



The University of Vermont
 SCHOOL OF BUSINESS
 ADMINISTRATION

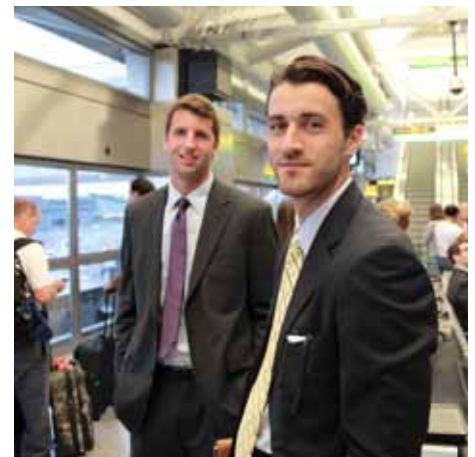
DEAN'S REPORT

2012



UVM+
BUSINESS

**ENDLESS
 POSSIBILITIES**



UVM+
BUSINESS

**ENDLESS
POSSIBILITIES**

Welcome to the inaugural Dean's Report of the University of Vermont School of Business Administration.

During my first year at UVM, we have undertaken initiatives to add value to both our business degree and the student experience. Our undergraduate curriculum has been updated and enhanced with a distinctive focus on three strategic themes: entrepreneurship, sustainable business, and global business. We have also defined five concentrations: finance, accounting, marketing, business analytics, and management & leadership. We believe that the matrix structure and the three strategic themes will make our program stand out among even the most innovative undergraduate business programs in the country. We have also added several new experiential elements such as internships, case competitions, pitch competitions, networking events, business speakers, and much more.

Thanks to generous alumni donations, we've hired a full-time career and professional development advisor to help students achieve their goals. Career development is critical for our students, and additional funding is needed to support this function.

We are also updating our MBA curriculum and developing a fresh format that will appeal to a wide range of working professionals and international students. However, building a world-class MBA program will take more funding and support if we are to offer students the ideal range of electives and experiences.

This fall, we welcomed our largest Master of Accountancy (MAcc) class ever with 20 new and 12 continuing students. Our MAcc graduates have had great success in the job market. Of the 30 graduates to date, 21 are employed at public accounting firms and five are employed in corporate positions.

Our faculty and staff and, of course, our students, have done terrific work during the past year to generate a dynamic positive momentum. However, it is the potential of what is to come that matters most. And with your help, that potential is limitless!

Best wishes and thank you for your continued support,



Dr. Sanjay Sharma, Ph.D.
Dean and Professor of Management





Creating Sustainable Business Through Innovation & Leadership

MISSION:

The School of Business Administration at the University of Vermont prepares students to be business leaders in a complex and dynamic global environment. To accomplish this, we cultivate awareness of the importance of creating sustainable businesses that value ethical, social, and environmental responsibilities. We infuse innovation and leadership in our curriculum to develop graduates who are skilled at identifying problems and opportunities, and who make decisions based on adept analysis. Our faculty strives to achieve teaching excellence, promote thought leadership, and advance management practices.

The School of Business Administration has recently completed a comprehensive revision of the undergraduate curriculum to educate responsible managers for the future.

The new curriculum has three interdisciplinary themes: **Sustainable Business, Global Business, and Entrepreneurship**. The three themes focus on, respectively, giving students an understanding of the long-term survival and growth of businesses; creating better business models, processes, or products and services; and creating conditions for effective leadership via ideas, skills, and knowledge that can achieve common goals.



In addition to the three interdisciplinary themes, students can choose one of five concentrations: **Accounting, Finance, Marketing, Business Analytics, and Management & Leadership**.

EXPERIENTIAL LEARNING

We strongly believe in a saying attributed to Aristotle: "For the things we have to learn before we can do them, we learn by doing them." Experiential learning has become a critical component of student success. Internships, case competitions, study abroad, networking events, and business speakers have become an important part of the curriculum at the School of Business Administration.

INTERNSHIPS

Internships have become a necessary component of higher education. They enable students to be discerning about the type of career they want (or do not want) to pursue after graduation. Sixty percent of business students take part in an internship. Some of the companies our students work for are Green Mountain Coffee Roasters, UBS, Morgan Stanley, General Electric, Dealer.com, PwC, and Ben & Jerry's.

