

Minutes of the
Second Regular Meeting of the Sixth Senate
Purdue University Fort Wayne
October 9, 2023
KT G46

Agenda

1. Call to order
2. Approval of the minutes of September 11
3. Acceptance of the agenda – J. Johns
4. Reports of the Speakers of the Faculties
 - a. Deputy Presiding Officer – N. Younis
 - b. IFC Representative – B. Buldt
5. Report of the Presiding Officer – C. Lawton
6. Special business of the day
7. Unfinished business
8. Committee reports requiring action
 - a. Executive Committee (Senate Document SD 23-1) – J. Johns
 - b. Executive Committee (Senate Document SD 23-2) – J. Johns
9. New business
10. Question time
 - a. (Senate Reference No. 23-11) – A. Nasr
11. Committee reports “for information only”
 - a. Curriculum Review Subcommittee (Senate Reference No. 23-9) – L. Roberts
 - b. Curriculum Review Subcommittee (Senate Reference No. 23-10) – L. Roberts
 - c. Graduate Subcommittee (Senate Reference No. 23-12) – K. Fineran
12. The general good and welfare of the University
13. Adjournment*

*The meeting will adjourn or recess by 1:15 p.m.

Presiding Officer: C. Lawton
Parliamentarian: C. Ortsey
Sergeant-at-arms: S. Carr
Assistant: J. Bacon

Attachments:

- “Approval of Replacement Members of the Grade Appeals Subcommittee, Advising Subcommittee, and Graduate Subcommittee” (SD 23-1)
- “Persona Non Grata Determination Process” (SD 23-2)
- “Question Time – re: Employee Salaries” (SR No. 23-11)
- “Concentration in Healthcare Administration” (SR No. 23-9)
- “Minor in Healthcare Decision Making” (SR No. 23-10)
- “Graduate Concentration in Healthcare Management” (SR No. 23-12)

Senate Members Present:

N. Adilov, J. Badia, K. Barker, B. Buldt, R. Burton, S. Cody, B. Dattilo, C. Drummond, R. Elsenbaumer, R. Friedman, M. Hammonds, S. Hanke, J. Johns, S. Johnson, M. Jordan, D. Kaiser, M. Kirchner, J. Lawton, J. Leatherman, J. Li, H. Luo, D. Maloney, V. Maloney, E. Mann, J. McHann, D. Miller, D. Momoh, A. Montenegro, G. Nakata, A. Nasr, I. Nunez, H. Park, L. Roberts, P. Saha, W. Sirk, K. Stultz-Dessent, K. Surface, R. Sutter, D. Tembras, L. Whalen, M. Wolf, N. Younis, Y. Zhang

Senate Members Absent:

S. Bischoff, Y. Deng, P. Dragnev, S. Elfayoumy, C. Freitas, A. Khalifa, J. Lewis, J. Mbuba, J. O’Connell, E. Ohlander, M. Perkins Coppola, A. Pinan-Llamas, R. Shoquist, N. Welsh

Guests Present:

A. Blackmon, S. Buttes, A. Dircksen, K. Fineran, T. Grady, C. Huang, C. Marcuccilli, G. Mavronicolas

Acta

1. Call to order: C. Lawton called the meeting to order at 12:00 p.m.
2. Approval of the minutes of September 11: The minutes were approved as distributed.
3. Acceptance of the agenda:

J. Johns moved to accept the agenda.

Motion to accept the agenda passed on a voice vote.

4. Reports of the Speakers of the Faculties:

- a. Deputy Presiding Officer:

N. Younis: Good afternoon colleagues,

Shared governance is the foundation of American higher education because the faculty provide valuable assistance and advice to administrators such as in the area regarding faculty evaluation. Thus, faculty participating is essential in decisions where faculty members have better information.

Currently, there is a campus discussion about and evaluation of the Faculty Success system. I hope our faculty will be a force in this discussion.

Thank you.

b. IFC Representative:

B. Buldt: Good afternoon, everyone!

Today I'll briefly address two topics. First, in my role as one of our two representatives to the Intercampus Faculty Council—David Liu from CS is our other representative—I'll report from our first meeting. Second, in my role as a former member of the Subcommittee Taskforce I'll report on plans to amend our Constitution.

The Intercampus Faculty Council, or, for short, the IFC, is a Purdue systemwide committee that meets once a month and has two representatives each from all four campus: West Lafayette; NorthWest, Indianapolis, and Fort Wayne. Its responsibility is the “coordination of legislative and policy making actions of the various faculty governing bodies.” The main legislative-slash-policy action that was discussed at the September meeting was the split of IUPUI and how tenure decisions are being handled for Purdue faculty. Official documents of separation were not signed until June of this year, which caused much delay. Purdue University is still committed to honor tenure. But while the previous administration said external letters won't be requested, the new leadership (President and Provost) deemed them essential. Those who applied for tenure at PWL will be reviewed by a primary committee; if their review is positive, cases will be go the respective Dean and then to the Provost for their recommendation. If not approved, faculty will have tenure with a new entity, Purdue Indianapolis. So far, all but 13 of 54 were denied a tenure home at West Lafayette; there is no guarantee that the remaining 13 will eventually be accepted; for example, not a single of the 22 faculty members in CS was re-homed to PUWL. This will result in a paradoxical situation: faculty are supposed to be delivering West Lafayette's programs, but their vast majority will not have West Lafayette as their tenure home. Tenure-track faculty, or faculty seeking promoting this year, can decide what their tenure home should be. When it comes to teaching classes, the situation is even more messy. I gave this brief update assuming most of you wanted to know how the split is going.

My second topic for today are the plans for amending our Constitution or, more formally, the Constitution of the Faculty of Purdue University Fort Wayne, that is, the document in which we spell out how we wish to exercise the powers and responsibilities granted to us by the Purdue Board of Trustees. The current schedule is to have two town halls for all faculty Wed, Oct 25, 3–

4:15pm and Thu, Oct 26, 4:30–5:45pm, followed by a Special Meeting of Senate on Mon, Nov 6. All meetings will be in this room, KT G46. Senate can then cast its vote at the Senate meeting Mon, Nov 13, and faculty may cast their ballot right afterwards from Nov 14 through Nov 20. If all goes well, we have shiny new Constitution before ThxGiving; or, if votes go in the other direction, the same old thing w/ a few cosmetic changes. Stay tuned for further communication on this.

Thank you!

5. Report of the Presiding Officer:

C. Lawton: Just two brief remarks: First, I would like to encourage everyone to participate in the upcoming Forward Together/ Strategic Planning Day, scheduled for Monday, October 30th. This event is intended to both inform the university community of progress made on Strategic Plan 2020, developed on the basis of campus-wide input during a day-long event, and engage everyone in planning next steps for carrying out the Strategic Plan. This event will also be day-long and will involve active participation of attendees. I would especially like to encourage participation of faculty as it is very important that our voices be heard in continued planning of the future direction of PFW.

