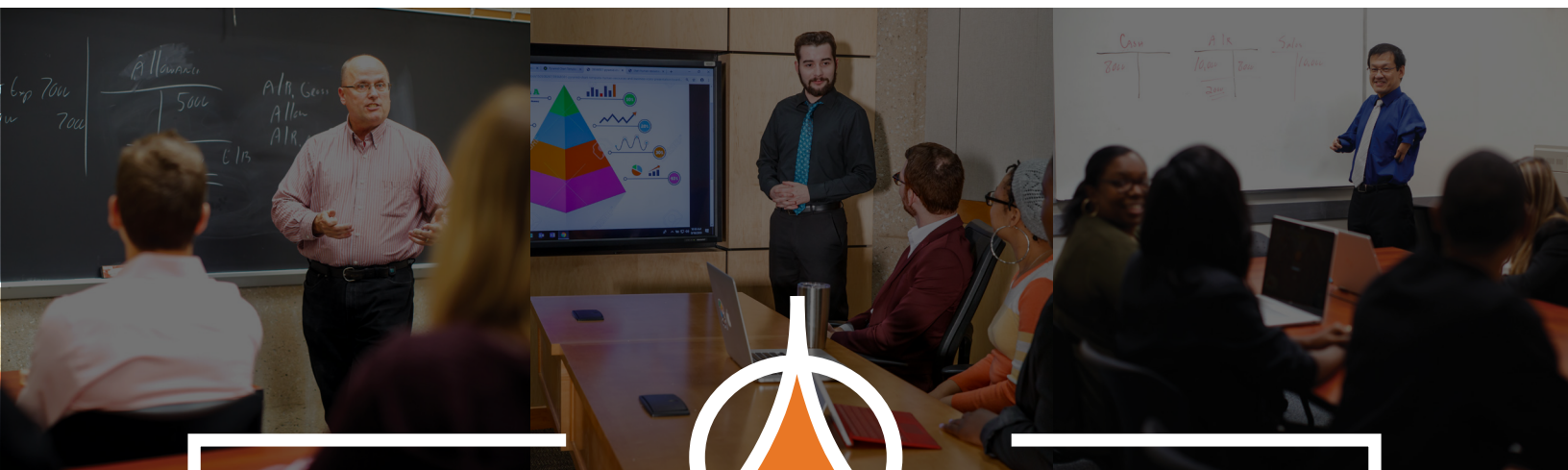


GOVERNORS STATE UNIVERSITY



Annual Report

2019-2020



COLLEGE OF BUSINESS

GOVERNORS STATE UNIVERSITY

College of Business 2019 – 20 Annual Report

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Message from the Dean



The 2019/2020 Academic Year has been a special year in many ways. This has been a year of many achievements, challenges, and opportunities. While the global pandemic has changed every aspect of our lives, COB faculty, students, staff, and supporters coped with these extremely difficult times through dedication, collaboration, and care and compassion for each other. Our summer enrollment is stable, and early fall enrollment data shows strong positive trends. While we continue to monitor the global pandemic and adjust our fall instructional plan, I am confident that we will come out of these challenging times stronger.

In this annual report, we share the accomplishments of COB faculty, students, and alumni during the 2019/2020 AY. Additionally we report on the achievements of the partnerships that the COB has developed and nurtured within the business community. As we conclude the current five-year [strategic plan](#), we have already started developing our new strategic plan, Strategy 2025. We are confident that in the next five years, the College of Business will continue to contribute to the goals set forth in GSU's new strategic plan, 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 the key themes of [AACSB](#) accreditation. For GSU's College of Business, this means we are always improving our curriculum and programs to maintain rigor, relevance, and competitiveness. During the 2019-2020 academic year, we started a new [MS in Human Resource Management](#) program, to meet the growing demand for human resources professionals in the region. Additionally, COB will launch a new [MS in Business Analytics](#) program (revised from the MS in MIS program), in Fall 2020. COB also added a 5-year BSA/MSA track to allow qualified undergraduate accounting students to complete both BS and MS in Accounting degrees in 5 years. Finally, a new financial planning minor will be added in Fall 2020, to prepare our students in the accounting and finance programs for the Certified Financial Planning (CFP) credential.

[COB faculty](#) continue to engage in active 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.

COB students make us proud with their academic successes, active engagement in the campus community, and leadership and volunteer activities on and off GSU campus. Many COB students found success on the job market upon graduation, ready to contribute to the business world with the knowledge and skills they acquired during their study at GSU.

We continue to engage with our alumni to enhance our connections with our vast alumni network. During the 2019-2020 academic year, we launched the inaugural [COB Alumni Hall of Achievement](#) program as part of the [Business Week 2019](#) program. We are excited about the achievements of our outstanding alumni and their contributions to their professional community.

[COB Dean's Advisory Board](#) continues to play an important role to advocate for the college while also providing valuable resources to help us achieve our mission. This year, COB made major strides in engaging the business community in our region. COB led GSU's efforts in launching an [Illinois Innovation Network \(IIN\)](#) hub on its campus. The newly established [Supply Chain Innovation Center and Business Incubator](#) (SCICBI) will provide training, consulting and coaching services to businesses and startups in supply chain/logistics and related sectors in the region. It will contribute to the workforce and economic development of GSU's service region.