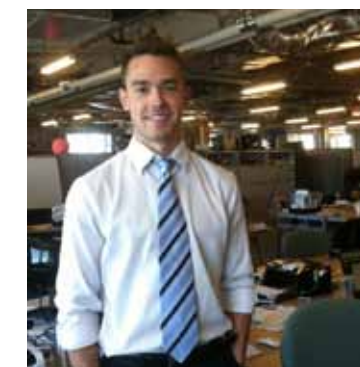


ELIZABETH "LIZ" BERNIER

Vtrim – Liz Bernier, a senior School of Business Administration student, worked as a marketing intern at *Vtrim*, a research-based approach to weight loss that includes a Web-based behavior modification program. While at *Vtrim*, Bernier spent much of her summer researching new marketing for the online weight-loss company.

"I can honestly say that I have been learning something new every day I spend at Vtrim. I feel like that is one of the great things about working in a startup company – every day is new so it is a constant learning process."

JOHN BLACK



MassChallenge – John Black, a senior School of Business Administration student, spent his summer at *MassChallenge*, a \$1 million global startup competition and accelerator program in Boston. Black's main responsibility was to manage the activities of the event interns.

"Every week I would break down the event's calendar and assign a point person to take charge of each event. I ran events as well with prominent guest speakers such as Ken Morse [of Harvard Business School], business development workshops, and more. As a student hoping to get into the event industry, I can say this has been an ideal internship. Not only has it offered me experience in the industry, but I have met some of the most experienced and successful people in the business world."

School of Business Administration alumnus **Scott Bailey ('09)** is the director of *MassChallenge*, an organization for startup entrepreneurs. Bailey develops annual fundraising strategies, builds partnerships with public and private organizations, and investigates new expansion initiatives. Bailey regularly comes back to the School of Business Administration to work with its Entrepreneurship classes and the Entrepreneurship Club.

Business Pitch and Case Competitions

Business pitch and case competitions develop analytical abilities and problem-solving skills. Students are able to build upon the skills and knowledge they have learned in the classroom by working on a real-world case for an actual company and presenting their ideas to a panel of judges.

BUSINESS PITCH COMPETITION

Thanks to a generous \$100,000 gift from a University of Vermont alumnus, David Aronoff, the School of Business Administration will host its first-ever Business Pitch Competition in October 2012. Seventeen teams have signed up to participate.

David ('86) and Jessica Aronoff believe "winning or losing the contest doesn't matter as much as the experience students gain from developing their own ideas into concrete plans, presenting them in a public forum, and working in teams."

David Aronoff is a general partner at Flybridge Capital Partners. He graduated *cum laude* from the University of Vermont in 1986 with a bachelor of science degree in computer science. Aronoff was also a member of the first class of Vermont Scholars, now called Green and Gold Scholars. He has a master of science degree in computing engineering from the University of Southern California, and an MBA with distinction from Harvard Business School.

GLOBAL FAMILY ENTERPRISE CASE COMPETITION

Sixteen teams from universities from around the world have signed up to participate in the first-ever UVM School of Business Administration 2013 Global Family Enterprise Case Competition (FECC) taking place January 9–13, 2013 in Burlington, Vermont.

This inaugural case competition will match students enrolled at universities and colleges with the world's finest family business programs. Each team will consist of four student members (including one alternate) and at least one coach. Judges will be entrepreneurial leaders from the community who are well versed in the unique dynamics of family enterprises.

The first winner of this global competition will take home the UVM Family Enterprise Cup. The competition has been made possible by major funding from **Robin Tauck, Chuck Tauck, Stephen Ifshin** and several UVM alumni and members of the business community.

JOHN MOLSON UNDERGRADUATE CASE COMPETITION

Five UVM School of Business Administration students participated in the John Molson Undergraduate Case Competition (JMUCC) in February 2012. The JMUCC is considered one of the world's largest and most prestigious international case competitions at the undergraduate level.



