



1. **Performance Indicators:** *Brief summary and assessment of the college's performance on key strategic metrics.*
 - COB first-year retention rate for first-time, full-time cohort entering fall 2016 and returning fall 2017: 84.6% (76.0% to COB and 8.6% to OSU)
 - COB six-year graduation rate: 67.5% (42.2% to COB and 25.3% to OSU)
 - COB junior transfer four-year graduation rate: 65.7% (56.5% to COB and 9.3% to OSU)
 - Percentage of US Minority Students of total college enrollment: 22.0%
 - Percentage of International Students of total college enrollment: 17.4%
 - Percentage of High Achieving Oregon HS Grads: 25.1%
 - E&G ending budget: \$23,482,486 (OSU IR estimate)
 - Awards from grants and contracts: available after July 2018
 - Private giving: available after July 2018
2. **Teaching and Learning:** *Discuss the college's accomplishments on the shared goal of providing a transformative educational experience for all learners.*
 - **Enhancing teaching and advising in ways that raise and equalize student success;**
 - The college made progress towards the goal of achieving distinction through national rankings for the undergraduate program, including:
 - #14 in US for best online business degree program (BestColleges.com)
 - #8 in US for best online marketing degree program (BestCollege.com)
 - #13 in US for best online bachelor's in business administration (theBestSchools.org)
 - #8 in US for best online bachelor's in business management (TopManagementDegrees.com)
 - The undergraduate advising team redesigned the eligibility review process for students interested in declaring a business major or minor. The new process eliminates a two-week wait.
 - The advising team also modified the eligibility requirements for students to change to a business major or minor giving them easier and earlier access to required business classes.
 - The college approved a decision to transition away from the pro school model.
 - The accounting program's Epsilon chapter of Beta Alpha Psi International Honor Organization maintained a busy schedule throughout the year, and more students successfully met the requirements to join the organization than in any prior year. The chapter received recognition as a superior chapter. A major component of BAP's service is providing free tutoring to accounting students throughout the year.
 - The Career Success Center held ten workshops serving over 190 students, held 653 advising sessions with students, and hosted seven career fairs. They also hosted over 500 meet-ups, presentations and panels as part of This Week In Business and Fridays In Austin.
 - The accounting PhD program began a new teaching mentorship program for PhD students.
 - Student Engagement launched the Second Year Experience, consisting of three, one-credit courses that focus on personal, professional, and leadership skills (PPL) development. As part of the PPL course series, the college offered 125 learning labs to students, allowing them to participate in a small cohort and take a deeper dive into a topic of their choice.
 - DSGN 388 students worked with a team from OSU Capital Planning and Facilities Services Space Management to develop Design Standards for OSU interior space planning.
 - Advising staff meets twice a year with faculty from LBCC to share curricular and other program updates to better support our shared transfer students.
 - **Promoting responsible citizenship and global awareness among students;**



