

DEPARTMENT OF MANAGEMENT AND ENTREPRENEURSHIP

ANNUAL REPORT

2005 – 2006

Departmental Vision

(This is a work in process. Below reflects our thinking to date)

To produce enlightened, effective and ethical business leaders of the future, and to be the center of the knowledge and innovation network in the Charleston business region and a major catalyst for innovation, change, and entrepreneurship in the Charleston region.

Departmental Values

Our graduates and constituents are successful because our programs and courses are based upon the following values (or principles):

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- The scholarship of teaching
- Research that strengthens our teaching
- Clarity of thought, speech and writing
- Effective problem solving
- Learning as a lifetime endeavor
- An individual's responsibility to address the needs of society
- Collaboration
- Leadership
- Ethics that empower people
- Commitment to the aims of diversity in all its forms

Our commitment to these values (or principles) should be clearly evident to students, colleagues, The School of business and Economics, The College of Charleston and the Charleston community.

DEPARTMENTAL ACCOMPLISHMENTS

Faculty Promotions and Development

Jose Gavidia was granted tenure this year and was promoted to Associate Professor.

Harland Hodges was promoted to Senior Instructor.

Gerry Gonsalves passed his third year review.

New Programs

The Department won approval for a new concentration in Leadership, Change, and Social Responsibility. We have much work to do to market and further develop this program. We have already gotten agreement from Dr. Geri Cabot to develop and deliver a women's leadership course to be cross-listed with the Women's Studies Program.

We have initiated a couple of new courses. One, Leadership, "Ethics and Social Responsibility" has been approved by the Faculty Senate and is listed as MGMT 350. We are also working toward Senate approval of two new Entrepreneurship courses with more to come. These courses are currently being offered as MGMT 360 – Special Topics courses.

Other Advancements

We have breathed new life into our internship program. We have been able to increase student involvement, increase the number of placements (of students into positions), and increase the quality of student supervision in just one semester. We have great plans to advance this even further. We are not only handling our own student internships, but those of the Marketing Dept. as well.

We have created a department website and monthly newsletter that goes out to faculty, staff, students, and alumni. It is also sent to the Post & Courier and the Charleston Business Journal.

We have slightly enhanced the department's faculty qualifications. I see this increasingly improving as three things happen: (1) new faculty come on board and begin to take over where previously we used adjuncts; (2) more students begin to populate new courses taught by qualified faculty; and (3) we bring unqualified faculty into qualified status.

Our recruiting efforts met with some success. Department members are excited about bringing on Dot Moore and David Hansen in the Entrepreneurship area. We lost two candidates who were highly attractive because of low or late salary offers. One of those

positions we filled with Steve Mauldin who has done a great job, and who has become a valued member of the Department as a Visiting Instructor.

The Department has come together well. We met in an off-site meeting in the middle of last Fall and began laying out some priorities for the year. This Fall we plan on meeting during the first part of September to review the objectives for the year and begin laying out departmental plans.

FACULTY PRODUCTIVITY AND ACCOMPLISHMENTS FOR 2005 – 2006

Scholarship: Our faculty were quite productive during the year. They produced 6 peer reviewed articles, 1 book, and 12 peer reviewed presentation papers. They also were awarded grants that are valued at approximately \$400,000. See below for details.

Two of our faculty were on sabbatical this year – Dr. Rudd during the Fall, and Dr. Mueller during the Spring.

Articles in Refereed Journals

Clarkin, John

Clarkin, J. The importance of personal characteristics in franchisee selection. *Journal of Retailing and Consumer Services*. V13. March, 2006.

Gavidia, Jose

Gonzalez, M., Quezada, G., Gavidia, J., Urrutia, I. conceptual design of an e-health strategy for the Spanish health care system. *International Journal of Healthcare Quality Assurance*. V 19:2, Spring 06.

Gonsalves, Gerald

Gonsalves, G. C. & Changchit, C. E-learning: Instructors' perceptions of the benefits and challenges. *Journal of Business and Economic Perspectives*. Vol. XXXI, 2, Fall/Spring 2005.

Kent, Thomas

Kent, T. W. 'Leadership and Emotions in Health Care Management.' *Journal of Health Organization and Management*. 2006, Vol. 20, Issue 1.

Kent, T. W. 'Leading and Managing : It takes two to tango.' *Management Decision*, 2005, V 43, No. 7/8, pp 1010 – 1017.

Shaver, Kelly

Shaver, K. G. (2005). Reflections on a new academic path: Entrepreneurship in the Arts and Sciences. *Peer Review*, 7 (3), 21-23.

