Management & Entrepreneurship

Annual Report

YE 2012-2013
EXECUTIVE SUMMARY

STRAATEGIC HIGHLIGHTS

2012 proved to be a difficult year for the Department of Management & Entrepreneurship.

- Our Chair of 3 years stepped down
- We lost 3 faculty members – 2 tenure-track faculty and a Visiting Professor
- Our next Chair stepped down after serving only a short time
- An Interim Chair served ably for the remainder of the year amidst a climate of turmoil and rancor as a result of the personnel upheaval
- The Chair position was filled permanently on Jan. 1, 2013.

Beyond that:

- We began work on a new Management major
- We graduated 265 students with a Business Administration major and 31 students with a Business Administration minor or Leadership or Entrepreneurship Concentration.

OPERATING HIGHLIGHTS

- Schottland Scholars "graduated" another great group of students
- Thanks to the efforts of our Dean and Interim Chair, Rhonda Mack, we were able to secure a permanent position for our Administrative Assistant
- The Department sponsored a number of student groups who traveled abroad
- We made offers, and filled 2 positions: 1) The Director of the Center for Entrepreneurship, and 2) Instructor. A third offer was made for an Assistant Professor but was refused by the candidate.

LOOKING AHEAD

- In the next academic year we plan to seek and obtain approval for a new Management Major and introduce at least 2 new courses to support the new major.
- We will also fill the open Asst. Professor position which will bring us up to a full contingent of full-time, permanent faculty.

Thomas W. Kent, Ph.D., Chair
Department of Management & Entrepreneurship
School of Business
College of Charleston
May 17, 2013
The Department of Management and Entrepreneurship consists of 9 full-time faculty and 11 part-time faculty who are Executives or Entrepreneurs – in-Residence or Adjunct Faculty. The Department enrolls between 250 to 500 students each semester who major in Business Administration and/or minor in Business Administration. The program includes 2 concentrations as options for students.

In the near future the Business Administration major will be replaced by a Management major.

The faculty is actively involved in research and they provide extensive service to the School of Business, the College and to the community.
The School of Business

THE MANAGEMENT & ENTREPRENEURSHIP DISCIPLINES FROM A NATIONAL PERSPECTIVE

The Management & Entrepreneurship Department prepares students for careers in today’s challenging world of business by delivering a comprehensive program of academics, technology, and leadership. A diverse business core and a variety of electives constitute an accredited curriculum that is based on the liberal arts and sciences foundation for which the College of Charleston is so well known.

As such the Department believes organizations have an obligation to optimize the “Triple Bottom Line;” that is, to achieve financial, ecological, and social objectives in increasingly competitive global markets.

As teachers, we seek to prepare our students to be global citizens who will think and act systemically regarding the multiple purposes of creating and managing organizations in this responsible way.

Through our faculty service we reach out to the greater community, creating business relationships and partnerships. We serve as a resource to international, national, regional and local organizations.

The Department is made up of a world-class faculty comprised of 9 full-time tenured and tenure-track members, and 11 Executives-in-Residence, Entrepreneurs-in-Residence and Adjunct members. These faculty numbers include faculty that teach at the North Campus.

The faculty members take pride in the fact that their research represents a variety of disciplinary perspectives. As such they are scholars in the areas of Entrepreneurship, Leadership, Strategy, Organizational Behavior, and Management Learning.

ACADEMIC DEGREE PROGRAMS

The department confers the Business Administration degree and offers two concentrations and one minor. The concentrations are in Entrepreneurship (ENTR) and in Leadership, Change and Social Responsibility (LCSR). During the year we had 265 majors in the Spring and 483 majors in the Fall. We had 19 ENTR concentrators in the Spring and 21 in the Fall. Additionally, we had 12 LCSR concentrators in the Fall and 17 in the Spring.
THE SCHOOL OF BUSINESS

Majors
- Business Administration

Concentrations
- Leadership, Change, and Social Responsibility
- Entrepreneurship

Minors
- Business Administration
- Leadership, Change, and Social Responsibility

CENTERS OF EXCELLENCE
- The Department houses the Center for Entrepreneurship. The Center hosts student programs, community outreach programs that foster entrepreneurial understanding and activities within the state and outreach programs to global communities.
VISION STATEMENT
The College of Charleston School of Business will be the region’s access to global business education. Each student increasingly thrives with a personalized experience and will be prepared for opportunities in a borderless business world.

MISSION STATEMENT
The School of Business “is dedicated to creating and facilitating educational experiences that provide our students with the knowledge and skills necessary to be lifelong learners and managers and to be socially responsible in the global economy”.

SCHOOL GOALS
In previous years, the SB’s learning goals centered around four areas: Global Awareness, Problem Solving Ability, Ethical Awareness and Social Responsibility, and Effective Communications. The SB recently updated the learning goals as follows:

• COMMUNICATION SKILLS: Students will demonstrate the ability, via both the written and spoken word, to effectively present, critique, and defend ideas in a cogent, persuasive manner.

• QUANTITATIVE FLUENCY: Students will demonstrate development of relevant computational skills.

• GLOBAL CIVIC RESPONSIBILITY: Students will be able to integrate knowledge and skills in applications that facilitate student articulation and response to social, ethical, environmental and economic challenges at local, national and international levels.