It is our great pleasure to share with you the many success stories featured in this annual report along with the positive impact the COB is creating on our campus and in our community. We look forward to your ongoing support as we continue to build the College of Business at Governors State University, 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

Goal 1. Academic Excellence: Provide distinctive academic programs that effectively prepare students to become leaders and productive citizens in the global community.

COB faculty worked with industry partners to develop two new specialized graduate programs in recent years, to meet the growing demand for professionals in the region. The new MS in Human Resource Management program started enrolling new students in the Fall 2019 semester; The MS in Business Analytics program will start enrolling new students in the Fall 2020.

MS in HRM Program:

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 USBLS 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>).

This new program enrolled 12 students in its first semester, and is projected to grow in the second year. Students in this program come from different professional backgrounds, ranging from business to computer science, to humanities.

MS in Business Analytics Program (Revised from MS in MIS)

The College of Business will launch the new Master of Science in Business Analytics program in Fall 2020. The program is a revision of the existing MS in Management Information Systems program. *The [Master of Science in Business 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. More information about the program design and its benefits to students can be found in the recent *GSU News* [story](#).

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 is STEM designated, allowing international students to study in the program and be eligible to work for up to 36 months under the Optional Practical Training (OPT) program after graduation.

Current students in the MS in MIS program have the option to switch to MSBA program or complete their original program of study within two years.

BSA/MSA five year pathway

The 5-Year MSA was approved as a new admission track for the MS in Accounting, coordinating a 5-year plan for newly admitted freshmen students to complete their B.S. in Accounting and M.S. in Accounting in 5 Years. The pathway is available beginning Fall 2020 and is in a similar format to the current 5-Year MBA.

Financial planning minor

A new financial planning minor was approved beginning Fall 2020 semester. The minor is designed for accounting and finance students seeking knowledge and skills in financial planning including personal finance, tax planning, employee benefits, retirement and estate planning, and insurance and risk management. The curriculum was developed to align with the Certified Financial Planning (CFP) educational requirements.

The financial planning minor will be a great option for students in enrolled in the Bachelor of Science in Accounting and Bachelor of Arts in Business Administration - Finance Concentration programs.

Goal 2. 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.

RECOGNITION OF STUDENT HONORS

The 2020 College of Business Annual Honors Reception was planned for April 1 to recognize the achievements of COB's students, faculty and staff. Unfortunately, due to the COVID-19 pandemic, it was cancelled. Students who earned "High Honors" and made the Dean's List are recognized in the [Honors page](#) on the college website. Below is a list of COB students who received scholarships from the GSU Foundation:

FOUNDATION SCHOLARSHIPS RECIPIENTS 2019

Advanced Manufacturing Scholarship

Sircon Gray

American Logistics Association Scholarship

Ozelle Hubert

COB Student Advisory Board Endowed Scholarship

Robert Navarro

CN Rail Fellowship

Jamaal Webster

Donald and Helen Morrison Endowed Scholarship in Business

Jenell Bryant

Jared Dandridge

Kevin Dignan

Valaria Duckworth

Tiffany Burnham

T'Kyla Clayton

Donald Dolan Endowed Business Scholarship

Justin Siorek-Boldrey

Dr. Curtis & Mrs. Gina Crawford Endowed Scholarship in Business

Rachel Lindsey

Kim Warren

Tiffany Burnham

Follett Book Card Award

Valaria Duckworth

Sircon Gray

Asia Jordan

Jillian Lee

Shaquilla Robinsons

Amanda Spayer

Samantha Wikberg

Charle Williams

Lorraine Fontana Endowed Memorial Scholarship

Dani Berrien

Maira Gutierrez

Jinann Marou

Renae Neufeld Pierce

Amanda Spayer

Paula Zerante

Matteson Rotary Club Scholarship

Janetta Brown

Respond to Violence

Breyanna Cool

Rich Township Community Scholarship

Ronald Sturgess

Scholarship for Finance and Accounting Students

Jillian Lee

Carl McDonald III

Casey Moss

Eman Samra

Wilbur L. Morrison Endowed Scholarship in Business

Robin Chaney-Jones

Devante Davis

Jessica Ganta

Michelle Grocesley

James Mason

Michelle Palmore

Nicholas Sandoval

Janae Sheppard

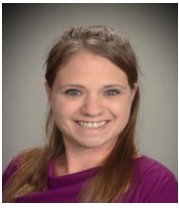
Theresa Storer

Rianna Thompson

Jamaal Webster

Student Spotlight

Amanda Spayer (*BS in Accounting, Lincoln Laureate*)



Governors State University Accounting major Amanda Spayer has been named the 2019 Lincoln Laureate, honoring her leadership and service in the pursuit of the betterment of humanity and for overall excellence in curricular and extracurricular activities.

Amanda has earned a 4.0 and maintained a spot on the Dean's list despite life's challenges that previously forced her to drop out of high school.

