

2017-2023

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## Annual Report, 2017-2023

School of Business and Management  
Dedicated to Student Success

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## Introduction

The School of Business and Management (SBM) is pleased to share news of the past year's success in this Annual Report, especially our school's activities between 2017 and spring 2023. The SBM has proven to be an academic environment that engages students in academic excellence in business education and develops highly skilled professionals for jobs in corporations, private enterprises, government, and non-governmental offices. In addition to our academic programs, SBM invests time in nurturing students by engaging them with student organizations in the Accounting club, Investment Club and Entrepreneurship club. The clubs meet on a regular basis twice a month. Also, SBM has a chapter of Delta Mu Delta, this is a business honor society that recognizes and encourages the academic excellence of students at qualifying colleges and universities. Our student clubs provide opportunities for students to enhance their social and professional skills. It is important to note as a part of this report that our school (Henderson Young- Hall) was locked down for the period between February 2021 to December 2022. The lockdown was a result of snow storm that hit the city of Pine Bluff in February 2021. This occurrence caused flooding in the Henderson Young- Hall basement and destroyed all the fixtures for utilities in the building. Restoration of the building commenced early in 2022 and by January 2023 faculty and staff of the school moved back to their offices. The following is a highlight of SBM activities during the 2017/2023 Academic year:

The three UAPB SPINUP winners were invited to AEI in Lithonia, Georgia for Entrepreneurial training, and skill acquisitions on how to be a good entrepreneur from February 28<sup>th</sup> to March 2<sup>nd</sup>. On March 2<sup>nd</sup>, the Institute opened their auditorium for another round of pitch competition for the HBCU participating colleges and universities. The School of Business and Management congratulates O'shaye Castle for being the first runner-up (2<sup>nd</sup>) in Georgia. Donna Brewer said "AEI gave me the opportunity to meet with many local prominent business owners who set aside time to lecture and narrate their business experiences. They gave me the opportunity to learn from great leaders who are movers and shakers of this country. One of my favorites was Miss M's Etiquettes. We learned and laughed. It was learning etiquettes while becoming great business leaders."

Donna Brewer was awarded the DRA scholarship to the New Orleans Entrepreneurship Week in New Orleans (NOEW). The event, held at ACE Hotel on March 20-24, provided participants with an enriching week of great sessions, and the opportunity to meet many great businesspeople from all over the world. Brewer said she was able to network among fellow entrepreneurs who had great ideas and inspirations for business. Donna placed second at the NOEW pitch competition. The Entrepreneurial competition was funded by a \$24,000 grant awarded by Delta Regional Authority (DRA) to the UAPB School of Business and Management in June 2016.

***The 2017 SPINUP HBCU Entrepreneurship Tour-Pitch Competition.*** The 2017 SPINUP Pitch Competition was hosted by UAPB SBM on January 19<sup>th</sup> and 20<sup>th</sup>. This event was a campus and community collaborative effort held in partnership with Delta Regional Authority and Allen Entrepreneurial Institute (AEI), for the purpose of encouraging students and community entrepreneurs to embrace the awesome opportunities that could be derived from entrepreneurship. The competition was fun, fast-paced, and full of energy. Fourteen pitches were made, with Donna Brewer, a student from the Human Sciences Department taking first place, Ontario West, a management major took second place, and O'shaye Castle placed third.

The University of Arkansas Graduate School hosted the 9th Annual Graduate Research Opportunities Forum (GROF),

from March 7-9, 2018, for a select number of faculty and administrators from Historically Black Colleges and Universities, Hispanic Serving Institutions and Tribal Colleges. The University of Arkansas at Pine Bluff faculty including Dr. Lawrence Awopetu and Dr. Peter Wui represented the school of business at the three days' research forum on the campus of the university.



*The picture (left) was taken during the GROF event at UA, Fayetteville. Dr. Lawrence Awopetu and Dr. Peter Wui (both in white shirts) of the UAPB School of Business and Management were among the participants invited to the meeting.*

**UAPB-School of Business and Management starts Master of Business Administration (MBA) Program:**

Our school of Business Mission Statement includes facilitation of excellence through programs and courses of high relevance and value to society. To this end, the School of Business and Management worked hard to receive approvals from governing authorities to start a MBA program in July 2021. As a commitment to academic excellence and quality business education, our School started instructions on the MBA Program from fall 2021. The curriculum for the MBA Program is presently 36 credits, and of 2 years' completion. The MBA program has three specialized areas, namely Gaming and Casino Management (First of its kind in Arkansas), Hospitality Management and Business Analytics.

