



MIS Advisory Board Meeting – Spring 2021

April 2, 2021



Terry College of Business
UNIVERSITY OF GEORGIA

Corporate Board Members

Red Level

- Aflac
- BDO
- Cerulium
- Chick-fil-A
- Cloudera
- Datum Software
- Docebo
- Gartner
- Hart Telephone Company
- Home Depot
- Jackrabbit Technologies
- Johnson Lambert
- KPMG
- Riskonnect
- Truist
- UPS
- Verizon

Black Level

- Caterpillar Financial
- CGI
- Deloitte Consulting
- EY
- NCR
- NTT DATA Services
- Protiviti
- PwC
- State Farm



Agenda

Introductions

Hugh Watson

Terry College of Business Update

Associate Dean Mike Pharrer

Departmental Update

Maric Boudreau

MIS Student Organizations

Garett Klone

MBT Program Update

Craig Piercy

Break

Breakout Group: How will consulting work be changed because of COVID-19?

Mark Huber and Rohan Patel

Breakout Group: How do companies plan to recruit in Fall 2021?

Hugh Watson and Andi Brock

Breakout Group: What emerging technologies should we teach our students?

Craig Piercy and Spencer Borrego

Breakout Group: How can we better prepare our students for various kinds of interviews?

Maric Boudreau and May Hu

Break

Review and discuss the recommendations of the breakout groups



Scholarship Donors

Corporations, Organizations, and Endowments

- Aflac (2)
- Deloitte
- EY (2)
- Gartner
- Hart Telephone Company (2)
- ISACA (2)
- Johnson Lambert
- KPMG (3)
- NCR (5)
- NTT DATA Services (2)
- Protiviti (2)
- Verizon Foundation
- Hugh Watson Endowment (7)

Individuals

- Terry Chase
- Lisa Favors
- Jay Ferro (2)
- Craig Fleisher
- Steve Follin
- Gigi Kelly
- Friends of Paul Hayes (in memorial) (4)
- Mark Mahoney (4)
- Rachel Phipps
- Eric Rivard
- Sanjay and Dora Singh (2)
- Hugh Watson

A special recognition to Chris Draper for his generous contribution to the Hugh Watson MIS Scholarship Endowment



COLLEGE REPORT

Ben Ayers
Mike Pfarrer



Terry College of Business
UNIVERSITY OF GEORGIA

FY 2021 To Date

- New Rankings/Awards (see Terry website)
 - #10 Money.com best business school list (undergraduate program)
 - 4 undergraduate majors (Risk Management, Real Estate, Accounting, MIS) nationally ranked by *U.S. News & World Reports*;
 - #24 Overall Undergraduate Business, #14 among public business schools - *U.S. News & World Reports*
 - #4 Online Masters in Business & Technology *U.S. News & World Reports*
 - Top ten public – Full-time MBA – *The Economist*
 - 6 faculty awarded endowed professorships (Jackie Hammersley – Accounting; Elena Karahanna and Amrit Tiwana – MIS; Marie Mitchell, Mike Pfarrer, and Jessica Rodell – Management)—**more on the way**



FY 2021 To Date

- New Rankings/Awards
 - Anindita Chakravarty (Associate Professor, Marketing) - 2020 Varadarajan Award for Early Career Contributions to Marketing Strategy Research from the American Marketing Association
 - Margaret Christ (Associate Professor, Accounting) - Innovation in Accounting Education Award – American Accounting Association
 - Fadel Matta (Associate Professor, Management) - 2020 Rising Star in Leadership Research Award, Academy of Management's Network of Leadership Scholars



FY 2021 To Date

- New Rankings/Awards
 - Elena Karahanna (Professor, MIS) - LEO Award, the highest award in the field of information systems, which honors seminal work by a scholar who has made exceptional contributions to the field
 - Zakiyya Ellington (Accounting student, Foundation Fellow, Sea Island Scholar) – named a Schwarzman Scholar – fully funded international masters degree in global affairs
 - **Bottom line: World-class faculty and resources attract more elite faculty, students, and alumni**



FY 2021 To Date

- Health & Safety & Operations Update
 - Safety Measures – Social distancing, face masks, hand sanitizer, hard surface wipes, electrostatic cleaning, HVAC filtering system, increased time between classes, telecommuting, Dawg Check App
 - Surveillance testing; Vaccine distribution
 - Hybrid Synchronous instruction; Online Synchronous instruction
 - Fall 2021: Return to standard operations with an eye on “state of the State”
 - **Thanks to all students, faculty, and staff for their hard work and positive attitude**



FY 2021 To Date

- Budget Update
 - No further budget cuts for current fiscal year (approx. \$3.5M cut)
 - FY22 budget - Credit hour funding
 - TEEC renovation: 400+ MBA students in Atlanta; Exec Ed



FY 2021 To Date

- FY21-25 Strategic Plan
 - Strategic Direction I: Promoting Excellence in Teaching & Learning
 - Expand Leadership Curriculum
 - Expand Data Analytics and Communications Curriculum
 - Expand Innovation and Technology Curriculum
 - Expand Sustainability Efforts
 - Strategic Direction II: Research, Innovation, & Entrepreneurship
 - Promote a Culture of Innovation and Entrepreneurship + **Grants**
 - Strategic Direction III: Strengthening Partnerships with Communities across Georgia & around the World



FY 2021 To Date

- **FY21-25 Strategic Plan**
 - **Experiential learning** (research, internships, study abroad, consulting projects)
 - **Engagement around teaching** (innovation, currency, readiness, recognition),
 - **Academic Access and Success** (food security, wellness, mental health, intended business students, networking, need-based scholarships, alumni engagement)
 - **Diversity, Equity, & Inclusion** (student experience, recruitment, alumni engagement)
 - **Culture of Excellence and Impact in Research** (enhanced research productivity, external grants, PhD placements, increased media exposure)
 - **Strengthen Partnerships with Communities** (e.g., expand custom executive education programs, ENTR accelerator program, ENTR startups, consulting and service learning projects, expand international internships)



FY 2021 To Date

- Strategic Plan Update
 - Institute for Leadership Advancement – Chick-Fil-A gift (\$10 mil)
 - Expand ILA Fellows program (fall & spring admission)
 - Expand leadership course offerings
 - Leadership development symposium
 - Endowed professorship



FY 2021 To Date

- Strategic Plan Update
 - Diversity, Equity, & Inclusion
 - Expecting to launch Terry Diversity Fellows program and pre-business engagement efforts sponsored by EY in Fall 2021
 - Hosted Terry Trailblazer Program earlier this month
 - Harold Black Professorship
 - Table Talks, Learning Communities, other initiatives



FY 2021 To Date

- Strategic Plan Update
 - Expanding analytics courses scheduled for FY22
 - Launching initial sustainability initiative—**private donor support**
 - Launched Tour research program to engage more students with faculty research
 - Plans for Global GA program in Maymester, Business in Cuba in winterbreak 2022;
 - Will launch Terry Instructional Innovation Fellow program this spring/summer
 - Making progress with new scholarships & program endowment (ILA, ENTR)
 - Good growth in graduate programs & minor in business
 - We graduate 25% of university UGs and have 1,000 grad students (MBA (3), MSBA, MMR, Macc, MBT= + STEM, Engineering, Health/Med)



Business, Systems & Technology Innovation

- Goal – establish innovation as a core value across the Terry College
 - New elective business, systems and technology innovation course
 - Certificate program that will focus on change, technology, and innovation
 - Seminar series focusing on innovation
 - Study away programs
 - Research grants/seed funding
 - Community engagement



MIS Department Update

4/2/2021



CONGRATS!

