

SCHULICH SCHOOL OF BUSINESS
FACULTY COUNCIL

A meeting of Faculty Council for the 2007/2008 Academic Year will be held on
Friday, March 28, 2008 at 11:30 a.m., SSB W132

A G E N D A

1. Chairperson's Remarks
2. Dean's Remarks
3. Minutes of Previous Meeting
February 15, 2008 (Pages 1-)
4. Business Arising from Minutes of Previous Meeting
5. PHD/GBC/UBC Initiatives
6. BBA/iBBA Committee (Pages)
 - a) **Motion:** The course prerequisites for SB/SGMT 3300 3.0 *Strategic Thinking Skills*, be extended to include SB/INTL 4400 3.0 *Strategic Management for International Business*. The course number for SB/SGMT 3300 3.0 *Strategic Thinking Skills* be changed to SB/SGMT 4300 3.0 *Strategic Thinking Skills*. (Page)
 - b) **Motion:** Modify the BBA Program Curriculum (Pages)
 - c) Consent Agenda: course description changes (Pages)
 - MGMT 1030.030 - *Business History*
 - OBIR 4350.030 - *The Management of Change*
 - OBIR 4560.030 - *Conflict and Negotiation*
7. MBA/MPA Committee (Pages)
 - a) **Motion:** New Course Proposal OBIR 6620.030 - *Diversity in the Canadian Context* (Pages 17-32)
 - b) Consent Agenda: (Pages)
 - OBIR 6400 - *Power and Politics in Organizations* - name change and course description change
 - OBIR 6550 - *Strategic Career Management* - course description change
 - OBIR 6650 - *The Art and Science of Leadership* - course description change
8. EMBA Committee
 - a) **Motion:** New Course Proposal EMBA 63???.02 - *Strategic Data-Driven Marketing*
 - b) **Motion:** Revised Student Guidelines (Pages)
9. Other Business
 - a) Freedom of Information and Protection of Privacy Act (FIPPA) Information Presentation - Carolyn Heald and Susan Eastwood (Presentation documentation is attached electronically, plus coloured copies will be distributed with agenda)
 - b) Schulich Executive Education Centre (SEEC) Presentation - Alan Middleton (Presentation documentation will be available at the meeting)
10. Adjournment

Refreshments will be available at 11:20 outside SSB W132.

Note: Send regrets to Susan Harrison at sharrison@schulich.yorku.ca or call Ext. 55097

Next Schulich Faculty Council Meeting - Friday, May 16, 2008 Next Schulich Convocation - Friday, June 20, 2008

Schulich School of Business

Minutes of Faculty Council

A regular meeting of Faculty Council for the 2007-2008 academic year was held on Friday, March 28, 2008 at 11:30 a.m. in Room SSB W132.

In Attendance: J. Mckellar Chair
S. Harrison Recording Secretary

Voting Members of Faculty Council Present:

Senior Administration	D. Horvath, D. Dimick, C. Courtis, M. Szaki,
Student Council Reps	A. Camenzuli (UBC), S. Mirza (GBC), A. Sharma (GBC)
ACTG	M. Anisette, C. Graham, S. Hsu, S. Qu
BSUS	B. Husted
ECON	F. Zandi
FINE	M. Kamstra, E. Maynes,
MKTG	R. Belk, S. Bonsu, P. Darke, A. Joshi, M. Rice, Y. Pan
OBIR	C. Bell, P. Bradshaw, I. Holzinger, C. Oliver, H. Rosin, E. Westney, L. Wright
PLCY	P. Aulakh, C. Bouquet, Y. Deutsch, B. Eberlein, M. Kipping, S. Li, A. Madhok, R. Peterson, W. Sheremata, J. Tan, S. Weiss
OTHER	E. Watson (Library), E. Waltzer (Corp. Gov.)

