

**UVM+**  
**BUSINESS**



**ENDLESS  
POSSIBILITIES**

**SCHOOL OF BUSINESS  
ADMINISTRATION**

**DEAN'S  
REPORT**

**2014**



# DEAN'S WELCOME

**W**elcome to the 2013-14 Dean's Report for the University of Vermont, School of Business Administration.

If there were one phrase to describe our year it would be "accelerating excellence." I am pleased to report that students, faculty and staff continue to make ever-increasing strides to embody excellence in everything we do as we educate and develop the business leaders of the future. Our curriculum and concentration redesign is already bearing fruit as school applications have increased 22% since 2011, while new enrolled students for the year increased to 254. This new platform provides a compelling foundation from which to challenge students, opening them up to exciting new learning opportunities, increasing engagement with our alumni and strengthening their career prospects.

We successfully launched our new one-year Sustainable Entrepreneurship MBA (SEMBA) program with a highly qualified class averaging 10 years of work experience. Our Master of Accountancy (MAcc) program continues to expand, growing from 33 students to 40; the largest number in the history of the program. By continually increasing experiential learning opportunities, our students are competing in case competitions against some of the top business schools in the world, and with regular podium finishes, have well and truly announced their arrival on the national and international competition scene.

Students also participated in industry panels, networking events, career training, club trips to business centers, and organized a business pitch and global case competition at UVM. Our goal is to help students study abroad, participate in at least one internship and have a meaningful job-related experience. We aim to accelerate their learning, potential and careers.

# ENTHUSIASM, ENGAGEMENT AND YES EXCELLENCE ARE ACCELERATING, AND THE POSSIBILITIES ARE ENDLESS.

Thanks to the tremendous support of alumni, our annual global Family Enterprise Case Competition (FECC) was another big success, growing the number of participating teams to 19 and countries represented to 25. More than 200 individuals attended as competitors, coaches, judges, sponsors, team organizers, student ambassadors and coordinators. FECC is the only case competition in the world focused on family enterprises and the annual gathering place for all major schools, faculty and other stakeholders in this space. The 2015 event participation has grown to 24 teams from as far afield as India, Malaysia, Saudi Arabia, Colombia, France, Spain, Sweden and Great Britain, all signed up to compete for the coveted UVM School of Business Family Enterprise Cup.

I am proud of everyone's efforts over the past year. The faculty, staff, alumni and of course our students' hard work has resulted in the UVM School of Business Administration announcing itself on not just the regional map, but the world map, as well. Enthusiasm, engagement and yes, excellence are accelerating, and the possibilities are endless.

Best wishes and thank you for your continued support,

A handwritten signature in black ink, appearing to read 'Sanjay Sharma', written in a cursive style.

**SANJAY SHARMA, PH.D.**  
Dean & Professor Of Management

# MISSION



**UVM+**  
**BUSINESS**



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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 profitable and innovative businesses that have positive economic, social and environmental impacts.

We infuse innovation and leadership into our curriculum to develop graduates who are skilled at identifying problems and opportunities, and who make decisions based on astute analysis. Our faculty strive to achieve teaching excellence, advancing critical thinking and leadership skills together with advanced management practices.



## BUSINESS SCHOOL HONORS

The University of Vermont's School of Business Administration is accredited by AACSB International, the Association to Advance Collegiate Schools of Business. AACSB accreditation is the hallmark of excellence in business education, and has been earned by fewer than 5 percent of the world's business programs. Today, 681 business programs in 50 countries and territories maintain AACSB accreditation, out of an estimated 19,000 business programs.

### EXPERIENTIAL LEARNING HIGHLIGHTS INCLUDE:

#### FAMILY ENTERPRISE CASE COMPETITION

Amid a polar vortex, our annual Family Enterprise Case Competition (FECC) became the global center of case competitions. 19 teams from four continents descended on Burlington with one goal in mind - to win the cup and bragging rights. Students, judges and sponsors from more than 25 countries traveled from as far away as Kuala Lumpur in Malaysia, Chile and Sweden to compete in this unique event. After four days of competition, students from Jönköping International Business School in Sweden won the graduate competition, with the John Molson School of Business at Concordia University in Montreal taking the top slot in the undergraduate rankings.

## EXPERIENTIAL LEARNING

Here at the School of Business Administration, we believe experiential learning is a crucial component of student success and one of the most powerful teaching and learning tools available. These critical learning activities are an integral part of our curriculum and provide students with a rich, diverse and thought-provoking educational experience.