- During fall and winter terms, 192 students attended “Get Going!” workshops to promote the international business student exchange program and overseas opportunities. During summer/fall 2017, 131 total business students studied overseas. 160 students applied for a summer/fall 2018 experience.
- COB Inc., a new club formed to foster friendships and cultural understanding between domestic and international students, hosted five events throughout the year including three multi-cultural potlucks, an evening of cultural conversations and a welcome reception in the fall for COB’s incoming exchange students. Approximately 165 domestic and international students attended.
- The college continued to manage Benny’s Business Closet, which takes donations of business clothes to enable students to build their professional wardrobes.
- DHE 481 students completed successful designs that incorporated understanding of the needs of community members who work with the Corvallis United Way office.
- **Advancing learning through course and program (re)design, program assessment, and faculty development (in degree programs as well as the Baccalaureate Core);**
 - BIS faculty developed a BIS minor option.
 - Faculty approved the only online/hybrid family business BA option and minor in the nation.
 - Strategy and Entrepreneurship faculty developed an interdisciplinary entrepreneurship minor that allows non-business students from the applied sciences to combine entrepreneurship-related classes in their discipline with business classes to earn the degree.
 - The accounting program is developing two new accounting analytics courses that will make accounting students highly competitive in the rapidly changing accounting profession.
 - The accounting program revised the Accounting Information Management course to enhance the database, technology and critical thinking skills needed in current practice.
 - BA280, Business Insights, completed its second year in existence, helping approximately 450 incoming transfer students bridge their experiences as they enter OSU and the COB. The course aims to assist students in their transition to the college by providing professional development, academic resources, and community-building opportunities.
 - Finance faculty improved coordination of teaching material across the junior level sequence.
 - Management faculty developed a minor and concentration in Human Resources (HR), an MBA program track in HR, worked on the process for accreditation by Society for Human Resource Management (SHRM) and launched a professional development program requiring all undergraduate management majors to engage in non-course activities that increase marketability and eventual alumni affinity.
 - BA 354 Managing Ethics and Corporate Responsibility delivered for the first time in fall 2017 as the college-wide Writing Intensive course. Online version delivered spring 2018.
- **Online and hybrid-delivery education;**
 - In the past year, COB faculty developed/delivered over 15 online/hybrid courses. Examples include BA 211 Financial Accounting (online), BA 363 Technology and Innovation (hybrid in 2018 and online in 2019), DSGN 341 Introduction to Design Management (hybrid), BA 569 Advanced Strategic Management (4-week 80/20 hybrid and 10-week 50/50 hybrid).
- **The development of new pedagogical models;**
 - Supply Chain faculty developed new pedagogical teaching model that connects students to business professionals in BA478/578.



- The college created a peer-mentoring program for second-year students. Assistant Professor Ted Paterson supervised and trained third and fourth year students who provided peer mentoring for approximately 500 second-year students.
- **Enhancing the integration and success of international students;**
 - Advisors will meet with pathway students planning to transition to OSU for face to face advising meetings prior to their leaving for summer break, rather than advise them via email over the summer. Advisors will suggest courses for fall term, explain the registration process and give them information on their next steps.
 - The college taught classes and held office hours in the International Living and Learning Center to increase College of Business presence in the building.
 - OSU-Cascades faculty used group work to enhance the integration and ensure success of the international students on the Bend campus, a format which also serves to promote global awareness of the domestic students who participate in these diverse workgroups.
- **Enhancing the comprehensive Healthy Campus Initiative;**
 - A 10-member team from the college placed second in the OSU Commute to Work Challenge.
 - The college raised the equivalent of over 10,000 pounds of food for Linn Benton Food Share in the 2018 OSU Food Drive.
 - Two members of the college's Equity, Diversity and Inclusion committee ran a student learning lab entitled "It Starts with a Story," focusing on the power of storytelling to build community.
- **Growing programs at OSU-Cascades, Newport and Portland;**
 - The college received funding from the OSU Portland Bridge Fund to expand current enrollment of Portland-area online students in the undergraduate business degree programs from 35 to over 150 by offering more specialization options and adding a hybrid format.
 - The college also received funding to expand the current enrollment in the Portland hybrid MBA from 50 to over 200 enrolled students by offering more options and revising the hybrid format to include programming for Personal, Professional and Leadership (PPL) skill development.
 - The college held programming on five community college campuses in order to increase exposure to the new Portland hybrid offerings that will launch in the fall.
 - The college offered two Travel Fridays in partnership with community colleges to allow potential transfer students to interact with current OSU students and recent alumni.
 - Faculty at OSU-Cascades met with prospective students and their families to help them experience what their academic career at OSU-Cascades will be like. The faculty also made personal telephone calls to incoming business students to answer questions.
 - Faculty approved an option in Hospitality Management for OSU-Cascades.
- **Recruiting diverse and high-achieving students (Corvallis, OSU-Cascades, Ecampus);**
 - The accounting program and its donors provided \$70,000 in scholarships to high-achieving accounting students this year.
 - The college designated an option for Dean's Academy that allows students to have this program be transcript visible. 250+ eligible students have opted into the Dean's Academy.
 - The undergraduate recruiting program leveraged alumni living in California, Hawaii, and Washington to host recruiting events.
 - The college collaborated with the Science and Math Investigative Learning Experiences Program (SMILE) to provide campus tours, residence hall tours, a financial literacy class, a networking workshop, and a pitch competition to 95 high school students from around Oregon.



