

Strictly Business

Fall 2016



**Bachelor of Science
with Majors in:**

- Accounting
- Acquisition & Contract Management
- Information Assurance Management
- Logistics & Supply Chain Management
- Human Resource Management
- Management
- Management of Technology

Inside this issue:

<i>Quality Matters</i>	2
<i>Graduate Salaries</i>	2
<i>Dr. Essary Recognized</i>	3
<i>Scholarship Award Intern of the Year</i>	3
<i>Delta Mu Delta, Accounting Club</i>	4
<i>APICS Inaugural meeting/Workshops</i>	5
<i>New Faces</i>	6
<i>Research Awards</i>	6
<i>Service Awards</i>	7
<i>Economic Impact</i>	8

SPOTLIGHT ON HUMAN RESOURCE MANAGEMENT

The Society for Human Resource Management (SHRM) awarded a 2015-2016 Outstanding Student Chapter Award designation to the Athens State University SHRM student chapter for providing superior growth and development opportunities to its student chapter members. This is a repeat performance for the student group as they earned outstanding recognition in 2015 and 2014, and superior in 2013. Two hundred six schools from across the United States applied for the award and Athens State University was one of 163 winners.

The SHRM student chapter merit award program, which began in 1972, was created

to encourage student chapters to require ongoing excellence in the following areas: student chapter requirements, chapter operations, chapter programming and professional development of members, support of the human resource profession, and SHRM engagement.

“These chapters truly represent the future of the HR profession,” said Susan Post, SHRM-SCP, East Divisional Director at SHRM and the lead for SHRM’s Student Programs. “Their achievements go above and beyond their everyday academic and work commitments and we applaud the positive impact their efforts have on their schools, their local communities and beyond.”

SHRM student chapters had the opportunity to earn an award based on the number of activities they completed during the merit award cycle, which lasted from April 1, 2015, to March 31, 2016.

For more information about SHRM’s Student Chapter Merit Award program, visit www.shrm.org/Communities/StudentPrograms/Pages/awards.aspx.



Athens State University’s online bachelor’s degree program in human resources has been recognized by OnlineColleges.net as one of the best in the country. The online publication carefully reviewed colleges offering bachelor’s degree in human resources programs online and Athens State University was one of the best choices for students in 2016.

A notification of the award from Melissa Venable with OnlineColleges.net stated, “You’ve clearly put great emphasis on creating a program that prepares students

for success and that played a major role in our ranking.” Athens State’s Human Resource program was also ranked a top institution by another publication, OnlineU.org in 2013 and 2014.

In evaluating each online program, OnlineColleges.net uses a complex methodology that compares academics, student experience, financial aid, and enrollment in the online bachelor’s degree in human resources program.

“We are extremely honored

to be singled out by OnlineColleges.net,” said College of Business Dean Kim LaFevor. “We have put a lot of work into developing a program that is world class.”



Quality Matters

Quality Matters is a nationally recognized, faculty-centered, peer review process designed to certify the quality of online courses and online components. The Quality Matters Rubric has become one of the most widely used sets of standards for the design of high quality online and blended courses at the college level. Today, more than 850 colleges and universities subscribe to Quality Matters. The QM Process focuses on quality assurance efforts in online learning and assists faculty with making the transition into distance education.

Athens State University's College of Business recently submitted is Operations Manage-

ment course (MG 390), developed by Dr. Kim Roberts and Dr. Mark Gale, to be reviewed by a team from Quality Matters. In order to meet Quality



Matters review expectations using the Fifth Edition of the Quality Matters Rubric, a course must meet 21 essential standards. In addition, the course must receive a mini-

mum of 84 (out of 99) points among all 43 standards.

The University is pleased to report that the course met each of the 21 essential standards and received 99 out of 99 possible points. The course is now eligible to carry the QM Certification Mark.

"While this process involved a significant time commitment, I found it to be well worth it," states Roberts. "In addition to receiving course certification, we gained valuable feedback and recommendations from the external reviewers to make the course even stronger for our students."

ATHENS STATE UNIVERSITY GRADUATE SALARIES AMONG THE HIGHEST IN STATE

According to the U.S. Department of Education, Athens State University is ranked number one for its return on investment for any college of its size in Alabama. According to the Department's College Scoreboard, Athens State graduates earn an average of \$39,700 annually at 10 years after attending the school. This salary amount places Athens State at the top of the list among Alabama small public colleges with student populations under 5,000.