**“I think this competition is a really great idea, and executed in the way as it is here in Vermont... It’s fantastic.”**

Ramia Marielle El Agamy  
Editor-in-Chief of Tharawat Magazine.

**“It’s very important for our school to be here, because it’s a competition where all the best universities in the world with family business programs go.”**

Mattias Nordqvist  
Coach of the Jönköping International Business School

The FECC was made possible thanks to 30 individual and business sponsors.

# CAREER DEVELOPMENT & INTERNSHIPS

Business is an applied discipline and employers want to hire students who can connect their academic knowledge with experience to hit the ground running. Internships provide the opportunity to gain hands-on work experience that is not available in most classrooms. Data from the National Association of Colleges and Employers back this up and show that almost 60 percent of employers favor work experience by way of internships, with 63 percent of those who complete internships receiving at least one job offer by graduation. To facilitate students' career development and position them for success, Emily Pendergraft recently joined the school as an employer relations and outreach administrator to work in collaboration with UVM's Career Center to improve and increase internship and employment opportunities for business students. We encourage and facilitate internships across a wide range of industries. Some of the companies and organizations placing our students include NASDAQ, KPMG, Citigroup, GE, IBM, Ernst & Young, Time Inc., Fuse, National Life Group, UBS, Ralph Lauren, Seventh Generation, Boeing and Keurig Green Mountain.



“I enjoy being able to take what I’ve learned in the classroom and apply it in the real world. Every new engagement team and client assignment brings a new experience, new industry, and new opportunities to learn something new every day. I can’t emphasize enough the importance of getting involved in as many things as possible in college – you just never know what doors will open as the result of a mutual experience you have with someone.”

**Zachary Pion, KPMG**

Zachary worked with and supported various accounting engagement teams to analyze client financial statements and their controls over financial reporting.

“One of the most exciting parts of this internship is being able to learn valuable skills related to consumer insights in association to action sports – a huge passion of mine. It’s great being exposed to an agency setting – something that is completely new to me – and being able to apply what I have learned in school in an actual business sense.”

**Hailey Ronconi, Fuse Marketing**

Hailey’s internship fell within the Brand Strategy department and involved the consumer insights side of marketing. Her duties included recruitment for the proprietary youth consumer panel; sourcing research for their digital library; and assisting with research design and helping to conduct focus groups.

# ALUMNI ENGAGEMENT

## WALL STREET PANEL

Our Wall Street Panel program is an alumni-led initiative designed to strengthen our students' career and development opportunities. They hear firsthand from financial professionals, all of whom are UVM alumni, about the variety of career opportunities that are available in the financial services sector. Panel members share their business experiences and answer questions from the audience. After the panel portion, students are able to conduct mock interviews and network with the panelists.

## WALL STREET PANEL

**JAMES FLICKER**  
Greenhill & Co.

**PETER SALVATORI**  
Duff & Phelps

**JAMES ROURKE**  
Bank of America, Merrill Lynch

**LAURA POLIDOR**  
Credit Suisse

**KIM WIELAND**  
Allen & Co.

## CAREER SERVICES AND EXPERIENTIAL LEARNING

Thanks to alumni donations, the School of Business Administration has been able to develop its scholarships, student support services and experiential learning opportunities, including significantly increasing case competition participation. Having dedicated resources enables the school to forge new employer and industry relationships and strengthen existing ones. This emphasis is designed to assist the student body with internships and future employment opportunities: the deeper ties with specific industries allow us to better understand industry trends and needs, which translates to our students being better prepared with the tools to succeed in their chosen field.



# BY THE NUMBERS

## TOP EMPLOYERS FOR CLASS OF 2014

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Dealer.com  
State Street Bank  
GE Healthcare

McGladrey  
PriceWaterhouse Coopers  
KPMG

## NOTABLE EMPLOYERS FOR CLASS OF 2014:

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Google  
LinkedIn  
Guggenheim Partners

Boeing  
Bank of America

## MAJORITY OF STUDENTS WORKING IN:

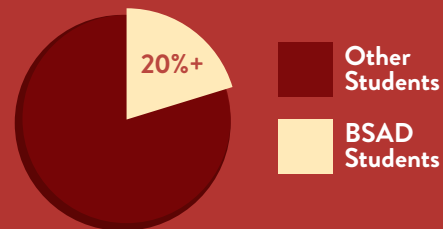
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1. Boston, MA
2. Burlington, VT
3. New York State
4. Connecticut
5. Maryland



## MAKEUP OF THE STUDENT GOVERNMENT ASSOCIATION

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# CASE COMPETITIONS



As a fundamental element of our experiential learning approach, we encourage our students to participate in case and business pitch competitions. These competitions develop analytical abilities as well as problem-solving, time management, teamwork and communication skills that are essential in today's business world. With more than 40 students having participated in competitions across the globe this year and with several podium successes, we have established ourselves as a rising power on the case competition circuit.

