

GOVERNORS STATE UNIVERSITY



Annual Report

2018-2019

College of Business

GOVERNORS STATE UNIVERSITY

College of Business 2018 – 19 Annual Report

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Message from the Dean

With the hard work and contributions of our faculty, staff, students, administrators, business partners, and many community supporters, the [College of Business](#) at Governors State University concludes the 2018-2019 academic year with many wonderful accomplishments. In this annual report, we will share with you some accomplishments by our faculty, students, alumni and results of partnerships with the business community. As we enter the final year of GSU's Vision 2020 strategic plan next year, we are confident that COB is making great progress towards achieving the goals set forth in [Vision 2020](#), including academic excellence, student success, high quality faculty and staff, enrollment management, financial resilience, visibility, outreach and impact.

Continuous improvement, engagement, innovation and impact are key themes of [AACSB's](#) 2013 accreditation standards. For GSU's College of Business, this means we are always improving our curriculum and programs to maintain the rigor, relevance, and competitiveness. During the 2018-2019 academic year, we developed a new [MS in Human Resource Management](#) program, to meet the growing demand for human resources professionals in the region. This program is ready for admissions in Fall 2019. COB also plans to revise its MS in MIS program to MS in Business Analytics. The newly revised MS in Business Analytics program will likely start enrolling new students in Spring 2020. Both programs will be hybrid, with some courses taught online and others on-ground to offer flexibility for working professionals. COB also added the online track of its BA in Manufacturing Management program, effective Summer 2019. The addition of an online option will make this program more appealing to working adults, and will help us increase enrollment in this unique program targeting graduates of AAS in Advanced Manufacturing programs at community colleges.

COB's online MBA program continues to receive recognitions for its high quality and affordability. It earned three top rankings in 2018-2019: "[top best value online MBA program](#)", "[top online supply chain MBA program](#)" in 2018, and "[Best Online Supply Chain MBA](#)" in 2019. As described in my interview for [Crain's Executive Education Roundtable](#) in October 2018, these online programs provide the best value to students who seek high quality business education that offer both flexibility and return on investment.

[COB faculty](#) continue to be active in teaching, research, and service, and have made great contributions to our students' learning. In addition to developing and delivering outstanding courses to our students, many of our faculty are actively engaged in research, and have published their research in top journals throughout the year. Our faculty also contribute to the business community with their consulting and corporate training services.

We are proud of COB students for their academic successes and active engagement in campus community, and many more contributions to their community both in and out of the GSU campus. Many COB students have found success in the job market upon graduation, ready to contribute to the business world with the knowledge and skills gained during their study at GSU.

Alumni engagement has been a focus since I became COB Dean in 2017. During 2018-2019 academic year, we collaborated with GSU Alumni Association and hosted two alumni receptions, including one focusing on career planning featuring several executives from our business partners. We will also honor several outstanding alumni in our inaugural [Business Week](#) event in September 2019.

COB also continues to develop and strengthen our connections with the business community. [COB Dean's Advisory Board](#) plays an important role to advocate for the college while also providing valuable resources to help us achieve our mission. We plan to establish a Supply Chain Innovation Center and Business Incubator on GSU campus utilizing anticipated capital funding from [Illinois Innovation Network](#) system. Working with our partners including Will County CED, Chicago Southland Economic Development Corporation, Council for Supply Chain Management Professionals, and community college partners such as Prairie State College, we plan to offer one stop shop services to meet the growing workforce development need for supply chain and logistic sector in the region. This center will also provide consulting services to businesses and startups seeking growth in the supply chain/logistics and related sectors.

I hope you enjoy reading the stories featured in this annual report. I look forward to your ongoing support as we continue to build the College of Business at Governors State University to become the choice school for top talents in business and economics, in Chicago's southland region and beyond.

Sincerely,
Jun Zhao, DBA
Dean, College of Business

I. Goal 1. Academic Excellence:

Provide distinctive academic programs that effectively prepare students to become leaders and productive citizens in the global community.

The College of Business offers five undergraduate degrees and three graduate degrees in the 2018-2019 academic year. All of COB's programs are accredited by AACSB, the premium accreditation for collegiate business schools in the world. Continuous improvement, engagement, innovation, and impact are the key themes of AACSB's 2013 accreditation standard, and schools are expected to regularly review the quality of its programs, develop new programs and revise existing programs to maintain rigor and relevance.

COB's MBA program was revised in the 2016-2017 academic year, and the newly revised MBA program (effective Fall 2017) offers four distinctive specializations: Business Analytics, Finance, Leadership, and Supply Chain Management. Students who do not choose a specialization can earn a General Management MBA. The Supply Chain Management and General Management MBA can be completed completely online, providing much needed flexibility for today's working adults. Because of its high quality and affordability, our online MBA program has earned top rankings in recent years.

The On-line MBA/Supply Chain Management program was ranked No. 5 in [Onlinemasters.com's 2019 Best Online MBA in Supply Chain Management](#) list. In 2018, this program was ranked No. 14 in [BestColleges.com's 2018 Top Supply Chain MBA programs](#).

Top Rankings for GSU Online MBA



[GSU's Online MBA](#) in Supply Chain Management program received top rankings and recognitions in the past year. The program was recently ranked fifth in the U.S. by [Onlinemasters.com's 2019 Best Online MBA in Supply Chain Management](#) list. The program was also

recognized as one of the most affordable online master's degree programs in supply chain management, according to a new online ranking by Online U. More information about the program is available at <http://www.govst.edu/MBASupply>

The ranking was based on three criteria: academic quality (40%), student success (40%), and affordability (20%). Surveyors reviewed every online MBA in supply chain management program, and consulted with industry experts, hiring managers, current students and alumni. Thirty seven of the best programs in the U.S. were identified through this independent review process, and GSU's program was selected as the most flexible. Among other programs included were Arizona State, North Carolina State, Northeastern, and Syracuse University.