**Does your career need a boost?**  
**We have it covered.**

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UNIVERSITY of ARKANSAS AT PINE BLUFF		Master of Business Administration, MBA School of Business and Management <b>Business Analytics</b>	
Degree Plan		COURSES	
			HRS
<b>MBA Core Courses</b>	GACC 5301 Accounting and Finance for Managers		3
	GMGM 5301 Strategic Management		3
	GMIS 5301 Project Management		3
	GEEO 5331 Managerial Economics		3
	GMCM 5335 International Business		3
	GEEO 5320 Quantitative Method and Applications		3
<b>Business Analytics (9 hours)</b>	GMKT 5331 Marketing Research and Analytics		3
	GMGM 5631 Professional Report or MBA electives of 2 courses		6
	GBAF 5301 Financial Analytics		3
	GBAF 5303 Business Analytics		3
2/25/2022		Minimum Required for Graduation	
		36	

UNIVERSITY of ARKANSAS AT PINE BLUFF		Master of Business Administration, MBA School of Business and Management <b>Gaming and Casino Management</b>	
Degree Plan		COURSES	
			HRS
<b>MBA Core Courses</b>	GACC 5301 Accounting and Finance for Managers		3
	GMGM 5301 Strategic Management		3
	GMIS 5301 Project Management		3
	GEEO 5331 Managerial Economics		3
	GMCM 5335 International Business		3
	GEEO 5320 Quantitative Method and Applications		3
<b>Gaming and Casino Management (9 hours)</b>	GMKT 5331 Marketing Research and Analytics or GMKT 5301 Strategic Marketing		3
	GMGM 5631 Professional Report or MBA electives of 2 courses		6
	Select 3 courses from the following:		9
	GMHG 5311 Introduction to Gaming Industry		
GMHG 5312 Casino and Gaming Management			
GMHG 5313 Current Issues in Gaming Industry			
GMHG 5347 Change Management			
GMHG 5352 Promotion and Marketing Analytics			
GMHG 5370 Legal, Regulatory, and Ethical Issues in the Hospitality and Gaming Industry			
2/25/2022		Minimum Required for Graduation	
		36	

UNIVERSITY of ARKANSAS AT PINE BLUFF		Master of Business Administration, MBA School of Business and Management <b>Hospitality Management</b>	
Degree Plan		COURSES	
			HRS
<b>MBA Core Courses</b>	GACC 5301 Accounting and Finance for Managers		3
	GMGM 5301 Strategic Management		3
	GMIS 5301 Project Management		3
	GEEO 5331 Managerial Economics		3
	GMCM 5335 International Business		3
	GEEO 5320 Quantitative Method and Applications		3
<b>Hospitality Management (9 hours)</b>	GMKT 5331 Marketing Research and Analytics or GMKT 5301 Strategic Marketing		3
	GMGM 5631 Professional Report or MBA electives of 2 courses		6
	Select 3 courses from the following:		9
	GMHG 5335 Hospitality Revenue Management		
GMHG 5342 Foundations of Hospitality Industry			
GMHG 5346 Best Practices of Hospitality Industry			
GMHG 5370 Legal, Regulatory, and Ethical Issues in the Hospitality and Gaming Industry			
GMHG 5382 Promotion and Marketing Analytics			
2/25/2022		Minimum Required for Graduation	
		36	

**Bristol Myers Squibb (BMS) signs Partnership Agreement with UAPB:**

Bristol Myers Squibb and Five Leading Historically Black Colleges and Universities Launch Tomorrow's Innovators to Create Custom Biopharma Educational Programming and Increase Recruitment of Black Talent in the Biopharma Industry. University of Arkansas at Pine Bluff, Florida A&M University, Howard University, Morgan State University and North Carolina A&T University will pioneer the program in collaboration with Bristol Myers Squibb

Tomorrow's Innovators hopes to create actionable change within the biopharma industry by improving the recruitment and retention of diverse talent and enhancing the student educational experience at participating Historically Black Colleges and Universities (HBCUs)

**PRINCETON, N.J.- BUSINESS WIRE** reported that despite representing roughly 12% of the U.S. adult population, in biopharma, Black professionals account for just 7% of the total workforce and 3% of executive teams. Today, in an initiative designed to increase access to and awareness of the biopharma industry among Black talent and build a diverse talent pipeline, Bristol Myers Squibb announced its collaboration with Florida Agricultural and Mechanical University, Howard University, Morgan State University, North Carolina Agricultural and Technical State University and University of Arkansas at Pine Bluff to launch Tomorrow's Innovators—a multimillion dollar strategic alliance to attract top HBCU-affiliated talent to the bio-pharma industry in the next five years.

Tomorrow's Innovators extends the health equity and diversity and inclusion commitments announced by Bristol Myers Squibb in 2020, which includes the goal of increasing the diversity of the company's workforce. By the end of 2022, Bristol Myers Squibb aims to double executive representation of Black and Hispanic/Latino employees in the U.S. and achieve gender parity at the executive level globally.