- The college promoted the Dennis Powell Bridge to Success Scholarship to students interested in business from rural counties of Oregon.
- The college added a student success coordinator with Portland Community College to increase awareness of COB programs and assist transfer students in accessing OSU resources.
- The recruiting team hosted Portland hybrid info sessions and professional development events at PCC Rock Creek, PCC Sylvania, and Mt. Hood campuses to present the Portland-hybrid option for degree completion and provide professional development for transfer students.
- The college hosted visit days for students from high schools with high numbers of free/reduced lunch and higher numbers of underrepresented minority groups. The college provided grants to McKay High School and Benson HS to assist with transportation. The college also hosted Jefferson HS (Portland) students for a tour of OSU and Austin Hall.
- The college participated in the Black Access Student Initiative planning and programming of “OSU Celebrates” night in Portland to increase awareness of the college for black students.
- **Other initiatives focused on teaching and learning.**
 - Finance faculty continued to grow the Oregon State Investment Group (OSIG) and offered opportunities for students to visit Wall Street firms and to compete in two portfolio competitions at UCLA and Berkeley. OSIG placed in multiple regional and national competitions:
 - 3rd of 20 in DADCO Portfolio
 - Competed in final round of USC investment competition
 - 2nd place in region CFA challenge
 - Students developed and launched 63 microbusinesses in the BA161/162 series of courses that sold a wide variety of services and products such as apparel and consumer products.
 - Supply Chain faculty worked with their students to establish the Supply Chain student club.
 - Supply Chain faculty engaged Portland-area business professionals to provide student projects.
 - Marketing faculty created a Sales Academy that will train students interested in a sales career.
 - BIS faculty developed and delivered a half-day ‘learn to code’ learning lab for business students.
 - BIS faculty started a faculty-and-student study group on blockchain technology.
 - 40+ students placed at MECOP companies for summer/fall 2018 MECOP internships.
 - BIS faculty guided students through a two-term service-learning project working on reengineering the City of Portland’s annual performance review process.
 - Marketing program implemented new requirement for experiential learning for all marketing majors (i.e., complete an internship, honors thesis, study abroad, or faculty-advised project).
 - Eight management students attended the Northwest Human Resource Management Association student conference in Seattle.
 - The DAMLab makerspace in Buxton hall supports students in both Business and Engineering creating cross-disciplinary experiential opportunities as students invent and innovate together. The space directly supported 63 microbusinesses and 12 student-led startups.
 - The college launched InnovationX as a hub for student entrepreneurs. The InnovationX Launch Pad program helped 30 first-year students explore entrepreneurship. InnovationX hosted an elevator pitch competition with over 900 students pitching their business ideas.
 - InnovationX staff mentored 14 student entrepreneur teams, providing them guidance to move their businesses forward; four teams won nearly \$82,000 in funding from external competitions.
 - InnovationX staff hosted two pitch competitions and collaborated with the College of Engineering to host three H-Weekend events where students work in teams to create new inventions.