This is the most recent top ranking for GSU's online Supply Chain MBA program. In the last year, [OnlineMBAtoday.com](#) ranked it number 18 for Best Value Online MBA Programs ranking, and [BestColleges.com's](#) 2018 Top Supply Chain MBA programs ranked it number 14.

GSU College of Business Dean Jun Zhao said, "the rankings reflect the high quality programs GSU offers to its students. In addition, the program offers flexibility and affordability—two differentiators that are highly sought by today's students."

New and Revised Programs

COB faculty worked with industry partners to develop two new specialized graduate programs during the 2018- 2019 academic year, to meet the growing demand for professionals in the region.

- **MS in HRM program**

Program description - The new Master of Science in Human Resource Management degree program will prepare students for managerial and executive management careers in Human Resource Management. The program is designed to be highly accessible to the target student population that consists largely of full-time working adults, interested in a specialized HR degree to advance their careers. Courses will be offered in online, hybrid and face-to-face formats.

According to the United States Bureau of Labor Statistics (USBLS), job growth for human resource

managers, through 2024, will be “faster than average” across the country. Illinois is projected as having the third highest demand for jobs in HRM with growth projected at 7% per annum during this period. Graduates of the program will be able to move to higher-level managerial positions such as human resources generalists, human resources managers, and compensation and benefits directors.

The USBLA does not report employment data for HR Executives; however, a recent survey conducted by Adecco Staffing USA reported the average salary for HR Directors in the Midwest was \$165,754 (<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/2016-salary-forecast.aspx>).

Enrollment starts in Fall 2019 and additional information is available on the program’s webpage <http://www.govst.edu/HRM/>

- **MS in Business Analytics program (revision from MS in MIS)**

The College of Business is preparing to launch a new master’s program in Business Analytics in Spring 2020. The program is a revision of the existing MS in Management Information Systems program.

Program description- The Master of Science in Business Data Analytics program is designed to prepare students to use data to add value to organizations. Business analytics is the intersection of business and data science. Data allows organizations to make better decisions, improve business performance, and create efficiencies in business operations. Organizations benefit by improving their ability to compete and formulate strategy in a competitive marketplace that is constantly changing.

The hybrid program will focus on business analytics, an area growing in popularity. Business analytics knowledge and skills are in high demand by employers and growing demand by graduate business applicants. The Graduate Management Admissions Council (GMAC) [2018 Corporate Recruiters Survey](#) found data analytics in high demand with 35% of companies who hired Master of Data Analytics graduates in 2017 and 52% of companies plan to

hire Master of Data Analytics in 2018.

The program will also be STEM designated, allowing international students to study in the program and International students graduating from STEM-designated program such as the MSMIS may be eligible to work for up to 29 months under the Optional Practical Training (OPT) program. In addition, GSU’s 2018 Enrollment Management Task Force recommended the MSMIS program be converted to the MS in Business Analytics based on industry need and emerging demand from prospective students. Between 10-15 students are expected for the first entering class.

- **Offering BA in Manufacturing Management online**

The BA in Manufacturing Management degree targets Community College graduates with associate degrees in Advanced Manufacturing. Students complete a core of business courses as well as specialized work in courses such as Supply Chain Management, Project Management, Production and Inventory Control Systems, Quality Management and Lean Six Sigma. The flexibility created by also offering the degree completely online enhances the ability of working adults to earn the degree.

- **Honors Reception**

The 2019 College of Business Annual Honors Reception was held on April 17th to recognize the achievements of COB’s students, faculty and staff. Dr. Jun Zhao, Dean of the college, introduced special guests, faculty and staff members, with a show of appreciation for their contribution to the success of COB’s students. Lauren Esolato Healey, from Corporate Relations, presented the GSU Foundation awards to the 2018 scholarship recipients in recognition of their dedication and academic excellence. Dr. David Green, division chair for AFME and Dr. Olu Ijose, Division Chair for MME presented high honors certificates of achievement to Graduate students who maintained a 4.0 GPA while completing a minimum of 20 credit hours in graduate level courses. Additionally honors certificates of achievement were presented to the Dean’s List students who achieved a 3.7 GPA during one or more semesters of academic year 2017-2018.

Outstanding Faculty Awards were also presented to four faculty, selected by the Faculty Awards Committee, for their exceptional contribution to further the mission of Governors State University and the College of Business. Faculty recipients include:

Faculty Outstanding Producer Award: *Dr. Ting Jie (TJ) Wang*

Faculty Teaching Award: *Dr. Ujvala Rajadhyaksha*

Faculty Research Award: *Dr. Praggyan (Pam) Mohanty*

Faculty Service Award: *Professor William Kresse*

- **Foundation Scholarship Recipients**

Advanced Manufacturing Scholarship: *Bryan Fitzgerald, Sircon Gray*

Alumni Award: *Milica Maras*

American Logistics Association Scholarship: *Ozelle Hubert*

COB Student Advisory Board Endowed Scholarship: *Bryan Fitzgerald, Abdullah Mahmoud, Robert Navarro, Devika Rallan, Michelle White*

CN Rail Fellowship: *Amy Hildeman*

Donald and Helen Morrison Endowed Scholarship in Business: *T'kyla Clayton, Maira Gutierrez, Abdullah Mahmoud, Carl McDonald*

Donald Dolan Endowed Business Scholarship: *Tidjani Maouloud*

Dr. Curtis & Mrs. Gina Crawford Endowed Scholarship in Business: *Richard Gray, Sircon*

Gray, Sabrina Jeffries, Lester Moody, Robert Navarro, Devika Rallan, Amanda Spayer, Theresa Storer, Charle Williams

Lorraine Fontana Endowed Memorial Scholarship: *Maira Gutierrez, Rachel Lindsey, Jinann Marou, Amanda Spayer, Paula Zerante*

Martin Anthonisen Scholarship: *Jillian Lee*

Scholarship for Finance and Accounting Students: *Jillian Lee, Carl McDonald, Marcheita Richard*

Wilbur Morrison Endowed Scholarship in Business: *Latia Cooper, Maira Gutierrez, Sharif Kittaneh, James Mason, Carl McDonald, Michelle Palmore, Theresa Storer, Jamaal Webster, Jaime Wesley*



II. Student Success:

Provide a seamless and supportive pathway from admission to graduation focused on personal and academic success to help ensure that students are career ready and positioned to be leaders and citizens in the community.