Second, I would like to encourage chairs of all Senate committees and subcommittees to develop a document of guidelines for running your committee that spells out procedures for getting the business of your committee accomplished. This would be so helpful when there are changes in leadership on committees, who otherwise may have to spend a lot of time figuring out what they are supposed to do and when. For example, I did not realize that the budget report and athletic report, typically given at the October Senate meeting, must be requested well in advance of the meeting. Which is by way of explaining why those reports will be presented in our November meeting this year.

6. Special business of the day: There was no special business of the day.

7. Unfinished business: There was no unfinished business.

8. Committee reports requiring action:

a. Executive Committee (Senate Document SD 23-1) – J. Johns

J. Johns moved to approve Senate Document SD 23-1 (Approval of Replacement Members of the Grade Appeals Subcommittee, Advising Subcommittee, and Graduate Subcommittee).

Resolution passed on a voice vote.

b. Executive Committee (Senate Document SD 23-2) – J. Johns

J. Johns moved to approve Senate Document SD 23-2 (Persona Non Grata Determination Process).

B. Buldt moved to table until a future meeting.

Motion to table passed on a voice vote.

9. New business: There was no new business.

10. Question time:

a. (Senate Reference No. 23-11) – A. Nasr

This is a follow up question to [Senate Reference 22-23's](#) inquiry on pay upgrade during the [March 13, 2023, Senate meeting](#).

1. Could you please share any progress on the salary compression process?
2. Purdue West Lafayette [recently announced](#) a recurring 4 percent to employee salaries. As cost of living continues to increase, are there any plans for Purdue Fort Wayne to follow suit?

R. Elsenbaumer:

1. The university is continually working to reduce the impact of compression to the degree that our financial progress allows. The merit process is one way. Additionally, Human Resources reviews and advises on pay compression within departments as staffing changes are made and as new people are hired. The Job Family Structure in Success Factors is and was helpful.

We will have more to say about Salary Compression and Compensation at our October 30 meeting. So, come and listen and participate.

2. Unfortunately, as is well known, budget challenges have hindered the university's ability to implement merit allocations for many years.

However, we have taken steps to change this. In fact, several months ago, Chancellor Elsenbaumer announced that the leadership team was optimistic the university could implement a total of 4 percent merit allocation for 2023-2024 — to be funded centrally and allocated in two phases.

A [Message from the Chancellor was sent to all faculty and staff on May 17, 2023](#), announcing an initial 2 percent merit allocation for all eligible employees, effective July 1, 2023. As part of the announcement, Chancellor Elsenbaumer also announced the university's intent to award an additional 2 percent merit allocation in fall 2023, contingent upon fall enrollment, retention, and revenue.

As a result of the hard work and focus of faculty and staff across the university, the university exceeded enrollment, retention, and revenue projections, and a [Message from the Chancellor was sent to all faculty and staff on September 5, 2023](#), announcing that the other half of the 4 percent merit allocation for eligible faculty and staff indeed would be possible. This additional 2% merit allocation will be effective November 1, 2023.

Therefore, the total merit allocation for eligible faculty and staff is 4 percent for 2023-2024. This is the second year in a row that the university has been able to implement a recurring merit allocation.

Again, more on this topic will be presented at the October 30 Strategic Planning Update meeting. Please plan to attend to learn more.

D. Kaiser: You said that Human Resources looks at the departments when new hires are made to evaluate salary and promotion. When you said that, did you mean that the new hire would affect that or would it affect everyone in the department? Would they look to see what other people in that department are experiencing and would it affect them?

R. Elsenbaumer: Yes, they do. We have a hiring committee. You may not be entirely aware of this, but anytime a request for a new position is made it goes to the hiring committee and the hiring committee looks at these. But, first and foremost, our Human Resources Employee Relations department looks at the request, and the position of that request, within Success Factors and within the Job Family Structure to make sure that we aren't necessarily causing undue salary compression within a department or to make sure that that person being suggested as a new hire is at the appropriate salary. So, yes.

L. Roberts: I vaguely recall a number of years ago that Purdue Northwest got a recurring salary increase. I am wondering if PFW has ever been brought up to a similar sort of standard or if it has been in consideration for such an increase.

R. Elsenbaumer: Would you explain that, please?

L. Roberts: I thought it was maybe about four years ago that we received some sort of email in which we found out that Purdue Northwest would be getting regular standard increases in their salary. Am I incorrect on that memory? And that PFW would not be getting the same sort of increase. I am wondering, is that true? Has there been any movement toward PFW getting something similar?

R. Elsenbaumer: Let me clarify. Whatever happens at Purdue Northwest is irrelevant to what happens here at Purdue Fort Wayne. We are in charge and responsible for what happens on this campus. The same thing is true with West Lafayette. Whatever West Lafayette decides to do in terms of compensation for

faculty, we are not constrained to follow or adhere to that. We come up with our own mechanism.

Let me just make it clear. Several years ago, when we were looking for a new chief financial officer, a Vice Chancellor for Financial and Administrative Affairs, one thing that was top of mind for us at the leadership team here at the university was to find ways to make sure that we built into our budget appropriate merit compensation for faculty and staff. When we hired Glen Nakata, that was one of the first things that we had a conversation about.

You are going to learn more about our strategies on October 30, so please come and you can hear it from Glen directly about what our strategies are in this regard.

Good question.

J. Johns: I have more of a clarifying question on the last statement you made. So, Purdue West Lafayette can't step in and stop a merit increase if we decide that we want to do a merit increase? Is that correct?

R. Elsenbaumer: We are in control.

J. Johns: Thank you. I just wanted to verify.

R. Elsenbaumer: It doesn't mean that they can't come in and say "I don't know if it is a good idea that you want to do that."

You know, I have had a very good relationship with Mitch Daniels and I have a very good relationship with Mung Chiang. If there is ever any kind of issue, we always keep it concentrated on what we are doing here on campus. If there is an issue, we certainly know about it long before, hopefully, you do.

D. Kaiser: I just wanted to follow up. Maybe I am focused on something that is not really that important, but I was kind of trying to understand, if Human Resources is looking at these departments to see if there is a salary issue, and they determine that there is, is it going to affect the faculty already there or is it only going to affect the salary of those incoming? That is what I am trying to ask.

R. Elsenbaumer: First and foremost, maybe a little bit of information from Human Resources might be important here, but let me say something, and maybe Tina can correct me if I am wrong. Faculty, I don't believe are part of Success Factors or the Job Family Structure. This is for employees or staff. So, I don't know if we would look at salary compression necessarily within the faculty. Is that correct?

C. Drummond: Human Resources is not involved in the establishment of faculty salaries. That is handled through Academic Affairs based upon faculty salaries nationwide. We make an effort to have new tenure-track hires at or slightly above

the national average for that particular position. Faculty compression occurs. It is a structural part of higher education among tenured faculty. We can get into a long conversation about the economic exchange that faculty make for being at market and being tenured. There is an economic exchange that occurs there. Faculty, post-tenure, tend not to move. They tend to fall out of market. If we could imagine an American higher education system that did not have tenure as part of its structure, faculty costs would go up significantly because essentially everybody would be a free agent and they could move whenever they wanted. There would be no protection nor no economic detriment that comes with tenure. We all who are tenured faculty have made that economic exchange. Our goal is to give good raises, recognize performance through promotion and tenure bumps, and, where appropriate, hire new people in at current market salary. That creates a structural compression that is systemic in higher education.