- **Dr. Karim Jetha** was selected as one of the **Terry College Outstanding Teachers** for 2021
- **Dr. Hani Safadi** and **Dr. Terence Saldanha** will be promoted to Associate Professor with Tenure in the Fall 2021
- **Dr. Dave Chatterjee** published a new book on *Cybersecurity Readiness*



CONGRATS!

Karahanna and Tiwana awarded endowed professorships in MIS

International leadership of Terry College's MIS Department is credited

Merritt Melancon | Oct. 05, 2020



(L-R) Elena Karahanna and Amrit Tiwana

Two professors at the Terry College of Business were awarded new titles this fall in recognition of their international impact in the field of management information systems.

UGA Distinguished Research Professor Elena Karahanna was named to the C. Herman and Mary Virginia Terry Distinguished Chair of Business Administration, and fellow MIS professor Amrit Tiwana was named the L. Edmund Rast Professor of Business. Both appointments were approved by the University System of Georgia Board of Regents.

CONGRATS!

Dr. Elena Karahanna received a **LEO award** - the most prestigious award for scholars in MIS!

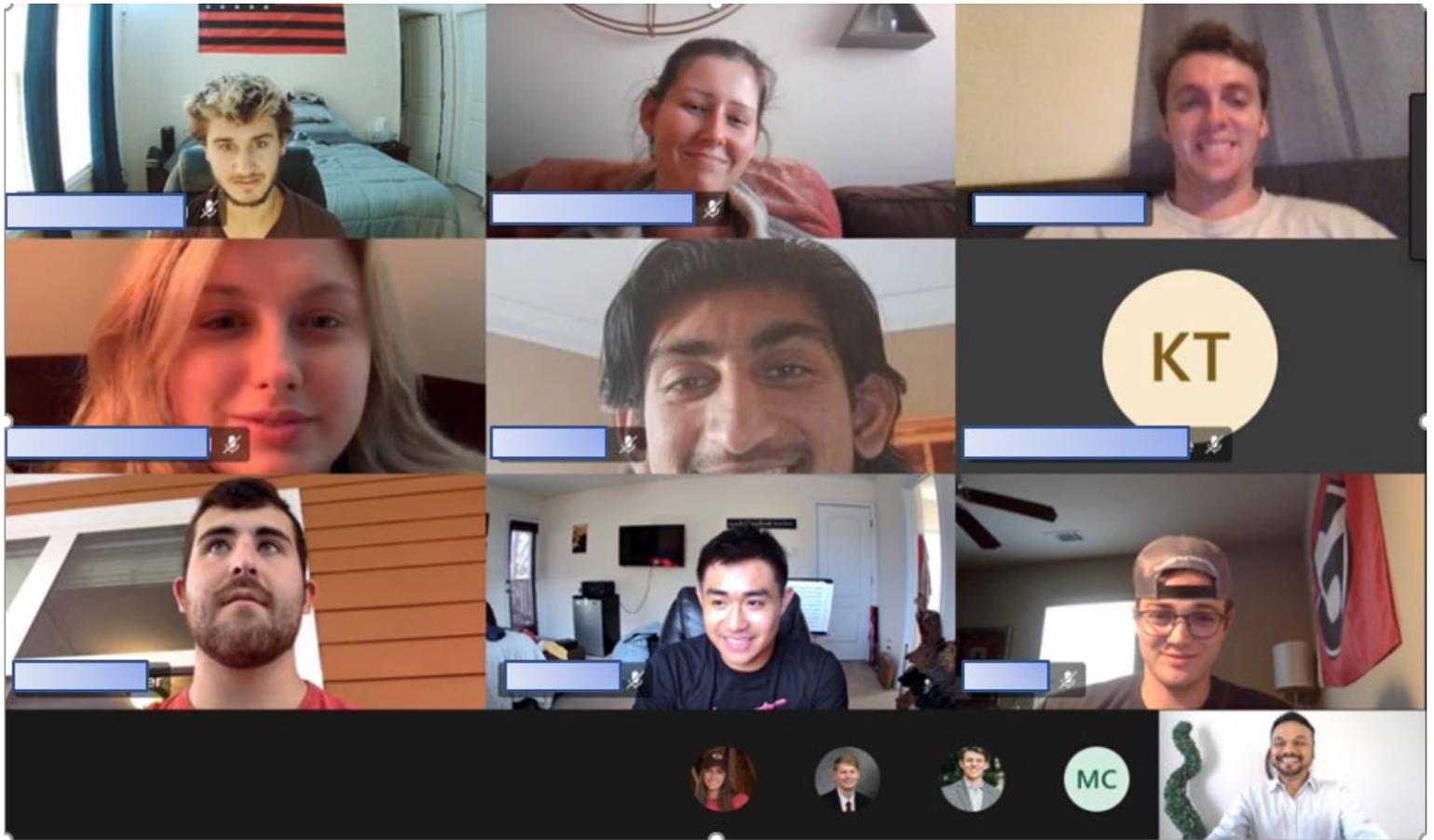


CONGRATS!

- MBT program ranked No. 4 among all U.S. business schools ... *for the second year !*
- Well done, **Dr. Craig Piercy!**



SPRING 2021



- Face-to-Face, Online Synchronous, and Hybrid Synchronous
- Social distancing & mask requirements maintained
- Most faculty vaccinated
- Plan for summer 2021: online classes
- Plan for fall 2021: on-campus instruction

RECRUITMENT

New MIS faculty:

1. Assistant Professor: Dr. Carolina Salge (2020)
2. Assistant Professor: Dr. Mariana Andrade (2021)
3. Lecturer: Dr. John Rios (2021)



MIS FACULTY FALL 2021

Full time:

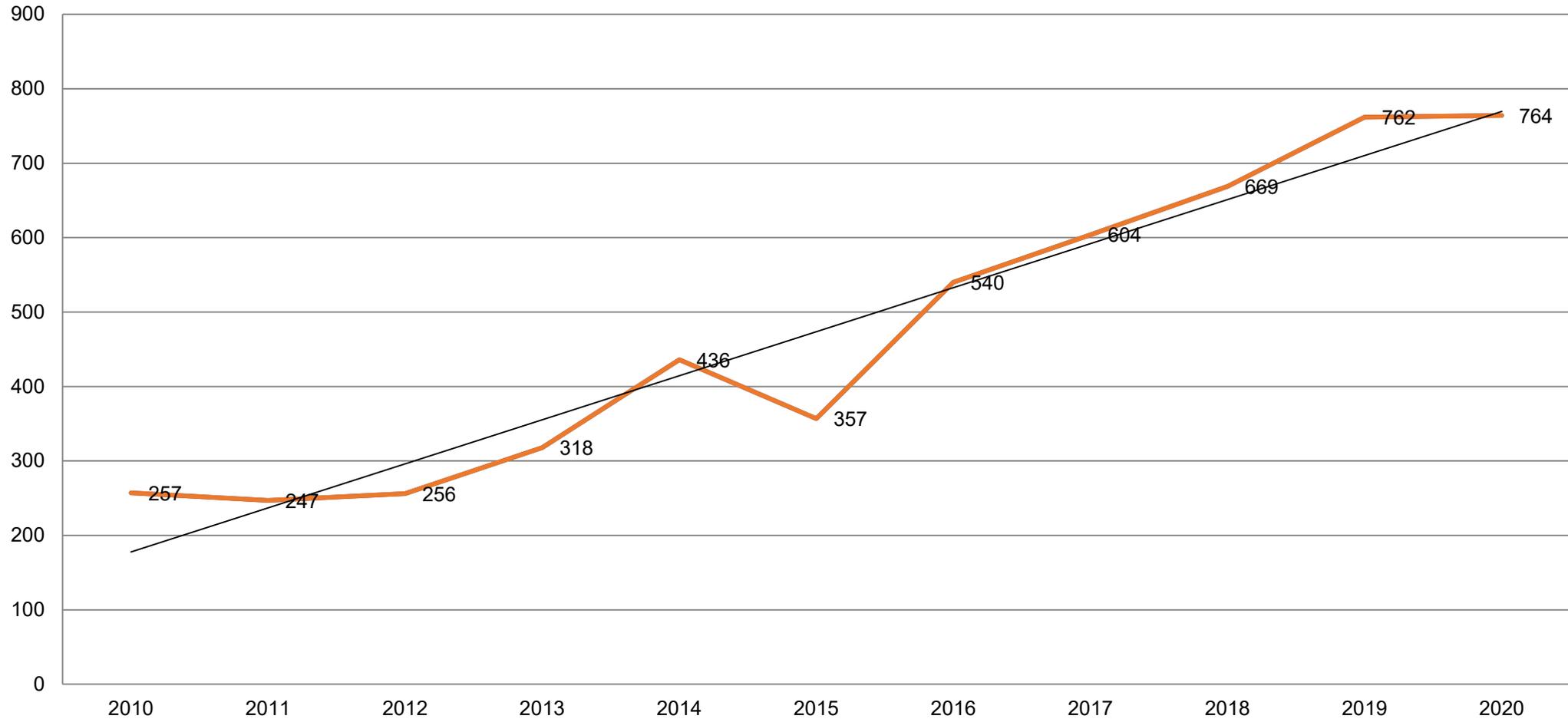
-Tenure Track: **15**

- Non tenure Track: **6**

Part time: **7**

MIS STUDENTS OVER TIME (Undergraduate only)

Number of MIS undergraduate students enrolled



** As of spring 2021: 31% Female*

MIS AS THE 8th MOST POPULAR MAJORS SPRING 2021

Biology

Psychology

Finance

Computer Science

Political Science

Marketing

International Affairs

Management Information Systems

Economics

Mechanical Engineering

Human Development and Fam Sci

Risk Management and Insurance

Management

Biological Science

Accounting

Biochem and Molecular Biology

UNDERGRADUATE MIS ADMISSION

	Spring 2015	Fall 2015	Spring 2016	Fall 2016	Spring 2017	Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
Honor Students	-	-	-	-	-	-	-	22	9	24	11	22	9
1 st choice	173	183	176	158	125	220	167	224	145	179	156	226	176
Change of major / Second major	22	49	50	41	57	48	62	44	47	42	69	56	74
Total	195	232	226	199	182	268	229	290	201	245	236	304	259
Total Accepted	113	132	136	137	134	154	174	180	176	177	181	184	207
% Accepted	58%	57%	60%	69%	74%	57%	76%	62%	88%	72%	77%	61%	80%

FINTECH CERTIFICATE ADMISSION

- **SPRING 2020**
 - 64 applicants
 - 51 accepted (1/3 MIS / 1/3 Finance / 1/3 other)
- **Fall 2020**
 - 50 applicants
 - 31 accepted (1/2 MIS / 1/3 Finance / 1/6 other)
- **Spring 2021**
 - 54 applicants
 - 40 accepted (1/6 MIS / 2/3 Finance / 1/6 other)



NEW INITIATIVES

- Terry College Area of Emphasis in Business Analytics
- New Classes: (1) Machine Learning (2) Data Engineering
- New Center - The Center for Business, Systems & Technology Innovation

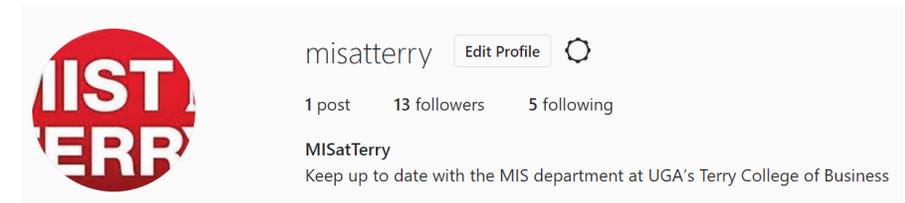
50 FOR 50 CAMPAIGN

- 50th anniversary of the MIS program
- Mail / email to **4,923** MIS Alumni
- Donors giving at a minimum \$50 level were mailed a special collectable MIS coin to commemorate this special year
- **\$14,175** raised, by **115** donors



Social Media

- LinkedIn (Page)
 - Working professionals
 - Increase department visibility
 - Stay connected with people (mostly alumni)
 - Disseminate current news and events with MIS
 - Share research published by faculty
 - <https://www.linkedin.com/company/mis-uga>
- Instagram (Account)
 - Current students
 - Stay connected with people (current students)
 - Disseminate current news and events with MIS
 - <https://www.instagram.com/misatterry/>



Social Media

- Facebook (Page)
 - Older faculty, peer departments & universities
 - Increase department visibility
 - Disseminate current news and events with MIS
 - Share research published by faculty
 - <https://www.facebook.com/ugaMIS>

- Twitter (Account)
 - Young faculty
 - Increase department visibility
 - Disseminate current news and events with MIS
 - Share research published by faculty
 - <https://twitter.com/misatuga>



