

GOVERNORS STATE UNIVERSITY



Annual Report

2020 – 2021

COLLEGE OF BUSINESS

GOVERNORS STATE UNIVERSITY

College of Business 2020 – 21 Annual Report

TABLE OF CONTENTS

Message from the Dean	3
I. Goal 1: Academic Excellence	
MS in Human Resource Management program	4
New MS in Business Analytics program	4
Five Year BSA/MSA	4
Financial Planning Minor	4
II. Goal 2: Student Success	
Foundation Scholarship Recipients	5
Student Spotlight	6
Student club activities	7
Accounting Students Recognized as Mary T. Washington Wylie Scholars	7
Beta Gamma Sigma	7
Career and Internship Ready Initiative	7
Virtual International Consulting Project	7
III. Goal 3: High Quality Faculty and Staff	
COB Faculty Publication, 2020 -2021	8
COB Faculty Serving on Editorial Board and Other Academic Organizations	9
COB Faculty Awards	9
Faculty & Staff Spotlight:	
Dr. Mucahit Kochan	9
Mr. Reggie Greenwood	9
IV. Goal 4: Enrollment Management	
Enrollment Trend	10
Retention Rate and Graduation	10
V. Goal 5: Financial Growth and Resilience	
Budget Summary	11
Industry partnerships:	
EDA Build to Scale grant for GSU's Supply Chain Innovation Center and Business Incubator	11
Donor Spotlight:	
Mr. Donald Morrison	12
VI. Goal 6: Visibility, Outreach, and Economic Catalyst	
Business Week 2020	12
Alumni Hall of Achievement Inductees	13-14
Alumni Spotlight	14
VII. Social, Ethical, and Environmental Responsibilities	
Faculty Research/Service Projects on Social, Ethical and Environmental Issues	14
VIII. Continuous Improvement:	
SMC and COB Advisory Board	14
Student Retention Roundtable and Exit Survey	14

MESSAGE FROM THE DEAN



The 2020/2021 Academic Year has been a challenging and exciting year in many ways. As we continue to deal with the challenges caused by the global pandemic, GSU's College of Business also made tremendous progress in achieving its strategic goals. This year, we concluded our Vision 2020 strategic plan, and started a new five-year plan, [Strategy 2025](#). It is also the self-study year for our first AACSB Continuous Improvement Review (CIR) visit.

In this annual report, we share many accomplishments of COB faculty, students, and alumni, as well as several exciting partnerships the College has developed and nurtured with the business community this year.

Continuous improvement, engagement, innovation and impact are the key themes of [AACSB](#) accreditation. We are always improving our curriculum and programs to maintain rigor, relevance, and competitiveness. During this academic year, we started a new [MS in Business Analytics](#) program. COB also added a [5-year BSA/MSA track](#), and a new [financial planning minor](#), among other curriculum and program improvements.

[COB faculty](#) continue to engage in active teaching, research, and service, and have made great contributions to our students' learning. Our faculty also contribute to the business community with their consulting and corporate training services.

Our students make us proud with their academic successes, and leadership and volunteer activities. Many COB students found success on the job market upon graduation, ready to contribute to the business world with the knowledge and skills acquired at GSU.

We continue to engage with our alumni to enhance the connections with our vast alumni network. This year, we inducted three outstanding alumni to the [COB Alumni Hall of Achievement](#) program. We are excited about the achievements of our outstanding alumni and their contributions to their professional community.

This year, COB made major strides in engaging the business community in our region. The newly established [Supply Chain Innovation Center and Business Incubator](#) (SCICBI) was awarded \$578,875 in [Build to Scale grant](#) by the Economic Development Administration (EDA), to support its operations. SCICBI is well positioned to contribute to the workforce and economic development of GSU's service region.

We look forward to your ongoing support as we continue to build GSU's College of Business to be the choice school for high quality talents in business and economics in Chicago's metropolitan region.

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 started enrolling new students in the Fall 2020 semester.

MS IN HRM PROGRAM:

The [Master of Science in Human Resource Management](#) degree program prepares 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 (Fall 2019), and 23 in the second year (Fall 2020). Students in this program come from different professional backgrounds, ranging from business to computer science, to humanities.