"What is impressive about our graduates' compensation levels is the fact that they are \$5,000 over the national average of earnings at

the 10 year mark," states Athens State University President Bob Glenn. "It is well known that Athens State has the lowest tuition



rate in the state, but with the release of these salary figures, it is clearly evident that we are producing well-educated and career-ready graduates who are excelling. I attribute this to an exceptional fac-

ulty and innovative delivery methods."

Of the 28 total baccalaureate institutions in the state, Athens State was ranked eighth overall for its graduates' return on investment. This category pitted Athens State against some of the largest institutions in Alabama, both public and private.

The College Scoreboard is an online listing that compares U.S. colleges by programs, location, and size according to the Department of Education. More information can be found at collegescorecard.ed.gov.

Dr. Essary Recognized

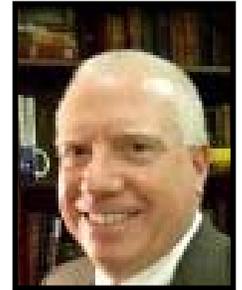
Dr. Mike Essary was awarded the Presentation Excellence Award at the Academic Business World International Conference in Nashville, TN (May, 2016). Dr. Essary presented "Negative Bank Rates: An Act of Desperation or the Start of a New Era?" which was co-authored by Dr. LaDoris Baugh.

In June, Dr. Essary was elected president for the Tennessee Valley Chapter of Advancing Productivity, Innovation, and Competitive Success (APICS). Dr. Essary is also the Advisor for the Athens State Student APICS Club.

In August, he was a recipient of the Presidential Meritorious Award for 2016. Currently, Dr. Essary is conducting workforce development training for employees from local companies, including Steelcase and BASF, to prepare them to take the APICS certification test for Certified in Production and Inventory Management (CPIM). CPIM provides employees with the ability to understand and evaluate production and inventory activities within a company's global operations.

Finally, Dr. Essary has been asked to oversee the Master's program in

Global Logistics and Supply Chain Management in the College of Business. Congratulations, Dr. Essary, and thank you for all of your hard work.



Dr. Mike Essary

HASBAT Awards Scholarship to COB Major

Brittany Fritz, a College of Business student majoring in Acquisition and Contract Management, was awarded a \$1,500 scholarship from Huntsville Association of Small Businesses in Advanced Technology (HASBAT). The scholarship is for the 2016-17 school year. Ms. Fritz received the scholarship at the May HASBAT lunch

meeting in Huntsville. Along with the monetary value of this scholarship, Ms. Fritz will receive valuable networking opportunities in supply chain that could lead to potential employment following graduation. David Salinas, an adjunct professor at Athens State, was instrumental in promoting this scholarship at Athens State.



College of Business Major Receives Student Intern of the Year Honors



Katie Smith, a Management major and Human Resource Management minor from Decatur, was named the Alabama Intern Student of the Year by the Alabama Association of Colleges and Employers (AACE). She was awarded

the state-wide title at the AACE Annual Conference held in Gadsden, AL July 26-28, 2016. Earlier in July, Smith was recognized as the Athens State Intern Student of the Year at a ceremony on Redstone Arsenal with her employer U.S. Army Space and Missile Defense Command (SMDC).

"We are very proud of Katie," stated Saralyn Mitchell, Athens State University's Director of Career Development. "She represents the qualities of a good student and employee by demonstrating a positive work ethic, a dedication to quality, and she consistently sets the right example for future in-

terns to follow. The quality of candidates at both the university and State level for this award was high and through excellent performance and dedication, Katie was singled out in both arenas."

AACE is an organization for career development professionals and employers. Membership in this organization provides networking opportunities to benefit the State's university students, their future employees, as well as providing professional development. The organization provides a resource for industry and education to partner to promote a competent and productive workforce.

Delta Mu Delta Roundup



In November 2015, Athens State University's Alpha Iota Chapter of the Delta Mu Delta Honor Society was recognized as a Star Chapter during the organization's biennial conference in Kansas City, Missouri. The Athens State chapter was one of 24 recipients out of 300 chapters nationwide. The chapter was also noted as the most award-winning Star Chapter in the organization's history with 14 annual recognitions.

McCandless Hall at Athens State University was the setting for the Spring Initiation

Ceremony of the University's Alpha Iota Chapter of Delta Mu Delta on May 1, 2016. The academic society inducted 43 new and two honorary members into the nationally chartered organization. The chapter faculty advisers are Professors Kim Bell and Kim Roberts. "We congratulate our inductees on their membership into this prestigious honor society," states Professor Kim Bell. "Their recognition is well-deserved as they rank among the top 20% of their junior and senior classes."

