![Temple University Fox School of Business]

06.19.20

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Research Leadership / **Community Engagement**	Support high performing doctoral program, focusing on research training, intellectual contributions, teaching and faculty placements among peer and aspirant schools globally.	Fox honored five exceptional doctoral alumni for their contributions to business research, education, and industry leadership.	Awards given	Awards spanned both the PhD and Executive DBA programs. A full list of winners can be found here.
	Increase the impact of Fox's global business scholarship.	The Center for Applied Research in Decision Making hosted the virtual Interdisciplinary Symposium on Decision Neuroscience on 6/5/20.	Conference Attendance	The symposium brought together academics, neuroscience research companies, marketing research executives and industry leaders to discuss the latest research in decision neuroscience.
Research Leadership	Increase the impact of Fox's global business scholarship.	Fox launched the Catalyst podcast in April 2020.	Number of listeners	The fifth episode of Catalyst, featuring Fox Legal Studies professor Leora Eisenstadt, is now available.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Research Leadership	Broaden our definition of scholarship and align incentives across a spectrum of scholarly activities to facilitate the participation of more faculty in the research enterprise.	The Translational Research Center is hosting its inaugural showcase on 6/15/20.		The showcase is designed to explore the initiatives planned for the fall semester, the templates being developed for nanopublications and 3MTs, case writing support teams and more.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation Research Leadership Inclusive Culture Community Engagement	All commitments	The Fox School held a virtual awards ceremony on 6/4/20. The 2020 Awards Ceremony for Fox Faculty and Staff honored the winners of the annual teaching, administrative, and IMPACT awards.	Award winners	A complete list of winners can be found here: https://www.fox.temple.edu/posts/2020/06/celebrating-the-contributions-of-fox-faculty-and-staff/

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	CSPD is hosting Career Camp, a four-part webinar series beginning on 6/4/20.		Each webinar will be held from 12:00-1:00pm weekly. Sessions include: • Creating a Powerful Personal Brand (6/4/20) • No Mask Required: Virtual Networking (6/11/20) • Navigating the Virtual Job Search (6/18/20) • Pivoting the Plan: Adapting Your Career in Uncertain Times (6/25/20)
Research Leadership Educational Innovation	Support for a high performing doctoral program, focusing on research training, intellectual contributions, teaching and faculty placements among peer and aspirant schools globally.	The PhD Teaching Academy was conducted via Zoom during the week of 5/26/20. The PhD Teaching Academy is only open to PhD Business Administration and PhD Decision Neuroscience students who have completed their second year of the program by the first day of teaching academy, as well as PhD Statistics students who have completed their first year by the first day of the workshop.	Feedback from PhD students, presenters and students. Deliverables which include a teaching demonstration.	The PhD Teaching Academy engages PhD students in basic tenets of academic motivation theory and classroom management, content course delivery, assessment methodology and teaching-related technologies. The weeklong curriculum provides a series of modules designed to prepare PhD students to teach. Modules include: • Motivation • Classroom Management • Confident Speaking • Active Learning • IDEAL and Title IX • Case Studies • Assessment • Framing Student Feedback

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Inclusive Culture / Community Engagement	Support transparency through purposeful school-wide communication of activities and achievements.	The Dean's Office is holding a virtual town hall on 6/11/20.		The town hall will answer faculty and staff questions about preparing for future semesters.
Community Engagement / Educational Innovation	Cultivating long-term, value-adding relationships with our alumni to support their career growth and to enhance their commitment and investment in the School.	CSPD hosted Fresh from Fox, a weeklong recruitment event for recent graduates from 5/20/20 through 5/27/20.	**Number of attendees:** 22 employers participated in Fresh from Fox; 10 of which hosted an information session or meet-up. While student attendance was low compared to other CSPD events, participation from the attendees was high. Out of 21 Fox students/alumni that participated in the Fresh from Fox Kick-Off Workshop, only 1 student did not apply to a job,	The event consisted of three components: a curated jobs list from participating employers, a series of employer virtual networking opportunities and the introduction of the Fox Class of 2020 resume book. 22 employers participated in Fresh from Fox; 10 of which hosted an information session or meet-up. While student attendance was low compared to other CSPD events, participation from the attendees was high. Out of 21 Fox students/alumni that participated in the Fresh from Fox Kick-Off Workshop, only 1 student did not apply to a job, attend an event or join the Class of 2020 resume book. Over 50 Fox recent graduates have already joined the Class of 2020 Resume Book. While it is too soon to determine if any job offers resulted from Fresh from Fox, CSPD has already received reports of students interviewing with the participating employers.

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			attend an event or join the Class of 2020 resume book. Over 50 Fox recent graduates have already joined the Class of 2020 Resume Book.	

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Educational Innovation / Research Leadership / Inclusive Culture / Community Engagement	All commitments	Fox's Actuarial Science program was redesignated as a Center for Actuarial Excellence (CAE) by the Society of Actuaries (SOA).	CAE designation confirmed	In Spring 2020, the SOA confirmed the Actuarial Science program's designation as a Center for Actuarial Excellence.
		Fox's Real Estate program was named an Approved Degree in Real Estate by the Appraiser Qualifications Board (AQB) of The Appraisal Foundation.	Approved Degree status conferred	The AQB conferred Approved Degree in Real Estate status in 2020.
Educational Innovation / Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	The Innovation and Entrepreneurship Institute (IEI) hosted a webinar with David Dylan Thomas, content strategy advocate at Think Company and creator of the *Cognitive Bias* podcast, on 4/10/20.	Number of attendees	The webinar, Design Thinking for Cognitive Bias, was conducted via Zoom as part of IEI's Innovation Leaders Speaker Series.