COB students continue to achieve academic success while staying active in their communities. Armed with the knowledge and skills gained from their academic programs as well as the professional development opportunities provided by GSU and other organizations, many students find success in internships and job placement upon graduation.

Maira Gutierrez



Maira Gutierrez
BS in Accounting

Maira Gutierrez, a student from the second GSU freshman cohort, will graduate with a Bachelor of Science in Accounting in Spring 2019 and continue to pursue her MS in Accounting degree at University of Illinois Urbana Champaign. During her senior year at GSU she found an internship through the Mary T. Washington

Internship Preparation Program. This opportunity was an all-expenses paid internship, hosted by The Illinois CPA Society. The program launches African American and other racial/ethnic minority college students into the accounting profession with access to training, resources, and mentors. At the end of the program, accounting firms interview the students for a variety of paid internships that could lead to full-time jobs. Maira received course credit for her internship experience.

Maira's primary duties and responsibilities included assisting in the preparation for weekly DI files and slides for management review, participating in the 2019 Plan, cost change, and standard setting process. Additionally, she worked on a specialty

project; Integrity of SAP product hierarchy.

Maira works at the Financial Aid office as a student worker, and is an active member of the Accounting, Finance, and Economics Club. She plans to become CPA and have her own accounting firm one day.

Jamaal Webster



Jamaal Webster
MBA

Jamaal, who received his undergraduate degree from the College of Business, is currently pursuing his [MBA in Supply Chain Management](#) with an expected graduation date of 2021. Jamaal serves as Vice President of the Association for Supply Chain Management and finds time to give back to organizations such as [Male Success Initiative](#) and [Office of International Services](#), all while working a full time job. Jamaal also participated in study abroad for 2018 traveling to Eastern Europe. Upon returning, he then became a study abroad ambassador promoting study abroad opportunities to GSU students.

He also recently received his certificate from the [Student Leadership Institute](#) and finished his Green Belt in Lean Six Sigma.

[College of Business](#)
[MBA](#) student Jamaal Webster is making his name known through scholarly and volunteering opportunities. Jamaal was recently presented with the prestigious Tom Mitropolous Scholarship from the Traffic Club of Chicago as well as the CN Scholarship in spring of 2019.

Milica Maras



Milica Maras
BS in Accounting

Milica Maras is a star athlete and straight A student in GSU's BS in Accounting program. She served as Vice President of GSU's Beta Gamma Sigma Honor Society Chapter, and is a student worker at Office of International Services. Originally from Serbia, Milica plans to pursue her MS in Accounting degree at GSU after graduating in May 2019. Read her story [here](#).

Robert Navarro



Robert Navarro
2019 Graduate

It's remarkable to look back and realize a single conversation changed your life. For Robert Navarro, talking with [Governors State University](#) Academic Advisor Jennifer Taylor set him on a path full of opportunities that are leading him to success.

As Navarro prepares to graduate with a [Bachelor of Science](#)

[degree in Accounting](#) in May, he recently reflected on that critical meeting with Taylor, as well as the advantages of attending a university where professors know your name.

"It's a small school, which helped me get into leadership positions and to get my foot in the door in student organizations," he said. (Read more: <https://gsunews.govst.edu/robert-navarro/>)

Aishah Hasan



Aishah Hasan
BS in Accounting

Aishah Hasan graduated from the BS in Accounting program in December 2018. She was hired by PricewaterhouseCoopers as a tax intern (January – April 2019). After finishing the internship, she was offered a full time associate position in PWC's Chicago office, and will start in July 2019. Aishah plans to pursue a master's degree and sit for the CPA exam in the near future.

Student Club Activities

- **Accounting, Finance and Economics Club**
The Accounting, Finance, and Economics Club continues to attract many COB students to well attended events featuring speakers from Illinois CPA Society, Becker Prep, and other professional organizations in 2018-2019. Several accounting firms also held information sessions this year on campus to introduce career opportunities to accounting students.
- **Supply Chain Student Club**
GSU's Supply Chain Student Club (formerly APICS chapter) organized several field trips during 2018-2019 academic year. Student members visited the Will County Center for Economic Development, Agrati Incorporated, and hosted executives from American Cold Storage and APICS Chicago staff for campus events.

Utilizing the generous funds provided by COB's long term supporter, Canadian National Rail (CN), seven students and members of the Supply Chain Student Club in Dr. Tricia Kern's Supply Chain Management course in Fall 2018 registered for the [SCPro](#) certificate exam in December 2018. One student, Maria Lopez, successfully passed the exam and became COB's first student with this certification. The other 6 students were not able to complete the exam due to technical difficulties and rescheduled to take the exam again in June 2019.

- **International Business Club**

The International Business Club, under the leadership of Mr. Dwight Floyd, adjunct faculty in the College of Business, organized several high profile events in 2018-2019. The club hosted Ms. Denise McKinney, Director of Strategic and Corporate Development at Boeing Corporation in November 2018. The event was well attended and students enjoyed interaction with Ms. McKinney and learning about her career pathway as well as Boeing's strategic movements throughout the years.



