

2016-2017



Annual Report

School of Business and Management
Dedicated to Student Success

Dr. Lawrence K. Awopetu, Interim Dean

University of Arkansas at Pine Bluff: 1200 North University, Mail Slot 4976, Pine Bluff, AR 71601

T: 870.575.8649 **or** 870.575.8577 **E:** awopetul@uapb.edu

Introduction

The School of Business and Management (SBM) is pleased to share news of the past year's success in this Annual Report. The SBM has proven to be an academic environment that engages students in quality education and develops highly skilled workers for the future. In addition to our academic programs, SBM invests time in nurturing students by engaging them with student organizations such as, Accounting and Investment Club and ENtrepreneurial ACtion for others creates a better world for US all (ENACTUS). Also, SBM has a chapter of Delta Mu Delta. Delta Mu Delta 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. The following is a highlight of SBM activities during the 2016/2017 Academic year:

The 2017 SPINUP HBCU Entrepreneurship Tour-Pitch Competition. The 2017 SPINUP Pitch Competition was hosted by UAPB SBM on January 19th and 20th. 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.



Faculty, staff, students and community participants at the UAPB SPINUP competition

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 28th to March 2nd. On March 2nd, the Institute opened their auditorium for another round of pitch competition within the HBCU participating colleges and universities. The School of Business and Management congratulates O'shaye Castle for being the first runner-up (2nd) 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."



SBM Students and Staff at the SPINUP event, Allen Entrepreneurial Institute, Lithonia, GA

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 business people 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.

New Faculty

We were honored to welcome a new faculty member, Kamlesh Tiwari. Dr. Tiwari is Instructor of Marketing. The academic year 2016-2017 also witnessed a few staffing changes. These changes include the resignation of Ms. Sondra Johnson, Administrative Specialist III to the Dean; and

Ms. Karmesha Coleman, Administrative Specialist II, Dept. of Business Administration. The staffing changes also include the hiring of CaSandra L. Hughes-Wilson, Administrative Specialist III to the Dean and the hiring of Ms. Jasmine Jones, Administrative Specialist II, Dept. of Business Administration.

Curricula Review

This segment is an account of the academic activities pursued by the School's faculty members during the academic year. 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 through various other approvals. 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 will be scheduled from Monday through Friday evenings, and Saturdays. Our MBA program is tentatively scheduled to start in 2018 fall. Also, the department of Business Administration added International Business as a new concentration and the department of Accounting strengthened its curriculum by the addition of Accounting Issues.

SBM Accreditation Status

In June 2017, SBM submitted response to the remaining Notes and Conditions on our school's accreditation. After review of that report, all existing conditions and notes relating to our accreditation were removed. SBM is due to submit its Quality Assurance report by September 2019. The reaffirmation of accreditation is due in 2023.

Recruitment/ Enrollment Rate

Student recruitment in SBM was active during the period in review. Our faculty and staff actively participated in on campus freshmen recruitment. There were a few bus tour engagements in 2016/2017 school year. About 59% of our full-time faculty and staff were engaged in telephone recruitment of faculty and students during the past academic year. Our recruitment efforts lead to the enrollment of an additional 51 students in 2016/2017 over the previous year's data (7.8%).

STUDENT MAJORS

BUSINESS ADMINISTRATION/CONCENTRATION:		Fall 2011	Spring 2012	Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015	Spring 2016	Fall 2016	Spring 2017
BADEC	BUS/ADM/ECONOMICS			3	3	3	3	4	3	6	4	5	5
BADFN	BUS ADM/FINANCE			27	22	24	17	21	12	18	17	24	19
BADMG	BUS ADM/MANAGEMENT			184	156	144	134	168	160	187	162	203	163
BADMK	BUS ADM/MARKETING			58	50	48	51	51	45	60	51	60	53
BADOM	BUS ADM/OFFICE MGMT			23	19	13	11	11	5	3	4	7	3
BUED	BUS ADM/BUSINESS EDUCATION			7	4	6	7	8	4	5	5	5	2
TOTAL - BUSINESS ADMINISTRATION		329	283	302	254	238	223	263	229	279	243	304	245
ACCT	Accounting	86	88	75	66	63	59	68	57	64	64	80	72
TOTAL - ACCOUNTING		86	88	75	66	63	59	68	57	64	64	80	72
TOTAL - SCHOOL OF BUSINESS & MANAGEMENT		415	371	377	320	301	282	331	286	343	307	384	317

