

**University of Wisconsin-Parkside**  
**RESPONSE to AACSB CONCERNS REGARDING**  
**FLEX BSBA PROGRAM**

Submitted August 1, 2023

## Summary of Response

**Allegation 1:** *“Dr. Sahar Bahmani, a professor in the Flex BSBA program, engaged in fraudulent grading practices between 2016 and 2022. The complaint specifically claims that over a five-year period, for the three courses taught by Dr Bahmani, she awarded all but three students a grade of Mastery with Distinction. This allegedly occurred in cases in which some of the students completed partial or no coursework.”*

**Response:** This allegation is substantially accurate.

In early Fall 2022, two different students in the Flex BSBA program reached out asking why they are repeatedly receiving ‘MD’ (Mastery with Distinction) grades when they have not submitted all (and in some cases none) of the required course work. In addition, instructors who replaced Dr. Bahmani as she was not academically qualified to teach those courses, also discovered Dr. Bahmani posted incorrect grades for their courses. These events transpired roughly in the first two weeks of October 2022. After the evidence of potential grading anomalies by Professor Bahmani became substantial, a thorough analysis was conducted by accessing Canvas Courses of all instructors in the Flex BSBA program by the current Academic Director (AD) Dr. Peter Knight and the Department of Business Chair, Dr. Parag Dhumal. The scope of violations was limited only to Dr. Bahmani’s courses. Subsequently, on 10/18/2022 Professor Bahmani asked to be removed as instructor from all her FLEX BSBA courses for medical reasons. HR approved her request and also informed the department that this request was limited to Flex BSBA courses only and she did not request medical accommodations for other undergraduate and MBA classes. Other faculty members on the Executive Committee (EC) of the Department of Business subsequently verified grading violations of Professor Bahmani by accessing and reviewing her Flex BSBA courses in Canvas. EC voted (7 yes, 2 no) to lodge a complaint to former Chancellor Deborah Ford. The complaint document including all evidence was approved by the EC (6 yes, 1 no, 1 abstain) and was transmitted to former Chancellor Ford on 11/18/2022. As required by Wis. Admin. Code sec. UWS 4.02, Chancellor Ford met with Dr. Bahmani to discuss the matter. Dr. Bahmani accepted the complaint allegations as true and submitted her resignation on 11/30/2022 to be effective on 05/21/2023. Chancellor Ford stated that since Dr. Bahmani resigned there was no need for a disciplinary investigation.

**Allegation 2** *“Dr. Bahmani, Ph.D. Economics, was employed to teach courses in Strategic Management, Project Management, Operations Management, and*

*Business Law, assigning herself 11 courses for which she may not have been qualified to teach according to AACSB standards for faculty qualifications.”*

**Response:** This allegation is somewhat accurate. Dr. Sahar Bahmani was not *employed* to teach all 11 classes, rather she self-assigned courses beyond her expertise. Dr. Suresh Chalasani is the Founding Director of the Flex BSBA Program. After several years, he was succeeded by Dr. Bahmani, as Academic Director (AD) of the Flex BSBA Program starting July 1, 2021. During her first year, she made course development assignments for the Business Analytics certificate. When she was questioned about these assignments she abruptly resigned from the AD position in the last week of June 2022. Dr. Peter Knight took over responsibilities as AD starting July 1, 2022.

Prior to Dr. Knight assuming responsibilities, teaching decisions in the Flex BSBA program were solely made by the AD. Since there was limited oversight in this process, Dr. Bahmani was able to self-assign courses beyond her expertise and academic discipline. Particularly concerning was her taking over courses from Dr. Terry McGovern who taught 9 courses for this program. In May 2022, Dr. McGovern reached out to Dr. Bahmani seeking release from Flex BSBA teaching responsibilities during the last half of Summer 2022 (July 2<sup>nd</sup> week onwards). Dr. Bahmani released Dr. McGovern from all Flex BSBA teaching responsibilities immediately. She made no attempt to find any qualified instructors from the Business Department despite having 7 weeks to do so. Instead, Dr. Bahmani reassigned 7 out of Dr. McGovern’s 9 courses to herself.

