Dr. Manakyan’s Practicum in Portfolio Management students visited M&T Bank Investment Advisors (MTBIA) headquarters at their Baltimore inner harbour headquarters on November 16. The students had an opportunity to attend presentations by MTBIA’s chief Economist on the firm’s economic expectations for the near term. Other presentations included compliance, equity portfolio management, fixed income portfolio management, trust and wealth management and trading desk operations. In addition students met with HR representatives to learn more about career opportunities at M&T Bank. Students also had an opportunity to lunch with Kevin Jackson and Ryan Fleurie, two of our alumni at M&T Bank. The group was hosted by Jon Sherwell, Vice President, Eastern Shore Region and Nick Lambrow, President, Chesapeake and Central Maryland Division.

Meet Faculty Member, Mike Koval

Mike Koval holds a BS in Chemical Engineering from The Pennsylvania State University (1985), an MBA (marketing emphasis) from The Ohio State University (1989), and a JD from Georgetown University Law Center (1995). He has worked as a systems engineer, a sales support engineer and a product manager in the Pulp and Paper industry, and has practiced law in the areas of business law, education law, and employment law in New York and Maryland. Mike is currently teaching Management 320 and 452. He came to the Eastern Shore in 1999, and lives in Delmar, MD with his wife, Beth and their four children.

HOLIDAY PARTY
Please join us for the Perdue School Holiday party on Friday, December 7th from 6:30 pm - 8:30 pm in the Scarborough Leadership Center. Please RSVP to Peggy Baker at 410-548-5391 or mabaker@salisbury.edu. Festive Attire is requested.
Some Facts Affecting the World of College Recruitment & Employment

- Workers between the age of 18 and 40 will change jobs an average of 10.5 times over the course of their lifetime. (Bureau of Labor Statistics)
- 95% of the world’s consumers live outside US, a fact many American businesses are beginning to grasp with foreign marketing strategies. (Inc. Magazine, April ‘07)
- There will be 9.6 million people 85 and older by 2030, up 73% from today. (U.S. Census Bureau)
- The millennial generation (those 8 - 29 yrs. old) is connected 72 hours per week. (The Harrison Research Group)
- IBM budgets $700 million per year company wide for training. (HR Magazine, May ‘07)
- 64% of companies with less than 50 employees plan on hiring more personnel this quarter. (CareerBuilder Hiring Trends, April ’07)
- Our study shows that college students who actually got full-time jobs tended to use their college career center and its resources more heavily than those who skipped over the career center and went directly to the employer. (National Association of Colleges and Employers)
- Approximately one in five new college graduates will forgo the job market for the short term and pursue an advanced degree. (National Association of Colleges and Employers)
- The unemployment rate for those with a college degree is currently 1.9%. (Bureau of Labor Statistics)
- The unemployment rate for the workforce in general is currently 4.5%. (Bureau of Labor Statistics)

Supporting Faculty Member, Douglas McCabe

Doug is a Certified Public Accountant and Member of the Maryland Bar. He practiced accounting at PKS from June, 1992 through August, 2004, practiced law at Long & Badger, P.A. from August, 2004 through August, 2007 and returned to PKS in September, 2007. Doug graduated from Randolph-Macon College with a Bachelor of Arts in 1990 and graduated from the Widener University School of Law with a Doctorate in Jurisprudence in 2004. He became a Certified Public Accountant in 1996 and a Member of the Maryland Bar in 2005. He is a member of the Maryland Association of Certified Public Accountants, Maryland Bar Association and the Wicomico County Bar Association. He is the current treasurer of the Wicomico County Bar Association. He has taught an estate planning and estate administration seminar at Wicomico Community College and has taught numerous seminars for the Small Business Development Center. Doug was raised in Salisbury, Maryland and currently resides in Salisbury with his wife Jill, son Alec and daughter Maggie.

In The Spotlight ...

- “Disrupting the Knowledge Supply Chain: An Organizational Learning Model of IT Offshore Outsourcing” by Hoon S. Cha, David E. Pingry, and Matt E. Thatcher has been accepted for publication in MIS Quarterly.
- “What Determines IT Spending Priorities?” by Hoon S. Cha, David E. Pingry, and Matt E. Thatcher has been accepted for publication in Communications of ACM.
- “Consumer Reactions to Online Behavioral Tracking and Targeting” by Pamela Alreck and Robert Settle has been accepted for publication in the Journal of Database Marketing & Customer Strategy Management.

Visit us at www.salisbury.edu/perdue
Ni-Hao from Shanghai, China

I have been staying busy during Turkey Week. On Monday of Thanksgiving week I delivered a Fulbright lecture at Jiangnan University in Wuxi City, Jiangnan province. My topics were “Management Bright Lecture at Jiangnan University in Wuxi City, it is my graduate Labor Relations/Human Resource regular teaching day for me. I am glad of that because Thanksgiving – Thursday, Thanksgiving Day, is a holiday where people celebrate with their families throughout the city under highway overpasses and subway to the train station for Wuxi City. In the morning I took the “T” train from Shanghai; it is a one hour and ten minute ride; it cost 31 rmb (around $4) for a 75 minute nonstop train ride. I returned on a faster, 1 hour train (“D” train), for 39 rmb (around $5). The train travelled at 110 kilometers per hour and probably ever faster. The speed in Chinese trains is increasing as the country invests heavily in infrastructure. The train stopped at the front of the soft seat cabin. I did not pay much attention as I was studying for my Mandarin midterm examination.

Homeless – I left home at 6:20 a.m. to take the subway to the train station for Wuxi City. In the subway stations there were homeless people, much like you would see in New York City. There are also beggars with various physical deformities who approach you while riding on the subway. People set up their homes throughout the city under highway overpasses. The iron rice bowl is a vestige of the past.