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Research Leadership	Increase the impact of Fox's global business scholarship.	Fox launched the Catalyst podcast in April 2020.	Number of listeners	The fourth episode of Catalyst, featuring Fox Management Information Systems professor Sunil Wattal, is now available.
Inclusive Culture Research Leadership	Facilitating and supporting collaborative work between and among Fox faculty and staff.	Melissa Nicholson joined the Office of Research and Doctoral programs in a temporary position as a Grants Specialist in May 2020.		Melissa will support the research performed by the schools' faculty and doctoral students, including management of externally and internally sponsored projects, pre- and post-award support to PIs, and ensuring data integrity and compliance with university and sponsor regulations.

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Educational Innovation	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	In response to COVID-19, Storm Wilkins encouraged her RMI 3504 students to opt out of completing an in-class project, and instead enter the Wholesale & Specialty Insurance Association (WSIA) White Paper contest.		A number of students in the course entered the WSIA contest and two students from the class won two of the three awards. Tristan Francois and Victoria Hastings won first and third place, respectively. Their papers can be found on the [WSIA website]().
Educational Innovation Community Engagement		Fox Enrollment Management is hosting a Workshop Wednesday series for all admitted transfer students to aid their transition to becoming Fox students.		Workshops include: • How to Build a Powerful Profile on LinkedIn (6/3/20) • Creating a Budget – College Student Edition (6/10/20) • Networking & Using Informational Interviews to Boost Your Career (6/17/20) • Supply Chain Disruption – Impact and Next Steps (6/24/20)

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Community Engagement Inclusive Culture	Partner with other Temple schools to develop innovative curriculum and programs for students and additional stakeholders.	Several members of the Fox and STHM communities are serving on university-wide committees to develop plans for a return to campus in the wake of COVID-19.		The following Fox and STHM faculty and staff are serving on the team: • Sudipta Basu (Associate Deans for Research team) • Aubrey Kent (Academic sub-group: Teaching & Learning) • Jeremy Jordan (Academic Team; Academic sub-group: Student Placements) • Corinne Snell (Academic sub-group: Student Placements) • Julian White (Student Life Team)

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation · Research Leadership · Inclusive Culture · Community Engagement	All commitments	Fox curated virtual celebrations, playlists, photo albums and gift bags to honor the Class of 2020. The School also joined in Temple University's Temple Made Day virtual celebrations.		Fox-specific celebration activities include: • Digital gift bags • Fox faculty YouTube congrats Class of 2020 playlist • Class of 2020 Facebook photo album • Fox section of the University's celebratory experience, which highlights Larissa Cavalcante, the 2020 Fox School student speaker.
Educational Innovation · Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	Anthony Gosch, a senior Honors student and Marketing major, received a Temple University 2020 Diamond Award.		The Diamond Award is the highest recognition by Student Affairs given to a Temple University undergraduate student. Recipients demonstrate superior leadership, academic achievement, service to the University and impact on a local, regional, and/or global community.

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Inclusive Culture Community Engagement	Support transparency through purposeful school-wide communication of activities and achievements.	Fox students are featured on the Fox School's IGTV channel as part of the #TempleFromHome initiative to highlight tips and strategies for success and staying connected while away from campus.		As of 5/8/20, five Fox students have been profiled from across class years and majors.
Community Engagement Inclusive Culture	Cultivating long-term, value-adding relationships with our alumni to support their career growth and to enhance their commitment and investment in the School.	The newest issue of *Fox Focus*, Fox's alumni magazine, was published in May 2020.		This issue of the magazine shares stories and achievements from the Fox community, reflects on what experts predicted industry would look like in 2020 and examines how closely those predictions align with the current environment.

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Community Engagement / Educational Innovation		CSPD is hosting Fresh from Fox: Recent Grad Career Connection, a virtual career fair for recently graduates Fox undergraduates. The weeklong event will begin on 5/20/20 and run through 5/27/20.		During the fair, alumni will be able to browse and apply to full-time positions and submit their resumes to a resume book that can be accessed by employers. As part of the event, employers will have the opportunity to host Career Connection Employer Meet-Ups and recruitment events.

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Educational Innovation / Research Leadership / Inclusive Culture / Community Engagement	All commitments	Fox hosted several virtual celebrations to honor the Class of 2020. Members of the Fox community submitted messages of congratulations and encouragement for the future as part of the virtual celebrations.		Celebrations were organized by degree level and then by major or program: • PhD and DBA graduates on 5/5/20 • Specialized Masters graduates on 5/6/20 • Undergraduate graduates on 5/7/20 • MBA graduates on 5/7/20
Research Leadership	Increase the impact of Fox's global business scholarship.	Fox launched the Catalyst podcast in April 2020.	Number of listeners	The third episode of Catalyst, featuring Fox Legal Studies professor Kevin Fandl, is now available.
		The Fox Center for International Business Education and Research (CIBER) created a video series to explore global business issues emerging from the COVID-19 pandemic.	Number of views	The pandemic video series, entitled *Global Crisis; Global Business—What Can We Expect?* is available on CIBER's YouTube channel.

