



Strictly Business

Bachelor of Science
with Majors in:

- Accounting
- Acquisition & Contract Management
- Advanced Manufacturing Management
- Health Care Management
- Human Resource Management
- Information Assurance Management
- Logistics & Supply Chain Management
- Management
- Management of Technology
- Occupational Health and Safety Management

Masters of Science
with Majors in:

- Global Logistics and Supply Chain Management
- Strategic Healthcare Management & Administration
- Strategic Human Resource Management
- Strategic Leadership and Business Analytics

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COB Adds Two More Graduate Programs

In Fall 2021, the College of Business launched two new graduate programs: M.S. in Strategic Healthcare Management & Administration and M.S. in Strategic Human Resource Management. This brings the total number of graduate programs in business to four.

The M.S. in Strategic Healthcare Management & Administration was approved by ACHE at the December 2020 meeting. This program is designed to attract students into healthcare leadership occupations to strategically and competitively lead healthcare organizations in

the North Alabama area. The program consists of 30 semester hours or graduate coursework, including experiential learning and internship components.

The M.S. in Strategic Human Resource Management was approved at the March 2021 ACHE meeting. Students completing the program will acquire knowledge and skills to lead complex and diverse organizations of all sizes, and use knowledge and applied competencies of human resources, risk management, human capital strategy, and employee relations to drive effective management. Students will

select one of three available concentrations: Diversity and Inclusion Management, Talent Development, and People Analytics.

All graduate programs now offer start dates in any semester and have full or half term options for the first two courses. The M.S. in Global Logistics and Supply Chain Management has a 12-month option. For more information regarding these and all of our graduate programs, contact Mallory Jackson, Graduate Support Services Administrator for the College of Business, at Mallo-ry.Jackson@athens.edu or 256-216-5351.

Athens State University Welcomes New Provost



Dr. Catherine Wehlburg is the new Provost/Vice President for Academic Affairs. She started her new position on June 1, 2021. Dr. Wehlburg received her B.S. in Psychology, her M.Ed. and Ph.D. in Educational

Psychology from the University of Florida. She has over three decades of experience in higher education and has served in several different roles including tenured full professor, department chair, associate dean, dean, and associate provost.

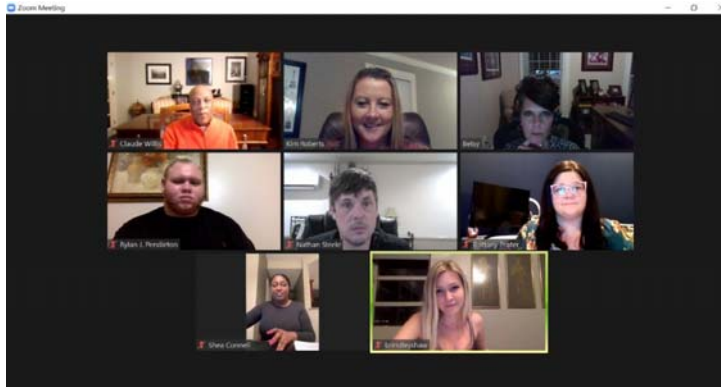
Dr. Wehlburg is known nationally for her scholarly and practical administrative work in teaching and learning and the assessment of learning outcomes. She has also served on

many accreditation committees for The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and the Higher Learning Commission (HLC).

“I am honored and thrilled to become part of the Athens State Community,” Dr. Wehlburg stated. “I look forward to collaborating with President Way and the many talented and passionate people who are part of this extraordinary institution.”

Community Leaders Speak to Graduate Students

Two community leaders shared their leadership insight with graduate students at Athens State University in LDR 500 Influential Leadership in the Master's in Strategic Leadership and Business Analytics (SLBA) program. The first speaker was Mr. Claude Willis. Mr. Willis has decades of experience in human resources, manufacturing/operations, and finance with General Motors and Pontiac. He is an active member of the Society of Human Resource Management (SHRM) and serves on the Board of Visitors for the College of Business. Mr. Willis discussed the Lominger Competency Model and



provided attendees the resources to assess themselves.

The second speaker was Pastor Andy John King of Lindsay Lane Baptist Church. Pastor King is a graduate of Athens State University and serves as lead pastor at

Lindsay Lane where there are over 2,000 members across three campuses. Pastor King discussed leading across generations and decision-making for leaders.