MS IN BUSINESS ANALYTICS PROGRAM (REVISION FROM MS IN MIS):

The College of Business launched its 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 focuses 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.

Even though the global pandemic has caused many admitted students to defer their enrollment, this new program had 7 students enrolled in its first semester, and 14 in the second semester. We have received a record number of applications from international applicants for Fall 2021 start. As we move more courses to in-person in Fall 2021, more international students will enroll, positioning the program to achieve enrollment growth in coming semesters.

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 enrolled in the Bachelor of Science in Accounting and Bachelor of Arts in Business Administration - Finance Concentration programs.

GSU's Online MBA program continues to be recognized for its high quality. It was ranked as the [No. 3 Online MBA program in Illinois in 2020](#).

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 2021 College of Business Annual Honors Reception was held virtually on April 22, to recognize the achievements of COB's students, faculty and staff. 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 2020

American Logistics Association Scholarship

*Thomas Gonzalez
Mylethea Green
Marcus Whitaker
Diamond Jones*

Donald and Helen Morrison Endowed Scholarship in Business

*Sircon Grey
Diamond Jones*

Donald Dolan Endowed Business Scholarship

LeNora Taylor

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

*Lydia Boone
Melissa Bova
Tiffany Burnham
Monique Campbell
Linita Collins
Mary E. Comens
Jacelyn Douglas
Kristin Eglar
Asia Harris
Kayra Haywood
Kenya Jenkins
Grace Gloria Kapichi
Daishia Murry
Ellen Naughton*

Lorainne Fontana Endowed Memorial Scholarship

*Milica Maras
Sondos Issa
Ruba Mustafa
Sandra Perez Alfaro
Amanda Spayer*

Scholarship for Finance and Accounting Students

*Maryam Abuissa
Clay Brisco
Denzel Vance-Cousin*

Wilbur L. Morrison Endowed Scholarship in Business

*Maira Gutierrez
Michael Ibrahim
Lonzo Lynn
Omar Mohamed
Renaee Pierce
Kanisha Ragland
Eman Samra
Ciara J. Stingley*

STUDENT SPOTLIGHT

Fabian Cambron, *MS in MIS (Security Analyst, Edwards Elmhurst Health Care)*



Fabian Cambron started his bachelor's degree in [information technology](#) in 1994, while juggling a full-time job as well as a family. [Governors State University](#) catered to the needs of Cambron, who received his [Bachelor of Science in Information Technology](#) in 2015—over a decade later.

Working as a Security Analyst for Edward-Elmhurst Hospital, Cambron returned to GSU in 2018 and is now graduating with a [Master of Science in Management Information Systems](#).

Read more: <https://gsunews.govst.edu/graduate-profile-its-never-too-late-to-get-your-degree/>

Annalee Knap, *BA in Business Administration*



For Annalee Knap, the reasons to transfer to [Governors State University](#) were simple: an excellent reputation, scholarships and accessibility.

Between a [Merit Tuition Waiver](#) awarded to her based on her academics at Moraine Valley Community College, and a flexible school schedule that let her work full-time as a florist while she completed her degree, Knap knew her degree was possible with GSU.

Now graduating with a [Bachelor of Arts in Business Administration](#) with a concentration in Finance, Knap is one step closer to her dream job as a forensic accountant for the FBI.

Read More: <https://gsunews.govst.edu/graduate-profile-from-florist-to-fbi-accountant/>

Marshall Holsapple, *MBA (Area Manager, Amazon, Matteson Distribution Center)*



Upon the completion of his service contract with the Marine Corps, Marshall chose to pursue his BA and MBA within the field of Supply Chain Management. As a veteran, it was extremely important to Marshall that he works with a university that values and understands past military experiences, while enabling all veterans to be successful on their higher-education journey. This led him to discover the Governors State University College of Business. Along with the exceptional help and assistance provided by Kevin Smith and the Veteran's Resource Center, Marshall was able to complete both degrees at an accelerated pace. Throughout this experience, Marshall was given the resources and tools to excel, along with personalized assistance from faculty members, who truly cared about his successes within and outside of the classroom. Dr. Tricia Kerns is one such faculty member who spent additional time and effort to ensure that students thoroughly grasped challenging material in comprehensive fashion. Additionally, she provided valuable real-world context for how classroom concepts will be applied in realistic business scenarios.