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Community Engagement	Broadening activities that will support student learning and development in local high schools and community colleges.	The B4USoar program launched its website, and is now accepting applications for Fall 2020.	Number of applicants	The application can be accessed here. The deadline to apply is 6/12/20.
Community Engagement Educational Innovation	Helping our students to partner with, visit and explore SPOs and clubs and introduce them to other disciplines, industries and career opportunities.	The MS Business Analytics (MSBA) program and CSPD collaborated on 4/30/20 to bring a virtual panel to the MSBA students and alumni by inviting guest panelists from CompassRed to talk about analytics and data science.		Panelists provided real world advice, discussed the programming skills needed to be successful in the field of analytics and data science, and shared insights about their company and the industry. Panelists mentioned, "Fall in love with the problem, not the solution" which is one of the themes that resonated through the webinar.

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Educational Innovation / Research Leadership / Inclusive Culture / Community Engagement	All commitments	Fox underwent an AACSB accreditation site visit in January 2020.	Accreditation status confirmed	In mid-April 2020, AACSB announced that Fox's accreditation had been renewed for the full five year period.
Educational Innovation / Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	Jimmy Rollins, former Phillies shortstop, was a guest speaker in a course focused on modern day leaders offered through the Human Resource Management department.		Rollins joined the class via Zoom on 4/20/20 to discuss his leadership advice, his role models, the 2008 World Series rain-delay game and to answer questions from students.
		CSPD partnered with Parker Dewey to create a database of micro-internship opportunities for both undergraduate and graduate students and recent graduates, including international students.		Micro-internships provide students and recent graduates the opportunity to access paid projects ranging from five to 40 hours of work across a variety of business functions.

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Research Leadership Inclusive Culture	Increase the impact of Fox's global business scholarship.	Fox launched the Catalyst podcast in April 2020.	Number of listeners	The second episode of Catalyst, featuring Fox alumna Sabrina Volpone, *PhD '13*, is now available.
Inclusive Culture Community Engagement	Support transparency through purposeful school-wide communication of activities and achievements.	The Dean's Office is holding a virtual town hall on 5/1/20.		The town hall will answer faculty and staff questions about anything related to Fox.
		Fox students are featured on the Fox School's IGTV channel as part of the #TempleFromHome initiative to highlight tips and strategies for success and staying connected while away from campus.		As of 4/24/20, three Fox students have been profiled from across class years and majors.
	Helping our students to partner with, visit and explore SPOs and clubs and introduce them to	The Master in Management (MiM) program and CSPD held a virtual panel of industry experts on 4/21/20		Participants learned about the skills employers are looking for and the types of positions available with a

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Community Engagement Educational Innovation	other disciplines, industries and career opportunities.	to discuss why a MiM degree is valuable to student professional development.		MiM degree and participated in a Q&A session with the panel. The panelists were: • CIGNA: Jackie Reis, Senior Recruiter, University Relations & Recruiting • Target: David Wyant, Lead Executive Recruiter • Vanguard: Julia Murphy, University & Recruiting Partnerships Lead
		CSPD hosted a virtual alumni panel, Perspectives from the 2008 Financial Crisis, to provide current students a look at how Fox graduates successfully navigated the 2008 recession-era job market.	Number of attendees	Panelists included: • Tiffany Calhoun, *BBA '09* in Actuarial Science • Jason Defazio, *BBA '08* in Entrepreneurship • Bradley Hoffman, *BBA '08* in International Business • Amber Wynne, *BBA '08* in Marketing • Christopher Strunk, *BBA '07* in Accounting • Jeremy Shafer, *MS '09* in MIS • Erik Johnson, *BBA '08* in HRM

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Educational Innovation Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	The Fox Center for International Business Education and Research (CIBER) is working with members of Temple University's International Committee to develop online training that will prepare and support faculty and staff who lead student groups abroad for any type of international experience. Fox CIBER will be covering the cost for video production and all filming will be done at the Fox School's Online Digital Learning studio.		Anticipated launch will be for international trip leaders with a January 2021 departure. A similar training is planned for students participating in international experiences.
Inclusive Culture Community Engagement	Support transparency through purposeful school-wide communication of activities and achievements.	Accepted student events moved to virtual format in response to COVID-19.	Number of attendees	Fox Enrollment Management held a second virtual open house on 4/7/20. The Enrollment Management team worked with Fox academic departments and programs to design and host virtual events for accepted and deposited students throughout April and May: • Finance: 4/13/20 • MIS: 4/14/20 • Business Management / Human Resources Management: 4/17/20 (accepted students),

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				5/15/20 (deposited students) • Marketing: 4/21/20 • Accounting: 4/22/20 • Supply Chain Management: 4/23/20
Community Engagement Educational Innovation	Helping our students to partner with, visit and explore SPOs and clubs and introduce them to other disciplines, industries and career opportunities.	Teams from Fox's Association for Information Systems (AIS) participated in the 2020 AIS Student Chapter National Competition, held virtually in March 2020.	Numbers and types of interactions	Teams from Fox placed in three areas of the competition: • Graphics – 1st place • The Computational Society Case Study Challenge – 2nd place • Walton College Blockchain Hackathon Challenge – 3rd place
		The Temple University Management Consulting Program (TUMCP) held a panel discussion focused on Women in Consulting on 4/17/20.	Number of attendees	The event featured a panel of speakers, including Jolene Bressler, McKinsey & Company; Gail Blauer, Deloitte Consulting; and Daniella Colletta, Grant Thornton. The panel was moderated by Araceli Guenther of Victrix Global.
		The Department of Accounting is hosting a weekly virtual speaker series for students to learn about issues and opportunities in the accounting profession. The department continues to host weekly virtual "Meet with Accounting" sessions every Wednesday via Zoom.	Maintain levels of engagement with undergraduate students, provide guidance, share resources and check-in with students about online learning.	Fox professor, Dr. Wayne Williams will present "Tax Update: The CARES Act Overview and Coronavirus Tax Relief" on 4/27/20. Previous sessions featured: • 4/6/20 - Maura Shenker from SBDC discussing volunteer opportunities

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				for accounting students with SBDC • 4/13/20 – Michael Colgan, CEO of the Pennsylvania Institute of Certified Public Accountants (PICPA) presented "Professional Issues Update" with a focus on CPA Evolution, the CPA exam, and the profession outlook. • 4/20/20 – Allison Henry, Vice President, Professional & Technical Standards at PICPA presented "Ethics in the Accounting Profession."