Voting Members of Faculty Council Absent:

E. Auster	A. deCarufel	R. Kozinets	G. Morgan	L. Thorne
K. Bewley	J. Dermer	M. Kristal	D. Nandy	S. Trivedi
A. Bhanich-Supapol	M. Dong	F. Lazar	D. Nevo	T. Wesson
E. Burt (GBC)	M. Farjoun	R. Lucas	M. Pagell	H.T. Wilson
A. Campbell	E. Fischer	K. Ma (UBC)	R. Peterson	S. Yeomans
M. Cao	M. Giesler	N. Massoud	G. Roberts	J. Zemans
M. Cavdar (UBC)	F. Gorbet	D. Matten	P. Sadowsky	B. Zimmerman
J. Chung	I. Henriques	A. Mawani	P. Shum	D. Zwick
W. Cook	R. Irving	R. McClean	S. Singh (GBC)	
W. Cragg	P. Kalra (UBC)	C. McMillan	A. J. Sirsi	
D. Cumming	E. Kilfoyle (Ph.D)	M. Milevsky	J. Smithin	
A. Darmody (Ph.D.)	H. Kim	B. Mitchell (GBC)	D. Thomassin	

Regrets, Leaves, Sabbaticals(*):

T. Beechy	B. Gainer	K. Nourbakhsh (GBC),	A. Richardson*
M. Biehl	D. Johnston*	I. Macdonald	Y. Tian
A. Crane	R. Karambayya	T. Peridis	M. Wade*
J. Darroch	T. Keil*	E. Prisman *	B. Wolf

Non-Voting Members of Faculty Council Present:

J. Chung	K. Larson	V. Nallathamby	N. Sutherland
S. Firth	A. Middleton	P. Shanks	C. Ward
A. Gravel	P. Muruganandan	A. Zakonovic	

Non-Voting Members of Faculty Council Absent:

J. Adams	T. D'Agostino	L. Korhani	C. Partland	S. Tenn
A. Barnes	K. Damen	A. Makooie	L. Pierosara	K. Xing
D. Barrows	E. DeCourcy	R. Mayer	P. Shea	
M. Bhutani	S. Grabke	C. Monostori	C. Shewell	
T. Coomber	E. Gutmacher	J. Palumbo	S. Siddik	
E. Cyrus	J. Jeyakumaran	C. Pattenden	S. Sorg	

Item #1 Chairperson's Remarks

Chair James McKellar called the meeting to order. He announced that the university residency requirements have recently changed which does not directly affect the Schulich school. Copies of this change is available through the secretary. Chairperson McKellar noted there were two consent agendas included in today's business and explained that the direction to have these type of changes approved via a motion or through consent agenda is filtered and reviewed through the Executive Committee. These items are mainly housekeeping items and the consent agenda is an avenue for approval of these type of issues. Professor McKellar also announced that there will be Schulich membership available on a few of the Senate committees and asked that interested faculty please contact Professor T. Peridis.

Professor McKellar introduced Susan Eastwood, Project Manager and Carolyn Heald, Director, Records and Information Coordinator both from Information and Privacy Office, who will be giving a presentation on the Freedom of Information and Protection of Privacy Act, later on in today's meeting.

Item #2 Dean's Remarks

Dean Horvath gave an update on recruiting confirming there are three confirmed new hires; one in OBIR and two in the FINE area. There is a pending offer to an ACTG recruit.

The Dean noted that over the years he has been tracking and reporting to the Board the various initiatives of our faculty. A new element has recently been emerging and that is the recognition of our students. Exemplary student accomplishments just this last month include:

- Schulich MBA students winning the Net Impact Sustainability Case Competition
- RBC Case Competition – second year iBBA student win silver
- Schulich iBBA student one of the worldwide winner in international essay competition and has been invited to attend a three-day symposium in Switzerland.
- Two Schulich students named the 2008 Ontario Student Entrepreneur Champions by Advancing Canadian Entrepreneurship (ACE)
- Fourth year iBBA student is owner of Sweet Tooth Candy Emporium which was recently profiled in the Toronto Star
- Schulich marketing students win global L'Oreal competition and will compete in Paris at the International competition on April 16, 2008.

The Dean indicated that in the past month the students have accomplished amazing achievements.