- InnovationX launched a weekly university-wide entrepreneurship newsletter, called *Launch*, with over 1,500 student subscribers.
 - The college formed a new student club, Women In Leadership, and hosted 10 events with 524 students attending. Speakers included a female entrepreneur speaking on seeking funding and a discussion with the female owner/director of a film studio on the #MeToo movement.
 - The design program formed a student chapter of the American Association of Textile Chemists and Colorists. This industry association provides scholarships and competitions for members.
 - Over 200 people attended the spring fashion show Revolution.
 - Students in the Marketing Club contributed to the development of six local companies. The Marketing Club students also attended the Portland Engage conference to learn about the latest strategies and technological advances in digital marketing.
 - The college's SHRM student club received the merit award for excellence in its first year.
 - Two accounting students received invitations to the Precision Cast Parts development program.
 - The college created Launch of Generation Next, the first family business club at OSU.
 - The design program maintains a collection of over 3,500 historic artifacts of apparel, accessories and textiles. The collection provides hands-on educational opportunities for students.
 - The finance program opened a Bloomberg trading terminal and integration service for use in seven finance courses and two student clubs.
3. **Research and Creative Work:** *Discuss the college's accomplishments on the shared goal of advancing high impact research and creative work while building preeminence in the three signature areas of distinction.*
- **Attracting and retaining exceptional faculty;**
 - Faculty promotions:
 - Jonathan Arthurs and David Baldrige promoted to Professor
 - Anthony Klotz and Inara Scott promoted to Associate Professor and granted tenure
 - Amy Bourne promoted to Senior Instructor II
 - Michele Swift and Lacy McNeely promoted to Senior Instructor I
 - **Cultivating transdisciplinary research (on campus or through partnerships);**
 - The accounting program received recognition as #1 ranked program in the world for experimental research in the area of accounting systems and #15 worldwide for experimental accounting research. The rankings include over 800 universities with accounting programs.
 - The Supply Chain Management (SCM) Journal list governed by the SCM Congress ranks schools based on research output in top-tier supply chain management and operations journals. In 2018, the College of Business ranks 25th in the world for supply chain research.
 - The Management program ranked #30 for 2017 in North America and #16 by faculty size by the Texas A&M management program rankings based on research output in eight elite journals.
 - Professor Roger Graham continued to serve as editor in chief of *Advances in Accounting* and hosted the third annual *Advances in Accounting* conference in Austin Hall.
 - Two accounting faculty served as editors of the *Journal of Information Systems*, which is a journal of the American Accounting Association (AAA). One faculty received Outstanding Editor Award.
 - Business analytics faculty served on the editorial boards of top discipline journals.
 - Management faculty had six papers accepted in elite journals and faculty held six editorial board memberships at elite journals, nine overall editorships.
 - Strategy and entrepreneurship faculty published nine articles in top journals and served on editorial review boards for top journals.



- Design and merchandising management faculty published articles in a top journal and served on the editorial boards for top discipline journals.
- Marketing faculty served as conference co-chairs and track chairs for two international marketing conferences. They are also serving on editorial review boards for two marketing journals and serve as the special issue editor for a marketing journal.
- Professors Ania Rose and Jake Rose received a Glen McLaughlin Award for Research in Accounting Ethics for their paper that examines the effects of tone on controller behavior.
- Multiple management faculty invited for research talks, including the Wharton Organizational Behavior conference.
- The Executive Committee of the Organizational Behavior Division of the Academy of Management elected Associate Professor Keith Leavitt as a representative at large.
- Marketing faculty had six manuscripts accepted for publication in high-quality discipline journals.
- **Increasing the quality, capacity and impact of graduate programs;**
 - The MBA program achieved the following rankings:
 - Top ranked part-time MBA program in Oregon (US News)
 - Top 50 MBA online program in US (MBAOnline Today)
 - #18 in US for supply chain logistics management (CollegeChoice)
 - #16 in US for business analytics (CollegeChoice)
 - The MBA corporate finance team bested groups from the University of Oregon, the University of Washington and Seattle University to bring home the Association of Corporate Growth (ACG) Cup Northwest. The ACG Cup Northwest is a case study competition among MBA students placed in a high-pressure setting to solve a real-world business challenge.
 - The college designed a graduate entrepreneurship and innovation management minor.
 - The MBA program added a marketing option and online digital marketing option.
 - Faculty approved implementing a Master of Science in Business (MSB) and a graduate certificate in business fundamentals.
 - The MBA program focused growth at the top of the admission funnel that resulted in 45% increase in admitted students. Recruitment activities included:
 - Outreach throughout Oregon by hosting or attending 129 lead generation events.
 - Strengthened outreach efforts beyond Oregon through recruitment events at BYU-Idaho, BYU-Provo, California Forum for Diversity in Graduate Education, Boise State, Northern Arizona, MBA Tour Seattle, MBA Tour San Francisco, MBA Tour Los Angeles.
 - Lead generation efforts resulted in a 29% increase in inquiries for MBA program.
 - The MBA program executed recruitment initiatives with multiple companies and organizations:
 - Hosted seven recruitment events at companies including Daimler Trucks and CDK Global.
 - Established a GMAT/GRE waiver program that targeted 32 companies through the MBA Corporate Scholars Program (\$3,500 in scholarships to students from partner companies).
 - The MBA program implemented Pardot (a marketing automation tool) and transitioned the graduate business programs recruiting team to the OSU enterprise shared Salesforce instance.
 - The MBA program created a team of fifteen graduate student ambassadors to support recruitment efforts and to provide prospective students access to current student perspectives.
 - The college launched a new 'microsite' for the MBA program in order to improve the user experience and better compete within the MBA marketplace.
 - This past year marked the fourth year of the business PhD program's existence. The first class of students moved well into the dissertation phase of the program and will go on the market this



summer and next fall. The program admits students every other year and currently has six fourth-year students and three first-year students.