For these reasons, Marshall is happy to say that his time at GSU's College of Business has been a pivotal time in his life. Overall, the College of Business has provided him with the foundation to excel and apply advanced business concepts, while complementing and working in tandem with his past military experience.

Marshall is starting his new position as an area manager at Amazon's Matteson Distribution Center, in July 2021.

Colton Kraska, *BSA, MSA, KPMG (Audit Intern)*



Colton received his Bachelor of Science in Accounting from Governors State University at the end of the Spring 2021 semester. Since then, he has returned to pursue both Master of Science in Accounting and the 150 credit hours required to sit for the CPA exam. At the university, Colton will continue his work as a Student Ambassador in the GSU Admissions Office. He will also continue to serve as the President of both the Accounting, Finance, & Economics club and the Beta Gamma Sigma honor society. Additionally, Colton has the opportunity to work as a graduate assistant for the GSU College of Education. This past year, Colton has had the opportunity to work for some of the largest accounting firms in the world. During the winter busy season, he worked as an audit intern for KPMG. During the summer, Colton worked as an audit intern for RSM. In addition to these incredible opportunities, Colton will work as a tax intern for Deloitte in

the Summer of 2022.

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 2021. Angel Scott, Brittany Frausto, Dyaln Webb, and Mitzi Soto participated in the two-day virtual program in January 2021. Fifteen GSU accounting students participated in this program designed to increase minority student participation in accounting professions since 2018, and many have received scholarships and landed internships that helped them advance their academic and professional careers.

Beta Gamma Sigma Honor Society

Nineteen 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 19, 2020. [Ms. Shameka Greene](#), of Accenture, member of GSU's College of Business Advisory Board, and [Dr. Stephen Wagner](#), Professor of Management, were recognized as honorary business and faculty inductees at the virtual 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 again recognized as a "High Honors" chapter in 2020.

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 2020-2021 academic year, several COB students were placed in internship positions at [Ciarlette & Robbins](#), Ernst & Young, KPMG, Deloitte, and more companies in the region.

In Spring 2021, 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.

VIRTUAL CONSULTING PROJECT WITH BRAZILIAN COMPANIES

While the global pandemic made it impossible to conduct traditional study abroad trips, COB collaborated with Campus B to provide a virtual consulting opportunity for GSU students and their peers from Brazilian university in Spring 2021. Students enrolled in "Special Topics on Management" virtually teamed up with students at Brazilian universities to help Brazilian companies solve real-world business problems. Dr. Tinting (Tina) He, Assistant Professor of Marketing, who was instructor for this special topics course, said the project allowed students to put what they learned in class to the test.

Read more at: [Governors State Business Students Advise Brazilian Companies \(govst.edu\)](#)



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 2020-2021 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 2020-2021

