National ETS Exam Results

COM Students Improve Their Rank
by Kenneth Zapp, COM Department Chair

This summer, students in the four classroom-based sections of MGMT 499, Case Studies in Strategic Management, the capstone course for most of our majors, took the Business Field examination given by the Educational Testing Service (ETS). Their scores put our college at the 70th percentile compared against the 564 other institutions that took the test. This marks a significant improvement over the 63rd percentile our students achieved in summer 2007.

This examination is part of the college’s assessment of educational outcomes in the undergraduate programs. The assessment activities are an ongoing process of continuous improvement in which each year’s results lead to enhancements in the college’s ability to serve student growth and development.

The exam results found College of Management students scoring highest on accounting and economics, each at the 85th percentile, and finance at the 75th percentile. The accounting results are particularly important because Metropolitan State has one of the largest, if not the largest, accounting program in the state. The results also affirm the strong performance of our accounting students on the CPA examination over the past several years.

Our students scored lowest on legal environment and quantitative analysis (a combination of statistics and operations management). Since our legal environment course is required only for the business administration major, our students’ lower score in this field is understandable. The quantitative analysis field is a special challenge for the college, as over half of our students transfer statistics from other institutions.

The ETS exam is used to assess the “mastery of the common body of knowledge” outcome. The college also has six other practice or skill-based student outcomes that we track over time. These outcomes include:

- Analyzes the impacts of internal/external influences to the organization;
- Effectively solves problems and makes decisions using appropriate information and technology;
- Works effectively with diverse groups of people;
- Effectively communicates in a written manner;
- Effectively communicates in an oral manner;
- Applies ethical considerations to decisions and policies.

The college continues to develop and refine the rubrics used for the assessment of the practice or skill-based outcomes. Once developed, the rubrics will become part of the student assignments. The rubrics will be used in evaluating the student’s work.
NEW DEAN and Key Retirement

Two COM Personnel Departures

Two long serving COM personnel will be leaving their posts after the spring 2010 term. Dean Gary Seiler has asked to return to faculty status and Professor Kenneth Zapp is retiring from the faculty. Both have long histories in their respective positions. Seiler is the longest serving COM dean with 12 years in that position. Zapp is one of the original faculty members of the graduate program founded in 1984.

Seiler is not retiring from Metropolitan State but is only stepping down from the dean’s position. He will be on sabbatical/administrative leave in the next academic year and will return to faculty status in the 2011–2012 academic year. When he returns he plans to take an active role in the new Applied Doctorate in Business Administration, teaching seminars and advising students in the D.B.A. program.

When Zapp leaves Metropolitan State, he plans to relocate to Savannah, Ga., where he and his wife (community faculty member in the M.P.N.A. program) own a home in the city’s historic district. He plans to continue teaching at Savannah State University and Atlantic Armstrong State University and continue writing on social and economic issues.

Searches have commenced and their successors will be in place in the coming fall term. More complete coverage of these departures will be forthcoming in the spring 2010 edition of the COMmunications Newsletter.

SCHOLARSHIP Received

The Minnesota Society of CPAs has once again recognized Metropolitan State students for their performance on the CPA examination by awarding the school another $1,000 scholarship. This award has been bestowed on the university for at least the last 10 years and recognizes the good work of our faculty and our students.

APPLIED Business Doctorate Moves toward Final Approval

“D.B.A. Proposal Follows Steady Path” by Tim Delmont, Assistant Professor and Director, Graduate Programs

The proposed COM doctor of business administration (D.B.A.) program cleared another hurdle when the Chancellor’s Office for the MnSCU system gave its approval in September. This approval followed a 10-month review involving program evaluations by two outside experts and extensive analysis by the Academic Programs Office staff. The final step in the formal approval process will be a review by the Higher Learning Commission (HLC), which will include an on-site visit this fall (see page 14). HLC will make its decision regarding approval of the D.B.A. early spring semester 2010. Assuming it is approved, we will launch the program at the start of summer semester 2010 or sooner. The challenging route from College of Management (COM) faculty approval to program launch will likely have taken over three years—a deliberate, complicated but steady journey.

In year one, the D.B.A. steering committee framed the program proposal, prepared key academic policies, developed initial course proposals, and secured program approval from college and university IFO faculty and the administration of Metropolitan State. In year two, the committee prepared written responses to several sets of questions by outside reviewers and staff of the Chancellor’s Office and assisted the Provost’s Office in the preparation of a “Change Request” document for review by the HLC. The committee collaborated with D.B.A. course developers in assessing the expectations and teaching

“Be sure you have completed all prerequisites before you register for a course.”
approaches of each course, using an internally-developed assessment rubric for doctoral courses; all updated courses were then approved by college and university IFO faculty. Committee members also began initial work in communications and marketing and created an “information” Web site for the D.B.A.