Generously funded by members of the School of Business Administration's board of advisers, teams from the university have advanced past the preliminary rounds of several major case events, attaining several podium and category placements competing against the world's top business schools.

**“The opportunity to exercise critical thinking and apply academic frameworks to real-world business scenarios is unique. Competing on an international stage will help us learn not only about various regions and industries but also help understand different perspectives on commonly faced challenges in business. Demonstrating the ability to think on our feet to make specific recommendations is a skill that will benefit us all through graduation and beyond.”**

**TIM HELMAN**

UVM Business School Senior

## UVM School of Business Administration Results in 2013–2014 Case Competitions

 <b>1<sup>st</sup></b> Inter Collegiate Business Competition Queens University, Ontario 1st in Ethics Division	 <b>1<sup>st</sup></b> SMC Business Policy Case Competition Colchester, VT 1st Place \$2,250 cash prize	 <b>1<sup>st</sup></b> Network of International Business Schools London Southbank University, U.K. 4 Students, 22 Schools Advanced past preliminary round
 <b>4<sup>th</sup></b> Royal Roads International Undergraduate Case Competition Royal Roads University, Victoria, B.C. 4th Overall out of 20 international teams	 <b>2<sup>nd</sup></b> Eller Collegiate Ethics Case Competition University of Arizona Division Runners-up	 <b>2<sup>nd</sup></b> Free Enterprise Marathon State University of New York 4 Students, 8 Schools
 <b>2<sup>nd</sup></b> Family Enterprise Case Competition University of Vermont 2nd Overall Undergraduate Competition Final Case Best Presenter- Elizabeth Whitney Divisional Best Presenter- Robyn Worrall	 <b>2<sup>nd</sup></b> CaseT, Simon Fraser University Vancouver, Canada 3 Students, 30 Schools Advanced past preliminary round	

**“These competitions allow us to integrate academic frameworks from all functional areas of business and apply them to real-world business scenarios. Not only are the case competitions a great way to further expand upon what is learned in the classroom; they also allow us to strengthen the skills and abilities that are needed in highly competitive, post-graduate job markets.”**

**Greg Van Kleek, UVM**

Business Student, Business Pitch Competition

# FAMILY BUSINESS AWARDS

Our annual Family Business Awards honored four alumni and Vermont-based businesses that have overcome the challenges of succession to achieve lasting success, demonstrating a commitment to creating sustainable business through leadership and innovation.



STATE GARDEN

DAKIN FARMS

DILEONARDO

A.W. BROWN

## STATE GARDEN INC. / OLIVIA'S ORGANICS

Chelsea, MA

Multi-Gen: U.S. based enterprise UVM graduate led firm that has completed at least one generational transfer within the family.

## DAKIN FARMS

Ferrisburg, VT

Vermont Legacy Achievement Award Vermont based family business recognized for outstanding and long-lasting success.

## DILEONARDO INTERNATIONAL

Warwick, RI

Multi-Gen: Global enterprise UVM graduate led firm that has completed at least one generational transfer within the family.

## A.W. BROWN PET & GARDEN STORE

East Longmeadow, MA

1st GENERATION UVM graduate led start-up or purchased firm with multiple family members in ownership or operations.



“GOOD OLD FASHIONED HARD WORK AND STRONG COMMUNITY INVOLVEMENT, IS DEFTLY COMBINED WITH AN INNOVATIVE APPROACH TO STAY AT THE LEADING EDGE OF THEIR INDUSTRIES. WHILE THE COMPETITION WAS FIERCE, THE FOUR WINNERS WE HONORED DREW UNANIMOUS VOTES FROM OUR JUDGES.”

