

From: [Krabacher, Anne](#)
To: [Anthony, Anika](#)
Cc: [Prud'homme, Andrea](#); [Reed, Katie](#)
Subject: RE: FCOB Honors Contract Proposal
Date: Friday, January 31, 2020 6:21:24 PM
Attachments: [image001.png](#)

Dear Dr. Anthony,

Thank you very much for your e-mail. The University Honors Program continues to support this proposal for revision of the Honors Contract Program in the Fisher College of Business. We believe that this revision will broaden opportunities for Honors students in Fisher. In addition, the proposed revision is very similar to ones that CAA has approved for the Honors programs in the College of Social Work and the School of Environment and Natural Resources over the past two years (each of these involved expanding beyond a thesis requirement to incorporate additional experiential learning as options for our Honors students).

If you have any additional questions, please do not hesitate to contact me. Thank you so much for your work with this.

Sincerely,
Anne Krabacher



Anne C. Krabacher, Ph.D.

Director

Office of Student Academic Success University Honors & Scholars Center
Kuhn Honors & Scholars House, 220 W. 12th Ave., Columbus, OH 43210
614-292-3135 Office
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From: Anthony, Anika <anthony.171@osu.edu>
Sent: Friday, January 31, 2020 4:24 PM
To: Krabacher, Anne <krabacher.4@osu.edu>
Cc: Prud'homme, Andrea <prudhomme.3@osu.edu>; Reed, Katie <reed.901@osu.edu>
Subject: FCOB Honors Contract Proposal

Dear Dr. Krabacher,

I am writing in reference to Fisher College of Business's proposal to revise the Honors Contract Program. Following your December 2019 letter of support for the proposal, Subcommittee C of the Council on Academic Affairs requested that FCOB provide additional detail concerning the following:

- Comparison of the old and new course requirements for the Honors Contract Program
- Brief summary of how the updated Honors Contract Program aligns with the alternative

“Honors Cohort” Program

- Additional information about the Honors Industry Immersion aspect of the proposal
- Additional information about the Contract Challenge
- Whether the proposed changes affect students who are currently enrolled
- Information about how the revised Program will be evaluated

The original and revised FCOB Honors Contract proposal documents are attached for your review.
Will you please confirm whether the University Honors Program continues to support the proposal?

Thank you,
Anika

Anika Anthony, PhD

Associate Professor

The Ohio State University

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January 27, 2020

Request for revision to the Fisher College of Business Honors Contract Program

This document serves as a request by the Fisher College of Business (Fisher) to recommend a modification of the current **Honors Contract Program**. Our other honors programs, Honors Integrated Business & Engineering, Honors Accounting, Honors Finance, and Honors Cohort, will remain unchanged. *The 'Industry Immersion' portion was already removed from the Honors Contract criteria for this academic year, 2019-2020.*

Over the past several years, we have had difficulty attracting and maintaining a group of thirty students who indicated an interest in pursuing the Honors Contract program. After conducting a focus group with honors students, we determined that students were not selecting (or completing) the Honors Contract program for the following reasons:

- The emphasis of the program was on conducting original research, culminating in a thesis. While some students were interested in engaging in research, the majority were not. Many students indicated they decided to pursue the Honors Contract program as a “second best” option when they were not admitted to Honors Cohort, but they did not have a true interest in undertaking a research thesis.
- Students wanted more flexibility in their schedule to pursue other academic interests, such as study abroad in spring of the junior year, which is not an option in any of the other honors programs in FCoB.
- Students wanted opportunities for team building with peers in a classroom setting, which is not a part of the current program.
- The other honors program options in Fisher are attached to a specialization or interest field (Accounting, Finance, or Business/Engineering), and only the current Honors Cohort serves as a generalist program appropriate for students from a variety of specializations. But the 30 student cap means that many Honors eligible students are currently underserved.

In addition to not effectively serving our students, the current low level of participation in the Honors Contract Program places an undue financial burden on the college. The revised program should appeal to more students and will hopefully fill to capacity. It is hoped that if there is enough interest from our large student body, that we could scale to program (while maintaining a 30 student maximum in a seminar/course).