This year, Delta Mu Delta

awarded awards in the following categories: The Excellence in Teaching Award was presented to Professor Stacie Hughes, the Medallion Award to Rochelle St. Amand, and the Outstanding Service Award to Dr. Ron Ingle. The Robert L. and Mildred S. McCall Scholarship was awarded to Corey Wood. The Leslie Essary Distinguished Delta Mu Delta Scholarship was awarded to Alexis Collins. Honorary members inducted included Professor Debra Vaughn and Mrs. Jackie Warner, HR Specialist-Training Coordinator at Carpenter Technology Corporation.

ACCOUNTING SOCIETY RECOGNIZED



The Athens State University chapter of the Institute of Management Accountants (IMA) received three top national awards at the IMA Student Leadership Conference in Orlando, FL last December. It was one of only three student chapters across the country to receive the Outstanding Student Chapter Award and the only chapter to receive Best Communications Award. The club was also honored with the IMA Gold Award of Excellence.

"These awards were the result of countless hours of work over the last year by a group of exceptional students that we are very proud to have at Athens State," said Professor Stacie Hughes, Chair for the Accounting Department.

The Accounting Club members completed community service projects throughout the year to benefit eight charitable organizations. They organized and attended four

industry tours, twelve educational meetings with guest speakers, four career development workshops, and thirteen social events designed to promote the Accounting Club and the University.

Students of the club earned over \$13,500 in scholarships from the IMA and one student was awarded an all-expenses-paid trip to Dallas to attend meetings with the IMA's Global Board of Directors.

APICS Student Chapter Holds Inaugural Meeting

College of Business students at Athens State University held an inaugural meeting of the student chapter of APICS. APICS is the global leader and premier source of the body of knowledge in supply chain and operations management, including production, inventory, materials management, purchasing, and logistics. The Athens State student chapter offers opportunities to partner with the business professionals of the Tennessee Valley Chapter, which was recognized as a GOLD Award Wining Chapter by the organization's national Chicago-based headquarters; participate in national confer-



Pictured L to R: Scott Cox, Ricky Lang, Mike Essary, Lara Colvin, Melissa Rogers, Kim Roberts, Laura Christ, Hannah Carpenter, James Chandler, Dana Stricklen

Newly elected officers of the APICS chapter are President, Laura Christ; Vice-President, Melissa Rogers; Secretary/Treasurer, Lara Colvin; Communications Representative, Dana Stricklen; Social Media Administrator, Hannah Carpenter; and SGA Representative, James Chandler.

Chapter advisor is Mike Essary with Drs. Kim Roberts and Scott Cox servicing as co-advisors.

ences and case competitions; serve in leadership positions within the student chapter; lead and participate in community service projects; and network with school, local, and national chapter members, including students and professionals.

The chapter meets on the third Monday of every month at 6:00 p.m. in Sanders Hall Conference Room and welcomes anyone to join.

Student Organizations Attend and Host Workshops

Several Athens State University students, faculty, and staff attended the Tennessee Valley Chapter of the Society of Human Resource Management (TVC-SHRM) fall workshop on Wednesday, November 4, 2015, at the Doubletree Hotel in Decatur, Alabama. Athens State University had an exhibit table at the event, and Tiffany Gayman, an Athens State student, received a \$500 scholarship.

On February 25, 2016, a Networking Workshop was held on the Athens State campus. It was sponsored by

the Athens State University Career Development Center, Delta Mu Delta, and the Society for Human Resource Management (SHRM). The confer-

ence was called "Grow Your Networking Confidence." It was designed to inform students of what networking is and why it is important. Students learned

about preparing a professional networking introduction, appropriate dress, and how to handle follow-up after an event. Saralyn Mitchell, Director of the Career Development Center, and George Zubulake, of Promotions by George, were the main speakers. Delta Mu Delta members Rochelle St. Amand and Corey Wood spoke to students about business professional attire.



WELCOMING NEW FACES

The College of Business welcomed three new faculty members and one new staff member to its ranks this past academic year.

In January 2016, Darren Waldrep was hired as a faculty member for Information Assurance Management. He previously worked for the Department of Army as an Information Assurance Manager. He is currently enrolled in a doctoral program. Darren and his family live in Trinity.



Diann Hammon has previously worked for Athens State University as an adjunct professor in accounting. She was hired in January 2016 as a full-time faculty member. She is also taking an active role in the accounting club and pursuing her doctorate. Diann lives in Decatur.



Dr. Glynice Crow joined the Athens State faculty in August 2016 as an Assistant Professor of Management. She was an adjunct professor for Athens State, teaching economics, and worked full time at Wallace-Hanceville. She will continue to teach economics and will teach some courses in human resource management. She resides in Cullman.