	YEAR	FACULTY	TITLE
1	2020	Anthony Andrews	Volatility and Persistence in the Automobile Industry: Persistence as a Signal of Brand Loyalty. <i>Competition Forum</i> , 18 (1 &2), 80-96
2	2020	Brian McKenna	Round Three: The Supreme Court Takes up the Affordable Care Act, <i>Midwest Law Journal</i> , (2020, No. 1), 40-48.
3	2020	Sebastien Mary (with K Shaw, L. Colen, & S. Paloma)	Does agricultural aid reduce child stunting? <i>World Development</i>, 130, 104951
4	2020	Sebastien Mary (with K. Mishra)	Humanitarian food aid and civil conflict. <i>World Development</i>, 126, 104713
5	2021	Sebastien Mary (with A Stoler)	Does Agricultural Trade Liberalization Increase Obesity in Developing Countries? <i>Review of Development Economics</i>
6	2020	Evelina Mengova	What determines investment in renewable energy? <i>Journal of Strategic Innovation and Sustainability</i>, 15 (6), 22-38
7	2020	Sudipta Roy	An effective exercise for teaching statistical process control: Quality control in tooth-pick manufacturing. <i>Operations Management Education Review</i> , 14
8	2020	Sudipta Roy	COVID-19 Induced: Transition from classroom to online mid-semester: Case study on faculty and students' preferences and opinions. <i>Higher Learning Research Communications</i>
9	2020	David Green (with M. Williams and S. Cekin)	Bitcoin and the cross-market effects of the Mt. Gox Meltdown. <i>Issues in Information Systems</i> , 21 (3), 245-252
10	2021	Wonsuk Cha	Cannot give you because of living on the top of castle: CEOs, corporate philanthropy and firm age. <i>Society and Business Review</i>
11	2021	Wonsuk Cha (with Ujala Rajadhyaksha)	What do we know about corporate philanthropy? A review and research directions. <i>Business Ethics: A European Review</i>, 1-25
12	2020	Wonsuk Cha	The effects of resilience and familiarity on the relationship between CSR and consumer attitudes. <i>Social Responsibility Journal</i>
13	2021	Ujala Rajadhyaksha (with Wonsuk Cha)	What do we know about corporate philanthropy? A review and research directions. <i>Business Ethics: A European Review</i>, 1-25
14	2020	Hyunkyung Jang	Answering for yourself versus others: Direct versus indirect estimates of charitable donations. <i>Psychology and Marketing</i>, 38 (3), 397-415
15	2021	Uday Shinde (with U Shinde, A Hill, J Harden and C Adams)	Effect of Daata mindfulness training on accounting students: results from a randomized control trial, <i>Accounting Education</i>, 30: 3, p 277-303
16	2020	Tingting He	Information overload and interaction overload as two separate attributes of information overload syndrome. <i>Journal of Enterprising Culture</i> , 28 (3)

TABLE 2: COB FACULTY SERVING ON EDITORIAL BOARD AND OTHER ACADEMIC ORGANIZATIONS

FACULTY	POSITIONS/ORGANIZATIONS	TERM
David Green	President Association for Information Systems	2020 2019
Carlos Ferran	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:** Professor Alice Keane
- **Faculty Teaching Award:** Mr. Jeffrey Alfano
- **Faculty Research Award:** Dr. Ujvala Rajadhyaksha
- **Faculty Service Award:** Dr. Chelsea Vanderpool

FACULTY AND STAFF SPOTLIGHT

Dr. Mucahit Kochan



The financial world fascinates [Governors State University](#) Finance Professor Mucahit Kochan, who has a master’s degree in accounting and information management, and a doctorate in finance. Rather than become an accountant, he opted to research investments, risk management, and empirical corporate finance. A member of the American Finance Association (AFA) and Financial Management Association (FMA), Dr. Kochan has presented his work at several national academic conferences.

At Governors State, Kochan teaches a variety of courses at both graduate and undergraduate levels in the [College of Business](#). He recently sat down with the [GSU Newsroom](#) to discuss the GameStop phenomenon that saw the gaming merchandise retailer’s stock skyrocket and then plummet, leaving members of Congress and investors scratching their heads.

To Governors State students and other new investors, Kochan offers this savvy advice, “Know the difference between gambling and investing. If you want to double your money in two days, four days, we’re talking about gambling,” he said.

Read more at: [Governors State Expert Explains Robinhood’s Game Stop \(govst.edu\)](#)

Mr. Reggie Greenwood



Alongside COVID-19, another major news story of the last year focused on the triumphs and trials of the worldwide supply chain.

From record-breaking Amazon delivery rates to March’s massive hold-up in the Suez Canal, the logistics industry finds itself front and center in discussions about the future of commerce in a complex and changing marketplace.

At Governors State University’s [Supply Chain Innovation Center and Business Incubator](#) (SCICBI), Director Reggie Greenwood said the pandemic hastened several logistics innovations that are revolutionizing the way products move along the supply chain.

Read more at: <https://gsunews.govst.edu/gsu-supply-chain-expert-foretells-leaps-in-logistics-technology/>

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 (FA 2015-FA2020). Table 3 below shows fall semester COB total enrolled students during this period. COB's total enrolled student headcount increased about 2.2% over the five-year period. COB's undergraduate enrollment was down 2.4%, while the graduate enrollment went up 13%.

