

New Faculty Orientation

August 18, 2023

Lerner Hall 126

11:30 to 4:15 PM



UNIVERSITY OF DELAWARE
**LERNER BUSINESS
& ECONOMICS**

Agenda

11:30 AM – Lunch– Lerner Atrium

12:30 PM – Welcome & Introductions- Lerner Hall Room 126

1:00 PM – Department Overview

1:30 PM – Overview of College Governance and Policies

2:40 PM – Break

2:50 PM – Overview of College Administrative areas and services

4:15 PM- Deer Park





Oliver Yao

Dean of Lerner College
Professor of MIS

Accounting & MIS (4)

Andrew McMartin (PhD, Texas A&M)

Assistant Professor, ACCT

Maryam Moghaddam (PhD, Iowa)

Assistant Professor, MIS

Ahmad Rabaa'I (PhD, Queensland, AU)

Assistant Professor, MIS

Jared Sharpe (PhD, Delaware)

Visiting Assistant Professor, MIS

Business Administration (7)

Johann DuCharme (PhD, William & Mary)

Assistant Professor, Entrepreneurship

He Gao (PhD, Arizona State)

Assistant Professor, Management

Bharat Patil (PhD, Syracuse)

Assistant Professor, Operations

Tomé Salguiero (PhD, Nova, Portugal)

Assistant Professor, Entrepreneurship

BUAD (cont.)

Beth Schinoff (PhD, Arizona State)

Assistant Professor, Management

Lisa Wells (MBA, Northwestern)

Visiting Instructor, Marketing

Ruiqi (Rachel) Wu (PhD, Rochester)

Assistant Professor, Marketing

Economics (2)

Manaswini Rao (PhD, UC Berkeley)

Assistant Professor

Erin Yetter (PhD, Delaware)

Visiting Assistant Professor

Finance (1)

Xuewu (Wesley) Wu (PhD, Michigan)

Assistant Professor

Hospitality & Sport Business Management (1)

John Allgood (M.S., U. of Oklahoma)

Instructor, SPTM

**New
faculty
2023**



Alfred "Al" Lerner (1933-2002)



1982: MBNA founded

- Delaware headquarters

1991: IPO \$800 million

- Pioneer in *affinity marketing*

- Grows to 40 million card accounts, 5,000 affinity relationships and 24,700 employees

June 30, 2005: Sold to Bank of America (2nd largest US bank, 177,000 employees) in a deal worth **\$34.3 billion**



Alfred Lerner College of Business of Economics

Mission

Inspirational education and pioneering scholarship to transform business and society.

- The Alfred Lerner College of Business and Economics delivers inspirational education and pioneering scholarship, building an inclusive community that beneficially transforms business and society.

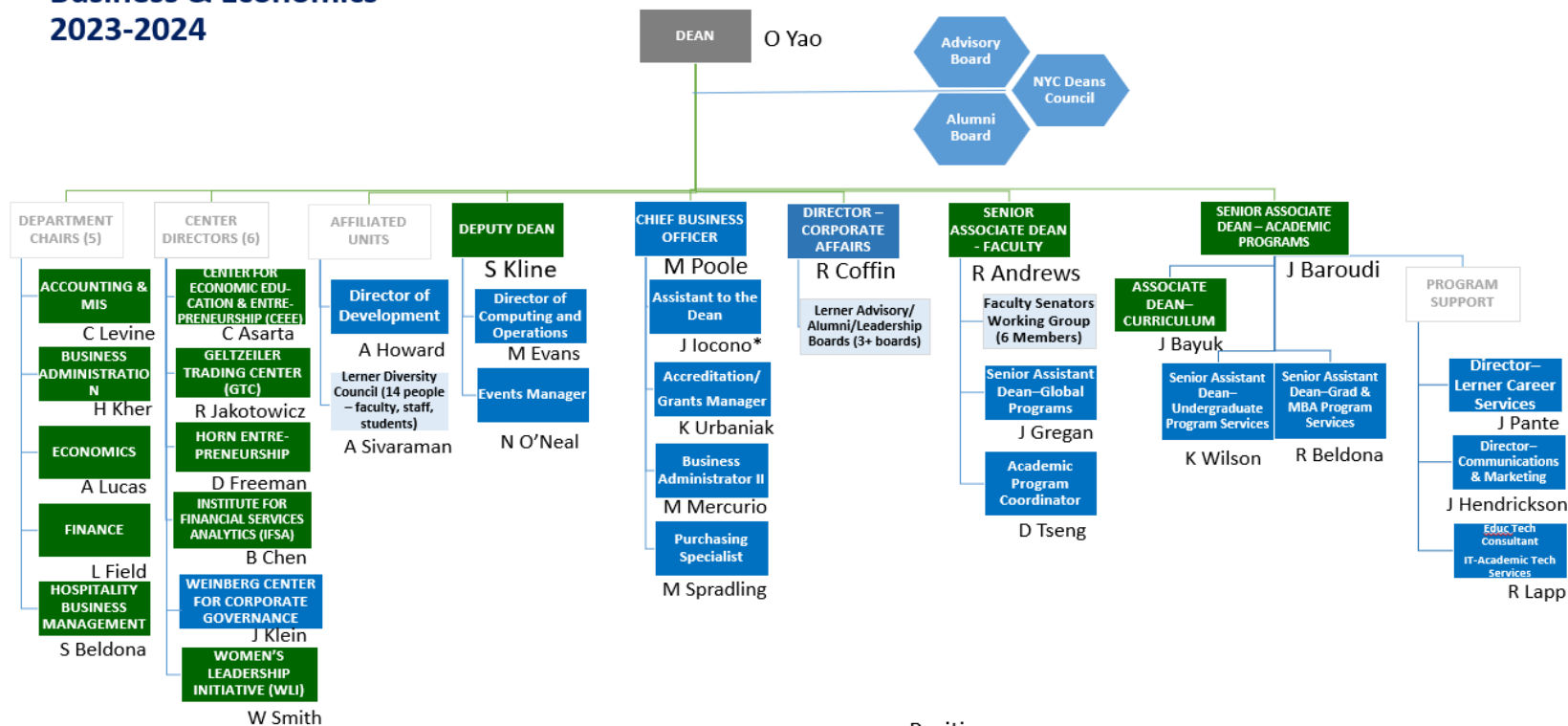


Our Mission is to:

- **Foster intellectually curious and globally-minded lifelong learners with a leadership mindset**
- **Generate knowledge** by proposing solutions to business and economic problems using the latest theories, analytics and technology
- **Advance experiential learning and scholarly opportunities** for students and faculty by leveraging Delaware's proximity to major centers of commerce and government; partnering with local businesses and collaborating with international organizations
- Cultivate a diverse faculty pursuing **impactful scholarship and enthusiastically sharing their expertise**
- Encourage and support dedicated advisors and staff to provide personalized service to facilitate students' success
- **Engage our alumni** to inspire excellence across the College



Lerner College of Business & Economics 2023-2024



Position:
 Faculty
 Professional Staff

* New appointment
 ** Search underway



Fall 2023 Enrollments – Undergraduates Only

Residency	Count of UD ID
N	2693
R	927
Grand Total	3620

Gender	Count of UD ID
F	1451
M	2169
Grand Total	3620

IPEDS Ethnicity	Count of UD ID
AMIND	2
ASIAN	185
BLACK	125
HISPA	237
MULTI_ETHNIC	137
NRA	341
PACIF	1
UNKNOWN	59
WHITE	2533
Grand Total	3620



Undergraduate growth – Fall enrollments

Fall 2014 Through Fall 2023* Lerner College Enrollment By Major

Major	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2023 Tot Enrl with Dup.
Accounting	417	402	390	403	399	376	327	298	260	307	322
Business Analytics							6	51	114	203	214
Economics	302	329	344	351	303	279	263	244	185	210	212
Entrepreneurship	20	42	63	92	102	93	102	124	125	141	141
Finance	690	722	752	756	690	676	658	739	765	763	953
Financial Planning	4	16	33	43	65	65	69	74	75	135	142
HRIM/HSIM	293	293	314	305	262	208	187	159	142	155	155
International Business/GEM	128	125	142	133	112	116	106	117	112	112	119
Management	156	159	165	169	172	191	146	167	165	203	215
MIS	86	112	121	144	149	164	177	170	153	172	232
Marketing	451	506	500	544	574	563	541	551	542	495	628
Operations Management	43	59	59	57	66	66	79	73	69	108	170
Business Undeclared	238	246	289	297	285	319	313	345	339	361	361
Sport Management	130	112	131	162	192	214	221	253	253	255	271
Total	2958	3123	3303	3456	3371	3330	3195	3365	3299	3620	4135

* Fall 2023 numbers are not official until 10th day of fall semester



Graduate program growth

GRADUATE ENROLLMENT DATA - FALL 2011 to FALL 2023

PROGRAM	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
ACC-MAP ONLINE	NA	NA	NA	NA	NA	NA	NA	NA	NA	8	34	57	37
ACC-MS	70	60	67	84	92	96	77	66	38	28	15	16	59
BAIM-MS	24	22	36	34	23	24	28	37	35	53	62	106	182
ECONOMICS ED - PHD	3	4	3	4	4	4	7	8	7	7	6	5	1
ECONOMICS EEE-MA	24	24	27	27	36	38	30	22	37	33	31	28	28
ECONOMICS MS/PHD	73	93	94	78	81	90	87	70	63	61	58	62	59
FINANCE - MS	54	82	102	92	66	75	58	81	63	39	20	12	14
FSAN-BE-PHD	NA	NA	NA	7	7	10	18	18	15	24	20	22	16
HOSPITALITY BUSINESS MANAGEMENT - MS	22	29	26	19	13	15	19	14	6	12	12	8	11
HOSPITALITY BUSINESS MANAGEMENT - PHD	NA	NA	NA	NA	NA	NA	NA	NA	NA	3	5	5	6
INTERNATIONAL BUSINESS - MS	NA	NA	4	19	45	48	35	34	35	29	35	37	32
INTERNATIONAL BUSINESS - MS ONLINE	NA	NA	NA	NA	NA	NA	NA	NA	4	9	11	18	15
MBA-ONLINE	NA	NA	52	117	164	172	242	357	377	454	473	419	334
MBA-ON CAMPUS	322	304	338	322	302	339	284	212	275	215	168	169	167
TOTAL ENROLLMENT	592	618	749	803	833	911	885	919	955	975	950	964	961