The competition consisted of three stages: two preliminary stages and one final stage. The preliminary stages divided teams into six divisions. Each team presented three, three-hour cases in a round robin and one 24-hour case; the team with the highest score in that division advanced to the final stage. The School of Business Administration team was in second place going into the second preliminary stage but it unfortunately did not make the finals.

"I am really proud of our team," said Thomas Chittenden, the team coach. "They spent many hours preparing for this competition, and I was pleased that they won two out of the three cases in the first round. Even though they did not make the final round, they learned many skills that will stay with them long after they graduate."

"We logged a lot of hours and it was intimidating coming into it and seeing how much we'd actually be doing and how much [time] we had to allocate each week, but I think it's been a great experience," said Alyssa Hoyt, a School of Business Administration junior concentrating in finance. "One of the greatest takeaways is being comfortable presenting."

The overall winner of the competition was Maastricht University in the Netherlands. Hong Kong University of Science and Technology (HKUST) and Carleton University in Ottawa placed second and third.

MBA STUDENTS PLACE FOURTH IN INTERNATIONAL COMPETITION



Four University of Vermont Master of Business Administration (MBA) students placed fourth out of 11 participating schools in the HEC Sustainability Challenge in Montreal in March 2012.

The HEC Sustainability Challenge seeks to increase the sustainability literacy of business students and develop a network of like-minded peers. The event also seeks to demonstrate the relevance of addressing CSR (corporate social responsibility) issues in the management of successful enterprises.

"This case competition was an adventure to me and a chance to push myself beyond what I thought I could do," said Erin Creley, a UVM graduate student. "Working on cases in groups hasn't always been my favorite part of the MBA; however, after experiencing it I know I'll be signing up for any other opportunity that comes."

The HEC Sustainability Challenge was part of the Montreal Sustainability Weekend. Schools from Canada, Denmark, and the United States participated in the daylong competition.

Dean's Leadership Speaker Series

The Dean's Leadership Speaker Series (DLSS) was started during the past year to provide our students with an unparalleled view of the trends facing business leaders today. Our mission is to equip students with the knowledge and resources to become responsible managers who are engaged and passionate about building better organizations and a better society.



CYMA ZARGHAMI

Hundreds of students turned out to hear **Cyma Zarghami**, president of Nickelodeon, during the first Dean's Leadership Speaker Series event.

Zarghami, a UVM alumna, has worked for Nickelodeon for the

last 26 years. She was named president in 2006 and currently oversees all creative and business operations for the company. Under her leadership, Nickelodeon continues to be the number one rated U.S. cable network.

*"These talks are extremely important for students to attend because they give us a great chance to see what opportunities are available after school," said **Andrew Kaufman**, a senior business student concentrating in marketing and international business. "They also allow us to hear firsthand what has led to the success or failure of businesses and individuals."*



JEFFREY HOLLENDER

Jeffrey Hollender, cofounder and former CEO of Seventh Generation, spoke to a packed room about entrepreneurship and social responsibility during the second Dean's Leadership Speaker Series.

Hollender, who is a leading authority on corporate responsibility, sustainability, and social equity, discussed the steps necessary to become a successful social entrepreneur.

"The reason I started Seventh Generation in 1988 was not because I had a desire to sell bathroom tissue and laundry detergent, but because I was passionate about trying to refine the world of possibilities that business plays in society," Hollender told the crowd of 90 students, faculty, and community members.

Hoffman Family Business Lecture Series

The Hoffman Family Business Lecture Series was created to assist the School of Business Administration by providing opportunities for students at the University to learn about innovative business policies and practices from leading scholars and practitioners.

MARC COMPAGNON

As part of the 2012 Hoffman Family Business Lecture Series, speaker **Marc Compagnon** ('80) gave a talk titled "Doing Business in the Flat World" that offered insights into supply chain management and innovative business practices in a global economy.

Compagnon is the president of LF Sourcing at Li & Fung's Global Agency Business for Apparel and Home Goods. Li & Fung Limited specializes in supply chain management of high-volume, time-sensitive goods for leading retailers and brands worldwide via an extensive global network.

