

CoBNews

COLLEGE OF BUSINESS NEWSLETTER

FALL 2014
VOLUME 4 ISSUE 1

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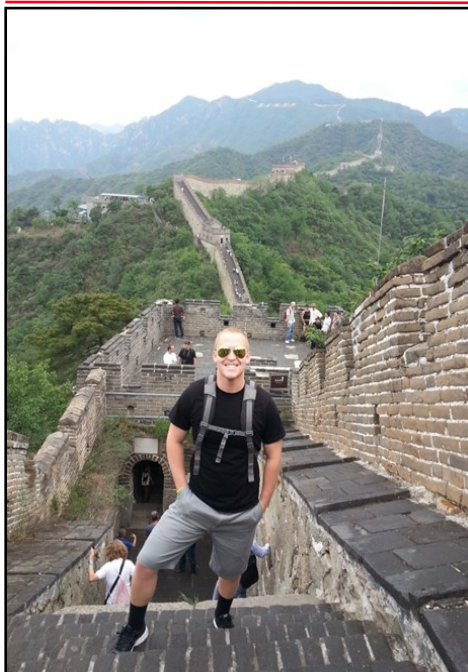
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CoB GEL: Taking Care of "Business" Worldwide



Aligning with Frostburg State University's new mission, CoB GEL is an experiential learning program that was affirmed by the college in late 2013. CoB GEL simply stands for College of Business Global Experiential Learning. The mission of the CoB GEL program is to assist students in developing a sense of global citizenship and increasing their capacity to participate effectively in global business environments. This program is for the development of not only students, but the College of Business's own faculty and staff. The University wishes to see all of its students and anyone who contributes to the success and well being of the school to have experiential learning opportunities.

The objectives and desired outcomes of the CoB GEL program are to help *students* to:

- 1) Develop and learn to apply discipline-specific knowledge and skills in international contexts or unfamiliar cultural



- settings;
- 2) Develop and demonstrate skill in intercultural communication and networking;
- 3) Increase self-awareness and emotional intelligence;
- 4) Increase their awareness, learn to demonstrate openness and show understanding of other people/cultures; and
- 5) Increase their interest in and awareness of global experiential learning opportunities.

The CoB GEL program also intends to promote faculty and staff development and further institutional goals by:

- 1) Facilitating faculty opportunities to increase their knowledge of global issues related to business and business education;
- 2) Facilitating staff opportunities to participate in and support global experiential learning within the College of Business; and
- 3) expanding the emphasis that is placed on global business education within the College of Business curriculum and programming per newly adopted 2013 AACSB standards.

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Words from the Dean

One of the most amazing phenomenon of the 21st century has been the fast paced movement of education and economy towards globalization. People from various parts of the world have increasingly enhanced their capabilities to connect, interact, share knowledge, exchange ideas, and learn from each other. The fact that I am writing this message from China, is a good example of this growing phenomenon.

China is a beautiful country with rich history, amazing culture, amazing hospitality, and amazing people. I was invited by Hunan University of Commerce (HUC) and the Central South University of Forestry and Technology (CSUFT) to make leadership presentations and work with faculty, staff, and students to develop research agendas and enhance their publication capabilities. I have made nine presentations and participated in several meetings. I have enjoyed every activity and interaction I have had with the Chinese students, faculty, and staff. However, two of my most joyful experiences included: 1) my interactions with children during a presentation I made about the history and importance of the Thanksgiving Holiday for a group of first graders at an elementary school in Changsha, and 2) when a group of students, faculty, and staff from HUC and CSUFT gathered Thursday afternoon to celebrate the Thanksgiving Holiday with me, because they knew this would be my first Thanksgiving away from my family. They cooked, sang, danced, and presented me with gifts just to make me feel at home. I was truly overwhelmed by their immeasurable caring and kindness.

I am also proud to report that in fall 2014, we welcomed three new faculty members to our College of Business family, as Dr. Rebecca Chory, Dr. Kenneth Levitt, and Dr. Dong-Wook Huh joined the Department of Management.