Lerner College

Major Buildings and Facilities





Geltzler Trading Center



One South Main Street



JPMorgan Chase Innovation Center



Vita Nova Restaurant



Marriott Courtyard Newark



Horn Venture Development Center

CENTERS

Center for Economic Education & Entrepreneurship

Horn Entrepreneurship

Hospitality Associates for Research & Training

Institute for Financial Services Analytics

JPMorgan Chase Innovation Center

Marriott Center for Tourism & Hospitality

Michael and Rosann Geltzeiler Trading Center

Vita Nova Restaurant

Weinberg Center for Corporate Governance

Women's Leadership Initiative

10 Lerner Centers



**We're
glad
you
are
joining
us**



Lerner College of Business and Economics

College Departments

Lerner College Departments

- **Accounting and Management and Information Systems**
 - Carolyn Levine, Chairperson and Professor of Accounting
- **Business Administration (BUAD)**
 - Hemant Kher, Chairperson and Professor of Operations Management
- **Economics**
 - Liz Bayley, Associate Chairperson and Assistant Professor of Economics
- **Finance**
 - Jay Coughenour, Associate Professor of Finance
- **Hospitality and Sport Business Management (HSBM)**
 - Sri Beldona, Chairperson, Professor of Hospitality Business Management and Director of Graduate Programs for HSBM



Liz Bayley

Assistant Professor

Associate Chair & Advisor

Undergraduate Economics Program

ebayley@udel.edu



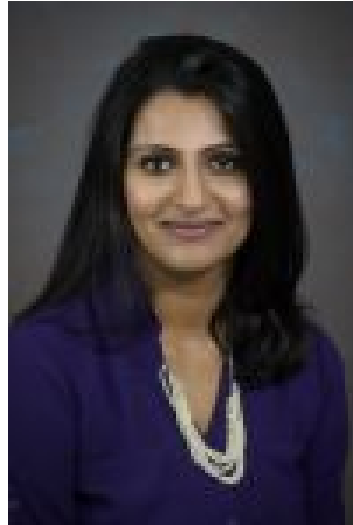
UNIVERSITY OF DELAWARE

**LERNER BUSINESS
& ECONOMICS**



Dr. Adrienne Lucas

Professor of Economics
Chairperson, Department
of Economics



Dr. Sabrin Beg

Associate Professor of
Economics
Associate Chair –
Graduate Programs



Dr. Liz Bayley

Assistant Professor of
Economics
Associate Chair & Advisor –
Undergraduate Programs



Department of Economics Programs

Undergraduate

- B.A. Economics
- B.S. Economics
- B.S. Mathematics-Economics
- B.A. Economics Education
- Minor in Economics

Graduate

- 4+1 B.S./M.S. Economics
- 4+1 B.S. or B.A.
Economics/Masters Public Policy
- M.S. Economics
- Ph.D. Economics



Lerner College Departments

- **Accounting and Management and Information Systems**
 - Carolyn Levine, Chairperson and Professor of Accounting
- **Business Administration (BUAD)**
 - Hemant Kher, Chairperson and Professor of Operations Management
- **Economics**
 - Liz Bayley, Associate Chairperson and Assistant Professor of Economics
- **Finance**
 - Laura Field, Chairperson and Donald J. Puglisi Professor of Finance
- **Hospitality and Sport Business Management (HSBM)**
 - Sri Beldona, Chairperson, Professor of Hospitality Business Management and Director of Graduate Programs for HSBM



Lerner College of Business and Economics

Overview of College Governance and Important College Policies

Lerner College Administration

- **Sheryl Kline**
 - Deputy Dean and Aramark Chaired Professor of Hospitality Business Management
- **Julia Bayuk**
 - Associate Dean of Curriculum and Professor of Marketing
- **Rick Andrews**
 - Senior Associate Dean for Faculty and Professor of Marketing



New Faculty Orientation
August 2023

Sheryl F. Kline Ph. D.

Deputy Dean

Aramark Chaired Professor

Lerner College of Business and Economics



Deputy Dean



Represent the College on behalf of the Dean

Companies, organizations, alumni and other college committees



Fundraising and development initiatives

Work with advisory boards
Meet with alumni



Serve as the Lerner Research Dean

Grant programs
Representing the college at university research initiatives and meetings



Support the Dean with the day-to-day operations of the college and special projects

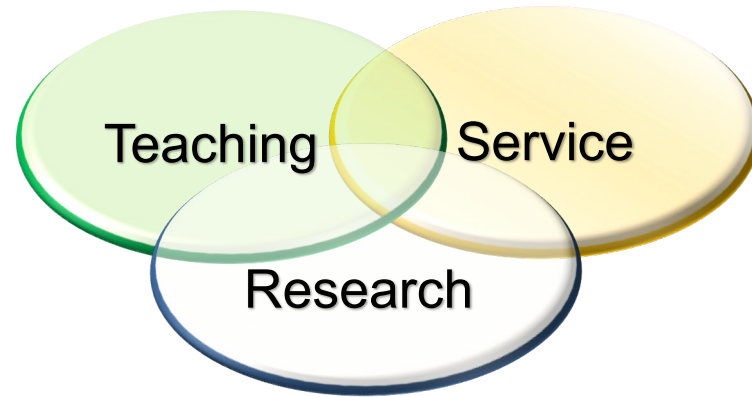
Creation of the Lerner Mission Statement
Strategic undergraduate recruiting programs

Congratulations-
You have the best
job in the world!

“Through their research and teaching, faculty can have a significant effect on industry by making firms more efficient, innovative, profitable, etc. They also can contribute to creating jobs and economic prosperity at the national level. Few careers offer the rich intellectual and personal challenge, monetary rewards and flexible lifestyle that are available to business school faculty.”

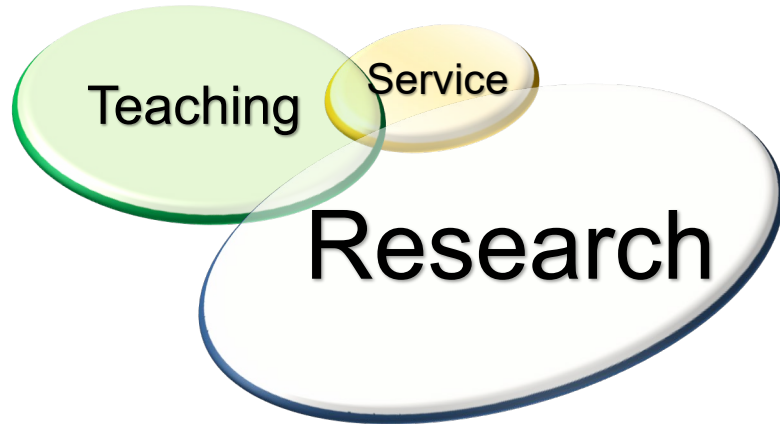
*Becoming a professor, AACSB (2007) retrieved from
<http://www.haas.berkeley.edu/Phd/pdf/BusinessProfessor-full.pdf>*

What faculty
need to do
to be
successful?

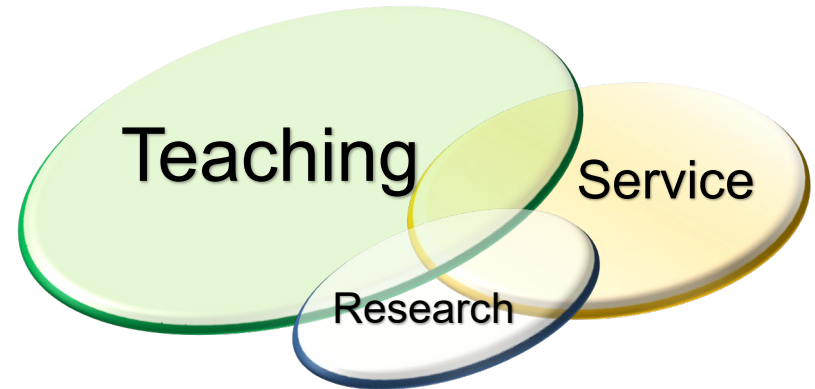


Allocation of time and effort

Tenure Track Faculty



Continuing Track Faculty



Research Success

- Know the P and T Process
 - Department, College, and University Documents
- Strive to be a thought leader in your field
 - Become an expert in an area of your field
- Be strategic about where and how you disseminate your work
 - Publish in top Journals-
 - UT Dallas 24 and FT top 50
 - Present at top academic conferences
 - Keep Google Scholar and Web of Science pages updated
- Participate ACTIVELY in the mentor program and meet with your Chair



Lerner Mentor Program

- Your Chair will match you with a senior faculty member
- Mentor program Goals
 - Help transition junior faculty into their academic role
 - Navigate department, college, and university policies and procedures
 - Provide advice to maintain:
 - Productive Research agenda
 - High quality teaching
- Meet with your mentor a minimum of once a month
- Your job
 - Commit the time to the mentor relationship
 - Ask questions!