Thanksgiving – Thursday, Thanksgiving Day, is a regular teaching day for me. I am glad of that because it is my graduate Labor Relations/Human Resource Management class. I really enjoy the students. Our class is lively discussions of the U.S. and Chinese systems. I ask the students as many questions about the Chinese model as they ask me about the U.S.; we are both learning. For example, the Chinese Constitution guarantees everyone the “right to work.” How do the students square this guarantee with the massive layoffs over the past decade to rationalize economic production when China joined the WTO? The students provide a very American answer that the right to work is a theory and that each man or woman has to help him or herself; all the government can do is to try to provide a good economic environment. We have many interesting conversations about employment litigation in the United States, gender discrimination and pregnancy discrimination, and more. We reached a consensus that in both countries, while we guarantee women equal protection under the employment laws they end up working harder as they also usually have primary responsibility for taking care of the child, or in the U.S., children. Some of my students work in the school legal clinic representing Chinese workers in employment lawsuits.

Professor Dong Bao Hua – Dong Bao Hua, a colleague at ECUPL is a leading labor and employment law scholar in China. He was influential in the drafting of the new labor contract law and he founded and funds the school legal aid clinic for employment law disputes. Professor Dong has published leading texts on the Chinese employment law. He also practices law for a management law firm and represents key multinational corporations doing business in China. We have very similar backgrounds so when we met we hit it off immediately. We met for two and one half hours to discuss the Chinese labor relations/employment law model. The Labor Contract Law, which requires that every Chinese worker be given a labor contract protecting their employment for the duration of the contract, is being amended effective January 1, 2008. These changes reflect the struggle of a “workers’ state” introducing private capital while also trying to be competitive in a global market. The “workers’ state” element of the Communist Party had great influence in the drafting of this new law. Professor Dong has been labeled the professor of the school of law and he has been an influential figure in academia who is considered the expert. In our system, practicing attorneys are considered the experts.

Employers now have to give their employees the equivalent of a lifetime employment contract if an employee works for a certain period of time. It is analogous to our tenure process or the partnership process in a law or CPA firm but it applies to all employees. Chinese employers are beginning to engage in mass layoffs to avoid having to give longer tenured employees an open ended employment contract. Professor Dong told me that the only client of his who does not have problems with the new law is Nike. CCTV, the Chinese government run national television network recently laid off 11,000 workers rather than be obligated to give the workers an open ended contract. I learned so much from Professor Dong; we will get together again soon. We exchanged copies of our respective books. Without doubt, I got the better of this exchange.

Chinese students in the U.S. – The Chinese press recently reported that the U.S. has announced that over 80% of Chinese student visa applications to study in the U.S. are being approved by the U.S. government. The article noted that there are now two types of Chinese students studying in the U.S. The first are the accomplished students, many on scholarship. The second are those who failed to gain a university slot in the competitive Chinese system. With the increasing wealth in China, parents are electing to send such children abroad to study in the U.S. This should be an increasingly profitable market and further underscores the complex and mutually rewarding economic relations between our nations.

Corporate Taxes – Remember all those special zones where U.S. corporations ran to China to get big tax breaks? Well the Chinese have announced that these corporate tax rates will rise to the same as those scheduled for Chinese corporations. Besides the end of the free corporate lunch, there is another problem. The Chinese really don’t pay taxes. There are laws but compliance is another issue. Western corporations, due to our cultures, and due to laws such as Sarbanes-Oxley, actually have to follow the law. So far, all feedback from business is that it is still cheaper to be here.

Monkeys on the road – As I was riding my bike home from school this week I walked past a guy who was walking 3 monkeys. You won’t see this in a similar metropolis like New York City. It was around noon so Renee kiddingly suggested that maybe he was doing work similar to that of a U.S. dog walking service. Our taoshi (teacher) suggested that his monkeys may have been performers so that if you paid the owner some money the monkeys would entertain you.

Who Stole My Bike? – I rode a very ugly used bike that some Chinese called a “farmer’s bike”. My bike lock key broke so I had to leave my bike unlocked in a long row of bikes outside class at the university. When class ended, my bike was gone. To have your bike stolen the first time you leave it unlocked makes you wonder about the level of bike thievery in China. Chinese friends have confirmed it is very high. A retired neighbor has offered to lend me his bike so I am well taken care of here.

More on Universities – In the Chinese culture, and other cultures excepting ours, students are often the source of radical social change/revolution. Thus, they represent a political component. There are no student email lists for classes at Chinese universities so it is very difficult to communicate with students outside of the classroom. Even if one tries to set up a list the emails bounce back, students claim they don’t get the emails, etc. Some have posited that the universities want it this way as it keeps students from organizing quickly; with text messaging on cell phones I wonder about this observation.

Most universities have a downtown campus from their inception and second newer massive campuses outside the metropolitan area. It is not uncommon to take a shuttle bus between campuses for teaching or to one’s apartment. I have been told that these large campuses were built far outside the cities so that student unrest would be isolated. Again, I don’t have any confirming evidence of such intent.

Our Thanksgiving - We enjoyed our Thanksgiving with a buffet dinner at The City Diner, a popular American/western dinner. We had it all, stuffing, turkey, pumpkin pie, apple cobbler, etc. But it was not the same as being home with the football games and family and friends.

Trust you are on top of your Holiday Shopping. The Christmas lights and displays are sprouting up all over Shanghai restaurants and malls.

For those colleagues who are considering the Fulbright experience it is not too early to start planning for next year’s submissions, due in August. It could be the best gift you ever gave your loved ones (and yourself).