Once he assumed responsibilities as the Flex BSBA Academic Director, Dr. Knight took immediate steps to find qualified faculty members with the expertise in the appropriate discipline not only for Dr. Bahmani’s courses but for other courses in the Flex BSBA program. This resulted in a significant increase in the participation of tenured and tenure-track Business Department faculty who are Scholarly Academics (SA). Dr. Knight consulted with the Business Department Chair and sought the Dean’s approval for all teaching and course development assignments which brought the Flex BSBA program in alignment with our undergraduate and MBA course assignment process. Additionally, this change in process added more oversight in teaching and course development assignments. It is important to note that Dr. Knight’s actions were proactive and were initiated before the issue of Dr. Bahmani’s fraudulent grading surfaced in October 2022.

## Response to AACSB Questions

*a) Does the college believe these allegations as stated above have merit? If yes, explain how the school is remediating the situation where students have received inaccurate assessment of their competency in any courses within the scope of this complaint. (Guiding Principle #1: Ethics and Integrity)*

### **Remediation to Students**

A plan is being formulated to offer all affected students an opportunity to retake Flex BSBA courses for which they were awarded an MD or M grade by Dr. Bahmani without mastering the course. The plan, including funding sources to offer this opportunity free of charge to the students, was first discussed in a bi-weekly meeting between the former UW Extended Campus Flex Program Director, Ryan Specht-Boardman and AD Dr. Peter Knight in a February 2023 meeting. Once finalized, the plan will be implemented as expeditiously as possible with the Chancellor's approval. It should be noted that students who were not graded accurately will not be required to retake courses.

### **Assurance of Faculty Standards of Ethics and Integrity**

Eight Business faculty members who are SA were added to teach and develop new courses in the Flex BSBA program beginning in Fall 2022. (See response to question d.) These faculty assignments were made after consulting with the Department Chair and obtaining the Dean's approval. This more effectively ensures faculty teach courses they are qualified to offer.

An analysis by the EC revealed that all instructors in the Flex BSBA program, with the exception of Dr. Bahmani, adhered to ethical standards. After this incident, AD Dr. Knight is vigilant in looking for grading anomalies. Since the beginning of the Flex BSBA program, the AD has the authority to access instructors' courses in the learning management systems. (Canvas is currently used.) In cases where there is an anomaly noted in grading patterns, the AD and/or Chair will review the course and posted grades for verification and present results to the appropriate department level committee. This is the process that was followed in Dr. Bahmani's case. (See oversight mechanism stated in part b.)

*Question b) Provide an overview of how the college demonstrates that learners are achieving learning competencies for the BSBA Flex Program, and how the school uses its assurance of learning (AoL) data to improve the BSBA Flex curriculum and associated processes. Furthermore, describe what corrective*

*actions the school is implementing to ensure the integrity of the AoL processes moving forward, including oversight mechanisms.*

Assessment and Assurance of Learning (AoL) have been generally perceived as a strong area for the Department of Business in both past CIR processes and our recent HLC re-accreditation process. Data from March 2019 to March 2020 was collected for the Flex BSBA program. An AoL assessment report was generated based on this data. Out of eight program level competencies shown below, this report provides results for three competencies – PLC1, PLC3, and PLC4.

- PLC1: Demonstrate social and personal responsibility and ethical behavior for organizational contexts.
- PLC2: Apply financial tools and techniques to meet organizational objectives.
- PLC3: Design and evaluate operations, supply chain, marketing, human resources, management systems, structures, and processes in organizations.
- PLC4: Apply information technology and research methods to improve organizational decision-making.
- PLC5: Evaluate scenarios impacting an organization and respond using diverse communication strategies.
- PLC6: Evaluate economic, political, regulatory, legal, technological, and social contexts to address organizational challenges in a global society.
- PLC7: Apply intercultural knowledge, interpersonal skills and teamwork to function effectively in diverse environments.
- PLC8: Employ critical and systems thinking principles to create an integrated multi-functional strategy to meet organizational objectives.

During academic years 2020-21 and 2021-22 no further AoL data was collected and analyzed. After assuming responsibility as Flex BSBA AD in July 2022, Dr. Knight undertook many proactive, timely, and important initiatives which are listed below.

- Hired, onboarded and mentored eight new Flex BSBA faculty fully qualified to teach 24 courses per AACSB question d.
- Analyzed and helped resolve the complaint by the Executive Committee against Dr. Bahmani.
- Ensured universal adherence to relevant UW Parkside grading policies-per AACSB question c.
- Initiated and/or completed a number of proposed governance approval processes for new programs such as a revised Agile Project Management Certificate and new concentrations in General Business and Business Analytics.
- Completed a proposed articulation agreement with a two-year FLEX model Business Program

- Updated AoL and assessment analyses and improvements. This is currently being addressed.