• INTELLECTUAL INNOVATION AND CREATIVITY: Students will be able to demonstrate their resourcefulness and originality in addressing unscripted problems by applying and building upon knowledge and life experience.
STRATEGIC PRIORITIES AS THEY RELATED TO THE COLLEGE’S STRATEGIC PLAN

• Strategy 1: Enhance the Undergraduate Core
• Strategy 2: Develop Nationally Recognized Graduate Programs
• Strategy 3: Develop and Retain a Highly Qualified and Diverse Faculty and Staff
• Strategy 4: Recruit, Enroll and Retain An Academically Distinguished, Well-prepared and Diverse Study Body
• Strategy 5: Enhance Co-Curricular and Extracurricular Programs For the Holistic Education of Students
• Strategy 6: Align Administrative and Academic Policies and Procedures to Support the College’s Purpose and Achieve Its Envisioned Future
• Strategy 7: Provide Up-to-Date Facilities and Infrastructure to Enhance Academic, Co-curricular and Extra-curricular Programs
• Strategy 8: Collaborate with Local, National and International Institutions To Leverage Higher Education For a Stronger South Carolina
• Strategy 9: Pursue National Recognition for the College to Charleston’s Personalized Liberal Arts and Sciences Education and For the Distinctive Features of Its Undergraduate and Graduate Programs
Program Accomplishments

UNUSUAL CURRICULAR OFFERINGS

• MGMT 445 – Seminar in Entrepreneurship. Conducted jointly by Dr. David Desplaces and Tommy Baker this program brings successful entrepreneurs into a seminar setting to meet with students and discuss the topics of starting up new ventures, managing small businesses and other entrepreneurial subjects.

• MGMT 360 – SIFE Presentation Team. This course prepares teams of students from our SIFE program (Students in Free Enterprise) to present business ideas in a national competition.

• MGMT 360 – Ecopreneurship. The only course of its kind in the country, this program challenges students to think about starting successful green companies.

FIRST-YEAR EXPERIENCE AND REACH

• The Department taught one First Year Experience with the Computer Science Dept. It covered business principles with an emphasis on web services and enterprise applications.

• MGMT 105/CSCI 115 – Business Principles and Web Applications Fall 2012

• FYSM146 – Business Skills, Student Leadership Fall 2012

ON-LINE COURSES

• Summer 2012
  • MGMT 105 Introduction to Business 3 credits
  • MGMT 325 International Management 3 credits

• Spring 2013
  • MGMT 301 Organizational Behavior 3 credits - North Campus

INTERDISCIPLINARY COURSES

Interdisciplinary courses include:

• With Hospitality and Tourism: MGMT 360 – Destination Management – Dubai, UAE
• With Environmental Studies we offer Ecopreneurship cross-listed as EVSS 695.

INTERNSHIPS

• Fall 2012
  • Alvi, Muhammad – EconoLodge Hotel
  • Burke, Rich – Allen Lund Company
  • Hoke, Robyn – Bosch
PROGRAM ACCOMPLISHMENTS

- Landgrebe, Paige  American Lung Association

Spring 2013
- Drake, Wilds  Milestone Partners, LLC
- Martin, Cody  Pro Performance Baseball Academy
- Mitchell, Paige  Carolina yacht Club
- Otten, Chris  BoomTown, ROI
- Ruth, Hannah  Susan G. Komen Lowcountry Affiliate
- Silvernale, Aleksandra  ROASTe.com
- Strawn, Madeline  Charleston Magazine – Charleston Fashion Week
- Ulbrich, Greg  A Snappy Event

INDEPENDENT STUDIES

- **Summer 2012**
  - David Desplaces  MGMT 260  3 crs  *Special Topics: Business of Culture – Paris, France*
  - Holland Williams  MGMT 420  1 cr  *Professional Assessment of Merrill Lynch*

- **Fall 2012**
  - Howard Rudd  MGMT 420  3 crs  *Feasibility Study for Solar Energy Company*
  - Howard Rudd  MGMT 420  3 crs  *Wholesaler Software Solutions Development & Sales*
  - Tom Kent  MGMT 420  3 crs  *An Investigation of Organization Development*
  - Howard Rudd  MGMT 420  3 crs  *Peer Facilitator & Leadership Development*
  - Tom Kent  MGMT 420  2 crs  *Study of the Union vs. Non-Union Aspects of Boeing Corp.*

- **Spring 2013**
  - Trent Salvaggio  MGMT 420  3 crs  *A Multi-Dimensional Study & Investigation: Group Level Conflict – A More Thorough Understanding*
  - Trent Salvaggio  MGMT 420  3 crs  *Strategic Analysis*
  - Elise Perrault  MGMT 420  3 crs  *Theory Building & Empirical Methods in Management Research*
  - Elise Perrault  MGMT 420  3 crs  *Think Differently Forum (4 students)*
  - Howard Rudd  MGMT 420  3 crs  *Leadership & Company Culture Research & Development*
  - David Desplaces  MGMT 420  3 crs  *A Comprehensive Guide to the Management of a Study Abroad Experience*
PROGRAM ACCOMPLISHMENTS

INTERNATIONALIZATION/GLOBALIZATION
The Department has an extensive program of globalization of its courses and student programs both within its courses as well as through its research efforts. This is in line with the emphasis by the School of Business on globalization. To that end we aim to enhance both students’ exposure to international viewpoints and their understanding of global business behavior. Thus we offer the following challenges and opportunities to students:

- We partner with professors and universities in Europe to develop conversations across cultures regarding ethics and values in our MGMT 350 course
- In class we hold discussions regarding the changing work environment, cross-cultural work values, etc.
- We sponsor speakers discussing international perspectives on issues
- We require readings that incorporate global issues
- We conduct, and discuss in class, research related to global management and leadership issues
- We visit global and international companies to help broaden students’ perspectives globally
- We focus on the differences in management issues from a local to a global perspective
- We sponsor student groups that travel abroad to help communities in Cameroon, Kenya, Dubai, etc.