Designed to reach diverse talent sooner in their undergraduate career, Tomorrow's Innovators will provide them the support and education needed to reach their career goals within the biopharma industry. Through this alliance, Bristol Myers Squibb and the HBCUs seek to:

- design and host specific career-focused workshops for diverse talent
- develop a two-way exchange program with commercial leaders and faculty members to facilitate knowledge sharing, collaboration and research development opportunities.
- create custom biopharma curriculum to further prepare diverse students for internships and career opportunities within the biopharma sector, which is an area of historical underrepresentation.

“At Bristol Myers Squibb, we believe that bringing innovative medicines to patients requires a workforce with diverse experiences, perspectives and personal backgrounds that reflect the diverse patients and communities we serve around the world,” said Chris Boerner, Executive Vice President, Chief Commercialization Officer at Bristol Myers Squibb. “While there is still more to do in addressing racial and societal equity, programs like Tomorrow’s Innovators provide a critical opportunity to reach diverse talent sooner and cultivate a richer talent pipeline within our industry. When diversity is celebrated and inclusion is intentional, everyone benefits, especially our patients.”

“The Tomorrow’s Innovators strategic alliance presents a meaningful opportunity to build the awareness of the bio pharma industry among the UAPB student population, this collaboration means more opportunities to experience cutting-edge biopharma research and fields of study, a dedicated sustained bridge to internships within BMS, and support to increase UAPB faculty and student access to biopharma technology and resources said Lawrence Awopetu, Interim Dean, School of Business and Management at University of Arkansas at Pine Bluff”.

“This alliance with Bristol Myers Squibb is a natural area of collaboration for FAMU, given our College of Pharmacy and Pharmaceutical Sciences, Institute of Public Health,” said Larry Robinson, Ph.D. President of Florida A&M University. “We are eager to explore opportunities for faculty research and career development for our students. FAMU and other HBCUs can be a tremendous source of talent for the bio pharma industry when utilized in this manner. This alliance provides a framework for sustained progress.”

For more information on the Tomorrow’s Innovators program, visit <https://www.bms.com/tomorrows-innovators>.

### **About Bristol Myers Squibb:**

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. For more information about Bristol Myers Squibb, visit us at [BMS.com](https://www.bms.com) or follow us on [LinkedIn](#), [Twitter](#), [YouTube](#), [Facebook](#), and [Instagram](#).

## About the University of Arkansas at Pine Bluff:

The University of Arkansas at Pine Bluff (UAPB) is an 1890 Land-Grant HBCU with a diverse student population, competitive degree offerings and stellar faculty. For more than 140 years, UAPB has worked to create an environment that emphasizes learning, growth and productivity while affording a basic need to its students: a chance to advance. UAPB offers certificate and associate degree programs, more than 40 undergraduate and master's degree programs and a doctoral program in Aquaculture/Fisheries. Students are active in more than 100 organizations, including an internationally renowned Vesper Choir, Marching Musical Machine of the Mid-South Band, concert bands, wind symphony and an accomplished athletics program.

In the fall of 2021, Bristol Myers Squibb (BMS), the Bio-Pharma giant started a corporate engagement with the UAPB-School of Business and Management (SBM). On September 2022, the school hosted the "Discover BMS at UAPB" event. The meeting focused on several areas of collaborations between the university and BMS, about 200 students attended the event. The group pictured below is made up of BMS team, including Ms. Shamika Williams (front row seat, in yellow jacket), Bob, (front row seat, grey shirt) and other UAPB employees.



*The picture on the right showing BMS Team and Dr. Tanesha Ford (purple top) of the school of business was taken at the second BMS day in September 2022.*

UAPB MBA Students Speak at Arkansas Governor’s Conference on Tourism, Encourage Others to Study Hospitality/Tourism Management.



*From left: Dr. Suzzette Goldmon, Carlas R. Smith and Sonya Lockett at the 49th Annual Arkansas Governor’s Conference on Tourism*

Two Masters of Business Administration (MBA) students at the University of Arkansas at Pine Bluff (UAPB) recently presented at the 49th Annual Arkansas Governor’s Conference on Tourism, Dr. Suzzette Goldmon, assistant professor and coordinator for UAPB’s hospitality and tourism management program, said. Sonya Lockett, whose MBA focus area is hospitality and tourism management, and Carlas R. Smith, whose focus is gaming and casino management, gave a presentation titled “The Impact of Gaming on Arkansas Tourism” during the conference’s student session. “This year, for the first time ever, the Arkansas Conference on Tourism invited the state’s colleges and universities to participate in the conference sessions,” Dr. Goldmon said. “Mrs. Susan West, assistant professor of parks recreation and hospitality administration for Arkansas Tech University, reached out and asked if we would join them in the student presentation sessions. Mrs. Lockett and Ms. Smith did an excellent job in presenting their research on the future of tourism. Lockett said she enjoyed networking with other students from the University of Arkansas at Fayetteville and Arkansas Tech University. She also enjoyed attending sessions on a variety of topics ranging from marketing to diversity and inclusion. Smith said, “During the conference, I was able to better understand how the tourism business can impact small towns. Other takeaways were that strategic planning should be in every aspect of tourism. It is not just about the short-term, but rather about long-term ideas and goals. I also learned that diversity and inclusion in the outdoors does not just apply to fishing – it includes hunting duck, deer and quail. Minorities should not feel left out but should engage in the sport.”