In year three, the steering committee will develop additional crucial components of the D.B.A. program necessary for its launch. The committee itself has grown from nine to 13 members, enhancing its versatility and breadth of perspective. Present members include Professors Bouchard, Creason, Hess, Israel, Johnson, Nezhad, Prestwich, Schultz, Slaymaker, Vo, Zapp, Delmont and Dean Seiler who is serving in an ex officio capacity. With more faculty colleagues on board, I believe we have enhanced our capacity to complete what will be an extensive agenda in a timely fashion.

In a general sense, our goal is to create and deliver an applied doctorate program in business different from any offered by other institutions in the area. The Metropolitan State D.B.A. must reflect the unique identity and strengths of our college. It must be academically rigorous, student-focused and relevant in course and applied research to the challenges of our stakeholders and market. Also it must be positively life-changing for our faculty and students. I think students should graduate saying, “This was the hardest thing I’ve done in my professional life, and the best,” and we should say, “We are proud of their achievements and of our ability to make those happen.”

In addressing these and other D.B.A.-related topics, we will continue to search for “best practice” examples in higher education institutions. We will also work closely with faculty and administrators in the university’s Doctor of Nursing Practice (D.N.P) program, who have found initial answers to the questions we will be addressing and who are, in fact, continuing to reassess their program to improve its academic outcomes and student experience. These D.N.P. colleagues are willing to work with us, and we welcome their advice and support.

It is our intention to keep COM and Metropolitan State University communities informed of our committee work and progress. You’ll be hearing from us in one venue or another. We welcome your support, information, suggestions or opinions about our work.

Contact me at timothy.delmont@metrostate.edu for current information about our efforts, or view progress at http://www.metrostate.edu/msweb/explore/gradstudies/doctoral/index.html/.

“Prerequisites will be enforced.”


TEN Jobs for the Recession

Time Magazine recently published a list, “Ten Jobs for the Recession.” Accountant ranks highest, at the top of the list. Access the site at: http://www.time.com/time/specials/packages/article/0,28804,1901876_1901874_1901852,00.html/.

Also within this list are jobs in network and computer systems. Visit this URL to access the site: http://www.time.com/time/specials/packages/article/0,28804,1901876_1901874_1901866,00.html/.
Several articles in this newsletter illustrate the quality of the programs and instruction being offered through the College of Management. One article reports the outstanding results that our students achieved on the ETS examination. Other articles feature our resident and community faculty who won teaching awards. Yet another article highlights one of our advisors who won an award for his outstanding advising. It is important to recognize that these quality results do not just happen but rather are the results of purposeful efforts to hire and train the best people possible to teach a rigorous and relevant curriculum and to hire and train a core of advisors who professionally guide our students through their programs.

A new effort in the College of Management to improve our quality even more started last year and will continue into the future. This effort, known as the Teaching Academy, has three primary goals: to improve teaching, to improve courses and curriculum and to improve student learning. These are obviously interrelated but focusing on each of these goals tends to more clearly organize our efforts.

**To Improve Teaching:** The Teaching Academy is aimed at both new and veteran faculty who teach in the College of Management. All new instructors will be required soon after they are hired to attend training ensuring they have the basic information, skills and conceptual framework needed to succeed. Content of the training is related to areas such as preparing syllabi, understanding the American Psychological Association’s (APA) writing guidelines, learning about the extensive library resources available to students and faculty at Metropolitan State, and becoming familiar with policies, procedures and expectations we have of our faculty. For faculty who have been teaching in COM for some time, we will offer workshops aimed at improving their teaching skills. Examples of these types of workshops include: Teaching Using the Case Study Method, Testing and Evaluation, Using Group Work in Courses, Giving Feedback on Student Writing Assignments and Using D2L to Improve Student Learning in On-site Classes. These types of learning experiences will be offered regularly to all faculty, and participation in the workshops will be part of a transcribed record of professional development. Faculty will be offered a stipend to attend many of these sessions. Another example of the Teaching Academy related to improving teaching skills is the teaching mentorship program. This program enables faculty members new to particular courses to observe veteran faculty members before teaching the courses on their own in a subsequent term. During this process, the veteran faculty members mentor the faculty members new to the courses and observe them when they teach the courses on their own. By improving the skills of faculty using some of the methods described above, we are confident we will improve the learning experience for students.