11. Committee reports “for information only”:

a. Curriculum Review Subcommittee (Senate Reference No. 23-9) – L. Roberts

Senate Reference No. 23-9 (Concentration in Healthcare Administration) was presented for information only.

b. Curriculum Review Subcommittee (Senate Reference No. 23-10) – L. Roberts

Senate Reference No. 23-10 (Minor in Healthcare Decision Making) was presented for information only.

c. Graduate Subcommittee (Senate Reference No. 23-12) – K. Fineran

Senate Reference No. 23-12 (Graduate Concentration in Healthcare Management) was presented for information only.

12. The general good and welfare of the University: There was no general good and welfare of the university.

13. Adjournment: The meeting adjourned at 12:39 p.m.

Joshua S. Bacon
Assistant to the Faculty

MEMORANDUM OF RESOLUTION

TO: Fort Wayne Senate

FROM: J. Johns
Executive Committee

DATE: September 22, 2023

SUBJ: Approval of Replacement Members of the Grade Appeals Subcommittee, Advising Subcommittee, and Graduate Subcommittee

WHEREAS, The Bylaws of the Senate provide (5.1.5.1.) that “Senate subcommittees shall have the power to fill subcommittee vacancies for the remainder of an academic year, subject to Senate approval at its next regular meeting”; and

WHEREAS, There is one vacancy on the Grade Appeals Subcommittee; and

WHEREAS, The Grade Appeals Subcommittee has appointed Stephanie Van Dellen as the replacement member for the remainder of the 2023-24 academic year; and

WHEREAS, There is one vacancy on the Advising Subcommittee; and

WHEREAS, The Advising Subcommittee has appointed Patricia Eber as the replacement member for the remainder of the 2023-24 academic year; and

WHEREAS, There are two vacancies on the Graduate Subcommittee; and

WHEREAS, The Graduate Subcommittee has appointed John Minnich and Nancy Jackson as the replacement members for the remainder of the 2023-24 academic year;

BE IT RESOLVED, That the Senate approve these appointments.

MEMORANDUM

TO: Fort Wayne Senate
FROM: Jay Johns, Executive Committee Chair
Steve Carr, Voting Faculty
DATE: 15 September 2023
SUBJ: Persona Non Grata Determination Process

Persona Non Grata Determination Process

WHEREAS the Purdue University Policy Office recently revised its [Persona Non Grata \(IV.A.5\)](#) policy by removing its procedures section from the document; and,

WHEREAS that policy authorizes university officials at Fort Wayne such as the Chancellor, Vice Presidents, Vice Chancellors, the Chief of Police, the Dean of Students, the Title IX Coordinator, or designees of these officials to issue a Persona Non Grata Notification; and,

WHEREAS the policy authorizes the University to bar individuals “from any or all University Facilities” where there is “disruption of University programs, services or activities,” “interference with the educational mission of the University,” or “threats or other behaviors that pose a risk to the safety and security of the University community;” and,

WHEREAS Fort Wayne Senate [SD 22-6 Review of the Created Equal Event on Campus on Tuesday, September 20](#) called upon the University to commit “to not allowing Created Equal or any other groups known for their aggressive and traumatizing strategies to come to campus;”

BE IT RESOLVED that the Fort Wayne Senate discuss the [Persona Non Grata \(IV.A.5\)](#) policy and what circumstances would warrant consideration of issuing a Persona Non Grata Notification on the Fort Wayne campus,

BE IT FURTHER RESOLVED that the Fort Wayne Senate invites university officials at Fort Wayne to give a presentation on the determination process used on this campus for issuing a Persona Non Grata Notification; and,

BE IT FURTHER RESOLVED that this presentation include information on how individuals not authorized to issue a Persona Non Grata notification including students, faculty, the faculty governing body of the Senate, and/or staff may contact university officials, either to initiate a determination process on whether to issue a Notification or to provide input after the determination process for a Notification already has begun.

Approved

K. Barker
J. Johns
C. Lawton
A. Nasr
D. Tembras
N. Younis

Opposed

B. Buldt

Abstention

Absent

Non-Voting

C. Ortsey

Persona Non Grata (IV.A.5)

Volume IV: Facilities and Safety

Chapter A: Safety

Responsible Executive: Senior Vice President for Administrative Operations

Responsible Office: Physical Facilities and Public Safety

Date Issued: August 1, 2004

Date Last Revised: May 1, 2023

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CONTACTS

Policy Clarification

Title/Office	Telephone	Email/Webpage
Vice President for Physical Facilities and Chief Public Safety Officer	765-494-3124	adminops@purdue.edu (mailto:adminops@purdue.edu)

Campus Police Departments (non-emergency)

Title/Office	Telephone	Email/Webpage
Fort Wayne	260-481-6827	police@pfw.edu (mailto:police@pfw.edu)
Northwest	219-989-2222	unpol@pnw.edu (mailto:unpol@pnw.edu)
West Lafayette	765-494-8221	police@purdue.edu (mailto:police@purdue.edu)

STATEMENT OF POLICY

Purdue University is committed to maintaining a safe environment for the university community. Individuals who demonstrate an inability or unwillingness to conduct themselves in accordance with university policy or applicable laws while in or on University Facilities may be issued a Persona Non Grata (PNG)

Notification that bars them from any or all University Facilities in the following situations:

1. Use of University Facilities in a manner inconsistent with the facility's purpose.
2. Disruption of University programs, services or activities.
3. Interference with the educational mission of the University.
4. Threats or other behaviors that pose a risk to the safety and security of the University community.
5. Violation of a specific facility policy.

Authority to Issue and Rescind

PNG Notifications must be:

1. Authorized by a University Official as defined in this policy; or
2. Issued by a Police Officer and ratified by an appropriate University Official within 72 hours after issuance.

The situation that gives rise to the notice must be properly documented. Documentation may include:

1. Personnel records or Student records,
2. Police reports,
3. Disciplinary action taken by a university department,
4. Witness statements detailing first person accounts, and/or
5. Building or department reports documenting the identity of the individual and any previous warning.

A PNG Notification may be renewed if, in the judgment of the University Official making the determination, the renewal is in the interest of campus safety or security. Any determination to rescind a PNG Notification prior to expiration must be made by the University Official who originally authorized the notice (or their successor).

Notices to Students

Facility-Specific: A Student may be issued a PNG Notification for a specific University Facility or Facilities under the same procedures and circumstances as any other individual.

Campus-wide: A Student may be issued a PNG Notification for all University Facilities (including the entire campus) only in conjunction with Summary Action or following the conclusion of other Disciplinary Proceedings as outlined in each campus's Regulations Governing Student Conduct.

Appeals

The recipient of a PNG Notification may submit a written appeal within 10 days of receipt of the notice. The appeal must be submitted to the issuing campus's University Police Department. The appeal will be forwarded to the appropriate campus official for review and determination.

