

U C O N N S C H O O L O F

# BUSINESS

## *foundational* INTERNSHIPS

It isn't serendipity that top companies like *Amazon*, *Synchrony*, *Nordstrom*, and *CVS Health* hire our students. Here's why.







## Off to the Races!

Thirty-one UConn graduate students enrolled in the Financial Risk Management (MSFRM) program participated in a dragon-boating race on the Connecticut River in late August. The team-building exercise brought international and domestic students from the Hartford and Stamford campuses together for a day of fun, friendship, and attempts at synchronized paddling. “No one ended up in the river, but there were some close calls!” said **Jiajia Chen**, an international program manager and counselor for the FRM program.

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EDITOR  
Claire Hall

PHOTOGRAPHER  
Nathan Oldham

DESIGNER  
Mika Caldera



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## FROM *The* DEAN

### Student Achievement Takes My Breath Away

I don't think anyone survived the two-year ordeal of the COVID-19 pandemic without a sense of impatience to accomplish more, visit someplace new, or reach for a once-distant goal.

As we traverse this Fall semester, that sense of urgency has taken on tangible results. There is a renewed vibrancy on campus, and our students, faculty, and staff are pushing themselves to excel professionally.

Our business students are pursuing career opportunities with vigor. They are seeking summer internships and jobs with some of the most prestigious corporations in the world, and succeeding. (See pages 6-10.)

Senior Rashana Weerasinghe is completing her ninth internship, this time with Amazon Global Robotics in Boston, working toward the company's Climate Pledge goals. At CVS Health, senior Isabella Amata's work on nurse retention efforts at MinuteClinics, was so impressive that she was offered a job in a management rotation program after graduation. As Dean, I frequently hear stories of student achievement that take my breath away.

Some 88 percent of our undergraduate Class of 2022 had secured jobs, enrolled in graduate programs, or joined the military just three months after commencement. Find out who some of our biggest employers are on page 17.

Our academic programs also continue to evolve and grow. We have created a fully online Human Resource Management graduate degree, our Master of Science in Accounting is ranked No. 7 in the nation by *U.S. News & World Report*, and our new Financial Technology (FinTech) program is expanding

rapidly. (See page 11) Our graduate programs are timely, relevant, guided by knowledgeable alumni and recruiters, and poised to meet our students' career needs. It is an exciting time for our school.

On page 26 you will read about three of our OPIM faculty who are making an impact on transportation and supply-chain efficiency, some of the biggest concerns in keeping our economy operating at maximum capacity. We are proud of their work, and that of all of our faculty.

Our students are comfortable traveling again, and we offer opportunities for them to explore business cultures and ideologies around the globe. This summer, our undergraduates traveled to Germany, our Executive MBA students explored Costa Rica, and our Ph.D. program sponsored travel to Jordan. (See photos pages 14-15.)

I am deeply grateful that, as dedicated friends and alumni of the School of Business, you stay informed and engaged with our activity, and I appreciate your attention to this report. If you have feedback on what we are sharing with you, I welcome it. Your suggestions, ideas, and criticisms are all welcome.

Go Huskies!

John A. Elliott, Ph.D.  
Dean & Auran J. Fox Chair in Business

We welcome and celebrate the Board of Trustees' decision to name **Radenka Maric** as the 17th President of UConn. Her leadership as Vice President for Research propelled UConn to new heights in research funding. She is laser-focused on student outcomes and success and supports all we do to ensure those achievements. We are firmly united on the importance of many ideals, including the advancement of entrepreneurship and prioritization of environmentally conscious business practices. She is an advocate for financial literacy and a strong business education. We look forward to this new chapter in UConn's ascendancy.

— Dean John A. Elliott



## THE FOUNDATION FOR A GREAT INTERNSHIP BEGINS LONG BEFORE THE INTERVIEW



Some of the most powerful and innovative companies in the world hire UConn School of Business undergraduates to work for them in the summer.

It isn't serendipity or good fortune that Amazon, Synchrony, Nordstrom, and CVS Health hire our students. Rather, it is the result of a carefully crafted and successful strategy to help students identify opportunities and forge unique, transformative experiences from their first days as undergraduates.

"From the time our students arrive on campus, we urge them to 'Find Your UConn,'" said **Brandy Nelson**, the Executive Director of Undergraduate Programs. "We don't believe in 'cookie cutter' experiences. We want students to author their own stories based on their interests. We want to help them curate a unique path."

"If they are interested in business and the arts, they can pursue both industries. If they major in finance, but also have a passion for sustainability, we can help them find a match," she said.

**Kelly Kennedy**, the School's Director of Transformative Learning and Career Education, agrees. Often, students credit Kennedy's course with helping them translate and market their compelling experiences into interview highlights.

"We guide them in creating a career map, recognizing the resources available, intentionally engaging, and beginning to know themselves well in the context of work," she said.

"Our students realize complex goals are attainable, which builds confidence," Kennedy said. "This self-assurance allows them to see their career trajectory more clearly and actively pursue meaningful careers."

Business students are encouraged to enhance their learning by participating in student organizations, case competitions,

leadership opportunities, and learning abroad. The students are connected with professional staff from the start and invited into one-on-one conversations. UConn business and experience advisors help them engage thoughtfully to define their professional aspirations and create the pathways to get there.

Another way that the School of Business distinguishes itself is through its faculty connections, Nelson said. Because professors are all active researchers with a strong footprint in their specialized fields, they are tremendously helpful to students, connecting them with internships and employers.

Students also benefit from an engaged alumni network and other community partners who are eager to further the experiential learning environment that UConn promotes. Prominent alumni are often guest lecturers and frequently offer advice, industry introductions, and coveted summer jobs to UConn business students. Many of these experiences level the playing field and diminish equity gaps that may occur among first-generation students, for example.

Kennedy believes that business educators at UConn are redefining the idea of an internship to be an extension of the classroom and learning environment. She wants students to have a transformative experience where they do something enriching, develop skill portfolios, and gain critical business acumen that will prepare them well for full-time employment.

"We teach our students to know their strengths and engage strategically, so they are ready to capitalize on the connections they are making to land the internship or mentorship that elevates their knowledge and the experience they are gaining," Nelson said.

"We prepare them, so they know how to confidently walk into an interview, get the job, and make an impact on day one." ■



### LINBING PAN

**Major:** Finance & Economics

**Minor:** Math

**Graduation Date:** Dec. 2023

**Hometown:** Wallingford, Conn.

**How he found his internship:** After hearing alumnus Mike Koppel '78, retired Executive VP and CFO at **Nordstrom**, speak at a panel discussion offered by the School of Business, Pan contacted him and expressed his interest in working for a high-end fashion retailer.

**Summer experience:** Worked at Nordstrom as a Retail Management Intern at the King of Prussia store outside Philadelphia

"I've always loved fashion because it is something that defines you. You can express yourself in how you dress and it tells someone about you before they even talk to you," he said. "My style is very professional, but I also love to experiment with something different and new."

Pan worked in the men's department to evaluate whether it was meeting its overall sales goals, and determine how individual employees were performing. He also attended sales events with Dior, worked on the sales floor, assisted the visual design team, and took leadership classes through Nordstrom.

"It was a great opportunity to learn about everything in retail operations and to use my financial knowledge to help the company," he said. "It was also a tremendous exposure to management. I think every company needs great leadership. This experience gave me new leadership skills that I hope to use with my future team." ■





## FAYE ROONEY

**Major:** Management, with a concentration in entrepreneurship

**Graduating:** Dec. 2022

**Hometown:** Stratford, Conn.

**How she found her internship:**

Through the UConn Career Fair

**Summer experience:**

Worked at **Synchrony Financial** as a Sales & Relationship Management Intern. Accepted a permanent position in a two-year rotational program, beginning in 2023.

One of the highlights of Rooney's summer was visiting Synchrony business partners to learn about their needs and ways in which Synchrony could assist.

"The work I did was very valuable to the company and to me," she said. "I got to visit companies like Ashley Furniture and the PepBoys and ask them about what help they need to grow their business."

In addition, she participated in interviews of potential employees and attended a speaker series presented by Synchrony executives.