The Flex BSBA assessment plan is based on the following steps as suggested by experts in the field of assessment.

1. Articulate the program-level competencies that students need to demonstrate for the Flex BSBA program.
2. Identify the courses in which these goals will be introduced, reinforced, and assessed.
3. On a regular basis, gather evidence on how well our students demonstrate these competencies using direct and indirect measures.
4. Analyze the assessment data and determine how the assessment data collected in Step 3 should be used for program improvement.
5. Implement changes to the program based on the analysis in step 4.
6. Repeat the cycle in steps 2 through 4, with a particular emphasis on closing the loop.

As part of continuous improvement, we collect data on both direct and indirect measures of student learning on a regular basis and prepare an assessment report. Direct measures include number/percentage of students who achieved MD (Mastery with Distinction) and M (Mastery) grades at the course level, student graduation and retention rates. Some of the indirect measures include the following:

- Course evaluations completed by students.
- Faculty impressions of student work in the competencies.
- Observations of Success Coaches (SCs) on students' progress through courses.
- Alumni feedback through Alumni surveys.
- National Survey of Student Engagement (NSSE) surveys and additional custom surveys as time and resources permit.
- Graduating student surveys including one already completed by UW -Parkside Market Research students.

UW Extended Campus supports academic quality in Flexible Option programs by providing program metrics on persistence rates and other metrics on a monthly basis. In addition, UW-Parkside helps to ensure quality by offering faculty development opportunities.

A summary of the 2016-2020 improvements to the Flex BSBA program based on assessment results was presented and reviewed during the 2020 AACSB CIR process. The AACSB letter dated May 17, 2021, reaffirming our accreditation stated the following:

*“Determining how to compare Flex BSBA to UW-Parkside’s other undergraduate programs. The faculty, staff, and administrators of the Flex BSBA program will need to determine the best way to compare performance across programs, including developing a revised AoL plan. The school will be expected to demonstrate that expectations in terms of rigor as well as learner outcomes are equivalent across the school’s undergraduate degree programs.”*

In response to the AACSB letter as well as continuously improving our program, AD Knight first discussed a new assessment process plan with Ryan Specht-Boardman, former UW Extended Campus Flex Director, in a February 2023 meeting. Subsequently, the development of a new assessment plan is continuing with relevant stakeholders via regular meetings. The new Assurance of Learning (AoL) plan will be reviewed, discussed and refined by the Flex BSBA Committee early in the Fall of 2023 and then considered by the Department of Business. As per the department’s approval, it will be implemented in Fall 2023.

The direct assessment portion of the new plan will track student progress and results for Assessment Level Competencies (ALC) which map to one or more of the eight Program Level Competencies (PLC) through the Canvas Outcomes application. A single assessment (project or assignment) will be tracked on an ongoing basis aligning to each ALC simplifying and standardizing the current process. This process will also align more closely with the course embedded Program Level Learning Goals process currently utilized for reporting of AOL for the “traditional” Business program to AACSB in response to the 2021 AACSB letter.

UW Extended Campus has already developed pilot data sets for AoL purposes and suggested quarterly assessment reports which will be further discussed and refined in upcoming bi-weekly meetings of AD Peter Knight and UW Extended Campus Flex Director Crystal Fey and then presented to the FLEX BSBA Committee for possible incorporation into the 2023 AoL plan.

It is envisioned that AoL for all eight Flex BSBA PLC would be monitored on an ongoing, continuous basis via review of quarterly reports by the Flex Director, BSBA AD and the Flex BSBA Course and Curriculum

Committee with appropriate improvements suggested to Flex BSBA faculty.

*How does the school use its assurance of learning (AoL) data to improve the BSBA Flex curriculum and associated processes?*

Almost all Flex BSBA courses were revised at least once based on assessment results since 2020. Further, one additional certificate in Business Analytics, and two new concentrations for the Flex BSBA program – General Business and Business Analytics – were approved by UW-Parkside faculty governance. UW-Parkside received approval of the Business Analytics certificate from the Higher Learning Commission (HLC) in July 2023 with HLC approval for concentrations later in 2023.