External Funding

Shaver, Kelly

“A Multi-year Program to Enhance PSED Dissemination Efforts”

Kauffman Foundation

Project period: 2006-2008; \$162,030

(Co-Principal Investigator, with William B. Gartner, Clemson University)

Proposal pending.

“PSED Research Symposium 2005”

Kauffman Foundation

Project period: 8/1/2005 – 2/28/2006; \$23,210

(Co-Principal Investigator, with John Clarkin)

Request for a No-Cost Extension to March 31, 2006

“Strategic Grant #20041490, Notification Date June 14, 2004

For the Consortium For Liberal Education and Entrepreneurship
At The College of Charleston”

Kauffman Foundation

Original Amount: \$111,500

Original Project Period: June 1, 2004 – May 1, 2005

(Co-Principal Investigator with Sam Hines)

Request for a No-Cost Extension to June 30, 2006

“Dissemination Grant #20041240, Execution Date April 16, 2004
To the College of Charleston”

Kauffman Foundation

Original Amount: \$49,935 (match of \$73,073)

Original Project Period: March 15, 2004 – June 30, 2005

(Co-Principal Investigator with Sam Hines)

“Professional Development of Entrepreneurship Educators”

Kauffman Foundation (Principal Investigator)

Project period: 07/01/04 – 02/31/07; \$53,850

Books Published

Kent, Thomas

Kent, T. W. *Experiencing Organizations*. Boston: McGraw-Hill, 2006.

Invited or Refereed Papers Presented

Blockson, Laquita

Blockson, L. Ethics and entrepreneurship. Presented at the Ethics and Entrepreneurship Conference in Minneapolis, MN, April, 2006.

Blockson, L. Black women entrepreneurs of Africa and of the African Diaspora Project. Paper presented at the International Academy of African Business & Development Conference. Accra, Ghana, May, 2006.

Clarkin, John

Developed and delivered series of two presentations on franchising to faculty and MBA students at Makerere University Business School in Kampala, Uganda, December 2005

Developed and delivered a series of three presentations to Enterprise Uganda, the Ugandan Women Entrepreneurs League, and the Barclay's Bank Entrepreneur Organizations in Kampala, Uganda, December 2005.

Developed and delivered a presentation on "Franchising: A primer for bankers." To the Banker's Institute of Uganda in Kampala, Uganda, December, 2005.

Dehler, Gordon

Dehler, G. E. & Welsh, M. A. Whither the MBA? Or the withering of MBA's? Critical realism and reinventing management education. Paper presented at *Fourth International Conference on Critical Management Studies*. Cambridge University, July, 2005

Gavidia, Jose

Gavidia, J. V., Martinez, J. L. Two alternative modes of supply chain organization in Europe: a comparative case study. Conference on Trends in Global Business, New Haven, CT, April 20 – 22.

Gavidia, J. V. A knowledge-based small business size standard. Presented and Proceedings at the 8th International Conference of the Decision Science Institute in Barcelona, Spain, July 2005.

Gonsalves, Gerald

Changchit, C., Cutshall, R., and Gonsalves, G. Designing and electronic commerce course: An effort to balance between theory and practice. *Information Systems*

Educators Conference 2005 Proceedings. 22nd annual meeting, Columbus, OH.
October 2005

Gonsalves, G. C. Doing business with India – the economic future. *South Carolina World Trade Center Meeting*. North Charleston, SC, February 2006.

Hodges, Harland

Manaris, W., Pothering, G., and Hodges, H. How natural is Esperanto? – Neural network classification, natural languages, and Zipf's Law. Presented at the International Association of Science and Technology Development conference. Innsbruck, Austria, February 2006.

Shaver, Kelly

Shaver, K. G. (2005, November). *Communities are made of people*. Discussant's comments in *Entrepreneurship In Low- And Moderate- Income Communities*. Symposium presented by the Federal Reserve Bank of Kansas City and the Ewing Marion Kauffman Foundation.

Shaver, K. G., West, G. P., & Clarkin, J. E. (2005, September). *Mind the gap: Connecting individual resources to firm resources*. Invited paper presented at the Durham University Research Conference, Nascent Entrepreneurship: The Hidden Potential. Durham University, Durham, UK.

Shaver, K. G. (2005, August). Be careful about what you want. In J. R. Baum (Chair), *Superstar entrepreneurship teachers: Their secrets revealed*. Symposium presented at the meeting of the Academy of Management, Honolulu, HI.

Gaglio, C. M., Shaver, K. G., Davidsson, P., & George, G. (2005, August). *Entrepreneurship research workshop*. Symposium presented at the meeting of the Academy of Management, Honolulu, HI.