Economics Students Visited Chicago Federal Reserve Bank

Economics: we hear about it every day, but how much do we actually know about it? On April 20, Principles of Microeconomics students visited the Chicago Federal Reserve Bank Money Museum to learn about the history of the Federal Reserve (Central Bank) and how it is connected to the economy. [Read more](#)



Beta Gamma Sigma Honor Society Induction Ceremony



Twenty-six College of Business students were inducted into the Beta Gamma Sigma (BGS) honor society at the College of Business's second annual induction ceremony on Thursday, November 15, 2018.

Ms. Angela Hickey (BS in Accounting '96), CPA, CEO with Levenfeld Pearlstein, LLC., member of GSU's College of Business Advisory Board, and Dr. Chelsea Vanderpool, Assistant Professor of Management, were recognized as honorary business and faculty inductees at the ceremony.

BGS chapters are only permitted to be established at business institutions that have attained the prestigious [AACSB accreditation](#).

COB Accounting Students Attend Advance with KPMG Chicago 2019



Governors State University College of Business Accounting students, Brittany Sims, Kajal Shah, and Jared Dandridge, recently attended a day of professional coaching, interactive sessions, and

fashion at the Chicago campus of KPMG, a global firm that provides audit, tax and advisory services.

The firm hosts Advance with KPMG Chicago 2019 to encourage traditionally underrepresented students who have expressed an interest in pursuing an internship or full-time opportunity with KPMG, which generously provided transportation from the student's campus to the Chicago office or reimbursements for costs of transportation.

KPMG provided a light breakfast and lunch during which students were coached on proper table etiquette. A KPMG employee was seated at every table and shared coveted tips to eager students. After lunch, employees hit the runway dressed in fashionable business attire modeling to beats provided by a fashionable KPMG auditor.

Employees ended the day by rotating students through sessions where they learned about networking and social media. They also were treated to professional headshots.

COB Students Create Real-World Business Strategies in Competition



GSU marketing major Cassie Morgan recently won third place in the 2019 Center for International Business Education and Research (CIBER) International Business Case Competition hosted by Georgia State University.

GSU's College of Business was one of only seven across the U.S. selected to participate in the

competition, which charged students with solving a real world, internationally focused business case.

Morgan and three other GSU students —Isabel Maldonado, DeOrsay Foster, and Robert Navarro— joined their peers from other institutions to work on an assigned case. Each team was represented by a student from the main business disciplines; Finance, Accounting, Marketing, and Management. The students worked up to 18 hours in teams to analyze a case involving a Turkish company, and work out solutions for sustained global growth and expansion. Teams presented their solutions to a panel of executives who served as judges. Morgan's team split a \$500 winning pot. First and second place teams won \$1,000 and \$750, respectively.

Dr. Olu Ijose, COB division chair, Management, Marketing and Entrepreneurship, said the experience provided excellent, hands-on learning.

“The students benefited from the networking opportunity, quickly bonding with new team members and almost instantaneously, needing to work with them to solve the complex case, through rigorous analysis. They also experienced the rigor of developing professional standard PowerPoint slides and practicing presenting their solutions, all within a short time frame. Watching them presenting to a panel of experts was the most rewarding,” he said.

Students Recognized as Mary T. Washington Wylie Scholars

Two undergraduate accounting students, Brittany Sims and Noe Navarro, were recognized as Mary T. Washington Wylie Scholars. As scholars, the students participated in an all-expenses paid internship preparation program held in Chicago, providing access to training, resources, and mentors. At the end of the program, employers interviewed students for paid internships. Read more about the program at <https://www.icpas.org/being-a-cpa/be-a-cpa/programs-events/MTWWProgram>

CGBP certificate training for 6 MBA students in Spring 2019 with support from IU CIBER sub-grant

Six MBA students were selected to receive funds from GSU's [sub-grant](#) through Indiana University Center for International Business Education and Research (IU CIBER) to prepare for [Certified Global](#)



[Business Professionals](#) test in June 2019. The CGBP certificate is the only nationally recognized certificate for international business professionals, and adds great value to these MBA students' marketability and career advancement upon graduation.

• Internship and Careers

COB continues to work closely with GSU's Career Services Office to provide more internship opportunities for students. A new [webpage](#) focusing on career and internships was added to COB's main webpage in Fall 2018. The webpage includes information about the values of internships, the process of applying for internships while attending school, and other resources students.

In 2018-2019 academic year, several COB students were placed in internship positions at [DOT Foods](#), [Mi-Jack](#), [CSL Behring](#), [Ciarlette & Robbins](#), [Ozinga](#), PricewaterhouseCoopers, and more companies in the region.

III. High Quality Faculty and Staff:

Provide students access to a highly qualified, motivated, and diverse faculty and staff.

COB faculty have been actively engaged in scholarly research, and have published in various journals during 2018-2019 academic year. The tables below list the articles published in refereed journals, as well as book chapters during this year. Faculty and staff also engage in various professional development activities, such as certificate training, teaching and research seminars, etc.