UGA Management Information Systems - MIS
@ugaMIS · College & University

+ Add a Button



MIS@UGA
@MISatUGA

Follow

Keep up to date with the MIS department at UGA's Terry College of Business

📍 Athens, Georgia 🔗 terry.uga.edu/mis/ 📅 Joined February 2010

2 Following 275 Followers

New Student Board Members

Garett Klone



Terry College of Business
UNIVERSITY OF GEORGIA



Skylar Aledia



Spencer Borrego



Andi Brock



Peter Hess



May Hu



Krista McNamara



Rohan Patel

MIS Student Organizations

Garett Klone



Terry College of Business
UNIVERSITY OF GEORGIA

MIS Student Organizations

- Society for Management Information Systems
- Women in Technology
- Society for Cyber Security
- Society of Business Intelligence
- Terry Student Consulting
- Terry FinTech Society
- MIS Student Advisory Board



Contact Information

- SMIS: <https://www.ugasmis.com/>
- WIT: <https://womenintechuga.wixsite.com/womenintechuga>
- SCS: <https://ugascs.com/>
- SBI: <https://ugasbi.weebly.com/>
- Terry Student Consulting:
<https://www.terrystudentconsulting.com/>
- Terry FinTech Society: <https://www.terryfintech.org/>
- MIS Student Advisory Board:
<https://www.terry.uga.edu/alumni/mis-advisory-board.php>



Contact Information

- SMIS: info@ugasmis.com
- WIT: WomenInTechUGA@gmail.com
- SCS: ugascs@gmail.com
- Terry Student Consulting: tsc.interviews@gmail.com
- Terry FinTech Society: terryfintechsociety@gmail.com
- MIS Student Advisory Board:
 - Garrett Klone: gak89294@uga.edu
 - Hugh Watson: hwatson@uga.edu



Connect with us!



UGA
MIS Advisory
Board



Terry College of Business
UNIVERSITY OF GEORGIA

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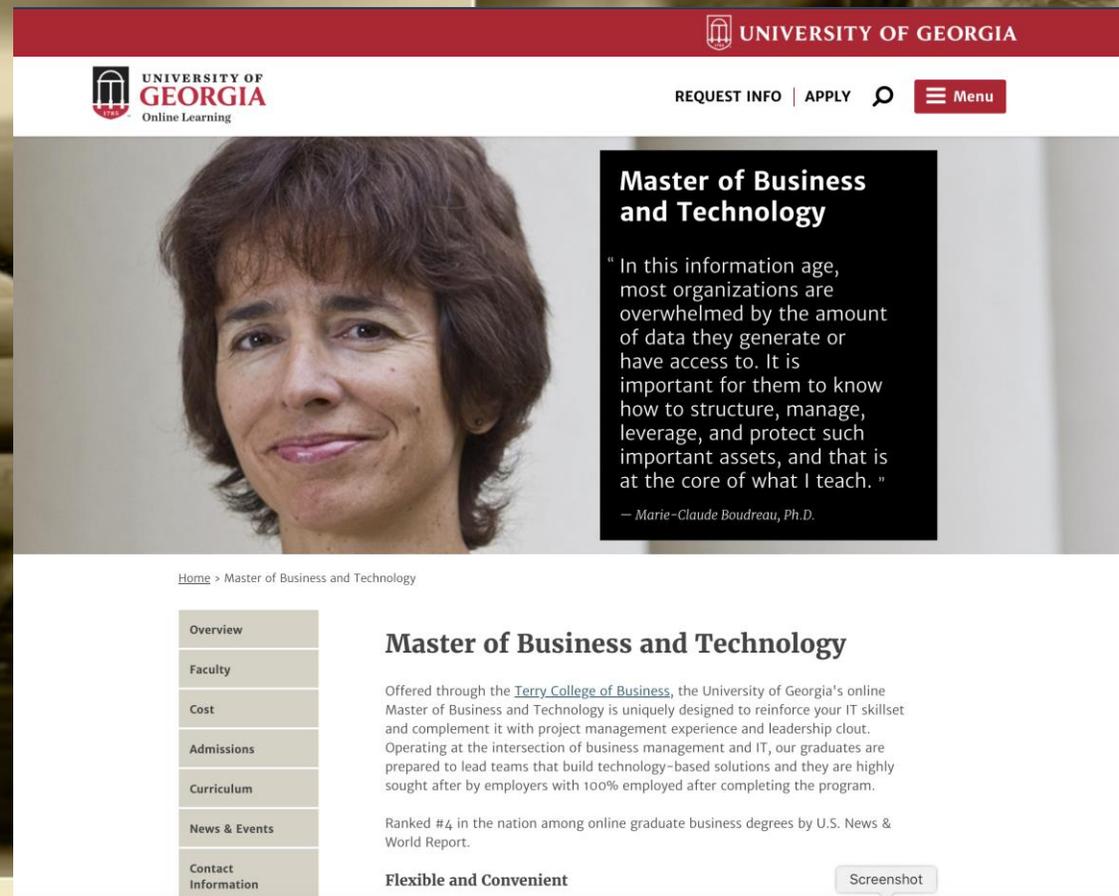


Terry College of Business

Master of Business and Technology
UNIVERSITY OF GEORGIA



<https://online.uga.edu/degrees-certificates/master-business-technology>



The screenshot shows the University of Georgia Online Learning website for the Master of Business and Technology program. The page features a red header with the university logo and navigation links. A central section includes a portrait of Marie-Claude Boudreau, Ph.D., and a quote about the importance of data management in the information age. Below this is a navigation menu and a detailed description of the program, including its ranking and flexible nature.

UNIVERSITY OF GEORGIA

UNIVERSITY OF GEORGIA Online Learning

REQUEST INFO | APPLY | Menu

Master of Business and Technology

" In this information age, most organizations are overwhelmed by the amount of data they generate or have access to. It is important for them to know how to structure, manage, leverage, and protect such important assets, and that is at the core of what I teach. "

— Marie-Claude Boudreau, Ph.D.

[Home](#) > [Master of Business and Technology](#)

- Overview
- Faculty
- Cost
- Admissions
- Curriculum
- News & Events
- Contact Information

Master of Business and Technology

Offered through the [Terry College of Business](#), the University of Georgia's online Master of Business and Technology is uniquely designed to reinforce your IT skillset and complement it with project management experience and leadership clout. Operating at the intersection of business management and IT, our graduates are prepared to lead teams that build technology-based solutions and they are highly sought after by employers with 100% employed after completing the program.

Ranked #4 in the nation among online graduate business degrees by U.S. News & World Report.