**To Improve Courses and Curriculum:** The Teaching Academy is also aimed at improving individual courses and our overall curriculum. There are several examples of workshops that have already taken place in the past year to support this effort. The Management Curriculum Unit and the Marketing Curriculum Unit invited their faculty to workshops for the purpose of planning templates for multiple section courses (for example, Principles and Practices of Management and Marketing Principles) to ensure that no matter what section of a class students took, the core outcomes of the course would be achieved. This is important because instructors in advanced courses want assurance that students coming into their classes have mastered the foundation content from the “principles” courses so they may then build upon this foundation. In this manner, the curriculum outcomes in a major are coordinated from one level to the next.

Another example of the goal to improve the curriculum is the workshop that the faculty from the Master of Public and Nonprofit Administration (M.P.N.A.) recently attended. The purpose of the workshop was to ensure that their curriculum at the course level and at the program level reflected and contributed to the intended student learning outcomes. The workshop also benchmarked our M.P.N.A. curriculum with national standards for Public Administration and Nonprofit Administration programs.

**To Improve Student Learning:** This goal can take a variety of forms all dedicated to improving the student’s learning experience in the course or in the major. This past spring term, two workshops were offered for faculty in COM that helps illustrate this concept. The first workshop was for faculty teaching online courses and was intended to create a richer learning environment for students in their online classes. Links to resources designed to enhance student ability to interact with course content, each other or their instructor were demonstrated and assistance to integrate these links and to develop new links was provided. A second workshop was offered to all COM faculty and involved instruction around the use of rubrics to improve student preparation and faculty evaluation for assignments. The criteria for evaluating the assignment would, therefore, be transparent to the student before the assignment is completed.
VISITORS from Ukraine

Ukrainians Learn about Business Education

On Tuesday, Nov. 3, the College of Management hosted a visiting group from Ukraine who were here under the U.S. Department of State’s International Visitor Leadership Program to learn about the ways in which business education is developed and delivered in the United States.

The delegation hailed from five different cities in Ukraine; Anton Arapetyan, department coordinator, R & D, Lviv Business School, Lviv; Dr. Olena Chernega, dean, Department of Management, Odessa State Economic University, Odessa; Dr. Natalia Danko, vice rector for science, Kharkiv University of Humanities, Kharkiv; Dr. Oxana Gut, development director, Dnipropetrovsk University of Economics and Law, Dnipropetrovsk; Dr. Yevhen Pentsak, head, Banking and Finance Masters Program, Kyiv Mohyla Business School, Kyiv.

The group was hosted by Dean Gary Seiler and some of the business faculty to exchange ideas about undergraduate, graduate and professional business programs.

The primary goals for the group were to develop relationships with their counterparts here in the U.S.; to compare how teaching business in America compares to that in Ukraine; to learn about our business curriculum development; and to form professional connections with organizations that support business education programs.

DEAN’S Comments continued

In Conclusion: The Teaching Academy is an important new effort we are developing and implementing in the College of Management to improve the quality of our faculty and programs. Faculty will hear more about these efforts as the opportunities become more fully developed, and students should become aware of these efforts as we continuously improve the quality and flexibility of the learning experience in the College of Management.

PRESIDENTIAL Inauguration Activities at COM

Metropolitan State University’s Minneapolis Campus hosted one of the first events to celebrate the vestment of President Sue K. Hammersmith.

The open house took place Thursday, Sept. 24, from 3:30–6 p.m. at the Management Education Center, 1300 Harmon Place, Minneapolis.

The event was well attended which is evident by some of the pictures shown here. For more pictures and information about all the inaugural events, go to http://www.metrostate.edu/inauguration/.
COM Receives Three of Five Awards

College of Management was awarded three of the five excellence awards announced at the Fall Faculty Conference on Sept. 12.

Joel Wilson, assistant professor, accounting, was awarded the 2008–2009 Outstanding Teacher Award. For the second year in a row, Wilson won a teaching award. Last year he received an Excellence in Teaching Award. (The Outstanding Teaching award is presented only when there is a meritorious candidate that emerges.) To put Wilson's accomplishment in perspective, teaching awards are usually a one-per-lifetime thing at Metropolitan State. His students say that this instructor takes a genuine interest in them and wants them to succeed. He demonstrated this by having one-on-one meetings with each student to assess his/her progress and make recommendations for improvement. Students say that he is very honest and will admit if he does not have an answer to a question. But by the next class, Wilson will have an answer. They also say that he is an intelligent instructor and shows this through his ability to explain complex subjects in a comprehensive manner. Another student says that Wilson is the best instructor he has had in 15 years of schooling. His class is very demanding, though not unrealistic. He expects a lot from his students, which creates an atmosphere for high-quality learning. Wilson earned the respect from his students.