WHY MENTORING MATTERS:

SUCCESS ISN'T

ACCOMPLISHED ALONE



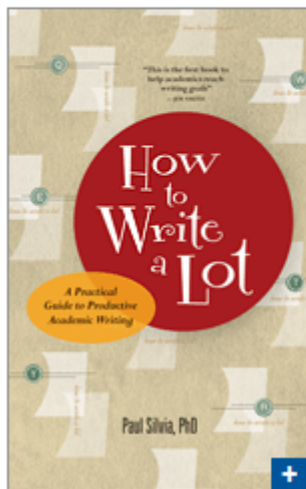
What will you
do to be
successful?

- Set your goals
- Prioritize your time and effort
- Start now

Become a reflective disciplined researcher and writer. Make a schedule, set clear goals, and keep track of your work. Build good habits now and reward yourself when you reach your goals!

How to Write a Lot:

A Practical Guide to Productive Academic Writing



By [Paul J. Silvia, PhD](#)

Pages: 149

Item #: 4441010

ISBN: 978-1-59147-743-3

Copyright: 2007

Format: Paperback

Also available on: [Amazon Kindle](#)



Questions?

Sheryl Kline

Lerner Hall

Room 303 F

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302-831-6207

Julia Bayuk

**Professor of Marketing,
Associate Dean for
Curriculum**

jbayuk@udel.edu



UNIVERSITY OF DELAWARE
**LERNER BUSINESS
& ECONOMICS**

Many Programs Exist

- ✓ Undergraduate (majors/ minors/ certificates)
- ✓ Graduate (masters/ MBA/ 4+1s/ certificate/ PhD)
- ✓ Know where your course fits into the curriculum & who your students are
- ✓ Provide input for curriculum (for specific courses or programs) (formal and informal processes)

PROGRAMS



Lerner boasts top faculty, innovative programs, hands-on experience and career-changing opportunity.

PROGRAMS

Undergraduate Programs

Accelerated Degree Programs (4+1)

MBA Programs

Master's Programs

Dual Graduate Degrees

Online Programs

Certificate Programs

Ph.D. Programs

Executive Education

SWUFE-UD Institute of Data Science



MBA @ UD (44 credits)

Required Courses (29 credits)

The business core courses and professional development seminars ground you in business knowledge, skills and techniques.

Business Core Courses -

ACCT 600 – Financial Reporting and Analysis
BUAD 620 – Fundamentals of Analytics
BUAD 631 – Operations Management and Management Science
BUAD 640 – Ethical Issues in Domestic and Global Business Environments
BUAD 670 – Managing People, Teams and Organizations
BUAD 680 – Marketing Management
BUAD 690 – Corporate Strategy
ECON 603 – Economic Analysis for Business Policy
FINC 650 – Financial Management

Professional Development Seminars -

BUEC 601 – Building Emotional Intelligence and Critical Thinking (1 credit)
BUEC 603 – Communicating, Branding and Career Networking (1 credit)

MBA SPECIALIZATIONS

Accounting

Business Analytics

Entrepreneurship and Innovation

Finance

Healthcare Management

Hospitality Business Management

Information Technology

International Business

Strategic Leadership

15 credits
for a major

9 credits for a
concentration



Lerner Undergraduate Programs

Accounting (B.S.)

Business Analytics (B.S.)

Business Undeclared Major

Economics (B.A./B.S.)

Economics Education (B.A.)

Entrepreneurship (B.S.)

Finance (B.S.)

Financial Planning and Wealth
Management (B.S.)

Global Enterprise Management (B.S.)

Hospitality and Event Experience
Management (B.S.)

Hospitality Industry Management (B.S.)

International Business Studies (B.S.)

Management (B.S.)

Management Information Systems (MIS)
(B.S.)

Marketing (B.S.)

Operations Management (B.S.)

Sport Management (B.S.)

Majors

Advertising

Beverage Management

Business Administration

Business Analytics

Economics

Entrepreneurship

Event Management

Integrated Design

International Business Studies

International Business and IB with
Language

Management Information Systems

Professional Selling and Sales
Management

Restaurant Management

Social Innovation and Entrepreneurship

Spa and Wellness Management

Sport Management

Trust Management

Minors



Key Lerner Features

- Many students double and triple major
- Minors are very popular
- High demand to transfer into Lerner
- Most students are out-of-state

Advising is key to making this work!



Suggested Course Sequence

Freshman Year

+

Sophomore Year

-

First semester

ACCT 207 – Accounting I (Financial)

MISY 160 – Business Computing

STAT 200 – Basic Statistical Practice

Creative arts & humanities breadth course, history & cultural change breadth course or foreign language

Sociology course

Second semester

ACCT 208 – Accounting II (Managerial)

BUAD 301 – Introduction to Marketing

MISY 262 – Fundamentals of Business Analytics

MISY 261 – Business Information Systems

COMM 212 – Oral Communications in Business or HOSP 230 – Executive Presentations & Problem Solving

Where do
YOU fit in?



Junior Year

+

Senior Year

+



Important Things to Know

- Students may try to get into your courses... now what?
- Where does your class fit into the overall curriculum for Lerner & your department?
- Who else teaches your class or has taught your class?
- What other classes do students take that are *similar* to your class?
- How to set up Canvas to make it clear for students to go through the course?



Rick Andrews

Senior Associate Dean of Faculty

andrewsr@udel.edu



Overview of My Areas

- Faculty resource planning
- Faculty recruiting, development and promotion
- Day-to-day management of faculty opportunities and issues
- Oversight of Lerner international programs (e.g., dual degree program with SWUFE in China)



Faculty Policies and Procedures

- University policies
- College/Department policies
- Faculty grievances and complaints
- Student grievances



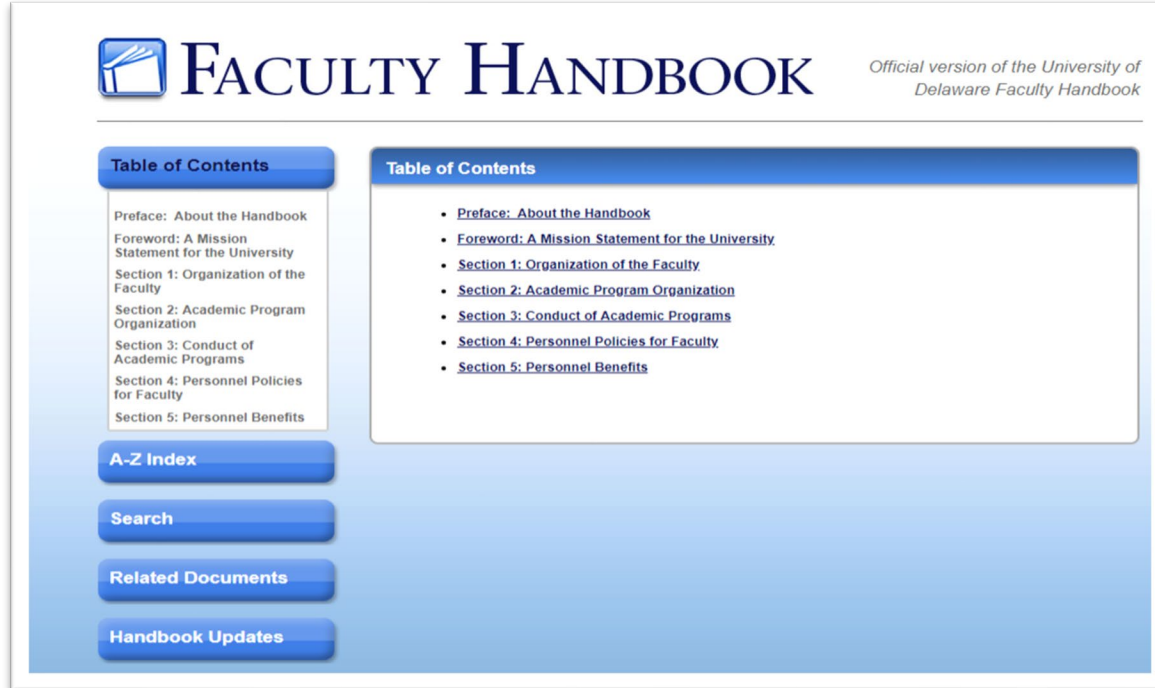
University Policies

- Two primary policy documents:
 - UD Faculty Handbook
 - Collective Bargaining Agreement (CBA) between UD and American Association of University Professors (AAUP)



Faculty Handbook

<http://facultyhandbook.udel.edu/handbook/table-contents>



The screenshot shows the official version of the University of Delaware Faculty Handbook. The page features a blue header with the title 'FACULTY HANDBOOK' and the subtitle 'Official version of the University of Delaware Faculty Handbook'. Below the header, there are two main content areas. On the left, a blue button labeled 'Table of Contents' is followed by a list of sections: Preface: About the Handbook, Foreword: A Mission Statement for the University, Section 1: Organization of the Faculty, Section 2: Academic Program Organization, Section 3: Conduct of Academic Programs, Section 4: Personnel Policies for Faculty, and Section 5: Personnel Benefits. Below this list are four more blue buttons: 'A-Z Index', 'Search', 'Related Documents', and 'Handbook Updates'. On the right, another blue button labeled 'Table of Contents' is followed by a list of sections, each with a blue link: Preface: [About the Handbook](#), Foreword: [A Mission Statement for the University](#), Section 1: [Organization of the Faculty](#), Section 2: [Academic Program Organization](#), Section 3: [Conduct of Academic Programs](#), Section 4: [Personnel Policies for Faculty](#), and Section 5: [Personnel Benefits](#).



