

Faculty of Management External Review Action Timeline

Rec #	Recommendation Short Text	Complete or in-process by June 30, 2023 (date response was submitted)	Planned for June 30, 2024 (target date for the next Dean to start)	Planned for June 30, 2025 (two-year follow-up report)	Target date (if beyond June 30, 2025)	Who is responsible?
UNDERGRADUATE EDUCATION AND STUDENT LEARNING						
1a	BMGT program pathway communication	Aligned BMGT webpage with UBC calendar description of program focus areas. Course Planning for the Bachelor of Management (ubc.ca) Introduction UBC Academic Calendar	Identify potential elective courses to fill gaps in current offerings. (1c)			Undergraduate Curriculum Working Group
1b	BMGT program pathway formal recognition		Begin work with Senate and Ministry to obtain approval to add "Specializations" (wording TBD) to transcripts and/or parchments	Complete work with Senate and Ministry to obtain approval to add "Specializations" to transcripts and/or parchments		Undergraduate Curriculum Working Group
1c	Curriculum renewal for the BMGT	Completed peer school analysis to identify focus areas.	Complete peer school analysis for required courses and elective courses. Identify potential elective courses to fill gaps in current offerings. (1a)			Undergraduate Curriculum Working Group
2a	Develop and define experiential learning opportunities within the Faculty	Faculty meetings to discuss relaunching Live Case Challenge ("LCC 2.0") for W23 Term 2 (Jan-April 2024)	Run "LCC 2.0" for all students registered in MGMT 360. Identify appropriate format and partners for 2025 and 2026 offerings.			Dean's office with assistance from task force
2b	Contribute to cross-campus initiatives to develop and define experiential learning opportunities	Contributing resources to launch a cross-campus "Experiential Education Hub" (joint with Provost's office and AVPS)	Participate actively in the "Experiential Education Hub"			Dean's office
3	Redevelop student recruiting materials	Work started with both the domestic and ISI recruiting teams	Develop appropriate materials and strategies to achieve recruiting targets			Dean's office
4a	Develop and implement Indigenous content within the management curriculum	Submitted an ALT2040 grant proposal to develop and deliver a series of workshops for faculty to identify opportunities for Indigenization and decolonization of existing curriculum and pedagogy. Hired a part-time Indigenous adjunct professor	Offer speaker series and Community of Practice for faculty. Begin to Indigenize core MGMT courses.			Dean's office
4b	Develop strategy for recruiting Indigenous students	Actively participating in three summer camps for high school Indigenous students	Incorporate feedback from summer 2023 recruiting and revise as needed for summer 2024			Dean's office
ACADEMIC EXPERIENCE AND SUPPORT						
5	Actively engage with MSA and management students	Coordinating with MSA on specific events throughout 2023-24. Developing events and co-curricular programming appropriate for all students across campus who are interested in business and management.	"Partner" with MSA on key academic (case competition) or community oriented (Gala) events. Continue development of programming that is relevant to all students interested in business and management.			Dean's office
6	Students have input into mission, vision, strategic initiatives.		We will continue to rebuild relationships and connections with students to facilitate the launch of a inclusive strategic planning process once the new Dean is ready (17).			Dean's office
7	Improve student support and response times	Reorganized staff within the Academic Programs Office with the goal of decreasing response times and improving support Reorganized physical space for the Academic Programs Office to ensure they are easily accessible for students during operating hours	Assess effectiveness of new staffing arrangement.			Dean's office
8	Resume co-curricular activities	Identify relevant offerings from units across campus (E@UBCO, careers and advising, Indigenous Program Services, etc.) and provide a consolidated communication to management students on relevant co-curricular offerings. Develop key speaker series ("Future of Work") to engage students on particular industries and job functions and help students identify critical employability knowledge and skills	Deliver Future of Work series. Assess effectiveness and plan for next academic year.			Dean's office
GRADUATE EDUCATION						
9a	Develop a research-focused graduate program	We continue to support our faculty participating in IGS and other research-based programs across UBC.			The creation of a research-based graduate program in FOM is a long-term project with no specific start date at this time.	Dean's office
9b	MM curriculum review	Begin curriculum development for the new dual-degree MM program. Gather data from existing post-experience MM curriculum and alumni. Gather data directly from potential employers, peer-schools with similar programs, and national/international studies of employability skills. We have deferred the next entry for the post-experience MM from 2024 to 2025. That deferral provides capacity for the dual-degree curriculum development work.	Continue curriculum development for the new dual-degree MM program (launch May 2025). Re-form a working group of faculty from across campus to help guide development work. Formalize agreements with Deans on how faculty from other units will contribute teaching and how that will be compensated.	Continue curriculum development for the new dual-degree MM program (launch May 2025)		Dean's office Faculty Council
10	Revisit IGS themes	Engaged in discussions with COGS regarding potential new themes.	COGS will be completing an external review in 23/24. We will continue to engage with COGS, the external reviewers, and the broader community regarding themes.			Dean's office
RESEARCH, SCHOLARLY AND PROFESSIONAL ACTIVITY						
11	Hire additional faculty	Received budget approval for two new faculty member hires	Hire at least two new faculty members (target start date July 1, 2024)			Dean's office