As the university's total enrollment continued to decline during this period, COB's share of GSU total student headcount grew from 12.61% in Fall 2015 to 16.3% in Fall 2020.

COB continues to work closely with the Admissions, Office of International Services, the Dual Degree Program, and other units in recruiting high quality undergraduate and graduate students to its programs. Several COB faculty and staff members participated in the university's Strategic Enrollment Plan (SEP) project. Strategy recommendations resulting from this campus-wide project supported by RNL, an industry leader in educational consulting, will be implemented starting Fall 2021, with positive impact on future enrollment.

TABLE 3. COLLEGE OF BUSINESS FALL ENROLLMENT (HEADCOUNT), 2015-2020

	FA 15	FA 16	FA 17	FA 18	FA 19	FA 20	1 YEAR CHANGE	5 YEAR CHANGE
COB Total Headcount	749	776	756	736	741	757	2.16%	1.07%
COB Undergraduate Total	584	605	606	598	584	570	-2.40%	-2.40%
COB Graduate	165	171	150	138	157	187	19.11%	13.33%
GSU Total Headcount	5938	5819	5185	4857	4789	4650	-2.90%	-21.69%
GSU Undergraduate	3570	3517	3326	3262	3206	3022	-5.74%	-15.35%
GSU Graduate	2368	2302	1859	1595	1583	1628	2.84%	-31.25%
COB HC/GSU HC	12.61%	13.34%	14.58%	15.15%	15.47%	16.28%		
COB UG/GSU UG	16.36%	17.20%	18.22%	18.33%	18.22%	18.86%		
COB GR/GSU GR	6.97%	7.43%	8.07%	8.65%	9.92%	11.49%		

Source: [GSU Profiles of Academic Majors](#)

TABLE 4. COB RETENTION RATES 2015-2020

Retention (Undergraduate)	AY 15 – 16	AY 16 – 17	AY 17-18	AY 18-19	AY 19-20
	(N=273)	(N=257)	(N=252)	(N=262)	(N=268)
Retained at GSU (One Term)	78.80%	78.20%	78.57%	73.9%	75.7%
Retained in College (One Term)	75.80%	73.90%	73.41%	69.8%	73.1%
Same Degree Program (One Term)	72.20%	72.00%	73.41%	68.3%	72.0%
Same Concentration (One Term)	69.20%	69.60%	70.63%	67.2%	69.4%
Retention (Graduate)	AY 15 – 16	AY 16 – 17	AY 17-18	AY 18-19	AY 19-20
	(N=93)	(N=79)	(N=74)	(N=77)	(N=77)
Retained at GSU (One Term)	79.80%	75.90%	79.70%	77.9%	81.6%
Retained in College (One Term)	74.50%	74.70%	79.70%	76.6%	76.9%
Same Degree Program (One Term)	72.30%	74.70%	79.70%	76.6%	77.6%
Same Concentration (One Term)	72.30%	73.40%	77.03%	76.6%	74.4%

TABLE 5. GRADUATES BY COB PROGRAMS

Degrees Awarded	14/15	15/16	16/17	17/18	18/19	19/20
Undergraduate Programs	150	153	141	149	162	133
Graduate Programs	41	56	59	54	33	32

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 \$4.7M in FY21. During the period of 2016-2021, COB's annual budget increased steadily from \$4.2M in FY17 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.

The Supply Chain Innovation Center and Business Incubator (SCICBI), received \$578K in Build to Scale grant to support its operations. This three-year grant will provide funds to purchase databases, equipment, and hire part-time experts in residence for GSU's IIN hub. SCICBI also received a \$50K in Southland Economic Transformation grant to support its supply chain training programs.