Lockett, originally from Prattsville, Arkansas, works as the coordinator of public service librarian at the John Brown Watson Memorial Library on the UAPB campus. “I chose to pursue an MBA in hospitality and tourism management because it is ideal for me in my career as a librarian,” she said. “It correlates with my skills in providing quality customer



service, strong leadership, communication and, most importantly, my natural desire to serve. This area will allow me to understand and respond to the customers' needs, enabling them to have an enjoyable experience at the place they chose to visit." Lockett said those interested in hospitality and tourism management should consider enrolling in the program at UAPB.

"This program provides a great foundation in the field and allows you to network with others," she said. "I have taken classes in legal ethics in hospitality in which we discussed legal issues that may affect the industry. The introduction of hospitality course gave a historical overview of hospitality from the beginning of the Code of Hammurabi to the growth of the industry today." Smith, originally from Little Rock, currently works as a procurement officer for Heifer International. She said she became interested in opportunities in hospitality and tourism management after the construction of the Saracen Casino Resort in Pine Bluff.

"By earning an MBA in the field, I feel that when they build the hotel section of the casino, I will have an advantage and opportunity for growth and eventually be able to go to other casinos and work. My goal is to someday manage a casino hotel resort," she said. "I would encourage others to enroll in UAPB's hospitality and tourism management program because of the opportunity to gain firsthand experience in hospitality and gaming thanks to the partnership that Dr. Goldman has established with Saracen."

The University of Arkansas at Pine Bluff offers all its Extension and Research programs and services without regard to race, color, sex, gender identity, sexual orientation, national origin, religion, age, disability, marital or veteran status, genetic information, or any other legally protected status, and is an Affirmative Action/Equal Opportunity Employer.

### **New Faculty/Staff:**

Since our last publication in 2017, the school of business has made several changes within the faculty and staff of our academic unit. Dr. Arthur Karlin and Dr Geraldine Buckingham passed away. Dr Karlin was a full professor in the Department of Accounting. He served meritoriously until his death on January 25, 2018. Similarly, Dr. Buckingham was

an Assistant Professor in the department of Business Administration, she served the university for more than 50 solid years and retired at the end of spring 2020, and she passed away on December 11, 2020. Mr. Albert Hammons worked for more than 30 years as Assistant Professor in the Department of Accounting. He left the University in January 2023. We have since then hired new faculty in our two programs. The list of new hires includes Dr. Dieterick Govan, Mr. Prasant Allaka, Dr. Tanesha Ford, Mrs. Dalia Chaudhuri, Dr. Terrence Farrier, and Dr. Young. We are honored to have our new faculty members. Since academic year 2017-2023, the school of business also witnessed few staffing changes. The personnel changes the hiring of Ms. Tashima Franklin as Administrative Specialist III, Ms. Frenchelle Johnson, Administrative Specialist II (Department of Accounting) and Enoch Park, Administrative Specialist II (Department of Business Administration).

### **Curricula Review:**

This segment documents the account of the academic activities pursued by the School's faculty members during the academic years in review. SBM curriculum committee was very active in the reporting period. A Master of Business Administration (MBA) program was proposed by the school's curriculum committee, and we received approvals from all the required authorities, including UA System Board of Trustee and The Arkansas Department of Higher Education (ADHE). Our MBA program commenced operations in the fall of 2021, we are running three specialized areas including: Gaming and Casino Management, Hospitality Management and Business Analytics. The Master of Business Administration degree will integrate a strong balance of theory and practice that would enable aspiring managers to develop comprehensive analytical, problem-solving, and interpersonal skills that can be creatively applied in the business world. Our MBA Program consists of three foundation courses, eight core courses and three core elective courses. After completing the core course requirements, students will develop expertise and specific insights in course areas of accounting, finance, management, and marketing. The duration of the course is four semesters. Course delivery has been scheduled from Monday through Thursday in the evenings. The first cohort of our MBA program graduated in May 2023. At the undergraduate level, the department of Business Administration added Entrepreneurship concentration and classes in this concentration started in fall 2021.

### **SBM Accreditation Status:**

The School of Business and Management is in the process of reaffirming the ACBSP accreditation by the middle of July, 2023. All the faculty and staff have worked hard to engage in the writing of the self-study. We expect an accreditation site visit team sometime this fall.

