

Five-Year Goals

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In establishing goals as Associate Dean, it is critical to recognize that ultimate responsibility for the strategic direction of the College falls in the hands of the Dean. The Associate Dean acts as part of the visionary team, and in a primary role implementing those initiatives. As a result, my goals relate primarily to the direction for existing areas of responsibility, as well as key areas of infrastructure that are critical.

Student Success – Academic Advising, Career Development Programs and Scholarships

As indicated in my self-evaluation, **Student Success** is the ultimate outcome for any educational institution. My goals relate to making sure each and every one of our students has the tools need to achieve academic and career success. In conjunction with my student support team and others across campus, I hope we will continue to refine our vision, making sure it can be easily shared and internalized by every student in our College – not just those at risk and not just those highly-motivated top students, but every student. This **clear path to success** will continue to emphasize **academics** (including advising and tutoring/student support), **professional development** (Professional Advantage, Career Coach, Executive Mentor and University Career and Employment Services) and **leadership** components (from internships, to extracurricular activities to study abroad). My vision is for every student to clearly understand our goals for them, and what they need to do to be successful, with a focus on future career success, but also 4-year graduation. Four specific initiatives I hope to propose or support in the next 5-years are (1) **A comprehensive tutoring center** where students can get academic assistance. This center will be an integral part of the student success center that houses Academic Advising and Career Development, providing a visual reminder that tutoring is an integral part of academic success, just like meeting with your academic advisor each semester. (2) **A highly-visible corporate partner program** that will provide students convenient ways interact even more with alumni and companies that will hire them, as a means for motivating engagement in our career success programs and providing a more salient vision for students about their future roles. (3) **Summer programs** that will allow our new freshmen to get a head start, encourage transfer students to engage early with K-State, and inspire high-school juniors about what they can do with a business career. (4) A more **intensive scholarship program** that effectively attracts the best student leaders from across the state (and from elsewhere too), and provides the avenue for first-generation students and students with significant financial need to succeed and complete their college career in 4 years if they desire to do so.

Information Technology and Facilities

Implicit in almost every other goal is the **effective use of information technology and facilities**. My role will be to assure that we **collaboratively** manage these resources along with our service partners across campus. This includes everything from providing the right technology training to faculty and staff, to assuring maintenance of equipment and spaces. While striving to be **innovative** within a **reasonable budget**, the main focus in these areas should be **quality** and **reliability**.

Human Resources

In managing human resources in the College, my philosophy is that our primary mission is to provide a **high-quality academic experience** – therefore, **attracting, retaining and supporting faculty is our primary**

responsibility. As Associate Dean, my role is to **support our department heads** in these critical tasks, cooperating to bring the appropriate **salary and support resources** for things like research, travel and professional development to bear within the constraints of our budget.

More directly, I am responsible for oversight of our **staff**, from accounting and IT to student services. Here, my philosophy is that **staff provide critical services that make work flow smoothly**, allowing faculty to focus on their primary tasks of strategic planning, teaching and research. Staff provide **services to students** such as advising and tutoring that are pivotal to their **academic success**, and engage students in career development activities that go beyond the academic classroom and are vital to **career success**. Consequently, providing needed staffing to perform these strategically important support functions is also critical to success of our core academic mission. In addition to maintaining the **right amount of staffing**, I will continue to strive to provide opportunities for **job enhancement and career progression**, recognizing this represents a significant challenge in an organization like K-State where hierarchies are relatively flat. Given that both **faculty and staff are more successful if they work in concert**, creating opportunities to leverage our new space to continue providing a strong **sense of community** and **collaboration** between faculty and staff will also be a goal.

Accounting and Budgeting

Over the next 5 years, it is likely that the College will implement a **new, more comprehensive internal accounting system**. I intend for this system to give a ready look at the financial results for individual departments, central College administration and the College as a whole. The system will assist in creating more **robust reports** that allow us to understand our programs and effectively allocate funds. In addition, developing a database and processes for more effectively tracking information about our finances, faculty, staff and students over time and **utilizing these data in meaningful ways for assessing our progress** are also an important goal.

Communications

With a new, larger building, internal communications will be critical. While communicating day-to-day activities will be a priority, **capturing and sharing information to motivate and inspire our students** is also a goal. With the technological capability to present information electronically through multiple building monitors and every screen at the front of every classroom, we can highlight activities of clubs and organizations, make students aware of the power of study abroad, introduce people to our history and the accomplishments of our alumni – the opportunities to use media to motivate and inspire are significant.

Strategy and Accreditation

An immediate goal is to lead an effort **to energize our strategic plan**. While this process is likely to continue as we on-board a new Dean, gathering input about strategic direction from our constituents (students, alumni, employers, faculty and staff) and providing a good draft plan that can provide a foundation for future direction will be critical. Throughout the last ten years, I have had a significant role in managing our AACSB accreditation efforts. With primary responsibility for this effort yet again, I will draw on my experience and knowledge to **assure that accreditation enhances our ability to think strategically, support faculty and staff effectively and continuously enhance our academic programs**.