. Task forces with members from education, business, workforce centers and COE will guide projects and programs chosen from the highest-rated ideas generated during the summit.

**Bruce Lindberg** has been the COE executive director since its beginning in 2005. The Center of Excellence offices are on the fourth floor of the Management Education Center on Metropolitan State University’s Minneapolis Campus. Bruce can be reached at 612.659.7228 or by e-mail at bruce.lindberg@metrostate.edu.

* FIRST: Framework for Integrated Regional Strategies

---

**TESTING Center**

The telephone number for the Testing Center for Saint Paul/Minneapolis is 651.793.1460.

It is necessary to schedule testing with the Saint Paul Office before coming to the College of Management Testing Center, except for the M.I.S. waiver exam. The M.I.S. waiver exam can be scheduled through Aretha Hicks at 612.659.7252. Testing information can be found at www.metrostate.edu/testingcenter.

---

**ADVISING**

**Registration Notes from the Undergraduate Advising Center**

When does your registration window open? You can determine this by looking at the number of credits you have earned on your transcript. If you don’t know how to check for your transcript, see https://webproc.mnsu.edu/eservices/login.html?campusid=076 (this is the e-Student Services Web site). On the left side click on “grades and transcripts” and choose the current semester. In the second box, third column, look for “earned credits” which will tell you how many credits you have earned at Metropolitan State and will also include any transfer credits. Then go to www.metrostate.edu/registration/timetable.cfm to determine the date and time your registration window opens.

It is very important to choose your courses wisely. Effective fall 2008, there is a revised Academic Standing Policy which removes the academic warning stage. To be in good academic standing, you must have both a cumulative completion rate of 66.66 percent and a cumulative GPA of 2.0 or higher. If you fail to meet either or both of these requirements at the end of fall 2008, you will be placed on academic probation. The next semester you register, if your cumulative completion rate and GPA meet the academic standing requirements, you will return to good academic standing. If you do not meet the academic standing requirements, you will either remain on probation (you will need to earn a minimum term GPA of 2.25 and a term completion rate of 75 percent) or you will be dismissed from the university for at least one year. Thus, it is extremely important that during add/drop week you consider the requirements for your course(s) to be sure you can commit the time required. If not, consider dropping the course(s). For more information on this policy, see https://db.metrostate.edu/webapps/drep/Policy2050_may_08.pdf. If you are receiving financial aid, be aware that number of credits affects your eligibility. Contact the Financial Aid Office if you have questions.
Room Locations

Be sure to check the Metropolitan State Web schedule before you go to your classes. Room locations for all classes are listed on Web one week before the first class session.

Employment

Watch the College of Management Web site for employment, internships and scholarship opportunities.