### **Club Activities:**

Our students continue to join the business club that relates to their profession. This enables them to hear and learn from professionals in the field. In the picture below is Mr. Kevin Stephenson, speaking at our Investment club meeting in fall 2022. Mr. Stephenson is a member of the Walton Family Foundation. Mr. Stephenson and wife and the Walton family Foundation jointly donated \$20,000 (\$10,000 and a \$10,000 matching gift from the Walton Family Foundation) to the Investment Club to invest and manage.



*Mr. Kevin Stephenson speaking to a cross section of School of Business students at an event during fall 2022.*

**Mr. Stephenson also** introduced Jonathan Bailly to the School of Business' Investment club. Jonathan is an Investment Director on the Walton Investment Team. In addition to his primary role managing assets for Walton entities, Mr. Bailly leads and manages Walton Family Foundation's financial literacy program for Walton Enterprise employees and is heavily involved in the foundation's internship program. Jonathan also has substantial experience with student investment clubs.



*The above pictures were taken at Investment Club speaker series on April 4, 2023, left is Mr. Jonathan Bailly speaking at the event.*



*The picture above was at our 2022 fall graduation ceremony.*



*Seyi Oluokun and Austin Toth from PwC speaking to SBM- Accounting club, fall 2022.*



*"Tomorrow's Innovators, Shaping the future success of BMS" on the campus of UAPB in March 2023 speaking to STEM*



*pictures showing Entrepreneurial minded students and faculty of UAPB on trips to corporate establishments during AY 2022/2023.*



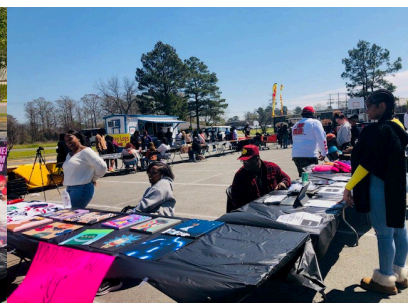
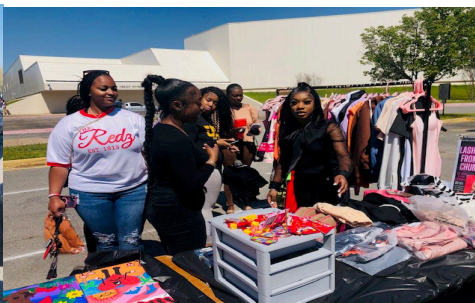
*UAPB students at RICELAND Foods, INC. Stuttgart, Arkansas, facilitated by SBM's Entrepreneurship Club.*



*Entrepreneur club at a meeting in fall 2022*

On Wednesday, March 29, 2023, the SBM’s Entrepreneurship Club celebrated “POP-UP SHOP” at the HPER PARKING AREA on campus. The event witnessed many enterprising UAPB students and local businesses displaying their inventory on designated tables and food trucks for buyers to patronize. Campus faculty, staff and students responded in their numbers to appreciate the creativity of the products on sale. Below are activity pictures from the POP-UP event:





On Wednesday, April 12, 2023, the Vice President and Regional Executive of the Little Rock Branch of the Federal Reserve Bank of St. Louis, Ms. Matudchika Lindo Briggs, was on the campus of the University of Arkansas at Pine Bluff. After a brief meeting with Chancellor Laurence Alexander in his office, Ms. Briggs was given a tour of our campus and later had a meeting with

faculty and students of the school of business and management in Henderson Young Hall. The visit included an exposure to various areas of possible collaborations between the University and Federal Reserve Bank, especially in relation to students' field trips, internships, fulltime job opportunities and faculty research prospects.



The pictures above show a group of SBM faculty, students and Ms. Briggs, from Federal Reserve Bank, St. Louis (wearing golden name badge) at the event.



*2023 Spring Semester "Meet and Greet" event with MBA students and Faculty of the School of Business and Management.*

### **Recruitment:**

Student recruitment in SBM has been active during the period under review. Our faculty and staff actively participated in series of on campus recruitment and attending all recruitment events, including bus tours. Despite a decreasing enrollment number in many on campus academic units, the school of business enrollment numbers has been stable with some increases in the past few years. All our staff were engaged in telephone recruitment of new candidates that have applied for admissions through the Enrollment services dashboard.