Additionally, our faculty give presentations and conduct studies internationally.

Global Scholars Faculty
- Dr. David Desplaces – French
- Dr. Elise Perrault-Crawford – French

Short-term, Faculty-led Overseas Programs included:
- David Desplaces  MGMT 260  Business of Culture – Paris, France
- David Desplaces  MGMT 420  3crs  A Comprehensive Guide to the Management of a Study Abroad Experience
- David Desplaces  MGMT 360  – Destination Management – Dubai, UAE
- David Desplaces  MGMT 360  3 crs  Kick IT Forward - Cameroon, Africa

PERSONALIZED EDUCATION
- David Desplaces  HONS 499  3 crs  Micro Financing in Africa (Bachelors Essay)
- David Desplaces  MGMT 360  3 crs  International Social - Cameroon, Africa
PROGRAM ACCOMPLISHMENTS

PERSONALIZED EDUCATION

The following is a summary of the departments’ contribution to a more personalized education:

- Bachelor’s essays:
  - David Desplaces  HONS 499  6 crs  *Micro Financing in Africa (Bachelors Essay)*- 2 students
  - Dave Hansen  HONS 499  6 crs  *Entrepreneurship in the Arts (Bachelors Essay)*- 1 student/2 semesters.

- Internships for Academic Credit (12 students)
- Independent Study projects (16 students)
- Mentoring: Many of our faculty members mentor students, often more than one student, throughout the year notably Howard Rudd, Kelly Shaver, Trent Salvaggio, David Desplaces, and Dave Hansen amongst others.

INTERNSHIPS

Fall 2012

- Alvi, Muhammad  EconoLodge Hotel
- Burke, Rich  Allen Lund Company
- Hoke, Robyn  Bosch
- Landgrebe, Paige  American Lung Association

Spring 2013

- Drake, Wilds  Milestone Partners, LLC
- Martin, Cody  Pro Performance Baseball Academy
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- Silvernale, Aleksandra  ROASTe.com
- Strawn, Madeline  Charleston Magazine – Charleston Fashion Week
- Ulbrich, Greg  A Snappy Event

STUDENT GROUPS

*Students In Free Enterprise (SIFE/Enactus)*, made up of 62 students, carried out several projects, most notably their *Kick IT Forward* project took “used but useful technology” – computers, etc. to Cameroon, Africa. *CUBE (Cougar Undergraduate Business Enterprise)* located off the Beatty Center Atrium was an enterprise run by students in this group. While our young entrepreneurs learned the basics of running a small business, they provided the rest of us the convenience of grabbing a cup of coffee or snack. Dr. David Desplaces was their supervisor.
**Program Accomplishments**

**Entrepreneurship Night** is an off-campus discussion group between students and local entrepreneurs conducted by Dr. David Hansen once each month.

**Think Differently Forum** is an event conducted by Dr. Elise Perrault that challenges students to think differently through discussions with outside guests and a presentation by an invited speaker.

**Schottland Scholars** is a formula for 15 hand selected students – the best of the best – that includes visits to regional businesses, study forums, guest speakers and projects.

**Events**

- **iGO Idea and Business Plan Competition  (April 2013)**

  Sponsored by the CofC’s School of Business, the competition is designed to stimulate and encourage innovation and entrepreneurship. This year the competition consists of three categories:

  - *The idea competition* is based on a three minute elevator pitch about a future product, service or charitable activity you are thinking about launching to market. It cannot be an established or already planned business.
  - *The business plan competition* is based on an already well-planned product, service or charitable activity (have or are writing a business plan, part of course process at the College, etc., i.e., not just an idea). Top 5 business plans will be invited to present to a panel of judges and given 5 minutes to pitch their business with 3 minutes of Q&A.
  - *The Green Cup (In Partnership with the Sustainability Office)* Seeks to promote better understanding of sustainability and its practice. Participants can create a 3 minutes or less YouTube video about sustainability in our community.

The iGO Competition is a tremendous opportunity for entrepreneurial-minded CofC students to come together to showcase their ideas/concepts for either a business or promotion of sustainability. A successful, diverse group of business owners from the LowCountry serve as judges for the competition.

The contest is open to almost any type of product, service or charitable activity a proposed for-profit business would offer. However, an individual/team’s chance of winning improves if the entry is judged as having more potential to succeed in the real world.

Open to all Majors, under-graduate and graduate.
• **National Expo 2013 – Kansas City, MO  (May 2013)**
  The CofC *Enactus* team (sponsored by the School of Business) was selected as one of the 2nd runner-ups (top 60 teams competing in nationals for year 2013) at the National Expo in Kansas City (second time this award has been given to the *Enactus* team in its history - since 2004).