Brenden Schaaf, community faculty, accounting, was awarded the 2008–2009 Excellence in Teaching Award. During the day Schaaf is a full time accounting manager at ADM–Benson Quinn, a division of Archer Daniels Midland Corporation. At night he brings his experience, knowledge and professionalism to the classroom. His students commented: “Professor Schaaf demonstrates his enthusiasm for the subject matter by the time he spends in preparation with PowerPoint presentations and relevant handouts. He uses a variety of techniques to help us understand the material such as posting videos to show us how to solve a problem and real life articles relating to the subject matter at hand. He is very creative and strives hard to help everyone understand the course content. He is one of those teachers who really care that you learn what he is teaching. He is a great mentor for students, as he puts forth whatever he can to help the student learn the material.” Schaaf has been teaching at Metropolitan State for three years.

Siew Wong, College of Management academic advisor, was the recipient of the 2008–2009 Carol C. Ryan Excellence in Advising Award. Wong has been a COM advisor since January 2004. He is also a community faculty economics instructor. In 2008 Wong received Metropolitan State’s Faculty Excellence Award. Previously in 2001–2002, Wong was awarded the Excellence in Teaching Award. He helps students not familiar with higher education find their way through a system difficult to understand. He provides advice on everything from transferring credits to registration and where to get information on a range of issues. Students write that this advisor is with them from start to finish, directing them, motivating them and giving them valuable advice if they have academic difficulty. Wong’s steady support, direction and encouragement to continue studying helped students achieve their goal of graduating from college.

Comments from one of the grads: Andrew Woodbury says, “The Online M.B.A. went by fast, but it was a great experience. The program really helped to further develop my team leadership, critical thinking and project management/collaboration skills. The focus on corporate strategy and policy has helped to prepare me for advanced positions, and I hope to utilize my newly-refined skills in new capacities soon.”

EXCELLENCE Awards

First Six Graduates—2009


“Be sure you have completed all prerequisites before you register for a course.”
STUDENT News/Scholarships

MNCPA Scholarship Recipient Announced

Yeng Chang, 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 Chang for her fine record at Metropolitan State. After graduation, she plans to take the GMAT test and enter graduate school. She will eventually sit for the CPA exam.

Dave Evenstar Memorial Management Accounting Scholarships

Three Dave Evenstar Memorial Management Accounting Scholarships of $1,000 each were awarded to Michelle Biernat, Saint Paul; Jill Fox, Eden Prairie; and Sadie Huber, Coon Rapids. This scholarship is provided by the Saint Paul Chapter of the Institute of Management Accountants to students with a GPA of 3.0 or higher who have completed or are enrolled in ACCT 320–Strategic Management Accounting. One to three $1,000 scholarships may be awarded each year.

Student Senate Academic Achievement Award Scholarship

Kristina Lysova, economics major, College of Management, was the recipient of the Student Senate Academic Achievement Award Scholarship for the 2009–2010 school year. The university scholarship committee selects recipients from a pool of eligible applicants based on the following criteria:

1. Level of academic achievement as demonstrated by cumulative grade point average, cumulative completion rate and reference surveys from instructors; and
2. The quality and content of the required written essay. Within this award Lysova received scholarship funds of $1,200 dollars, the maximum amount. In addition to the declared economics major, Lysova is also pursuing an applied mathematics minor.

PAID Teaching and Learning Experience

Teach and Learn in Taiwan

For anyone interested in a paid teaching and learning experience in Taiwan for a four- to six-week period in May and June 2010, CUTE is starting a summer school program which could provide four COM students (graduate or undergraduate) with a truly valuable educational and cross-cultural total immersion experience at very little cost. If this opportunity appeals to your sense of adventure, contact Professor Roger Prestwich at roger.prestwich@metrostate.edu, or call him at 612.659.7293.

“Prerequisites will be enforced.”

STATISTICS Tutor Available

COM now provides a statistics tutor 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. Contact her for the current schedule: telephone, 612.659.7241 or by e-mail at yijun.liu@metrostate.edu.

TUTORING Services

The schedule for tutoring services for COM courses is available online at, http://www.metrostate.edu/com/advising/tutor.html/.
TUTORING
Available
Tutoring is available for Accounting 210, 310, and 320; Economics 201 and 202; Finance 390; and Statistics. Visit www.metrostate.edu/msweb/explore/com/advising/tutor.html or call 612.659.7269 for more information.

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.

ALUMNI Highlights

Larry Hubner
Larry Hubner, M.B.A., 2002, is now the general manager of the Carlsbad Current-Argus News, Carlsbad, N.M. Hubner has been part of the Current-Argus News as the advertising sales manager. He will continue to lead the advertising department. Hubner says he is delighted to become the new leader at the Current-Argus. He hopes to transfer some of the same energy from the advertising department throughout the building. Hubner has an extensive newspaper background and worked as a circulation district manager, publisher, advertising sales manager and representative and editor. He has been in the newspaper business since 1968.