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Educational Innovation Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	The Be Your Own Boss Bowl (BYOBB) finalist pitch event has moved to a virtual format in response to COVID-19.		The BYOBB will be held on 4/23/20 via Zoom. Attendees will have the opportunity to get to know each finalist, see who will take home the biggest cash prizes and hear from keynote speaker Brian Linton, Founder & CEO of United By Blue. RSVP here.
	Creating and supporting mechanisms for lifelong learning opportunities for Fox graduates as well as global stakeholders.	Fox Management Consulting and Executive Education have teamed up to produce a weekly 15-minute interview series that engages business and community leaders in discussions about how the world, and business models, might change due to the COVID-19 pandemic.	Provide lifelong learning opportunities	The webinar series, Post Pandemic Stories of Organizational Resilience and Innovation, began on 3/26/20 and currently has sessions scheduled every Thursday from 3:00-3:15PM through 6/4/20. A 15-minute post-interview, non-recorded Q&A will follow each session. Recordings of each session can be accessed here. Register here.
Inclusive Culture	Support transparency through purposeful school-wide communication of activities and achievements.	Reimagining of the Fox website.	Increased information accessibility for Fox stakeholders	A revised version of the Fox School website launched in early April 2020.
	Mirroring current and future diversity, equity and inclusion (DEI) best practices in related industries.	Temple University's Student Emergency Aid Fund assists many of students as they face layoffs from part-time jobs that put food on their table and pay their rent. In	Amount raised	The Development team has been driving donors and Board of Visitor members to the university fund, as well as the Fox Student Emergency

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Community Engagement		some cases, parents and guardians are no longer able to offer our students the financial assistance they normally could provide.		Fund, to help students fill the gap in basic needs. To help, please visit: the Fox student emergency fund or Temple giving.
Community Engagement Educational Innovation	Supporting robust community-based engagement for disseminating business knowledge and services to local residents.	The Institute for Business and Information Technology (IBIT) is offering no cost digital services to small businesses and nonprofits to help them cope with COVID-19.		IBIT will work directly with clients or in partnership with the Small Business Development Center. IBIT's activities are donor-funded, which allows IBIT to pay experienced students to work on each project, under the supervision of experts in the field.
	Helping our students to partner with, visit and explore SPOs and clubs and introduce them to other disciplines, industries and career opportunities.	Cindy Axelrod and the Owl Fund hosted a special Finance Focus led by alumnus Phil Stefano '04 on 4/1/20.		The session was open to all finance majors. Discussion focused on a day in the life of a Wall Street Analyst, Mr. Stefano's career history, and how his firm is responding to the COVID-19 crisis in real time.
	Cultivating long-term, value-adding relationships with our alumni to support their career growth and to enhance their commitment and investment in the School.	Revisions to the Fox School website to highlight resources specific to corporate and community engagement.	Increased corporate and community engagement opportunities	This section can be found on the Fox School's homepage. Resources include information on: • Hiring Fox Students • Executive Education • Fox Management Consulting • Engaging with Researchers • Fox Board Fellows

Pillar _{secondary pillar}	Commitment	Activity	Measure of Success	Progress Made
Community Engagement	Supporting robust community-based engagement for disseminating business knowledge and services to local residents.	The Fox School donated $20,000 to a Temple University Health System fund to provide Personal Protective Equipment (PPE) to front-line health workers during the COVID-19 pandemic.	Types of services offered to the community	The hospital continues to seek PPE donations. Donations can be dropped off at the front desk near the Broad and Ontario streets entrance to Temple University Hospital or arrangements can be made by email. Monetary donations can be made through the TUH Emergency Fund.
Educational Innovation Community Engagement	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	Partner with other colleges and schools within Temple to host a Temple Grad School Fair focused on graduate programs for Temple undergraduates.	Event attendance	The virtual Temple Grad School Fair was held on 4/7/20. Participants were able to learn about graduate degrees available at Temple University by connecting directly with admissions representatives from each participating school or college.
	Support for a high performing doctoral program, focusing on research training, intellectual contributions, teaching	The Young Scholars Interdisciplinary Forum moved to a virtual format as a result of COVID-19. This event provides doctoral students and junior faculty a		To accommodate the virtual format, young scholars posted Three Minute Thesis (3MT) style videos on Canvas to explain their research. Each scholar hosted a parallel

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Research Leadership	and faculty placements among peer and aspirant schools globally.	chance to present early research ideas and get feedback from their peers and experienced researchers from multiple disciplines.		Zoom session where attendees asked questions and joined conversations about the research. A discussion board was used for additional questions and suggestions following the virtual sessions.
	Increase the impact of Fox's global business scholarship.	NSF grant awarded to Ryan Vogel	Number of grants awarded	Ryan Vogel, of the Human Resource Management department, received an NSF grant of over $490,000 to study "Long-term consequences of supervisor hostility."
Research Leadership Community Engagement	Increase the impact of Fox's global business scholarship.	Fox launched the Catalyst podcast in April 2020. Catalyst is about pivotal moments that shape business and the global economy. The podcast taps into the expertise of the Fox School of Business faculty and the greater business community to dig deep into today's most pressing questions.	Number of listeners	The first episode of Catalyst is now available.
	Support transparency through purposeful school-wide	Messaging for students about changes to grading policies		Fox emailed all undergraduate and graduate students to provide