"I especially loved the mentorship that Synchrony offered. Synchrony put a lot of trust in me and valued the input of all the interns," she said. "I developed more confidence because I learned so much every day. I think this was the best experience I could have had."

"I would tell other students to take advantage of what's available at the Career Center and through their professors and other UConn experts. If you do, UConn sets you up for success," she said. ■



## RASHANA WEERASINGHE

**Major:** Business Data Analytics (Honors Program); Stamford Campus

**Minor:** Entrepreneurship

**Graduating:** Dec. 2022

**Hometown:** Stamford, Conn.

**How she found her internship:**

Introduced to the company through her Operations Information Management class in Spring 2022

**Summer/Fall experience:** Works for **Amazon Global Robotics** as a Technical Program Manager Intern (July to Dec. 2022)

Weerasinghe is working on her ninth college internship, this time at Amazon Robotics, based in Boston. Each semester, she explores a new internship. She has worked in consumer goods, edtech, investment banking, biotech, telecommunications and media. Her internship experiences have included Tesla, NBC Universal, Warner Bros. Discovery, and Charter Communications.

At Amazon Robotics, she is part of the Sustainability team, focused on helping the company reach its Climate Pledge to achieve net-zero carbon emissions by 2040, a decade ahead of the Paris Agreement. Weerasinghe is working on initiatives to reduce the carbon emissions of robots, by establishing product requirements to influence robotic operations and new product development strategy.

"The problems we are solving are important," she said. "I am empowered by the complexity and challenge that addressing them brings upon us. Taking my learnings, I look to continue to sit at the forefront of change through invention and innovation."

"I am sincerely grateful to my UConn professors and mentors who have contributed to my personal and professional development at every corner. I recognize my career journey is not a solo sport — rather I stand on the sturdy shoulders of my support system." ■



Isabella Amata (bottom right)

## ISABELLA AMATA

**Major:** Marketing (Honors Program) with a concentration in digital marketing and analytics

**Graduating:** May 2023

**Hometown:** South Windsor, Conn.

**How she found her internship:**

Heard about the internship when guest speaker alumna Laurie Havanec '82, '94 JD, the EVP & Chief People Officer at CVS Health, spoke to the Honors Program at UConn. Amata applied and, ultimately, Havanec became her supervisor.

**Summer experience:**

**CVS Health**, Human Resources Advanced Analytics Intern. Accepted a permanent job in a four-year rotational program for General Management Development

"The best part of my summer at CVS was looking at the nursing population at CVS MinuteClinic and evaluating proposals that increased retention and drafting a proposal to leadership," she said. "I loved getting to know the nurses and using analytical data to understand their needs and ways to increase their happiness and success."

"At CVS, I never felt like 'an intern.' My opinion was so valued," she said. "I learned to be comfortable being uncomfortable. I grew the most when I said yes to projects even when I wasn't sure where to start. At times, I had to break bad news to the leadership team and that's never easy. But I appreciated the chance to demonstrate what I could bring to the table." ■



John DeMaio (right)

## JOHN DEMAIO

**Major:** Accounting

**Graduating:** May 2023.

**Hometown:** Simsbury, Conn.

**How he found his internship:**

Saw it online. Had a competing offer from another major company

**Summer experience:**

Worked at **United Healthcare**, in both Hartford and remotely, as a Financial Accounting Intern

One of the highlights of DeMaio's summer employment was winning a United Healthcare case competition with his team, surpassing 400 other interns. They were asked to leverage technology to serve customers. His team suggested using an Apple Watch to assist customers with chronic heart disease to monitor their wellbeing. They recommended that the company offer financial incentives for compliance. The data would help the customers live healthier lives.

"I had never competed in a case competition before. It was definitely cool to have my work be real and used by the company," he said.

"The summer program was well-organized and a great experience. I learned the corporate jargon and what accounting was like in industry. It made me more comfortable taking on larger projects."

"I'm interested in healthcare because I'm dedicated to supporting individuals and making healthcare simpler, more convenient, and more personalized," he said. He had previously interned at Blue Cross/Blue Shield of Rhode Island, but to work for a larger, global company was particularly exciting.

DeMaio was able to fly to Minneapolis to meet company executives and explain the proposal.

"Being able to interact with senior management was amazing. I was nervous about talking to the most senior leaders but they were nice, down-to-earth and receptive to our ideas," he said. After commencement, DeMaio plans to enroll in the UConn MSA program and then accept a pending offer at PwC. ■





## OLIVIA PASCON

**Major:** Marketing (Honors Program)

**Minor:** French

**Graduating:** May 2023

**Hometown:** West Hartford, Conn.

**How she found her summer job:**

Through the UConn Career Fair and Handshake software she met and interviewed with Laura Turnage, who became her boss.

**Summer experience:**

Worked at **Henkel** Adhesives North American Headquarters (Rocky Hill) as a 3D Printing Content Development Intern

“I ran the photo shoots for use in Henkel’s 3D Printing Department for the website and digital communications. I inventoried what was available, developed a shot list, and maintained digital assets and organization. Parts of my work were used to update the home page,” she said. “It was great working at Henkel because I had clear projects and goals. It was a very structured, formal program.”

“I had to learn to work around various schedules and I learned about relationship management. I speak three languages, and I loved that you could meet with colleagues from around the world. I made connections in Dublin, Germany, and China. It gave me a broader scope of global business and how it operates.”

Working at Henkel affirmed Pascon’s decision to pursue a marketing career and she would like to become involved with the company’s beauty products division. ■



## CULLEN MURPHY

**Major:** Marketing (Honors Program)

**Minor:** Dramatic Arts

**Graduating:** May 2023

**Hometown:** Norwalk, Conn.

**How she found her summer job:**

Through UConn’s Handshake online recruiting platform

**Summer experience:**

Worked at **Warner Bros Discovery** as an HBO Max Content Strategy Intern

The daughter of two actors who met during a theater production, Murphy has always had a passion for the arts. But she wasn’t sure how easily she could pair her marketing degree and her interests.

Last summer, she landed a job with HBO Max that was a perfect fit. She was tasked with tracking the success and consumer trends of new film and TV releases, including ‘Elvis’ and ‘Pretty Little Liars: Original Sin,’ cataloging HBO Max and competitive content, as well as a host of other responsibilities.

For a summer capstone project at HBO Max, she examined the rise of reimagination in film

and the relationship between classic fantasy franchises and their newest film continuations. Equally important, she developed a tremendous network through meetings with talent coordinators, publicists, creative executives, content officers and the President and CEO of Warner Bros. Discovery David Zaslav.

“It’s hard to put into words how incredible it was; more amazing than I could have ever imagined,” she said. “Whether it was during a creative development studio session, or a screening of an upcoming release, I was so honored to have the opportunity to spend 10 weeks learning from experts in the entertainment industry. I was completely immersed in a company that celebrates my passions for film and storytelling, and it would be a dream-come-true to continue exploring entertainment in the future.” ■

# Graduate Programs

*Our graduate programs, long a source of pride and prestige for the School of Business, continue to grow and receive recognition for excellence. Here are some of the ways they’ve expanded during the last year:*

Our **MBA** program will soon begin offering cluster courses featuring in-demand business topics, taught by some of our most distinguished faculty. The 2023-24 focus will be on sustainable business practices and supply chain, and features three courses taught by experts in the field.

*“Professors **Robert Bird, Jose Cruz** and **Stephen Park** are nationally recognized authorities on sustainability, business law, and supply chain management. I expect these specialty courses will be extremely popular with our MBA candidates, and are yet another way that our MBA degree distinguishes itself from competitors,” said **Mia Hawlk, MBA Executive Director**. The program will create a new specialized curriculum every year or two.*

A relentless commitment to continuous improvement is one factor that contributed to the **Master of Science in Accounting (MSA)** program’s Top 10 ranking by *U.S. News & World Report* earlier this year. The 2022 ranking put UConn’s program at No. 7 in the nation, up from No. 11 the previous year.

*“We are pleased to once again earn this prestigious designation,” said Professor **George Plesko**, head of the Accounting program. “Although our students, faculty and accounting-firm partners are well aware of our success, it is important that our peers across the nation also recognize the tremendous depth, quality and expertise of our program.”*

The new **FinTech (Financial Technology)** program is expanding its presentation options. The program now offers a short, four-course certificate program for people interested in expanding their knowledge. All the courses transfer to a full UConn master’s degree in FinTech, should someone wish to pursue it. In addition, the program will be offering a fully online Master’s degree and Certificate in 2023.