After earning her GED, Amanda went on to earn an associate degree from Kankakee Community College and then enrolled at Governors State in 2017 with dreams of becoming a Certified Public Accountant (CPA) after graduation. Read more at <https://gsunews.govst.edu/2019-lincoln-laureate-amanda-spayer/>

Lester Van Moody (*BA in Business Administration*)



Lester "Van" Moody is a staple on campus at [Governors State University](#), from his time spent as the Treasurer and President of Student Senate, to his elected role as student representative on the Board of Trustees, and the hours he has spent in the classroom working towards his [Bachelors of Arts in Business Administration](#). Now as he graduates, he looks to bring what he's learned at GSU into the world of financial advising.

"Being able to grow as a person and contribute to the success of others is one of the many privileges of attending GSU," Moody said.

Read more at: <https://gsunews.govst.edu/graduate-profile-the-business-of-leadership/>

Takeda Hill (*BS in Accounting, Mary T Washington Wylie scholar; Hired by Deloitte*)



When Governors State University Accounting senior Takeda Hill thinks of the opportunities offered to her through the elite Mary T. Washington Wylie Scholarship program, she's nearly lost for words.

"I'm kind of speechless about it. It's like a dream. It's surreal. You hear this stuff happens to people but you don't expect it to happen to you," she said.

But these dreams are very much a reality. Through the scholarship program Hill has been offered assistance for the Master of Science in Accounting program at the University of Illinois Urbana-Champaign and a job with the prestigious Deloitte Accounting firm, one of the "Big Four" accounting organizations and the largest professional services network in the world by revenue and number of professionals. Read more at: <https://gsunews.govst.edu/scholarship-of-fers-students-a-wealth-of-opportunities/>

Colton Kraska (*BS in Accounting*)



Colton is an accounting major here at Governors State University with a minor in business administration. He started as a freshman student in Fall 2018, and received the prestigious "Presidential Scholarship" that year. Colton has worked as a Student Ambassador in the Admissions Office and a Peer Mentor at the Center for the Junior year. In addition, he serves as the Treasurer for the Governors State Honors Program and is an active member of the Accounting, Finance, & Economics club.

Last spring, Colton return to his local high school to help coach the varsity baseball team. He currently works for Cornerstone Tax Service as an intern tax preparer. In January 2021, Colton will begin working downtown Chicago as auditing intern for KPMG.

Aaron Ritter (*MBA*)



When 2020 graduate Aaron Ritter originally came to [Governors State University](#) (GSU) through [educational benefits available for military connected students](#), he was drawn to the [Master of Business Administration](#) program for the [Supply Chain Management concentration](#) that was offered. Little did he know, this program would inspire a career change. Now with his master's degree complete, he encourages GSU students to persevere.

Aaron is confident that his two-year apprenticeship as a Contract Specialist has better prepared him for his professional goal to become a Contracting Officer leading a team of specialists. Aaron believes that completing his MBA degree will also open up new opportunities for his career in the National Guard.

Read more at: <https://gsunews.govst.edu/graduate-profile--masters-degree-commands-change-in-military-career/>

Joseph Ponton (*MS in Management Information Systems*)



When Joseph Ponton decided to pursue a [Master of Science in Management Information Systems](#) (MIS), he came back to [Governors State University](#) (GSU) which made it possible to juggle class, work, and family life, complicated by his daughter being born premature. The support he received from his professors made completing his degree possible. Now a 2020 graduate, he's encouraging others to take advantage of the opportunities GSU offers.

Joseph is a System Administrator at Riverside Healthcare, a hospital located in Kankakee. The lessons Joseph learned and the new technology skills he acquired from his graduate courses are invaluable and will greatly benefit his team at work

Read more at: <https://gsunews.govst.edu/graduate-profile-managing-information-systems-and-home-life/>

Melissa Dykstra (*BA in Business and Applied Science*)



Melissa Dykstra learned the importance of perseverance while attending [Governors State University](#) (GSU). Melissa is a 2020 GSU graduate with a [Bachelor of Arts in Business and Applied Science](#) looking forward to applying her newfound knowledge to the workplace. Having faced her own life challenges that deferred the completion of her degree, Dykstra encourages GSU students to complete their degrees no matter what life throws at them.

Melissa worked full-time while pursuing her studies at GSU. She plans to continue her current work and move forward into management. She will use the knowledge she gained at GSU to create new business opportunities and a stronger sense of community in the world of business.

Read more at: <https://gsunews.govst.edu/graduate-profile-the-business-of-perserverance/>

Christopher Murray (*BA in Economics*)



After ten years as an automotive technician, Christopher Murray decided to leave his career at BMW to pursue his BA in [Economics](#). There were several factors for this 2020 graduate to consider when determining where to finish his degree, and he knew GSU's College of Business was the best choice for him.

Murray intends to continue to advance his current career path as a manufacturer's representative in the industrial and construction industry. He currently works for an agency that represents approximately a dozen manufacturers in seven states. Christopher specializes as an End-User Specialist, and he spends most of his time training and advising end users on proper use of products needed for their applications.

