Letter from the Chair

The Management Leaders of Tomorrow (MLoT) group at the Florham campus is in its second year, and off to a great start. The group has been involved in many activities, including sessions on internships, coffee etiquette, mock interviewing, and social networking, with a variety of guest speakers. The group also toured Wyndham Worldwide headquarters in Parsippany and members had the opportunity to shadow a professional there in their field of interest. How fantastic is that! In October, Darlene Cusumano and Jennifer Santiago from Enterprise Rent-A-Car (one of the "50 Best Places to Launch a Career") talked to the group about leadership, Skill building and personal branding. The group also participated in some fundraisers including a bake sale and Dress for Success walk. We hope to do a lot more this coming spring and we need your participation! If you are interested in joining the group or coming to an event, contact Marah Geltzer at mgeltzer@student.fdu.edu or me, or check us out on facebook at www.Facebook.com/groups/MLoT.FDU/

Gwen Jones, Ph.D.

Professor Kent Fairfield Named NJ Professor of the Year

The Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education have named Kent Fairfield at Fairleigh Dickinson University the 2012 New Jersey Professor of the Year. He was selected from nearly 300 top professors in the United States.

An Associate Professor of Management, Kent emphasizes learning from experience in his teaching, including requiring students to conduct community service projects and carry on mentor relationships with executives.

The award is based on exceptional involvement in pedagogy, and Kent has also done research and published about teaching and adult development. Founding Chair of the College’s Student Development Committee, he is a leader of the new Professional Development Program, which aims to enrich the lives of students to better prepare them to be successful professionals and global citizens. He also currently supports FDU’s Institute for Sustainable Enterprise as Interim Executive Director.

Formerly a Vice President at the Chase Manhattan Bank, he founded Kent Fairfield Associates, consulting on teams, leadership development, and change management. He earned an M.A. and Ph.D. in organizational psychology from Columbia University and an MBA in finance from the Harvard Business School. Our congratulations to Kent on this highly distinguished award!
Mentor Dinners Add to Interpersonal Skills Class

Many students in Interpersonal Skills in Organizations say one of the high points of the course is to have a business mentor. They communicate over the semester by email, and sometimes by phone and in person, to discuss course concepts, career issues, and aspirations for the future.

The mentor program culminates at the end of the term with the Mentor Appreciation Event. With a social hour and buffet dinner, students meet many of the other mentors and practice their networking skills. Mentors have a chance to offer some advice on what to consider in launching a career.

Sometimes an after-dinner speaker enlightens the group with insights on business topics. One event featured Tina Powell, Director of Business Management, Beacon Wealth Management, who described the contours of her business success from the days she worked her way through Silberman College of Business.

Her key message for today’s students: Do all you can with LinkedIn. She recently highlighted the Intensive Career Workshop of the Professional Development Program at Metro with “LinkedIn Gangnam Style.”

Other speakers have included Susan Ascher, Consultant and Career Coach and author of Dude, Seriously, It’s Not All About You, and Vince Nauheimer of the Olson Financial Group talking about personal finances.

Students find that the Mentor Dinner does not have to be an ending but the beginning of a new stage in continuing their relationship with a knowledgeable mentor and an expansion of their personal network.—Prof. Kent Fairfield

Classroom Experience

“From my short experience in a business school and with business school students, I have observed that most students enrolled in the MBA program have very little idea of what business really is. The idea that business is the art and science of adding value and making money, ethically, legally and in an organized fashion, seems to be a concept that most students do not comprehend. This is usually a result of their lack of previous business experience. And most technical classes such as accounting, statistics, finance etc., give them the impression that business is about preparing balance sheets, calculating standard deviations and understanding derivatives. In fact, all through their program, little do they realize that these subjects are tools that enable them to make the business process easier and more professional. No other class [besides MGMT 5500] in the entire curriculum ties all these concepts together and helps students understand why all the other classes actually matter.” -Mr. Sai Sankar, 2012 MBA student, regarding MGMT 5500- Managing Organization in a Dynamic World

Dr. Dennis Scotti
HFMA Medal of Honor Recipient

The Management Department congratulates Dr. Dennis Scotti for being awarded the HFMA Medal of Honor. He is a full-time faculty in the Management Department and teaches graduate-level courses in health systems & policy, medical services planning, life sciences research, managerial epidemiology, medical ecology, healthcare financial operations, strategic management and organization design. Dr. Scotti holds the prestigious Alfred E. Driscoll endowed professorship in healthcare and life sciences management.

What is the HFMA and what does one need to do to be awarded its Medal of Honor?

The Healthcare Financial Management Association (HFMA) is the largest national membership organization for executives and professionals in the field of healthcare financial management.

The HFMA acknowledges the voluntary efforts of its members by recognizing their service contributions through a progressive series of nonmonetary awards based on the accumulation of activity points over time: the Bronze Merit Award (100 points), the Silver Merit Award (200 points), the Gold Merit Award (300 points). The Medal of Honor is awarded at the discretion of the Board of Directors “to give special recognition to individual members who have provided distinguished service at the chapter, regional and/or national level for a minimum of three years after earning the gold award”.

In what ways are you currently involved with the HFMA?

Currently, I serve on a variety of HFMA committees including the Managed Care Forum and the Regulatory & Reimbursement Committee. I am also presently co-chairing the HFMA Region 2 Local Area Information Network. In addition to serving on formal committees, I regularly participate in NJ Chapter education seminars. Through completion of formal programs of study and testing, I have achieved 2 professional certifications and have been named a Fellow of the HFMA. For involvement in any professional association such as HFMA to “pay off”, one must be motivated by personal growth and service, rather than monetary gain.