*“The ideal candidate for this program is someone who is entrepreneurial in mindset, and recognizes the skills needed in this rapidly evolving ecosystem,” said **John Wilson, Academic Director** of the program. “It offers a unique avenue for candidates who are invested in learning both the technical and business aspects of FinTech to address challenges, reduce friction, and increase transparency in the age of digital acceleration.”*

The **Human Resource Management** program is now offering a fully online master’s degree.

*“Human Resource Management has become more of a strategic function, with increased demands on professionals. They have a powerful voice in the intentional direction and growth of an organization,” said **Meghan Hanrahan, Executive Director of MS Programs** at the School of Business. “They need additional skills to rise to the challenge. Certainly, they need to be strategic thinkers, but they also must be able to address changes presented by the pandemic and the changing nature of work today.”*





# ALUMNI INDUCTEES



## MARIA FAHY-BARRY '84

is the Community Development Banking National Executive for Bank of America. She leads a team that finances the creation of affordable and mixed-income housing across the country. She and her team had five consecutive record years of financing, totaling over \$26 billion, and creating more than 65,000 affordable housing units.

Barry earned a bachelor's degree from UConn, with a major in accounting. She was also captain of the women's track and cross-country teams. She earned a CPA before joining Bank of America in 1987. She has advocated for women in leadership and is passionate about elevating women leaders. Her civic work includes an appointment by the Governor to Rhode Island to the Housing Board of Commissioners. She has received numerous awards and recognition for her achievements.



## DEBRA A. HESS '86

served as CFO of NorthStar Asset Management Group and NorthStar Realty. During her tenure, from 2011 to 2017, the organization experienced a period of significant growth and transformation.

Hess, an accounting major at UConn, also earned an MBA in finance from New York University in 1997. Now retired, Hess remains busy as a member of the UConn Foundation Board, an elected official in her hometown of Greenwich, and as the Vice Chair of Finance for Greenwich United Way.



## THOMAS MARSELLA '79

retired in 2020 as Managing Director and Co-Head of Corporate Finance Americas at Moody's Investors Service after 32 years.

The company has revenue of more than \$5 billion and employs 11,000 people across 33 countries. Marshella was an industry thought leader and pioneer during the globalization of capital markets. His work took him around the world.

Marshella majored in accounting at UConn and subsequently earned an MBA in finance from Tulane. He serves on the School of Business' Student Managed Fund Investment Advisory Board and has been an adjunct faculty member.



## ANTHONY RIZZA '87

most recently served as CEO, Senior Managing Director, and Portfolio Manager of Columbus Circle Investors (CCI), Inc., a

specialized investment boutique of Principal Global Investors. CCI had some \$2.3 billion in assets under management during Rizza's tenure. Under his leadership, the Pimco Innovation Fund was named *Mutual Fund Magazine's* Fund of the Year in 1998.

Rizza majored in finance at UConn and was also a student-athlete and captain of the men's soccer team. He joined the UConn Foundation Board in 2015, serving on the Investment Committee. Rizza and his family are very involved with UConn, establishing the Victor Rizza Memorial Scholarship Fund, mentoring students, providing internships, and helping fund the Husky Athletic Village and the Rizza Performance Center.



## RICHARD VOGEL '87

is a founding partner and CFO/COO of Loeb Enterprises. An experienced marketing executive, professional manager, and startup advisor, Vogel has been guiding talented entrepreneurs with disruptive ideas at the Loeb.nyc Venture Collective since 2006.

An Honors scholar, he earned his bachelor's degree from UConn magna cum laude, majoring in finance. He later earned an MBA from New York University in 1990. Vogel has been the Chair of the Werth Institute Advisory Board at UConn since its inception in 2018, and was the School of Business' 2022 commencement speaker. Vogel has been an enthusiastic supporter of the university and its business students for many years, and has been active in a number of civic organizations in Connecticut.

# STUDENT INDUCTEES

## MELVIN ANDRE '22



majored in finance and served as an analyst for the student-run Hillside Venture Capital organization, and as president of Business Leaders of UConn. He co-founded the UConn Financial Educators Council, which later developed into the FLIP program, fostering financial literacy among Connecticut high school students. He now works as an HR analyst for CITI.

## MONIQUE DOMINGO '22 PH.D.



earned her doctorate in management with an emphasis on organizational behavior. During her time at UConn, she had three research papers published and has two more under review. She also received seven scholarships/fellowships. She is now an assistant professor at Louisiana State University.

## SAM GEIGER '22 MBA



is a Vice President at OPAL Fuels and Fortistar Capital in New York City since 2018. His background includes more than 20 years building and leading award-winning teams as an energy, sustainability, operations and private equity executive. Geiger is a former nuclear submarine commanding officer and is a 27 year veteran of the U.S. Navy. He completed his MBA program while working full-time. He also has a master's degree in engineering from MIT.

## JING LIU '22 MBA



is an Associate Director at Pratt & Whitney, directing high-performance teams for global supply chain qualifications on military and commercial aircraft programs. She earned her UConn MBA after completing both a masters and doctorate in materials science and engineering from University of Central Florida. She has been honored by her employer for contributions and leadership.

## NICHOLAS WILLETT '21



graduated summa cum laude with an accounting major. Willett served as an analyst for Hillside Ventures;

as an advisory board member for the UConn Investment Banking Society; as president of Beta Alpha Psi, Epsilon Lambda Chapter at UConn; and as VP of the Business Connections Learning Community. He now works as a corporate and investment banking analyst at Citigroup in New York City.



The annual School of Business Hall of Fame induction ceremony honors alumni who have achieved tremendous success in their careers and who have served their communities with distinction. The following alumni will be inducted on Friday, April 21, 2023.

[alumni.business.uconn.edu/hof/inductees](http://alumni.business.uconn.edu/hof/inductees)



# COMMENCEMENT 2022



## COMMENCEMENT:

Surviving the pandemic and all the disruption that it created, has prepared the Class of 2022 to excel in a rapidly changing world. That was the message that undergraduate Commencement speaker and alumnus Rich Vogel '87 (left, center middle) shared with 800 students and their loved ones at the May 7 ceremony.

There are no dreams too big, there are no walls too high, there are no problems too complicated. Attack it all with the grit and ambition that it took you to successfully navigate the roller coaster ride of the last four years, said Vogel, the founding partner, COO, and CFO of Loeb Enterprises in New York City.



## STUDENT TRAVEL:

The Summer of 2022 brought a renewed opportunity for our students to explore business beyond the borders of the United States. From left: Our Executive MBA students visited Costa Rica, including a trip to Poas Volcano National Park; undergraduates from our Business Connections Learning Community traveled to Germany; Ph.D. candidate Essam Boraey rode a camel in Jordan, during a trip to explore international business practices, organized by Professor Ryan Coles; and student Jonathan Heiden trekked through an 18,000 foot overpass in Nepal as part of a UConn School of Business sponsored research excursion.