Read more at: <https://gsunews.govst.edu/graduate-profile-automotive-technician-switches-gears-from-mechanics-to-economics/>



Student club activities

Accounting Finance & Economics Club – Mary T. Washington Wylie Internship Program participation

Four accounting students were chosen for the prestigious Mary T. Washington Wylie Scholarship and Internship Preparation Program in 2020. Takeda Hill, Eman Samra, Jared Dandridge, and Michael Beauford participated in the two day program in January 2020. Eleven GSU accounting students participated in this program designed to increase minority student participation in accounting professions, and many have received scholarships and landed internships that helped them advance their academic and professional careers.

Beta Gamma Sigma Honor Society

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, 2019. Ms. Patti Liotta, VP of Human Resource Management with Panduit Inc, member of GSU’s College of Business Advisory Board, and Dr. Evelina Mengova, Associate Professor of Economics, 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](#).

GSU’s Beta Gamma Sigma Honor Society chapter was recognized as a “High Honors” chapter in 2019. Three officers, Rachel Lindsey, Teresa Storer and Rene Neufeld attended the BGS annual global summit in October 2019 in Schaumburg, IL.



Internship and Career Readiness Initiatives

The 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, process for applying internships while attending school, and other resources for students.

In the 2019-2020 academic year, several COB students were placed in internship positions at [DOT Foods](#), [Mi-Jack](#), [CSL Behring](#), [Ciarlette & Robbins](#), Muller CPA, and more companies in the region. In Spring 2020, a pilot "Internship Readiness" program was implemented in ACCT 3151 (Intermediate Accounting). COB Career Ready is a professional development course assignment developed specifically for Governors State University College of Business students. This initiative focuses on providing the skills and resources needed to prepare undergraduate students for their internship and career path. COB Career Ready began as a pilot in the Spring 2020 semester in the accounting undergraduate program.

As a course assignment in ACCT 3151, Intermediate Accounting I, students are instructed to attend a series of 4 one-hour career workshops. Students receive guidance and information regarding the process of receiving academic credit for completing an internship in their senior year. After successfully finishing the course students will receive a certificate of completion.

Study Abroad Program to South Africa



In December 2019, the College of Business of Governors State University (GSU) sponsored a travel abroad experience to South Africa for 14 people. The group was guided by two faculty members and consisted of nine GSU students, one student from a different university, and four community members. The group departed from O'Hare International Airport on December 12, 2019 and returned on December 22, 2019.

The group spent six nights in Johannesburg and visited the University of Johannesburg, several businesses, various historical sites, and a few local attractions including the Apartheid Museum, the American Chamber of Commerce, Soweto, Pretoria, the Voortrekker Monument, a Lesedi Cultural Village, the Pilanesberg Nature Reserve, Robben Island, the Head Offices of TTRO and of Future Coaches, a winery, Seal Island, the Peninsula & Cape of Good Hope, Cape Point, and the Kirstenbosch Botanical Garden.

Before the trip, all the students and two of the community members took an undergraduate or graduate seminar (depending on the current educational level of the participant) titled Doing Business in South Africa. These seminars prepared the participants to get the most from the experience. They learned not only about South Africa (culture, economics, politics, history, business environment, social issues, and international trade) but also about many international issues. As part of the seminar, the COB hosted the Consulate General of South Africa in Chicago, Ms. Phumzile Mazibuko, who made a presentation to students, faculty, staff, and members of the community.

At their return, the participants vividly expressed that they had learned quite a bit about South Africa but also about travelling abroad. Many also asked if they could participate in future experiences. During the trip, one of the students created a funding campaign to raise funds to purchase toys to give to children at Soweto. She was quite successful and before leaving Johannesburg, she purchased the toys and delivered them personally to the children.

Goal 3. 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 the 2019-2020 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 2019-2020

	Year	Faculty	Title
1	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
2	2019	Karakaplan, Mustafa (with Pavlos Amanidis and Levent Kutlu)	A Dynamic Stochastic Frontier Model with Threshold Effects: U.S. Bank Size and Efficiency, published in <i>Journal of Productivity Analysis</i> . https://link.springer.com/article/10.1007/s11123-019-00565-6
3	2019	Keane, Alice	The Cost of Doing (Cannabis) Business: An analysis of four federal tax cases on the disallowance of deductions and credits under Section 280E. <i>Midwest Law Journal</i> , 29 (1), 1-25
4	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.
5	2019	Ferran, Carlos (with Marcedonio Alanis Gonzalez, Jose Esteves, Juan Gomez Reynoso, and Indira Guzman)	Experiences in Online Education (AMCIS 2017 Panel Report), <i>Communications of the Association for Information Systems; Vol. 45</i> . https://aisel.aisnet.org/cais/vol45/iss1/24/
6	2020	McKenna, Brian	The Kiddie Tax: Can You Secure a Refund? <i>TaxNote</i> , 167(3), 439-443
7	2019	Mengova, Evelina	What Determines Energy Production from Renewable Sources? <i>Journal of Strategic Innovation and Sustainability</i> , 14 (4). https://doi.org/10.33423/jsis.v14i4.2168
8	2019	Rajadhyaksha, Ujvala (with Korabik, K. K., Lero, D. S., Zugec, L., Hammer, L. S., Beham, B.	The Work-Family Interface Around the World: Implications and Recommendations for Policy and Practice, <i>Organizational Dynamics</i> ; https://doi.org/10.1016/j.orgdyn.2019.01.001
9	2019	Zhao, Jun	Haier's Acquisition of GE Appliances. <i>Journal of Business Diversity</i> , 2019, Vol. 19, Issue 4, p. 111-119