*"During Marc Compagnon's talk, I was most impressed by the fact that Li & Fung and Marc Compagnon himself have positioned so well for changes by maintaining an open mindset (in terms of business options, career choices, etc.) and thinking and acting globally," said **Assistant Professor Jie Zhang** of the School of Business Administration. "I hope my students learned a valuable lesson in managing a global supply chain: People (knowledge, relationships, etc.) are the real assets in orchestrating complex global supply chains."*

Career Services

Thanks to several generous alumni donations, the School of Business Administration has a full-time career services professional dedicated to helping students with all aspects of the job search. **Stephen Ifshin '58**, and his wife **Billie Lim**, and **John Hall '85** made significant financial contributions to career and professional development.

CAREER AND PROFESSIONAL DEVELOPMENT

Our goal is to provide every student with confidence that the education they receive here at the School of Business Administration will prepare them for their future.

OUR DEDICATED CAREER AND PROFESSIONAL ADVISOR HELPS STUDENTS:

- *Develop professional career-seeking skills*
- *Create a professional resume and cover letter*
- *Polish interview skills*
- *Network with businesses and alumni for internships and full-time employment*



UVM's School of Business Administration educates responsible managers for success in complex, global, multi-stakeholder and sustainable environments. Our students and faculty are passionate about building better organizations and a better society.

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\$250,000 Gift to UVM School of Business Administration

A quarter-million-dollar gift from the Grossman Family Foundation of Cos Cob, Connecticut, was provided to support new initiatives by Dean Sanjay Sharma.

"We were very pleased to learn that the university was able to attract a new dean with the proven leadership, abilities, and academic credentials of Dr. Sharma," said Steven Grossman '61, UVM alumnus and chair of the board of trustees of the foundation.

With these funds, the school was able to put together a team of seven School of Business Administration senior faculty members to complete the comprehensive revision of the undergraduate curriculum; hire a local marketing firm, Kelliher Samets Volk (KSV) to create a branding and marketing plan for the 2012–2013 Admissions cycle; expand on its experiential learning program for students, participate in the Babson College Successful Transgenerational Entrepreneurship Practices (STEP) Project (see following page); and purchase several new databases for student and faculty research.

Research Databases

In October 2011, the School of Business Administration opened a new Bloomberg Lab. The Bloomberg Lab consists of 12 terminals that enable students and faculty to access, monitor, and analyze real-time financial market data movements. These terminals give students access to the same data as top financial professionals. Nearly one-third of students have stated they use it for research projects.

"I think it's a great thing to put on your resume. A lot of kids don't have this opportunity in school to get proficient in it," said Reese Green, a senior Business School student concentrating in finance.

The School of Business Administration also subscribed to data from the Center for Research in Security Prices (CRSP)/Compustat/Standard & Poors/Capital IQ in the fall of 2012. This provides students and faculty access to comprehensive, gold-standard historical stock return and financial statement data.

"The number of companies covered and the length of coverage are significant upgrades to what has been available to students and faculty in the School of Business Administration. In addition to broadening and enriching options for class projects, the new data create opportunities for students completing honors theses, particularly in finance and accounting."

Assistant Professor Hugh Marble.

STEP Project

The School of Business Administration is in the process of positioning itself to be a pioneer in entrepreneurship and family business research and education. Recently, the school joined 41 affiliate universities worldwide as part of the Babson College Successful Transgenerational Entrepreneurship Practices (STEP) Project. The STEP project is a global applied research initiative that explores the entrepreneurial process within business families and generates solutions that have immediate application for family leaders.

"Our affiliation with STEP provides us with unparalleled access to comparative information on what influences the entrepreneurial success of family businesses. We are interacting with scholars and member companies from around the world, offering the broadest possible insight into how family businesses sustain their entrepreneurial spirit across generations."

Professor Rocki-Lee Dewitt.

Students on the Move

OUTSTANDING BUSINESS SCHOOL STUDENTS RECOGNIZED AT 2012 HONORS DAY CELEBRATION

Eleven School of Business Administration students were recognized by faculty, staff, and invited guests as part of the 2012 Honors Day Celebration.