# STUDENT *travel*



# FACTS & FIGURES



Illustration by Tatyana Sadykova

## RANKINGS

**#1** Part-Time MBA Program in Connecticut  
*U.S. News & World Report (2023)*

**#1** Public MBA Program in New England  
*TFE Times (2021)*

**#1** MS IN FINANCIAL RISK MANAGEMENT Public Master of Finance in New England  
*TFE Times (2021)*

**#7** MSA PROGRAM Best Online Graduate Business Program (excluding MBA)  
*U.S. News & World Report (2022)*

**#8** MSBAPM Top MS Data Science Schools  
*Predictive Analytics Today (2021)*

**#2** Best Online Master's in Human Resources Programs  
*BestColleges (2021)*

**#10** Management & Entrepreneurship Faculty Research/Publications  
*TAMUGA rankings (2022)*

## REACH

FALL 2022 UNDERGRADS  
**2,956**

FALL 2022 GRADUATE ENROLLMENT  
**1,668**

FACULTY  
**125**

CURRENT ALUMNI  
**52,521**

2022 UNDERGRAD DEGREES AWARDED  
**790**

2022 GRADUATE DEGREES AWARDED  
**623**

## RESULTS

STARTING CAREERS IN THE NORTHEAST  
**87%**  
*Class of 2022*

AVERAGE UNDERGRAD STARTING SALARY  
**\$71k**  
*Highest compensation \$120k*

MEDIAN MBA SALARY  
**\$119.5k**  
*(Class of 2022 as of mid-summer)*

CAREER INDUSTRY FOCUS  
**55%**  
*of bachelor's degree recipients work in the financial services industry*

**88%**  
of undergrads who found employment, continued education, or joined military after graduation.  
*2022*

## You're Hired!

Our top employers 2021-2022

- Aetna CVS Health
- Citigroup
- CohnReznick
- Deloitte

- Eversource Energy
- EY
- FactSet
- General Dynamics Electric Boat
- Goldman Sachs
- JPMorgan Chase
- KPMG
- Liberty Mutual Insurance
- Moody's
- Otis
- National Valuation Consultants

- Nielsen Media Research
- Oracle
- Pratt & Whitney
- PwC
- Raytheon Technologies
- RSM
- State Street Global Advisors
- Synchrony
- The Hartford
- Travelers
- William Blair



# HEADLINES & HOORAYS

## HARTFORD BUSINESS JOURNAL HONORS THREE ALUMNAE WITH '40 UNDER FORTY' AWARD



Alumnae **Lindsay Castonguay Hany '08 MBA**, **Katherine Donovan '09** and **Tammy Hendricks '19 EMBA** were all honored with '40 Under Forty' awards from the *Hartford Business Journal* for their professional accomplishments and leadership. All three are avowed do-ers. But perhaps Hendricks summed up her mantra the most succinctly: "I'm fearless!" she said. ■



## HONEYWELL EXECUTIVE: NO RISK, NO REWARD

Honeywell Senior VP and CFO **Greg Lewis '91** told *UConn Magazine* that there is no success without risk. "If you want to be successful, say yes when someone gives you more," he said. "Those can be scary decisions. But being uncomfortable is how you learn and grow and discover that you're more capable than you think."

UConn is the place where Lewis found himself and his passion. He also met his wife of 28 years, **Barbara (Reynolds) Lewis '89**, a fellow business major, at a Belden Hall dance. ■



## UCONN TEAM JOINS RANKS OF WORLD'S SAVVIEST STUDENT INVESTORS

What is it like to win the international, highly competitive **2021 Bloomberg Global Trading Challenge**, surpassing almost 500 other teams to be heralded as the top student investors in the world? It's amazing, the team of UConn graduate students said.

The team credits its success to a professor's advice to make smart and bold decisions, an investment strategy that identified underdog companies that were responding to market demands, and their UConn education that prepared them for thorough assessments of prospective investments.

Their portfolio surpassed a Bloomberg benchmark by \$467,961 and beat the second-place winner from Saudi Arabia by more than \$100,000. The team, all graduate students in the Financial Risk Management program in Stamford, included team leader **Sayem Lincoln** and members **Jayabhushan Nallakannu**, **Varun Katari**, **Justin Keish** and **Matt Ciaburro**. Connecticut Gov. **Ned Lamont** honored them at a special reception following their victory. ■

## NEW UCONN BALLET COMPANY IS BRAINCHILD OF ACCOUNTING STUDENT

**Angelina Prip '22** has been dancing since she was 4, and when she discovered UConn had no ballet company, she decided to create one. The **University Ballet Co.** drew 100 dancers. Some participants were novices, but many had previously performed with prestigious dance companies. The inaugural performance, at the Jorgensen Center, featured excerpts from "The Nutcracker Ballet."

"I don't think I could go through my life without dance," Prip said. "Accounting and dance are both parts of me. Accounting is very methodical and involves making good judgments. Dance, in many ways, is the same thing." ■





# ENTREPRENEURSHIP

## Bootcamp for VETERANS



Michael Zacchea 1968-2022

### A TRIBUTE TO EBV DIRECTOR MICHAEL ZACCHEA

By Jason Otrin '95, '17 EBV

With Mike's passing, we've lost a giant of the veteran and the UConn families.

Mike was not only a hero in combat (although he always humbly disagreed), he was a hero to so many veterans and their families for his tireless work making sure they were not forgotten.

I got to know Mike through the Entrepreneurship Bootcamp for Veterans (EBV) program he created at UConn. This intense course gave me and my fellow veterans the skills to turn an idea into a business, and the connections to help us succeed.

I was able to take my love of aviation and teaching, and combine them into a drone-flight training and aerial imagery business that is rewarding, exciting, and has changed my career path. I'm not only teaching professionals, including police and fire personnel about unmanned aircraft so they can serve the community and save lives, but I'm now working toward my ratings to fly manned aircraft, too. Mike, and the EBV

program, showed me how to apply what I learned in the military to business, and guided me to a future I had never imagined.

Mike has done more to help veterans than anyone I've ever met. His professionalism and his personal mission to advocate for veterans led to him being a voice for veterans at all levels of government.

Mike believed that the best way to support veterans is to create opportunity for them to succeed and use that network of veterans to help each other up. His drive to coordinate the efforts of state and regional veterans' chambers of commerce, to create more opportunity for us, was part of his plan. It wasn't unusual to receive a phone call from Mike, who was eager to connect us with someone he just met. Of course, the success of the EBV program and its network of graduates stands as a symbol of Mike's vision.

Mike's selfless dedication to those who served was not just as an advocate, it was personal. He would drop everything to help veterans in trouble, sometimes spending entire nights on the phone to support them in their darkest hours. Mike was like a shepherd to many veterans, and his time with us taught us to continue what we learned in the military: to respect each other and do everything we can to help our fellow veterans succeed.

We'll miss you, Mike.  
Semper Fi.

*Jason Otrin earned a bachelor's degree from UConn in 1995 and completed the UConn EBV program in 2017. A U.S. Army veteran, he is the owner of On Course Drones of Westbrook, Conn., which provides professional drone-flight training and aerial imagery services. ■*

## ENTHUSIASTIC CLASS OF U.S. VETERANS COMPLETES PRESTIGIOUS 'BOOTCAMP'

With two tours of duty in Afghanistan and having piloted hundreds of soldiers through dangerous territory as an U.S. Army aviator, alumnus **Scott Yaglowski '12, '22** EBV has proven his abilities many times over.

But Yaglowski's newest mission is to create a craft brewery taproom, featuring great craft beverages, spirits and cocktails, delicious food, and a relaxing atmosphere that feels like home.

The startup, called **The UpsideDown Dog**, is well into the planning stages, including a deep commitment to powering it through clean energy.

"I think veterans have many traits that serve them well in business," said Yaglowski, of Southington, Conn. "In the military we talk about 'improvise, adapt and overcome.' Those skills are all helpful in business."

"We also believe in 'mission accomplishment.' We don't quit; we don't fail," he said. "We are experts at thorough planning, and I have used that skill set planning for the brewery's recipe development, brand recognition, label design and proof of concept. I am looking to do everything I can to set myself up for success."

Yaglowski is one of 16 U.S. military veterans who participated in this summer's Entrepreneurship Bootcamp for Veterans (EBV). The highly successful program is designed to help veterans begin their own businesses.

The EBV graduated its 12th class this summer, but the first since the sudden death of retired U.S. Marine Lt. Col. Michael Zacchea, the EBV's founder and director and a decorated war hero.

"The last few months haven't been easy as we navigated the

loss of Michael and prepared to bring a group of veterans from across the country in person for the first time in three years without his leadership," said **Jennifer Mathieu**, Executive Director of the **Connecticut Center for Entrepreneurship & Innovation**, which oversees the EBV program. "We are incredibly grateful to the EBV community as they have been integral in providing us with the support needed during this transition. CCEI and the School of Business are committed to supporting veteran entrepreneurs and will continue with the momentum the program has gained in the last 12 years to build out the next phase."

"Michael Zacchea set the EBV program up to ensure it could run seamlessly, no matter who was leading it, and this year that was put to the test," said **Lisa Ducharme '14** EBV, who served as the program's Entrepreneur-in-Residence. "Due to Mike's preparation and diligence and EBV specialist **Mehgan Williams'** work, the program did not miss a beat."