Table 1. COB Faculty Publications: Refereed Journal Articles Published in 2018-2019

1	2018	Keane, Alice	Immediate Expensing: How TCJA Made Depreciation Unnecessary for the Next Five Years. <i>Journal of Taxation</i> , 129(6), 21-27.
2	2019	Keane, Alice	From Bellas Hess to Wayfair: An Analysis of Supreme Court Jurisprudence on the Physical Presence Rule. <i>North American Accounting Studies Journal</i> , 1(1), 17-36.
3	2019	Keane, Alice	The Cost of Doing (Marijuana) Business: An analysis of three federal tax cases on the disallowance of deductions and credits under Section 280E. <i>Midwest Law Journal</i> .
4	2019	Cha, Wonsuk	Comeback workout: QM practices and the health and fitness industry. <i>International Journal of Quality and Service Sciences</i> . http://dx.doi.org/10.1108/ijqss-09-2017-0080
5	2018	Cha, Wonsuk	CEO characteristics and corporate philanthropy in times of organizational crisis. <i>Journal of General Management</i> , 44(1), 44-55. http://journals.sagepub.com/doi/abs/10.1177/0306307018788805?journalCode=gema
6	2018	Cha, Wonsuk	Service productivity vs service quality: a zero-sum game? <i>International Journal of Quality & Reliability Management</i> , 35(9), 1835-1852. https://www.emeraldinsight.com/doi/pdfplus/10.1108/IJORM-01-2017-0019
7	2018	Cha, Wonsuk	The effect of CEO civic engagement on corporate social and environmental performance. <i>Social Responsibility Journal</i> . https://www.emeraldinsight.com/eprint/P39RNMZRbMp6taRb8WXd/full
8	2019	Ferran, Carlos	Experiences in Online Education (AMCIS 2017 Panel Report), accepted for publication in <i>Communications of the Association for Information Systems</i>
9	2018	Karakaplan, M. U., Kuttlu, L	Estimating market power using a composed error model. <i>Scottish Journal of Political Economy</i> . https://onlinelibrary.wiley.com/doi/full/10.1111/sjpe.12195
10	2018	Mohanty, Praggyan	Mitigating the adverse effects of response deadline on recognition memory: Differential effects of semantic memory support on item and associative memory. <i>Journal of Memory and Language</i> , 102, 182-194.
11	2018	Sudipta, Roy	Inferential statistics made fun: stories that boxes of '100 paper clips' can tell. <i>Teaching Statistics</i> . https://onlinelibrary.wiley.com/doi/pdf/10.1111/test.12168
12	2018	Sudipta, Roy	Process control gone awry? the curious case of Centrella(R) toothpicks. <i>Journal of Business Cases and Applications</i> , 23. http://aabri.com/manuscripts/182909.pdf
13	2018	Sudipta, Roy	A tale of two pricing missteps: an application of elasticity. <i>Journal of Business Cases and Applications</i> , 21. http://www.aabri.com/manuscripts/182825.pdf
14	2018	Shinde, Uday	Social Responsibility and the CPA Firm: A Case for Aristotle. <i>AABRI Journal of Academic and Business Ethics</i> , 11. http://www.aabri.com/jeli.html
15	2019	Shinde, Uday	To Be or Not to Be: A Multi-Dimensional Spirituality in the Workplace. <i>Journal of Human Values</i> , 24(3), 1-23. http://journals.sagepub.com/home/jhv
16	2019	Rajadhyaksha, Ujvala	The Work-Family Interface Around the World: Implications and Recommendations for Policy and Practice, <i>Organizational Dynamics</i> ,
17	2018	Wagner, Stephen	The Facet Satisfaction Scale: an Effective Affective Measure of Job Satisfaction Facets. <i>Journal of Business and Psychology</i> . https://link.springer.com/article/10.1007/s10869-017-9499-4
18	2018	Wang, TJ	Big Data: Small Steps with Excel. <i>Accounting Instructors' Report</i> , 1-14. https://blog.cengage.com/wp-content/uploads/2018/02/863-Wang-BigDataSmallStepsWExcel-Manuscript1.pdf

Table 2. COB Faculty Serving on Editorial Board and Other Academic Organizations

Faculty/Staff	Position/Organization	Term
Susan Ji	Editorial Board, Journal of Banking and Finance Management	2018-Present
Susan Ji	Editorial Board, International Journal of Financial Research	2017-Present
Susan Ji	Associate Editor, Global Review of Accounting and Finance	2014-Present
Carlos Ferran	Editor in Chief, RELCASI	2007-Present
Carlos Ferran	Co-Chair, Americas Conference on Information System	2019
Evelina Mengova	Editorial Board, Global Economy Review: A Monthly Journal	2018-Present
Ujvala Rajadhyaksha	Editorial Board, South Asian Journal of Global Business Research	2010-Present
TJ Wang	Editorial Board, AIS Educator Journal	2006-Present

• **Faculty development activities/mini grants**

COB started its faculty research and professional development mini-grants program in Spring 2018. Faculty can apply for mini-grants to support their research and professional development activities during the year. In Fall 2018, 8 COB faculty received mini-grant, in the total amount of \$4700, and in Spring 2019, 7 COB faculty received mini-grants in the total amount of \$5500. These mini-grants range

in amount from \$200 to \$800, and provided resources for faculty to obtain professional certificates, attending seminars, purchasing small research databases, etc. Faculty are expected to provide a report at the end of the semester before becoming eligible for the mini-grant in the following year. The COB mini-grants are funded with revenues from CE MBA professional development seminars.

Faculty Spotlight

Dr. Praggyan (Pam) Mohanty Publishes Research on Improving Consumer Memory under Time Pressure



Praggyan (Pam) Mohanty, GSU Professor of Marketing, has recently published “Mitigating the adverse effects of response deadline on recognition memory: Differential effects of semantic memory support on item and associative memory,” in the *Journal of Memory and Language*, a premier

journal in the field of psychology, language, and linguists.

The research demonstrates that prior knowledge helps improve people’s memory under time pressure conditions, and that this improvement is larger in the type of memory receiving greater support. Dr. Mohanty says, “This research was conducted over several years and couldn’t have been possible without the help and support of graduate assistants, staff, and administrators. High quality empirical work needs a host of entities supporting and facilitating the process.” This research was partly funded by the University Research Grant, Governors State University, 2012–13. The article abstract is available at <https://www.sciencedirect.com/.../arti.../pii/S0749596X18300536...>

Faculty Spotlight: Professor Anthony Andrews Lectures on Urban Inequality at Yale University

[Dr. Anthony Andrews](#), Professor of Economics in GSU’s College of Business, led a lecture on urban inequality to graduate students at Yale University on October 8. His lecture examined cultural influences on various indicators of socioeconomic inequality, to ascertain and reduce urban inequality, by looking at historical data and changing patterns of inequality, as well as community programs that work to reduce inequality.