Here is the complete list of this year's award winners:

Alyssa Hoyt – *Beta Gamma Sigma Award*
Alex Palmer – *Entrepreneurship Award*
Krista Carlson – *Finance Award*
Danielle Winkler – *Marketing Award*
Alyssa Kelly – *Undergraduate Accounting Award*
Michael Prevoznik – *Graduate Excellence Award for MAcc*
Tory Dennerlie – *Business Analytics Award*
Stephanie Mariorenzi – *Wall Street Journal Award*
Kristin Heller – *Management Award*
Roman Fricker – *Graduate Excellence for MBA*
Brad Opsahl – *Undergraduate Excellence Award*

BUSINESS STUDENTS INDUCTED INTO PRESTIGIOUS SOCIETY

Twenty-three School of Business Administration students were inducted into the Beta Gamma Sigma (BGS) society this year. BGS is an international honor society that recognizes the outstanding academic achievements of students enrolled in collegiate business and management programs.

The 2012 new members are:

Roman Fricker – <i>Graduate</i>	Kyle Greenhaus – <i>Junior</i>
Eze Kamanu – <i>Graduate</i>	Yulia Gulenko – <i>Junior</i>
Michael Prevoznik, Jr. – <i>Graduate</i>	Alyssa Hoyt – <i>Junior</i>
Shiv Sharma – <i>Graduate</i>	Alyssa Kelly – <i>Senior</i>
Glenn Varricchione – <i>Graduate</i>	Erika Lamb – <i>Senior</i>
Roseanna Abraham – <i>Senior</i>	Michael Massa – <i>Junior</i>
Matthew Barall – <i>Junior</i>	David Ramada – <i>Junior</i>
Thomas Barkovic IV – <i>Junior</i>	Zachary Schmoll – <i>Junior</i>
Kelby Benson – <i>Junior</i>	Marshall Shepherd – <i>Junior</i>
Andrew Cornelia – <i>Junior</i>	Raymond Trainque – <i>Junior</i>
Abbie Desrochers – <i>Senior</i>	Joseph Waesche – <i>Junior</i>
Jason Fish – <i>Junior</i>	



Student Research

Two School of Business Administration seniors participated in the annual Student Research Conference (SRC) at the Davis Center in April 2012. The SRC showcases the research and scholarly activity of undergraduate, graduate, and medical students across campus.

Brittany Smith ('12) showcased research focused on determining which factors influence taxpayer compliance when reporting gambling income. The study found that the complexity of the tax form and adequate tax knowledge in reporting gambling income had a significant impact on taxpayer reporting. This finding provides an important contribution to tax compliance literature by suggesting that simplifying the process of reporting gambling winnings and losses and increasing taxpayer knowledge of tax laws may encourage greater taxpayer compliance in reporting gambling winnings and losses.

Kristin Heller ('12) presented research focused on testing signals that job seekers receive from a recruiting organization's community involvement and pro-environment practices. Research on employee recruitment suggests that because job seekers often have limited information they possess as signals about the organization's characteristics. Heller investigated a variety of potential signals, testing hypotheses about how the type of corporate social performance (CSP) activity and the degree of employee involvement in it affects the strength of various signals.

Entrepreneurial Leadership "Make a Difference" Project

Students in Entrepreneurial Leadership were challenged to "Make a Difference" at the start of the spring semester. The goal was to envision and deliver a concrete, positive change in the community that would not have happened without their initiative. There also had to be a clear legacy plan so the project would continue beyond their graduation.

Matt Lombardo ('12), **Alex Palmer** ('12), **Sam Kelly** ('12) and **Jason Fish** ('13) wanted to work with the Hope Lodge in Burlington. The Hope Lodge offers cancer patients and their caregivers a free, temporary place to stay when their best hope for effective treatment is in a city far away from their home. After visiting Hope Lodge, the group determined the patients would really benefit from a night out in Burlington. Thus was born the "Food for Hope" idea.

The group solicited local restaurants to donate one meal a month to their cause. Three progressive restaurants in Burlington – New Moon, Boloco, and Church & Main – have already signed up for this cause.

In all, four groups of students are making a difference as a result of this project. One group started the *Kalkin Times* – a quarterly School of Business Administration newsletter. Another team created *UVMfst* – a historical film that captured the 2012 wins for UVM's freestyle skiing team. The fourth group started an Alpha Kappa Psi (AKP) coed business fraternity.