"I think the class will remember their hard work, their accomplishments, and the friends they made that will help them build strong, successful businesses," Ducharme said. "We are proud to welcome them to the UConn EBV family and are looking forward to following the graduates as they take their businesses to the next level."

The program prepares would-be entrepreneurs by teaching them the basics of business from business planning to funding to marketing. The EBV program has graduated more than 200 veterans and veteran caregivers, who have launched 187 businesses.

One of the highlights of the 2022 bootcamp was the gift of a free laptop to each participant. The 16 laptops, donated by



Comcast, were valued at \$6,500.

**Scott Fleeher**, Regional Director of Customer Experience at Comcast, and former AH-64 Apache Pilot and ROTC commander at UConn, said the company donated the equipment to support the community and bridge the digital divide for participants. "Providing the laptops to the EBV students was a perfect synergy of our commitment to diversity, equity and inclusion, and our strong support of veterans and their families," he said.

**Tom O'Brien**, Emeritus Professor of Finance, who recently initiated a successful \$100,000 matching gift to help fund the program, said Zacchea

was an inspiration to many.

"Mike is irreplaceable, but I believe that his inspiration will drive the new leaders to continue the UConn EBV's outstanding work for years to come," he said.

UConn alumni **Norman** and **Celeste LaCroix**, early and enthusiastic supporters of the program, said they support not only the EBV's career mission but also applauded the camaraderie it offers.

"The success is impressive," Norman LaCroix said. "Many, many veterans became entrepreneurs

**Michelle and Scott Yaglowski hold their dogs Susie and Porter. Scott, an MBA candidate and recent graduate of the EBV program, plans to open a taproom called The UpsideDown Dog.**

and if they didn't, they still acquired new skills and knowledge."

"I think having a hands-on military person in Mike, someone who was a veteran and could relate to the students, made such a difference," Celeste LaCroix said. "There was real morale-building for the individuals involved and they formed new friendships from the program. I think the EBV program is important, not just for our veterans but for the entire State of Connecticut."

Yaglowski, 32, who earned his undergraduate degree at UConn in 2012 and is now an MBA candidate, said becoming an entrepreneur has tremendous appeal for him.

"I think I most love the freedom and latitude to control your own future," he said. "In my military career, I've nearly always been in the driver's seat. I like to set worthwhile goals and go after them. Being an entrepreneur gives someone an opportunity to control where life takes them." ■



# TRANSFORMATIONAL LEADER, BELOVED ACCOUNTING PROFESSOR RETIRES



**P**rofessor Mohamed “Mo” Hussein, a highly respected and beloved member of the Accounting faculty, a three-time department head, and a university award recipient, has retired after 44 years at the School of Business.

Hussein not only taught thousands of undergraduate and graduate students, he served on a committee that launched the School of Business’ doctoral program, spearheaded stronger alumni ties, and devoted decades to advocating for academic excellence.

“Mo was a transformative leader not only in the accounting department but also in the

School of Business and the University,” said professor **George Plesko**, accounting department head. “He was a key instructor, a three-time department head, an interim business dean, and was deeply invested in service to the university. He led the accounting department to implement changes to strengthen our national reputation and provide a foundation for future success.”

“One of the key traits of Mo is his fundamental decency,” Plesko said. “He is a remarkable professional who has contributed greatly to the camaraderie among all those he worked with. Everybody who

has gotten to know Mo would recognize how special he is.”

## Baseball was the Icebreaker

When Hussein joined the accounting faculty on July 4, 1978, he planned to teach for a year and then return to his native Sudan. He worried about whether he would be accepted as a young faculty member. But he was soon embraced by welcoming colleagues and exceptionally bright students.

“All my colleagues were kind, generous, and funny too. I arrived with a foreign name, a big afro, and an accent, and they took me in and

made me one of their own,” he said.

In class, Hussein talked about the Red Sox-Yankees rivalry, shared his understanding of local baseball culture, and earned the fondness of his students.

“The students’ reactions to and acceptance of me absolutely factored into my decision to stay at UConn,” he said. “When I started, the students were all from little hamlets in Connecticut, and many had never been to New York City. They hadn’t seen an Afro-Arab in their life, and yet they accepted me, and I formed lifelong friendships with many of them.”

Hussein mixed in some signature humor and wit whenever possible. He recalled, with a chuckle, an occasion when he told his students that his grandfather was a witch doctor, and that some of them believed him.

“We always had outstanding students,” Hussein said. “Although Connecticut has excellent private colleges — the Yales and Wesleyans — those colleges didn’t have an undergraduate business program, so we got the best and the brightest.”

“Our department worked hard to train our students and we established UConn as the place to find young talent,” he said. “The prominent accounting firms found our outstanding UConn students and hired them, and came back for more!” he said. In recent years, Hussein has taught some of the children of his original students, and that has brought him much joy.

## Outstanding Service to UConn

Hussein was awarded the Provost’s Outstanding Service Award for 2020 and UConn leadership noted that Hussein was sought out by the administration for complex tasks and by individual faculty for advice and mentorship.

Hussein was a long-standing member of the University Senate and served on numerous President-

appointed committees. He also chaired the President’s Committee on Sweatshops, which led to UConn developing guidelines for ethical sourcing. He was also the adviser for many years to the School’s Teenage Minority Program and the Teenage Entrepreneur Program.

Reflecting on his service to the university, the accounting

**“I always felt Mo was my dear friend and he became one of the true joys of my time at UConn interacting with him on almost a daily basis.”**

— **Larry Gramling, Professor Emeritus**

department, and the School, Hussein credited his parents who taught him to treat others how you would like them to treat you.

## Longtime Colleague: Hussein Has Compassion, Sense of Humor

**Larry Gramling**, Accounting Professor Emeritus, recalls the easy camaraderie he had with Hussein when Gramling joined the faculty in 1979.

“Despite our different backgrounds, Mo and I hit it off right away. We found it so easy to talk with one another since we shared so many common values. Mo’s welcoming and congenial manner was one of the main reasons I accepted the offer at UConn,” Gramling said.

Their families would regularly get together to socialize and became fast friends.

“Probably our biggest bond was our mutual fandom over the Pittsburgh Steelers,” Gramling said. “But since Mo was ever the sharp ‘one-up-man’ to me, any time the Steelers had a good victory, he was quick to announce that his team had done well. But, alas, whenever there was the agony of defeat for our Steelers, he was equally

as quick to announce to me that ‘your team’ had let him down!”

On a serious note, Gramling said he admired Hussein’s compassion and honesty. “I always felt Mo was my dear friend and he became one of the true joys of my time at UConn, interacting with him on almost a daily basis,” he said.

Hussein plans to return to Sudan in the near future to visit his two sisters and extended family. He plans to write a book focused on how his homeland can become more prosperous; and looks forward to spending more time reading, walking, and following the stock market.

“It is hard to leave,” said Hussein, who officially retired in June. “I’ve spent more than half of my life here. UConn is a special place; it’s a family. Storrs will always be home. I’ll always come back.” ■





## REAL ESTATE PROGRAM SAYS FAREWELL TO UNFORGETTABLE TEAM



There have been many great and memorable teams throughout history: Sonny and Cher; Bonnie and Clyde; Fred Astaire and Ginger Rogers; and, of course, UConn Real Estate's **John Glascock** and **Debbie Philips**.

"Debbie has been wonderful to work with. She has a great personality and lets things roll off her back," Glascock said. "I'm more crusty sometimes!"

Glascock, the Director of the Center for Real Estate and Urban Economic Studies for 11 years, and Philips, the department's Administrative Coordinator for 22 years, both retired this summer.

The pair have been instrumental in shaping a program that has been ranked among the best in the nation by *U.S. News* for the last 15 years. Known for its impressive student job-placement rate, the program's graduates are leaders in commercial real estate companies in New York, Boston, Washington

D.C., and Connecticut.

Glascock and Philips have welcomed a kind and brilliant faculty, enhanced a culture in which alumni enthusiastically mentor UConn real estate students, and capitalized on industry connections that are virtually unrivaled.

### Glascock Pushed Students to Excel

Glascock came to UConn after being recruited by his longtime friend, professor **C.F. Sirmans**, then the Director of the Center.