*Describe what corrective actions the school is implementing to ensure the integrity of the AoL processes moving forward, including oversight mechanisms.*

The University has a robust process in place, and it is continuously being improved for collecting AoL data, arriving at AoL reports, brainstorming AoL results in faculty meetings, implementing actions for continuous improvement and closing the feedback loop.

The Flex BSBA Course and Curriculum Committee, and other department level faculty governance committees as appropriate, will propose a more formal oversight mechanism to recommend to the department during Fall 2023. It is hoped the proposal will consider and recommend policies similar to historical precedent set in prior cases listed below.

1. The Academic Director and Chair will continue to be provided access to Canvas courses in observatory roles to detect anomalies.
2. For the Flex program, the AD will generate quarterly grading distribution reports and present the results to the Flex BSBA Faculty Governance Committee noted above. Similar mechanisms will be considered for other programs as well to monitor grading patterns and policy violations.
3. In case of serious anomalies or student concerns, members of appropriate business department faculty governance oversight committees or administrators with observatory course access will ensure all appropriate course related policies are being followed



by instructors. Results will be presented to the Executive Committee in case further action is warranted.

We believe this approach will more effectively ensure the integrity of assessments and grading.

*Question c) Describe the controls that are in place to ensure that grading policies are followed in the future. The college should also address how it prepares and supports BSBA Flex students' academic progression toward degree completion, including clear and effective academic performance standards and processes that are consistent with degree program competency goals.*

We understand that there can occasionally be human errors in applying Flex grading policies. However, in rare and unfortunate cases, the AD must identify and address instances of academic misconduct.

We propose planned quarterly review of grading patterns noted in the response to question a) and the AoL oversight plan in part b). This will result in effective controls, especially in cases where grading errors are correlated, and grading policies are intentionally violated.

In addition, faculty members, especially new additions, should be well informed with regards to Flex grading policies. All new faculty members are required to go through a Flex faculty orientation course that was designed in 2018 and revised multiple times over the years. We have already started educating and reinforcing the importance of correctly following grading policies listed below. Dr. Knight, the current Flex BSBA AD, made videos on 'how to correctly follow grading procedures while keeping the limitations of Canvas in mind. These helpful videos are well received by Flex instructors who appreciate the work done by Dr. Knight.

Dr. Knight has communicated to faculty that two UW-Parkside grading policies must be followed. The first policy listed is a university-wide policy as applied to the Flex BSBA program and the second was revised by the Flex BSBA Course and Curriculum Committee in 2022.

- A student not making any submission for a course purchased during a given subscription period shall be awarded an F grade, except for courses which have a single assessment. For courses that have a single assessment, a Flex "check in" or course completion strategy is sufficient.
- A student may purchase up to four subscription periods to master a given course but if all assessments in the course are not

mastered by the end of the fourth subscription period, an F grade shall be awarded. Per item 1 students must also make a submission in every subscription period. The previous limit of 6 attempts was in effect until 2021, though this limit was not universally enforced.

These policies are designed to 1) ensure better equivalency between Flex BSBA and traditional undergraduate BS in Business Management (BSBM) program grading standards regarding F grades and GPA; 2) incentivize attention and engagement towards timely program completion by the BSBA students; and 3) better ensure that grading accurately reflects the quality of work submitted to similar standards utilized by the University.

These policies were announced to students in Summer 2022 and again in Fall 2022 to ensure that all students were aware. They were given three months advance notice to ensure they were aware of the new policies before they purchased a new subscription period so that they could ensure they did not enroll in more courses than they could realistically complete.

Since eight of the 17 Flex BSBA faculty were new since Summer 2022, they were trained from the start to adhere to these policies. The new instructors completed the Flex BSBA faculty orientation course. Meetings with longer-term faculty ensured that they also adhered to the policies. Some instructors have reported awarding up to 15% F grades during past few subscription periods, but students have also been in touch more frequently to ensure that instructors know they have submitted at least one assessment and are eligible for the PR grade. It is expected that the percentage of F grades will decline as students increasingly follow the policies to avoid F grades on their transcripts.

Analysis is planned in the near future to determine whether adherence to these policies will improve a roughly 65% program retention rate and improve time-to-degree completion once sufficient data is available.

Course development and revision processes that are consistent with degree program competency goals have and will continue to be guided by AoL assessments as outlined in the response to Question b.