(Roy excerpts from an article by Martha Mautrion, posted Aug. 21, 2009; Elpasotimes.com—printed with permission).

Sara Irvine
Sara Irvine, B.A., Public Administration, 1998, was appointed as Afton’s assistant city administrator this past July. Reorganization at Afton City Hall means Irvine, who was former city administrator in Tonka Bay and Minnetonka Beach, will take on some of the city’s planning and code enforcement duties, said Interim City Administrator Jim Norman.

Robert Bayer
Robert Bayer, M.B.A. for CPA cohort, 2005, recently joined Coldwell Banker Commercial as vice president. Prior to joining Coldwell Banker Commercial Griffin Companies,

Bayer cofounded Management Resolutions, LLC, which provided a customized strategy for handling both operational and real estate troubled assets. Additionally he holds a bachelor’s degree in accounting from Metropolitan State University. He is an active certified public accountant and a member of the Minnesota Society of Certified Public Accountants.

Rao Nemani
Rao Nemani, M.I.S. community faculty, has authored several papers which have been accepted for publishing: Rao Nemani

“Key Factors for an Effective Quality Assurance in Data Warehousing,” was submitted to The American Society for Quality’s (ASQ) Silicon Valley Conference (http://www.asq-silicon-valley.org/component/option,com_docman/task,cat_view/gid,55/Item id,70/). This paper was presented on Oct. 23 at Santa Clara, Calif.

“A Framework of Integrated Strategic Management Theories for Organizational Survival in a Volatile Market,” and “The Role of Computer Technologies in Knowledge Management,” were submitted to the International Conference on Advances in Management (ICAM) 2009 Conference (http://icam1990.com/conference/ICAM2009CallforPapers/tabid/170/Default.aspx), were accepted and were published in the July 2009 conference proceedings.

“Be sure you have completed all prerequisites before you register for a course.”
TRAVELERS Pathways Program

Update by Jill Sondergaard, Career Services

As I was thinking about writing an update, I was reminded of the TV commercial with an adorable dog worried about a ‘prized possession’ (aka favorite bone). It seems like each time I connect with folks about Metropolitan State’s Travelers Pathways, that commercial comes up. That’s some great marketing and brand development! I found this Web site with the commercial clip: http://www.mlwebco.com/2009/07/travelers-insurance-dog-commercial/.

Speaking of some great marketing and brand development (some of you know I like segues), hopefully, you’ve been viewing the various newsletter articles (and my Web page) about our Travelers Pathways Program. The Travelers Company, Inc. has been the university’s best corporate funder this year—an additional grant was awarded to the Power of YOU and to continue Travelers Pathways. The Travelers Pathways program exists to enhance educational and career development opportunities for students and alumni interested in insurance industry careers. Through these funds, 10 students were selected as Travelers Scholars 2009–2010 to receive $2,000 each. A majority of the recipients are in the College of Management, and two were Travelers Scholars last year as well. Professor Ken Hess is leading the charge to develop new curriculum that focuses on risk management and insurance, providing education and practical experience directly relevant to employment in the industry.

Fall is typically a high-recruitment ‘season’ for corporations to competitively seek candidates. To learn more about working at Travelers, visit: www.whyyouvebeenmissing.com. The link to the Travelers careers site is also listed there. Send me an e-mail: jill.sondergaard@metrostate.edu if you’d like to be on my e-mail distribution list (sent as blind copy); I share announcements, updates, career ‘coaching’ tips, and so on. Travelers has opportunities in all fields (accounting, finance, sales, IT and more.)

INTERNATIONAL Programs

COM’s Taiwan Program

Roger Prestwich is currently involved in negotiations both with CUTE for additional undergraduate and graduate program development in Singapore and China, and with a university in India for M.M.I.S. and M.B.A. programs, so we may be seeing a significant increase in the number and variety of international students on campus in coming years.

The College of Management’s international program in Taiwan celebrates fifteen years of operation this year. The program started in spring 1994, and we currently welcome a cohort of more than 20 M.B.A. students from China University of Technology (CUTE). We have had one or two, sometimes more, cohorts per year since 1994, and many of our past graduates now occupy significant business and public positions in Taiwan, which provides high visibility for Metropolitan State. The relationship with CUTE was strengthened last year when Metropolitan State signed a Sister University agreement with CUTE; President Sue K. Hammersmith was the guest of honor in November 2009 at the 44th Anniversary Celebrations of CUTE’s founding. She was accompanied by Roger Prestwich, professor of international business and director of the COM’s International Program, who was also interviewing CUTE students wanting to come to Minneapolis to study for their M.B.A. in academic year 2010–2011.