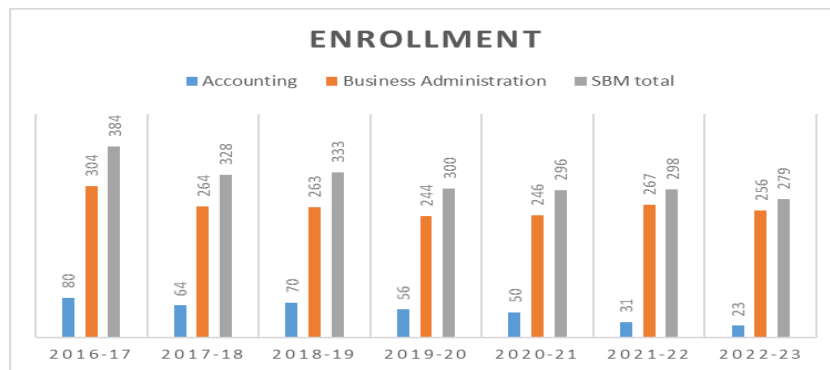




*Recruitment activity at Lions Fiver Day, 2022*

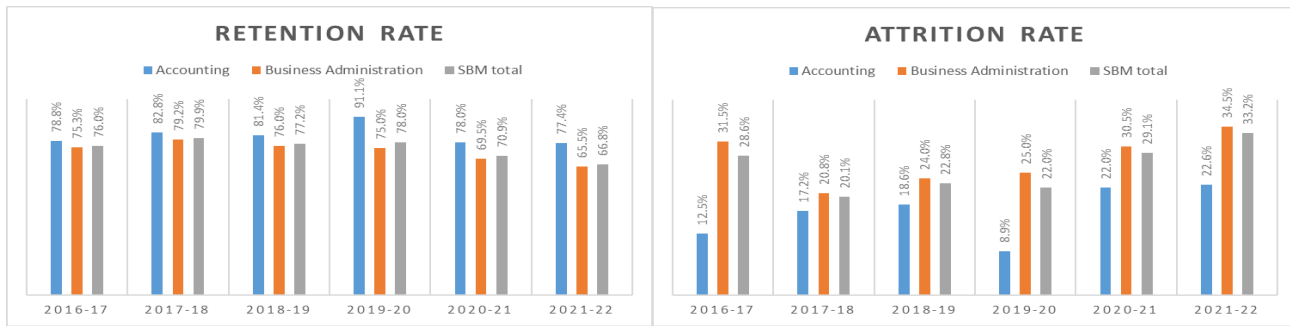
**Enrollments in Departments:**

Student enrollment in the department of accounting has decreased from 80 from the academic year 2016-17 to 23 for the year 2022-23. The student enrollment for the Business Administration program is almost stable for the academic year 2016-17 to 2022-23. As a result of the low enrollment in some of the concentration and to grow enrollment in the school, the leadership of the school has appointed a recruitment coordinator with the objective of increasing SBM enrollment, retention and graduation in all our programs.



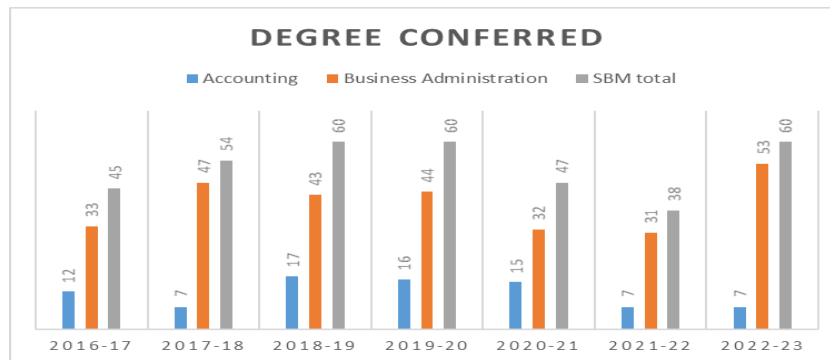
**Retention and Attrition rate:**

The retention rate is pretty good for the school of business and management for the academic year 2016-17 to 2022-23. The rate remain stable even during the pandemic period. As the retention is better, the attrition is relatively low for the academic year 2016-17 to 2022-23.

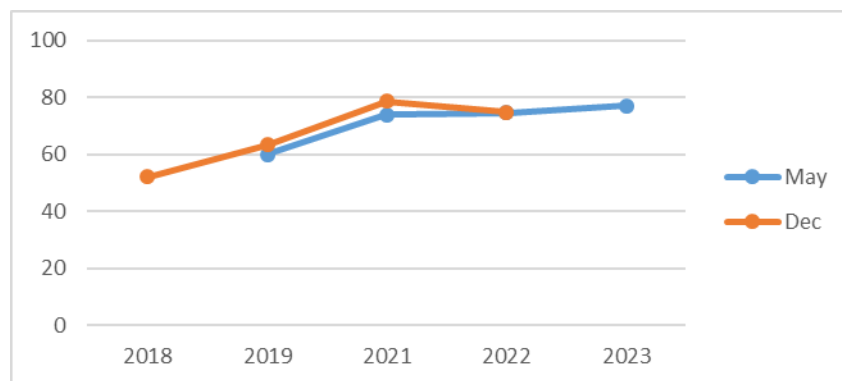


### Graduation Rate:

Our graduation rate is steady for the academic year 2016-17 to 2022-23 except for the years of 2020-21 and 2021-22 (impact of COVID). The total number of students graduated in 2016-17 were 45 and was picked in the year 2019-20. Again in 2022-23 it reached to the same level to pre COVID.