Glascock had previously worked at Cambridge University in the U.K. and George Washington University, as well as in Finland, China, Taiwan, France, and Hong Kong.

Glascock is not only a highly regarded researcher, but his numerous presentations are always well attended by both industry professionals, government leaders, and urban

planners, eager to hear his ideas, perspectives, and predictions.

Known for arriving at his office as early as 5 a.m., Glascock has worked on projects with organizations as diverse as the National Association of Realtors and the Chamber of Commerce of Dubai.

Alumna **Kelly Yates** '18, Associate Director of Construction Lending at Barings Real Estate in New York City, said Glascock challenged her academically.

"Both during my time as an undergraduate student and since graduation, John has been a trusted advisor and took a vested interest in his students' success. His focus in the lecture hall was not limited to conveying information – he was sincerely excited about the topics he covered, which made his classes engaging and memorable," Yates said.

"He was also my adviser for

my honors thesis, and took the time to regularly meet with me and help in any way he could. He was always ready to challenge me when he disagreed with me, which resulted in a higher-quality finished product," she said. "His emphasis on continued alumni relations has helped countless students, including me, start their careers using the skills learned in the classroom with him and the rest of the department. He will be missed."

Glascock said he not only loved working with the UConn students, but also will greatly miss the industry professionals he's befriended throughout the Northeast and appreciates their strong support for the UConn real estate program.

### Philips Had a Keen Sense of What Students Needed

In her role, Philips handled the day-to-day needs of the Center, including organizing its annual golf tournament, planning the Real Estate Banquet, entering teams in case competitions, organizing international and regional travel, and preparing students for interviews and jobs.

"Absolutely the highlight, the thing that made me come in every day, was the opportunity to work with the students," Philips said. Working in a small department, with typically 50 to 55 real estate majors, she got to know them all well.

Philips, a mother of four and grandmother of 12, said she applied life experience in directing and encouraging the real estate students.

"As a parent, you want your child to get a good job after college," she said. "I always had that in mind for our students."

Philips has a warmth that the students appreciated, Glascock said. She knew who needed help academically, who wasn't interviewing as well as possible, and even who had just come off a bad breakup, he said.

Alumnus **Austin Smyth**, '15, Investment Director at Greystar Real Estate Partners in New York City, said Philips was instrumental in his life.

"Students love Debbie because of the devotion she shows to us," he said. "Debbie was like a mother to me on campus and she cared

and took care of me as if I was her own. Not only was she a mentor to me, but she provided the stepping stones for me getting an internship at Cornerstone Realty as a freshman, and then a full-time offer at JPMorgan as a senior. Without Debbie, I honestly wouldn't be where I am today."

### Ready for the Next Adventure

As they start their retirements, both Glascock and Philips plan to stay busy.

Glascock said he hopes to travel the world, visiting friends and former students and giving guest lectures in Australia, Germany and Hong Kong. He also plans to write two books.

Philips said she is looking forward to volunteering, gardening, and spending more time with her husband and family.

"I've had the best job in the world, working with amazing students and wonderful faculty and an industry I love," she said. "I hope whoever follows me will continue to want the best for the Center and embrace and love the culture here as much as I did." ■



## REAL ESTATE ALUM DAVID WHARMBY RETURNS TO UCONN AS PROGRAM DIRECTOR

More than 30 years ago, David Wharmby discovered a phenomenal UConn professor and department head who ignited his interest in real estate studies, and helped prepare him for a rewarding career.

Today, as the new Director of the Center for Real Estate and Urban Economic Studies, Wharmby stands in those shoes.

"I'm really thrilled to be back," he said. "It is the opportunity of a lifetime to help create the next steps for the Center which means so much to me."

Wharmby inherits an elite program, ranked third in the world for real estate academic leadership, based on the strength of the faculty's research. Alumni are prominent leaders in commercial real estate in Connecticut, Boston, New York and beyond.

Wharmby is a two-time alum, earning his bachelor's degree from the UConn Real Estate Center in 1989 and an MBA in finance in 2002. He most recently worked at Barings, a global investment manager, leading the portfolio

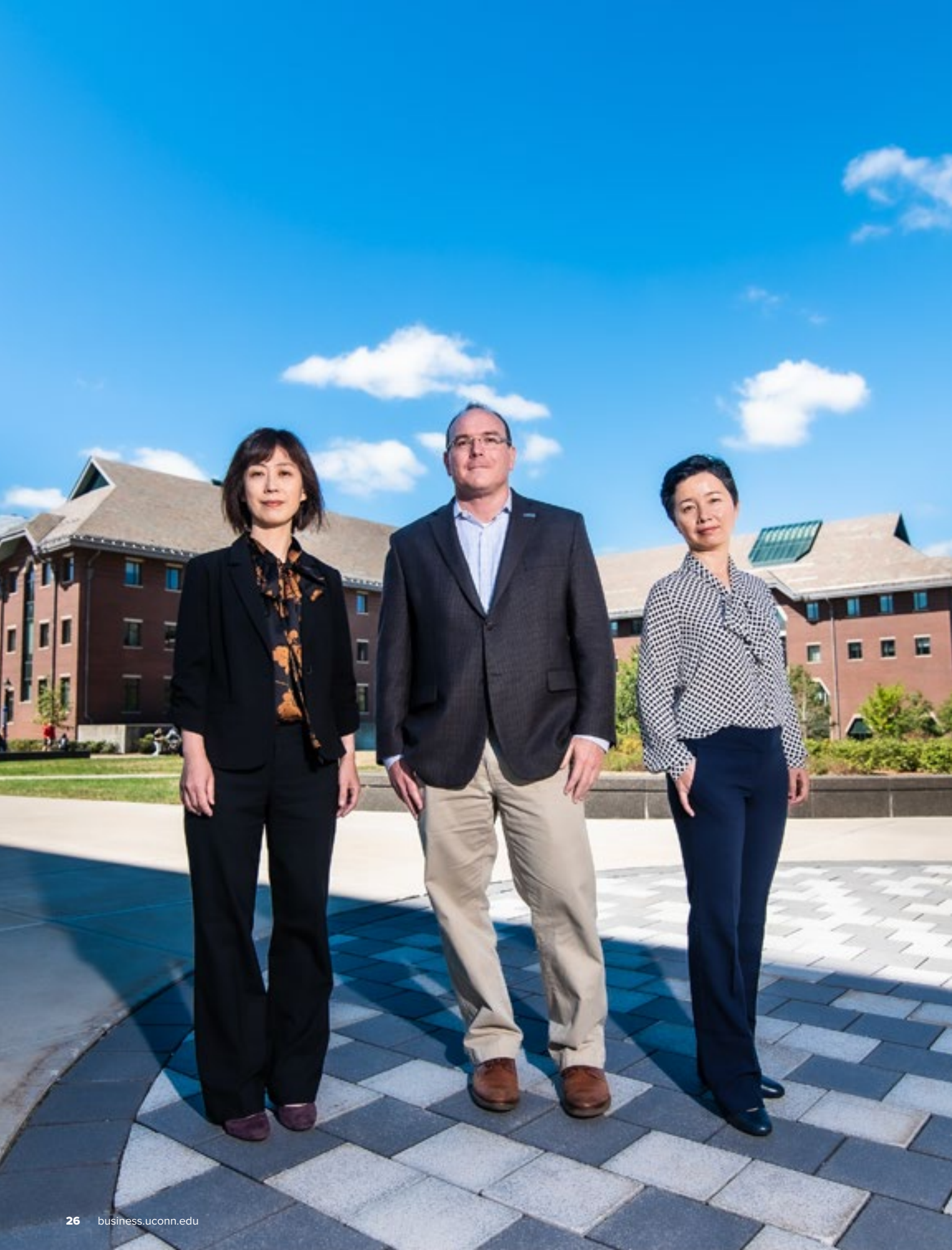
management and investment research for Real Estate Securities.

He said he looks forward to the energy of the students, the wisdom of the faculty, and deepening and developing connections in the close-knit real estate community.

Although the pandemic has disrupted commercial real estate, the profession remains a vibrant and promising career choice. The industry welcomes new ideas, as well as young professionals with a wide range of skills, from sales to analytics, he said.