Based on the feedback from students and a desire to emphasize Fisher College's strong history of producing exceptional leaders through a "principled leadership" approach, we have made several revisions to the Honors Contract Program (differences are summarized below, with full current and new program details attached).

Under the **current** Honors Contract Program, students are required to complete:

- 1 Honors level business course (BUSADM4490H, required in all the Honors Programs in Fisher CoB) beyond the Research Seminar courses will remain (see below),
- 5 additional Honors or upper-division (4000-level) courses taken at the student's discretion (often taken within their minor),
- A minor/major/concentration outside of business,
- An Honors Research Distinction thesis.

Department	Course	Name	Hours	Grade
BUSML	4998H	Junior Research Seminar (AU 3 rd year)	1	
BUSML	4998H	Junior Research Seminar (SP 3 rd year)	1	
BUSADM	3890H	Senior Research Seminar (AU 4 th year)	3	
BUSADM	3890H	Senior Research Seminar (SP 4 th year)	3	
BUSADM	4490H	Strategic Management (AU 4 th year)	3	

Under the **proposed** Honors Contract Program, students would be required to complete:

- 3 honors level courses focused on the development of the student as a leader, in keeping with the focus within the college of 'developing principled leaders', as well as seminar courses for students to prepare for, and reflect upon, their 'contract challenge'. The BUSADM 4490H, required for all programs, remains (see below),
- 4 additional honors or upper-division (4000-level) courses taken at the student's discretion (often taken within their minor). This is more required credit hours than the current program, so there is a slight decrease in the discretionary honors credit requirement here from the current program,
- A minor/major/concentration outside of business (same as current program),
- A 'contract challenge' that allows students to undertake a significant experience that aligns with their personal and professional interests and goals (replaces the requirement of an Honors Research Distinction thesis).

Courses (required)	Description	Credit Hours	Semester
BUSADM 3890H	Honors Contract Seminar	1.5	AU – Junior Year
BUSMHR 2210H	Personal Leadership and Team Effectiveness	3	AU – Junior Year
BUSMHR 3200H	Organizational Behavior	3	AU – Junior Year
BUSADM 4890H	Honors Contract Seminar	1.5	AU – Senior Year
BUSMHR 4235H	Developing Leaders through Practical Exercises	3	AU – Senior Year
BUSMHR 4490H	Strategic Management	3	SP – Senior Year



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This proposed Honors Contract program provides a general business alternative to the current Honors Cohort in the following ways:

- Honors Contract in the proposed form (without a research requirement) provides another general business honors program for students who are not interested in Accounting, Finance or Engineering, and who are interested in having more flexibility than is currently offered in the Honors Cohort Program.
- Students are still required to undertake additional course work in a minor outside the business college (a part of the Honors Contract for many years), making them more well-rounded students and also continuing the requirement of a deeper examination of a topic area of interest to them than would otherwise be possible in a single general education course.
- The general focus of Principled Leadership, which aligns with Fisher's core values.
- The Contract Challenge allows students flexibility to pursue their own interest in a meaningful way by undertaking a significant experiential learning endeavor.
- The inclusion of MHR 3200H is helpful to students who are considering Cohort OR Contract as it is required for both programs (will be different sections for each group to meet the 30 student limit); this overlap helps students considering a Fisher Honors program with their "what if" academic planning.

The first bookend seminar, BUSADM 3890H, will provide students an opportunity to generate and refine their ideas, and submit their challenge proposal for approval to the Director of the Honors Contract Program. The closing bookend seminar, BUSADM4890H, will provide an opportunity for students to reflect on the impact of their challenge, and to learn from other students.

Students who are currently enrolled in the Honors Contract Program will continue under the guidelines of the current program, and will not be impacted by the proposed changes.