Dr. Andrews was invited to lecture by Dr. [Eli Anderson](#), Professor of Sociology and African American Studies at Yale.

Faculty Spotlight: Professor Bill Kresse Speaks on Election Integrity at MIT



GSU’s William Kresse recently spoke to the Massachusetts Institute of Technology Election Audit Summit, sponsored by the Caltech-MIT Voting Technology Project.

Since the 2016 election, concern over the integrity of the computer systems that manage elections in the United States has increased—making it increasingly important to identify and prevent attempts to subvert the effective administration of elections.

The summit provided a space for engineers, social scientists, legal scholars, election officials, and the public to discuss the new strategies that are developing in the field of post-election auditing. Participants explored key issues and perspectives from across the scientific, policy, and legal worlds, contributing to the advancement of our collective knowledge and dialogue.

Kresse is an Assistant Professor of Accounting in the GSU College of Business and a Commissioner with the Chicago Board of Elections. Learn more at <https://electionlab.mit.edu/election-audit-summi>

Faculty Profile: Stephen Wagner, Professor of Management



People generally want to work for a great manager in a well-run organization. Fortunately, people can be taught to lead well, as students in [Stephen Wagner's](#) classes discover at [Governors State University](#).

The professor of management in the [College of Business](#) has spent time on the corporate side with

giants like Sears, Roebuck and Company. He's also published research on the human side of business, a field called Industrial-Organizational Psychology. "I come to my classes from the perspective of practical experience and research experience," he said. "I hope that's my calling card." Read more at <https://gsunews.govst.edu/stephen-wagner/>.

Faculty Profile: Olumide Ijose, Professor of Management and Division Chair for Management, Marketing, and Entrepreneurship



With tariffs and trade deficits regularly making headlines, people from Wall Street to Main Street seem to be talking every day about the U.S. economy, particularly what the future holds for American workers.

At [Governors State University](#), (GSU) Professor of Management [Olu-](#)

[mide "Olu" Ijose](#) knows there is no simple answer. He focuses on international business and strategic management, combining the latest in academic theory with his own experience consulting for multinational firms. Ijose also serves as Division Chair for Marketing, Management and Entrepreneurship for the [College of Business](#) as well as the Director

of the newly formed Center for Global Supply Chain and International Business. Read more at <https://gsunews.govst.edu/olumide-ijose/>.

Faculty Profile

David Green, Associate Professor of MIS, Division Chair for Accounting, Finance, MIS, & Economics



Living your life online in 2018 is easy. It's where we work, connect with friends and shop—especially shop. But setting up each new account can feel like it takes forever, not to mention the aggravation of coming up with another new password and trying to remember it.

[David Green](#), Associate Professor of [Management Information Systems](#) (MIS) at [Governors State University](#), understands the frustration. Read more at <https://gsunews.govst.edu/david-green/>.

IV. Enrollment Management:

Develop and implement strategic initiatives with respect to admissions, recruitment, retention, and graduation rates of undergraduate and graduate students at Governors State University.

With concerted efforts and collaborations with GSU Admissions, Dual Degree Programs (DDP), community college partners, industry partners, and creative marketing and promotional strategies, COB was able to maintain enrollment stability over the five year period between 2014 and 2019. Table 3 below shows fall semester COB total student enrollment during this period as well as Spring 2019 enrollment. COB's total enrolled student headcount remained stable during this period, with slight a decrease from

742 in FA 14 to 738 in FA 18. COB's undergraduate enrollment was flat during this period, while graduate enrollment declined slightly (from 140 in FA 14 to 138 in FA 18). However, the downward trend in graduate enrollment (especially in the MBA program) was reversed in Spring 2019, with total graduate enrollment up 7.2%, and MBA enrollment up 22% from FA 18 to SP 19. This positive trend is continuing into Summer 2019 and Fall 2019, based on preliminary admissions and enrollment analysis.

As the university's total enrollment continued to decline during this period, COB's share of GSU total student headcount grew from 12.8% in Fall 2014 to 15.2% in Fall 2018 and Spring 2019.

Table 3: College of Business Fall Enrollment (Headcount), 2014-2019

College of Business	FA 14	FA 15	FA 16	FA17	FA 18	5 YR Change	SP 19*
COB Enrollment	742	749	776	756	738	-0.5%	709
UG Enrollment	602	584	605	606	600	-0.3%	561
GR Enrollment	140	165	171	150	138	-1.4%	148
MBA	93	93	95	101	87	-6.5%	106
MSA	43	55	48	32	35	-18%	29
MSMIS	15	18	31	17	16	6%	12
GSU Total	5776	5938	5819	5185	4857	-16%	4651
COB/GSU Total	12.8%	12.6%	13.3%	14.6%	15.1%	18%	15.3%

(Source: Compiled with data from Profile and Academic Programs reports and Semester Enrollment Report)

** Normally enrollment trend analysis focuses on Fall semesters, but Spring 2019 enrollment is included to show the upward trend for COB programs in 2018-2019, especially in the MBA program*