Entrepreneurship: Business Planning

Students in the Entrepreneurship: Business Planning course develop a business plan for the creation of a new venture. They are evaluated on the quality of the business plan, the breadth and depth of research that went into the plan, their business presentation, and the comments from invited guests during the formal presentations.

Plans included the creation of a new Burlington brewery that showcases the city's history as a logging town and a mobile cart selling chocolate-covered potato chips on Burlington's Church Street.

Graduate Programs

MASTER OF BUSINESS ADMINISTRATION (MBA)

Though our MBA program is small, its foundation is strong. We are currently in the process of updating the curriculum, developing a fresh format that will appeal to a wide range of working professionals and international students. The new program will begin in the fall 2014.

MASTER OF ACCOUNTANCY (MAcc)

The MAcc program continues to meet the needs of undergraduate accounting concentration students interested in earning 150 credit hours, second-career learners from Vermont interested in careers in accounting, and domestic and foreign students interested in accounting. The program has grown from five students in May 2010 to 15 graduates in May 2012. This fall, we welcomed our largest group of 20 new and 12 continuing students.

THE PROOF IS IN THE RESULTS

Nearly 60 percent of the class of 2012 had been offered a full-time position three months after graduation. Some of the hiring companies were Boeing, KPMG, General Electric, Morgan Stanley, TD Bank, Amazon, Liberty Mutual, and Burton Snowboards.





Faculty News

FACULTY RESEARCH

Our faculty members continue to create innovative and relevant knowledge in their fields that translates to what they are teaching in the classroom. They have been recognized nationally and internationally in their respective fields, and continue to create a positive experience for our individual students at both the undergraduate and graduate levels.

Their research appears in top journals, including *Journal of Management*, *Journal of Applied Business Research*, *Journal of Environmental Management*, *Academy of Management Review*, *Strategic Management Journal*, *Entrepreneurship Theory & Practice*, and *Journal of Information Systems Education*.

SCHOOL OF BUSINESS ADMINISTRATION WELCOMES TWO NEW FACULTY MEMBERS

HUNG TUAN DO, PH.D.

Hung Do joined the faculty in August 2012. Do holds two Ph.D.s, one in electronics and computing from Gunma University in Japan, and one in operations management from Purdue University. His research interests include procurement and inventory control, information sharing and decision making, stochastic models, queuing systems, and stochastic game theory applied to supply chain management.

GLENN WALBERG, JD, LL.M.

Glenn Walberg joined the faculty in August 2012. He obtained his master of laws (LL.M.) degree in taxation from the Georgetown University Law Center after obtaining his juris doctorate (JD) from the College of William and Mary School of Law. Before joining the University of Vermont School of Business Administration, he taught courses relating to federal taxes, taxation and business decisions, and estate planning at the University of North Carolina at Wilmington.

In 2003, he cofounded Technical Tax Programming, a company that designed and developed computer software for complex tax calculations. He has published in the *CPA Journal*, *Tax Strategies*, *Tax Adviser*, *Tax Law*, and other publications. His current academic research addresses methods of accounting with an emphasis on how contract law influences tax accruals and capitalization principles.

“TEACHERS OF THE YEAR” HONORED AT COMMENCEMENT

Every year, two members of the School of Business Administration’s faculty are named “Teacher of the Year” by the graduating class. During the 2012 Commencement Ceremony, **Professor Tom Noordewier** was honored with the graduate award. **Thomas Chittenden** received the undergraduate award.

Noordewier teaches Marketing Management. He joined the school in 1990 and is currently the associate dean for the undergraduate program.

Thomas Chittenden teaches Information and Technology Management. He also coached the School of Business Administration team at the John Molson Undergraduate Case Competition.



TOM NOORDEWIER

“Students recall that he is always willing to help. Personally in my opinion, he is a professor who thinks outside the box and is able to look at a subject matter from different and very interesting perspectives,” Elena Varavka, a 2012 MBA graduate, told the crowd honoring Noordewier.



THOMAS CHITTENDEN

“He truly pushes you to the next step, the world post-graduation,” said Andrew Kaufman, a full-time lecturer at the School of Business Administration, about Chittenden. *“His relationship with the students allows him to give sound advice to help guide them to their desired career path.”*



**ASSISTANT PROFESSOR BARBARA AREL
PARTICIPATES IN PCAOB MEETING**

Assistant Professor Barbara Arel was part of a prestigious panel discussion during the Public Company Accounting Oversight Board (PCAOB) in Washington, D.C., in March.