  The team was also recognized as top 3 finalists for the o.b. Ocean Sustainability project for its Low Country Goes Green project (oyster recycling project). Congratulations to students Holly Davis, Sean Hooper, Stephanie Schnabel, Nicole Watches, Kesha Rainey, Peyton McGuire, and Alex Pappas with the support of Sarah Cielinski and Allison Woodruff who worked very hard to earn this recognition.

• **Think Differently Forum: Topic “Fast Food Vindication”  (March 2013)**
  Guest Speaker: Lisa Tillinger Johansen, MS,RD  
  (Former McDonald’s insider turned nutritionist and dietitian and now author)

  This Forum represents the minority point of view on a controversial cultural topic, challenging the mainstream opinion and assumptions of the campus community. The purpose is to facilitate and inspire open-minded debates among the CofC community thus encouraging attendees to think outside the box.

• **Gala & Silent Auction  (November 2012)**
  “Possibilities Without Borders” hosted its fifth annual *A Global Affair: Gala & Silent Auction* benefitting “Kick IT Forward”! This year’s event was held in The Beatty Center.

  Continental sponsor: Comparecards.com;  Sponsors & Supporters: College of Charleston School of Business, Eventa Bella, ICE BOX and Event Doctors, Piggly Wiggly, David Emch Photography, Southend Brewery & Smokehouse
PROGRAM ACCOMPLISHMENTS

Events that are in line with our global/diversity outlook for the School of Business:

- **“Kick IT Forward” Enactus/SIFE teams - Cameroon, Africa (March 2013)**

  This is how some of our students spent their Spring 2013 break: the “Kick IT Forward” team (Enactus/SIFE) went to Cameroon where they worked to empower women with micro loans, promote hygiene through education and most importantly soccer. **The CofC group worked with Universite des Montagnes and Universite Catholic d’ Afrique Central on micro-finance projects and entrepreneurship education.** The students worked to raise the money through internal and external partnerships thanks to School of Business, Center for International Education, Global Business Resource Center, Icwa, Possibilities without Borders, and other entities in the Greater Charleston community. The cargo container was filled with supplies and shipped prior to the actual trip. Among the items delivered were 3,000 notebooks and 1,625 educational care packages and soccer balls for the children.

  The American Embassy in Yaounde posted the story of their journey and displayed how 5 CofC Enactus Students can be ambassadors of goodwill. Students raised over $30,000 including their own travel expenses. The **project was highlighted on the US Embassy website.**


- **Entrepreneurship in the South: Then and Now (February 2013)**

  Panel of entrepreneurs, politicians, city officials and the students - Discussion about growth in the South and what should come next – Reception followed sponsored by the School of Business.

  **Campus Bamboozle (Faculty Game Show) (February 2013)**

  - This event was held to support the **“Kick IT Forward”** project. All Schools from across campus signed up. Professors participated by dressing up and competing for the ‘big prize’.

**SPEAKERS**

**Think Differently Forum: Topic “Fast Food Vindication” (March 2013)**

Guest Speaker: Lisa Tillinger Johansen, MS, RD
WORKLOAD PRODUCTIVITY

Tenure and Tenure-track faculty, their disciplines, and the number of credit hours taught by each:

<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline</th>
<th># Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dehler*</td>
<td>Organizational Theory</td>
<td>470</td>
</tr>
<tr>
<td>Desplaces*</td>
<td>Entrepreneurship</td>
<td>381</td>
</tr>
<tr>
<td>Hansen*</td>
<td>Entrepreneurship</td>
<td>500</td>
</tr>
<tr>
<td>Hodges+</td>
<td>Management</td>
<td>393</td>
</tr>
<tr>
<td>Kent*</td>
<td>Management</td>
<td>470</td>
</tr>
<tr>
<td>Messal*</td>
<td>Management</td>
<td>390</td>
</tr>
<tr>
<td>Perrault*</td>
<td>Strategy</td>
<td>396</td>
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<tr>
<td>Rudd*</td>
<td>Leadership</td>
<td>738</td>
</tr>
<tr>
<td>Shaver*</td>
<td>Entrepreneurship</td>
<td>408</td>
</tr>
</tbody>
</table>

*Academically Qualified

+ Professionally Qualified

Adjunct and part-time faculty credit hours taught:

<table>
<thead>
<tr>
<th>Name</th>
<th>Area of Teaching</th>
<th># Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affonso+</td>
<td>IT</td>
<td>126</td>
</tr>
<tr>
<td>Cook+</td>
<td>Organizational Behav.</td>
<td>96</td>
</tr>
<tr>
<td>Davidson+</td>
<td>Organizational Behav.</td>
<td>111</td>
</tr>
<tr>
<td>Lever+</td>
<td>International Mgmt</td>
<td>225</td>
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<tr>
<td>Lucash+</td>
<td>Entrepreneurship</td>
<td>90</td>
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<tr>
<td>Murphy+</td>
<td>Communications</td>
<td>165</td>
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<tr>
<td>Reese+</td>
<td>Organizational Behav.</td>
<td>219</td>
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<td>Salvaggio+</td>
<td>Organizational Behav.</td>
<td>543</td>
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<tr>
<td>Walker+</td>
<td>Entrepreneurship</td>
<td>45</td>
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<tr>
<td>Williams+</td>
<td>Communications</td>
<td>16</td>
</tr>
<tr>
<td>Wolter+</td>
<td>Organizational Behav.</td>
<td>162</td>
</tr>
</tbody>
</table>