It should be noted that a recent audit indicated that grading errors were virtually eliminated in the last six months. Nonetheless, the Flex Program acknowledges that there are a few flaws in the system that the AD is addressing with administration and the Registrar's Office. At a recent

meeting, the AD proposed following two recommendations: 1) preventing students from re-enrolling in courses where grades submitted to SOLAR indicate the student has completed the work when the student and success coach know they haven't until such time as the submitted grade can be verified as accurate; and 2) adding a column to the Canvas grade book alerting faculty to whether all course work has been mastered and not just the current cumulative grade to date.

*Question d) In keeping with Standard 3: Faculty and Professional Staff Resources, faculty are qualified through initial academic or professional preparation and sustain currency and relevancy appropriate to their classification. Faculty are qualified to teach in disciplines closely related to their academic preparation. Please describe how the college identifies which faculty teach specific courses and when exceptions are made, how they are made and by whom. (Standard 3: Faculty and Professional Staff)*

The Flex BSBA program was originally planned to be offered by UW Extended Campus. Due to the restructuring of UW System in 2018 (announced in 2017), the Flex BSBA was transitioned to UW-Parkside. Dr. Suresh Chalasani, the first Flex AD, worked with teams at both UW-Parkside and UW Extended Campus to ensure a successful transition to UW-Parkside and helped obtain two HLC approvals for the Flex BSBA program, once in 2019 for the direct assessment Competency-based Education (CBE) delivery of Flex BSBA, and again in 2020 for credit-based CBE of Flex BSBA.

In 2016 when the program started, faculty from multiple UW System campuses, including UW-Parkside, participated in the design and delivery of the program. From 2016 to June 2021, faculty qualifications were strictly adhered to. In both 2019 and 2020 HLC applications as well as the 2020 AACSB CIR, it was demonstrated that 100% of the faculty were fully qualified to teach courses they were assigned. As the program transitioned to UW-Parkside in March 2019, faculty awareness of the program was low. Further, the 2020 AACSB Peer Review Team agreed that the faculty teaching in the program, regardless of whether they were from UW-Parkside or other UW System campuses, were fully participating (not supporting) because of their significant involvement with the Flex BSBA program including the processes for continuous improvement. Given this background, the department utilized faculty and instructional staff resources from outside UW-Parkside to offer Flex BSBA courses.

Dr. Bahmani's mishandling of the Flex BSBA program exacerbated the problem of department faculty involvement during 2021-22. Her self-

assignment of courses beyond her expertise was in disregard to qualification requirements set by AACSB where instructors can be classified into SA/PA/SP/IP. This could happen because there was little oversight and the AD made decisions with limited supervision. However, since the new AD Dr. Knight assumed responsibilities for the Flex BSBA program in July 2022, he made conscious efforts to engage additional department faculty members. His decisions with regards to new course development and instructors kept in mind SA/PA/SP/IP faculty qualifications of AACSB. He sought approval of the Dean and kept the Department Chair in the loop. (Please note, as indicated earlier, his actions predate surfacing of Dr. Bahmani's complaint in October 2022.) This new oversight mechanism (Dean's approval and consultation with Chair) created greater transparency and brought the Flex BSBA process for faculty deployment into alignment with our undergraduate and MBA programs.

In this section, we describe remediations and current criteria for assigning faculty to courses and present qualifications of current faculty teaching in the Flex BSBA. Instructors for 24 out of 66 courses were changed since June 2022. The primary aim was to improve academic qualifications of instructors teaching the courses and to increase the number of participating, qualified faculty from the UW Parkside's Department of Business. Today 13 UW-Parkside Department of Business faculty members are teaching in the program versus 5 at the time of the 2020 CIR. These are summarized in the table below. All but one of these changes occurred in Summer or Fall of 2022.

In terms of ongoing assurance of scholarly and professional qualifications, all tenure-track Department of Business faculty undergo an annual progress towards tenure review of teaching, research, and service. Qualifications of instructional academic staff are also reviewed annually. Teaching, scholarly activities, and service of tenured faculty are reviewed bi-annually. In addition, all tenured faculty must submit a detailed dossier of activity every five years (post-tenure review). These processes ensure all instructors meet Business Department and AACSB standards. In fact, all Flex BSBA instructors met standards in their last review.

## Flex BSBA Faculty Qualifications and Teaching Assignments

Please note **bold font** in the table below indicates changes in faculty course assignments that took place after Dr. Knight assumed AD responsibilities in July 2022.