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Inclusive Culture	communication of activities and achievements.	and procedures for Spring 2020.		additional information and answer questions following the email communication from the Provost about the change in grade option.
		Outreach activities for students who remain on campus during COVID-19.		The Dean's Office has initiated outreach efforts targeted toward students who have been granted a housing exception and remain on campus. A series of emails have been sent, providing references and links for any potential student service needs. The services of Temple's Wellness Resource Center continue to be publicized through the weekly Fox Den email.
Community Engagement Educational Innovation	Broadening activities that will support student learning and development in local high schools and community colleges.	Adam Lyons, an entrepreneur and 2009 Fox BBA graduate, was a guest speaker in SGM 0827: Creativity and Organizational Innovation.		Lyons spoke about crowdsourcing and crowdfunding during a session of Michelle Histand's general education course on 4/8/20. This course is a key component of the B4USoar program, and pairs Temple undergraduate students with high school students participating in the B4USoar program. Each undergraduate serves as a mentor for a high school student for the duration of

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				the class, and then has the option to continue as a mentor through Summer 2020.

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Educational Innovation Community Engagement	Creating and supporting mechanisms for lifelong learning opportunities for Fox graduates as well as global stakeholders.	Fox Management Consulting and Executive Education are hosting a series of conversations with business and nonprofit leaders who have successfully navigated unanticipated shocks. Participants will look at how corporations and nonprofits have managed crises or are approaching the dynamics of the COVID-19 crisis to emerge positioned for recovery.	Provide lifelong learning opportunities	The webinar series began on 3/26/20 and will continue to run on Thursday afternoons. Recordings of each session will be made available. Register here.
Research Leadership Community Engagement	Increase the impact of Fox's global business scholarship.	The Office of Research & Doctoral Programs partnered with Marketing & Communications to offer an Op-Ed and Media Training Workshop.	Improved translational research skills and enhanced research profiles for external audiences.	Feedback from faculty about the 3/25/20 workshop has been positive. The workshop inspired multiple faculty members to work on their own op-ed pieces.

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Inclusive Culture	Supporting new and improved mentoring and professional development programs to heighten awareness, provide growth opportunities and ensure a sense of inclusion for all staff and faculty.	The Administrative Program Council (APC) has moved planned activities to a virtual format and added additional opportunities for engagement in response to COVID-19.	Maintain levels of staff engagement.	APC's first virtual happy hour will be on 4/3/20. Happy hours will be planned monthly. Maureen Cannon of Fox Management Consulting will lead virtual 30-minute mindfulness sessions at noon every Tuesday and Thursday in April, beginning 4/7/20. APC will host guest speaker Jennifer Robinson via Zoom on 4/22/20. This session is designed to provide tips for Productivity & Professionalism while working from home. APC will host the Fox-STHM Book Club via Zoom on 4/30/20. April's book is *Little Fires Everywhere* by Celeste Ng.
Inclusive Culture	Facilitating and supporting collaborative work between and among Fox faculty and staff.	Virtual "Meet with Accounting" events held by the Department of Accounting. Events are held on Wednesdays at noon.	Maintain levels of engagement with undergraduate students, provide guidance, share resources and check-in with students about online learning.	During the first meeting on 3/25/20, Betsy Gordon, Cory Ng, and Sheri Risler met with students to discuss a review of upcoming events/potential events, fall tax elective, survey of students' satisfaction with online classes in the second week, and a Q&A portion.

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Community Engagement				The department will host a virtual speaker series on Mondays at 12:00pm, to offset fewer SPO events.
		Virtual meet and greet for adjunct faculty	Increased engagement with adjunct faculty.	The adjunct faculty meet and greet was moved to a virtual format in response to COVID-19. It was held on 3/26/20.
	Support transparency through purposeful school-wide communication of activities and achievements.	Creation of parent website to disseminate information to parents/families of prospective and current students.		The website launched at the beginning of April 2020.
		Experience Temple Day events moved to virtual format in response to COVID-19.	Number of attendees	The first fully online open house event was held on 3/25/20 with more than 120 individuals logging on. Fox's Enrollment Management team is working with the enrollment teams at the Klein College of Media and Communications, College of Science and Technology and College of Liberal Arts to help them create their respective live sessions for admitted students in April.
		Creation of virtual visit page for prospective undergraduate students.		In response to COVID-19, a website was designed to allow prospective students to virtually visit Temple and learn about the Fox

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				experience. A YouTube playlist provides highlights of the Fox experience, services and newsworthy events.
		The Dean's Office is holding a virtual town hall on 4/3/20.		The town hall is designed to answer questions about moving forward together during COVID-19.
Community Engagement	Cultivating long-term, value-adding relationships with our alumni to support their career growth and to enhance their commitment and investment in the School.	Planned alumni outreach events moved to virtual format in response to COVID-19.	Increased alumni engagement.	An interview coaching workshop was held on 3/26/20. Fox on the Road events continue to be held in a virtual format. Alumni to Student Global Mentorship Program continues to run virtually.
Community Engagement Educational Innovation	Helping our students to partner with, visit and explore SPOs and clubs and introduce them to other disciplines, industries and career opportunities.	Fox sponsored the annual Target Case Competition for undergraduate students.		The top five finalist teams presented virtually to a panel of Target Team members and Fox faculty judges on 4/1/20. Target representatives provided live feedback to each team at the conclusion of each presentation.