Designed for working professionals, the M.S. SLBA provides an opportunity for individuals to enhance the professional knowledge, skills, and professional acumen needed to effectively draw upon strategic leadership models through the integration of business analytics to convert data into deployable, strategy-grounded actions for both the public and private sectors.

New Certificate Programs Receive Approval

The College of Business has added new certificate programs in both undergraduate and graduate programs. New undergraduate certificates include a Certificate in Government Contract Accounting and a Certificate in Forensic Accounting. New graduate certificates include the Graduate Certificate in Strategic Business Analytics and the Gradu-

ate Certificate in Strategic Leadership.

These and most of the COB certificate programs contain 15 credit hours (5 courses) that must be passed with a minimum of a C. A maximum of two C's in courses required for the graduate certificate will be applied for fulfilling course requirements for the certificate.

Non-degree seeking or certificate-seeking students are ineligible for federal aid funding.

For more information regarding these and other certificate programs, at Athens State University, refer to the undergraduate or graduate catalog at <https://www.athens.edu/resources/academic/>.

STUDENTS EARN LEAN SIX SIGMA WHITE BELT CERTIFICATION

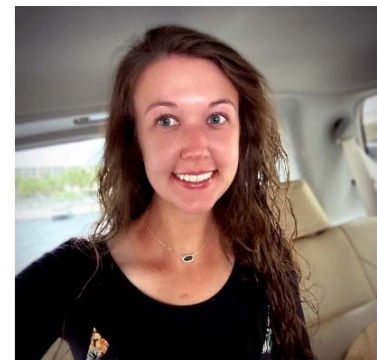
The Operations Management minor in the College of Business now includes courses in Lean Six Sigma. In Spring 2021, Jasmine Anderson (pictured) and Alayna Cain earned their Lean Six Sigma White Belt Certification through The Council for Six Sigma Certification.

Jasmine graduated in Spring 2021 with a B.S. in Management of Technology. Alayna graduated in Summer 2021 with a B.S. in Logistics and Supply Chain Management.

A Council for Six Sigma Certification (CSSC) Certified Lean Six Sigma

White Belt is an individual who has been provided, and has demonstrated an understanding of, the most basic level of the Six Sigma Methodology. The White Belt Certification designation also reflects knowledge by the individual of the basic definition, history, and structure of the discipline. This understanding provides a solid awareness of who is involved in the actual Six Sigma implementation and their roles within an organization.

In addition to MG 421 Lean Six Sigma White Belt, students may also take MG 422 Lean Six Sigma Yellow



Belt and MG 423 Lean Six Sigma Green Belt. For more information, contact Dr. Kim Roberts at Kim.Roberts@athens.edu or 256-216-5362.

VAYA Space Signs Learning Partnership with Athens State



On July 19, 2021, Athens State University announced a new learning partnership with VAYA Space, a hybrid rocket propulsion and SmallSat

launch company leveraging advances in additive manufacturing to redefine the cost, performance, and safety of space access. A signing ceremony was held to celebrate the agreement. The agreement will create a Business-Educational Partnership in Space Launch Opportunities between the institutions as Athens State works to develop hands-on STEM projects for students and academic degree programs that address the management of technology, aviation, and aerospace systems management.

The company will offer internship and/or Co-Op opportunities to Athens

State students, allowing them to work with VAYA Space in the design, development, manufacturing, testing, and launching of STEM-SAT1 small satellites. In turn, Athens State University will offer 10% tuition discounts, waived application fees, as well as other benefits, to VAYA employees and their extended family members.

Athens State has established Learning Partnerships with Lyons HR, Nemak, Five Stone Research Corporation, EFI Automotive, and Chick-Fil-A Cullman. More information about learning partnerships is available at <https://www.athens.edu/learningpartners>.

COB Programs Continue to Achieve High Rankings

Athens State College of Business graduate and undergraduate programs continue to achieve high marks with national ranking bodies. Intelligent.com ranked the following:

- Best Supply Chain Management Degree Programs-#13
- Best Logistics Degree Programs-#20
- Best Human Resources Degree Programs-#29

- Best Master's in Supply Chain Management Degree Programs-#30

These programs were evaluated and ranked on the basis of flexibility, high-quality faculty, course strength, cost, and reputation.