How has affiliation with the HFMA influenced your role as an educator?

The HFMA is just one of several professional associations of which I am an active member. In my opinion, affiliation with such organizations reflects a faculty member’s dedication to the pursuit of continuous learning and development. My involvement with the HFMA has certainly helped me to link theory to practice in the classroom. Moreover, my connections within the HFMA have helped me to refer my exceptional students to the right people for career and professional networking. As a professor, it is not realistic for me to encourage my students to embrace life-long learning unless I am prepared to set an example!
Management Department Welcomes Professors Bear and Hansbrough

Mr. Bauer spoke with several FDU classes at both campuses as well as presented at an MLoT event last year. He was involved in an insider trading ring on and off for seventeen years. He was sentenced to prison for nine years and is now incarcerated. His talk outlined what he did (the crime), what happened when he was arrested, and what will now happen (his impending sentence and time in prison). He was very open to students’ questions, helping them fully understand the gravity of what he had done, yet how easy it was to get caught up in it. The experience of hearing Garrett’s story was truly powerful. As one student wrote, “Insider trading is a very serious crime and this has brought awareness to me and I believe my entire class that this is not something you want to get involved in.” Many students do not understand why it is wrong, or how easy it can be to get caught up in and rationalize. Garrett made it very clear how his life has now been forever changed, how remorseful he is, and how committed he is to helping others from making the same foolish mistakes. Students can see short interviews with Mr. Bauer at the following links: http://www.youtube.com/watch?v=tDs5-TRYjIA and http://www.youtube.com/watch?v=b02VZe8h7s8. Check it out – its definitely something every business student should see and learn from!

Advice to students:

Take advantage of all of that FDU has to offer; join campus organizations, participate in internships and study abroad. Explore your passions; take a class just because it interests you. As Confucius said, “Choose a job you love and you will never work a day in your life.” This has certainly been true for me and it is my hope for you.

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Gwen Jones, Ph.D., Chair
Patti Albanese, Administrative Assistant
Metropolitan Campus
(V) 201-692-7213; (F) 201-692-7219
Maribeth Kenworthy, Administrative Assistant
College at Florham
(V) 973-443-8850; (F) 973-443-8870
Graduate Assistants:
Carissa Federico and Donna Isabel Averion
Joel Harmon Receives the Distinguished Faculty Award for Service

Every good crew on “Spaceship Earth” needs inspired leaders, and we at FDU count Joel Harmon among the very best. As a devoted faculty member for nearly two decades, he has made extensive contributions to FDU and significantly enhanced its reputation. His vision and determination helped found the Institute for Sustainable Enterprise and enabled FDU to jump to the forefront of this critical movement. He is a strong advocate and catalyst for sustainability on campus and played a lead role in forming the student Green Club, the annual Green Day and the Sustainable Campus Council. He has worked tirelessly with others to develop a dynamic research and community-outreach agenda, create exciting initiatives like the Sustainability Incubator, develop partnerships with corporations and governments and organize important conferences and seminars, using his charm and authority to convince many in industry that FDU was the place to be at the crack of dawn.

This incredible work represents just a fraction of his influence. He has taught at all levels, developed many new courses, advised countless students and mentored junior faculty. He has further brought his insight and diligence to the role of department chair and either chaired or co-chaired many important college committees. Faithfully receiving the esteem of his colleagues, he has twice been elected president of the Faculty Senate, and helped restore the credibility and effectiveness of this key institution.

Underlying and complementing his many varied activities is an impressive record of achievement in his discipline. His reputation in the field is well illustrated by his many publications, grants and honors, and, of course, his leadership positions within organizations like the Eastern Academy of Management. But whether he is revealing lessons in management theory or exploring the transition to the green economy, the common denominator remains his commitment to students - the next generation - and to our university. With great appreciation, FDU bestowed upon him the Distinguished Faculty Award for Service.

Internship Experience

With just one year left in my MBA studies my biggest fear was: what am I going to do now? I knew I’d had plenty of theoretical practice having been both an undergraduate and a current graduate student at FDU. However, practically I had no “real world” experience in my intended major. Fortunately, I found a few opportunities on the College Central Network website. After a phone screen and on-site interview I decided to accept a one-year internship in order to learn as much as I could.

In the Spring I began working at Colgate-Palmolive in Morristown, NJ. I am a member of the Human Resource department and it only took a few days to be fully integrated. Since the first day, my manager did not hesitate to give me responsibilities. The flexibility of work has allowed me to establish my own personal work ethic and learn how to establish my own work life balance. Since my arrival, I have had the chance to handle a multitude of tasks and responsibilities. I have been involved in various aspects surrounding HR including recruitment and selection; on-boarding and off-boarding; conducting preliminary phone screens; and helping to execute succession planning just to name a few. I didn’t expect to get so much responsibility in my work, and it was such a nice surprise. I’m glad that the organization has put so much faith in me.

The members of the team are all kind and friendly people with a contagious positive attitude. Their passion and commitment for their work is truly refreshing. The hours I spend there seem to run quickly and it is impossible for me to get bored! This kind of environment has helped me to grow both professionally and personally.

I have learned more in the short time that I have been with the company than I would have ever imagined. Overall, I have learned a lot from this internship and have had the chance to apply my theoretical understandings in the world of business. In addition, this internship has given me the chance to develop a strong work ethic and the chance to learn more about the company and the many facets of a career in HR. I know that my time spent with Colgate will be helpful in my future career endeavors in the HR field. -Carissa Federico, 2013 MBA student