“Prerequisites will be enforced.”
CAREER Prospects in International Business

Analysis by Professor Roger Prestwich

As Minnesota’s economy, along with that of the nation, recovers from the recession, many local companies will not only be looking domestically to fill their order books but also beyond the borders of the USA. Some firms will be trying to enter an international market or two for the first time, while others will be intent on finding the “best prospects” for sales growth in overseas markets new to them. If the dollar remains relatively weak, that will benefit our economic situation by reducing imports, which may not please our shop-till-you-drop family members, but boosting exports, which will really please many of our local companies and their employees. As economies around the world grow again and demand for goods and services increases, companies already doing, or planning to do, business in other countries will be in need of employees with the necessary international knowledge, skills and abilities (KSA) that will contribute to company success in this regard. From a potential employment standpoint, therefore, the question is what specific job skill sets will companies need?

The response rate to a recent survey of more than 1,200 Minnesota companies classified as “international” by the sources used was 24.5 percent, with almost 150 firms providing sufficiently detailed responses to enable us to ascertain their needs for international KSA in new hires.

Highlights of the survey findings are as follows:

- A bachelor’s degree in international business was required for hiring into management and experienced positions by 40 percent of firms, but by only 27 percent for entry-level positions.
- The five most frequently mentioned essential skills needed for hire were those of writing, teamwork, computer software, presentation, and project leadership.
- The top 10 international KSA needed for hire were in direct sales, importing/sourcing strategies, sales contracts/negotiation, transport and logistics, strategic planning, materials management, regulatory compliance, business ethics, trade agreements and international marketing/advertising.

Whether we are dealing with small to mid-sized companies in the early stages of “going international,” or with larger companies building markets and/or sourcing products abroad, all are in need of personnel with the international KSA essential for success in an increasingly competitive global business environment. The International Business Major and Minor programs aim to provide exactly the KSA necessary for graduates to pursue a successful career in companies operating internationally.

FUN for Class

One of the MNCPA M.B.A. students, Stacy Foreman, dressed up as a giraffe to delight and inspire her classmates and professors.

“Be sure you have completed all prerequisites before you register for a course.”
ONGOING Day Programs/Midway Center

Check the Class Schedule for the latest information at www.metrostate.edu/schedule/search.cfm/

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ONGOING Day Programs/Saint Paul Campus

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ATTENTION

Readers

If you have professional news you would like to share (for example, a promotion, new job, advanced degree, awards and so forth) please send the information to maryann.johnson@metrostate.edu.

NEWSLETTER

Available Online

An expanded version of this newsletter will be available on the College of Management Web site: Go to http://www.metrostate.edu/msweb/explore/com/news/index.html then click on COM Newsletters.

FACULTY Articles/Announcements

Minh Vo Has Paper Published


For further information about the article, visit the Web site www.elsevier.com/locate/eneco and see “Energy Economics Journal,” and search through “Science Direct.”

“Prerequisites will be enforced.”
Wilson, Schweigert and Cleveland Coauthor Article

Professors Joel Wilson, accounting, Francis Schweigert, public administration, and Grover Cleveland, accounting, have coauthored an article, “The Door Has Opened: New Form 990 Creates Strategic Opportunities and Risks for Nonprofit Organizations,” published by the Guidestar Newsletter in the June 2009 edition. Excerpt from the article: “A major step in transparency is unfolding in the nonprofit world. The vehicle delivering this change is the newly-revised IRS Form 990, ‘Return of Organization Exempt from Income Tax,’ which nonprofit organizations have begun filing for the 2008 tax year. The impact that the increased transparency will have on nonprofit organizations has been severely underestimated. It is not sufficient for nonprofit staff and board members simply to be made aware of these changes. They must also be alert to the changes’ strategic implications and have tools to manage them successfully.” You may access the full article at: http://www.guidestar.com, then News/Articles/ June 2009/“The Door Has Opened… .”

Schweigert Presents at Fall Conference

Frank Schweigert, associate professor of public administration, presented a professional education session on ethics at the annual conference of the Minnesota Government Finance Officers Association meeting in Alexandria, Minn., Sept. 23–25. The session was entitled, “Professional Ethics, Justice and the Common Good.” Schweigert summarized recent studies showing the relative levels of ethical violations in government for profit and nonprofit entities and outlined a four-part program agencies could implement to strengthen the ethical integrity of their operations. A key feature of the presentation was the inclusion of public purpose in the form of corporate responsibility and the common good.