Our faculty, staff, and students have been working hard to prepare for our next Continuous Improvement Accreditation Review in October 2014. I am so grateful to every one of them for their outstanding efforts in reviewing and revising our College of Business' strategic plan, faculty qualification standards, code of ethics, and student code of conduct, consistent with 2013 AACSB standards. Our college's Process Manual, which includes the four aforementioned documents and much more, was ratified by our faculty at a CoB meeting on November 7, 2014.

After a review of more than 500 colleges, the Affordable Colleges Foundation's ranked our MBA number 25 in its list of 68 of the nation's Best Online MBA Programs for 2014-2015. The ranking was based on an analysis of several factors including cost, quality, and student support-related metrics, such as student-faculty ratio, percentage of faculty with doctorates, number of online MBA options, number of MBAs conferred and full tuition of the online MBA program. We have achieved this under the leadership of our MBA coordinator, Dr. Cathy Ashley-Cotleur, a strong collaborative relationship between our college and the director of Graduate Services, Ms. Vickie Mazer, and the hard work and dedication of our highly qualified faculty.

As part of our college's Global Experiential Learning program, in May-June 2014, Drs. Jeffrey McClellan and David Kiriazis accompanied a group of students to Ecuador, and Drs. Sudhir Singh, Susanne McCoskey, and Shakil Rahman took another group of students to China for leadership experiences and summer study abroad projects. Our Global Experiential Learning Committee, under the leadership of Dr. Jeff McClellan, has developed a plan for two additional Study Abroad programs in spring 2015; one in China, and the other in Brazil.

I am also proud to report that an agreement has been signed between Frostburg State University and the University of Maryland Eastern Shore that allows our College of Business and the School of Business and Technology at the UMES to collaborate on offering our students a Hospitality Management Concentration under the Business Administration degree. This concentration will be offered in the department of management, coordinated by Dr. Tom Sigerstad to provide our faculty and students with more Global Experiential Learning opportunities in Taiwan.

We, at the College of Business, understand that our commitment to continuous improvement could not be possible without the support of our President, Dr. Gibraltar; our Provost, Dr. Childs, the FSU community, our alumni, and our Advisory Board members. We truly appreciate their support and the opportunities we are given to make a positive impact on the lives of our stakeholders.

Please visit us on our College of Business web site and learn more about our College of Business.

Dr. Ahmad Tootoonchi, Dean of the College of Business

College of Business



(CoB GEL Cont'd from Pg. 1)

Destination China

From May 31st to June 11th 2014, students, faculty, and staff embarked on a visit to China to be immersed in and learn about this rich Asian culture. Led by Drs. Sudhir Singh and Suzanne McCoskey, the trip included visits to the cities of Beijing, Xi' An, and Shanghai and the rural Shaanxi province and the team learn about China as a global business leader. The trip introduced students to the theme of contrasts and contradictions that characterize modern China as it looks to reconcile its ascent as an economic powerhouse with the challenge of economic development in more rural, non-coastal areas. The group also learned about the opportunities and challenges of doing business in China by attending lectures on "Doing Business in China" at the US Embassy in Beijing and on "Management Challenges in China" at a Chinese university in Shanghai. Participants also undertook a tour of the business district in Shanghai along with a factory visit to study first-hand both the operations and the state of the working environment for Chinese employees. To connect this learning experience to some of the challenges of balanced development, student and faculty attended a seminar/discussion with an NGO (Non-Governmental Organization) working group, attended an academic lecture on "Bridging China's Income Gap." In addition, they took a trip to an NGO providing daycare for children of migrant workers.

In facilitating the experience, the College of Business integrated educational requirements in the students' programs. Undergraduates took the IDIS 350—China in the 21st Century course, whereas MBA students took the MGMT 699—Management in China course. Toward preparation for the trip, all students were expected to read *"Factory Girls: Voices from the Heart of Modern China,"* by Leslie T. Chang, watch documentaries, and read current news articles on China. While the trip allowed students to experience the culture first-hand through visiting the legendary Great Wall, the awe-inspiring Forbidden City, and the storied Terra Cotta Warriors, this experience imparted to Frostburg State students how they can position themselves better for career opportunities by increasing their exposure and developing perspectives with a global worldview.