The success of the proposed Honors Contract Program will be assessed on:

- Number of students enrolled (we will also look at application in relation to the other FCoB Honors Programs and how many applied with Contract as first, second choice, etc.).
- The options students submit as Contract Challenges to ensure they are of similar time commitment/length to our examples, and are providing meaningful personal and professional development.
- Ongoing focus groups/informal conversations with students.
- Reflection from the students during their second seminar course.

Sincerely,

Andrea M. Prud'homme

Andrea M. Prud'homme, PhD
Associate Dean for Undergraduate Programs
Associate Professor – Clinical, Management Sciences

New Honors Contract Proposal (effective Autumn 2020)



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To graduate “With Honors” in Business Administration, Honors Contract students must complete at least nine honors (or equivalent) courses of 3 or more credit hours each, complete a minor, and complete a “Contract Challenge”. All courses must be graded (A-E). Parts A, B, C, D, and E must be completed. No more than three honors 1000 or 2000 level courses may be counted toward the nine-course requirement. The average GPA for all courses included in the Honors Contract curriculum must be a 3.50 or higher. The specialization GPA and overall cumulative GPA must also be 3.50 or higher.

A. Fisher College of Business courses

Courses (required)	Description	Credit Hours	Semester
BUSADM 3890H	Honors Contract Seminar	1.5	AU – Junior Year
BUSMHR 2210H	Personal Leadership and Team Effectiveness	3	AU – Junior Year
BUSMHR 3200H	Organizational Behavior	3	AU – Junior Year
BUSADM 4890H	Honors Contract Seminar	1.5	AU – Senior Year
BUSMHR 4235H	Developing Leaders through Practical Exercises	3	AU – Senior Year
BUSMHR 4490H	Strategic Management	3	SP – Senior Year

B. Completion of at least 4 additional honors or upper-division (4000-level) courses. No more than three honors 1000 or 2000 level courses may be counted. *Not all 4000 and 5000-level courses will be approved (ie. Business/Accounting core and specialization classes, ESCE 5271, ESEPSY 5892). Check with an honors advisor to make sure the courses you have selected will count for honors.*

C. Completion of a Minor/Major/Concentration outside of Business

*An Economics in Business specialization counts IF it is a student’s second specialization in business.

*An Economics minor must have 3 unique courses outside the major and General Education curriculum.

D. Completion of one Contract Challenge* during spring semester, junior year to spring semester, senior year. Students are required to challenge themselves by completing an experience that will enhance their development as a leader. Experiences must be approved by the Director of the Honors Contract Program. See list below for sample options:

- Study abroad (minimum of 6 weeks in length)
- D.I.C.E. (Diversity, Intercultural and Community Engagement Certificate)
- Research Thesis
- Buckeye Leadership Fellow
- Buck-I-SERV Trip Leader
- Lead/Organize a major Fisher or University event (examples: BuckeyeThon, Fisher Impact Day, Taste of OSU)

*Students can propose an experience that will fulfill this component of the Contract (for example, teach a skill to youth/disabled/elderly).

Notes:

1. BUSMHR 2210 and 4235 are two of the courses that are required for the Dean’s Leadership Academy (DLA) program. These courses would need to be enriched for honors.
2. To complete the DLA certificate, students would need to complete three additional courses from this list of electives: BUS MHR 4244, 3211, 3220, 4228, 4236. Completion of the certificate is an option only.
3. Students pursuing a research thesis leading to graduation with “honors distinction” are encouraged to enroll in the 1.5 credit hours research seminar offered during spring semester, junior year. The research class will be open to any student pursuing research, and is not an honors specific course.



Current Honors Contract Program Requirements

To graduate “With Honors” in Business Administration and “With Honors Research Distinction”, Honors Contract students must complete at least nine honors (or equivalent) courses of 3 or more hours each, complete a minor, and complete a Research project. All courses must be graded (A-E). Parts A, B and C must be completed. No more than three honors 1000 or 2000 level courses may be counted toward the nine-course requirement. The average GPA for all courses included in the Honors Contract curriculum must be a 3.50 or higher. The specialization GPA and overall cumulative GPA must also be 3.50 or higher.