Flexible and Convenient

Screenshot

**Delivering Quality Online Masters Level Instruction
since 2016!**

2 Years Running!



University of Georgia (Terry) Online Programs ▾

, Athens, GA 30602

#4 in [Best Online Master's in Business Programs \(Excluding MBA\)](#) | Overall Score 96/100



Students:

- 33 to graduate in Spring 2021
 - Currently completing last two courses: Digital Business Strategy and Advanced Topics (Fintech, Blockchain, ML).
 - No ceremonies in 2020 due to Covid. UGA-wide Graduation commencement this May
 - Some are looking for new positions - please let us know of opportunities
- Actively recruiting for Fall 2021 cohort
 - Currently: 34 applicants, 10 accepts; April and May are big months
- Honors Day: Peter Bagarella - First recipient of the Excellence at the Intersection of Business and Technology award.

Skills for the “sweet spot” between the C-suite and the technology teams.

<p>MIST 7500E Digital Business Technology</p> <ul style="list-style-type: none"> • Business modeling and Strategy • Digital Technology Requirements • Business System Architectures • Digital Business Infrastructure • Review of HTML/CSS/Java • Cloud Computing 	<p>MIST 7510E Database Management</p> <ul style="list-style-type: none"> • Data modeling, • Relational databases and SQL • Database structure, storage,,and integrity. • Big Data • Data Analytics 	<p>MIST 7570E Internet Programming I</p> <ul style="list-style-type: none"> • Cloud-based application development • AWS Cloud • Design Patterns • Secure Software Development • Design, Implementation and Testing • Deployment to Cloud • Version control 	<p>MIST 7530E Object Oriented Systems Analysis</p> <ul style="list-style-type: none"> • Business Technology Strategy • UML/BPMN • Systems Development Life Cycle • Agile Development • Devops Concepts • Start of Capstone projects 	<p>MIST 7520E Project Management</p> <ul style="list-style-type: none"> • PMBOK Project Life Cycle • Agile PM • Project Planning • Scheduling • Project Budgeting • Feasibility • Risk Mitigation • Continuation of Capstone projects
<p>MIST 7571E Internet Programming II</p> <ul style="list-style-type: none"> • Mobile first Development • Web Standards • React framework • Mobile Development 	<p>MIST 7540E User Experience Strategy</p> <ul style="list-style-type: none"> • User experience (UX) design • User research • Information architecture • Content strategy • Visual design • Manage UX design projects 	<p>MIST 7590E Master of Business and Technology Project</p> <p>Capstone Project:</p> <p>9 month experiential learning project where students work collaboratively in teams to develop a digital business solution for an external sponsor.</p> <p>Inception through implementation</p>	<p>MIST 7550E Digital Transformation Strategy</p> <ul style="list-style-type: none"> • Digital Business Models • Building Presence • Security and Payment Systems • Marketing and Advertising Concepts • Ethical, Social, and Political Issues • Trends in Digital Commerce 	<p>MIST 7515E Advanced Topics of B & T</p> <p>Hot topics: may change each year. First iteration possibilities:</p> <ul style="list-style-type: none"> • Fintech • Blockchain • Machine Learning/AI <p>Future options</p> <ul style="list-style-type: none"> • Data Analytics • CyberSecurity • Others

MBT Projects

Complete Projects (Fall 2020):

- Benson, Inc. - Web Applications Redesign
- Dr. Fouad Chebib (Mayo Clinic) - Nephrology DSS App.
- SRCUS, Inc. - Credit Union Financial Simulation
- Terry College - Terry Sponsored Project Repository
- UGA Center for Teaching and Learning - Active Learning Guide

Title: Virtual Internship Opportunity: IOS Application
Riipen Page:
<https://app.riipen.com/projects/pORG4kzq/details>
Location: The Fournier Auto Group Ltd - Vancouver, British Columbia, Canada
Contact: Robert Fournier
Contact Info: 778-908-2804

Title: Web Development - Black Pages Monitor
Riipen Page:
<https://app.riipen.com/projects/vLQKkBO P/details>
Location: Targeted Media Communications - Phoenix, Arizona, United States
Contact: Desmond Peartree
Contact Info: 469-418-0910

Title: Incrementum - new website with integrated individual user dashboard tools
Riipen Page:
<https://app.riipen.com/projects/ZOgwY7O6/details>
Location: Incrementum - Houston, Texas, United States
Contact: Jonas Van Looveren - Founder/Owner
Contact Info: 713-689-9955

Title: Website Development - ZeroPads Development Group
Riipen Page:
<https://app.riipen.com/projects/vO1Q6bOE/details>
Location: Atlanta, Georgia
Contact: Kimberly Dexter
Contact Info: 912-722-7207

Title: Blue Sky Residential and Commercial Cleaning of Florida Inc
Riipen Page:
<https://app.riipen.com/projects/rl7k5YLK/details>
Location: NY and Fla.
Contact: Seth Goldberg
Contact Info: 516-909-9000

Title: UX/UI Design for FANFINDR, a Sports Bar/Teams locator app-Web and Mobile
Riipen Page:
<https://app.riipen.com/projects/KVGowaVM/details>
Location: Atlanta, GA
Contact: Juliet Sonnenberg
Contact Info:

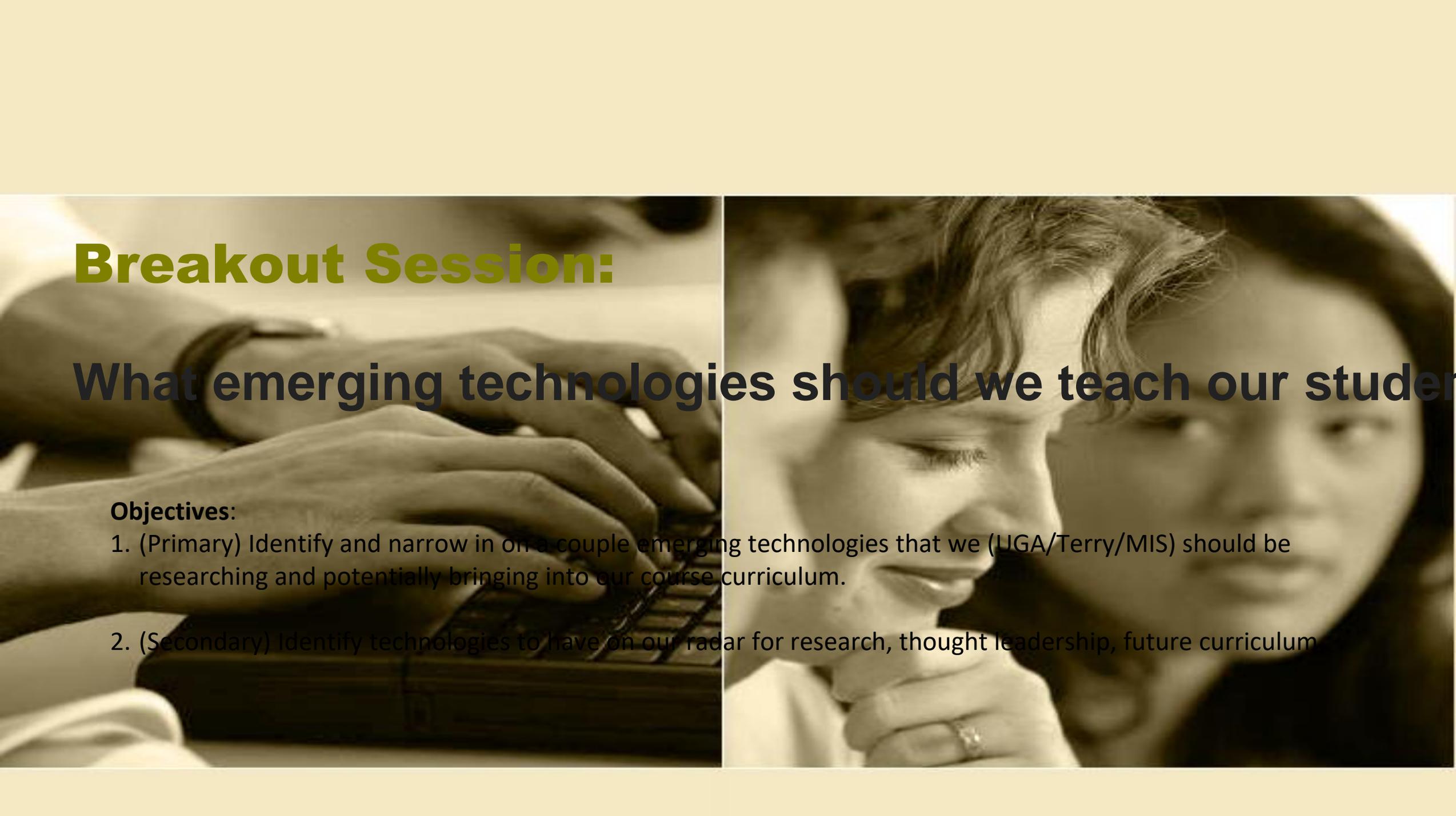
New projects are started each January. Let us know by November if you have a project need.



CTA!

- What updates do you recommend for the MBT Curriculum?
- Word of mouth - please spread the word to potential students - perhaps from your organizations :-)
- Potential projects - let me know if you have potential projects that could use an MBT team.

Dr. Craig Piercy - cpiercy@uga.edu



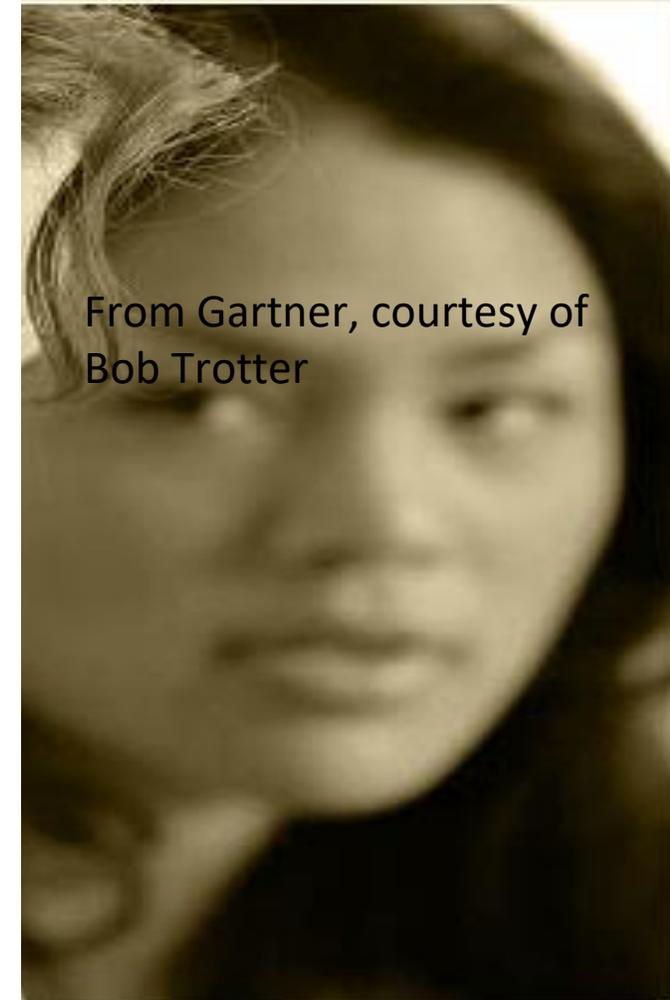
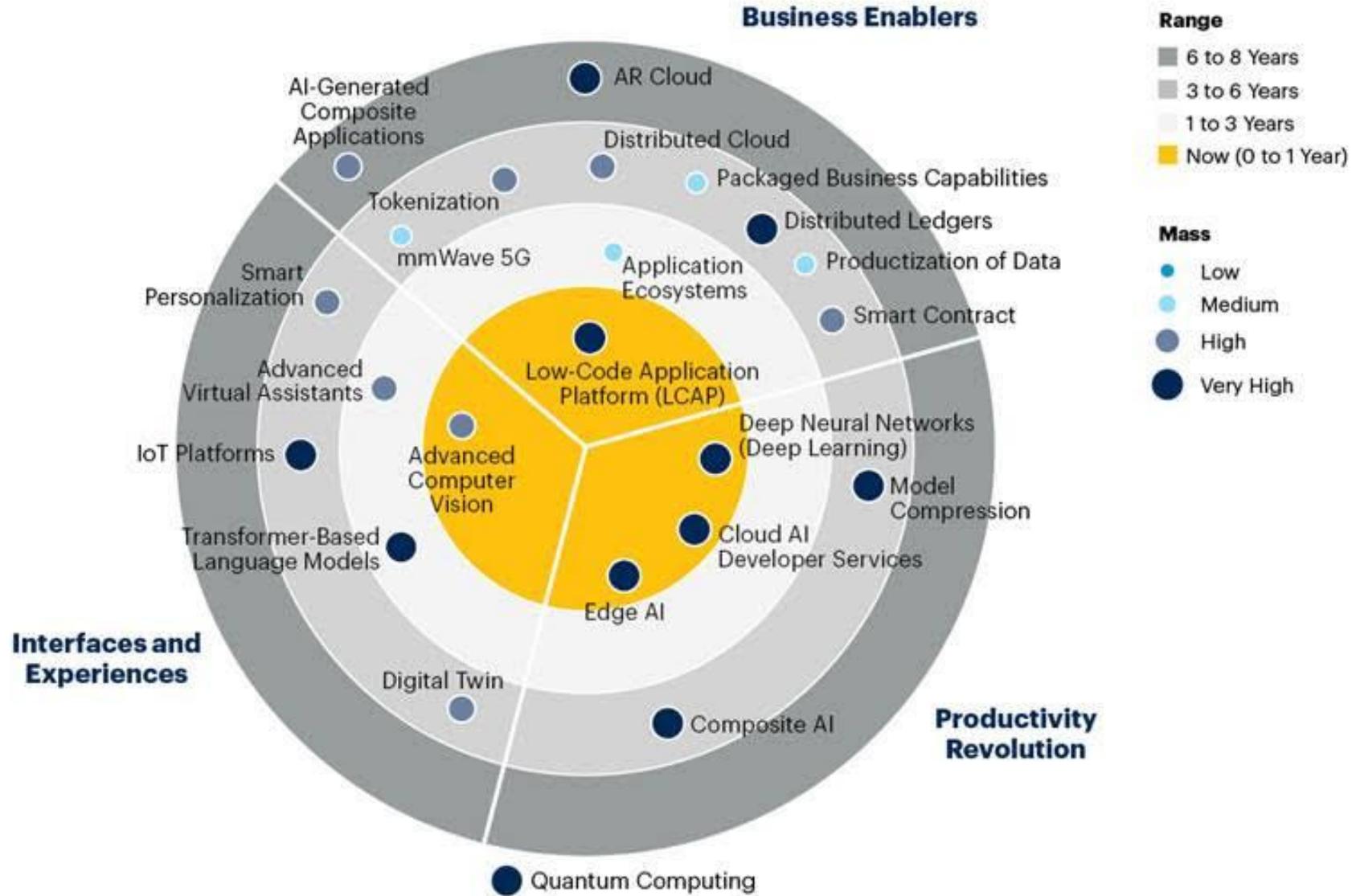
Breakout Session:

What emerging technologies should we teach our students?

Objectives:

1. (Primary) Identify and narrow in on a couple emerging technologies that we (UGA/Terry/MIS) should be researching and potentially bringing into our course curriculum.
2. (Secondary) Identify technologies to have on our radar for research, thought leadership, future curriculum

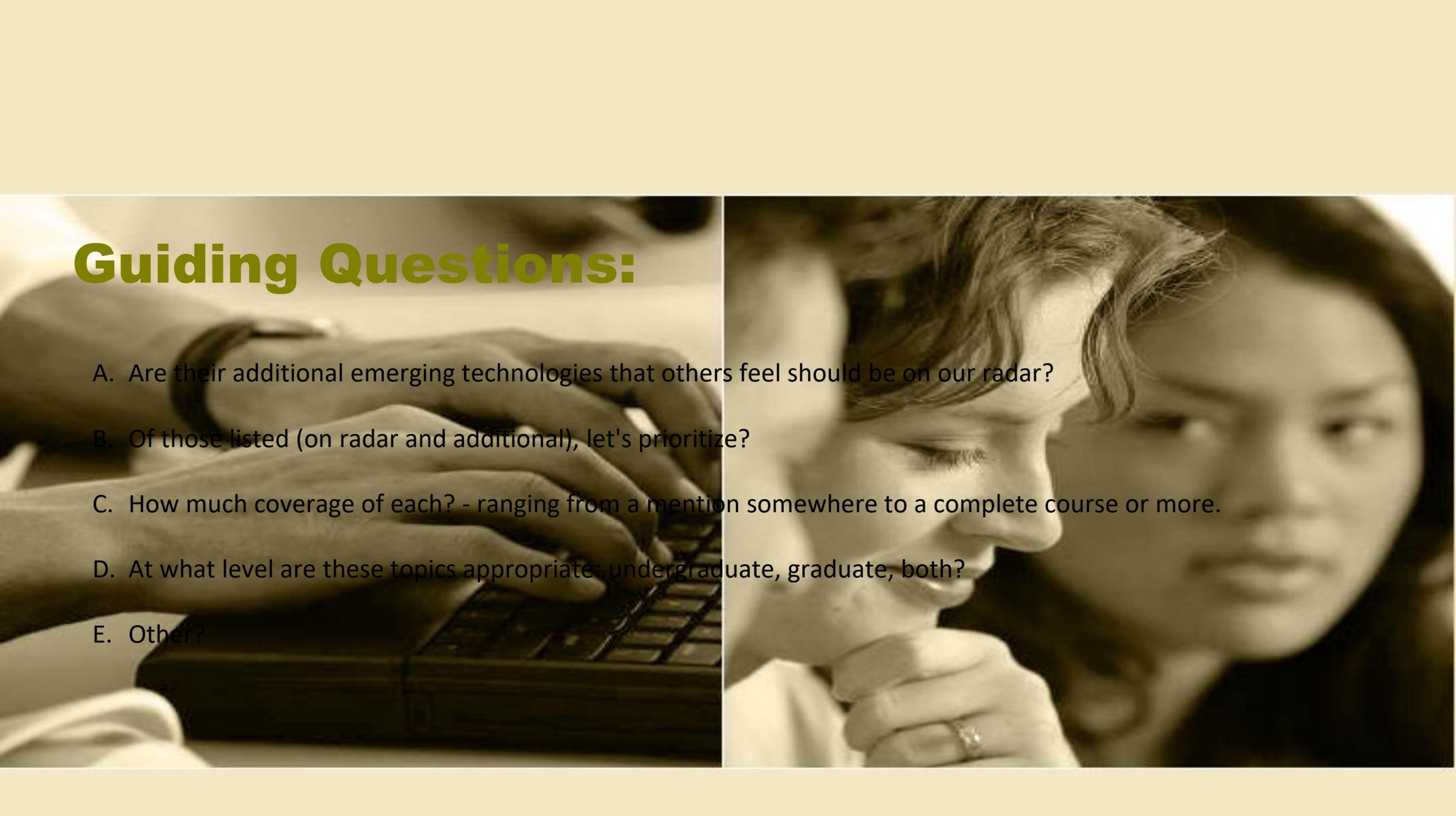
Emerging Technologies and Trends Impact Radar



From Gartner, courtesy of Bob Trotter

Source: Gartner

730556_C



Guiding Questions:

- A. Are there additional emerging technologies that others feel should be on our radar?
- B. Of those listed (on radar and additional), let's prioritize?
- C. How much coverage of each? - ranging from a mention somewhere to a complete course or more.
- D. At what level are these topics appropriate: undergraduate, graduate, both?
- E. Other?

At the Spring 2021 MIS Advisory Board Meeting, in addition to Terry College, MIS Department, MIS Student Organization, and MBT program updates, there were four breakout groups. The information generated is provided below.

Spring MIS Advisory Board Meeting
April 2, 2021

What Emerging Technologies Should We Teach Our Students?

Robotics Process Automation (RPA)

- A form of business process automation technology based on metaphorical software robots (bots) or on artificial intelligence (AI)/digital workers.
- Sometimes referred to as *software robotics*. **Essentially mimicking what humans do from a computer perspective.** Can be deployed across HR, IT, etc.
- Further down the road, BPM and RPA will likely begin to morph together and complement one another.
- RPA can be more incorporated into MIST 5750 - Business Process Management.
- Possibly a course solely dedicated to RPA?