Faculty Handbook



FACULTY HANDBOOK

*Official version of the University of
Delaware Faculty Handbook*

Table of Contents

Preface: About the Handbook

Foreword: A Mission
Statement for the University

Section 1: Organization of the
Faculty

Section 2: Academic Program
Organization

Section 3: Conduct of
Academic Programs

Section 4: Personnel Policies
for Faculty

4.1 Faculty Appointments
and Conditions of
Employment

4.2 Academic Freedom and
Standards of Conduct

4.3 Workload and
Evaluation

4.4 Promotion and Tenure

Section 5: Personnel Benefits

Section 4: Personnel Policies for Faculty

- [4.1 Faculty Appointments and Conditions of Employment](#)
- [4.2 Academic Freedom and Standards of Conduct](#)
- [4.3 Workload and Evaluation](#)
- [4.4 Promotion and Tenure](#)



Faculty Handbook



FACULTY HANDBOOK

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Section 3: Conduct of Academic Programs

Section 4: Personnel Policies for Faculty

Section 5: Personnel Benefits

- 5.1 Medical Insurance
- 5.2 Dental Insurance
- 5.3 Group Life Insurance
- 5.4 Total Disability Insurance
- 5.5 Group Long-term Care Insurance

Section 5: Personnel Benefits

- [5.1 Medical Insurance](#)
- [5.2 Dental Insurance](#)
- [5.3 Group Life Insurance](#)
- [5.4 Total Disability Insurance](#)
- [5.5 Group Long-term Care Insurance](#)
- [5.6 Blood Bank](#)
- [5.7 Wellness Program](#)
- [5.8 Retirement Programs](#)
- [5.9 Federal Social Security](#)
- [5.10 Educational Programs](#)
- [5.11 Benefits for Retired Faculty](#)
- [5.12 Home Purchase Assistance Program](#)
- [5.13 Neighborhood Mortgage Assistance Program](#)
- [5.14 Tuition Exchange](#)



Collective Bargaining Agreement

<http://aaupud.org/wp-content/uploads/2017/09/cba16-21.pdf>
<https://aaupud.org/wp-content/uploads/2020/07/FINAL-AAUP-UD-and-University-of-Delaware-Ratified-Agreement-with-signatures.pdf>

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ARTICLE III	RECOGNITION	2
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ARTICLE V	AAUP REPRESENTATIVES AND PRIVILEGES	3
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Collective Bargaining Agreement

For example, if you want to know the amount of raises for 2022-2023, consult Salaries, Article XII:

- 12.7** For the period July 1, 2022 through June 30, 2023, salaries of continuing members of the bargaining unit shall be adjusted in the following manner:
- (a) Each continuing member of the bargaining unit shall have their salary structurally adjusted in the following manner: Full Professors: \$3305; Associate Professors: \$2319; Assistant Professors: \$2008; and Instructors \$1686.
 - (b) All increases will be effective July 1, 2022 for bargaining unit members on fiscal year contract and September 1, 2022 for bargaining unit members on academic year or tenth month appointments.



College/Department Policies

<https://provost.udel.edu/faculty/faculty-affairs/college-department-resources/>

Lerner College of Business and Economics

- [Bylaws](#)
- [Promotion & Tenure](#)

Department Documents

Accounting and Management Information Systems

- [Bylaws](#)
- [Merit Metrics](#)
- [Promotion & Tenure](#)
- [Workload Policies](#)

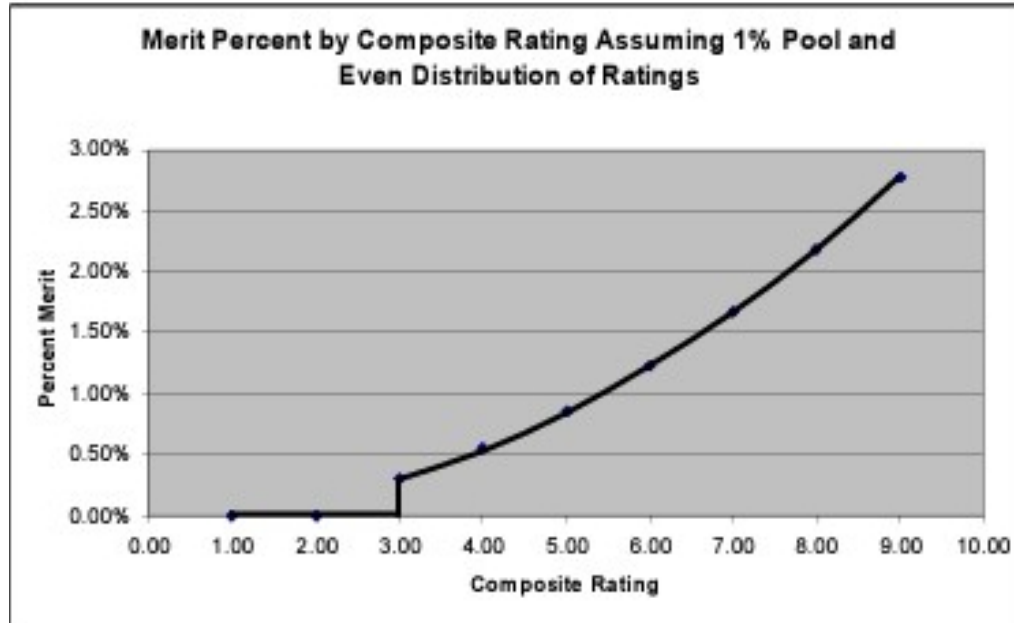


College/Department Policies

- **Bylaws (College and Dept)**—provides such information as who is entitled to vote, what constitutes a quorum, what are the proper voting procedures, what are the standing committees (e.g., undergraduate and graduate curriculum committees)
- **Promotion and Tenure (College and Dept)**—provides information on promotion and tenure criteria and procedures
- **Workload Policy (Dept)**—describes typical workloads as well as acceptable variations around the typical workload
- **Merit Metric (Dept)**—describes relationship between composite faculty evaluation from annual appraisal and percentage merit raise for next year



Business Administration Merit Metric



Faculty Grievances and Complaints

- A **grievance** is appropriate when a faculty member believes there has been a potential violation of the University's Collective Bargaining Agreement (CBA) with the AAUP.
- Grievances are handled through the AAUP—see **Article VIII** of the CBA for details.



Faculty Complaints

- A **complaint** is concerned with terms or conditions of employment and is not the same as a grievance.
- The **Faculty Rights and Responsibilities Committee** is charged to develop and review general policies in the areas of reappointment, dismissal, faculty evaluation and appraisal, academic freedom and other areas of personnel policy and conditions of faculty employment
- See <https://faculty senate.udel.edu/faculty-rights-and-responsibilities-2> for more information.



Student Grievances

<https://www.udel.edu/students/community-standards/student-guide/>



University of Delaware

Search this site

STUDENT GUIDE TO UNIVERSITY POLICIES

[[GUIDE HOME](#)] [[GUIDE INDEX](#)] [[CONTACT US](#)] [[UD HOME](#)]

Grade Grievance and Other Related Academic Complaints

1. Definition of a student complaint
 - a. Grade complaints: a claim that an inappropriate grade has been assigned because of a faculty member's bias or because of a faculty member's failure to follow announced standards for assigning grades but not because of a faculty member's alleged erroneous academic judgment (i.e., not a claim that course standards are too high, reading is too heavy, the grade curve too low, etc.).
 - b. Other complaints: a claim of abuse, ill-treatment, or exploitation involving the irresponsible or unjust misuse of the instructor's position of authority, power, and trust (e.g., pointed sexist or racist slurs and sexual or pecuniary blackmail).



Student Grade Grievances

- Student grade grievances are appropriate mostly when the faculty member **does not honor the course syllabus** or otherwise **violates university policies**.
- Students cannot grieve simply because their **grade is too low** or the **instructor is too hard** or is a **“bad” teacher**.
- Multiple stages of grievance—faculty member, department chair, Dean’s panel, Faculty Senate.
- **Your department chair and I are happy to give advice if you face a potential grade grievance.**



Q and A



Who has a question?