Israel Comments on Civic Survey

Roger Israel, professor, public administration, was a guest on the Don Shelby Show on WCCO Radio (AM 830) Friday, June 12. The focus of his comments was the Metropolitan State Civic Confidence Survey taken earlier this year. Respondents expressed greater concern about the economy than in prior surveys. This is the first time in the survey’s history that respondents considered the economy to be the metropolitan area’s biggest problem. However, they also expressed optimism about the country’s ability to meet the challenges. On the subject of voting and election reform, respondents expressed much greater certainty about the accuracy of vote counting.
Welcome to Four New COM Faculty

Barbara Beltrand, Saint Paul, was appointed assistant professor to teach financial accounting courses for COM. This is a tenure track appointment to COM. She has worked part time as an adjunct instructor at Hamline University. Beltrand previously taught intermediate accounting, advanced accounting and auditing as both full-time and part-time assistant professor and community faculty member at Metropolitan State. She also presents financial accounting and reporting seminars for the Minnesota Society of CPAs. Beltrand holds the following degrees: B.A. in anthropology and English from Macalester College, Saint Paul; M.S.L.S. from Simmons College, Boston; M.S. in accounting; M.B.A. from Northeastern University, Boston. She is a certified public accountant, licensed in Massachusetts and Minnesota. She can be reached on the Minneapolis Campus, Room M-1250. Her phone number is 612.659.7308.

Jennifer Schultz, Lakeville, was appointed assistant professor to teach human resource management courses in the College of Management. This is a tenure track appointment to COM. Besides teaching, Schultz is involved in scholarship and research, further helps develop the human resource management program, and advises undergraduate and graduate students. She was a graduate teaching assistant and graduate research assistant since 2007 at the College of Education and Human Development, University of Minnesota, Twin Cities; an operations manager in the registrar’s office at the University of St. Thomas; and manager of residential programs and services at Indiana University, Bloomington. Earlier she was vice president of sales and operations at Information Industries, Inc., Houston, Texas. Schultz holds a B.S. in philosophy from the University of Wisconsin, La Crosse; an M.Ed. in student personnel in higher education, University of Georgia, Athens; an M.B.A. in management from Our Lady of the Lake University, San Antonio, Texas, and recently earned her Ph.D. in human resource development at the University of Minnesota, Twin Cities. Schultz is located on the Minneapolis Campus, Room M-2110; her phone number is 612.659.7295.

Allan Bernard, Bloomington, was appointed assistant professor to teach management courses for COM. This is a nine-month tenure track appointment. Besides teaching, Bernard participates in professional organizations and is involved in community service. Since 2006 he has been a business instructor at Metropolitan State and Hamline University. Previously he was chief of staff to city council members for the city of Minneapolis and manager of American Amusement Arcades. Bernard holds a B.A. in political science from the University of Minnesota and a M.B.A. from Metropolitan State. He can be reached on the Minneapolis Campus, Room M-1240; his phone number is 612.659.7236.

Linda McCann, St. Anthony, was appointed assistant professor to teach financial accounting courses for COM. This is a nine-month tenure track appointment. Her responsibilities include teaching in the area of financial accounting (advanced, intermediate and introductory), participation in professional organizations and community service. She has served as community faculty at Metropolitan State since 2005. She worked as headquarters’ controller for American Refugee Committee International, as financial statement lead auditor for Wilkerson & Associates and as operations manager and accountant for Alpha-M, Inc. McCann holds a B.A. in business administration from the College of St. Catherine and an M.B.A. from Metropolitan State. She is a certified public accountant. She can be reached on the Minneapolis Campus, Room M-2260; her phone number is 612.659.7263.

Michael Wilson, COM assistant professor, accounting, is on a personal two-year leave and will return in fall 2011.

Bernard Senske was hired on Nov. 9 as temporary OAS in the College of Management.

“Prerequisites will be enforced.”
One of the most interesting aspects of my job has been discovering the vitality and impact of our faculty's work outside the teaching and research arena. Many COM faculty members improve the work knowledge and skills of our stakeholders and fellow citizens through delivery of outreach services. In this column, I'll share some of what I've learned about recent consulting and training efforts—only a few of the many stories that could be told.

Hameed Nezhad, professor of decision sciences, has been involved in “The Energy Capacity Initiative” project in the Republic of Georgia, sponsored by the United States Agency for International Development (USAID) and the consulting firm Advanced Engineering Associates International (AEAI). The aim of this project has been to improve skill levels among policy makers inside and outside government, as well as management skills in state-owned and private energy companies and in nongovernmental organizations (NGOs). As the task leader, Professor Nezhad led the AEAI team in conducting a “gap analysis” in Georgia and in designing and developing four graduate-level energy education programs in economics, engineering, management and power technology.

Roger Israel, professor of nonprofit and public administration, has been the lead developer of the “Public Sector Human Resource Management Certificate Program,” a six-day training program currently being delivered to human resource professionals and managers from county governments throughout Minnesota. Leaders from the Minnesota County Insurance Trust (MCIT) asked Professor Israel to develop this program to meet the training needs of its members in key areas of HR practice, such labor relations, compensation, benefits, recruitment and retention, and performance management.