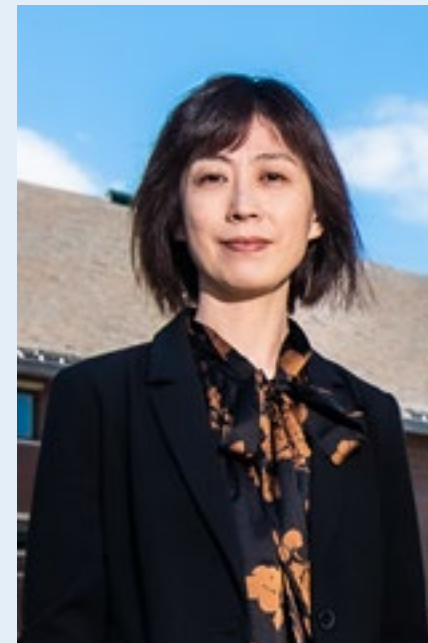
He hopes to honor and emulate his mentor, the late professor Byrl Boyce, who demonstrated an unyielding commitment for helping students master difficult material while also displaying wit and wisdom in the classroom. ■





## FACULTY RESEARCH

The last two years have highlighted the importance of technology, data analytics, and supply chain management in unprecedented ways. Our faculty in the OPIM department are recognized leaders in these fields. Their research impacts your everyday life, from the insurance premium you pay, to the cost of groceries and goods, to preparing our students to help avoid future supply-chain shortages.



### NEW TECH, CONSUMER BEHAVIOR INTRIGUES OPIM PROFESSOR XINXIN LI

Professor Xinxin Li recently conducted research to see if telematics technology, which allows insurance companies to track customers' driving habits, accurately depicts a driver's real-life behavior.

Through her research, Li discovered that almost all drivers employed safer driving habits during the 90-day monitoring period. But once it concluded, many gradually reverted to old habits and drove much more aggressively.

"At the outset, this seemed like a promising tool for insurance companies and a better way to personalize premiums," said Li, a professor in the School's Operations and Information Management (OPIM) department.

"But what we found is that, while people are very good at strategically changing their behavior for a time, it doesn't necessarily reflect their future behavior," she said. "This may completely flip how drivers are ranked based on their risk. Some

also drove more aggressively than they used to, once they weren't monitored any more."

"Predicting driving behavior is certainly not as simple as one might hope, even with the most advanced technologies," Li concluded.

The UConn Board of Trustees recently appointed Li as the Treibick Family Chair in Business, an honor given to a top scholar and leader in information technology.

Working in a rapidly evolving field has provided endless topics to explore, Li said.

"Technology has many good sides and benefits and yes, we should embrace those; but we also have to prepare for unexpected consequences," she said.

Li joined the School of Business in 2005 after earning her Ph.D. at The Wharton School at the University of Pennsylvania. She became a full professor in 2020. Her work has been published in many top journals and she serves as a Senior Editor for *MIS Quarterly* and as a Special Issue Associate Editor for *Information Systems Research*.

She currently serves as the Academic Director of the Master of Science in Business Analytics and Project Management (MSBAPM) program offered by the School

of Business.

She has won numerous awards at UConn and from professional organizations. Li said she enjoys working with her students and different co-authors on her research.

"I was happy to join UConn, and it has been a very good place to work on topics that I enjoy, and to grow and expand collaboration both in OPIM and the Marketing departments," Li said. "It's a very supportive environment and I feel I belong here." ■

**"This may completely flip how drivers are ranked based on their risk."**





Atlantic University.

“The impact of these algorithms is huge,” Day said. “We’re trying to figure out how to leverage data analytics and optimization to help save the planet by getting unnecessary trucks off the road.”

Day, who is a full professor of Operations and Information Management (OPIM), has been appointed the GE Capital Professor in Business by the UConn Board of Trustees. The honor is bestowed on a professor who is a nationally recognized researcher who has made significant contributions to the field of business research.

He has conducted algorithmic research

about combinatorial (package) auctions for everything from airport landing-slots to awarding cell-phone contracts for Canadian provinces and in the U.K. His research has resulted in over \$19 billion of auction-based transactions, and his work has been published in many top journals.

In addition, Day is the School of Business’ Associate Dean for Undergraduate Programs and teaches at the undergrad and graduate level. He previously served as Director of the Management & Engineering for Manufacturing (MEM) program offered by the schools of Business and Engineering. He also serves on the Delta GenEd Committee, a multi-year commitment redesigning UConn’s general education curriculum for all undergraduates.

**Day is using his expertise in algorithms to devise a way for transportation companies to pick up additional cargo, so that every trip is worthwhile.**

Day was also the founding president of the auctions and market design section of INFORMS, a professional society for research and analytics professionals interested in solving real-world problems with cutting-edge research.

He has taken on leadership roles in the research community and encouraged the next generation of analytics experts, who are researching everything from online dating matches to Dutch flower auctions, and from pandemic supply rationing to bidding on keyword searches on Google.

Speaking to the deep impact of this young but growing research community, Day notes that his one-time research collaborator, Stanford University professor Paul Milgrom, won the Nobel Prize in Economics in 2020 for his work on auctions, concerning both theoretical and practical implementations worth many billions of dollars.

“Our research area of auctions and market design is one of the most successful in providing research that can quickly be implemented in the real world,” he said. “It is a great joy to me to promote what our junior

researchers are accomplishing and their efforts to bring positive change to the world.” ■



### SUPPLY CHAIN EXPERT CUIHONG LI REFLECTS ON LESSONS AND OPPORTUNITIES DURING SHIPPING CRISIS

**A**s a supply-chain expert in a time of vast disruption, Professor Cuihong Li has found herself in a new role: media favorite.

During the last two years, as reporters sought explanations about the issues that have crippled the shipping and transportation of consumer goods, Li has stepped up to explain the challenges facing the industry.

“COVID-19 has caused lots of problems and issues for business and in the world,” Li said. “Many of the problems are related to supply chains that are broken because of the pandemic. This crisis has really focused attention on supply-chain management. People have recognized how important this field is and how fragile and complex supply-chain systems can be.”

“I’m glad to see that student

interest in the profession has increased significantly,” she said. “At UConn, we’re responding by offering new courses and providing supply-chain management concentrations in our graduate programs.”

The UConn Board of Trustees has appointed Li as the Robert Cizik Chair in Manufacturing and Technology Management, an honor given to an internationally eminent scholar in the field. Li is also the head of the Operations and Information Management (OPIM) department at the School of Business.

Li developed an interest in supply-chain management as a graduate student at Carnegie Mellon

University two decades ago, when globalization and outsourcing were picking up speed. Her earlier research has focused on sourcing strategies of manufacturers acquiring products and services from suppliers.

In recent years, emerging technologies—including the Internet of Things, artificial intelligence, blockchain, advanced robotics and more—have enabled the Industry 4.0 movement that is transforming manufacturing and supply chains by integrating the physical and digital worlds. Much of her current research studies the emerging problems in this movement, exploring the relationships between humans, machines, and data in supply-chain systems.

“The Internet of Things (IoT) has advanced manufacturing by offering sensors that report the status of machines and allow

diagnosis and proactive repairs,” she said. “It has dramatically changed the business models, as well as the relationships between major manufacturing companies and their customers. We all want to find an important issue with an airplane engine or a power plant early and repair it quickly. Every hour of down-time is a huge loss in industry. IoT is changing how customers maintain and manufacturers service machines.”

One of the important questions in IoT deployment, addressed in one of Li’s recent papers, is who should own the data generated by these devices. Does it belong to the customer or to the product manufacturer?

“This has profound implications in business and impacts the after-sales service supply chains and beyond,” Li said.

Li joined the business faculty in 2005 and was promoted to full professor in 2020. In addition to teaching both undergraduate and graduate students, she is an associate editor for two premier academic journals.

The future is particularly bright for students who pursue supply-chain management, she said.

“It is one of the fastest growing fields and offers jobs that are in high demand,” Li said. “Companies

are looking to hire talent. They know they need to take action. Venture capitalists are investing in startups that

seek to revolutionize the industry.”