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

Faculty	Positions/Organizations	Term
David Green	President, Association for Systems Special Interest Group on Education (SIGED)	2020
	President-Elect and SIGED Conference Chair	2019
Carlos Ferran	Conference Co-Chair, The 25th Americas Conference for Information Systems;	2019
	Editor in Chief, RELCASI	2007-Present
William Kresse	American Bar Association Advisory Commission on Election Law	2020
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

College of Business Faculty Awards

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. Uday Shinde (<https://gsunews.govst.edu/uday-shinde/>)
- Faculty Teaching Award: Mr. William Kresse
- Faculty Research Award: Dr. Wonsuk Cha
- Faculty Service Award: Dr. Carlos Ferran

Faculty Spotlight

Dr. Tricia Kerns, Senior Lecturer, Management



Governors State University's Professor [Tricia Kerns](#), a [Supply Chain Management](#) professor and a Lean Six Sigma-certified industry expert, is a leader with the university's [Supply Chain Innovation Center and Business Incubator \(SCICBI\)](#), the state's only supply chain incubator. Here, she reflects on how the COVID-19 pandemic will impact businesses and advises owners how to protect their bottom line.

Dr. Kerns was recently featured in the *GSU News* and shared her expertise about how business owners can lessen the negative impact of COVID-19. Dr. Kerns offered some tips along with this bit of insight: "In this time of uncertainty, the state of our supply chain network can determine if our business landscape will ever be pre-COVID-19 virus again...From planned forecasts to future projections, consumer behavior will most likely be forever changed. Regardless of what industry you are in, your company's flexibility will be tested on survival rather than profitability and earned market share. Our economy's ability to rebound will depend on how adaptive our supply chain network is post-COVID-19."

Read more at: <https://gsunews.govst.edu/governors-state-supply-chain-expert-offers-tips-to-business-owners/>

Dr. Michael Williams, Associate Professor of Finance



As Governors across the nation work to determine how to begin lifting shelter-in-place regulations, the issue of the economy’s survival has played a pivotal role. [Governors State University Finance](#) Professor [Michael Williams](#) predicts the damage the pandemic will have on the already tenuous economy. Recently, in an article published on the *GSU News* website: “Dr. Williams speculated that the economy could take even longer to recover from the pandemic because it was still vulnerable from the Great Financial Crash of 2008-2009...” Dr. Williams illustrated his position in the following manner: “If we were on a boat in the ocean and we discovered a hole, it would be fixable. But with our current economy, we’re in a leaky boat with five to ten different holes in a hurricane.”

Still, Dr. Williams sees some hope in this situation. He is quoted in the article (cited below): “We have the rare opportunity to sit back and take a deep breath—when we’re not in the middle of trying to save a job or care for our children—to think about where we are, and how we want to spend the next 30 years. How can we improve things? Do we want to keep burning the candle at both ends or find something more sustainable, economically and socially? This is an opportunity to perfect on what we have. If managed correctly, we could come out of this in a better place than where we started”

Read more at: <https://gsunews.govst.edu/an-economic-soap-opera-a-gsu-experts-view-of-the-pandemic/>

Goal 4. 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 past five years (2014-2019). Table 3 below shows fall semester COB total enrolled student during this period as well as Spring 2020 enrollment. COB’s total enrolled student headcount remained stable during this period, while the university’s total enrolled headcount declined significantly. COB’s undergraduate enrollment was flat during the first four years and declined slightly in 18-19. In the meantime, COB graduate enrollment experienced some volatility, and the growth between FA 14 and FA 19 was 12% (from 140 in FA 14 to 157 in FA 19). The upward trend in COB graduate enrollment continues in Spring 2020, with total graduate enrollment reaching 161. This positive trend is continuing into Summer 2020 and Fall 2020, 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 15.6% in Fall 2019.

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

College of Business	FA 14	FA 15	FA 16	FA 17	FA 18	FA 19	5 YR Change	SP 20*
COB Enrollment	742	749	776	756	738	743	0%	720
Undergraduate Enrollment	602	584	605	606	600	586	-3%	559
Graduate Enrollment	140	165	171	150	138	157	12%	161
MBA	93	93	95	101	87	95	2%	89
MSA	43	55	48	32	35	34	-20%	41
MSMIS	15	18	31	17	16	16	0%	17
MS HRM						12	NA	14
GSU Total	5776	5938	5819	5185	4857	4789	-17%	4525
COB/GSU Total	12.8%	12.6%	13.3%	14.6%	15.1%	15.6%		15.9%