Lerner College of Business and Economics

BREAK

Lerner College of Business and Economics

Overview of College Administrative Areas and Services

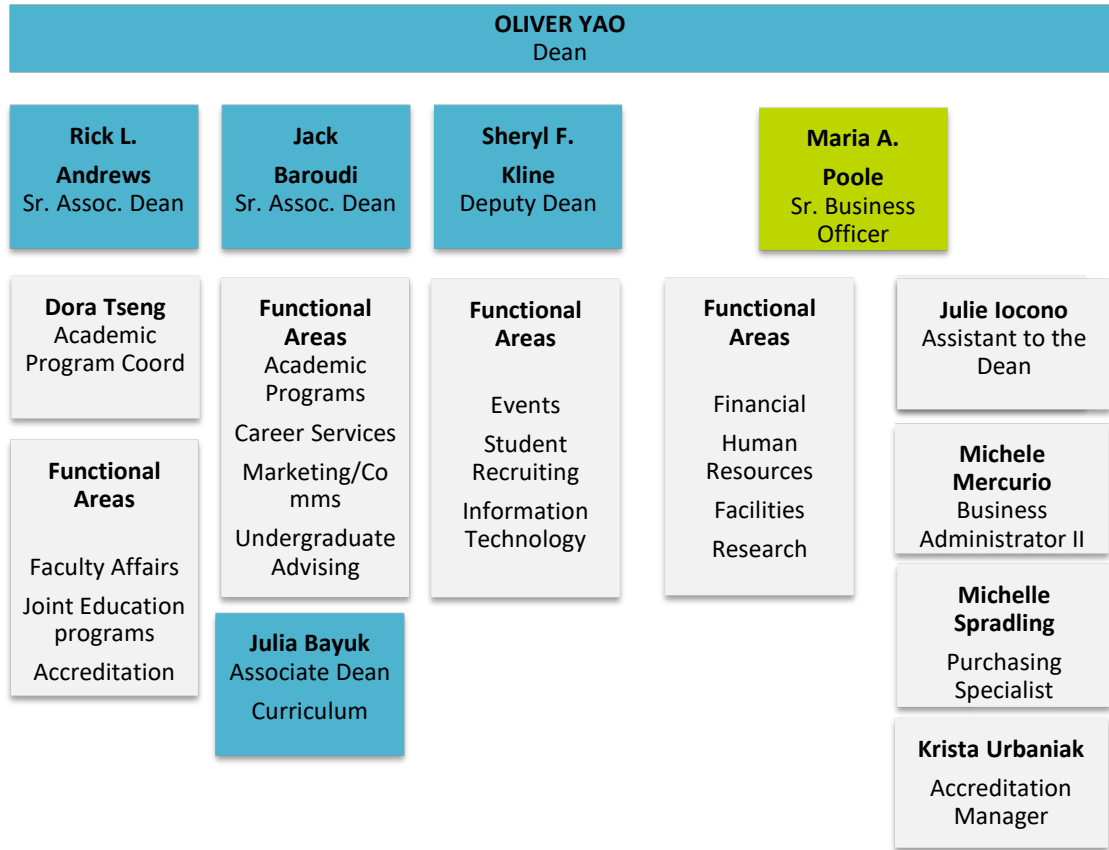
Lerner College Administration (continued)

- **Maria Poole**
 - Chief Business Officer
 - Financial Administration, HR & Facilities and Grants Administration
- **Jack Baroudi**
 - Senior Associate Dean of Academic Programs and Professor of MIS
- **Ruma Beldona**
 - Senior Assistant Dean, Graduate Program Services
- **Keri Rodney**
 - Academic Program Manager
- **Jennifer Corey Hendrickson**
 - Director of Communications & Marketing



Maria Poole
Senior Business Officer
Office of the Dean

Lerner College of Business & ECONOMICS DEAN'S OFFICE



Dean's Office Support in Lerner College

Julie Iocono

Assistant to the
Dean

Michele Mercurio

Business
Administrator II

Michelle Spradling

Accounting
Assistant II

Krista Urbaniak

Accreditation
Manager

Functional Areas

Dean's schedules
Special Projects
Lerner Alumni &
Advisory Boards

Functional Areas

Human Resources
Faculty Hiring &
Compensation
Academic support

Functional Areas

Financials
Concur expenses
UD Exchange lead

Functional Areas

Accreditation
Reporting
Assessment of
Learning
Grants
Administration



Jack Baroudi
Professor and
Senior Associate Dean for
Academic Programs
baroudi@udel.edu



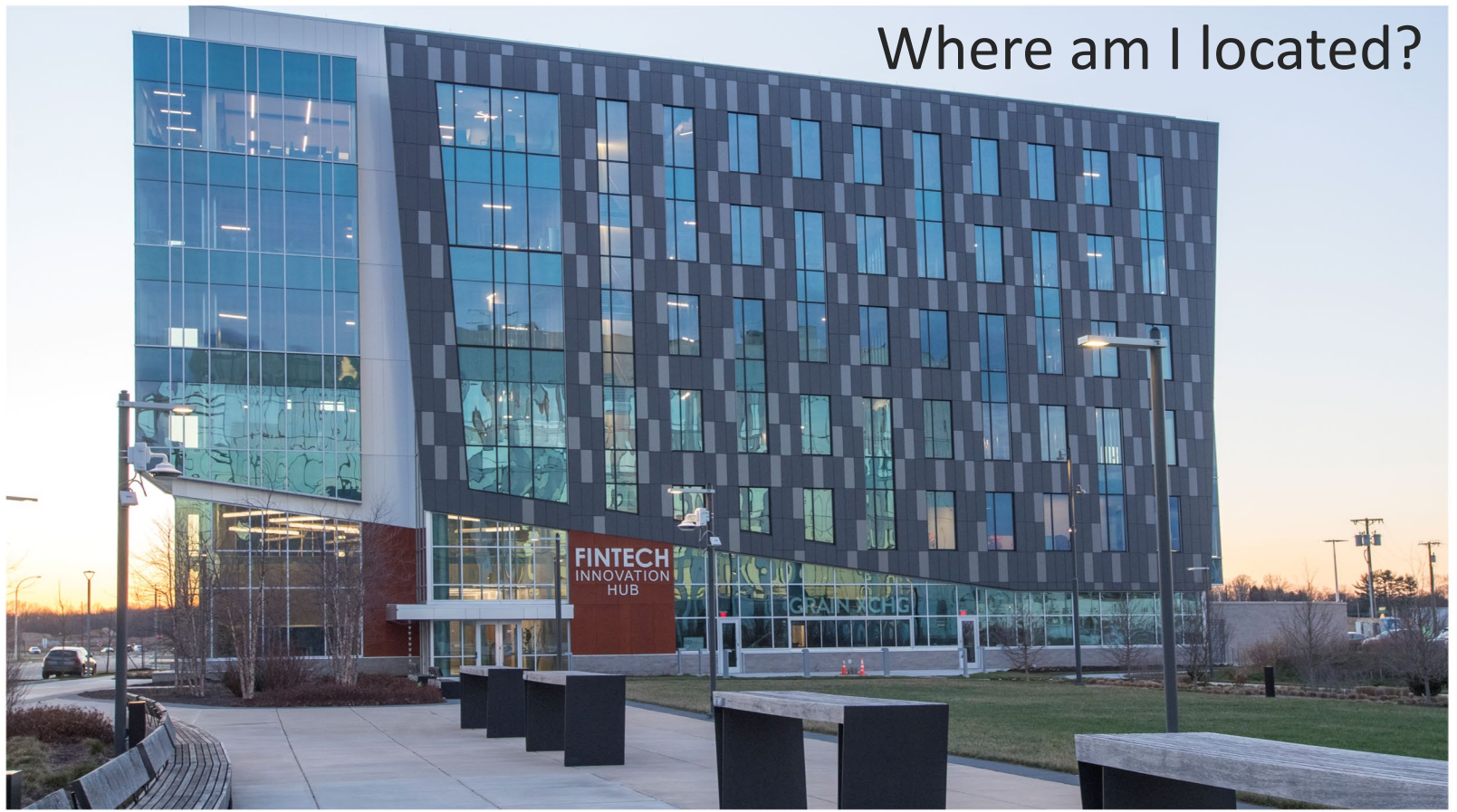
UNIVERSITY OF DELAWARE
**LERNER BUSINESS
& ECONOMICS**

Areas of Responsibilities

- Curriculum (Innovation and Oversight) – Julia Bayuk, Associate Dean
- Undergraduate Advising and Student Support Services – Kim Wilson, Sr. Assistant Dean
- Graduate and MBA Student Services – Ruma Beldona, Sr. Assistant Dean
- Lerner Career Services – Jill Panté, Director
- Communications and Marketing – Jennifer Hendrickson, Director
- I also teach BUEC601 and BUAD674



Where am I located?



Ruma Beldona

Senior Assistant Dean – Graduate Programs

**Fintech Hub, 591 Collaboration Way
302-831-3160, ruma@udel.edu**



UNIVERSITY OF DELAWARE
**LERNER BUSINESS
& ECONOMICS**

Lerner Graduate Programs

MBA

- Full Time
- Part Time
- Online

MS/MA

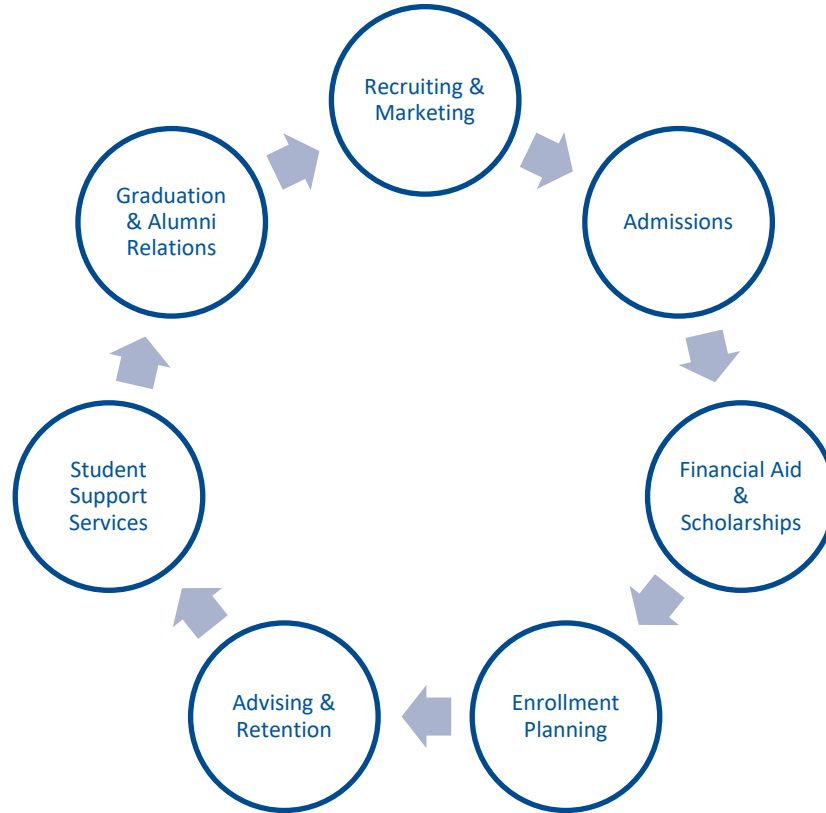
- Accounting
- Accounting Practice
- Business Analytics and Information Management
- Economics
- Economic Education for Educators
- Finance
- Hospitality Business Management
- International Business