Artificial Intelligence (AI)

- **A machine learning course is becoming an elective in the Terry College.**
- Very important to find the right level of depth for an audience. Too deep and it requires too much advanced math, which could scare students.
 - **Likely the best approach to teaching AI:** Here's what AI is → How do we build tools around it?

Low-Code Application Platform (LCAP)

- A software development approach that requires little to no coding in order to build applications and processes.
- Uses visual interfaces with simple logic and drag-and-drop features instead of extensive coding languages.
- How can LCAP be incorporated into MIST 5750 - BPM?

Blockchain/Cryptocurrency

- In the FinTech Certificate program, blockchain is already being taught.
- Could blockchain be more incorporated into the MIS curriculum?

Cybersecurity

- A continually growing field. Lots of opportunities for cybersecurity concepts to be taught in Terry and the MIS curriculum.
- Currently, two cybersecurity courses taught in Terry. Could more be added?
- Overall, the MIS program is positioned well to teach about cybersecurity.

At what level are these technologies appropriate?

- The sooner students are exposed to these technologies, the more attractive potential employers will see students as.
- **Every student at every level should be exposed to these technologies.**

- Very important that these technologies are taught to students *sooner rather than later*. Knowledge of these terms is crucial for interviews, projects, etc.
- More course content about emerging tech? Longer units? More courses?
- A deeper knowledge of these emerging technologies can be implemented into Masters programs.

Product Management

- **Product** is the middle ground between ongoing processes and temporary projects
 - Product management can be more incorporated into MIST 5740S - Project Management
 - In major cities like Austin, TX - more *product* management jobs are in high demand. Teaching students about this would be very beneficial to their success.
-

How Can We Better Prepare Students for Various Kinds of Interviews?

- **Types of interviews: Technical, behavioral, case**
 - Different students have experienced different portions of the three, but all students have had behavioral interviews
- **Case interviews**
 - Testing for how would you solve this problem? 3 ways you'd do this differently? (CFA)
 - Put together a presentation
 - BPMN, Project Management have proved to be effective classes for case interviews, namely at consulting firms
 - MIST2090 instrumental in allowing students to see and articulate the big picture
- **Behavioral/situational interviews**
Emphasis placed on communication skills, adaptive thinking, professionalism, ability to be put in front of a client confidently
 - John Holm - CGI:
 - First round - get to know you
 - Second round - behavioral, situational, technical (case study)
 - Looking for how you think on your feet
 - Passions - why do you want to get into consulting / the company in specific
 - Be able to speak to your resume - value add of you towards that team
 - Chris S - consulting:
 - Thinking on your feet is key
 - EY - consulting: communication, stay calm, speak with intention, handle pressure
 - Practice is key
 - Professionalism - can I put student in front of client?
 - Marline Thomas - Orbia
 - Not recited/scripted
 - Make sure to emphasize results/value-add
 - If you don't know the answer to a technical question, don't lie
 - Ask clarifying questions before you assume
 - Rachel Phipps
 - Chick-fil-a - 3 C's - chemistry, competence, culture
 - STAR interview method (Situation, Task, Action, Result)

Platform adaptability:

- **Tackling virtual interviews**
 - Test software beforehand (included in invitation email)
 - Clean set-up and background for visual professionalism
 - Benefits - better scheduling for both parties (not cramming the one day that the company is on-campus), cost-efficient, able to target previously undesirable geographical locations
 - Still be yourself!
 - Check your outfit in terms of the camera's viewpoint
 - Eye contact for the camera
 - If internet speed isn't good at home - go somewhere else!
 - Small talk is so important!! Make an effort to connect
 - **In-person**
 - Come early, know where to park
 - Avoid coming in flustered
 - (Don't dwell on ranting about bad traffic for too long!)
-

How Will Consulting Work Be Changed Due to COVID-19?

- **Positive Changes**
 - A lot of clients are needing help shifting to an online format- more people need tech more now than ever
 - Uncertainty is good for consulting
 - Productivity went up once companies figured out how to effectively stimulate collaboration online
 - An overall optimistic outlook on consulting
 - There is a greater demand than supply for consultants right now
 - People are either having to limit their scope in regards to what they need to get done or are having to hire outside individuals
- **Negative Changes**
 - Hard to serve clients in front of a computer screen only
 - Cannot develop those interpersonal relationships with the clients
 - Having a hard time "catching up" with their clients before meetings to establish a relationship with them. Having to resort to text messages and other methods
 - Some things cannot be remote like working at nuclear plants/the government
 - Clients are starting to realize that it is cheaper for them to have consultants do everything remote instead of having to pay for travelling and such
 - Going to be interesting to see how consultants will combat this issue
- **Are people going to want to go back in person when the time comes?**
 - Consultants have been given an opportunity to spend more time at home along with an increase in flexibility
 - If people do not want to go back to in person they might not get clients which could end their careers
 - Might be a big shift in new clients not willing to accept the lifestyle of consultants hours, travelling etc
 - People are paying a lot for the consultants services and so the consultant needs to remember to have a server mentality even if that means having to go in person

- **Overall**
 - Business is good in the consulting industry
 - People were very optimistic for the future of consulting
 - The demand for consultants is still very large
 - Switch to a hybrid setup is still something companies are looking at
 - NCR did a one week in, one week out method pre-covid that got good results
 - No traveling right now
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How Do Companies Plan to Recruit in Fall 2021?

- **Interviewing vs. Recruiting**
 - Moving forward with online interviewing
 - Recruiting to be in person through on campus events
 - Hope to form relationships from recruiting and other events (Career Fairs, Student events, Socials) with professional before interviewing with the company
 - Many have found the move to online interviewing to be less of a challenge than expected
 - Easier to schedule for both parties
 - Note: The more we continue to use online interviews, the more comfortable we will become on both ends of the spectrum.
- **Student Experience**
 - Difference in timelines for different companies - Unrelated to Covid
- **Events hosted by MIS Advisory Board**
 - Welcome Back Social
 - Top 10% Event to be held earlier in the semester (early to mid September) to allow for relationships and connections to be made between students and professionals before applications and interviews.
 - Top 10% Event format to remain the same.
- **Interviewing Tips for Students**
 - Maintain eye contact with professionals
 - Eliminate setting distractions and background noise
 - Keep camera on during interviews and recruiting events
 - Career Center interviewing practice
 - General consensus on continuation of Business Professional dress
 - It is never too late to begin the recruiting process and form relationships with recruiters and employers (Employer of the Day events)
- **Area of interests - Student Perspective of Employers**
 - Importance of culture
 - Versatility of the company: exploration in different industries & possible rotational programs
 - Fitting in with company professionals
 - Conversation-like interviews
 - Prefer a face to face (virtual) interview instead of answering questions in a recorded format