Violations

Violation of a PNG Notification may result in an arrest for criminal trespass as stipulated under Indiana Code (IC 35-43-2-2).

REASON FOR THIS POLICY

The Indiana General Assembly has granted the Board of Trustees the power to govern, by regulation and other means, the conduct of students, faculty, employees and others while upon property owned, used or occupied by Purdue University. This policy outlines the circumstances under which a PNG Notification may be issued and enforced.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All units, students, faculty, staff, visitors and contractors of Purdue University are governed by this policy.

EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

University Officials

- Authorize and/or ratify PNG Notifications in accordance with this policy.
- Request that a university Police Officer issue the PNG Notification in person. When that isn't practicable, provide the recipient with an explanation of the notice's meaning, the appeal process, the consequences of violation (including that violation may lead to arrest for criminal trespass), and a copy of the form.
- Notify the campus University Police Department of a PNG Notification not issued by a university Police Officer, so it is properly documented.

University Police Officers

- Issue PNG Notifications in accordance with this policy.
- Provide the recipient with an explanation of the notice's meaning, the appeal process, the consequences of violation (including that violation may lead to arrest for criminal trespass), and a copy of the form.
- When serving a notice in person, request the individual's signature on the form (desired but not required) and sign as witness.
- Generate case reports to document the issuance of all PNG Notifications for their campus.

Campus Chiefs of Police

- Receive and decide appeals for their campus, except in cases where the chief was the University Official who authorized the PNG Notification.

Vice President for Physical Facilities and Chief Public Safety Officer, Vice Chancellor for Financial and Administrative Affairs, and Vice Chancellor for Finance and Administration

- In the absence or involvement of the campus Chief of Police, receive and decide appeals for their campus.

DEFINITIONS

All defined terms are capitalized throughout the document. Refer to the central [Policy Glossary \(../glossary.html\)](#) for additional defined terms.

Disciplinary Proceedings

The procedures for cases of student conduct as outlined in each campus's Regulations Governing Student Conduct.

Officer/Police Officer

Any Purdue University Police Department officer on any campus and officers of local police departments authorized by the University.

Persona Non Grata (PNG) Notification

The written notice issued to an individual describing the University Facilities to which they are denied entry. The conditions of the notice typically will be in effect for a period of one year, but may be longer or shorter depending on the circumstances.

Student

An individual who is presently enrolled at the University.

Summary Action

Summary disciplinary action by way of temporary suspension and exclusion from University Facilities taken against a Student charged with conduct in accordance with each campus's Regulations Governing Student Conduct. Also referred to as an interim suspension term.

University Facility(ies)

Any building or structure or any improved or unimproved land, or any part of any such building, structure or land, that is owned, used or occupied by Purdue University.

University Official

Employees of the University authorized to sign a PNG Notification. These officials are:

1. President;
2. Chancellor;
3. Vice presidents, vice chancellors, and vice provosts;
4. Chief of Police for any campus;
5. Dean of Students for any campus (includes other titles used to encompass those duties);
6. Title IX Coordinator for any campus; and
7. Designees of the above.

RELATED DOCUMENTS, FORMS AND TOOLS

Regulations Governing Student Conduct

- **Fort Wayne** (<https://catalog.pfw.edu/content.php?catoid=62&navoid=3410>)
- **Northwest** (<https://www.pnw.edu/dean-of-students/policies/code-of-conduct/>)
- **West Lafayette** (<https://catalog.purdue.edu/content.php?catoid=15&navoid=18604>)

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/facilities-safety/iva5.html (iva5.html)

HISTORY AND UPDATES

May 1, 2023: Removed procedures section from the policy. As a result, included language in the Statement of Policy on Authority to Issue and Rescind a PNG Notification and expanded the responsibilities for University Police Officers. Updated the definition of University Official and added responsibilities for such. Eliminated definitions for Complainant and Subject, and updated definitions of Officer and PNG Notification. Assigned responsibility for reviewing appeals to the Chief of Police for each campus. Reassigned the responsible executive and office and removed references to the Senior Director for Environmental Health and Safety. Updated contacts and hyperlinks.

November 18, 2011: Policy number changed to IV.A.5 (formerly I.4.5) and website address updated. Related Documents section also updated.

January 1, 2011: References to the Regulations Governing Student Conduct were added. This policy supersedes Persona Non Grata, Interim (I.4.5) dated July 1, 2010.

July 1, 2010: Significant revisions were made to update the policy and convert it to the current policy template.

Prior to October 2008, this policy was included as an appendix to policy I.4.1, Regulations Governing the Use and Assignment of University Facilities.

APPENDIX

There are no appendices to this policy.

Question Time

This is a follow up question to [Senate Reference 22-23's](#) inquiry on pay upgrade during the [March 13, 2023, Senate meeting](#).

1. Could you please share any progress on the salary compression process?
2. Purdue West Lafayette [recently announced](#) a recurring 4 percent to employee salaries. As cost of living continues to increase, are there any plans for Purdue Fort Wayne to follow suit?

A. Nasr

MEMORANDUM

TO: 2023-2024 Senate Executive Committee
FROM: Teri Hogg
Chair, Undergraduate Curriculum Subcommittee
DATE: September 19, 2023
SUBJECT: Concentration in Healthcare Administration

The Undergraduate Curriculum Subcommittee reviewed and supported the proposal from the Doermer School of Business for a new concentration in the Management Program in the Department of Management & Marketing. We find that the proposal requires no Senate review.

Thank you for the opportunity to review this new concentration.

Approved	Opposed	Absent	Non-Voting
Laurel Campbell Claudio Freitas, Teri Hogg Jordan Marshall Lee Roberts Emily Tock		Xiaoguang Tian	Terri Swim

Degree/Certificate/Major/Minor/Concentration Cover Sheet

Date: 7/31/2023

Institution: Purdue

Campus: Fort Wayne

School or College: Doermer School of Business

Department: Management & Marketing

Location: On Campus 80% or more online: Yes No

County: Allen

Type: Majors/Concentrations: New

Program name:

Healthcare Administration

Graduate/Undergraduate: Undergraduate

Degree Code: BSB Business

Brief Description:

This new program complements our management major in the Doermer School of Business. Students will take 12 credit hours of coursework in healthcare specialization and the required 12 credit hours for their management major. The new concentration expands the career opportunities for business majors. Students interested in working in healthcare settings will have the option to pursue the healthcare administration concentration.

Rationale for new or terminated program:

Fort Wayne, one of the largest cities in the state, has a robust and diverse healthcare industry. The city is home to several prominent healthcare institutions, hospitals, clinics, and medical practices, serving the local population and surrounding areas. According to the U.S. Bureau of Labor Statistics, job opportunities for health administrators and managers are projected to grow 28% from 2021 until 2031. There is also a significant increase in the number of DSB students who want to pursue healthcare careers. Healthcare administration concentration will help prepare students to be effective leaders and managers in the dynamic and critical healthcare industry. By combining business principles with a focus on healthcare challenges and opportunities, the graduates are well-positioned to positively impact the quality, efficiency, and accessibility of healthcare services in the Northeast Indiana communities and beyond.