+ Professionally Qualified

Academically Qualified faculty taught 3,727 credit hours. Professionally Qualified faculty taught 2,191 credit hours. 55.5% of our credit hours were taught by Academically Qualified faculty over the academic year.
DIVERSITY AND PLANS FOR IMPROVEMENT

The Department is made up of 9 full-time tenured and tenure-track professors, and Instructors. We also have 11 part-time instructors who are Adjuncts, Executives in Residence or Entrepreneurs in Residence. Of the full-time faculty 2 are women and none are minorities. Of the part-time faculty 1 is female and none are minorities. We recently lost 2 women – one of whom was a minority – as a result of tenure problems. Two recent searches to fill open positions resulted in no African American finalists. One female finalist withdrew her name from consideration at the last minute before we would have made a job offer to her.

Each search included placing the job ads on listserves that target minorities and African-Americans.

We have one position for which we will be recruiting in the Fall of 2013. We plan to expand our use of African-American targeted listserves for that search.

ACADEMIC PUBLICATIONS

BLAIR-MESSAL

Journals


OIC

Blair, C. A. (2012). Effective management. One-day seminar presented as part of a leadership series for the City of Charleston.


The Smart Leader: the role of cognitive ability in leader development behavior (2013). Contribution to Faculty Highlights on College of Charleston School of Business website.

From the Classroom to the Boardroom: From the President (2012, Spring). College of Charleston Magazine, 6-7.

DEHLER

Presentations


DESPLACES

Journals


HANSEN

Journals


Presentations


KENT

Presentations


PERRAULT-CRAWFORD

Journals


Presentations


RUDDD

Presentations

“Utilizing Relationship Marketing and Partnership Development as Critical Elements for Developing Leadership Programs and Courses: Best Practice” (w/Dr. Tom Kent and Dr. Carrie Blair Messal)


SHAVER

Journals


OIC


Shaver, K. G., 2013. Psychology of entrepreneurial behavior. In A. Fayolle (Ed.) Handbook of entrepreneurship research (this chapter will first be published in French). OIC


SERVICE CONTRIBUTIONS

SERVICE TO THE DEPARTMENT

Dr. Carrie Blair
Curriculum Committee Member
Core Course Coordinator, (2008 – 2009, September 2012 - Present)
  MGMT 301: Management and Organizational Behavior
Selection Committee Member, 2012 & 2013, Assistant Professor of Entrepreneurship/Strategy,
College of Charleston School of Business, Department of Management & Entrepreneurship
Director, Schottland Scholars Program, (2009 – Present)
Coordinator, Schottland Leadership Award, (2009 – Present)

Dr. Kelly Shaver
Selection Committee Member, 2013, Assistant Professor of Entrepreneurship/Strategy,
College of Charleston School of Business, Department of Management & Entrepreneurship

Dr. Gordon Dehler
Selection Committee Member, 2013, Assistant Professor of Entrepreneurship/Strategy,
College of Charleston School of Business, Department of Management & Entrepreneurship

Dr. David Desplaces
Committee Member of two faculty searches (coordinated Skype interviews for one search) 2012 & 2013
Donor coordinating with Colby Rankin
Director, The Center for Entrepreneurship 2012

Dr. David Hansen
Course Coordinator – Principles of Entrepreneurship

Dr. Thomas Kent
Search Committee – Department Chair Position 2012.
PROGRAM ACCOMPLISHMENTS

SERVICE TO THE SCHOOL OF BUSINESS

Dr. Gordon Dehler

Committee on Program Excellence
Faculty Liberal Arts & Sciences Colloquium

Dr. David Desplaces

Faculty Development Committee (member to chair)
International Committee (member)
Faculty Policy Manual Committee

Dr. Thomas Kent

Business School Oversight Committee
Business School MBA Committee

Dr. Kelly Shaver

Served as the College's Faculty Representative to the Federal Demonstration Partnership and as a member of the FDP task force charged with developing the Faculty Workload Survey now completed by more than 13,000 PIs on federal grants nationwide.

Constructed a biotech speaker series supported by my grant that brought to campus the director of the Technology Transfer Office of Johns Hopkins, a world expert on angel financing, and the director of the University of North Carolina's Entrepreneurship Program (which cooperates extensively with the UNC medical school)

SERVICE TO THE COLLEGE OF CHARLESTON

Dr. Carrie Blair

From the Classroom to the Boardroom: From the President (2012, Spring). College of Charleston Magazine, 6-7.

Teach a first-year seminar titled “Business Skills, Campus Leadership: Taking the Plunge (FYSM 146).

Facilitator, 2012, Convocation. Led a group discussion about significant changes in business during the students’ lifetimes, and related these changes to the liberal arts education.

Advisor, 2011-Present, Omicron Delta Kappa Leadership Society

Dr. David Desplaces

North Campus Dean Search
DE Task force
Faculty Development Team (provost office)
CIE Scholarship Committee (review 250 applications a year and designed and coordinated the online submission system)

Dr. David Hansen

Department Senator

Dr. Thomas Kent

College Student Affairs Committee
Faculty House Board
Student-Athlete Faculty Expert (SAFE) Advisor

SERVICE TO THE LOCAL COMMUNITY

Dr. Carrie Messal

Blair, C. A. (2012). Effective management. One-day seminar presented as part of a leadership series for the City of Charleston.