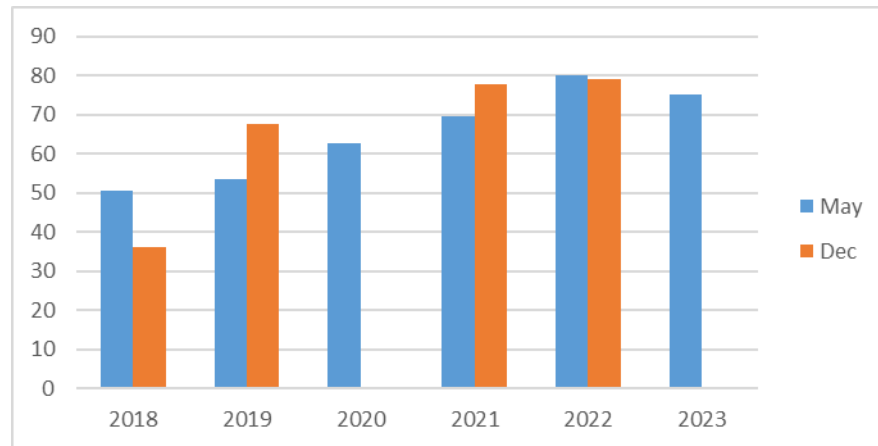


TREND OF AVERAGE CPC SCORE FOR BUSINESS MANAGEMENT 2018 TO 2023  
(Source: Extracted from PEREGRINE global service)



The Average CPC score for the department of business administration is shown in the above graph. CPC exam appeared by the students during December showing an increasing uptrend from 2018 to 2021 except a narrow fall in the year 2022. However, the trend for the May graduation is in a continue uptrend from 2019 to 2023.

TREND OF AVERAGE CPC SCORE FOR ACCOUNTING DEPARTMENT, 2018 TO 2023  
(Source: Extracted from PEREGRINE global service)



The Average CPC score for the department of accounting is shown in the above graph. CPC exam appeared by the students during May showing an increasing uptrend from 2018 to 2022 except a slight dip in the year 2023. However, the trend for the December graduation is in a continue uptrend from 2018 to 2022.

## Academic Research

School of Business and Management has a complement of 13 full time instructors. Eleven (80%) of our instructors are classified as academically qualified, while two (20%) are professionally qualified. We are increasing faculty opportunities to engage in research and publications. Three faculty papers were published in 2016/2017. The school has always encouraged faculty on intellectual contribution by focusing on faculty development plans.

## School of Business and Management 2017-2023

### Research:

## Publications:

- **Young Park**, “Audit Committees, Corporate Governance, and the Quality of Financial Reporting: Evidence from Market Reactions to Earnings Announcements” *Journal of Accounting and Finance*, Volume 22 (4), 2022.
- **Peter Wui**, “An Empirical Analysis of Master Settlement Agreement Impacts on Cigarette Consumptions in the USA”, *Journal of Economics, Business and Management*, Vol 5. No 8. Aug. 2017.
- Kanti Prasad, Kyle Ehrhardt; Yiyuan Liu, **Tiwari, Kamlesh**; “Examining the Age – Performance Relationship for Entrepreneurs: Does the Innovativeness of a Venture Make a Difference?” Published in *New England Journal of Entrepreneurship* – 2018.
- Awopetu, L, Wui, P. & Park, J. (2017). “Working Capital Investing Policy under Economic Recession Focusing on small-medium size companies,” *International Review of Business Research Papers*, (Vol. 8. No. 1. March 2017)
- Castillo, J. & Smith, S. (2016). “Teaching an Inverted ‘Ricardian’ Argument to Help Students Solve Comparative Advantage Problems”. *Business Education Innovation Journal*. (Vol. 8 No. 2, December 2016)
- Tiwari, et.al: “Examining the Age – Performance Relationship for Entrepreneurs: Does the Innovativeness of a Venture Make a Difference” 2016. *New England Journal of Entrepreneurship*.

## Presentations:

- **Lawrence Awopetu**, “Celebrating Collaborative Alliance” Presented at ACBSP region 6 conference, ACBSP Region 6 Fall Conference 2022 Southwest Council of Business Schools & Programs November 10-11, 2022 Alexandria, LA.