CIP Code: 51.2211

Name of Person who Submitted Proposal:

Prasad Bingi

Contact Information (phone or email): 260-481-6007

Request for a New Major or Concentration

- I. Name of proposed major, or concentration
Healthcare Administration concentration (in the existing Management major)
- II. Title of degree to be conferred
Bachelor of Science in Business
- III. Field of study, department, and college involved
Department of Management & Marketing (Doermer School of Business)
- IV. Objectives of the proposed major or concentration
Currently there are no concentrations available to business majors. The major objective of the proposal is to prepare business students for careers in the growing healthcare industry in Northeast Indiana.
- V. Proposed Date of Initiation
The proposed implementation date is Spring 2024
- VI. Describe the relationship of the proposed major or concentration to the mission of the campus or the department
The mission of Doermer School of Business is to provide quality business education to meet the higher-education needs of northeast Indiana. The proposed new concentration would be another opportunity for interested students to engage in healthcare administration as a career upon completion of the baccalaureate degree.
- VII. Describe any relationship to existing programs within the campus
There is no healthcare administration or management program on PFW campus.
- VIII. Describe any cooperative endeavors explored and/or intended with other institutions or organizations
No joint endeavors with other institutions or organizations are envisioned at this time.
- IX. Describe the need for the major or concentration
Fort Wayne, one of the largest cities in the state, has a robust and diverse healthcare industry. The city is home to several prominent healthcare institutions, hospitals, clinics, and medical practices, serving the local population and surrounding areas. According to the U.S. Bureau of Labor Statistics, job opportunities for health administrators and managers are projected to grow 28% from 2021 until 2031. There is also a significant increase in the number of DSB students who want to pursue healthcare careers. Healthcare administration concentration will help prepare students to be effective leaders and managers in the dynamic and critical healthcare industry. By combining business principles with a focus on healthcare challenges and opportunities, the graduates are well-positioned to positively impact the quality, efficiency, and accessibility of healthcare services in the Northeast Indiana communities and beyond. Thus, the primary objective of creating healthcare administration concentration in the major is to increase enrollments and enhance professional opportunities for business students in healthcare industry upon successful completion of the degree. The attached document, HealthCare Industry Information, provides further evidence of the need for this healthcare concentration.

- X. Describe the resources required over and above current levels to implement the proposed major or concentration*

A tenure-track assistant professor in healthcare management position would greatly help the department to offer the needed courses both at the undergraduate and graduate levels.

- XI. A Liaison Library Memo

See attached.

- XII. Proposed curriculum

The Healthcare Administration concentration in the Management major would require 12 credit hours for completion in addition to 12 credit hours towards their major (students are required to have a minimum of 120 credit hours with a 2.30 cumulative grade point average and satisfy all the requirements of both PFW and DSB to receive the Bachelor of Science in Business degree). If approved by the appropriate entities, the new Healthcare Administration concentration would have the following curriculum:

Major Required Courses – 12 credit hours

BUS 30000 (International Business Administration) 3 credit hours

Economic and cultural environments for overseas operations. Governmental policies and programs that affect international business. International dimensions of marketing, finance, accounting, taxation, and human resources with emphasis on management decisions and implementation. Prerequisite: ECON 20101

BUS 32700 (Deterministic Models in Operations Research) 3 credit hours

This course provides an intense immersion into the problem solving and troubleshooting processes, including critical thinking and the analytical decision-making tools used by companies to solve a variety of problems. Prerequisite: BUS 30102

BUS 31201 (Entrepreneurship) 3 credit hours

New venture creation, business planning and its formalization, corporate and social entrepreneurship.

BUS 44000 (Personnel: Human Resources Management) 3 credit hours

Nature of human resource development and utilization in the American society and organization; government programs and policies, labor force statistics; personnel planning, needs forecasting; selection, training and development of human resources, integration of governmental and organizational programs. Prerequisite: BUS 30200

Specialization Courses – 12 credit hours

BUS 49006 (Healthcare Administration) 3 credit hours

This course provides students with a comprehensive understanding of the principles, practices, and challenges involved in managing healthcare organizations. The course explores various aspects of healthcare administration, including organizational structures, leadership, financial

management, policy development, and regulatory compliance. Students will develop the knowledge and skills required to effectively manage healthcare facilities and navigate the evolving landscape of the healthcare industry. Prerequisite: BUS 30200

BUS 49004 (Healthcare Entrepreneurship) 3 credit hours

This course is designed to equip students with the knowledge, skills, and mindset required to identify opportunities and create innovative solutions in the healthcare industry. The course explores the intersection of healthcare and entrepreneurship, emphasizing the importance of creativity, strategic thinking, and business acumen in developing successful healthcare ventures. Through case studies, real-world examples, and hands-on projects, students will learn how to navigate the challenges and complexities of launching and managing healthcare startups and ventures. Prerequisite: BUS 31201

BUS 49003 (Healthcare Information Systems) 3 credit hours

This course introduces students to the fundamental concepts, principles, and technologies behind the management and utilization of information systems in the healthcare industry. The course aims to equip students with the knowledge and skills required to understand, implement, and improve healthcare information systems, ensuring they are well-prepared for careers in healthcare management, informatics, and related fields. Prerequisite: BUS 32100

Elective courses: Pick one of the following courses

ECON 30600 (Health Economics) 3 credit hours

In this course, students will study one of the newest branches of economics, Health Economics. Health is an important determinant of an individual's well-being and an instrumental part of an individual's labor market fortune. Therefore, it is important to know how health is produced and consumed in the economic system. Thus, in this course, the main emphasis will be given to the issues related to firm's behavior in the production of health and individual's behavior in the consumption of health care, specifically, in the U.S. Furthermore, the current state of production and consumption of health care in the U.S. will be compared with other economic systems such as Canada and UK. The comparative analysis should shed light on why healthcare issues in the U.S. attract so much attention today among stakeholders.

Many concepts in health economics are adopted from other areas of economics such as finance and insurance, industrial organizations, labor and public finance; as a result, students will be indirectly exposed to other fields of economics while studying the contemporary U.S. health and healthcare issues. The economic modeling approach is the cornerstone of the learning process of health economics issues. Therefore, after completing the course, the successful student is expected to have a good understanding of the main implications from all economic models covered during the semester and be able to identify their main strengths and weaknesses. Prerequisite: ECON E202; junior class standing

BUS 49006 (Legal Issues in Healthcare) 3 credit hours

TBD.