Dr. Kelly Shaver

Served during 2011-2012 as a member of the Search Committee for the Directorship of the MUSC Center for Innovation and Entrepreneurship when asked to do so by Mark Sothmann, the Provost of MUSC

**Dr. David Desplaces**

James Island Connector Run Board
Director of Operations for Possibilities without Borders as well as Global Affair: Gala and Silent Auction committee member
Charleston Business Network (member and facilitate workshop on measuring entrepreneurial activity in low country)
Boy Scout of America day camp director (manage staff of 25 and 110 campers)
Judge for the Idea pitch for the Charleston Chamber of Commerce
Guest speak for Mt. Pleasant Business Association and Kawanis Club

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**SERVICE TO THE PROFESSION**

**Dr. Carrie Blair**

Reviewer of textbooks and journal articles:

- 2012. Leadership and Organizational Development Journal
- 2012. Journal of Management Education, *Special Issue on Assessment*
- 2012. *American Psychological Association Conference, SIOP Division*

Pro-Bono Leadership Assessment and Coaching (2012, Summer):

- Facilitated a 360-degree appraisal and provided feedback for a private-school principal in Greenville, SC.

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**Dr. David Hansen**

Served on Editorial Review board for the *Journal for Research in Marketing and Entrepreneurship*

Electronic Communications Editor for the *Journal for Research in Marketing and Entrepreneurship* – includes maintaining journal presence on social media, especially Twitter (@J_RME)

Reviewer for International Small Business Journal and Journal of Business Venturing

Member Advisory Board for the Global Research Symposium on Marketing and Entrepreneurship.
PROGRAM ACCOMPLISHMENTS

Dr. Kelly Shaver
Served as a reviewer for three scholarly journals and for the Kauffman Dissertation Fellows Program (this is continuing)
Associate Editor, Journal of Small Business Management.
Served as an outside reviewer for a grant proposal submitted to the Netherlands Organization for Scientific Research

Dr. Tom Kent

PROFESSIONAL DEVELOPMENT PROGRAMS

- Dr. Perrault-Crawford -- Distance Education Readiness, Faculty Development Course for Online Teaching, College of Charleston, April, 2013.
- Dr. Trent Salvaggio -- Distance Education Readiness, Faculty Development Course for Online Teaching, College of Charleston, May, 2013.

PROGRAMS INVITED SPEAKERS
Charlotte Beers, Former President & CEO, Ogilvy & Mather.
Mr. Bill Finn, Asten Johnson Corp.
Justin McLain, CEO Endeavor Telecom
Ashley Miller, Author – Common Senseless
Neal Peterson is a South African-born adventurer, solo around-the-world racing yachtsman, global investor and award-winning author of his auto-biography, Journey of a Hope Merchant.
Gabi Dalneekoff, Marketing Director, Sherman Capital Markets
Mike Bosch, The Guerry Group
Dr. Anita Zucker, Chair and CEO, The Intertech Group
Grace Young, government leader
Marty Markowitz, Time-Warner, retired.
Rick Throckmorton, Booz-Allen, retired.
Dr. Garth Cook, Boeing
Meg Gruppo, Conde Nast
Bob Brinson, Halcyon Group
Mr. Bill Scarborough, President and CEO of Atlantic Coast Life Insurance Co.

Mr. Mark Morse, President of Selee

Mr. George Spaulding, General Motors, retired

John Rogers, President and CEO, The CFA Institute.

John Lindsey, Founder and President of Lindsey Self Storage Group

Ron Young currently, Chief Financial Officer for CreatiVasc Medical, LLC

Dr. Jim Hawkes, Co-Founder of ATD or Automated Trading Desk

Giff Daughtridge, Vice President and General Manager of Nucor Steel – Berkeley County, SC

DEPARTMENT STRENGTHS AND WEAKNESSES

Strengths

- An aggressive and talented faculty
- A productive, involved staff member

Weaknesses

- The Department has lost several lines over the recent past. Hence, we have had to hire a number of adjuncts which puts us in jeopardy with the AACSB as far as AQ/PQ numbers.
• We have stopped offering a couple of elective courses because of the loss of full time faculty members.
• Going into the next academic year we will be short one full-time faculty member.
• A faculty group that needs to refocus on the departmental goals as a group and pull together to reach higher as a team.

CURRICULAR DEVELOPMENTS AND CHANGES FOR NEXT THREE YEARS
The Department is working on the development of a Management Major. We are in the early stages of that design. The preliminary "Project Summary" will go to the CHE in November of 2013 and the Proposal itself will go to the CHE in January of 2014.

Informally, we expect enrollment to decline slightly over the next 5 years as more majors are developed – Finance, Marketing, etc. We expect the decline in enrollment to be paralleled by Instructor retirements and the development of, and scheduling of more electives which we have not seen in years. That is, over recent years our faculty numbers have shrunk and the numbers of electives that we have been able to offer have declined. We expect this to reverse itself over the next 3 to 5 years.

DISTINGUISHED SCHOLARSHIPS AWARDED TO SB STUDENTS
Schottland Scholars is a leader development program for exceptional College of Charleston School of Business undergraduate seniors. The Schottland Scholars program develops leadership skills through exposure to a broad range of successful business executives representing diverse industries, organizational cultures, leadership styles, and measures of personal and organizational success. The Schottland Scholars strive to be ambassadors by developing strategic relationships for the Scholars, the School of Business, and the College of Charleston. We are committed individually and collectively to high professional and ethical standards.