PhD

- Financial Services Analytics
- Economics
- Hospitality Business Management
- Economic Education



Functions - Graduate & MBA Programs Office



Office of Undergraduate Advising & Academic Services

Keri Rodney

Academic Program Manager

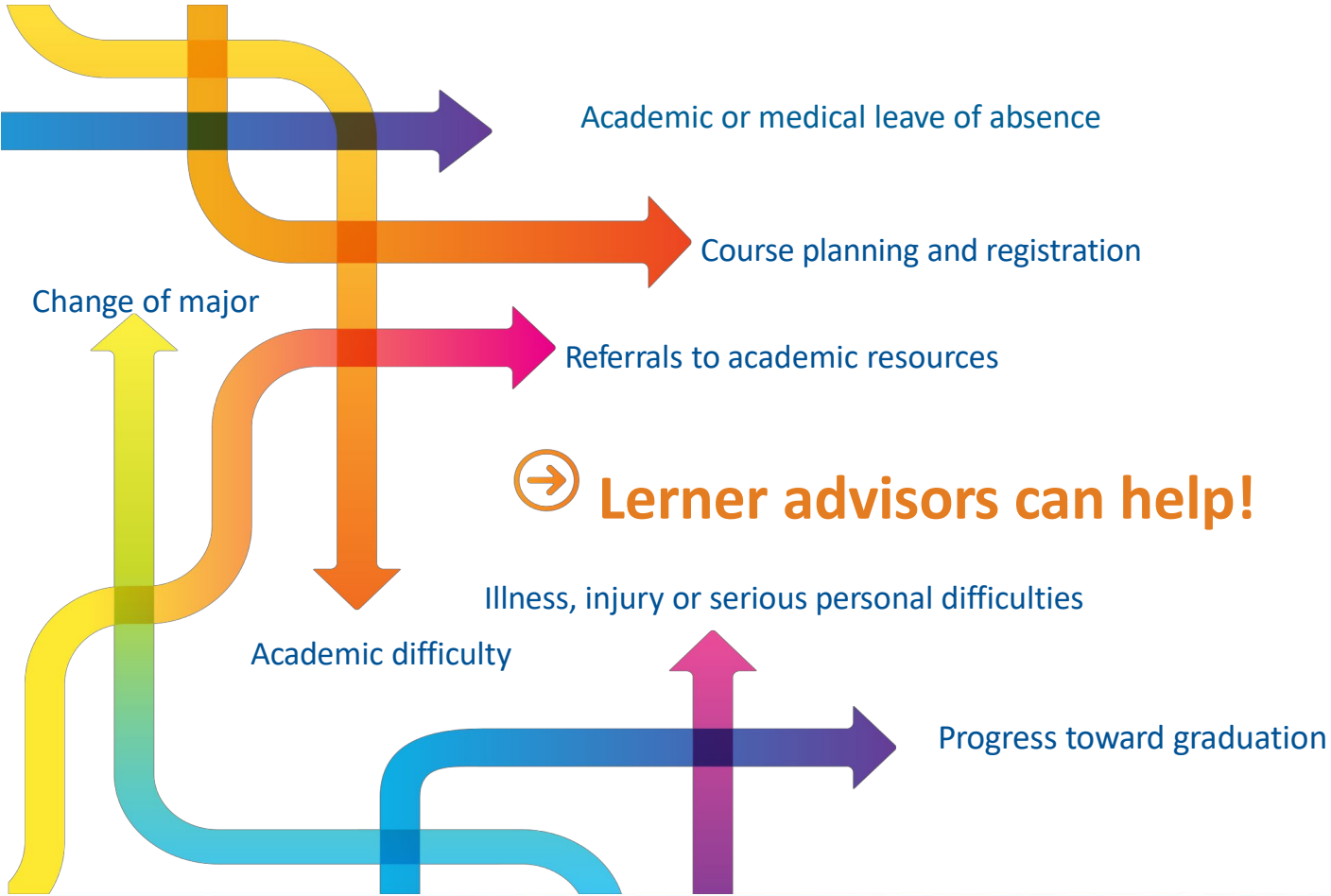


Lerner Undergraduate Advising (103 LEH)

Academic Planning: Two-tiered system

- Freshman/Sophomore in Lerner UG Advising Office - 103 LEH
- Junior/Senior/Honors advised by Department





Lerner Undergraduate Advising (103 LEH)

Academic – Related Programs and Services:

- Student recruitment activities
 - Blue & Golden Days, Decision Days, Lerner Visits
- New Student Orientation and Registration Advising
- Academic policies and procedures interpretation and dissemination
- -FERPA
- UDREAM (yoU Develop Resources for Excellence in Academic Management) Program provides academic coaching and retention services
- Degree Check-out/Graduation Certification
- Parent and Family Weekend activities
- Transfer of Credit Approval
- Documentation of Excused Absences, Leave of Absences, Withdrawals
- Referrals to other campus resources





Blue Hen Success

Issuing Referrals

Bluehensuccess.udel.edu

ISSUE A REFERRAL ✕

Student 🔍

Please select a reason

Is this associated with a specific class?

Additional Comments



Student and Campus Safety

Members of the campus community concerned about a student are encouraged to involve the Student Behavioral Consultation Team by:

- calling the Office of the Dean of Students, (302) 831-8939

- going online to udel.edu/006545 to use the SBCT contact form

- In an emergency, please call the University of Delaware Police Department at 302-831-2222 or 911.



Policies/Websites to Review

3.1 Instructional Program Policies:

<https://facultyhandbook.udel.edu/handbook/31-instructional-program-policies>

- Excused Absence
- Exams and Grading
- Academic Dishonesty
- Disability Support Services - <https://sites.udel.edu/dss/>
- Non-discrimination/Sexual Misconduct Information and Resources – Office of Equity & Inclusion - <https://sites.udel.edu/oei/>



Lerner Communications Team

Jen Corey Hendrickson

Lerner Communications Team



**Jennifer
Hendrickson**
Communications
Director



Julie Morin
Art Director



Adam Sexton
Digital Media
Specialist



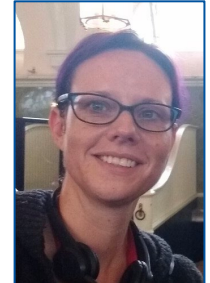
Kevin Tritt
Communications
Specialist



**Andrew
Sharp**
Writer



Katy Rost
Web Consultant



Christy Wall
Digital Copywriter

Brand Management • Marketing Communications • Media Relations • Web • Social Media



About Our Team

- 25+ years experience working in higher ed, nonprofit and for profit industries.
- Areas of expertise: analytics, art direction and design, brand management, communications strategy (internal and external), marketing (traditional and digital), project management, public relations, social media, video production and writing.



Working with Communications

- How we support Lerner faculty:
 - Bio/profile on Lerner.udel.edu
 - Curate content for various channels, e.g.:
 - University (udel.edu, UDaily, UD Magazine, UD Research Mag, social media)
 - Lerner (Lerner website news feed, social media)
 - Promote research & expertise:
 - Develop event materials
 - Highlight research studies and innovative courses
 - Respond to timely media queries and pitch stories to trade publications



Faculty Profiles & Experts

UNIVERSITY OF DELAWARE

LERNER BUSINESS & ECONOMICS


ADMISSIONS DEPARTMENTS CENTERS DIRECTORY NEWS & EVENTS GIVING MYLERNER ALUMNI

Why Lerner Programs Faculty & Research Career Services

FEI XIE

Associate Professor of Finance

Email: xief@udel.edu
Office: 316B Purnell Hall
Phone: [302.831-3811](tel:302.831.3811)




Biography

Professor Xie joined the University of Delaware in August 2015. Prior to coming to UD, he was the Wells Fargo Professor, associate professor of finance at Clemson University, South Carolina, from August 2012 to July 2015. Previously, he was a tenured professor at George Mason University in Fairfax, VA. He currently teaches an undergraduate-level intermediate financial management course. His research interests are in empirical corporate finance. Within this general field, his work spans corporate governance, mergers and acquisitions, boards of directors, executive compensation, corporate financing, venture capital, behavioral finance and corporate disclosure. His research has appeared in multiple top academic journals and received significant recognition and citations.

Education

MEDIA EXPERT

[← Back to Media Experts](#)






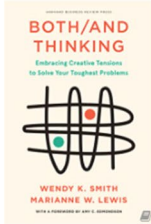
Wendy Smith

Professor, Management | Alfred Lerner College of Business & Economics
Newark, DE, UNITED STATES

Prof. Smith's research focuses on strategic paradoxes – how leaders and senior teams effectively respond to contradictory agendas.

[CONTACT](#) [SHARE](#) [PDF](#)

MEDIA



Research Promotion

ACADEMIC SHOWCASE



[Wendy Smith Receives AMR's Decade Award](#) - UD Management Professor Wendy Smith and Marianne Lewis, dean of University of Cincinnati's Linder College of Business, receive Academy of Management Review's Decade Award for their paper, "Toward a Theory of Paradox."



[Not Everyone Sits Still for Advertising](#) - Lerner Professor Matthew McGranaghan's new research might change the way big companies advertise with TV networks. His work gives insight into what people want.