GRADUATES

BUSINESS ADMINISTRATION/CONCENTRATION:		Fall 2011	Spring 2012	Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015	Spring 2016	Fall 2016	Spring 2017
BADEC	BUS/ADM/ECONOMICS								1	1			
BADFN	BUS ADM/FINANCE	2	6	2	1	5	2	1		1	2	2	2
BADMG	BUS ADM/MANAGEMENT	15	24	11	14	9	15	14	11	10	13	13	10
BADMK	BUS ADM/MARKETING	7	7	3	7	5	13	7	3	1	7	2	4
BADOM	BUS ADM/OFFICE MGMT	1		1									
BUED	BUS ADM/BUSINESS EDUCATION			1	1						1		
TOTAL - BUSINESS ADMINISTRATION		25	37	18	23	19	30	22	15	13	23	17	16
ACCT	Accounting	13	12	6	8	5	7	9	4	3	8	3	9
TOTAL - ACCOUNTING		13	12	6	8	5	7	9	4	3	8	3	9
TOTAL - SCHOOL OF BUSINESS & MANAGEMENT		38	49	24	31	24	37	31	19	16	31	20	25

Graduation Rate

Our retention efforts to graduate more students showed favorably in the commencement of spring 2016 when SBM graduated 31 students, which was 63% higher than the number graduated in spring 2014 commencement.

Enrollments in Departments

Student enrollment in the department of accounting has increased from 64 in fall 2015 to 80 in fall 2016. The enrollment challenge for the Business Administration program is in the areas of Economics. This concentration has reported consistent low student enrollment. As a result of the low enrollment in the mentioned 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.

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 2016/2017

Research:

Publications:

- Lawrence Awopetu*, Peter Wui** and Jonghae Park*** (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. Pp 17-30.

- 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: A co-authored research paper published in *New England Journal of Entrepreneurship* - "Examining the Age – Performance Relationship for Entrepreneurs: Does the Innovativeness of a Venture Make a Difference"2016

Presentations:

- 1) Castillo, J & Awopetu, L. “On the Paradoxes of Consumerism in the 21st Century: Challenges in a Changing Global Climate,” Presented at Federation of Business Disciplines at 44th Annual Conference, Little Rock, AR (March 8, 2017).
- 2) Awopetu, L., “Impact of Financing Policy on Small Business Profitability,” Presented at University of Lagos, Nigeria (July 26, 2017).
- 3) Best Paper Award to *International Review of Business Research Papers*, Lawrence Awopetu, Peter Wui, and Jong Park “Working Capital Investing Policy under Economic Recession: Focusing on small-medium size companies”, 36th International BRC held in Toronto, Canada, (July 2016).
- 4) 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).
- 5) 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).
- 6) 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).
- 7) 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 trending 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.

Students Aggregate Satisfaction

Our school's aggregate scores in the spring of 2015 was at 25% response rate, and increased to 50.4% in Spring 2017. The average score on student evaluations range 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.

University of Arkansas at Pine Bluff

ANNUAL ACADEMIC REPORT

School of **BUSINESS AND MANAGEMENT**

OUTLINE

I. Basic Statistical Data by Departments

- a. Number of Administrators **1**
- b. Number of Faculty **13**
- c. Number of Staff **5**
- d. Enrollment: Fall 2016 **384** Spring 2017 **317**
- e. Percent growth in enrollment over 2015-2016 Academic Year
51 and % **7.8 %** of Enrollment Growth
- f. Enrollment change over the past five years

2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
#	%	#	%	#	%	#	%	#	%
-89	-11.3%	-114	-16.4%	34	5.8%	33	5.3%	51	7.8%

and % change of admissions (where applicable)

II. Faculty Data by Departments

Name of Faculty	Highest Degree Held	Teaching Load/Semester Credit Hours	
		Fall 2016	Spring 2017
Lawrence Awopetu	Ph.D.	3	3
Richard Carr	Ph.D.	12	12
Peter Wui	Ph.D.	12	12
Joon Park	Ph.D.	12	12
Jose Castillo	Ph.D.	0	12
Mirza Shahjahan	Ph.D.	3	3
Theodis Davis	MBA	15	15
Syed Qadir	MBA	15	15
Shenaye Johns	MBA	3	3
Jules King	Ph.D.	12	12
Kamlesh Tiwari	MBA	0	12
John Kearney	J.D.	6	6
Geraldine Buckingham	Ph.D.	12	12
Arthur Karlin	Ph.D.	12	12
Kriste Flowers	Ed.D	12	9
Albert Hammons	MBA, CPA	12	12
Dalia Chaudhuri	MBA, CPA	9	12

III. Quality and Completeness of Syllabi

Name of Faculty	Ratings		
	Excellent	Good	Unacceptable
Richard Carr		*	
Peter Wui		*	
Joon Park	*		
Jose Castillo		*	
Mirza Shahjahan		*	
Theodis Davis		*	
Syed Qadir	*		
Shenaye Johns		*	
Jules King		*	
John Kearney		*	
Lawrence Awopetu	*		
Arthur Karlin		*	
Kristie Flowers	*		
Albert Hammons		*	
Dalia Chaudhuri	*		
Geraldine Buckingham	*		