*Included only to show current trend

Table 4. COB Retention Rates 2014-2019

Retention (Undergraduate)	AY 14 – 15	AY 15 – 16	AY 16 – 17	AY 17-18	AY 18-19
	(N=263)	(N=273)	(N=257)	(N=252)	(N=262)
Retained at GSU (One Term)	79.50%	78.80%	78.20%	78.57%	73.9%
Retained in College (One Term)	74.90%	75.80%	73.90%	73.41%	69.8%
Same Degree Program (One Term)	71.90%	72.20%	72.00%	73.41%	68.3%
Same Concentration (One Term)	68.40%	69.20%	69.60%	70.63%	67.2%
Retention (Graduate)	AY 14 – 15	AY 15 – 16	AY 16 – 17	AY 17-18	AY 18-19
	(N=85)	(N=93)	(N=79)	(N=74)	(N=77)
Retained at GSU (One Term)	78.80%	79.80%	75.90%	79.70%	77.9%
Retained in College (One Term)	77.60%	74.50%	74.70%	79.70%	76.6%
Same Degree Program (One Term)	77.60%	72.30%	74.70%	79.70%	76.6%
Same Concentration (One Term)	77.60%	72.30%	73.40%	77.03%	76.6%

Table 5. Graduates by COB Programs

Degrees Awarded	13/14	14/15	15/16	16/17	17/18	18/19
Undergraduate Programs	149	150	153	141	150	162
Graduate Programs	40	41	68	74	54	33

Goal 5. Financial Growth and Resilience: Diversify COB's revenue streams to ensure resources that are necessary for institutional growth and fiscal sustainability.

The College of Business has an annual budget of \$4.4M in FY20. In FY21, its annual budget will be \$4.7M, including three new full time positions: one staff position (Director of the new Supply Chain Innovation Center and Business Incubator), and two faculty positions (one in Business Analytics, the other in Human Resource Management/Management). During the period of 2015-2021, COB's annual budget increased steadily from \$4.2M in FY16 to \$4.7M in FY21, allowing the college to allocate more resources to support its strategic goals, especially innovative initiatives in academic program development, enrollment growth, faculty and staff development, and stakeholder engagement.

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.

Governors State University became a member of the statewide [Illinois Innovation Network \(IIN\)](#) system, led by the Office of Vice President for Innovation and Economic Development, University of Illinois System, in late 2018. Utilizing anticipated capital funding from the state of Illinois, COB established a [Supply Chain Innovation Center and Business Incubator \(SCICBI\)](#) as its IIN hub in late 2019. SCICBI 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.

In the 2019-2020 academic year, a [small advisory](#) board was formed to provide advice and advocacy for this new hub. SCICBI leadership has worked with the Association for Supply Chain Management (ASCM), Council of Supply Chain Management Professionals (CSCMP), Prairie State College, Olive Harvey College, OAI, and Chicago Southland Economic Development Corporation to develop partnerships which will help it deliver its services starting Spring 2020.

In March 2020, SCICBI submitted a concept proposal: Fostering Supply Chain and Logistics Innovation in Chicago Southland, in competition for the 2020 Build to Scale (B2S) Venture Challenge program. The concept proposal was one of 138 proposals out of 609 submitted that received "encourage" response from the funding agency, Economic Development Administration. A full application for \$578K in operational funds over three years to support SCICBI's services, was submitted on June 14, 2020. If funded, funds from the grant will support SCICBI's operations and provide resources for hardware/equipment, software/databases, expert-in-residence, and other activities.

SCICBI was also invited to join University of Illinois University Transportation Center (UTC) consortium in April 2020. As a partner in their Safe and Secure Autonomous Transportation and 3D Mobility (SSAT-3DM) grant application, SCICBI will provide services as a sub-grantee if funding is awarded by the Department of Transportation. SCICBI's role is to help disseminate the research finding and innovations in SSAT-3DM to industry partners in our region, and help educate K-12 students and community college students in TDL disciplines acquire skills in these cutting edge technologies.

COB leadership continues to work with GSU's Institutional Advancement Office in seeking additional funds from corporate foundations and individual donors to diversify its revenue stream and support its strategic initiatives.

Goal 6. 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.

Business Week 2019



COB hosted its inaugural Business Week program in September 2019. The three-day event included a keynote presentation by world renowned strategy scholar and consultant Dr. Rita McGrath of Columbia Business School, a business career and internship fair, and networking dinner where outstanding COB alumni were inducted to COB Alumni Hall of Achievement. COB students, alumni, faculty and staff engaged with industry and business partners in these professional events and enhanced the college's external impact in the community.



College of Business Inducts First Alumni Hall of Achievement Members

During Business Week 2019, five outstanding COB alumni were inaugural inductees to COB Alumni Hall of Achievement:

Curtis J Crawford, Ph.D (BA in Business Administration, 1979)



Dr. Curtis Crawford received the Lifetime Achievement Award for his contributions to his profession, as well as to Governors State University, where he earned a Master's Degree in Business Administration in 1974.

As founder of XCEO, Inc., Dr. Crawford serves as President and Chief Executive Office of the consulting firm that specializes in personal leadership development and corporate governance products, services, and support.

Rick D. Blasgen (BA in Business Administration, 1983)



President and Chief Executive Officer of the Council of Supply Chain Management Professionals (CSCMP) in Lombard, IL. Blasgen began his career with Nabisco, working in a regional customer service center in Chicago. Blasgen graduated in 1982 from Governors State University with a Bachelor's Degree in Business Administration with an emphasis on finance.