Each Scholar is paired with a Mentor to help them through the process. For the class of 2013 the following Scholars were paired with the Mentors listed below. The program is headed by Dr. Carrie Blair-Messal.

Scholars & Mentors for 2013

<table>
<thead>
<tr>
<th>Student</th>
<th>Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Darren Boulton</td>
<td>Jerry Callahan</td>
</tr>
<tr>
<td>Jeff Brooks</td>
<td>Maybank Hagood</td>
</tr>
<tr>
<td>Cronin Cullen</td>
<td>Larry Gillespie</td>
</tr>
<tr>
<td>Lauren Foster</td>
<td>Angel Postell</td>
</tr>
</tbody>
</table>
The Scholars visited several business organizations. Below is a list of the sites visited and the individuals who hosted the Scholars.

**Tour of Organizations – Atlanta, GA August 13-August 17**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Hosts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday Afternoon</td>
<td>Acuity Brands</td>
<td>Joe Jackson, Senior Vice President</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pete Shannin, Strategy and Corporate</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tricia Foster, Manager</td>
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<td></td>
<td></td>
<td>Mark Preseton, VP Suppliers</td>
</tr>
<tr>
<td>Monday Evening</td>
<td>Dinner with Tommy Holder, CEO Holder Construction</td>
<td></td>
</tr>
<tr>
<td>Tuesday Morning</td>
<td>CNN</td>
<td>Adrienne Saputo, Supervisor Integrated Projects</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jack Womack, SVP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Kate Lunger, Senior Executive</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coleman Breland, COO</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rick Davis, EVP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fredericka, Martin Savidge, Kyra Phillips, Anchors</td>
</tr>
<tr>
<td>Time</td>
<td>Activity</td>
<td></td>
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<tr>
<td>-------------------</td>
<td>--------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Tuesday Afternoon</td>
<td>SunTrust</td>
<td></td>
</tr>
<tr>
<td></td>
<td>John Gregg, VP</td>
<td></td>
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<tr>
<td></td>
<td>Elaine Emmons, Director Investment</td>
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<tr>
<td></td>
<td>Andy Goldberg, Associate Healthcare</td>
<td></td>
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<tr>
<td></td>
<td>Todd Shutley, MD</td>
<td></td>
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<tr>
<td></td>
<td>Bill Mault, CFA</td>
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</tr>
<tr>
<td></td>
<td>Matt Williams and Caroline, Analysts</td>
<td></td>
</tr>
<tr>
<td>Tuesday Evening</td>
<td>Dinner with Peter Schottland, American Packaging Company</td>
<td></td>
</tr>
<tr>
<td>Wednesday Morning</td>
<td>Coke</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Brian Kelley, Chief Product Supply Officer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nancy Hunter (coordinated)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lynn Louise, Tour Guide</td>
<td></td>
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<tr>
<td></td>
<td>Chaly Jo Moyen, Director Global Retail</td>
<td></td>
</tr>
<tr>
<td>Wednesday Afternoon</td>
<td>Coke Bottling Facility, College Park</td>
<td></td>
</tr>
<tr>
<td>Wednesday Evening</td>
<td>Atlanta Braves game with Justin McLain, Endeavor Telecomm</td>
<td></td>
</tr>
<tr>
<td>Thursday Morning</td>
<td>Leapfrog</td>
<td></td>
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<tr>
<td></td>
<td>Claire “Yum” Arnold, CEO/Boss Frog</td>
<td></td>
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<tr>
<td></td>
<td>Emmit “Trey” Hawkins, Sage</td>
<td></td>
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<tr>
<td></td>
<td>Andrew Stith, Frog Prince</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Brian Kirsch</td>
<td></td>
</tr>
<tr>
<td>Thursday Afternoon</td>
<td>Spanx</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Laurie Ann Goldman, CEO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hope Walker</td>
<td></td>
</tr>
</tbody>
</table>
## PROGRAM ACCOMPLISHMENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday Evening</td>
<td>Dinner with Larry Mock, Navigation Capital Partners</td>
</tr>
<tr>
<td>Friday Morning</td>
<td>Asten Johnson, Clinton, SC</td>
</tr>
<tr>
<td></td>
<td>Matt Krauss, Plant Manager</td>
</tr>
</tbody>
</table>

### Winter Tour of Organizations – Jacksonville OR Carolinas, January 3-January 4

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Details</th>
</tr>
</thead>
</table>
| Wednesday Evening | Bob McCullough  
                | David Purdue, Former President and CEO of Dollar General  
                | Former President and CEO of Reebok                                     |
| Thursday Morning | The Cloister, Sea Island  
                | Rick Reiss, Managing Director                                               |
|                | Casey Sullivan, Director of Food & Bev                                         |
| Thursday Afternoon | Nocatee and the PARC Group  
                | Richard Ray, Developer                                                       |
| Friday Morning  | The Energy Authority                                                          |

