

Warrington College of Business Administration
Hough Graduate School of Business
UF MBA Programs

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MBA Committee Meeting Minutes
April 25, 2016
338 Hough Hall – 1:00PM

Members in attendance: Dr. Alan Cooke (chair), Dr. Amir Erez, Dr. Joel Houston, Dr. Stephen Asari, Dr. Subhajyoti Bandyopadhyay.

Also in attendance: Dr. Alex Sevilla, Kara Cupoli, and Tara Hollow.

I. Approval of February 16th, 2016 meeting minutes

- *Committee voted to approve the February 2016 minutes.*

II. Global Immersion Experience – Discussion of learning outcomes and deliverables.

- Kara gave a quick review from what was discussed at the last meeting and asked if there were any thoughts and feedback from the committee regarding academic rigor for this program. She asked all to review the provided syllabus.
- Dr. Erez asked what the criterion is for evaluating the students. Kara replied that there is nothing centrally established and it would be beneficial to ask experienced faculty members for a synopsis of criteria they've used in the past.
- Dr. Erez then asked if it was just an easy A. Kara answered that is part of the concern and there is variance depending upon which faculty member is teaching it.
- Dr. Subhajyoti asked if there was consistency in grades with particular instructors. Kara answered that the grading is very subjective and there are only three assignments.
- Dr. Cooke asked if the individual participation grading was equally subjective. Kara responded yes. However, there is no rubric for participation.
- Dr. Houston asked if there should be a template or minimum standards. Kara said yes to establish consistency. She believes that there could be pushback from students participating on different trips and having vastly different grading.
- Dr. Asare suggested essentially doing a pass/fail. Kara said that it's a concern that if they do go to a pass/fail that the course will not be taken seriously. There have been pass/fail courses in the curriculum in the past and they weren't taken seriously. It's also difficult to decide what the threshold is to pass or fail.
- Dr. Asare then suggested letting the students know up front what the expectations are in order to pass.
- Dr. Houston believes that it should be a positive experience and not focused on checking off boxes in order to earn a grade.
- Kara said there is a challenge because the trips occur within different stages of the program. For someone traveling in their first semester, quite a bit goes over their head if there is no preparation on the front-end.

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- Dr. Houston asked if there was a better way to motivate than just grades. Kara said she hasn't found any and that the students seem to care just enough.
- Kara said there's quite a bit of feedback of lack of rigor.
- Dr. Sevilla added that it's hard to get a B in our program, a student really has to try to get a bad grade in a class.
- Kara asked to keep in mind this is only a 2 credit class when evaluating the level of rigor and course work.
- Dr. Sevilla shared that there is a need for more rigor and criteria for grading, but it needs to be someone outside of the program to evaluate and help make that decision. It would be interesting to have all faculty members involved give feedback.
- Kara said that the trip pre-work has potential to improve the experience for the students and make more learning outcomes.
- Dr. Sevilla suggested doing a detailed survey to recent trip attendees so the feedback isn't entirely faculty and administration feedback.
- Dr. Cooke added that it sounds like once the criterion is established it would be beneficial to have training for the faculty so there's consistency across the board.

III. Leading Teams – Evaluation Management Department request to have this class to count towards Strategy concentration.

- Kara shared that the management department had proposed to have this course count towards a Strategy concentration. It is now part of the Human Capital concentration which is awaiting approval. Since there is not one department that owns Strategy, it is up to the MBA Committee to decide whether or not the Leading Teams course makes sense for Strategy. It is designed primarily for students interested in consulting.
- Dr. Cooke asked how many courses are currently in Strategy. Kara answered that this class would make 7 or 8. Dr. Cooke asked how that compared to other concentrations. Kara said that this will put it on par with Supply Chain Management and Real Estate & Urban Analysis.
- *The committee voted to approve.*

IV. Assurance of Learning – Review data, discuss recommendations, and MBA program will provide update on data collection methods.

- Goal 1: Competency
 - Dr. Cooke said that he recommends that this gets expanded to all cohorts. Kara said that's not possible due to variance in the faculty teaching. Given the number of faculty that teach this course it's unlikely to have measurement from every cohort. For example some are doing the Capsim simulation and others are doing a case.
 - Dr. Houston asked why there is lack of data presented. Kara answered that data was not collected last year and data from fall 2015 is not included. They are trying to decide how to interpret the data.

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- Kara said data is collected, evaluated and as a committee we evaluate what we should do differently.
- Goal 2: Leadership
 - Dr. Cooke said that it would be beneficial to have measurement across all the cohorts in a way that's not just connected to a course, but rather is team situated.
 - Kara added that what they are doing with 360 is leadership-specific, which will be good.
- Goal 3: Critical Thinking
 - Dr. Cooke says suggested an entry and exit evaluation to measure changes. Kara agreed and said that oral presentation is quite difficult to measure because there's one presentation. Dr. Cooke asked if his suggestion was even reasonable with that being said. Kara said she was unsure and thinks there needs to be more exploration.
 - Dr. Cooke said if you have thoughts send to him via email within a week or so. He will then draft something and send it out to the committee.
 - Dr. Sevilla shared that he finds it interesting that the competency and critical thinking that the online program performance being lower. He sees two vantage points, those programs receive more applications than all the other programs, but the yield is also lower. Assessing the student quality is important. It is also important to evaluate how those programs function and whether or not the online mechanism is a good measurement.
 - Dr. Cooke said he has more ideas he will email Dr. Sevilla.

V. Discuss utilization of Team Mate for program-wide team evaluations to assist with issues related to individual contributions on team projects.

- Kara explained that they are implementing a 360 evaluation, it's a leadership assessment. She is hopeful that there will be some usable leadership data. At the last meeting it was discussed to have a uniform rubric with team evaluations for faculty to include in classes. She shared the tool of TEAMMATE and said that research shows that if people know they're being evaluated they're more likely to perform. It allows us to collect some team and leadership data more uniformly.
- Dr. Houston asked for clarification on who students were evaluating. Kara said the students would only evaluate who they were working with.
- Dr. Cooke asked how many Full-Time MBA courses do not have any team component. Kara replied that over the course of the program about 50% of the coursework is team. She also said that she has learned from the first year students that there is no team work currently in Mod 1 and very minimal in Mod 2 which is causing some issue.
- Dr. Cooke shared when he teaches WP MBA's he allocates the points that each team earns on the basis of peer evaluations. Doing the TEAMMATE across classes doesn't help him at all. Kara clarified that it's more helpful in Dr. Cooke's situation if they just do a class-

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by-class basis and just give professors the resources. She added that may be the case for everyone.

- Dr. Erez suggested that there could be a leader board so students are aware how they're comparing to others in their class.
- Dr. Cooke asked that there be some very strong expectations around this at the very beginning of the program.
- Kara added between the TEAMMATE and Leadership 360 it should generate some nice ROI data.
- Kara said that the feedback from the committee is valuable and she will speak with Tawnya in making this usable for faculty. If the committee approves, we would present to faculty and then administer at the end of every semester.
- Committee determined to recommend utilization of TEAMMATE to faculty to use in classes. Kara will lead effort to inform and educate faculty summer 2016.