HealthCare Industry Information:

According to the FDS (First Destination Survey [dashboard \(internal\)](#)) and pfw.joinhandshake.com

Gathered September 2022 and July 2023

University-Wide Relevant Information (this may be helpful for prospective Minors, Certificates, MBA)

2022 Employers of PFW Students:

- Parkview health
- Lutheran Health Network
- Indiana Physical Therapy
- Alverno Labs
- Am Home Health Care Company
- MedPro Group (formerly Medical Protective)
- Fort Wayne Metals (medical industry)
- Cummins
- Dana
- Eli Lilly
- Zimmer Biomet
- Biotechnology
- Johnson & Johnson

2017-2022 Past 5 years- University Wide - Top 6 Employers university wide

- | | |
|----------------------|----------------------------|
| 1. Parkview Health | 4. Lutheran Health Network |
| 2. Bowen Center | 5. MedPro Group |
| 3. Fort Wayne Metals | 6. Zimmer Biomet |

DSB Specific Information

2017-2022 - 4% in healthcare

2022 - 9 % of DSB Students in Healthcare, 10% university-wide

2022 saw significant increase from previous years which hovered around 4-5%

Via Handshake - 93 DSB students have indicated Healthcare Services as an industry they're pursuing

DSB Engaged Employers, through recruitment and program involvement or visits to campus:

1. MedPro Group (insurance for healthcare providers)
2. Fort Wayne Metals (wires in medical industry)
3. Zimmer Biomet (biotech, medical devices)
4. PHP (specialize in group health benefits)

Of note: We are not currently engaged with some of the top Healthcare providers which shows an opportunity for better connections, or a need for distinguishing ourselves among other local universities.

DSB Undergrad - Top Healthcare Employers past 5 years

- | | |
|------------------|----------------------|
| 1. MedPro Group | 3. Parkview Health |
| 2. Zimmer Biomet | 4. Fort Wayne Metals |

MBA Employers past 5 years:

- Dupont Hospital
- Goshen Health
- Lutheran Health
- Parkview Health
- Zimmer Biomet

Liaison Librarian Memo

Date:

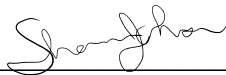
From:

To:

Re:

Describe availability of library resources to support proposed new program:

Comments:



8/28/23

Liaison Librarian Signature

Date

When developing a new degree program, major, certificate, minor, concentration, track, or specialization please review the questions below when developing your response to the library or additional resources sections. Please consult your liaison librarian for assistance.

Library Resources

Address the following issues regarding the impact of the new program on the library's budget and personnel. Please respond to each item below indicating the library sources and services required to support the proposed program.

- Which databases/indexing sources will be used by the courses in this program?
 - Standard business databases and major health ones, including CINAHL and Medline. Healthcare business and business source complete
 - CINAHL subscription is at lowest level – would need to increase to a higher index level
- What are the journals that will be used by students completing library research in this program? Please list three to five titles. Is there an expectation that access to new journals will need to be purchased for students in this program?
 - SJR did not have an exact category for healthcare management, but they did have nursing leadership and management that seemed to have good cross over. Here are some of the major titles and our holdings:
 - Journal of Nursing Management – own 1997-present
 - International Journal of Health Policy... - 2013-present
 - Journal of healthcare leadership – 2015-present
 - Journal of healthcare management – **no current access**
 - Risk management and healthcare policy – 2008- present
 - Healthcare financial management – 1994-present
- Are there any specific reference sources (e.g. encyclopedias, handbooks, standards, etc.) required to support the new program?
 - Standards are very common in the medical setting. Needs will depend on the way the program develops
- Is there an expectation for additional books to be purchased? What about DVD or audio/visual materials? What is the estimated dollar amount needed yearly to support this program with new books and media materials?
 - Healthcare collection will need updated and healthcare business will need to be prioritized, however this is within current ability of the collection budget and process

- Will the new program use the Library's Document Delivery Services? Costs for this service come out of the Library's budget. What types of materials would the program be requesting through DDS?
 - Mostly article requests.
- Who is the liaison librarian for this program? The liaison librarian provides support through involvement in Blackboard-supported classes, one-on-one research consultations, in-class instructional sessions, and tailored course guides for research assignments. Which of these librarian services do you anticipate will be utilized in the new program?
 - Business librarian is s.g.
 - Health librarian is Shannon Johnson
 - All services will likely be utilized
- Memo from Liaison Librarian regarding resources.
- Is there an accrediting body that will be overseeing this program? What are the statements of the accrediting body related to the library, e.g. holdings, personnel, services?

MEMORANDUM

TO: 2023-2024 Senate Executive Committee
FROM: Teri Hogg
Chair, Undergraduate Curriculum Subcommittee
DATE: September 19, 2023
SUBJECT: Minor in Healthcare Decision Making

The Undergraduate Curriculum Subcommittee reviewed and supported the proposal from the Doermer School of Business for a new concentration in the Department of Economics & Finance. We find that the proposal requires no Senate review.

Thank you for the opportunity to review this new minor.

Approved	Opposed	Absent	Non-Voting
Laurel Campbell Claudio Freitas, Teri Hogg Jordan Marshall Lee Roberts Emily Tock		Xiaoguang Tian	Terri Swim

Degree/Certificate/Major/Minor/Concentration Cover Sheet

Date:

Institution: Purdue

Campus: Fort Wayne

School or College:

Department:

Location: 80% or more online: Yes No

County:

Type:

Program name:

Graduate/Undergraduate:

Degree Code:

Brief Description:

Rationale for new or terminated program:

CIP Code:

Name of Person who Submitted Proposal:

Contact Information (phone or email):

PFW
Request for a New UG Minor

Proposed Title of Minor: **Healthcare Decision-Making**

College/School and Department Offering the Minor: **Doermer School of Business, Department of Economics and Finance**

Projected Date of Implementation: **Spring 2024**

- I. Brief Description of Minor: *This may be published in the Catalog. A brief explanation of what the student will experience and/or learn; no more than 2-3 sentences.*

The objective of this new minor is to provide educational credentials to students of Northeastern Indiana to compete in the rapidly developing sector of the local economy: Healthcare. Perspective students will gain theoretical and factual knowledge about the healthcare sector, financing options, adoption of new technologies, applications of data analytics and information technology, and complex interactions of consumers and firms coupled with government regulations in the marketplace.

- II. Why is this minor needed? *Rationale, including market research and/or survey results.*

Based on STATSINDIANA, the healthcare industry is the second largest employment opportunity for the people of Northeastern Indiana. About 10.2% of the workforce is in the given industry, with the average earnings per job close to \$75,000 per year. Only the manufacturing sector employs more workers, 19.8%, and pays slightly more than the healthcare industry, \$81,500 per year. Researchers of the Bureau of Labor Statistics forecast that “overall employment in healthcare occupations is projected to grow 13 percent from 2021 to 2031, much faster than the average for all occupations.” Our competitors, IU Fort Wayne, Trine University, and Manchester University, all pledged substantial financial resources to introduce a variety of new educational programs or expand the existing programs to satisfy the growing demand for healthcare professionals in the region.

- III. Prospective Curriculum: *Please create a plan of study for the degree. If new courses are being created, all course proposals must be completed in order to add to this block.*

The proposed curriculum map (the more detailed version is attached in the separate file) includes:

- Two fundamental courses:
ECON 20101 Introduction to Microeconomics (3 credits)
ECON 27000 Introduction to Statistical Theory in Economics and Business (3 credits)
- Two mandatory upper-level courses
ECON 32400 Foundations of Business Data Analytics (3 credits)
ECON 40800 Health Economics and Finance. (3 credits)
- Four elective courses (student’s choice of two courses)

BUS 49006 Legal Issues in Healthcare (3 credits)
BUS 49006 Healthcare Administration (3 credits)
BUS 49004 Healthcare Entrepreneurship (3 credits)
BUS 49003 Healthcare Information Systems (3 credits)

IV. Credits required.

Successful students must obtain 18 credits to satisfy the minor requirements in Healthcare Decision Making: nine (9) credits in foundational courses, six (6) credits in upper level required courses, and three (3) credits in elective courses.