Experiencing Ecuador

In June of 2014, Dr. McClellan, Dr. Kiriazis, and Ms. Victoria Gearhart of the Center for International Education led a group of seven students on a study tour of Ecuador. After arriving in Ecuador on the 4th of June, the team visited Quito, Otavalo, Banos, Cuenca, and Guayaquil and returned home with a wealth of memories and new knowledge. The focal academic purpose of the trip was to help the students develop an understanding of leadership in Latin America. The Students started their journey in Quito and learned about Ecuador's cultural history. Students visited with leaders from multiple international businesses where they learned about how these businesses are led and managed in ways that reflect the unique culture of Ecuador. From Quito, the trip progressed to Otavalo and Cotacachi. Students were able to spend time talking with a small business owner whose leather goods are sold worldwide, and a successful entrepreneurial, fair-trade oriented, coffee shop owner named Eddie. They both took the time to answer students' questions. From Otavalo, the group proceeded to Baños, the capital of Ecuador. While there, the team members could either bike the river canyons or repel down waterfalls. Both choices forced those involved to step outside of their comfort zones—something great leaders frequently must do, and to support each other in achieving common goals. In Cuenca, the team visited with students and professors from the Universidad de Azuay. While there, they engaged in dialogue with their counterparts regarding similarities and differences in leadership concepts, ideas, and practices. They also toured the university and participated with over 100 Ecuadorian students in a workshop delivered by Dr. McClellan on leadership and coaching practices. The group then visited the largest Inca ruin site in Ecuador, Inga Pirca, where they learned about the leadership traditions that characterized the precolonial conquerors of the northern Andes. In Guayaquil, team members learned about the dual market system as they visited a modern Ecuadorian mall. Completing the journey in Guayaquil, students returned home, having gained much knowledge and a clearer perspective of how leadership transcends geographic boundaries.



Maji Shule Festival—Making an Impact

The Global Business Club in collaboration and support from many other groups on campus hosted the Maji Shule Festival from November 3rd through November 7th. The Global Business Club's Chairman, Jason Moxley, previously spent time in Uganda learning about the "Water School" with the President's Leadership Circle, to which Moxley is an alumni. The club raised money to bring Jamez Muzinga to Frostburg from Uganda. He explained to Frostburg the impact that the water school is having on families in Eastern African countries. Muzinga also presented to the school and community a way to have Frostburg sponsor a village and school so that it could be involved in this water project.

In Uganda, Muzinga is the administrator of the Water School operations and projects. Students had the opportunity to interact with Muzinga one-on-one and learn more about the organization and what it does. The Water School accomplishes its mission by partnering with credible local organizations to implement their projects. Working through the primary school systems in Eastern Africa, students are taught proper hand washing, hygiene, and sanitation procedures. They are also taught how to treat water to make it drinkable using solar water disinfection, or SODIS for short. This method can be used to purify water that is biologically contaminated with bacteria and viruses. It is a rather simple method for producing clean, drinkable water. It is also sustainable and fairly inexpensive. It is an easy, accessible way of creating a better quality of drinking water, which improves the health of the population. Sitting water in clear PET plastic bottles in the direct sunlight for approximately six hours, allows the UV rays from the sun to kill parasites, viruses, and bacteria. These germs are the leading cause of most diarrheal problems, which affects children not only causing them to miss school and educational opportunities, but ultimately results in death for many. This is why it is an important mission to prevent these problems through clean water and basic sanitation procedures. (<http://www.waterschool.com/uganda/>)

For this event, the mission of the Global Business Club was to offer unique opportunities to bring the campus and the community together to educate everyone on the Water School and the great things that we, as individuals and a society, can do for people around the world. During the entire week, participants could take part in various activities that were planned for each day. On Monday, there was a competition held in the ARMAH. Differing organizations had to construct two structures used by the water school. This would be the SODIS Rack which is used to hold the water bottles, and a Tippy Tap, which is used as a hand washing station. On Tuesday, the College of Business hosted a presentation that showed how the Water School rated as a Non-profit organization. The activity that evening was a Jeopardy style African Trivia. The Athletic Department hosted the next evening, Wednesday, in the Main Gym. Various athletic teams participated in a relay race to fetch food and water. The theme illustrated how women in the areas that the Water School is trying to help, have to walk an average of five miles to gather food and water to bring home to their villages and families. This takes up the larger part of their day, everyday.