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Educational Innovation	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	Students taking the Fintech, Blockchain and Digital Disruption course will use Oculus VR headsets, provided by the school, to attend class in a replicated VR classroom environment.		Bora Ozkan collaborated with Pagoni VR to design and launch a platform to teach half of his course entirely through the virtual reality platform.
Educational Innovation Inclusive Culture	Deepening our commitment to program/curriculum excellence.	Due to COVID-19 movement to online courses, undergraduate Core Course Coordinators (CCCs) and Specialized Masters Academic Directors (ADs) discussed pivoting course assessments to online platforms with Curriculum Management & Assessment (CMA) staff.		Meetings between the CMA staff, BBA CCCs and Specialized Masters ADs were used to collaboratively devise solutions for assessment practice ensure the integrity of our student learning outcome data collection and analysis.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation Community Engagement	Increasing collaboration, mentorships and creativity in curriculum.	Faculty inviting alumni and industry experts to be guest speakers.		The Development & Alumni Relations and CSPD teams are available to help connect faculty to potential speakers.
Research Leadership	Encourage a culture of collaboration and cross-disciplinary scholarly investigation.	The Translational Research Center (TRC) is partnering with Experiential Learning and the Center for Innovation in Teaching and Learning (CITL) to reboot a pedagogical research initiative from Summer 2018.		The team will create a Canvas course for pedagogical research resources, a mentor-mentee matching database and pedagogical research writing sessions.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Research Leadership Community Engagement	Support for a high performing doctoral program, focusing on research training, intellectual contributions, teaching and faculty placements among peer and aspirant schools globally.	The Office of Research & Doctoral Programs held a virtual "coffee break" via Zoom for PhD students and faculty.		The virtual coffee breaks are informal gatherings of PhD students and faculty to build relationships, find interdisciplinary connections and learn from each other while staying physically apart. The coffee break event was intended to be held in-person, but in response to COVID-19, it was moved to an online format and held on 3/19/20.
Inclusive Culture	Adhering to best practices in employee recruiting, engagement and retention to maintain a motivated and stable workforce.	Create opportunities for individual staff and faculty to meet with the Dean's Team.	Each dean has expanded from holding weekly office hours to daily office hours through Zoom to stay in more constant contact with faculty and staff while they work remotely.	Office hours are published weekly in the Fox Brief.
	Support transparency through purposeful school-wide communication of activities and achievements.	CSPD and the Undergraduate Advising teams have moved all services to a virtual space to continue to provide services to students and employer partners in response to COVID-19.		Detailed information was sent to students through the weekly Fox Den newsletter. CSPD provided a separate communication to employer partners. CSPD sent additional information to students detailing virtual workshops, training tools and resources

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
				to prepare them for interviewing online. Information about adjusted services for CSPD and Advising is also available on the Fox website.
		Daily meeting of dean's group to manage COVID-19 crisis.		The Dean's team meets daily to discuss issues related to managing the COVID-19 crisis. Information is then appropriately disseminated to faculty, staff and students.
		Provide information for student workers to file for continued compensation.		Information was sent from Temple HR detailing the process students should use to apply for unemployment benefits. While students may not qualify for benefits, they can still apply here.
Community Engagement	Helping our students to partner with, visit and explore SPOs and clubs, and introduce them to other disciplines, industries and career opportunities.	FLDP requirements moving to a virtual format in response to COVID-19.		FLDP requirements are still in effect for AY 2019-2020 but have been modified to remove the specific competency requirements. Enrollment Management is offering virtual office hours via Zoom to answer any questions related to FLDP.
	Supporting robust community-based engagement for disseminating business knowledge and services to local residents.	Temple Small Business Development Center (SBDC) to host webinars to help applicants seeking small business relief loans in response to COVID-19.		The first webinar, COVID-19 and Local Funding for Small Businesses, took place on 3/25/20. A second webinar, Rebuilding Customer Relations and