V. List all specific **program completion** requirements, including courses, minimum course GPA, minimum overall GPA, number of credits completed in residence, maximum time allowed from the completion of the first course, how many courses can be applied to another certificate or program of study, etc.

The program completion requirements are intended to be the same as for any degree, minor, or certificate program offered by the Department of Economics and Finance. Students should maintain at least a C- in foundational and upper-level courses to satisfy the requirements of the minor program. The minimum GPA is 2.0 with 12 credits completed at PFW. The maximum time allowed from the completion of the first course to satisfy all program requirements is 8 years.

VI. Describe student population to be served and summarize the benefits to them, including focus and/or career relevance.

Any degree seeking student majoring in any field of study can seek a minor in Healthcare Decision Making. We intend to allure a diverse group of students with different educational and professional backgrounds. The main objective of the new program is to increase the competitiveness of our students in the local labor market and beyond. Students might return to PFW and seek graduate degrees with concentration in healthcare to bolster their theoretical and practical knowledge about the industry in the future.

VII. How does this minor complement the institution, college, or departmental missions?

The core university's mission is to "educate and engage our students and communities by cultivating learning, discovery, and innovation in an inclusive environment." The university also pledges to provide an education of higher academic quality. The new minor satisfies both statements. It welcomes a diverse group of students to enhance their knowledge about the rapidly growing industry with the highest returns on educational investment. Since the new minor is a multidisciplinary effort with the Management and Marketing department, this effort must result in higher academic quality. We can apply the same logic of the direct relevance of the new minor to DSB's mission: "to provide quality business education to meet the higher education needs of northeast Indiana." Finally, our department's mission is to increase the number of students that are directly exposed to the department's and school's course offerings, and the new minor, in collaboration with Management and Marketing, should assist in the given main mission.

VIII. Describe any relationship to existing programs within the university.

It is a cooperative effort with another department of our school, Management and Marketing. The given department will offer three out of four electives. On the other hand, our core course in Health Economics and Finance and the elective course in Legal Issues in Healthcare are intended to be used as the electives for the new concentration in Healthcare Administration developed by Management and Marketing. We expect that some other healthcare related programs that will be developed by other university units in the future will be directly related to our minor program.

IX. List and indicate the resources required to implement the proposed minor. Indicate sources (e.g., reallocations or any new resources such as personnel, library holdings, equipment, etc.). *

At the present moment, the Department of Economics and Finance doesn't intend to request a new faculty line for the courses that the department intends to introduce as part of the curriculum map of the new minor. The electives developed by Management and Marketing for our minor perhaps presume to hire a faculty to lead the courses in Healthcare Administration and Entrepreneurship, which we fully support. However, if the scale of the minor increases in the future, the department will request new faculty lines. No special equipment or library holdings will be required to start the new minor.

X. Describe any innovative features of the program (e.g., involvement with local or regional agencies, or offices, cooperative efforts with other institutions, etc.).

The healthcare industry is a highly innovative industry that rapidly develops and adopts new innovative products. To be current in teaching the topics related to healthcare operations and product development, the department will seek the opportunity to incorporate some innovative features into the minor program offerings. Our department intends to identify and adopt various innovative pedagogical features that include but are not limited to the direct involvement of local healthcare providers in curriculum development and improvement. The department also foresees possible cooperative efforts with other institutions to increase internship opportunities for the students pursuing our minor.

XI. A Liaison Library Memo

Attached.

Liaison Librarian Memo

Date:

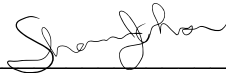
From:

To:

Re:

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Comments:



8/28/23

Liaison Librarian Signature

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MEMORANDUM

TO: 2023-2024 Faculty Senate Executive Committee
FROM: Kerrie Fineran, Chair
Graduate Subcommittee
DATE: September 22, 2023
SUBJECT: Graduate Concentration in Healthcare Management

The Graduate Subcommittee reviewed and supports the proposal from the Department of Business Administration for a new concentration in Healthcare Management associated with the MBA-Administration degree. We find that the proposal requires no Senate review.

Thank you for the opportunity to review this new concentration.

Approved	Opposed	Absent	Non-Voting
Kerrie Fineran			Abraham Schwab
Alan Legg			Terri Swim
Kate White			
Sarah Wagner			
Hadi Alasti			
Nurgul Aitalieva (PU Liaison)			

Campus: PFW

School or College: Doermer School of Business

Department: Business Administration

Graduate Degree and Major: MBA - Administration

Title of Concentration: Healthcare Management

CIP Code: 52.0101

Effective Date (Session and Academic Year): Spring 2024

Mode of Delivery: **Campus**/Online/Distance/Hybrid

80% or more online:

Yes

No

If Hybrid, explain:

Who will administer the online aspect of this program (vendor, program)?

Brief Description of Concentration:

Justification

This section provides statements regarding the mission of the proposed concentration.

Need for the concentration:

Growth in the number of hospitals and healthcare clinics in Northeast Indiana has increased the demand for well educated administrative professionals. Already in the MBA program, we have seen an increase in enrollment from employers like Lutheran Health Network, Parkview Hospital, and Indiana University Health – amongst other related industries (Hospital Services, Long-term Care, Medical Devices, etc.).

Target audience, including the expected number of students:

Students with a desire to enter or continue in a healthcare leadership career track. In a recent survey of MBA students, we found that over 40% showed some interest in learning about this field as a concentration. We anticipate that 15-20 students will be enrolled in this concentration, with many opting to complete two concentrations.

Focus of Research or Professional Program:

Since the MBA is a professional program, this concentration would maintain that. As the program matures, we will be able to add experiential learning options that enhance this concentration and really grow in the NE Indiana Healthcare community.

Description of how the concentration fits into and supports the degree program:

This concentration will leverage an existing class (i.e., BUS 54202 Leadership and Management of People in Orgs.) in leadership as the foundation of the Healthcare Administration focus.

The electives will be open to general MBA students, and some will likely be approved for multiple concentrations (see next section).

Description of the relationship to other concentrations in the degree program:

The concentration will be structured the same as the 4 other concentrations and allow some sharing of courses between concentrations. The Healthcare Finance course will also be allowed for Finance concentration students and all of the courses could count toward the General MBA.