Name	Courses Taught	Degree	Licensures/ Certifications
Ayar, Musa, Academic Staff  Business  Non-Tenure Track	BAEF 100X -Microeconomic Market Analysis  BAEF 101X Microeconomic MktAnalysis II  BAEF 110X - Government Budget Process  BAEF 111X – Business Cycle Analysis	Ph.D., Economics  MS, Economics	
Chalasanani, Suresh, Full Professor  Business Tenured	BAOS 300X - SIs Data Anls/Com using Sprdsh  BAOS 301X - DatabaseDesign and Developmnt  BAOS 302X - Bldg Cmptv Advntg Usng Info Sy  BAOS 303X - Enterprise Systems and E-Comme  <b>BABA 301X – Tableau for Visualization and Data Analytics****</b>  <b>BABA 302X - R Fund for Business Analytics ****</b>  <b>BABA 303X - AI &amp; Machine Learning Business Applications using R ****</b>	Ph.D., Computer Engineering	QM Certified Peer Reviewer Block Chain Basics completion from Coursera Ethereum and Solidity Programming from Udemy Various data analytics, machine learning, AI and cloud credentials (listed below) ▪ <a href="https://www.linkedin.com/in/suresh-chalasanani-93777811/details/certifications/">https://www.linkedin.com/in/suresh-chalasanani-93777811/details/certifications/</a>
Dhumal, Parag, Full  Professor  Business  Tenured	<b>BAMA 300X – Business Analytics I ***</b>  <b>BAMA 301X – Business Analytics II</b>	Ph.D., Manufacturing Management and Engineering  MS, Industrial Engineering  BE (Equivalent of BS),	CPIM  CSCP

		Industrial Engineering	
Gabor, Michelle, Lecturer Business Non-Tenure Track	<b>BAEF 300X – Capital Budgeting Techniques**</b> <b>BAEF 301X - Stock Market Performance **</b> <b>BAEF 302X - Bus Financial Ratio Analysis **</b>	<i>In-Progress</i> , DBA, Finance, A.B.D. July 2022; expected graduation December 2023 MBA BS, Accounting	
Gahala, Carl, Academic Staff Business Non-Tenure Track	BAEF 211X – Master Budget & Variance Anlys BAEF 212X - Usng Mngrl Acct Info Decsn Mkg	MBA, Accountancy	
Glass, Sheronda, Lecturer Business Non-Tenure Track	BALM 300X - Introduction to HRM Function PMGT 305X - IntroResource/Comm Planning PMGT 308X - Stakeholder Planning/Comm Mgt PMGT 311X - Resource Mgt/Team Formation	Ph.D., Business Management, Human Resources MS, Business Management BA, Business	
Halverson, Jillayne, Academic Staff Business Non-Tenure Track	BAEF 200X - Fin Acct: The Language of Bus BAEF 201X - Fin Acct: Ethcs & Intrnl Cntrl BAEF 210X - Cst Acct Fund & Applications BAEF 212X - Usng Mngrl Acct Info Decsn Mkg BALM 310X - Org Behavior and Leadership ( <b>Change</b>	MBA- Accounting BS	

	<p><b>planned to OB Qualified SA Faculty)</b></p> <p>BAMS 301X - Marketing Plan</p> <p>BAOS 300X - Sls Data Anls/Com using Sprdsh</p> <p>BAOS 303X - Enterprise Systems and E-Comme</p> <p>BAOS 311X - Issues in Global Business</p>		
<p>Knight, Peter, Full Professor</p> <p>Business</p> <p>Tenured</p>	<p><b>BALM 100X - Introduction to Business Administration *</b></p> <p>BAMS 300X - Mktg Fndtns Cncpt &amp; Applctn</p> <p>BAMS 301X - Marketing Plan</p> <p>BAMS 310X – Sales Concepts and Application</p> <p>BAMS 311X - Sales &amp; Sls Trtry Mgmt Practice</p> <p><b>BABA 305X - Data Analytics Applications in Marketing and Sales****</b></p>	<p>Ph.D., Marketing, Management</p> <p>MBA Marketing</p> <p>BSC-Marketing</p>	<ul style="list-style-type: none"> <li>▪ Leadership Academy for Chairs, American Council on Education</li> <li>▪ Breakthrough Models Academy, Educause</li> <li>▪ HR Chally Career Development Certification, Sales Educator's Academy Graduate, Florida State University</li> </ul>
<p>Kumar, Pritosh, Assistant Professor</p> <p>Business</p> <p>Tenure-Track</p>	<p>BAOS 400X - FndtnlCncpts Supply Chn Mgmt</p> <p>BAOS 401X - Srcng/SplrMgmt Srtgs Sply Chn</p> <p>BAOS 402X - Invntry Mgt &amp;Dst Strt</p> <p><b>BABA 307X - Data Analytics Applications in Operations &amp; Supply Chain****</b></p>	<p>Ph.D., Supply Chain Management</p> <p>MBA, Finance, Supply Chain Management</p> <p>BS, Electronics and Telecommunication Engineering</p>	
<p>Kuruvilla, Abey, Full Professor</p> <p>Business</p> <p>Tenured</p>	<p><b>BALM 320X - Proj Plng, Req, &amp; Stkhldr Mgmt***</b></p> <p><b>BALM 321X - Prj Bdgt, Schdl, Qlty &amp; Rsk Mg***</b></p> <p><b>BAOS 310X - Reshoring Product Manufacturng*</b></p> <p><b>BAOS 320X - Evltnng Cmptv Priorts Op Mgmt*</b></p>	<p>Ph.D., Industrial Engineering</p>	