Athens State University's M.S. in Global Logistics and Supply Chain Management claimed the #2 spot on Best Value Schools' list of the Top 20

Best Online Supply Chain Management Degrees in 2021 and shared the #1 spot in the nation on Best Value Schools' list of the Top 20 Best Online Logistics Degrees in 2021 with Kennesaw State University's Bachelor of Supply Chain Logistics degree. The rankings were calculated based on criteria that included tuition cost, class size, and the number of program types available. Athens State's program was noted as having the most affordable graduate tuition on the list.

Accounting Program Receives High Marks

The Accounting Program at Athens State University continues to be recognized as one of the most robust in the country. Business Degree Central included it in the following 2021 rankings:

- Best Value Accounting Bachelor's Degree Schools in Alabama-#1
- Best Value Accounting Schools in Alabama-#2
- Best Accounting Schools in Alabama-#4
- Best Value Accounting Bachelor's Degree Schools in the Southeast Region-#7
- Most Popular Online Accounting Schools in the Southeast Region-#21
- Best Value Accounting Schools in the Southeast Region-#37

In September 2020, the Athens State University Accounting Club, an IMA (Institute of Management Accountants) Student Chapter, was once again awarded the gold award of excellence and was one of only five universities to be recognized as Outstanding Student Chapter. Each year, the Athens State University student chapter goes above and beyond the requirements for number of meetings and other activities. Recent activities included an industry tour to Scott's Orchard in Hazel Green, Alabama, an outreach to future accounting club members at Calhoun, and a pen pal project for a local rehabilitation and recovery center. Additionally, a group of accounting club students and students from Dr. Kim Roberts' MG 390 Operations Management course visited Love Packages in Decatur, Alabama. Finally, the Athens State IMA

Student Chapter participated in IMA's annual Student Leadership Conference where they won the t-shirt design contest.

As you can see, the accounting faculty work very hard to develop and maintain a quality program. Chapter Advisors are Emily R. Corzine, Dr. Diann Hammon, and Christopher Nelson.



Fabulous February

Athens State University's APICS (American Production and Inventory Control Society) Chapter and the Accounting Club spread some cheer to residents at a local nursing home. On Valentine's Day, members of both groups donated treat bags filled with puzzle books and other goodies. Chapter sponsors for APICS are Dr. Jim Kerner and Dr. Michael Esary. Accounting Club sponsors are Dr. Diann Hammon, Emily Corzine, and Christopher Nelson. Both organizations participate in

a variety of service projects throughout the year.

The AIAA Advancing Aerospace Athens State Student Branch welcomed a special guest speaker on February 18. Dr. Alan C. Tribble, author of *The Space Environment: Implications for Spacecraft Design*, held a Zoom meeting to discuss vacuum, neutral, radiation, plasma, and micrometeoroid/orbital debris. The advisor for this student organization is Dr. Wayne McCain.



Walk for a Worthy Cause



The Athens State University student chapter of SHRM (Society of Human Resource Management) participated in the American Foundation for Suicide Prevention's Out of the Darkness Walk on Saturday, April 24. "Suicide prevention and mental health issues affect so many, especially college stu-

dents," noted SHRM secretary, Camilla Anne Lockridge. "With the raised awareness due to Covid-19, this is a fantastic opportunity for the campus to join the march."

The Out of the Darkness Campus Walks are designed to engage youth and young adults in

the fight to prevent suicide, the second leading cause of death among people ages 15-24. According to the American Foundation for Suicide Prevention, depression, bipolar, anxiety disorder, and other mental health conditions will affect 1 in 4 of us during our lives. Too often, however, these illnesses go untreated. In the United States alone, someone attempts suicide every minute.

SHRM Chapter advisors are Dr. Gary Huckaby and Gary Valcana. Learn more about the organization at <https://www.athens.edu/student-organization/society-for-human-resource-management/>.



Faculty Focus



Dr. Lionel Wright, Associate Interim Dean and Graduate Program Director for the College of Business, has been busy this year. In addition to his regular responsibilities, Dr. Wright is participating in the 2021 EAB Rising Higher Education Leaders Fellowship. He will be meeting with a select group of leaders from across the country to explore challenges and creative solutions in higher education.