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 established a [Supply Chain Innovation Center and Business Incubator](#) (SCICBI) as its [Illinois Innovation Network \(IIN\)](#) 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 2020-2021 academic year, under the guidance of its [advisory](#) board, SCICBI started to offer several professional certification preparation programs, including the CLTD by Association for Supply Chain Management (ASCM), SCPro Level 1 and SCPro Fundamentals by Council of Supply Chain Management Professionals (CSCMP), and Certified in Global Business Professional (CGBP) by NASBITE. SCICBI received \$50,000 grant funds from the Southland Economic Transformation (SET) initiative, managed by the South Suburb Mayors and Managers Association, to support its training programs in supply chain and related fields.

[Four hundred thousand dollars in capital funds](#) were allocated to GSU by the state to renovate a vacant building on GSU's campus to be the future home of SCICBI. A full-time director was hired in August 2020. The COB also was the recipient of [\\$578,884 U.S. Economic Development Administration](#) Build to Scale grant to support SCICBI operations. These grant funds will be used to purchase hardware and equipment, software and databases, and other resources needed to provide SCICBI services, hire part-time experts-in-residence, and pay for travel and other contractual services.

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.

DONOR SPOTLIGHT

Donald Morrison's Generosity Lives On



When [Governors State University](#) student T'Kayla Clayton reflects on the academic journey that will culminate in a [Bachelor of Arts Business Administration](#) this spring, she thinks of people like Donald Morrison, a local businessman and longtime supporter of Governors State students.

In the late '90s, he established the Donald and Helen Morrison Scholarship in Business. Each year, the scholarship awards \$1,000 each to multiple students who express an interest in a career involving an entrepreneurial role in business or industry with preference given to students interested in retail business.

Morrison also established the Wilbur L. Morrison Endowed Scholarship in memory of his brother in the late '90s. The scholarship also awards multiple students \$1,000, with the only stipulation being the students be pursuing a degree in business.

Since 2018, a collective 30 scholarships have been awarded from the Morrisons' scholarships (a total of \$175,000 since inception) to students like Clayton.

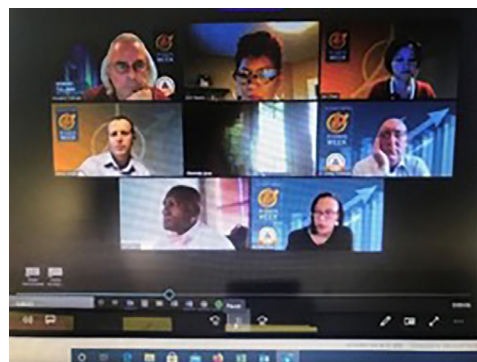
Morrison recently passed on his 98th birthday and Clayton is grateful she had the opportunity to thank him in person.

Read More at: [Donald Morrison's Generosity Lives On \(govst.edu\)](#)

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 2020

COB hosted its second annual Business Week program virtually in October 2020. The two-day event included a keynote presentation by CSCMP President Rick Blasgen, a business career and internship fair, and a virtual COB Alumni Hall of Achievement event featuring closing keynote speaker Howard Tullman. 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. COB also held a virtual internship and career fair during this year's Business Week. Recruiters from Amazon, Chubb Insurance, Ciarlette & Robbins LLP, Elkay Manufacturing, Gallagher, Holland LLP, Panduit, Topel Forman LLC, and others participated in the virtual job fair and recruited COB students for various positions.



COLLEGE OF BUSINESS INDUCTS THREE OUTSTANDING ALUMNI HALL OF ACHIEVEMENT MEMBERS

During Business Week 2020, three outstanding COB alumni were inaugural inductees to COB [Alumni Hall of Achievement](#):

Edward Hobson (BA, 2010)



Edward Hobson has nearly two decades of experience in various supply chain roles at fortune 500 organizations. He started his career at UPS where he held several leadership roles in operations at their large Chicagoland Area Consolidation Hub. From there he moved on to Anixter International continuing in operations management and after two years moved on to distribution accounting as a Sr. Accountant. After holding that role for 4.5 years, he returned to supply chain operations as an Inventory Control Manager for Office Depot. After holding that role for ten months, he was promoted to Senior Manager of Supply Chain Operations. During that time, he was able to lead several transformative initiatives including creating the forecasting methodology for volume for each process path at his site. He also completed his ASQ Certified Six Sigma Green Belt and Black Belt certifications and utilized this knowledge to make sustainable process improvements and train additional CSSGB leaders.