Participating faculty, including name, academic rank, and departmental affiliation:

<u>Course</u>	<u>Instructor(s)</u>	<u>Academic Rank</u>
BUS 50100	Dr. Mike Slaubaugh	Associate Professor of Accounting
BUS 50200	Mike Reffeitt	Clinical Lecturer of Finance
BUS 50300	Dr. Carolyn Stumph	Clinical Assistant Professor of Economics
BUS 50400	Prof. Kent Kauffman	Associate Professor of Business Law (Econ and Finance)
BUS 52400	Dr. Zafar Nazarov	Professor of Economics
BUS 54001	Dr. Shubham Singh and Dr. David Cochran	Assistant Professor of OM, Professor of Systems Eng.
BUS 54200	Dr. Mike Slaubaugh and John Minnich	Associate Professor of Accounting, Clinical Lecturer
BUS 54201	Dr. Haowen Luo	Assistant Professor of Finance
BUS 54202	Dr. James McHann	Clinical Professor of Management
BUS 55200	Dr. Prasad Bingi and Dr. Xiaoguang Tian	Associate Prof. of Mgmt, Assistant Prof. of Mgmt.
BUS 56000	Dr. Nichaya Suntornpithug	Associate Professor of Marketing
BUS 57000	Dr. Shubham Singh and Dr. David Cochran	Assistant Professor of OM, Professor of Systems Eng.
BUS 59000	Dr. James McHann	Assistant Prof. of Mgmt, Clinical Prof. of Mgmt.
BUS 60001	Mike Reffeitt and Dr. James McHann	Clinical Lecturer of Finance, Clinical Prof. of Mgmt.

Electives

<u>Course</u>	<u>Instructor(s)</u>	<u>Academic Rank</u>
BUS 57500	Dr. Zafar Nazarov	Professor of Economics
BUS 58900	Prof. Kent Kauffman	Associate Professor of Business Law (Econ and Finance)

Core Courses (min of 9 hours of unique courses for this concentration):

<u>Course</u>	<u>Title</u>	<u>Instructor</u>
BUS 54202	Leadership and Management of People in Orgs.	Dr. James McHann
BUS 58900	Legal Issues of Healthcare	Prof. Kent Kauffman
BUS 57500	Healthcare Finance	Dr. Zafar Nazarov
BUS 57501	Healthcare Operations and Management	TBD

Will new courses be created for this concentration?

Yes
 No

If yes, list new courses and if proposals have been submitted:

Learning outcomes (e.g., unique knowledge or abilities, capacity to identify and conduct original research, ability to communicate to peer audiences, critical thinking and problem-solving skills, etc.):

Understand how healthcare intersects with management and leadership. Integrate current business solutions into healthcare environments while maintaining quality. Identify ethical and legal issues in the framework of healthcare administration and make effective decisions respecting those implications. Apply critical thinking and problem solving from business to healthcare management environments.

Name of Person who Submitted Proposal:
Chadi Braish, Director of MBA Program

Contact Information (phone or email):
Chadi.Braish@pfw.edu x1-6495

MBA Program

Name: _____

36-40 Credit Hours Required

Concentration: Healthcare Management

Course #	Business Essential Courses	Cr Hr.	DELIVERY	Term
50100	Essentials of Accounting (Content covered: Financial Acct. & Managerial Acct.)	1	Online	Fall
50200	Basic Finance (Content covered: Business or Corporate Finance)	1	Hybrid	Fall
50300	Introduction to Economics (Content covered: Microeconomics & Macroeconomics)	1	Online	Fall
50400	Ethics and Regulatory Environment (Content covered: Ethics and Business Law)	1	F 2 F – 1 ONLINE	Fall
Course #	Professional Core	Cr Hr.	DELIVERY	Term
54202	Leadership & Management of People in Orgs (required in concentration)	3	online	Fall; Summer
54001	Data Analysis and Management Science [ENGT 58300 equivalent]	3	Online or Hybrid	Fall; Spring; Summer
52400	Decision Making and Economic Environment in a Global Economy (PreReq: 50300 or equivalent)	3	Online or Hybrid	Spring; Summer
54200	Strategic Cost Management (PreReq: 50100, 50400 or equivalent)	3	Online or Hybrid	Fall
55200	Management of Information Technology	3	Hybrid	Fall; Spring
54201	Financial Analysis and Decision Making (PreReq: 50200 or equivalent)	3	Online	Spring
56000	Marketing & Customer Relationship Management	3	Online or Hybrid	Fall; Spring
57000	Operations & Supply Chain Management [ENGT 55000 equivalent]	3	Online or Hybrid	Fall; Spring; Summer
Course #	Capstone	Cr Hr.	DELIVERY	Term
59000	Strategic Management	3	Hybrid	Fall; Spring
	Concentration (Must complete 54202 then, choose 2 other courses from list for Healthcare Management concentration)			
54202	Leadership & Management of People in Orgs (required)	3	Online	Fall; Summer
57500	Healthcare Finance	3	Hybrid	Varies
57501	Healthcare Operations and Management	3	Hybrid	Varies
58900	Legal Issues of Healthcare Industry	3	Hybrid	Varies
	Additional Courses			
60001	Experiential Learning	3	Hybrid	Fall

FALL #1	SPRING #1	SUMMER #1
Pre-MBA BUS 54202 BUS 54001 BUS 56000	BUS 52400 BUS 55200 BUS 54201	
FALL #2	SPRING #2	SUMMER #2
BUS 60001 BUS 54200 Elective #1	BUS 59000 BUS 57000 Elective #2	

MBA Degree Courses - Business Analytics Concentration

Proposed Healthcare Management Concentration

Course #	Course Title	Course #	Course Title
BUS 50100	Fundamentals of Accounting	BUS 50100	Fundamentals of Accounting
BUS 50200	Basic Finance	BUS 50200	Basic Finance
BUS 50300	Principles of Economics	BUS 50300	Principles of Economics
BUS 50400	Ethics and the Regulatory Environment	BUS 50400	Ethics and the Regulatory Environment
BUS 56000	Marketing and Customer Relationship Mgmt.	BUS 56000	Marketing and Customer Relationship Mgmt.
BUS 54001	Data Analysis and Management Science	BUS 54001	Data Analysis and Management Science
BUS 55200	Management of IT	BUS 55200	Management of IT
BUS 54202	Leadership and Management of People in Orgs.	BUS 54202	Leadership and Management of People in Orgs.
BUS 54200	Strategic Cost Management	BUS 54200	Strategic Cost Management
BUS 52400	Decision Making in a Global Economic Envt.	BUS 52400	Decision Making in a Global Economic Envt.
BUS 57000	Operations and Supply Chain Management	BUS 57000	Operations and Supply Chain Management
BUS 54201	Financial Analysis and Decision Making	BUS 54201	Financial Analysis and Decision Making
BUS 59000	Strategic Leadership/Management Capstone	BUS 59000	Strategic Management Capstone
BUS 60001	Experiential Learning	BUS 60001	Experiential Learning
	<u>Electives (Select 2 from list)</u>		<u>Electives (Select 2 from list)</u>
BUS 60200	Discovery With Data Mining	BUS 58900	Legal Issues in Healthcare
BUS 57501	Supply Chain Analytics	BUS 57500	Healthcare Finance
BUS 59302	Financial Analytics - Risk	BUS 57501	Healthcare Operations and Management
			More classes to be added after launch