- Doctoral students are currently working on 26 research projects with COB faculty.
- A doctoral student attended the American Accounting Association Doctoral Consortium.

○ **Growing external research funding;**

- Associate Professor Hsiou-Lien Chen is collaborating with OSU colleagues on the Walmart Manufacturing Innovation Fund Project (\$810,000).
- Associate Professor Seunghae Lee received the 2018 Edison Price Fellowship to work with the Lam Partners lighting design firm to develop daylighting research.
- Professor Rene Reitsma continued working with Engineering Education faculty on NSF-funded grant on digital libraries for Next Generation Science Standards learning.

○ **Supporting faculty entrepreneurship;**

- InnovationX launched a program for participating OSU faculty to advance entrepreneurship.
- Entrepreneurship faculty successfully launched a pitch competition for all BA 260 students.

○ **Cultivating partnerships with industry and other external stakeholders;**

- Supply chain faculty participated in Supply Chain and Logistics Management Board events and meetings, coordinated with the National Association of State Procurement Officers (NASPO) for scholarship and internship opportunities, arranged for factory tours and invited industry practitioners from the greater Portland metro region to serve as guest speakers.
- Supply Chain faculty engaged with local a business to develop applied curriculum. Students in BA 478/578 analyzed sales record data from NetRush as a course project on demand forecasting.
- Assistant professor Amol M. Joshi was one of 15 researchers nationwide appointed to the National Academies of Sciences, Engineering, and Medicine Review of the Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) Programs.
- Accounting faculty and students completed a sustainability project for Block 15 Brewing.
- Assistant Professor Jay Hardy III participated in a Society for Industrial and Organizational Psychology (SIOP) symposium on Academic/Practitioner collaborations.
- Management faculty members collaborated with Salem Health to develop and conduct an organization-wide employee diversity assessment. Management faculty also provided professional development for Portland General Electric.

○ **Other initiatives focused on research and creative work.**

- AFBP published and distributed three editions of the digital “Family Business Connections” newsletter. The newsletter highlights COB faculty members, family business profiles and short pieces that connect empirical research to practical succession issues.
- The Close to the Customer (C2C) Project completed 19 marketing research projects involving 25 students working on project teams.
- Over 50 strategic partners, alumni, and students attended C2C’s research showcase in Portland.

4. **Outreach and Engagement:** *Discuss the college’s accomplishments on the shared goal of strengthening OSU’s impact and reach throughout Oregon and beyond.*

○ **Positioning OSU’s outreach and engagement programs as vehicles for facilitating high-impact learning and effectively utilizing university research and creative work;**

- The college hosted quarterly event series Advancing Women in Leadership that targeted Portland business professionals and OSU students and had over 100 attendees at each event.
- The college conducted an alumni panel in partnership with the Center for Fraternity and Sorority Life on leadership and professional development.