Christen Stephens is now a College of Business Support Staff/Secretary. She had previously worked part-time at Calhoun Community College and part-time at Athens State University at the IT Help Desk. She is a recent graduate of Athens State with a major in Management of Technology. Christen is a lifelong resident of Athens/Limestone County.



ATHENS STATE STUDENTS WIN RESEARCH AWARDS

Athens State University had several students to win the research competition awards at the 93rd Annual Alabama Academy of Science meeting held at the University of North Alabama campus last February 2016. Amber E. Johnson, a College of Arts and Sciences student, had the 2nd place poster for Section II—Chemistry. Margaret A. Brown, a College of Business major, had the second place paper in Section V—Social Sciences. Her paper was entitled, “The Three-Legged Stool of Economic Development.” Kevin Keenan, also from the College of Business, received the Overall Outstanding Paper award in Section VII—STEM (Science, Technology, Engineering, and Math) Education. His paper was “SARA/JOVE Activities in a College-Level Management of Technology (MOT) Curriculum.” Finally, Tammie Clark, College of Business student, won 1st place for her paper, “Management in Additive Manufacturing/3D Printing,” in Section VIII—Environmental and Earth Science.

Thanks to all faculty sponsors/co-authors, as well as Dr. Bryan Kennedy, Dr. Charles Roberts, and Dr. Susan Herring for their organization and logistics efforts.

ACCREDITATION REAFFIRMED

Following the 2015 self-study year, Athens State University’s College of Business hosted an ACBSP site visit in February, 2016. The evaluation team spent three days on campus conducting interviews with various groups of faculty, staff, administration, and students. Dr. LaFevor was notified in June that Athens State University’s College of Business had its accreditation reaffirmed at the April 15 meeting. The accounting program received its own separate accreditation at the same meeting. The next 10-year reaffirmation is scheduled for 2026.

COLLEGE OF BUSINESS SERVICE AWARDS

Athens State employees were honored with Service Awards at the Fall In-service in the Carter Gymnasium Friday, August 18, 2016. The recipients are pictured with President Bob Glenn and Provost Joe Delap.



Congratulations to Dr. Bryan Kennedy who is a recipient of the Individual Meritorious Award for 2016.

5 Years – Mary Aquila, College of Business Library Liaison, and Dr. Mike Haghghi

Congratulations to Dr. Mike Es-sary, recipient of the Presidential Meritorious Award for 2016.



10 Years – Laura Lynn Kerner, Gary Valcana, and Mike Es-sary



Congratulations to Ms. Stacie Hughes and Dr. Jim Kerner for their 2016-17 faculty promotions.

20 Years – Dr. Bill Wilkes

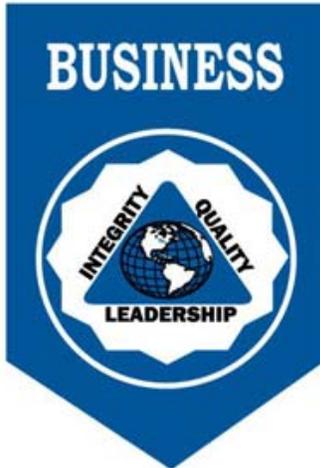
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Dean, College of Business, Athens State University, 300 North Beaty
Street, Athens, Alabama 35611

Athens State's Economic Impact

In August 2016, Athens State University released an economic impact study that shows the institution generates about \$89.18 million dollars and 503 jobs each year for the local economy. The authors, Dr. Bill Wilkes, Professor of Economics, and Cary Payne, Adjunct Professor in Health Care Management, believe this report draws attention to the University's initiatives and highlights its positive economic and non-economic impact on north Alabama.

"Athens State has an enormous impact on the area communities in northern Alabama," states University President Bob Glenn. "The academic and professional expertise of our faculty supported by an excellent staff makes the Uni-



Sanders Hall, College of Business Home

versity not only a great academic institution, but highlights our University as an engine for business and industry development."

Using a conservative financial multiplier of 2.0115, the report authors surmised that an annual return on investment to the local economy by Athens State University is \$8.62 for every revenue dollar received. The dollar figure does not include non-quantifiable aspects such as the aesthetic campus setting, cultural events, and the other instruction and development of the future educators, scientists, managers, and leaders of society. According to the U.S. Census Bureau, Limestone County is the third fastest

growing county in the State of Alabama. Relocating companies and industries utilize a five-point quality of life matrix in making a decision to move to a new area. Education is one of those important indicators, and Athens State has been a keystone in many decisions for such industries to relocate to the local community.

The full economic impact report may be found online at www.athens.edu/economic-impact/.

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