12	Develop research seminar series	We have six external research speakers planned for the next academic year	Deliver the research seminar series as planned. Plan the series for the subsequent year.	Dean's office
13	Visiting scholar program	We are supporting two visiting scholars this summer.		
14	Attract funding for professorships/chairs	Work has begun with the DAE team		
15	Increase funding for post-doctoral positions	Work has begun with the DAE team		
LEADERSHIP AND ADMINISTRATION				
16a	Dean and Associate Dean committed to internal needs	We are committed to our internal needs and have launched many new initiatives to support our internal needs.		
16b	Dean's office highly visible and accessible	We have started a small renovation project on the 4th floor to provide suitable space for the next Dean. In the meantime, the Dean pro tem and Senior Associate Dean work primarily on campus and have an open-door policy.		
17	Develop a five-year strategic plan	We expect the next full-time Dean to start July 1, 2024. In preparation for that, we will continue to rebuild relationships and connections with students and internal and external stakeholders to facilitate the launch of a inclusive strategic planning process once the new Dean is ready.		Complete five-year strategic plan Dean's office
PEOPLE, ENVIRONMENT AND CULTURE				
18a	Clarify tenure standards and process	We have connected with all pre-tenure faculty to provide advice regarding UBC tenure standards and will continue to provide clarity as we can.		
18b	Develop mentoring program for junior faculty	Develop mentoring plan once we have sufficient tenured faculty		
19	Re-engage faculty and staff to improve camaraderie	A number of social events have already been offered and we will continue to support similar initiatives. Launch a bi-weekly Dean's office communication that increases transparency and shares important events and information.		
20	Provide multi-year contracts to lecturers	We offered multi-year contracts to lecturers with extensive teaching histories and will continue to operate in accordance with the new Collective Agreement.		
21	Strategic hiring campaign to address faculty shortage	Received budget approval for two new faculty member hires	Hire at least two new faculty members (target start date July 1, 2024)	Dean's office
22	Re-connect with Sauder faculty and staff	The Dean's office has resumed discussions with Sauder (and other Vancouver based professional Faculties) leadership, faculty and staff with the intention to collaborate where possible. In particular, we will continue to connect with Sauder regarding our Indigenization of curriculum (Recommendation 4) and design and delivery of the new dual-degree MM (Recommendation 9).		
23	Review non-academic staff levels and roles	Limited hiring into existing or new vacancies.	Work with human resources to ensure our staff complement is organized effectively and efficiently.	Dean's office
24	Intentionally respond to the TRC calls	We have begun specific activity to engage with potential BMGT students (4b), have hired an Indigenous adjunct professor (4a), and are building resources to help faculty consider how to decolonize and Indigenize BMGT and MM curriculum (4a).		
COMMUNITY ENGAGEMENT				
25	Create an external advisory council	We expect the next full-time Dean to start July 1, 2024. In preparation for that, we will continue to rebuild relationships and connections with students and internal and external stakeholders to facilitate the potential launch of an external advisory council once the new Dean is ready.		
SUPPORT FOR THE UNIVERSITY'S AND CAMPUS STRATEGIC PLANS				
26	SE-Change requires a full governance review	SE-Change remains as a faculty organized laboratory. Initiatives and programs that had previously been communicated as being part of SE-Change have been correctly attributed to the Faculty of Management. This includes: the Wine Research Center, the Interdisciplinary Co-op Program, the post-experience Master of Management, and the dual-degree Master of Management. The Faculty provides no direct financial support for SE-Change. Given the actions we have taken, we do not believe a governance review serves any value at this point.		
PHYSICAL AND OTHER INFRASTRUCTURE AND RESOURCES				
27	Senior administration provide budget support for strategic faculty hiring	Work has begun to identify an alternative tuition allocation model (TAM) to support the Faculty's budget		
28	Work with the Development and Alumni Engagement office to raise additional funds for students and research	Work has begun with the DAE team		