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
				Social Media Presence in response to a Disaster, is scheduled for 4/7/20.
		The Volunteer Income Tax Assistance (VITA) program has moved to virtual appointments and tax preparation.		The program will be facilitated through Zoom and TUsafesend. VITA's transition to virtual assistance was published in *The Inquirer* on 3/20/20. Full details of the transition are available here.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation Community Engagement	Increasing collaboration, mentorships, and creativity in curriculum. Encouraging the creation of cross-disciplinary curricula/courses across Fox and the university.	Partner with the College of Engineering to create a dual degree program.	Creation of dual degree program with the School of Engineering	The program is projected to begin in Fall 2020.
Research Leadership Community Engagement	Increase the impact of Fox's global business scholarship.	The Office of Research & Doctoral Programs is partnering with Marketing & Communications to offer an Op-Ed and Media Training Workshop which will provide an overview of writing op-eds, targeting publications for successful placement, and understanding and responding to reporters.	Improved translational research skills and enhanced research profiles for external audiences.	The Op-ed and Media Training Workshop will be held on 3/25/20 via Zoom.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Research Leadership	Encourage a culture of collaboration and cross-disciplinary scholarly investigation.	Establishment of Fox Diamond Research Scholars program.	Completion of the research project in Fall 2020.	Jimmy Quan, a junior Statistical Science and Data Analytics major, is Fox's first Diamond Research Scholar. Jimmy's research project will investigate consumer preferences and data privacy in online social networks such as Instagram and Snapchat using choice based conjoint analysis.
Community Engagement	Partner with other Temple schools to develop innovative curriculum and programs for students and additional stakeholders.	Contingency planning for Coronavirus outbreak		Fox developed online resources for moving classes and work online for faculty and staff across the university. Fox's Online and Digital Learning team is providing Zoom training for all members of the Temple community, including President Englert.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation	Broadening and enhancing pedagogical innovation, technological agility, student professional development and best practice sharing.	Incorporation of experiential learning activities through the Suitable platform	Expanded experiential learning opportunities	Creation of a tiered system for tracking experiential learning activities for students and faculty through the Suitable system.
		Development of a course to be taught using virtual reality	Explore, design and evaluate new delivery methods	Class begins 3/19/20
Inclusive Culture	Adhering to best practices in employee recruiting, engagement and retention to maintain a motivated and stable workforce.	Completion of 360° reviews		Began process of cultural change through the use of 360° evaluations for management.
	Support transparency through purposeful school-wide communication of activities and achievements.	Creation of ticketing system to prioritize and expedite data requests and reviews	Accessibility of resources for Fox stakeholders	Fox faculty and staff can now submit requests to the Analytics & Accreditation team through the Remedy ticketing system available through TUhelp.
				Using Workfront, marketing and communications has been able to streamline the request process, improve visibility of projects with leadership and increase the team's productivity.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Community Engagement	Partner with other Temple schools to develop innovative curriculum and programs for students and additional stakeholders.	Contingency planning for Coronavirus outbreak		Fox developed a website to provide resources for faculty, staff, and students to work from home if under quarantine. Fox is sharing these resources with the Temple community as they expand business continuity across the University. Fox faculty are volunteering to help peers across the transition to online learning. The University is also providing resources and updates to aid with the transition to online learning. Fox IT imaged and is providing laptops to the university for students and faculty who need them to successfully transition to online learning. A contingency plan for student workers to continue to work and be paid is in progress.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation	Broadening and enhancing pedagogical innovation, technological agility, student professional development, and best practice sharing.	Participation in the KPMG Essent Intercollegiate Business Ethics Case Competition		The Fox team won first place in the case competition held on 1/24/2020.
Inclusive Culture	Support transparency through purposeful school-wide communication of activities and achievements.	Development of faculty profile pages linked to Fox Personnel Database to track faculty stipend payments	Increased transparency and understanding of payments and processes	Faculty profile pages were developed and announced via the faculty listersrv in January 2020. Faculty can view their profile pages here.
	Support the creation and dissemination of knowledge around DEI and workplace culture.	Implicit Bias training through Temple's Office of Institutional Diversity, Equity, Advocacy and Leadership (IDEAL)		Fox leadership and unit directors attended the implicit bias training on 2/25/2020.
Community Engagement	Broadening activities that will support student learning and development in local high schools and community colleges.	Cultivation of a partnership between the Dean's Undergraduate Student Advising Committee (DSAC) and Bucks County Community College (BCCC).		Members of DSAC partnered with BCCC to help launch BCCC's digital badging program through the Suitable platform.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Educational Innovation				
Community Engagement Inclusive Culture	Helping our students to partner with, visit and explore SPOs and clubs, and introduce them to other disciplines, industries and career opportunities.	Create a new SPO to "elevate, advocate and advance the black community within the Fox School of Business through professional development, academic support, and service."		The FAABA was registered with the university in early Spring 2020 and is now active within Fox.

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
 Educational Innovation	Increasing collaboration and creativity in curriculum. Encouraging the creation of cross-disciplinary curricula/courses across Fox and the university.	Creation of Master in Management (MiM) program, available at Main campus and Temple Japan.	Development of new degree programs to address changing and emerging industry needs.	Degree program launches Fall 2020.
 Inclusive Culture	Support transparency through purposeful school-wide communication of activities and achievements.	Create a web presence for Undergraduate and Graduate Student Advisory Boards.		Dean's Graduate Student Advisory Council website is live. Dean's Undergraduate Student Advising Committee website is in review.
		Communicate strategic plan updates to all Fox stakeholders.		Strategic Plan section live on TU Portal for internal stakeholders (2/2020). Updates for external stakeholders are published on the Strategic Plan website and published in the Fox Brief (2/2020). Undergraduate Town Hall meeting with Dean Anderson and the Dean's Student Advisory Council (2/14).

Pillar secondary pillar	Commitment	Activity	Measure of Success	Progress Made
Community Engagement Educational Innovation	Cultivating long-term, value-adding relationships with our alumni to support their career growth and to enhance their commitment and investment in the School.	Fox on the Road event for alumni in New Jersey (2/12).	Increased alumni engagement.	Attendance figures for will be reviewed and monitored for alumni events.
	Helping our students to partner with, visit and explore SPOs and clubs, and introduce them to other disciplines, industries and career opportunities.	Spring Connection (2/2020)	Increased student/ employer engagement.	The event was held in February 2020. Attendance figures and employer feedback about the event will be reviewed and used to plan for future events.

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secondary pillar	Action Item	Activity	Measure of Success	Progress Made
Educational Innovation — Research Leadership — Community Engagement	Form the Fox Teaching Excellence Committee.	The Committee's charge was to provide CAFSBM and the Dean with a report containing research, benchmarking, recommendations and supporting documentation for teaching excellence.	Submission of preliminary report.	The committee turned in a preliminary report in January 2020.
Educational Innovation	1. Quantify job placement rates for Fox School graduating undergraduate and graduate students.	Purchase software packages used by many AACSB schools and GMAC for tracking and reporting data on student outcomes.	Purchase of software.	12Twenty software purchased and in use effective Fall 2019.
	CSPD communicates job data/outcomes to all stakeholders. Share on the web and with University Career Services.		https://www.fox.temple.edu/institutes-and-centers/center_for_student_professional_development/about-cspd/career-outcomes/	CSPD communicates job data/outcomes to all stakeholders. Share on the web and with University Career Services.
	1. Incorporate lifelong learning into the student and alumni experience.	Create opportunities for life-long learning and professional development.	Create for-credit courses for executive education.	Existing SGM special topics courses was converted into an executive education course: SGM 5116. Executive education participants can now take a course transcripted with 3 credits.