Past Events:

- February 14, 2008 – Schulich School hosted Women in Leadership Conference
- February 15, 2008 – Convocation was held and there was a very good turnout for this important event
- February 20, 2008 – Dean attends President Mamdouh Shoukri's presentation at the Empire Club
- February 27, 2008 – Tata visitors to Schulich
- March 27, 2008 – Student award reception

Upcoming Events:

- March 28, 2008 – MBA Formal will be held at Hilton Toronto.
- April 15, 2008 – The 2008 Schulich Alumni Recognition Awards will take place. Professor Tom Beechy will be honoured for outstanding contribution to the Schulich School of Business.
- May 2, 2008 – Undergrad formal to be held at the Liberty Grand.
- May, 2008 – upcoming trip to India planned.

Item #3 Minutes of Previous Meeting

The Minutes of the Faculty Council Meeting of February 15, 2008 were accepted.

Item #4 Enquiries and Communications

There were none.

Item #5 UBC/GBC/Ph.D. Initiatives

PH.D. – Aron Darmody reviewed the highlights of the Ph.D. recent accomplishments. A complete list is available at the end of the minutes. Special thanks were given to Dean Horvath and Moshe Farjoun.

GBC – Shabab Mirza, introduced the new incoming President Sanjay Patel and Vice-President Michelle Halpern. He announced that they had participated in six case competitions this year which resulted in some students receiving job offers. On March 14th, the GBC organized the first GBC-Alumni Link conference which was a great success. In closing, Shabab thanked the Dean, Professors Joshi and Peridis for their support this past year.

UBC – Adam Camenzuli, UBC Rep, announced they had broken the record from last year in the participation in the Teaching Excellence awards. He thanked everyone for their involvement.

Item #6 BBA/iBBA Committee

a) Professor E. Maynes, on behalf of the BBA/iBBA Committee moved that Faculty Council approve the course prerequisites for SB/SGMT 3300 3.0 *Strategic Thinking Skills*, be extended to include SB/INTL 4400 3.0 *Strategic Management for International Business*. The course number for SB/SGMT 3300 3.0 *Strategic Thinking Skills* be changed to SB/SGMT 4300 3.0 *Strategic Thinking Skills*.

Seconded by Charmaine Courtis,
Motion Carried.

b) Professor Maynes, on behalf of the BBA/iBBA Committee moved that Faculty Council approve the BBA curriculum changes effective for students entering the BBA Program in September 2008.

Seconded by Charmaine Courtis.
Motion Carried.

c) For information only: BBA/iBBA Consent Agenda: course description changes

MGMT 1030 3.0 - *Business History*

OBIR 4350 3.0 – *The Management of Change*

OBIR 4560 3.0 – *Conflict and Negotiation*

Item #7 MBA/MPA Committee

a) Professor A. Joshi, on behalf of the MBA/MPA Committee moved that Faculty Council approve the new course proposal OBIR 6620 3.0 – *Diversity in the Canadian Context*.

Seconded by Charmaine Courtis.
Motion Carried.

b) For information only: MBA/MPA Consent Agenda

OBIR 6400 - *Power and Politics in Organizations* - name change and course description change

OBIR 6550 – *Strategic Career Management* - course description change

OBIR 6650 – *The Art and Science of Leadership* - course description change

Item #8 EMBA Committee

a) Professor D. Dimick, on behalf of the EMBA Committee moved that Faculty Council approve the new course proposal EMBA 6860 2.0 – *Strategic Data-Driven Marketing*.

Seconded by Magda Szaki.
Motion Carried.

b) Professor Dimick, on behalf of the EMBA Committee moved that Faculty Council approve the revised Student Guidelines.

Seconded by Professor P. Bradshaw

Professor Dimick noted that the proposed changes consist of clarifications and changes of the existing policies to allow the program to operate more efficiently.

Motion Carried.

Item #9 Other Business

a) Freedom of Information and Protection of Privacy Act (FIPPA) Information Presentation – Carolyn Heald and Susan Eastwood

FIPPA handouts were provided with the Faculty Council agenda package. Ms. Health and Ms. Eastwood conducted a power point presentation focusing on the FIPPA and Recordkeeping Principles, FIPPA and

Student Information, and FIPPA's Application to Research and Teaching Records. They recommended staff and faculty visit their website: <http://www.yorku.ca/secretariat/infoprivacy/index.htm>
Professor Bradshaw requested we be provided with a copy of the power point slides reviewed today and these will be provided through Magda Szaki's office. Professor Bradshaw suggested the FIPPA policies be included at a Schulich Operating Committee meeting so that all Area Coordinators will be made aware of the policies and procedures.

b) Schulich Executive Education Centre (SEEC) Presentation – Alan Middleton

Professor Middleton explained he presents to Faculty Council once a year, the accomplishments and initiatives of SEEC. There was informative presentation on SEEC Update and Issues. Professor Middleton would like faculty members to contact him if they have any new ideas or would like to get engaged with any of the current programs or initiatives.

