

LSBE Unit Change Team
2013-2014 Year End Report to Campus Change Team

- **List of UCT members and Chair:**

- Members: Cindy Beaudin, Lai La Lunde, Sara Pitterle, Roger Reinsch and Jennifer Schultz.
- Chair: Lai La Lunde Vice Chair: Sara Pitterle

- **Number of Meetings:**

- Formal: 6
- Lunch meeting: 1
- Informal: Numerous

- **2013-14 UCT priorities as stated on 2012-13 Year-End Report:**

- Schedule a date for Dr. Junhua Wang to present her research on cultural competencies
- Modify LSBE building to be more assessable to people with disabilities: UCT submitted a grant proposal for modifications and was notified that this initiative will be combined with the rest of the campus-wide facility requests.
- Mentoring Pilot Program implementation and assessment
- Continued effort in cultural awareness program, e.g. partner with the Latino Students Association to celebrate Fiesta, etc.
- Continued diversity training and seminars
- Increase participation and leverage other campus diversity activities by rolling out LSBE Passport Program for LSBE students.
- Redesign the diversity segment within Welcome Week: on-going
- Establish the LSBE UCT as a formal committee within the LSBE governance structure.

- **2013-2014 Accomplishment:**

- Extension on grants from Campus Change Team to facilitate LSBE change activities.
- Cultural awareness, team and diversity training:
 - Dr. Junhua Wang presented her research on intercultural competency on November 18th, 2013, a “lunch and learn” session for about 24 LSBE faculty and staff.
 - On January 16th, 2014 during semester break, a half-day team and diversity training, led by Dr. James Lyttle for about 21 faculty and staff.
- LSBE formally rolled out the Passport Program to all sophomores requiring attendance and exposure to an array of extracurricular activities including diversity events. LSBE UCT made a proposal to LSBE’s deans and Administration Committee to modify the current requirement to make attending a diversity event a requirement vs. as an optional item.
- LSBE formally developed a team course, “MGTS 4443 Building and Leading Teams in Organizations”. This had been identified as one of the 2012 – 13 LSBE UCT initiatives.
- Lights in LSBE elevators have been modified so that it is brighter and more accessible. This is one of the building improvement outlined two years ago.
- Mr. Roger Reinsch in Business Law will incorporate a discussion forum on under-represented group students’ focus group survey results on his curriculum.
- Dr. Junhua Wang in Business Communication made a graduate course proposal on Intercultural Communications.
- Refined LSEB Mentoring Program Pilot Proposal for under-represented group students from an individual to a group mentoring format. The intent will remain the same as to retain and promote academic and future career success for LSBE under-represented group students.

- **2014-15 Initiatives:**

- Gain approval to modify the current Passport program to require attendance of a diversity event for all LSBE students so they can develop a global understanding/appreciation which is an essential competency of future business leaders.
- Work with all Business Law faculties to include a discussion forum/feedback on under-represented group students' group survey as part of the curriculum.
- Work with Dr. Junhua Wang to develop an undergraduate course on inter-cultural communication.
- Better communicate/promote LSBE faculty and staff's attendance on campus wide diversity activities.
- Pilot group mentoring program for under-represented group students.
- Redesign the diversity segment within Welcome Week
- Establish the LSBE UCT as a formal committee within the LSBE governance structure.

Submitted by Lai La Lunde

April 25, 2014