

Fall Faculty/Staff Meeting
August 19, 2016, 3:00-4:00 pm
Alston 30

- Welcome from Dr. Palan.
- Dr. Palan mentioned recently retired faculty and those receiving promotions throughout the College. The department heads and directors were asked to introduce their new faculty and staff members.

New Faculty Members:

School of Accountancy

Kris Hoang

Clint Locke

EFLS

Yilin Chen

John Heins

Lei Kong

Kevin Mullally

Xiaochun Liu

Amanda Ross

William Hankins

Krishna Regmi

Christopher Whaley

Charles Hanby

ISM

Rishikesh Jena

Bradley Casselman

James Perdue

Kiron Shastri

MGT

Kimberley Laing

Theresa Welbourne

Justin DeSimone

Maura Mills

Laquita Blockson

Heather Shipley

MKT

Christine Ringler

Sebastian Forkmann

Bryan Hochstein

Stacey Robinson

Nancy Sirianni

Stanford Westjohn

Harold Wright

New Professional and Clerical Staff Members:

School of Accountancy: Mariel Knight, Candace Peters

Career Center: Lynsey Dill, Beth Adams, Rachel Ellison*, LeAnn Wilson*

CBER: Katie Howard, Susannah Robichaux

Dean's Office: Anette Kellum, Quoc Hoang

ACIIR: Sebastian Awondo

The Edge: Michael Larsen

MBA: Maria Sanders

Student Services: Samantha Collins, Jefferson Clark*, Katherine Rossing*

Technology Group: Brighton Collins

*Arriving at a later date

- Dr. Palan reviewed her first few weeks at the College. She has been on a “Listening Tour” of the College. She has made it a goal to meet with everyone in the College, both faculty and staff, one-on-one. She has attended approximately 95 meetings with faculty and staff so far. Also she has had 18 meetings with other University personnel, 12 breakfast meetings with alumni, 2 receptions with various community members, and attended 2 board meetings for the centers in the College. Dr. Palan reiterated that she really does have an open door policy and people should feel free to come and see her. She invited everyone who has not made an appointment to please do so.
- Goals for the upcoming year – Dr. Palan addressed her goals for the next year. One of her main items for concern is the upcoming AACSB review. Dr. Palan let the College know that there are things that absolutely needed to be taken care of in the 18 months before the review.
 1. Strategic Plan – There was a plan done a few years ago but it is not being used. We are not using a consultant. Dr. Palan trusts that those in the College are the best to develop this plan. A small group has been selected and they are working in a short time frame. Dr. Palan invited everyone to participate in the Strategic Plan Surveys that were being sent out.
 2. Faculty Qualifications- In 2013 the AACSB added four categories to their list of faculty qualifications. The Culverhouse leadership team has been finalizing a document that details requirements for each qualification category, and this will be distributed to all faculty in the next few weeks. The document relies heavily on a draft prepared by a faculty committee last year.
 3. Journal Lists – We need to be more consistent about how we look at journals across the departments. To this end, a process for identifying and creating journal lists is also being finalized and will be sent to departments soon to populate the lists.
 4. Assurance of Learning – Because we have been accredited for some time we should have a mature program in place. In some areas, we do have a well-defined and mature program but we need to work aggressively in other areas to collect data and close the loop. Eric Williams and the assessment committee are working on this issue.
 5. Faculty Hiring –AACSB, at the last maintenance review, stated that we do not have enough faculty for the number of students. If we look at faculty to student ratio in our peer schools, we are about 30-40 members short, perhaps more. We currently have 17 open lines that have to be filled this academic year, and we have gotten a commitment from the Office of Academic Affairs for additional dollars to hire the faculty we need for EFLS. President Bell wants the University to improve its research profile, and so we are also being told to aggressively identify additional faculty we would like to hire—ideally, these would be individuals with proven research records in top tier journals and/or funded research. We have asked the department heads to identify where adding one or two people would really strengthen or create a core area.

6. The last goal Dr. Palan talked about was the concerns that she has heard from people throughout the College. Some of these can be addressed more quickly and some of these items will come at a later date. Dr. Palan recognized the need for open and transparent communication throughout the College. She understands that the College has grown very fast and it is hard to let people know what we are doing. Also she addressed the lack of consistency across the departments on how we take care of things. Dr. Palan noted that some of our programs need to be reenergized.
- Dr. Palan ended the meeting by discussing that her overall goal for the College was to be the best. When people want to get a business undergrad or graduate degree she wants them to think of The University of Alabama.
 - She also stated that, along those lines, to make Culverhouse the best, she wants everyone to know that no one is more important than anyone else. She values everyone's opinion and thinks they are all important.
 - Dr. Palan then opened up the floor to questions.
 - Dr. Bill Rabel brought up the College website and inquired if the functionality would be improved. Dr. Palan turned the floor over to John Baker who responded that the website is being updated to more closely resemble the University's website and should be going live soon.
 - Dr. Palan also spoke about the new newsletter format that has been introduced this year.
 - Lastly, Dr. Palan reminded the College to attend the informal "bring your own" breakfast and lunch meetings that were set up on the calendar. She reminded the College that this would be a great opportunity for Q&A sessions with the Dean.

The meeting was concluded and attendees were invited to a reception in the Alston Parlor.