Chairman McKellar thanked both the representatives from FIPPA, and Professor Middleton for sharing their updates and information.

Item #10 Adjournment

The meeting was adjourned.

PhD students' recent Achievements and Awards as of March 28th 2008

Grants, Awards, Other Recognition

PhD Students have received numerous awards and other forms of recognition.

- **Joe Krasman (Organizational Behaviour and Industrial Relations)** has accepted a tenure-track position as Assistant Professor of Organizational Behavior / Human Resources Management in the Faculty of Business and Information Technology at University of Ontario Institute of Technology in Oshawa, Ontario starting July 1, 2008.
- **Yi Feng (Finance)** has received a job offer from Ryerson University and will start working there in the Fall of 2008.
- **Chris Fredette (Organizational Behaviour and Industrial Relations)** has received a nomination for Schulich Teaching Excellence Award for MBA elective OBIR 6400P.
- **Tom Medcof (Organizational Behaviour and Industrial Relations)** has received a nomination for Schulich Teaching Excellence Award for OBIR 2000.

Successfully Completed Comprehensive Exams & Dissertation Proposals

- **Marie-Agnès Parmentier (Marketing)** successfully defended her dissertation proposal
- **Hamid Akbari and Serdar Yavuz (both from Policy)** successfully completed comprehensive exams

Journal Articles

Aron Darmody (Marketing)

- Zwick, Detlev, Sammy Bonsu and Aron Darmody (2008), "Putting Consumers to Work: 'Co-Creation' and New Marketing Govern-mentality", forthcoming in *Journal of Consumer Culture* 8 (2)
- Bonsu, Sammy and Aron Darmody (2008), "Value Co-Creation in *Second Life*: Consumer Empowerment or Entrapment?", revise and resubmit at *Journal of Macromarketing*.

Chris Fredette (Organizational Behaviour and Industrial Relations)

- Chris Fredette and Pat Bradshaw (2008), "Academic Governance of Universities: Reflections of a Senate Chair on Moving from Theory to Practice and Back", conditionally accepted at the *Journal of Management Inquiry*.

Joe Krasman (Organizational Behaviour and Industrial Relations)

- Joe Krasman has a revise and resubmit at the *Journal of Leadership and Organizational Studies* for a single-authored paper entitled "The Feedback-Seeking Personality: Big Five and Feedback-Seeking Behavior".

Ash Prasad (Organizational Behaviour and Industrial Relations)

- Prasad, Ajnesh (2008), "Moving beyond 'ethnic' conflict in Fiji: From colonization to the coup of 2006", *International Journal of Social Economics*, 35(6): Forthcoming.
- Bradshaw, Patricia. Sue Inglis and Ajnesh Prasad "Additive, integrative, fluid: How different ontological assumptions impact meanings of 'diversity'", Revise and resubmit at *Organization*

Book Chapter

Ash Prasad (Organizational Behaviour and Industrial Relations)

- Prasad, Ash (2007) "Cultural relativism in human rights discourse," *Peace Review*, 19(4): 589-596. (This paper was originally presented in 2005 at the 85th Annual Meeting of the *Southwestern Sociological Association* in New Orleans, where it was awarded the Prize for Outstanding Student Paper).
- Another one of Ash's previous journal articles has been accepted to be reprinted in a book edited by M. P. Galupo. This book is currently in press and is scheduled to be published by New York's Haworth Press.

Kevin McKague (Organizational Behaviour and Industrial Relations)

- McKague, Kevin and Oana Branzei (2007), "City Water Tanzania" in *Case Studies in Sustainability Management and Strategy*, edited by Jost Hamschmidt. London: Greenleaf.