- The college hosted industry and higher education experts in digital marketing at the WeWork Custom House in Portland as part of the SOLVE series.
- Design faculty received Tom Toomey funds for students to enter the American Association of Textile Chemists and Colorists (AATCC) Merchandising and AATCC Design competitions. One student team won first place in the 2018 Concept to Consumer Merchandising Competition.
- AFBP engaged over 2,300 individuals through outreach programs or educational resources.
- **Increasing study abroad opportunities and strategic international research partnerships;**
 - The faculty advisor to the International Exchange program at OSU-Cascades recruits students for the international exchange program and encourages them to use their experience to complete an International Business option.
 - The college hosted events in locations around the world and connected with over 150 alums in Las Vegas, Hong Kong, London, Seattle, San Francisco, San Diego, and Denver.
 - The college hosted seven international courtesy faculty who are partnering with our faculty on various research projects.
- **Engaging alumni and other external partners;**
 - Over 720 volunteers supported the college in 2017-2018. Over 330 volunteers are on a program advisory board. Over 600 alumni/external partners have participated in college activities.
 - Eight academic discipline programs conducted at least two industry advisory board meetings.
 - The BIS program hosted an alumni reception for over 40 BIS alums.
 - BIS faculty engaged with IS security professionals to develop the BA 480 IS Security course
 - BIS faculty organized a BIS Meet the Firms Career Expo involving 18 organizations.
 - BIS faculty invited industry representatives to participate in BIS student club meetings.
 - The college arranged 20 Travel Friday opportunities in a variety of different industries for students. Approximately 370 students participated in these company site visits.
 - Finance students finished in first and second place in the US Bank case competition.
 - The finance program hosted the Certified Financial Analyst (CFA) society.
 - The finance program generated numerous contacts with industry/external partners via the OSU Finance Club, Finance Friday in Austin and the annual finance “speed dating” industry night.
 - The accounting program hosted a banquet for its students, donors, and recruiters.
 - The accounting program hosted a career fair for the firms that recruit accounting students.
 - InnovationX staff created a volunteer community of nearly 50 innovators and entrepreneurs from the community. They also hosted the Launch-U speaker series.
 - Design faculty developed a plan with the Nines in Portland to showcase student work from the Design and Innovation Management major. Design faculty also worked with Nike in brainstorming a process for supporting student internships for the Design Management option.
 - The college sent the bi-monthly Business Matters e-newsletter to 15,000+ alumni. The college will send the Business Matters print edition to 28,000 alumni.
 - The college launched an email strategy to cultivate more than 250 corporate partner leads.
 - The business analytics program collaborated with Daimler Trucking, CDK Global, a major sportswear company, and a local outdoor supplies retailer to sponsor student projects.
 - Ten business analytics students participated in a project sponsored by Burgerville for \$15,000 that resulted in a 25% increase in sales and 19% increase in satisfaction.
- **Advancing economic and social progress in rural and urban areas in Oregon and beyond;**
 - OSU-Cascades faculty hosted a workshop with the City of Bend to help the 13 Bend neighborhood associations maximize their impact through social media. As a direct result of this workshop,



some of the most vocal opponents to the presence/growth of OSU-Cascades were able to see the benefit of having a 4-year university and the faculty expertise that comes with it.

- AFBP hosted 18 speakers, including CEOs, and professionals in accounting, law and family facilitation to speak in the family business seminar class. AFBP also developed a collaborative program on the topic “Millennials in Agriculture: Taking Over the Farm.”
- The Family Business 360 breakfast series enrolled 246 participants in webinars and more than 1,430 users downloaded a podcast of the series.
- AFBP presented at the Oregon Rural Development Initiative’s Business Retention and Expansion Summit on reinvigorating business through succession planning.
- AFBP provided succession-planning workshops in Clackamas County and in Medford for farm families. AFBP also participated in working groups to support the newly funded Oregon Agricultural Heritage Program that provides financial support for land conservation.
- **Other initiatives focused on outreach and engagement.**
 - The college collaborated with OSU’s Professional and Continuing Education (PACE) program to offer 11 professional and continuing education certificates in business and management related topics. The college served 1,083 enrollees.
 - AFBP arranged for Valerie Johnson, second generation CEO of DR Johnson Lumber, to be the keynote speaker at the annual Emerging Family Business Leaders lunch in Portland.
 - The Marketing and Communications team received a “DAM Award” from the OSU University and Relations Marketing for work on the OSU MBA brand and advertising campaign.
 - The continued emphasis on family business education as part of the AFBP Excellence in Family Business Awards resulted in 41 nominations in 2018.