Social Media

#LernerBiz

<https://www.facebook.com/UDLerner>

<https://www.instagram.com/udlerner>

<https://twitter.com/UDLernerCollege>

<https://www.linkedin.com/school/lernercollege/>

<https://www.youtube.com/watch?v=NUzXpux2AQw&list=PL454FF09DAE1CC064&index=1>

Please let us know if you have an account on social so we can connect!

Lerner College @UDLernerCollege · Jul 16
A paper by @UDelaware #economics @ProfALucas, "Effects of Adult Health Interventions at Scale on Children's Schooling: Evidence from Antiretroviral Therapy in Zambia." was published online in the Economics of Education Review, read more in For the Record: bit.ly/2k2b97q

University of Delaware Lerner College of Business & Economics
Published by Hootsuite · April 29 ·
On April 7th, several University of Delaware hospitality experts came together to discuss the impact of the pandemic on the hotel, restaurant and service industries during a "Conversations and Connections" event at Philadelphia's Reading Terminal Market. Read more about the takeaways from this discussion in UDaily here: <https://bit.ly/3OH2zqn>

UDLernerCollege retweeted
UD Research @UDResearch
Jun 14
Taking stock of teamwork: #UDeL's Sal Mistry and collaborators find that too many temporary team assignments can take a toll on employees' health, attitudes and performance. ow.ly/4LLI50Jx8bl @UDLernerCollege #management

Alfred Lerner College of Business & Economics at University of Delaware
17,339 followers
1mo ·
Congratulations to #LernerBiz professor **Wendy K. Smith** on your new book!
Wendy K. Smith (She/Her) · 1st
Professor, Author of BOTH/AND THINKING; Co-Founder of the Lerner Wo...
1mo ·
It was so great to be back on the **Harvard Business School** campus with **Marianne Lewis** to film a video shoot for our forthcoming book, *Both/And Thinking*. We are excited about the launch of our book and sharin...see more



Marketing & Advertising



my.lerner.udel.edu/communications

Access to:

- Powerpoint templates
- Letterhead and business cards ordering
- Email signature format
- Approved UD & Lerner logos

Information about:

- Project turnaround times
- Content guidelines

To request a project, email:

lernercomm@udel.edu



Lerner Career Services Center

Jill Gugino Panté, PHR, M.Ed.

The Services of Lerner Career Services

- 1:1 Counseling Appointments (grad and undergrad)
- Undergraduate Drop-In Hours (12pm-4pm every day)
- Handshake (job/internship postings, events, messaging employers)
- Career and Networking Fairs
- Employer Information Tables (Purnell Lobby)



More Opportunities!

Executive Mentoring

Matches Lerner students with executives whose professional backgrounds are complementary to the students' objectives.



Career Checklist

A professional development checklist to help students from their first year to their last year of college.

LERNER CAREER SERVICES
UNDERGRAD CHECKLIST

FIRST-YEAR	SOPHOMORE
<ul style="list-style-type: none"><input type="checkbox"/> Schedule an appointment with the Lerner Career Services Center through HandShake (jude@johndshoke.com) to discuss your professional development and job/internship search.<input type="checkbox"/> Schedule an appointment with your advisor to remain on track with academic plan.<input type="checkbox"/> Upload your resume in HandShake (jude@johndshoke.com) to get it<input type="checkbox"/> Create and update your LinkedIn profile.<input type="checkbox"/> Attend at least one career fair or to start learning about employee build your connections.<input type="checkbox"/> Set up a professional voicemail.<input type="checkbox"/> Review the myLerner site (my.lerner.edu/career-services) for resources on<input type="checkbox"/> Follow Lerner College on Facebook and Instagram for events and news.<input type="checkbox"/> Explore potential study abroad.<input type="checkbox"/> End of Fall Semester: Apply for job shadow experience.<input type="checkbox"/> End of Spring Semester: Apply for job shadow experience.<input type="checkbox"/> End of Spring Semester: Sign up with a mentor through the Lerner Mentoring Program (registration opens students at the end of the school fall).	<ul style="list-style-type: none"><input type="checkbox"/> Understand the internship recruiting timeline for your respective major.<input type="checkbox"/> Schedule an appointment with the Lerner Career Services Center through HandShake (jude@johndshoke.com) to discuss your professional development and job/internship search.<input type="checkbox"/> Schedule an appointment with the Lerner Career Services Center through HandShake (jude@johndshoke.com) to get it<input type="checkbox"/> Understand the recruiting timeline for your respective major.<input type="checkbox"/> Apply for internships through HandShake (jude@johndshoke.com) and CareerShift (careershift.com)<input type="checkbox"/> Pursue a leadership position in your student organization (StudentCenter.lerner.edu/associations)<input type="checkbox"/> Connect with recruiters at informational and networking events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> Update your resume on LinkedIn to showcase your skills and experiences.<input type="checkbox"/> Utilize the Lerner Edge Program to connect with an experienced professional to discuss interviews, resumes, job/internship searches, choosing a major, college-to-career transitions and more.<input type="checkbox"/> Attend recruiting-focused & career fair events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> Attend recruiting-focused & career fair events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> End of Fall or Spring Semester: Sign up to be matched with a mentor through the Lerner Executive Mentoring Program.
JUNIOR	SENIOR
<ul style="list-style-type: none"><input type="checkbox"/> Schedule an appointment with the Lerner Career Services Center through HandShake (jude@johndshoke.com) to discuss your professional development and job/internship search.<input type="checkbox"/> Understand the recruiting timeline for your respective major.<input type="checkbox"/> Apply for internships through HandShake (jude@johndshoke.com) and CareerShift (careershift.com)<input type="checkbox"/> Pursue a leadership position in your student organization (StudentCenter.lerner.edu/associations)<input type="checkbox"/> Connect with recruiters at informational and networking events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> Update your resume on LinkedIn to showcase your skills and experiences.<input type="checkbox"/> Utilize the Lerner Edge Program to connect with an experienced professional to discuss interviews, resumes, job/internship searches, choosing a major, college-to-career transitions and more.<input type="checkbox"/> Attend recruiting-focused & career fair events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> End of Fall or Spring Semester: Sign up to be matched with a mentor through the Lerner Executive Mentoring Program.	<ul style="list-style-type: none"><input type="checkbox"/> Schedule an appointment with the Lerner Career Services Center through HandShake (jude@johndshoke.com) to discuss your professional development and job/internship search.<input type="checkbox"/> Utilize the Lerner Edge Program to connect with an experienced professional to discuss interviews, resumes, job/internship searches, choosing a major, college-to-career transitions and more.<input type="checkbox"/> Connect with recruiters at informational and networking events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> Update your resume to LinkedIn to showcase your skills and experiences.<input type="checkbox"/> Apply for full-time jobs through HandShake (jude@johndshoke.com) and CareerShift (careershift.com)<input type="checkbox"/> Attend recruiting-focused & career fair events promoted through HandShake (jude@johndshoke.com)<input type="checkbox"/> Meet with your academic advisor to complete your degree audit.<input type="checkbox"/> Complete the Career Outcome survey when it arrives in your email.

Lerner Edge

Board members working directly with students to provide guidance on a variety of professional development topics



Internships!



JPMORGAN CHASE & CO.



Goldman Sachs



Deloitte.



protiviti®

BlackRock.



Bloomberg



Morgan Stanley



2022-2023 internships posted in Handshake for business students = **10,637**

~**91%** of those were paid • **>20%** in NY/NJ area • **>25%** remote

>90% graduate with at least one experiential learning experience



SUCCESS BY THE NUMBERS

Class of 2022

QUICK FACTS

93

% of students rated their experience with the Alfred Lerner College of Business & Economics as excellent or good.

98

% of students agreed that their employment aligned with their career goals.

52

% of students accepted a job offer from an organization where they interned.

40

% of students had two or more job offers.

TOP EMPLOYERS

- Accenture
- Amazon
- Bank of America
- Barclays
- BlackRock
- Bloomberg
- Citi
- Deloitte
- Enterprise
- EY
- Goldman Sachs
- JPMorgan Chase
- KPMG
- Marriott International
- Morgan Stanley
- PayPal
- Protiviti
- RSM
- SEI
- Vanguard

UNDERGRADUATE STUDENT EMPLOYMENT

% of students employed or pursuing further education

2022

93

2021

97

2022 AVERAGE STARTING SALARY

\$63,691



Contacting Lerner Career Services

- Location: 103 Lerner Hall
- Email: lernercareservices@udel.edu
- Phone: 302-831-4369
- Website: <https://my.lerner.udel.edu/career-services/>





Lerner Diversity Council

Anu Sivaraman
New Faculty Orientation
August 18, 2023

I acknowledge that the land on which the University of Delaware stands is part of the ancient homeland and unceded traditional territory of the Lenape and Nanticoke people. I pay respect to Lenape and Nanticoke peoples, past, present, and future.

I acknowledge the ancestors of various races whose contributions to U. S. Academic Institutions have not been respected, appreciated, and honored.



Lerner Diversity Council
(LDC)

LDC brings together Lerner students, staff, faculty, and alumni from different, unique backgrounds and talents through community-building events.

LDC also strengthens outreach and engagement with the aim of fostering diversity, inclusion & belonging through all aspects of life at Lerner.