The PCAOB held a public meeting on ways to enhance auditor independence, objectivity, and professional skepticism, including thorough consideration of audit firm term limits. Panelists included investors and investor advocates, senior executives, audit committee chairs of major corporations, chief executive officers of audit firms, and other interested parties.

Arel was invited to talk about the findings of a paper she published titled “Findings on the Effects of Audit Firm Rotation on the Audit Process Under Varying Strengths of Corporate Governance.” The paper was coauthored by Kurt Pany and Rich Brody.

Several well-known dignitaries, including the Honorable Charles A. Bowsher, former U.S. comptroller general, the Honorable Paul A. Volker, former chairman of the Federal Reserve, and John H. Biggs, former chairman and chief executive officer at TIAA-CREF, also presented at the meeting.

GRANTS

Associate Professor David Novak is part of a research team that was recently awarded three research grants totaling \$242,000.

Novak is the primary investigator (PI) on a \$64,995 grant from the U.S. Department of Transportation in conjunction with the University Transportation Center (UTC) program and UVM’s



Transdisciplinary Research Initiative (TRI) related to complex systems, titled “A Risk-Based Flood-Planning Strategy for Vermont’s Road Network.” Jim Sullivan, a research analyst for UVM’s Transportation Center, is co-PI.

Novak is also co-PI on a \$100,000 grant from the Research Advisor Council (RAC) of the State of Vermont’s Agency of Transportation (VTrans), titled “Travel Importance and Strategic Investment in Vermont.” He is also serving as co-PI on another \$77,000 RAC grant from VTrans titled “Optimization of Snow Removal in Vermont.” Jim Sullivan is the PI for both grants.

MBA/MAcc DIRECTORS NAMED



Associate Professor Willy Cats-Baril has been named the director of the MBA program. Cats-Baril teaches Information and Decision Sciences in the School of Business Administration. He is working with a team of senior faculty members to revise and update the MBA curriculum.



Associate Professor Susan Hughes has been named the director of the MAcc program. Hughes worked closely with Dr. Michael Gurdon, former associate dean of the graduate program, to develop and implement the MAcc program in 2008–2009.

**FACULTY AND STAFF RECOGNITION
AWARD WINNERS**

Associate Professor David Jones and Enrollment Management Specialist Jennifer Fath were both honored by Dean Sanjay Sharma at a faculty and staff reception.



Jones was the recipient of the 2012 Faculty Scholarship Recognition Award. Jones conducts research on employees’ perceptions of fairness in the workplace, studying how employees judge fairness and how and why they respond to fair

treatment through cooperative behavior, and to unfair treatment through things like turnover and theft. He also conducts research on how employees and job seekers respond to socially and environmentally responsible business practices. Jones is active in presenting his research at scholarly meetings of the Academy of Management and the Society for Industrial and Organizational Psychology, and has published his research in some of the top journals in his field, including the *Journal of Applied Psychology*, the *Journal of Organizational Behavior* and the *Journal of Management*. Jones is currently a member of the editorial board for the *Journal of Organizational Behavior*.

Jennifer Fath received the 2012 Staff Recognition Award. Fath is an enrollment management advisor for the School of Business Administration. She earned her undergraduate degree in English with minors in political science and business from UVM in 1997. She earned her graduate degree in higher education and student affairs from UVM in 1999. Prior to joining the School of Business Administration, Fath worked with the admissions offices at both Plattsburgh State University and UVM. Fath joined the School of Business Administration in 2003 as the career and professional development advisor. In 2005, she assumed the role of Enrollment Management Advisor. In her current position, she co-advises the first-year class; works closely with admissions on recruitment, selection, and yield of undergraduate students; manages the minor application review process; and provides assistance with processes and initiatives including orientation, commencement, U.S.–Sino Pathway Program (USPP) initiatives, and internal transfer applications. Fath is currently participating in a supervisory learning series course and is active in NACADA (National Academic Advising Association).



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