Table 4: COB Retention Rates 2013-2018

Retention (Under-graduate)	AY 13 – 14	AY 14 – 15	AY 15 – 16	AY 16 – 17	AY 17-18
	(N=263)	(N=263)	(N=273)	(N=257)	(N=252)
Retained at GSU (One Term)	81.40%	79.50%	78.80%	78.20%	78.57%
Retained in College (One Term)	77.90%	74.90%	75.80%	73.90%	73.41%
Same Degree Program (One Term)	71.10%	71.90%	72.20%	72.00%	73.41%
Same Concentration (One Term)	67.30%	68.40%	69.20%	69.60%	70.63%
Retention (Grad-uate)	AY 13 – 14	AY 14 – 15	AY 15 – 16	AY 16 – 17	AY 17-18
		(N=85)	(N=93)	(N=79)	(N=74)
Retained at GSU (One Term)	84.10%	78.80%	79.80%	75.90%	79.70%
Retained in College (One Term)	83.20%	77.60%	74.50%	74.70%	79.70%
Same Degree Program (One Term)	82.20%	77.60%	72.30%	74.70%	79.70%
Same Concentration (One Term)	81.30%	77.60%	72.30%	73.40%	77.03%

Table 5. Graduates by COB Programs

Degrees Awarded	13-Dec.	13/14	14/15	15/16	16/17	17/18
Undergraduate Programs	142	149	150	153	141	150
Graduate Programs	71	40	41	68	74	54

V. Financial Growth and Resilience:

Diversify COB's revenue streams to ensure resources that are necessary for institutional growth and fiscal sustainability.

COB received \$54,684 in the 2018-2019 academic year as of May 30, 2019, from alumni and faculty/staff in forms of scholarships contributions and other gifts.

COB endowed scholarships has a remaining balance of \$1,050,482 as of May 2019. During 2018-2019 academic year, the total amount of scholarships awarded to COB students was approximately \$75,000.

- **CN Rail Gift Supports COB**



Special thanks to Canadian National (CN) Rail for its generous \$50,000 gift to the GSU College of Business' Supply Chain Management MBA program in 2017-2018 academic year. The gift, CN Rail's second to COB since 2012, will fund scholarships for Supply Chain Management online students and undergraduates studying the same subject. It will also support online course development, faculty development, and training.

The initial CN Rail gift was used to equip the video conference room which is used as a classroom for the COB program, and to fund eight \$2,500 fellowships for Supply Chain Management students. The CN conference room is also frequently used for various other teaching and administrative purposes across the university.

On Tuesday, October 5, 2018, the conference room was the backdrop for the gift presentation, which CN's Jim Kvedaras called "but one link in the educational chain." Kvedaras, also a COB alumnus and a member of the COB Dean's Advisory Board,

recently retired as director of CN's United States Government Affairs department. GSU President Elaine Maimon and COB Dean Jun Zhao were on hand to receive the gift. "We're pleased to have CN's support for scholarships and for online course development," Dr. Maimon said.

Industry partnerships

COB continues to collaborate with industry partners in the region to provide more learning and employment opportunities to our students, while enhancing our regional impact through research and service activities.

Will/South Cook Transportation, Distribution, and Logistics Partnership

During 2018-2019 academic year, Dean Zhao and Lecturer Tricia Kerns continued to participate as members of the Will County Freight Advisory Board. In late 2018, a new group was formed to better coordinate workforce development efforts for the Transportation, Distribution, and Logistics (TDL) sector, including TDL employers in both Will and south Cook counties, Will County Center for Economic Development, Chicago Southland Economic Development Corporation, and other non-profit organizations aiming at enhancing economic and workforce development in the region. The group identified key challenges this sector faces at their February 2019 meeting, and will form working groups soon to address these issues. Dean Zhao is a member of this newly formed Will/South Cook TDL Employer Partnership group as representative of higher education partners in the region.

IIN Hub Grant Proposal Submitted to Establish Supply Chain Innovation Center and Business Incubator

[Governors State University](#) was invited to join the [Illinois Innovation Network \(IIN\)](#) system, led by the Office of Vice President for Innovation and Economic Development, University of Illinois System. Utilizing anticipated state funding in the IIN system and a vacant building on GSU campus, COB plans to establish a Supply Chain Innovation Center and Business Incubator. The innovation center and business incubator will provide much needed workforce development programs to businesses in the supply chain and logistics sector in the region, as well as consulting and business development services to businesses and startups in related industries/sectors.

VI. Visibility, Outreach, and Economic Catalyst:

Pursue initiatives that make GSU a preferred destination in the region for cultural, social, economic and continuing education pursuits, enhance collaboration between GSU and its communities, position GSU as a leader and partner in vibrant public dialogue, and increase the university's effectiveness as an economic catalyst in the region.

- **Alumni Spotlight: Angela Hickey (BS in Accounting, 1996)**



Angela (Angie) Hickey is the CEO of Chicago law firm Levenfeld Pearlstein, LLC. She is a member of the firm's Executive Committee and Compensation Committee. Angie oversees all of the firm's financial and operational functions, including business development, marketing, human resources and technology, and is

responsible for the strategic development and execution of the firm-wide business plan.

A communication-focused leader, Angie has hosted "Ask Angie" open sessions for many years as a means of offering attorneys and staff meaningful financial and operational updates and providing them the opportunity to give their feedback. Angie's technical expertise and innovative management style have been catalysts for many of the programs and processes that Levenfeld Pearlstein has implemented. Angie spearheaded the use of partner, client and operational effectiveness surveys that have become a hallmark of Levenfeld Pearlstein, and was instrumental in the development of the firm's Corporate Social Responsibility (CSR) program, which is unique among law firms and recognized nationally for its comprehensive nature, integration with firm culture and results-oriented approach.

In 2016, Angie was recognized as a "Women Worth Watching" by Profiles in Diversity Journal. This national award recognizes female business leaders who make a difference in their workplace, industry,

and around the world. In 2014, Angie was named one of three "Women to Watch" by the Illinois CPA Society and the American Institute of Certified Public Accountants. This award recognizes women who have made a significant contribution to the accounting profession, their organizations and the development of women as leaders.