EAB is an educational research company that partners with edu-

cation leaders, practitioners, and staffs to accelerate progress and drive results across three key areas: enrollment management, student success, and institutional operations and strategy. **Mr. Richard Collie** of Athens State University was also chosen to serve with this select group.

Dr Wright was also selected as a NLPA (Next Level Purchasing Association) webinar panelist for their webinar on April 15, 2021. The webinar was titled, "Advanced Supply Management Tactics Applied: Customer Driven Design, Master Data & Category Planning."



Gary Valcana, Associate Professor of Management, has been selected to serve as Interim Dean for the College of Business during the 2021-2022 Academic Year. He is replacing **Dr. Jim Kerner**, who served in the same capacity during the 2020-2021 academic year. The interim positions are necessary while **Dr. Kim LaFevor** completes some special assignments for Dr. Philip Way, President of Athens State University.

Hello and Goodbye!

The College of Business welcomes a new faculty member.



Dr. Elmer Ragus is the new Assistant Professor of Marketing. Dr. Ragus earned his MBA with emphasis in Marketing from University of Central Missouri. He also has an EdS in Human Services/Educational Technology from University of Central Missouri and EdD in Educational Leadership and Policy Analysis from the University of

Missouri. Dr. Ragus has extensive experience in digital marketing and design. We are pleased to welcome him to Athens State University.

The College of Business said farewell to four faculty who retired in 2021. We want to thank them for their service!



Laura Lynn Kerner, Associate Professor of Marketing and Management, 2005-2021



Dr. Teresa Wanbaugh, Professor of Management, 2007-2021



Dr. Bryan Kennedy, Professor of Management and Psychology, 1990-2021



Dr. Thomas Pieplow, Professor of Management/ Logistics and Supply Chain Management, 2010-2021

2021 Service Awards

At this year's faculty/staff inservice, the following COB faculty received service awards:

5 Years—**Dr. Diann Hammon, Dr. Darren Waldrep**

10 Years—**Dr. Mike Haghighi**

15 Years—**Dr. Mike Essary, Gary Valcana**

25 Years—**Dr. Bill Wilkes**

Drs. Thomas Pieplow and Charles Roberts were promoted to Professor, and **Debra Vaughn** was promoted to Associate Professor

Dr. LaDoris Baugh, Professor of Business Administration, was awarded the Excellence in Teaching Award.

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Sanders Hall, College of Business

Invest in the future...

With the challenges facing higher education, your help is very much needed and greatly appreciated. We solicit your assistance in ensuring the continued progress of our institution through course offerings, programs, and progress in the College of Business. We urge you to make your tax-deductible contribution to the ASU Foundation in support of the College of Business.

Enclosed is my gift of \$ _____ to the College of Business.

(Make checks payable to the ASU Foundation/College of Business.)

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Mail your contribution to: College of Business, ATTN: Dr. Kim LaFavor,
Dean, College of Business, Athens State University, 300 North Beaty
Street, Athens, Alabama 35611

Navigating Change

If you've scanned the preceding pages of this newsletter, you probably noticed that the College of Business has experienced many changes over the past year. We have added new programs and personnel, lost other personnel to retirements, and experienced changes in leadership.

Change is common in life and in business. In fact, there is a course in business called Management of Change. The course description reads, "This course examines the various approaches to organizational change, the resistance and driving forces for change, and the implementation and control of change in organizations." Obviously, this is considered an important topic that students in management positions are likely to encounter.

Going through change is seldom easy. In fact, sometimes it can be extremely difficult and can lead to increased stress and anxiety. I am sure this has been the case for many in the College of Business and the general population recently.

On the other hand, change can be a very positive thing, especially if it brings improvement or reward. Sometimes, the improvement is not immediately evident; it may take some time to be revealed.

Right now, you may be going through a significant change. Perhaps you are going back to school after a long break. Perhaps you are experiencing a job change, or you are moving across several states. You may be going through some family changes, like a divorce or birth of a child. Like so many,

you may have lost a loved one to COVID-19 and are having to adjust to life without them.

Whatever change you may be experiencing, I would encourage you to look for the positives that may be found. Obviously, it may not be easy to see right now, but with a positive outlook, any change will become easier to accept and adjust to over time. Just know you are not alone. Every person from every part of the world goes through it. That's what makes us humans.

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