In the world of supply chain hubs, Governors State is well positioned for success, he said. "This university, this college, is very important to this region."

Angela Hickey (BS in Accounting, 1996)



Angela is CEO of Levenfeld Pearlstein, LLC. A mission-driven leader, Hickey has created and worked closely with peer mentoring groups to provide a place where women leaders can share workplace strategies and life experiences. A highly sought speaker and thought leader, Hickey serves as a member of the Board of Directors for Catholic Charities of Chicago, the Council of 100, and the Advisory Board to the Girl Scouts of Greater Chicago and Northwest Indiana.

Recently named to the Governors State Board of Trustees, Hickey has partnered closely with the COB since graduating with her bachelor's degree in accounting in 1996.

James Kvedaras (BA in Business Administration, 1989)



Jim recently retired from CN Rail where he served for nearly a decade as Director of U.S. Government Affairs and cultivated corporate support for the university. In 2019, he was named to the Governors State University Board of Trustees culminating years of support for the university where he earned a Bachelor's Degree in Business Administration in 1989.

In accepting the award, Kvedaras said he was grateful to the university for shaping his life. "GSU modeled me, and made me the man I am today."

Adam Shorter III (MBA, 2004)



Adam Shorter III serves as Director of Academic Business Operation at Loyola University, CEO and President of Shorewood Restaurant Group, and Village of Matteson Trustee. Since graduating with his Master's Degree in Business Administration from Governors State in 2003, Shorter has worked closely with the COB, serving as Vice Chair of the Dean's Advisory Board.

He said Governors State has served as his launching pad. "GSU has been the foundation of what I have become."

Read more at: <https://gsunews.govst.edu/college-of-business-inducts-first-alumni-hall-of-achievement-members/>

Alumni Spotlight

Craig Schmidt (MBA, 2004)



Mr. Schmidt began his career at Prairie State College (PSC) in 1997 as manager of the Community Instructional Center and then senior director of workforce training and services before leaving PSC in 2005 to lead education and training programs for Blue Cross and Blue Shield Association. In March of 2014, Mr. Schmidt returned to Prairie State College as Vice President of Community and Economic development. He left that position in June 2020.

In his combined 13 years at PSC, Mr. Schmidt has focused on workforce development and collaborating with local businesses and organizations to increase the talent pipeline. As vice president, he oversaw various departments at the college, including non-credit career training and personal interest programs, corporate and continuing education, adult education and literacy, the Conference Center, apprenticeship programs, and the mobile training centers.

On behalf of the College of Business, Mr. Schmidt serves in leadership positions with numerous organizations, including The Chicago Southland Chamber of Commerce, Homewood Area Chamber of Commerce, and Calumet Area Industrial Commission. He also is a member of the Chicago Southland Economic Development Corporation, the Chicago Southland Convention and Business Bureau, and Chamber 57.

Read more at: <https://www.linkedin.com/in/craig-schmidt-a3771017/>

Richard Smolik (MBA in Supply Chain Management, 2014)



Richard Smolik, an alumnus of [Governors State University](#), graduated with his [Bachelor of Arts in Interdisciplinary Studies](#) in 2011 and his [Master of Business Administration in Supply Chain Management](#) in 2014. Mr. Smolik has worked as an executive chef in famous kitchens across the world before switching to supply chain management.

Mr. Smolik developed a recipe for success as a chef; however, the culinary world demanded too much time away from his wife and children so he decided to change careers. As a member of Governors State University's first graduating class for supply chain management, Smolik was propelled to his new career as the Transportation Manager for Fuchs Lubricants Company in Harvey, Illinois. He welcomes the challenges of his new profession with confidence.

Read more at: <https://gsunews.govst.edu/governors-state-offered-perfect-starter-course-for-career-change/>

Stacy Crook (MS in Accounting, 2007)



Ms. Crook had been enjoying the fruits of a decade-long, successful accounting career when she enrolled in the [Master of Science in Accounting](#) program at [Governors State University](#) (completed in 2007). With an MBA already in hand and solid investment experience under her belt, an ambitious Crook set her sights on earning her certified public accounting (CPA) license. Governors State University fit nicely into her vision. But once Crook enrolled, she decided to pursue a second master's in accounting in addition to taking classes for her CPA.

Some 13 years later, Crook is now looking for a way to give back to the institution that embraced her goals and accelerated her career.

"There is incredible knowledge at Governors State University. My professors were able to bring their field experience into the classroom, and it helped move me forward," said Crook, who today is Director of Investment Accounting at Asset Allocation & Management Company, LLC (AAM), responsible for the accounting and reporting of approximately 28.6 billion in assets under management (as of September 20, 2019) for roughly 80 insurance companies across the globe.

Read more at: <https://gsunews.govst.edu/governors-state-multiplied-her-career-successes/>

Goal 7. 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.