Pillar secondary pillar	Action Item	Activity	Measure of Success	Progress Made
Educational Innovation / Community Engagement			CSPD hosts various virtual and in-person events for Fox Alumni to support their lifelong career and professional development.	CSPD Alumni Events Schedule here. See link to review events held in January and upcoming events for February.
			CSPD created the Fox Alumni Career & Professional Development group through Temple's Owl Network to provide career related services, programs, resources, and news to Fox alumni.	This group is a place where you can: Access Fox career resources, including professional development coaching appointments with Fox staff; learn about upcoming webinars and events for Fox alumni; and connect with Fox alumni and students regarding all things career-related. To join, click here.
	Expand on research leadership position in the marketplace.	Publicizing research through print and electronic media.	Improved research citation metrics	Fox's *On the Verge* publication increases awareness of the school's research. Increased communication of research through website presence and social media. Hired a Strategic Analytics Analyst to work with the Office of Research to track faculty research activity (11/19).

Pillar secondary pillar	Action Item	Activity	Measure of Success	Progress Made
Research Leadership Educational Innovation				Fox created and published six [IGTV videos]().
Inclusive Culture	Attract, develop, reward and retain a high-performing workforce.	Create opportunities for individual staff and faculty to meet with the Dean's Team.	Wine & Cheese with the Deans	Held 2/13/20.

Pillar secondary pillar	Action Item	Activity	Measure of Success	Progress Made
 Community Engagement Educational Innovation Inclusive Culture	Increase accessibility to education.	Create and expand the B4USoar program, which provides future first-generation college students from local public and charter high school access to high-quality business education.	Increase the number of high school students who participate in B4USoar to a steady state of 225 per year (15 students from each of 15 schools). Increase the number of area public and charter high schools who participate in B4USoar to a steady state of 15. Number of students participating in B4USoar who attend college.	Creation of B4USoar program (Spring 2019). 15 students from Freire Charter School and Tech Freire Charter School enrolled in a Creativity and Organizational Innovation course (Spring 2019). 26 students from Freire Charter School and Tech Freire Charter School enrolled in Creativity and Organizational Innovation and Empowerment through Entrepreneurship courses (Spring 2020) $500,000 of funding awarded over two years (10/2019). Created a full-time manager position for the program. Full-time Manager started 2/3/20. College student mentors assigned and mentor training held week of 2/3/20. Student peer teacher started Spring 2020.

Pillar secondary pillar	Objective	Activity	Measure of Success	Progress Made
Inclusive Culture	More diverse speakers at events (school and alumni); foster and grow professional organizations that support DEI.	1. Diversity & Inclusion Lunch	Number of Events	Hearing the Voices of the Students – Networking Luncheon
		2. Diversity, Equity, and Inclusion Networking Reception		Event scheduled for 2/12/20 for all students, faculty, and staff.
Inclusive Culture Community Engagement	Supporting new and improved mentoring and professional development programs to heighten awareness, provide growth opportunities, and ensure a sense of inclusion for all staff and faculty.	Provide programming to support professional development.	Development of new programs and continuation of existing programs.	Temple Women's Leadership Series (begins 3/20)

Pillar secondary pillar	Objective	Activity	Measure of Success	Progress Made
Educational Innovation **Research Leadership** **Inclusive Culture** **Community Engagement**	Incorporate lifelong learning into the student and alumni experience.	Research lifelong learning models and offer specific and innovative ways (e.g. micro-credentials, certificates, professional certificates, training workshops, etc.) that the Fox School should test pilot with our students and alumni (e.g. pricing, format, frequency, etc.)	Development of new programs and continuation of existing executive education programs.	Executive Education providing curriculum and facilitation for TU Alumni ProfessionOwls mentoring program, AY19-20. Executive Education launching alumni-focused nonprofit governance/board preparation training series in March 2020.

Updated 01.30.20

Pillar	Objective	Activity	Measure of Success	Progress Made
Educational Innovation **Research Leadership** **Inclusive Culture** **Community Engagement**	1. Engage stakeholders to improve innovation, engagement and impact.	Create an open and accessible calendar of Fox events for faculty and staff.	Create an open and accessible calendar of events for all Fox faculty and staff.	Completed 11/19.
		Create opportunities for individual staff and faculty to meet with Dean Ron Anderson's team.	Each dean will have established, weekly office hours.	Office hours were published internally in the Fox Brief and will continue throughout the semester.
		Create opportunities for staff teams to meet with the Dean's team.	Monthly lunches with the Dean's team.	First lunch is scheduled for 1/30/20 with others scheduled throughout the semester
		Promote and support interactions among various stakeholder groups.	Website creation for Dean's student advisory councils. Track website use.	Gathering website information with a projected launch date of 3/20.
	2. Increase collaboration across departments and stakeholder groups.	Provide a user-friendly platform for faculty and staff to announce our activities so the Fox community can be better informed.	Continuous and consistent communication through weekly Fox Brief sent to all Fox faculty and staff.	First issue of The Fox Brief, an internal e-newsletter, was sent 1/10/20.