After five years at Office Depot Edward moved on to Amazon as an Operations Manager in their Inbound Cross Dock network. After assisting in turning around a large west coast operation, Edward was promoted to Sr. Operations Manager leading the Joliet, IL IXD night shift operation. With Amazon's expansion in Illinois Edward moved to the Amazon Robotics customer fulfillment site in Monee, IL in March of 2018. While there, he led the inbound night shift operation and led a turnaround of the ship dock operation in the first half of 2019. Always looking to learn more and take on new challenges, Edward moved to the production planning team in June of 2019. In his current role as Sr. Manager of Business intelligence & Analytics, he leads the team that is working towards moving the planning process towards full automation through machine learning modeling.

Edward is a proud alumnus of Governors State University having graduated with a BA in Business Administration/Finance.

Joi Mondisa (MBA, 2010)



Joi Mondisa, PhD, is an Assistant Professor in the Industrial & Operations Engineering Department and an Engineering Education Faculty Member at the University of Michigan. She earned her Ph.D. in Engineering Education and an M.S. degree in Industrial Engineering from Purdue University; an M.B.A. degree from Governors State University; and a B.S. degree in General Engineering from the University of Illinois at Urbana-Champaign. Prior to her graduate studies, she worked as a professional in the areas of manufacturing, operations, technical sales, and publishing for ten years. She also served as an adjunct faculty in the Engineering Technology Program at Triton College in River Grove, IL for seven years.

Dr. Mondisa is a rising mentoring scholar and a recipient of the prestigious National Science Foundation's (NSF) Early CAREER award. In her research, she examines mentoring underrepresented populations in STEM; mentoring experiences and intervention programs in higher education; and learning experiences in engineering education. In addition to receiving grant awards, Mondisa has served on NSF review panels and as an educational consultant.

She is a member of the American Society for Engineering Education and co-founder and president of the No Longer Forgotten Network, a 501c3 non-profit organization. Dr. Mondisa is the recipient of the University of Michigan's Dr. Willie Hobbs Moore Aspire, Advance, Achieve Mentoring Award (2018); Creativity, Daring, and Innovation Award (2019); and MLK Spirit Award (2020). For a list of her publications, grant awards, and civic engagement, visit her website at: [ioe.engin.umich.edu/people/mondisa-joi/](http://engin.umich.edu/people/mondisa-joi/)

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/>

ALUMNI SPOTLIGHT

Jake Lee (BSA, 2019; MSA, 2021)



In 2016, [College of Business](#) Advisory Board member Jacob «Jake» Lee was elected auditor of Kankakee County. In August, before the end of his first term, Lee filed suit against the county, its board, and its chairman, all in an effort to do his job.

In the world of politics, Lee might sound like a guy with a grudge, but this two-time [Governors State University](#) student is fundamentally committed to following proper procedure. Its a principle reinforced by his coursework at the university, he said.

A 2018 graduate of GSU's undergraduate [Accounting program](#), Lee is pursuing a master's degree at his alma mater. This will not only be his second degree from GSU, but it will also be his second master's degree. Lee, who said he re-enrolled at Governors State to sharpen his accounting skills as Kankakee's auditor, already holds a Master of Business Administration degree from a another university.

Read More at: [GSU Connections: Jake Lee \(govst.edu\)](#)

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
Humanitarian Food Aid and Civil Conflict	Sebastien Mary	World Development 126, 104713
What determines investment in renewable energy?	Evelina Mengova	Journal of Strategic Innovation and Sustainability, 15 (6), 22-38
What do we know about corporate philanthropy? A review and research directions.	Ujvala Rajadhyaksha and Wonsuk Cha	Business Ethics: A European Review, 1-25

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 progress 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. This year, under the leadership of the Strategic Management Committee, COB faculty and staff revised its mission and vision, and also developed a new strategic plan, Strategy 2025.

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. This year, the global pandemic prevented us from conducting in-person retention roundtables. As its replacement, a student success survey was administered in Fall 2020 and Spring 2021.