Schjoedt, L., & Shaver, K. G. (2005, August). *Deciding on an entrepreneurial career: A test of the push and pull hypothesis using the PSED data*. Paper presented at the meeting of the Academy of Management, Honolulu, HI. (Also in the *Best Paper Proceedings*.)

Shaver, K. G. (2005, January). The path to the point. In Musil, C. M. and Hines, S. M. (Co-Chairs). *Working Convergences: Liberal Education, Creativity, and the Entrepreneurial Spirit*. Pre-Conference Symposium at the meeting of the American Association of Colleges and Universities, San Francisco.

Other (Academic Consulting, etc.)

Blockson, L.

Professional committees: Academy of Management – Social Issues in Management Division – Governance Committee, Representative-at-large.
Academy of Management Governance: Mentoring Committee; AOM Council for Faculty Diversity.
International Association for Business and Society: Submission Reviewer – annual conferences.
Management Faculty of Color Association: Immediate Past President
The Ph. D. Project: Conference Planning Committee
Journal review service: Ad hoc reviewer for *Business and Society*, *Journal of International Business Studies*, *Nonprofit and Voluntary Sector Quarterly*.

Dehler, Gordon

Journal Editor: associate editor of the journal *Management Learning* (handled 26 submissions and revisions; attended editorial meetings in London, Jan. 06.
Reviewing summary: Scholarly reviews were conducted for the following journals: *Journal of Management Education* – 6 manuscripts; *Journal of Management Spirituality and Religion* – 3 manuscripts; Wankel & DeFillippi [eds] Vol 4: *Educating managers through real world projects* and Vol 5: *New visions of graduate management education* – 2 manuscripts; *Academy of Management Learning and Education* – 5 manuscripts; *Action Research Journal* – 1 manuscript; *Journal of Organizational Behavior* – reviewed a manuscript for special issue on cultural economy; Academy of Management 2005 annual meeting: reviewed 2 symposium proposals for MED Division.

Gonsalves, Gerrald

Peer Reviewer at conferences. Information Systems Educator's Conference – 3 papers; International Business Information Management Association conference – 1 paper.

Kent, Thomas

Reviewed 3 submissions for the Annual Decisions Sciences Institute Conference to be held in Fall, 2006.

Shaver, Kelly

2005	Chair, Task Force on Excellence, United States Association for Small Business and Entrepreneurship
2005	Member, Advisory Panel, Partnerships for Innovation, National Science Foundation
2004-2006	Member, PSED2 Advisory Committee, Kauffman Foundation
2003-2005	Member, Dissertation Proposal Review Committee, Kauffman Foundation

Honors and Awards

Dr. Howard Rudd was named in Who's Who Among America's Teachers in 2005. He was selected by the College's only Phi Beta Kappa Scholarship recipient – Monica Shah -- to speak about her accomplishments when she received her award.

Teaching

Blockson, Laquita

Introduced the new course MGMT 350 – Corporate Responsibility and Ethics.

Clarkin, John

Developed and implemented an Excel model to be used in class to assist students in developing pro forma financial statements.

Dehler, Gordon

Dr. Dehler had 8 speakers involved in his MGMT 408 classes.

He also developed and submitted a course proposal that was accepted for Fall 2006 within the Honors program.

Dr. Dehler requested and received a grant from CETL to attend the 2006 Organizational Behavior Teaching Conference in Rochester, NY

Gavidia, Jose

Dr. Gavidia continues to use his virtual teams in his classroom. He recently included a new section on international business ethics in his MGMT 322 – International Business.

In his DSCI 314 he has introduced the use of case studies for each topic. After the material is covered he presents the case study to draw out critical points and issues.

Two students presented papers at the National Council on Undergraduate Research, in Lexington, VA – a result of two grants they received from the College of Charleston Office of Undergraduate Research.

Gonsalves, Gerry

Dr. Gonsalves has introduced the concept of teams into his DSCI 300 classes. The teams work on “real-world” MIS projects. They must turn in the project work and give presentations to the class.

In his DSCI 314 – Global Operations and Technology Management, Dr. Gonsalves has begun using a Primus text book. This allows him to tailor make his own book. This helps him with the great diversity of students who take that course – IB majors, BADM majors, etc.

Hodges, Harland

Dr. Hodges developed a PowerPoint presentation that corresponds with his new VISA (Visual Interactive Statistical Analysis) software. This software is currently being used at the College of Charleston and at Christopher Newport University for the introductory business statistics courses. It is currently being evaluated by the College of Charleston Mathematics department and by business statistics professors at the University of South Carolina – Upstate.