Advisory Group

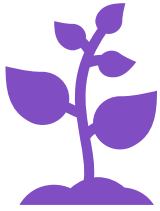
- Carlos Asarta, ECONOMICS, Member-at-large
- Stephen Roberts, UDREAM
- Kathryn Bender, ECONOMICS
- Christopher Lynch, FINANCE
- Diane Leipold, BUAD MGMT
- Anu Sivaraman, BUAD MKT
- Caroline Swift, BUAD OM
- Piper Wissinger, STAFF
- ACCT/MIS
- HOSP/SPORT MGMT
- UG Student Rep
- Grad Student Rep

Alumni

- Shawn Futch, Jr., Brown Advisory
- Hasan Iqbal, Truist Securities, NAAAP Atlants
- Kyle Natter, JP Morgan Chase
- Clay Rowe, TD
- Carter Vaughan, JP Morgan Chase



Two Types of Activities



In-semester Activities

Lunch & Learns

Student and Faculty Socials

Diversity Lecture Series

Coffee Chats



Flagship Activities

Lerner Promise Action Plan

LYTE – Lerner Business Discovery
Days



LERNER DEI ACTION PROMISE





The Alfred Lerner College of Business and Economics is committed to the University of Delaware's core values of social justice, diversity, equity and inclusion (DEI). As members of Lerner College, we dedicate ourselves to continuously improving our community and to encourage awareness, advocacy and action.

At Lerner, we embrace the opportunity to understand and appreciate both the shared and unique backgrounds and talents that all of us offer – students, staff, faculty, alumni and community. Our aim is to foster diversity, equity and inclusion throughout all aspects of life at Lerner and beyond. These values must be upheld not only during our time at UD, but throughout our professional careers and in our personal lives. To create this inclusive environment, we are committed to creating connections and fostering dialogues across our communities.

The Lerner Community therefore promises to actively make our environment one that strives for growth and success for all individuals. Through specific and determined efforts, we will achieve a higher standard of diversity, equity and inclusion; one of which everyone can be proud.

Please join the Lerner College and demonstrate your support for the Lerner Diversity, Equity and Inclusion Action Promise.

Lerner DEI Action Promise



2023-2024 Events

- Fall 2023
 - Sept. 2023, 12-2pm, Lerner Atrium: Meet our New Dean!
 - Oct. 2023: Student Social
 - Nov. 2023: Fostering inclusivity in the classroom (Faculty Social)
 - Dec. 2023: Affirmative Action Ruling & How it Affects UD
- Spring 2024
 - Feb. 2024: Learn about the Asian Culture
 - Ideas welcome!!!
- Discovery Day visits by LYTE students in Fall & Spring
- Ongoing coffee chats with current students
- Diversity Lecture Series



Please scan and sign!

Lerner DEI Action Promise



Wednesday, Sep. 20, 2023, 12-2pm
Meet our New Dean!
Lerner Atrium



Lerner College of Business and Economics

Information Technology Department



IT Vision

To deliver **strategic quality services** that contribute to the success of the Lerner College business school across all departments and programs.

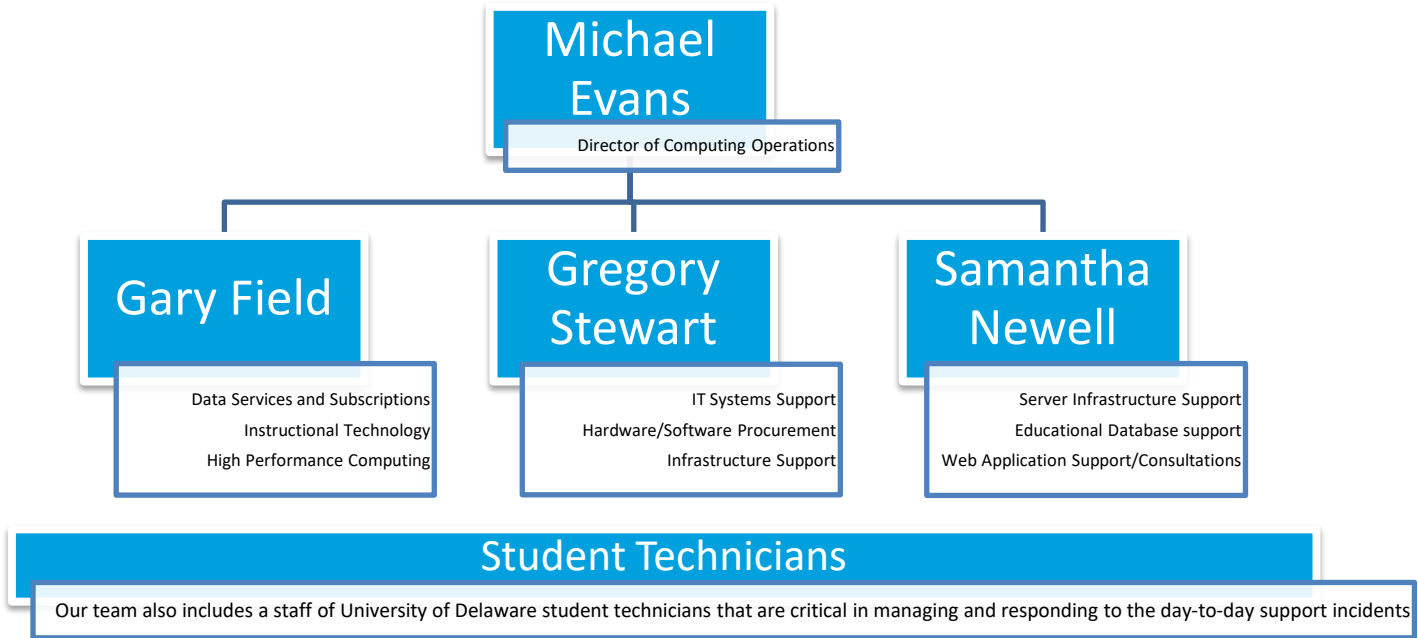
Design and implement **innovative and emergent solutions** that impact operations, teaching, learning, and research.

Identify opportunities to **advance data-driven decision making**.

Foster leadership and collaboration that will **contribute to the growth and implementation of technology**.



Who We Are



What We Do



Curriculum

Physical and Virtual Labs
Instructional Technology
Experiential computing environments

Research

Server Management
High Performance Computing
Database Services



Operations

Desktop and Device Support
Hardware/Software Procurement
Security and Backups



How to Reach Us



support.lerner.udel.edu



lerner-support@udel.edu



302-831-6482



Purnell Hall, TechDeck, Room 026

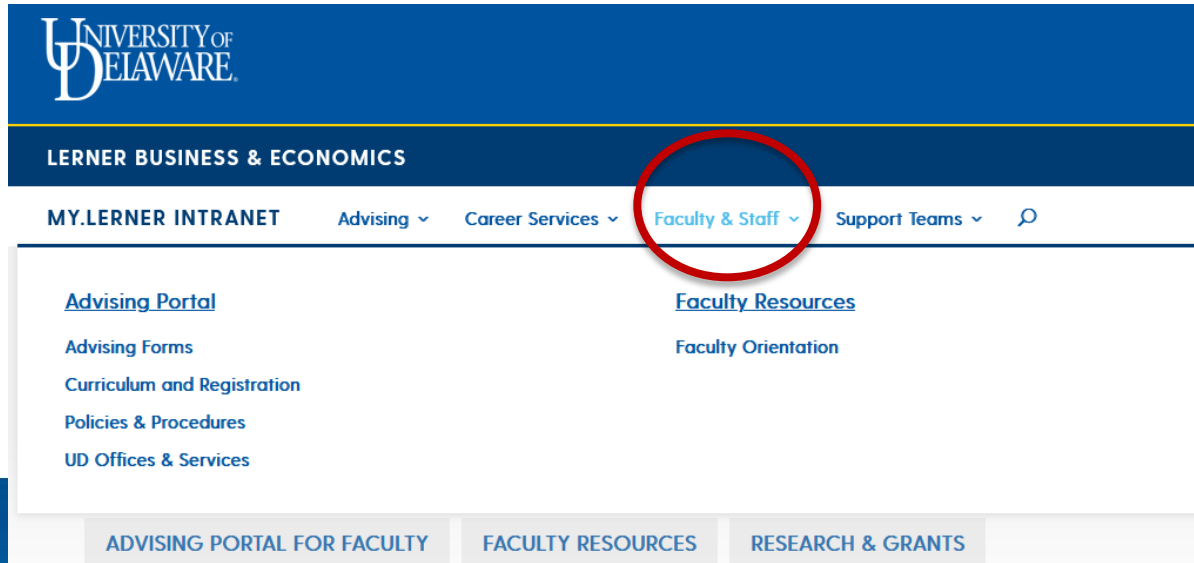


Angelica Howard

Lerner Director of Development
ahoward@udel.edu

We gave you lots of information today

- <https://my.lerner.udel.edu/>



The screenshot shows the University of Delaware Lerner Business & Economics My.Lerner Intranet website. The navigation bar includes the University of Delaware logo, the text "LERNER BUSINESS & ECONOMICS", and a menu with "MY.LERNER INTRANET", "Advising", "Career Services", "Faculty & Staff", and "Support Teams". The "Faculty & Staff" dropdown menu is circled in red. Below the navigation bar, the "Advising Portal" section lists "Advising Forms", "Curriculum and Registration", "Policies & Procedures", and "UD Offices & Services". The "Faculty Resources" section lists "Faculty Orientation". At the bottom, there are three buttons: "ADVISING PORTAL FOR FACULTY", "FACULTY RESOURCES", and "RESEARCH & GRANTS".

UNIVERSITY OF DELAWARE.

LERNER BUSINESS & ECONOMICS

MY.LERNER INTRANET Advising Career Services Faculty & Staff Support Teams

[Advising Portal](#) [Faculty Resources](#)

Advising Forms Faculty Orientation

Curriculum and Registration

Policies & Procedures

UD Offices & Services

ADVISING PORTAL FOR FACULTY FACULTY RESOURCES RESEARCH & GRANTS

Q and A



Who has a question?

Thank you!

Please join us for a reception and networking at the Deer Park



108 West Main Street
Newark, DE

Across the street from the Trabant Parking Garage