5. Diversity and Inclusion: *Discuss the college’s accomplishments on the shared goal of advancing diversity and inclusion at OSU, especially related to increasing the diversity of faculty, staff and students.*

- The college hosted the Susan J. McGregor lecture on Women’s Leadership featuring a successful female in the high tech industry who spoke to 850 COB students on the advancement of women in leadership - Elisa Steele, former CEO and President of Jive software.
- The college’s Equity, Diversity and Inclusion committee continued its work during its first full academic year in existence. Activities and events included:
 - Held a workshop with Stacey Gordon, CEO of Rework Work, that highlighted innovative ways to identify, interrupt, and mitigate unconscious bias and illustrated the difficulties and challenges faced by students.
 - Worked to integrate the revised promotion and tenure guidelines related to equity, inclusion and diversity into the faculty culture by making changes to documentation related to hiring, development opportunities and faculty evaluations.
 - Developed additional instructions for applicants seeking faculty positions at the COB: individuals applying for faculty and instructor positions will need to include a one-page statement of commitment to equity, inclusion, and diversity.
 - Initiated Peer Review of Teaching Committee’s inclusion of EDI-related questions in their assessments, and guidance to faculty to include EDI contributions in their statements of teaching philosophy
 - Formed a Student Advisory Group to advise on programming, recommend ways to reach students, and give feedback from a student perspective.
- Management faculty members delivered evidence-based diversity workshops to multiple organizations, including Oregon State’s e-campus, the Corvallis Public Library, and the Corvallis Chamber of Commerce. Future workshops with the Corvallis Police Department are in planning.



- Associate Professor David Baldrige received the 2017 I. King Jordan Distinguished Service Award from the Association of Late Deafened Adults.
 - Associate Professor Satoris Howes was a featured speaker for the OSU-Cascades International Women's Day program, speaking on increasing gender equity and forging positive visibility of women in the workplace.
6. **Faculty and Staff Development and Support:** *Discuss the college's efforts to provide professional development opportunities for its employees; to mentor its tenured, tenure-track and non-tenure track faculty; and to support the work-life balance of its employees.*
- The college held two equity, diversity and inclusion-focused faculty/staff workshops with guest speakers on the topic, with follow-up roundtable discussions to share actionable knowledge.
 - The Equity, Diversity and Inclusion committee created on-line training for new and current faculty/staff; training consists of seven modules focused on equity, diversity, and inclusion.
 - A BIS faculty acquired ISACA certifications for Certified Information Systems Auditor.
 - A management faculty provided project management training to the college's MARCOM group.
7. **Resource Stewardship:** *Discuss the college's efforts to steward resources wisely, enhance support to faculty and students through effective administration, and grow resources through philanthropy.*
- The college recruited 33 companies into its Corporate Partners Program. The college raised nearly \$700,000 in FY19 from corporate partnerships. Significant partners included:
 - E & J Gallo Winery contracted the College of Business to deliver a digital marketing training program (\$130,000) for the company's national sales team.
 - \$100,000 scholarship program for Horizon Air employees providing them \$2,000 in scholarship funds each term in the online bachelor's degree in business administration.
 - Pacific Office Automation is the title sponsor (with a \$150,000 sponsorship) for the newly launching sales academy, which provides professional development opportunities in sales.
 - College staff and leadership conducted over 150 individual visits to express gratitude and stewardship for donor gifts supporting the College of Business.
 - The college hosted the "Impact at Work" luncheon in Portland for donors to scholarship funds, and invited all scholarship students to engage and meet their donors.
 - AFBP met the Coleman matched gift of \$100,000 to support educational programming.
 - Design faculty received a software donation for 28 Browzwear licenses.
 - Supply Chain faculty successfully solicited funding from external organizations such as NASPO to help create a student scholarship and create the Supply Chain Lab.
 - BIS faculty applied for and received educational grant (\$40 credit per student) from Amazon Web Services. This grant enabled 82 students in BA 479 to learn hands-on network fundamentals.
 - A management student received a \$2,500 scholarship funded by the SHRM Foundation.
 - Approximately 35 students of the spring 2018 BA 480 IS Security class received \$50 to cover the cost of taking the ISACA Cybersecurity Nexus (CSX) security certification.
 - The college worked with Academic Technologies to become the only college at OSU currently piloting the Akindi online grading system as an alternative to Scantron grading. Akindi allows faster turnaround on exam grades and integrates directly with Canvas, and is less expensive than Scantron grading.