A. Fisher College of Business courses

Department	Course	Name	Hours	Grade
BUSML	4998H	Junior Research Seminar (AU 3 rd year)	1	
BUSML	4998H	Junior Research Seminar (SP 3 rd year)	1	
BUSADM	3890H	Senior Research Seminar (AU 4 th year)	3	
BUSADM	3890H	Senior Research Seminar (SP 4 th year)	3	
BUSADM	4490H	Strategic Management (AU 4 th year)	3	

B. Completion of at least 5 additional honors or upper-division (4000-level) courses. No more than three honors 1000 or 2000 level courses may be counted. Industry Immersion courses will count in AU19/SP20 only. Not all 4000 and 5000-level courses will be approved (ie. Business/Accounting core and specialization classes, ESCE 5271, ESEPSY 5892). Check with an honors advisor to make sure the courses you have selected will count for honors.

C. Completion of a Minor/Major/Concentration outside Business. An Economics in Business specialization will also count IF it is a student’s second specialization in business.

D. Completion of a Distinction Research Thesis (including submitting an abstract to present at the Denman Undergraduate Research Forum or the Spring Research Festival).



THE OHIO STATE UNIVERSITY

FISHER COLLEGE OF BUSINESS

Associate Dean Undergraduate Programs

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October 14, 2019

Dr. Ola Ahlqvist
Executive Director, Honors and Scholars
University Honors & Scholars Center
Kuhn Honors & Scholars House
220 W 12th Ave
Columbus, OH 43210

Dear Ola:

I am writing on behalf of the Fisher College of Business (Fisher) to recommend a modification of the current Honors Contract Program. Our other honors programs, Honors Integrated Business & Engineering, Honors Accounting, Honors Finance, and Honors Cohort, will remain unchanged.

Over the past several years, we have had difficulty attracting and maintaining a group of thirty students who indicated an interest in pursuing the Honors Contract program. After conducting a focus group with honors students, we determined that students were not selecting (or completing) the Honors Contract program for the following reasons:

- 1) The emphasis of the program was on conducting original research, culminating in a thesis. While some students were interested in engaging in research, the majority were not.
- 2) Students were not happy about completing an Honors Industry Immersion program and did not believe the honors version of the classes were enhanced or different than the regular versions of the classes.
- 3) Students wanted more flexibility to pursue interests, such as study abroad in spring of the junior year.
- 4) Students wanted opportunities for team building with peers in a classroom setting.

Of most concern, students indicated that they decided to pursue the Honors Contract program as a "second best" option when they were not admitted to Honors Cohort. Honors Contract was the only other opportunity available to these students who wanted to graduate "with Honors in Business Administration". The other honors program options in Fisher are attached to a specialization or interest field (Accounting, Finance, or Business/Engineering). We wanted to make revisions to the Honors Contract program that addressed students' concerns and offered a program that students were interested in and found value in pursuing.

Based on the feedback from students and a desire to emphasize Fisher College's strong history of producing exceptional leaders through a "principled leadership" approach, we have made several revisions to the Honors Contract Program. Students who are selected for Honors Contract will be required to complete the following:



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- 1) A set of five honors business courses: Honors Contract Seminar, Personal Leadership and Team Effectiveness, Organizational Behavior, Developing Leaders through Practical Exercises, and Strategic Management.
- 2) At least four additional honors or upper division (4000-level) courses
- 3) A Minor/Major/Concentration outside of Business
- 4) One Contract Challenge that will enhance students' development as leaders (see attached program sheet for examples of experiences students might choose to engage in).

The five required business courses are scheduled in the junior and senior years. These courses will provide students with the opportunity to build collaborative and inclusive relationships with peers through team work. Spring of the junior year will be left open so students are able to study abroad or participate in an internship/co-op experience.

The attached Honors Contract Program sheet provides additional details about the requirements for the program. We are excited about the opportunity to provide a robust and attractive program to our honors students.

Sincerely,

Andrea M. Prud'homme

Andrea M. Prud'homme, PhD, CSCP, CPIM, CIRM
Associate Dean for Undergraduate Programs
Fisher College of Business