“I wouldn’t even be able to guess what the future will hold, but I know it will be profound,” she said. “Whether we bring more manufacturing back to the U.S., increase transparency of supply chain, or invest in better decision-making systems, we’ll see dramatic changes in the coming years. The implications are enormous. Equipped with our strong foothold in analytics and information systems, this domain is where we, at UConn, are ready to excel.” ■

**“I wouldn’t even be able to guess what the future will hold, but I know it will be profound.”**

### PROFESSOR DAY USES ALGORITHMS TO MAKE TRUCKING SYSTEMS MORE FUEL-EFFICIENT

**P**rofessor Robert “Bob” Day was dismayed to learn how many empty tractor-trailers cross the nation’s highways every day, and he decided to do something to help curb the problem.

“About 20 percent of the miles that truckers drove in 2017 were non-revenue trips, returning empty trucks to their origin, when they could have run a load for another company and taken a second vehicle off the road,” he said. “That’s a lot of wasted fuel and wasted time.”

Day is using his expertise in algorithms to devise a way for transportation companies to pick up additional cargo, so that every trip is worthwhile. He is working with UConn business colleagues **Sudip Bhattacharjee** and **David Bergman**, as well as alumnus **Mohsen Emadikhiav** ’20 Ph.D., who is now a professor at Florida



# Student Interest in Sustainability Skyrockets

## NEW INITIATIVES ADDRESS ‘PEOPLE AND PLANET’

The School of Business has created new academic, engagement and networking opportunities in response to growing student interest in corporate social responsibility and sustainability.

The efforts mirror employer demand for business graduates with knowledge of social responsibility and environmental sustainability, and interest in guiding companies through a rapidly evolving emphasis on ‘doing business while doing good.’

“UConn’s reputation as a leader in sustainability education is developing both quickly and thoughtfully,” said business law professor **Stephen Park**, who is the Satell Fellow in Corporate Social Responsibility and Director of the Business and Human Rights Initiative at UConn.

“There’s a strong commitment by the School of Business to invest in new courses, student-led activities, and partnerships with businesses and other organizations, and to enhance synergies across campus,” he said. “Environmental, Social and Governance (ESG) issues figure more and more prominently in business strategy and operations, and the school is intent on equipping students to meet this need.”

In the past year, the School of Business has created a Social Responsibility and Impact in Business minor which is open to all UConn undergraduates, regardless of major. A parallel concentration is also being offered to marketing majors.

In addition, the school launched a sustainability summit — with corporate leaders, faculty, students, alumni in the field, and business partners — that offered insights on sustainability across industries. Held in March, the summit

addressed everything from responsible product sourcing to ethical investing.

“We are hoping the summit will become an annual event where changemakers can meet and exchange ideas, and students can learn, connect, and strategize about their careers,” said **Arminda Kamphausen**, Associate Director of Global Business Programs at the School. “The event was so well received that the participants are eager to return with their colleagues.”

Other plans include co-curricular programs for undergraduates, a faculty-led Business and Society Committee focused on research, teaching, advising, and external outreach, and expanded initiatives in conjunction with the Human Rights Institute, the Office of Sustainability, and other programs at UConn.

“This is not just about fulfilling our values and value-based business, but

also identifying risks that companies face from stresses like climate change,” Park said. “Sustainability also presents opportunities to create new products, new markets, new innovations, and new businesses. I think there is a growing enthusiasm and understanding that this is a vital part of the business world.”

Kamphausen agrees.

“Students are keenly aware of the realities and the need to safeguard the world. They see the big picture and recognize that they’ll be addressing these global issues in their careers,” she said. “They recognize that there is more to business than profit. They value people and planet. It’s our goal not only to educate them, but also to support them in the good work that they are already doing—and want to continue to do.” ■

**“Students are keenly aware of the realities and the need to safeguard the world.”**

— **Arminda Kamphausen**, Associate Director of Global Business Programs



### Margo Bailey '17

Marketing Major

- Corporate Citizenship Manager, **Pratt & Whitney**
- Fulbright Scholar
- Former Program Manager for Community Outreach, Development for UN Association of Greater Boston

“For young people today, the main challenge will undoubtedly be CO2 emissions. We have seen some of the focused work begin—from investments in renewable energy to research to remove CO2 from the atmosphere—but we need to keep up the momentum to change outcomes for the next generation.

“I’m cautiously optimistic that my generation can improve the quality of life on Earth. Even though the state of the world is troubling, many gains have been made by previous generations to improve social issues like poverty, hunger and infant mortality. Another great example is the elimination of CFCs in products to stop ozone depletion. The problems are not completely solved, but the progress made is testament to the power of focused work.



### Lily Stiffler '21

Political Science & Human Rights Major

- Business Developer/Shareholder Engagement at startup **Civex**, which created a shareholder engagement app to urge public companies to answer questions around emission reduction targets, packaging materials, climate lobbying, financing of fossil fuels, deforestation and more
- President of United Nations Association/UConn Chapter, UConn Impact Investing Group
- UConn Corporate Social Responsibility Intern, assessing UConn’s global ethical & responsible sourcing approach

Often, businesses assume sustainable practices are associated with increased costs. I want to be a part of working with companies to show how increased efficiency, whether in energy usage or operational resources, can result in decreased costs throughout the supply chain, while creating a more environmentally responsible and profitable corporation.



### Duygu Ozcan '22

Business Management Major

- Business Analytics Associate at **Henkel**
- President of International Business Association at UConn
- Head of Undergraduate Corporate Sustainability Committee/Global Business Ambassadorship Program Student Delegate to COP 26/United Nations Climate Change Conference in 2021

“If every one of us can push for an improvement in our relevant sectors and collaborate across industries, we can achieve positive change. As the younger generation, we observe the critical state Earth is in. Graduating from UConn, we can influence the communities we are a part of and come up with solutions to give back to and protect it.



### Jackson Guay '22

Finance Major

- Assistant Product Development Manager in Consumables for **CVS Health**
- Studied in Florence, Italy and Dunedin, New Zealand as an undergraduate

“I realized sustainability was going to define my early career when I received my scuba diving license when I was 16. I did my first open water dive and saw the beauty of coral reefs as well as the detriment of coral bleaching. From then on, I’ve really tried to travel and learn as much as possible about environmental sustainability and what needs to be done to reverse climate change.

**More than 200 UConn faculty are conducting research related to clean energy, clean water, sustainability, and climate resilience.**



## Words Worth Repeating

Here are a few of the quotes that made us laugh, reflect, and celebrate in the last year.

*Connecticut Magazine* asked UConn alumnus Bob Kaufman '74 founder of Bob's Discount Furniture, if Connecticut is hostile to business. **"Clearly my career is a repudiation of that philosophy....If you can't think out of the box, don't blame the state of Connecticut. If you build a better mousetrap, it will work."**

**"Go to Horsebarn Hill with a telescope on a clear night. The view is unforgettable!"**—Nicholas Willett '22, an accounting major, when asked what every student should do during their time at UConn

Basketball icon and alumna Rebecca Lobo '95 tweeted on the frustration of traveling for work: **"First flight delayed because of mechanical issues. I was going to miss my connection so I changed airlines. Current flight delayed because a passenger's dog won't fit under the seat."** #RuffTravelDay.

Overheard in the Office of Diversity Initiatives: **"I wanted to put the word 'party' on a flier and my students said, 'What's THAT? No one would come to that!' So we called it a 'kickback' and 300 students showed up!"**

Asked by an ESPN reporter if he ever considers retiring, UConn Women's Head Basketball Coach Geno Auriemma responded: **"Every day, in the middle of practice!"** In case your heart stopped... he added: **"I'm not ready yet to stop the suffering that coaches put themselves through. I still got some more left."**

**"When I got to UConn, I started decorating, and purchased many plants, and I killed them one by one."**—Alumna and entrepreneur Harsha Jain '22, a Top 3 finalist in the UConn Innovation Quest competition, on how she developed the idea for her invention, The Plant Monitor.

**"There has never been a more urgent time for us to demonstrate our commitment to inclusivity."**—Alumna Joanne Crevoiserat '85, CEO of Tapestry, the parent company of luxury brands Coach, Kate Spade and Stuart Weitzman. She was quoted in a *Forbes* article, following a national retail survey that discovered some BIPOC women feel they have to dress or behave differently when shopping.