Conference Papers

Majid Abdi (Finance)

- Abdi, M., Madhok, A., Aulakh, P., Environmental Uncertainty and the Interaction of Formal Contracts and Relational Governance, Academy of Management Conference, 2008

Kobboon Chotruangprasert (Accounting)

- Chotruangprasert Kobboon (2008), “Corporate Social and Environmental Disclosure within the Canadian Mining Industry: The Adoption of the Global Reporting Initiative”, 2008 North American Congress on Social and Environmental Accounting Research, Montreal QC, July, 2008.

Chris Fredette (Organizational Behaviour and Industrial Relations)

- Fredette, Chris (2008), “Resourcing social capital in the emergence of organizational capabilities” presented at the 68th *Annual Meeting of the Academy of Management*. Anaheim, CA. August 8-13.

Eric (Ping Hung) Li (Marketing)

- Zhang, Shuoyang and Eric P. H. Li (2008), “Consumer Self Identity and Group Belongingness in Social Networking Sites,” 27th Annual Advertising and Consumer Conference, Philadelphia, Pennsylvania, May 1 to 2, 2008.

Ash Prasad (Organizational Behaviour and Industrial Relations)

- Prasad, Ajnesh (2008), “Beyond analytical categories of difference: Or, the case for ‘strategic essentialism’ in organizational research”, Paper presented at the 68th *Annual Meeting of the Academy of Management*. Anaheim, CA. August 8-13.

- Prasad, Ajnesh, Patricia Bradshaw, and Sue Inglis (2008), “Conceptualizing the ontological foundation of diversity: Some perspectives from the field”, Paper presented at the *68th Annual Meeting of the Academy of Management*. Anaheim, CA. August 8-13.
- Auster, Ellen and Ajnesh Prasad (2008) “Dynamics of promotion bias in destination positions: An intra-organizational contingency perspective”, Paper presented at the *68th Annual Meeting of the Academy of Management*. Anaheim, CA. August 8-13.
- Prasad, Ajnesh (2008) “The sorcery of late capitalism”, Paper presented at the *Pre-Conference Workshop of the 68th Annual Meeting of the Academy of Management*. Anaheim, CA. August 7-8.

Kevin McKague (Organizational Behaviour and Industrial Relations)

- McKague, Kevin (2008), “A Multi-Dimensional Approach to Poverty Alleviation” paper to be presented in the Social Issues in Management Division at the Academy of Management Conference, 2008.

Tom Medcof (Organizational Behaviour and Industrial Relations)

- Medcof, Tom, Ingo Holzinger and R. Dunham (2008), “Prototypical Interactions between Leaders and Followers: An Exploratory Study of Latin America” to be presented at the annual Academy of Management Conference, 2008.

Sarah Scarborough-Wilner (Marketing)

- Wilner, Sarah and Kozinets, Robert V. (2008), “The New Ethnographers: An Exploratory Inquiry into the Use of Ethnography to Inform the Design and Development of New Products,” Winter Educator’s Conference, American Marketing Association, February, Austin.

Luciana Turchick (Organizational Behaviour and Industrial Relations)

- o Turchick Hakak, Luciana and Ingo Holzinger (2008), “Barriers or Paths to Success? Latin American MBAs View of Employment in Canada”, to be presented at ASAC 2008 (Halifax, NS) and included in conference proceedings

Liang Wang (Policy)

- o “Dynamic Geographic Concentration through Industry Life Cycle: Wine Production in Ontario, 1865-2007” has been accepted for presentation and publication in the proceedings of ASAC, May 24- 27, Halifax. It has also been accepted for a poster presentation at the 2008 Academy of Management Meeting, August 8-13, Anaheim: CA.
- o Part of that paper has also been accepted for presentation and publication in the proceedings at the 5th Sprott doctoral symposium to be held at Carleton University on April 10-11. The Sprott Research Committee has also awarded Liang a grant of up to \$250 for the conference.

Final Comments

I would like to conclude with a thank you from the PhD student committee to all of the contributors to our PhD Seminars and Workshops this year, in particular the following members of faculty who kindly gave their time and shared their experiences with us:

- o Ellen Auster
- o Stan Li
- o Christine Oliver
- o Alan Richardson
- o Justin Tan

And also a thank you in advance to Moshe Farjoun who will be presenting on April 30th and to Dean Horvath who is scheduled to join us on April 14th.