Professor Steve Creason of the M.M.I.S. program examined the litigation hold process after the collapse of the I-35W bridge in a consulting role to the Minnesota Department of Transportation (MnDOT), which has been a subject of significant importance to the agency.

Ken Zapp, professor of economics and department chair, is serving on the board of the Minnesota Senior Federation and is trustee for the Two Generation-Skipping Trusts organization.

Frank Schweigert, professor of public and nonprofit administration, has been the elected chairperson of the board of Correctional Transition Services, Inc., a nonprofit organization providing services such as chemical dependency outpatient treatment, employment training, and GED education to persons on parole or probation. As chair, he has lead a strategic planning process, helped develop outcome measures and completed an evaluation of the executive director and the board.

These are examples of the kind of work that benefits our wider communities and in which our faculty will continue to be engaged.
Prerequisites Are Enforced

By Paul Hesterman, director, COM advising

All students must meet all prerequisites before taking any university course. The registration system does not enforce most prerequisites, so it is your responsibility to make sure you have satisfied all prerequisites before registering for a class. College of Management faculty are very serious about course prerequisites. Most COM courses have prerequisites that must be completed successfully (C- or better) before taking the course. Prerequisites are established to make sure all students in the course have the background to succeed and to contribute to a productive learning environment. Because of the importance of prerequisites, new tools are being implemented to ensure students are complying with these requirements.

Registering for a course without the prerequisites is asking for trouble! By registering for a course and not completing the prerequisites, you:

• may be dropped from the course or required to drop the course;
• may have trouble finding a useful replacement class;
• will probably fail or do poorly if you are allowed to continue;
• would interfere with the learning and success of other students in the class;
• may put yourself farther behind in your degree program because you will need to take the prerequisite in a later term.

Avoid inconvenience and worse—check prerequisites and never register for a class if you have not met all prerequisites. You can find the prerequisites for a course by finding the course in the Class Schedule on the Metropolitan State Web site and clicking on the title of the course. Prerequisites are listed near the bottom of the course description. All upper-division courses require that students have at least 30 credits completed, and all COM upper-division course prerequisites include completion of the General Education Goal I Writing requirement. The registration course sequences for each COM major also illustrate the prerequisites for each course required for the major. If you have questions about prerequisites for a course, consult with your advisor or the curriculum coordinator for that subject.

Changes in College of Management Major Requirements

The overall credit requirement for all COM B.S. majors and the B.A.S. in Organizational Administration is now 120 credits—most majors previously required 124 total credits (B.A.S. programs other than Organizational Administration still require 124 credits). This lower credit requirement applies to all students regardless of when they declared their major. To adjust for this change, other major requirements for many majors have changed. If your official major declaration was approved before the changes, you can complete the requirements in effect when your major declaration was approved, or you may switch to the new requirements. However, if you do not have an officially approved major program, you will do the new requirements. Updated major checklists are now available on the Web or from the COM Advising Center. To find the new major requirements and major checklist on the Web, from the university home page click on “Undergraduate Programs,” then click on the major. Scroll to the bottom of the page of information on the major and click on “more information” to find a link to the major checklist. If you have questions about your major requirements, contact your advisor.

Declare Your Major As Soon As Possible

If you have completed the required foundation courses for your major, declare your major as soon as possible. Declaring your major locks in the requirements of the major, so that future changes in the major requirements will not cause you planning problems and graduation delays. A declared major may also be necessary to register for advanced courses required for your major. University policy requires students to have an approved major by the time they have completed two years at the university and have 80 or more credits.

Planning to Graduate in Spring 2010?

If you expect to complete all of your major and degree requirements by spring semester, this would be a good time to check with your advisor to make sure that your planned registration will complete your requirements. Remember that advisors can be very busy during the peak registration time, and it may take a week or more for them to respond during that time.

If you are planning to attend graduate school or to job hunt after graduation, do not wait until spring to start working on those plans! Most corporate job searches for new graduates start during fall semester, and graduate schools have application deadlines and entrance examination deadlines very far in advance. In the “Online Advising” resource on the student NetDirect Portal, click on the “Graduation” tab to find suggestions and resources to prepare. The university Career Services Office has resources and workshops to help with your job search, but contact them as soon as possible.

Jan. 22 is the deadline for applying to graduate spring semester. Be sure that you submit your “Intent to Graduate” form online by that deadline, or your graduation will be delayed!
College of Management offices are located in the Management Education Center on the Minneapolis Campus  
1300 Harmon Place  
Minneapolis, MN 55403

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 the Web one week before the first class session.

Employment

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