	<b>BAOS 321X – Imprvng Productivity in Ops*</b>		
Li, Miochan Assistant Professor Business Tenure Track	<b>BABA 308X - Data Analytics Applications in Accounting ****</b>	Ph,D. Accounting	▪
Leon-Jordan, Jordania, Lecturer Business Non-Tenure Track	PMGT 301X - Intro to Project Management PMGT 302X – Intro Planning/Scope Management PMGT 306X - Introduction to Risk Planning PMGT 307X - Procurement Management PMGT 312X - ProjectClosure	MBA	▪ Project Management Professional (PMP), Project Management Institute
Mehrotra, Sunita, Senior Lecturer Business Non-Tenure Track	MATH 105BX - Mony in Bnk:Ap Expntl/Logr Fnc MATH 105CX - Apl-Algmthd Modl/Slv Bus Prob	MS, Mathematics BA, Education	
Museteif, Sabha, Adjunct Instructor  Business Non-Tenure Track	PMGT 313X - Agile Framework PMGT 314X - PMP Exam Preparation	MBA	▪ Project Management Professional (PMP), Project Management Institute



Ning, Xue, Assistant Professor Business Tenure- Track	<b>BABA 300X - Intro Bus Analytics Applicatns ****</b>  <b>BABA 304X - Python Fundamentals for Data Analytics and Machine Learning ****</b>	Ph.D., Information Systems	
Stein, Kelli, Academic Staff Business Non-Tenure Track	PMGT 303X - Intro to Schedule Management  PMGT 304X - Intro to Cost/Quality Management  PMGT 309X - Monitor and Control  PMGT 310X - Cost and Quality Control	MS, Organizational Change Leadership, Project Management  BBA, Computer End- User Technologies	
Wu, Bingqing, Assistant Professor Business Tenure- Track	<b>BABA 306X - Data Analytics Applications in HRM &amp; Management ***</b>	Ph.D., Organizational Behavior and Human Resource Management MS, Human Resources and Industrial Relations BS, Crop and Soil Science	
Ye, Qian, Associate Professor Business Tenured	<b>BALM 400X - Strategic Management*</b>  <b>BALM 410X - Dsgng Sltns for Bus Challenges*</b>	Ph.D., Entrepreneurs hip, Small Business Strategy, Entrepreneurial Decision making	
Zameeruddin, Rizvana, Associate Professor Business	<b>BALM 200X - Anlys SictdOrgs Nav Law &amp; Eth*</b>	DBA, Accounting LLM, Tax Law JD, Law	<ul style="list-style-type: none"> <li>▪ Admitted to Practice Law, Supreme Court of Illinois</li> <li>▪ Certified Public Accountant, CPA Board</li> </ul>

Tenured		MST - Master of Science in Taxation, Taxation BS, Accounting	
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***\*Previously taught by Sahar Bahmani as not academically qualified in that discipline in June 2022***

***\*\* Previously taught by Sahar Bahmani as academically qualified in that discipline in June 2022***

***\*\*\* Previously taught by other less qualified faculty (out of specialization/non-tenure track not /participating)***

***\*\*\*\*New course since May 2022***