Angie joined Levenfeld Pearlstein in 1999 as the firm's first Director of Finance and was named Executive Director in 2003. Prior to joining Levenfeld Pearlstein, she spent seven years as accounting manager at an AmLaw 200 firm, and before working in the legal industry, she worked in the field of higher education.

Angie is a CPA, holds an MBA from Keller Graduate School of Business and a B.S. in Accountancy from Governors State University. She is a member of the Illinois CPA Society and the COO Forum. Angie currently serves as a member of the Board of Advisors for Catholic Charities of Chicago, is on the Board of Advisors to the Dean of College of Business at Governors State University and is a member of the Council of 100, an Advisory Board to the Girl Scouts of Greater Chicago and Northwest Indiana.

- **Business Week 2019**

COB will launch its inaugural [Business Week](#) program in September 2019. This three day event will include TedTalk style keynote presentations by Dr. Rita Gunther McGrath of Columbia University, break-out presentations by COB faculty, a half day job fair for business students and recent alumni, and a networking dinner featuring Mr. Billy Dexter and also outstanding COB graduates who will be inducted to COB Alumni Hall of Achievement.

- **Business Careers Forum and Alumni/Students Reception**



On Thursday, February 21, 2019, the College of Business and GSU Alumni Association co-hosted a [Business Careers Forum and Alumni/Student reception](#) on the CPA stage. Panelists from BKD CPA Advisors, Deloitte, Gallagher, Panduit, and Wintrust Financial shared their career journeys and lessons learned that are valuable to today's business students and recent alumni.

About 80 COB students, alumni, and faculty/staff attended the event. Guests networked with the panelists and other attendees after the forum.

OnlineMBAReport.com Features Dr. Olu Ijose

Earning an MBA degree from [Governors State University](#) represents a significantly high value for money proposition, [Olu Ijose](#) said in a recent interview with OnlineMBAReport.com.

“The College of Business at GSU offers AACSB accredited MBA degree programs. This means that students earn their degree from one of the just 5% of universities worldwide that are accredited by the gold standard of business education. Our faculty publish in top journals, consult for businesses and are subject matter experts. Many have private sector work experience and all bring insights from their research and work experience to the classroom. Our General Management online MBA is ranked #14 by OnlineMBAToday's in the Top Best Value Online MBA category while our online Supply Chain Management MBA is ranked in the Top 50 by BestColleges.com,” said Ijose, Chair of Management, Marketing, and Entrepreneurship Division, GSU's [College of Business](#). Read the full interview at <https://www.onlinemba-report.com/articles/dr-olu-ijose-governors-state-university-chair-management-marketing-and-entrepreneurship>.

COB Hosts Discussion on Internationalization

In September 2018, the Governors State University (GSU) College of Business (COB) hosted administrators and faculty members from the university's Dual Degree Program partners for a roundtable discussion of strategies that add more international elements to courses and programs.

Harper College's Richard Johnson, Professor of English and Humanities, and Director of the Office of International Education, led the discussion among 18 participants from eight colleges at the session.

The discussion was the last in a series under a 2014-2018 sub-grant from the Center for International Business Education and Research at Kelley School of Business, Indiana University which partners with the GSU COB. The sub grant was recently renewed, allowing the COB to continue organizing high impact programs and to financially support students participating in study abroad programs, including a one-week trip to Vietnam in the summer of 2019. Students will study the country's culture and business environment.

Previous sessions included business seminars that focused on several countries and attracted business owners from across the entire Chicago Metropolitan Area, and an internationalization symposium that attracted an audience from many of the university's community college partners.

In addition to Harper, other community colleges represented at the roundtable included Ivy Tech, Waubensee College, Olive Harvey, Joliet Junior College, College of DuPage, Heartland College, and Morton College. St. Francis University joined GSU as the other four-year institutions.



VII. Social, Ethical, and Environmental Responsibilities:

Build an institution that is socially, ethically, and environmentally responsible.

COB faculty and students contribute to the mission of social, ethical, and environmental responsibilities through their participation in activities both on and off campuses. A few examples are included below.

Financial Literacy Workshops

GSU's College of Business offered financial literacy workshops (101 & 201) for students and the

community in Fall 2018. The workshops were supported with a PNC Foundation Grant and led by Professor Brian McKenna. Learn more at <http://www.govst.edu/financialliteracy/>.

Faculty Research Addressing Social, Ethical, and Environmental Issues

COB faculty were engaged in research and service projects addressing various issues related to social, ethical, and environmental challenges. The following table includes some of these projects.

Table 6: Faculty Research and Service Focusing on Social, Ethical, and Environmental Issues

Research and Service Projects	Faculty/Authors	Presentations/Publications
Religions Based Entrepreneurial Community Development	Anthony Andrews	2019 MBAA International Conference, Chicago, IL
CEO characteristics and corporate philanthropy in times of organizational crisis.	Wonsuk Cha	<i>Journal of General Management</i> , 44(1), 44-55.
Election Fraud ... What We Know / What We Don't Know	William Kresse	Association of Certified Fraud Examiners, Greater Chicago Chapter, Oak Brook, IL April 27, 2018.
What Determines Investment in Renewable Energy?	Evelina Mengo-va	The 11 th International Conference on Climate Change: Impacts & Responses, April 2019 at The Catholic University of America, Washington, D.C., USA, and 2019 MBAA International Conference, Chicago
Research on Green Supply Chain	John Simon	2019 MBAA International Conference, Chicago, IL
A monthly workshop on religious and economic development projects to strengthen minority communities	Anthony Andrews	Workshops in the Bronzville neighborhood of Chicago
Pro bono services helping low-income senior citizens and their families developing estate plans	Brian McKenna	
Conducted weekly sessions of mindfulness practice, and developed intervention for students with behavioral issues in the classroom	Uday Shinde	The Peace Center, an alternative school for students from School District 205 (Dolton, IL)



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