Continuing on Thursday, once again in the Main Gym, Greek Life hosted Maji Dodgeball. This event was used to bring awareness to the fact that the children in these areas must make their own sports equipment from the natural resources that they have on hand. This event was also advocating the importance of health and physical activity. The week of activities concluded on Friday in the ARMAH with an awards ceremony accompanied by a reflection of the week and the importance of the mission of those involved with the Water School.

This event was so important because it taught students the value of leadership and interdisciplinary teamwork within the campus community while providing the experience of serving others through outreach programs. This is the type of experiential learning that the College of Business supports in partaking of events that allow students to learn from and about their own lives and how they can make a difference in the global world.

"Maji Shule was endorsed by our President, Dr. Gibraltar, and our Athletic Director, Mr. Dell, along with Dr. Bowling, College of Business, Center for International Education, SGA, President's Leadership Circle, Geography Club and Greek Life." Jason Moxley



To the left is Global Business Chairman, Jason Moxley, with Jamez Muzinga, from Uganda. Below is Dr. Chiulien Venezia, Dr. Gerald Venezia, Global Business Club Advisor, Aderemi Olateru-Olagbegi, Dodgeball Team Champion captain, and Jamez Muzinga.





SHRM Managing Holiday Cheer

The CoB student organizations work hard through the semesters to not only build competencies within their own groups but also to act philanthropically to support other outside organizations. The Society for Human Resource Management (SHRM) is no exception. Pictured to the right are members of SHRM that participated in this year's Salvation Army's "Angel Tree" Christmas Child. This program is designed to have sponsors buy toys and clothes for children of less fortunate families that may not otherwise have a Christmas. They are the only CoB student organization that has contributed to this organization for the past two years. They have also showed their support throughout the year by participating in the University's walk for cancer—Relay for Life. Contributing to the overall notion of interdisciplinary teamwork, they also volunteer with the Education Department's Storybook Holiday Event which takes place in the community of Frostburg. A big kudos and special thanks to SHRM for representing your college and university so humbly!



From left to right: Row 1: Krista Johnson, Kasey Witt, Yarne White. Row 2: Brooke Logan, Zachary Hollis, Travis Milburn, Dr. HC, Fawzia Ampaware. Row 3: Michael Lennon, Dan Bible, Alanna Hirshman, Kira Al Mateen, Marie Sanya, John Diehl.

Beta Gamma Sigma Induction—December 5, 2014

Graduate Inductees

David Attkisson
Allison Leidy
Brenna Secore
Sharon Wilt

Senior Inductees

Samantha Barger
Kiara Ream
Allison Smith
Kasey Witt

Junior Inductees

Alanna Hirshman
Zachary Keeler
India Lacey
Kiersten Butler
Brandon Glotfelty
Joseph Howser
Thomas James
Aaryn Whitmore

Sophomore Inductee

Sandra Hammond

***Congratulations
Inductees!***



Pictured from right to left: Dr. Tom Sigerstad, Allison Leidy, Kasey Witt, Aaryn Whitmore, Joseph Howser, Thomas James, Samantha Barger, Zachary Keeler, Kiersten Butler, Brandon Glotfelty, Alanna Hirshman, Kiara Reams, Sandra Hammond, India Lacey, Dr. Rick Johnson.