### Monday Evening Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Details</th>
</tr>
</thead>
</table>
| Monday, August 27 | Steve Kincaid  
<pre><code>            | Principal, GSmart                                                            |
</code></pre>
<table>
<thead>
<tr>
<th>Date</th>
<th>Speaker/Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, September 10</td>
<td>Mike Benton</td>
</tr>
<tr>
<td></td>
<td>Lean Enterprise Liason, Asten Johnson</td>
</tr>
<tr>
<td>Monday, September 17</td>
<td>Cindy Grosso,</td>
</tr>
<tr>
<td></td>
<td>Charleston School of Protocol &amp; Etiquette</td>
</tr>
<tr>
<td>Monday, September 24</td>
<td>Mentor Event</td>
</tr>
<tr>
<td>Monday, October 22</td>
<td>Roy Richards</td>
</tr>
<tr>
<td></td>
<td>CEO, Southwire</td>
</tr>
<tr>
<td>Monday, October 29</td>
<td>David Dunlap</td>
</tr>
<tr>
<td></td>
<td>President and CEO, Roper St. Francis Hospital</td>
</tr>
<tr>
<td>Monday, November 12</td>
<td>Madeleine McGee</td>
</tr>
<tr>
<td></td>
<td>President, SCANPO</td>
</tr>
<tr>
<td>Monday, November 26</td>
<td>Nella Barkley</td>
</tr>
<tr>
<td></td>
<td>Cofounder, Crystal-Barkley Group</td>
</tr>
<tr>
<td>Monday, January 14</td>
<td>Robert Martichenko</td>
</tr>
<tr>
<td></td>
<td>CEO, LeanCOR</td>
</tr>
<tr>
<td>Monday, February 4</td>
<td>Marc Chardon</td>
</tr>
<tr>
<td></td>
<td>CEO, Blackbaud</td>
</tr>
<tr>
<td>Monday, February 25</td>
<td>Margaret Young</td>
</tr>
<tr>
<td></td>
<td>Managing Partner, Price Waterhouse Cooper</td>
</tr>
<tr>
<td>Monday, March 11</td>
<td>Case with Bill Finn &amp; Jerry Callahan</td>
</tr>
<tr>
<td>Monday, March 18</td>
<td>Senator Paul Campbell</td>
</tr>
<tr>
<td>Monday, March 25</td>
<td>Mentor Celebration</td>
</tr>
<tr>
<td>Monday, April 8</td>
<td>Don Belk’s Beach IOP Beach House</td>
</tr>
</tbody>
</table>
**Meeting with**
Shirley Hinson, College of Charleston Director of Government Relations

**Special Events**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Details</th>
</tr>
</thead>
</table>
| Thursday, September 27 | Charlotte Beers  
Former CEO, Ogilvy & Mather  
Lunch and Major Event in Wells Fargo Auditorium |
| Monday, November 5  | Charleston Harbor on the Lady Victoria  
Tommy Baker of Baker Automotive  
Dean Alan Shao, School of Business  
Associate Dean Renee Mueller, School of Business |
| Thursday, November 15 | Lunch, Bill Scarborough                           |
| Tuesday, December 4 | Holiday Celebration, Cooks Kitchen                |
| Thursday, March 28  | Meg Gruppo, Executive Director of Human Resources  
Conde Nast                        |
| Thursday, April 18  | Scholar Reflection Dinner                         |
| Saturday, May 4     | Charleston Affair & Reunion                        |
| Saturday, May 11    | Graduation Reception                              |

**Site Visits**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday, September 21</td>
<td>The Evening Post Company</td>
</tr>
<tr>
<td>Friday, October 5</td>
<td>Jerry Callahan</td>
</tr>
<tr>
<td>Friday, November 2</td>
<td>Bosch</td>
</tr>
</tbody>
</table>
### PROGRAM ACCOMPLISHMENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Contact Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday, January 25</td>
<td>ALCOA</td>
<td>Mike Rousseau, Plant President</td>
</tr>
<tr>
<td>Friday, February 8</td>
<td>Intertech with Anita Zucker, CEO</td>
<td></td>
</tr>
<tr>
<td>Friday, February 15</td>
<td>Overnight Visit to Santee Cooper</td>
<td>Lonnie Carter, President and CEO</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sandy Gibson, Caretaker</td>
</tr>
<tr>
<td>Friday, March 15</td>
<td>ATD</td>
<td>Jeff Martin, President</td>
</tr>
<tr>
<td>Friday, April 5</td>
<td>Jim Newsome, President &amp; CEO, SCSPA</td>
<td></td>
</tr>
</tbody>
</table>

### FACULTY AWARDS AND DISTINCTIONS
- **Dr. Gordon Dehler** received 2012 David L. Bradford Outstanding Educator Award from the Organizational Behavior Teaching Society.
- **Dr. David Hansen** won Outstanding Reviewer Award for 2012

### STUDENT AWARDS AND DISTINCTIONS

#### Fall 2012
- **Al Lifton Leadership Award**
  - Christianne Pape
  - Melanie Schimmel

- **Al Lifton Certificate of Achievement**
  - Peter Rief
**Spring 2013**

**Outstanding Student of the Year Award**  Haley Ann Hutchens

**Entrepreneurship Student of the Year Award**  Matthew R. Welch

**Leadership Student of the Year Award**  Alexander J. Rieflin

**Al Lifton Leadership Award**  Celestine Schwab

**Robert J. Brinson, Sr. Entrepreneurial Leadership Award**  Trey Tezza
Contact Information

Dr. Thomas W. Kent, Chair,

Department of Management & Entrepreneurship

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Fax 843-953-5697
kentt@cofc.edu

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