

Appreciation: A simple motivator!

Respect and appreciation are innate natural motivators for all of us. Authors Gibson, O’Leary, and Weintraub mention research that shows that expressions of gratitude from manager yields teammates that are more productive. Their article states that perceptions vary, managers erroneously assume that employees are aware of feelings of appreciation. Many managers reported that showing appreciation was complicated, however, employees suggested simple ways to show appreciation. First, use opportunities to just say hello and check in with teammates. Second, balance positive and developmental feedback. Third, be clear about what the future has in store for a teammate, it shows appreciation for what is being accomplished today. Being flexible in work assignments and times involved is highly valued by teammates. Finally, make it a part of your daily habit and positive work culture. Authors suggest that insincere appreciation is inauthentic and easily perceived as such.

“The best part of appreciation is that it’s free and doesn’t consume a lot of time. Anyone at any level can offer appreciation. It can be directed toward an employee, a colleague, or a boss. But when leaders get involved in the effort, a culture of appreciation spreads more quickly. Start by expressing more gratitude to those around you and see what happens. You might be surprised at what a big difference the little things can make.”

Sincerely,

Raj Devasagayam

Dean, School of Business

Read more at: <https://hbr.org/2020/01/the-little-things-that-make-employees-feel-appreciated>

Meet the faculty



Patrick O’Brien, CPA will join SOB faculty in Fall 2020. O’Brien earned his BBA in Accounting (Summa Cum Laude), as well as his MS in Accounting (with Distinction) from Hofstra University. He is currently pursuing his Doctorate of Business Administration in Accounting at The University of Scranton and expects to have completed the program by summer 2020. Upon graduation from Hofstra, Patrick worked at Deloitte & Touche in New York City in the audit practice. He served primarily public and private clients in the media and entertainment industries. He also worked in the private sector as a Financial Analyst within the Corporate

Controller’s Group at Sotheby’s.

Realizing that his career passion was in accounting education, Patrick returned to Hofstra in a dual role as the Accounting Department Administrator and Adjunct Assistant Professor of Accounting. In these roles, he has had the opportunity to teach various accounting courses, serve as the faculty advisor to Beta Alpha Psi, provide course, career, and CPA advisement to accounting and taxation students, as well as contribute to the AACSB accounting reaccreditation process. Patrick’s research interests include the impact of technology (i.e., artificial intelligence) on the public accounting profession, internal audit function sourcing arrangements, and auditor burnout.

Teaching Quote: *“An average student is simply one with untapped potential – it is both the duty and vocation of a professor to find that potential and bring it to fruition.”*

Meet the students

Maria Anna Tassioulas is a proud Greek American student born in Flushing, New York. From a young age she knew she wanted to be an accountant so without second thoughts she pursued her bachelors in accounting at Adelphi University. From 2014-2018, during her undergrad years, she realized she wanted to specialize in tax, so she decided to further her education by attending SUNY Old Westbury for her **Master's in Taxation**. Maria Anna has since graduated with her master's degree in Taxation with an exceptional 3.94 GPA! We all wish her a remarkably successful career.

Announcements



SOB student Ammar Koshk (Finance '22), Ms. Lorraine Todisco, Raj Devasagayam, and VP Michael Kinane at the Advancement for Commerce, Industry, and Technology (ACIT) Executive Business Breakfast on Jan. 22, 2020. The panel discussion focused on property tax related policies and issues.

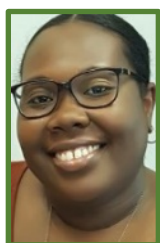
- **MLK Day of Service**

Please join the Omicron Delta Kappa Leadership Honor Society and its staff and faculty members for the College's annual celebration of Martin Luther King Jr. Day of Service on Friday, January 31, 2020 at 1 p.m. in the Student Union Multipurpose Rooms. In honor of this [national day of service](#), participants will compile care bags for the local Ronald McDonald House.

- **CETL organizing Community Action Poverty Simulation**

Thursday February 20th (12:45-3:45) and Friday February 21st (9:00 am- 3:30 pm) CETL will be putting on the Community Action Poverty Simulation. Thank you to all who have signed up so far! If you have not signed up -- Thursday Feb 20th is an opportunity to experience the simulation first hand and Friday Feb 21st is dedicated to the facilitation of the simulation: [Sign up for one or both days here](#). Please direct all questions to Dr. **Cris Notaro**.

- The CPD has two assessment related certificate programs **starting May 21, 2020**. Both programs are online & asynchronous in Blackboard and take about 2-4 hours per week to complete. The programs are [Assessment of Learning Outcomes](#) and [Institutional Effectiveness Certificate](#).



Business Librarian Availability in NAB - Spring 2020

Business Librarian Ms. Chante Hope will be available to the SOB students and faculty in NAB during the Spring 2020 semester in NAB 1103. Her hours are as follows:

Tuesdays: 2:30p-3:40p

Thursdays: 2:30p-3:40p

- **School of Business Spring 2020 Events:** Go to <https://www.oldwestbury.edu/schools/business/events> to view and register for all events

School of Business Faculty Meetings

- The first **School of Business Faculty meeting** of 2020 will be held on **Friday, February 14th at 10:30 a.m.** in NAB1107
- Subsequent **S.O.B. faculty meetings** are as follows: **Friday, March 13; Friday, April 17th; and Friday, May 15th**

School of Business Engagement, Innovation & Impact Forum

- On **Friday, February 14th following the SOB meeting** will be presented by Prof. David Glodstein. The title of the presentation is "The Justice for Fraud Victims Project."

Designed and edited by Doris J. Rubinic: Administrative Assistant in SOB

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If you have any information for future newsletter please send it to rubinid@oldwestbury.edu