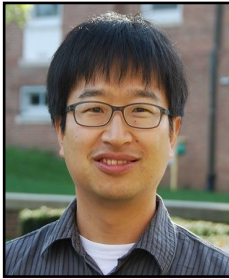
New Faculty



Dr. Rebecca M. Chory, Ph.D., graduated from Michigan State University with a doctorate specializing in Organizational and Mass Communication. She spent 14 years at West Virginia University, achieving the rank of Professor in the Department of Communication Studies, before joining the College of Business at Frostburg State University. Dr. Chory's research focuses on organizational justice in workplace relationships, particularly in workplace romances and male-female workplace friendships, and antisocial organizational behavior. She also researches fairness and ethics in the classroom and students' responses. Dr. Chory is a former Fulbright Scholar to Budapest, Hungary, and is the head program planner for the annual George Gerbner Conference on Communication, Conflict, and Aggression, which is held in Budapest. She is a native of Masontown, PA.



Dr. Kenneth Levitt received his Ph.D. in Industrial and Organizational Psychology from Stevens Institute of Technology, his Masters degree from Fairleigh Dickinson University, and his Bachelors degree from the State University of NY at Oneonta. Dr. Levitt's research areas of interest are transformational leadership, employee engagement, and the factors that influence employee selection. He is currently an Assistant Professor in the department of Management. This is Dr. Levitt's second time teaching for the state of Maryland. From 1994-2001, he taught in University of Maryland, University College's overseas program on military bases in Korea, Okinawa, and mainland Japan. Dr. Levitt left in 2001 to work for the Gallup organization in Singapore. He has been married for twenty years, and has three daughters, ages 8, 10, and 15.



Dr. Dong Wook Huh, Assistant Professor of Management, earned a Ph.D. in management from Texas A&M University and two master's degrees in business from Baylor University. He is originally from Korea and had his undergraduate education in law at Seoul National University. He came to the United States in 2002 as a news writer covering the financial markets and high technology industry. He also worked as a data analyst for Baylor University. Prior to joining FSU, he taught strategic management and international business for three years at Texas A&M University. His general research focus is on firms' diversification and internationalization.

Faculty News

The College of Business' own Dr. Amit Shah was awarded this year with the outstanding mentor award. This award is presented to a faculty or staff member who has been nominated by a FSU alumni. He was nominated for this award by Frostburg alumnus Ms. Shannon Gribble., the Director of Development University Advancement and a '98 alumnus. "He pushed you to do well," Gribble stated, referring to assignments that Dr. Shah would present to his class. She continued to say, "He asked us to think outside of the box, work as a team, value your peers, and complete quality work on time with no excuses."

Dr. Shah has continued this same behavior since Gribble had him as a professor. His firm but fair teaching style has earned him the respect of many of his students and the Frostburg community. He was also granted Honorary Alumnus status by the FSU Alumni Association. Shah has partnered with University Advancement many times in taking students to visit other Frostburg Alumni in their workplaces to learn about Human Resources, Marketing, Management, and where your degree can take you. Shannon Gribble went on to say that "He gets it and shares it, with a sense of humor and a continuous smile! He is an invaluable asset to our University and I know that my success today is due in large part to Dr. Shah."

"We work every day to have a positive influence on our students and alumni and hopefully help affect change in their lives. Receiving the 'Outstanding Mentor Award' was totally unexpected and a very humbling reminder that what we do has such an impact on our students and alums. I feel truly honored!" Dr. Amit Shah



College of Business Core Values

Accountability

Excellence

Fairness

Mutual Respect

Openness

Professionalism

SERVICE

Teamwork

Transparency

Trust

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College of Business



What is *Service*?

Service is the action of helping or doing work for someone. Doing service for others is a great way to give back to the community and to help others that cannot do for themselves. From food drives to volunteering for the local area, service is great way to become a leader in your community. A person that practices service leadership is one that is willing to put the needs of other above their own. They answer a call to service and are willing to help develop others. The key to service for the College of Business and our faculty, staff, and students is a giving and helpful heart that wants to see betterment and growth of others and our community.



Happy Holidays

Upcoming Events

December 20	Commencement
January 26	First day of spring semester