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

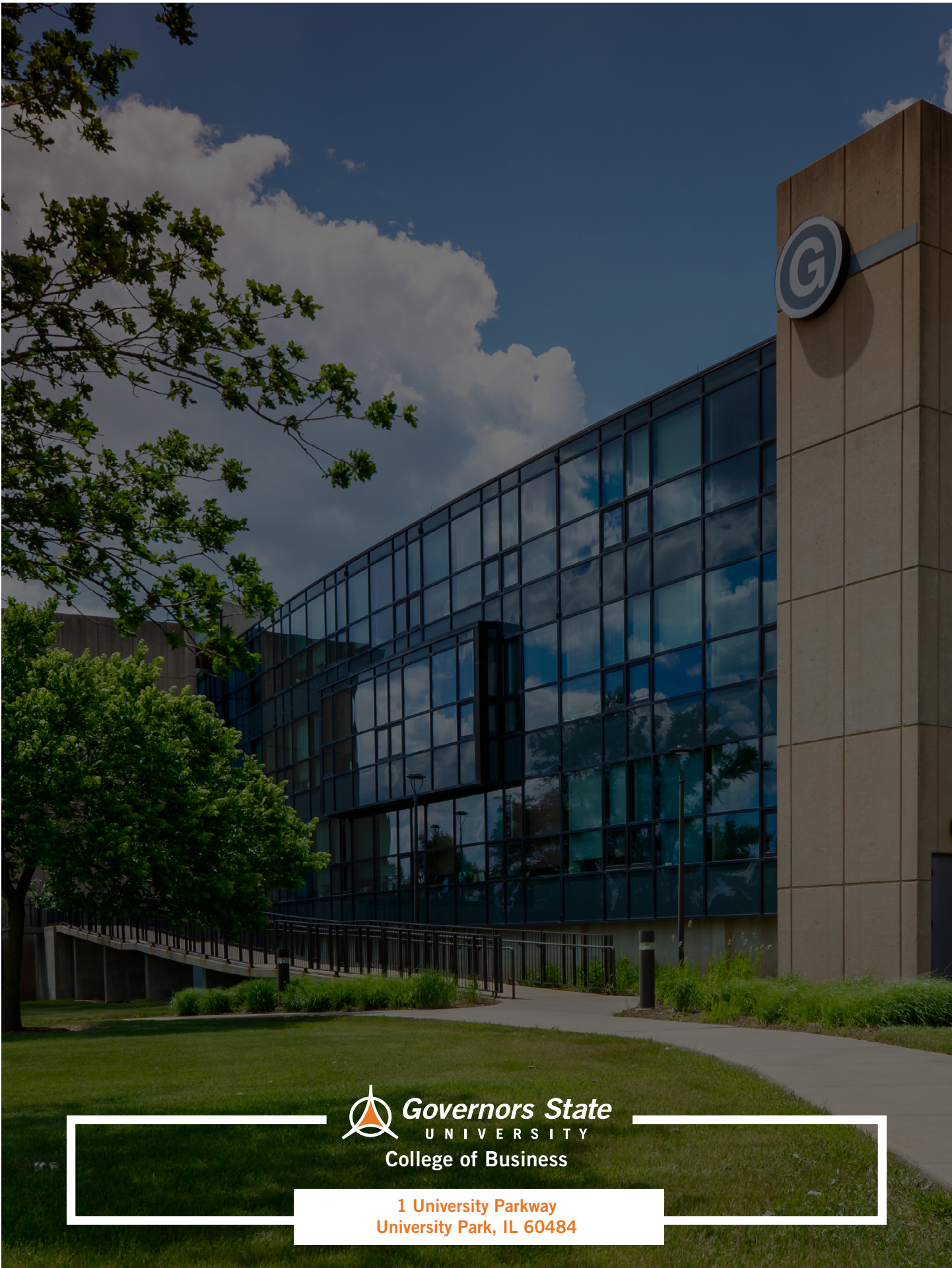
Research and Service Projects	Faculty	Presentations/Publications
A monthly workshop on religious and economic development projects to strengthen minority communities	Anthony Andrews	Workshops in the Bronzeville neighborhood of Chicago
Providing expert comments on fraud prevention and related topics	William Kresse	Various local TV stations
Conducted weekly sessions of mindfulness practice, and developed intervention for students with behavioral issues in the classroom	Uday Shine	The Peace Center, an alternative school for students from School District 205 (Dolton, IL)

Goal 8. Continuous Improvement: Develop and sustain a climate of continuous improvement that is defined by evidence-based decision-making focused on enriching the student experience.

The COB’s Strategic Management Committee updates and reviews progresses in achieving the college’s strategic goals. It meets regularly to review Key Performance Indicators and communicates to faculty and staff about progress on these indicators.

The COB’s Advisory Board also reviews these reports regularly, and provides feedback to college leadership for continuous improvement.

Each semester, a Student Retention Roundtable is held with student representatives and COB leadership and academic advisors, to collect student input on programs, course offering, scheduling, advising, and other services the College provides to our students. An exit survey is conducted at the end of each semester to collect student feedback and reflections on their educational experience. This feedback is reviewed and analyzed by college leadership to identify areas for improvements and devise action plans to implement those improvements.



Governors State
UNIVERSITY

College of Business

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