IV. Assignment of Grades

Indicate number in each grade category

Name of Faculty	Fall 2016						Spring 2017					
	A	B	C	D	F	I	A	B	C	D	F	I
Richard Carr	18	20	49		8	2	17	22	44	3	4	-
Peter Wui	28	11	8		5		55	26	11	6	8	-
Joon Park	13	18	18	2	1		18	20	16	6	4	-
Mirza Shahjahan	4	10	14		1		6	7	13	2	0	2
Theodis Davis	48	33	15		2		54	46	14	-	-	5
Syed Qadir	82	10	12		16	1	55	14	18	9	13	-
Shenaye Johns	19	7	2	2	1		6	7	3	-	1	-
Jules King	10	7	17	9		1	6	6	19	9	-	1
John Kearney	1		4				3	8	22	5	2	1
Lawrence Awopetu	9	11	10	1	3		4	3	1			1
Arthur Karlin	5	17	10	1			2	7	14	-	-	-
Kriste Flowers	11	9	17				7	7	9	3	2	
Albert Hammons		2	12				2	2	11	3	4	-
Dalia Chaudhuri	9	8	10	2	10		17	12	9	3	2	-
Geraldine Buckingham	29	13	16		18	2	22	16	8	-	4	1

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

VI. Mentoring

Name of Faculty	Type of Participation		
	Advisement Load	Special Assistance	Explanation Special Assistance
Richard Carr	50		Student Evaluations, Creating Schedules
Joon Park	50		Student Evaluations, Creating Schedules
Peter Wui	50		Student Evaluations, Creating Schedules
Lawrence Awopetu	50+	25	Mentor to all new faculty, and resource for old faculty, Student Evaluations, Creating Schedules, Course Substitutions, 120 Opts, Change of Major
Arthur Karlin	50		Mentor to all new faculty, Student Evaluations, Creating Schedules

VII. Faculty Participation in Student Recruitment Activities

Name of Faculty	Type of Participation
Syed Qadir	Sit in recruitment
Joon Park	Extensive Road Trips
Ted Davis	Lion Fever, Career Fair
Jules King	Career Fair
Mirza Shahjahan	Career Fair
Lawrence Awopetu	Chairs, Recruitment Committee Meetings, Extensive Road Trips, Career Fair
Kriste Flowers	Sit in Recruitment
Geraldine Buckingham	Career Fair

VIII. Faculty Participation in Departmental Committees and Initiatives

Name of Faculty	Type of Participation
Jules King	Investment/Finance Club
Lawrence Awopetu	Marketing Club
Peter Wui	Economic Club Advisor
Lawrence Awopetu	Programs/Concentration/Courses, Accounting Advisor
Arthur Karlin	Programs/Concentration/Courses, Accounting Advisor
Kriste Flowers	Programs/Concentration/Courses, Accounting Advisor
Albert Hammons	Programs/Concentration/Courses, Accounting Advisor
Richard Carr	Recruitment Retention, Search Committee
Joon Park	Recruitment, Retention, Search Committee
Syed Qadir	Recruitment, Retention, Search Committee
Geraldine Buckingham	Retention, Recruitment

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
Geraldine Buckingham	Curriculum Committee
Mirza Shahjahan	MBA Committee, ACBSP Accreditation
Joon Park	Curriculum, Chair, MBA Chair, Recruitment
Peter Wui	Undergrad, Curriculum, MBA, International Bus., Research
Richard Carr	Curriculum, MBA, SBM Alumni
Theodis Davis	Recruitment
Lawrence Awopetu	Curriculum Committee, Recruitment Committee
Arthur Karlin	Curriculum Committee, Recruitment Committee,
Kriste Flowers	Curriculum Committee, Recruitment Committee

X. Faculty Participation in University Committees and Initiatives

Name of Faculty	Type of Participation
Kriste Flowers	Quality initiative, Grievance Committee
Lawrence Awopetu	Chancellor’s Committee on University Development, Academic Affairs and Educational Policies Committee, University of Arkansas System Retirement and Benefits Committee
Albert Hammons	Faculty Appeals Committee, Founders Day Committee, Retirement Committee
Dalia Chaudhuri	New Adjunct Faculty
Geraldine Buckingham	Curriculum Committee, Alumni Committee, Retirement Committee

XI. Evaluation Results

Name of Faculty	Avg. Students’ Evaluation Score	Response Rate	Avg. Peer Evaluation Score	Chair’s Score
Richard Carr	4.47	59%	4.5	4.3
Peter “Yong” Wui	4.51	39%	4.5	4.4
Joon Park	4.65	45%	4.5	4.4
Jose Castillo (spring 2016)	3.60	71%	4.5	4.3
Mirza Shahjahan	4.35	52%	4.5	4
Geraldine Buckingham	4.45	40%	4.5	3.8
Theodis Davis	4.70	61%	4.5	4.5
Syed Qadir	4.53	43%	4.5	3.9
Shenaye Johns	4.97	42%	-	-
Jules King	4.48	48%	4.5	4.1
Kriste Flowers	3.97	54%	4	4.5
John Kearny	4.70	46%	-	-
Lawrence Awopetu	4.75	64%	-	-
Arthur Karlin	4.50	51%	4	4.5
Albert Hammons	4.2	38%	3.75	4.3

Evaluation results were based on 2017 (spring) data.