Rudd, Howard

Research and draft of now approved “Leadership, Change, and Social Responsibility” concentration. Continues to enhance the program, for example, Dr. Jeri Cabot has agreed to teach a cross-listed course titled “Woman and Leadership for the department and for Women’s Studies in the Fall of 2007.

Team teaches with retired executive and introduces a cadre of executives to the classroom as they serve as guest speakers in his classes.

Continues to upgrade his MGMT 391 – The International Corporation. Students visited the Mercedes Benz plant in Stuttgart with Tommy Baker and they visited, thanks to Bill Finn, the Asten-Johnson operation in Belgium. Acquired a \$4000 scholarship from Tommy Baker for his Study Abroad program.

Shaver, Kelly

Dr. Shaver added two new courses to our curriculum. The Psychology of Entrepreneurship was cross-listed with the Psychology Department, and New Venture Planning is a new course involving developing a business plan for start-ups.

As a part of his MGMT 445 – Seminar in Entrepreneurship, Dr. Shaver took one of his class “business teams” to Colorado to enter a competition. While they did not win – the competition was beyond difficult – they learned a great deal.

Teaching Loads

See the attached sheets for teaching loads for each faculty member

Service

Benich, Joseph

Provided dozens of case analyses performed by students for AACSB review.

Blockson, Laquita

Governance Committee and Representative-at-Large for the Social Issues in Management Division of the Academy of Management

Mentoring Committee Member and Member of the Academy of Management Council for Faculty Diversity

Reviewer for Annual Conference of the International Association for Business and Society

President of Management Faculty of Color Association

Conference Planning Committee Member of The PhD Project

Ad Hoc Reviewer for Business & Society, Journal of International Business Studies, and Nonprofit and Voluntary Sector Quarterly

Clarkin, John

Member, president's Strategic Management for Diversity Council

School of Business and Economics Technology Committee

College of Charleston Classroom Management System Evaluation Committee

Board of Directors, South Carolina World Trade Center

Board of Advisors, Charleston Regional Development Alliance

Board of Directors, South Carolina Investor Network

Board of Directors, Youth Entrepreneurship South Carolina

Board of Advisors, Charleston Metro Chamber of Commerce ThinkTEC

Dehler, Gordon

Served on Department of Management and Entrepreneurship Visioning Committee

Search Committee for Dean of College of Charleston Graduate College of Charleston

Panelist: "Stolen Childhoods"

Submitted proposal to CETL to conduct new faculty development program

Gavidia, Jose

Faculty Senator

College of Charleston Academic Planning Committee

College of Charleston Global Awareness Committee

School of Business and Economics Curriculum Committee

Paper reviewer for the Annual Conference of the Business Association of Latin American Studies
Served on Department of Management and Entrepreneurship Visioning Committee

Gonsalves, Gerald

Member of the Curriculum Committee of the College of Charleston
Faculty Senate
Member of the SACS-QEP First Year Seminar Committee at the College of Charleston
Library Liaison from the Department of Management and Entrepreneurship
Course Coordinator for DSCI 300
Member of the School of Business & Economics Honors Program Task Force

Grossman, Bonnie

Co-Sponsor of the new and highly successful School of Business and Economics Society
Member of the Search Committee for entrepreneurial candidates
Reader Advisory Board for "Public Editor for the *Post and Courier*
Garden Guide for Middleton Plantation

Hodges, Harland

Developed and presented survey results to participants of the low country planning and control research.

Visited Germany in support of Dr. Rene Mueller's International Internship program

Kent, Thomas

Member of four search committees.
Actively recruited at the Southern Management Association Meeting and for the Marketing position at the IB Assoc. meeting.
Led presentations to high schoolers and their parents for the purpose of recruiting freshmen
Several community Boards and volunteer functions.

Rudd, Howard

Member, Editorial Board of the Journal of Small Business Management.
Course Coordinator MGMT 301.

Shaver, Kelly

Served on Department of Management and Entrepreneurship Visioning Committee
Wrote extensions for two Kauffman Foundation grants.
Led the search committees for three entrepreneurship faculty positions

Initiated and coordinated visits to the SOBE by three outstanding speakers

As past President of AOM Entrepreneurship Division, held Doctoral Consortium dinner and recruited outstanding candidates for open positions.

Sought and received a Kauffman grant to conduct the PSED conference at the Tate Center.

Arranged for the College of Charleston to sponsor an annual Best Reviewer award for the Entrepreneurship Division of the AOM and the US Association for Small Business and Entrepreneurship.

Invited panelist for the discussion of minority entrepreneurship in Columbia