- **Castillo, J & Awopetu, L.** “On the Paradoxes of Consumerism in the 21<sup>st</sup> Century: Challenges in a Changing Global Climate,” Presented at Federation of Business Disciplines at 44<sup>th</sup> Annual Conference, Little Rock, AR (March 8, 2017).
- Best Paper Award at *International Review of Business Research Papers*, Awopetu, L, Wui, P. & Park, J. “Working Capital Investing Policy under Economic Recession: Focusing on small-medium size companies”, 36th International BRC held in Toronto, Canada, (July 2016).
- **P. Wui.** “An Empirical Analysis of Master Settlement Agreement Impacts on Cigarette Consumption in the USA.” Presented at the Arkansas College Teachers of Economics and Business Annual Meeting Conway, AR. (September 30, 2016).
- **Castillo, J.** “On the Incalculable Influence of Friedrich August Von Hayek on Management and the Firm”. Presented at the Academy of Management Conference, Anaheim, CA. (August 5, 2016).
- **Castillo, J.** “On the Excesses of Consumerism: Does the World Need an iPhone in Every Hand?” Presented at the Arkansas College Teachers of Economics and Business Annual Meeting Conway, AR. (September 30, 2016).
- **Castillo, J.** “An Exploration of Business Student Morality: Are We Really Teaching the Right Stuff?” Under review at the Federation of Business Disciplines Conference, Little Rock, AR. (March 8, 2017).

Influence actions and decisions during the current school year:

- Continuous review of syllabus and curriculum to meet current trends in Business Education, and Corporate America.
- Regular faculty meeting on advising, recruiting, retention and graduation.
- Constituted SBM research Committee.
- Technology: more efforts are on faculty training and the use of Blackboard.
- Assessment: Faculty participated in live text reporting during the current semester.

**Quality of Syllabi:**

SBM faculty course syllabi represent the quality of the course deliverables and the completeness of necessary resources for both the faculty and student. Our entire faculty has attended annual faculty retreats where the standard format of course syllabus was presented for discussion and critical review. Examination of SBM's previous syllabi revealed that 35% of our course syllabi are rated excellent, while 65% are good. The curriculum committee has approved a common syllabus for courses with more than one section and different instructors.

**School/Departmental Committees and Initiatives**

All SBM faculty and staff are mandatorily appointed to a school/department's committee at the beginning of each fall semester. The School of Business has identified a number of committees that include student grievance, research, curriculum and recruitment that will benefit the growth and development of our programs and school.

**Student evaluation of faculty**

During fall and spring of each academic year, our students engage in the activity of evaluating their courses. Each student is given the freedom of assessing the course instructions, the course instructor, adequacy of the curriculum and opportunities for course improvements. The student evaluation of instructors is an important resource to alert course instructors on methods they are using that are working, and what could be helpful to make them better instructors. The student evaluations serve as a material to evaluate in the department chair's evaluation of faculty, and if needed, subsequent leadership appointments in the school. The benchmark for an aggregate student's evaluation score is three out of five points. The reporting period has recorded very good ratings of our faculty in all areas, except one course where the instructor scored below 4 points. The chair of Business Administration is working with the instructor.

Our school's aggregate scores in the spring of 2015 were at 25% response rate, and increased to 50.4% in Spring 2017. The average score on student evaluations ranges from the lowest of 3.60 to a maximum of 4.97 on a rating scale of 5. Faculty with low ratings and comments from students are being addressed by letting faculty know of the comments from our students. Furthermore, the chairs and Dean have engaged in one-on-one conversation with faculty on the noted deficiencies and means to improve them.

## ANNUAL ACADEMIC REPORT

School of     **BUSINESS AND MANAGEMENT**    

### OUTLINE

#### I. Basic Statistical Data by Departments

a. Number of Administrators	1
b. Number of Faculty	15
c. Number of Staff	5

#### II. Faculty Data by Departments

		Teaching Load/Semester Credit Hours	
		Fall	Spring
Name of Faculty	Highest Degree Held		
Lawrence Awopetu	Ph.D.	3	3
Peter Wui	Ph.D.	3	3
Joon Park	Ph.D.	12	12
Jose Castillo	Ph.D.	12	12
Mirza Shahjahan	Ph.D.	6	6
Theodis Davis	MBA	15	15
Syed Qadir	MBA	15	15
Jules King	Ph.D.	12	12
Kamlesh Tiwari	Ph.D.	12	12
Kriste Flowers	Ph.D.	12	9
Albert Hammons	MBA, CPA	12	12
Dalia Chaudhuri	MBA, CPA	15	15
Prasant Allaka	MS	9	9
Tanisha Ford	DBA	12	12
Dieterick Govan	DBA	12	12
Terrence Farrier	DBA	12	12

**V. Research-Creative Activity**

Name of Faculty	# Proposals		
	Submitted	Funded Published	In Process
Lawrence Awopetu	2	1	1
Peter “Yong” Wui	2	1	1
Joon Park	1		1
Mirza Shahjahan	1		1
Castillo, Jose’	2	1	3

**IX. Faculty Participation in School Committees and Initiatives**

Name of Faculty	Type of Participation
Syed Qadir	Curriculum, Undergrad, SBM Alumni, Student Activities
Jules King	Curriculum Committee
Lawrence Awopetu	MBA Committee, ACBSP Accreditation
Joon Park	Curriculum, Chair, MBA Chair, Recruitment
Peter Wui	Undergrad, Curriculum, MBA, International Bus., Research
Theodis Davis	Recruitment