**Dr. Pramodita Sharma**  
UVM School of Business Administration

#### A BIG THANK YOU TO OUR FAMILY BUSINESS AWARDS JUDGES:

**MICHAEL SEAVER**  
Vermont President, People’s United Bank, Vermont

**JOHN HALL (‘85)**  
Chief Operating Officer, Rachael Ray, Inc.

**RICHARD LUFF (‘90)**  
Sagamore Golf Inc., Winner, 2012 UVM Family Business Multi-Gen Award

**MICHAEL RAINVILLE**  
Maple Landmark, Winner of the 2012 Vermont Legacy Achievement Award

**STEPHEN IFSHIN (‘58)**  
DLC Management, Winner of the 2012 UVM Family Business 1st Gen Award

**PRAMODITA SHARMA**  
Sanders Professor for Family Business, UVM School of Business Administration (non-voting chair)

# GUEST SPEAKER SERIES



## LECTURE SERIES



THE HOFFMAN FAMILY BUSINESS LECTURE SERIES WAS CREATED TO PROVIDE OPPORTUNITIES FOR STUDENTS TO LEARN ABOUT INNOVATIVE BUSINESS PRACTICES FROM LEADING LIGHTS IN BOTH THE BUSINESS AND ACADEMIC WORLDS.

## CARLOS ENRIQUE CAVELIER

Carlos Enrique Cavelier was raised on a small dairy farm in Colombia and graduated from UVM in 1983. After obtaining his Master's from Harvard, he returned home to serve as an elected official and worked in the ministries of agriculture and justice. He subsequently built his family's dairy business, Alquería Dairy, into the largest liquid milk producer in Colombia. Doing so changed the lives of thousands of small farmers struggling to make a living.

Cavelier spoke to a crowd of students, faculty, former professors and staff as part of the Hoffman Family Business Lecture Series, hosted by the School of Business Administration.

In his role as President of Alquería, Cavelier leads the company and socially responsible business initiatives focused around increasing the prosperity and productivity of small dairy farmers.

**“ONCE WE STARTED TO UNDERSTAND WHERE WE WERE GOING WITH THE BUSINESS, WE HAD TO DREAM, DREAM AND DREAM SOME MORE.”**

Carlos Enrique Cavelier, invoking the business philosophy of one of his heroes, Walt Disney.

## SPEAKER SERIES



THE DEAN'S LEADERSHIP SPEAKER SERIES PROVIDES STUDENTS WITH UNIQUE INSIGHT INTO THE CHALLENGES OF CAREER AND MANAGEMENT IN TODAY'S BUSINESS WORLD.

## JOHN DINEEN

Our Dean's Leadership Speaker Series welcomed GE Healthcare president & CEO John Dineen. John drew a crowd during his visit and speech at Billings Library on the UVM campus.

As head of an \$18 billion global segment of GE, his business experience has taken him across the world and enabled him to share unique insights with the audience.

Dineen, who described his UVM experience as a “terrific time at every level: academically, socially and athletically,” said he felt well prepared for corporate America coming out of UVM. “I had a solid education in computer technologies coupled with an ability to run hard, a desire to want to make a difference and really do something special. That strategy has served me well over the years.”

In addition to his talk, Dineen took time out for a working breakfast with 20 honor students as well as meeting with UVM President, Tom Sullivan.

# STUDENT EXCELLENCE





## SCHOOL OF BUSINESS ADMINISTRATION STUDENTS RECOGNIZED AT 2014 HONORS DAY

Eighteen students were recognized as some of the best and brightest undergraduate and graduate students during the annual Honors Day celebration.

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|--|--|--|
|  <b>HAILEY RONCONI</b><br>Outstanding Junior Award for Academic Excellence and Overall Achievement                             |  <b>PATRICK HALFMANN</b><br>Funded by Stephen Penwell<br>Senior Award for Excellence in Finance         |  <b>ANJA GRUBER</b><br>Senior Award for Excellence in Marketing   |
|  <b>ANJA GRUBER</b><br>Funded by Christopher Guido<br>Outstanding Senior Award for Academic Excellence and Overall Achievement |  <b>CHARLES BRAZINSKI-JOYCE</b><br>Funded by Major J.M. Adair<br>Junior Award for Excellence in Finance |  <b>HAILEY RONCONI</b><br>Junior Award for Excellence in Marketing  |
|  <b>KYLE CHU</b><br>ALANA Student Achievement Awards,<br>Junior Class  |  <b>ROBYN WORRALL</b><br>Senior Award for Excellence in Human Resource Management                       |  <b>THOMAS DVORAK</b><br>Senior Award for Excellence in Production and Operations Management  |
|  <b>DENNIS MAHONEY</b><br>ALANA Student Achievement Awards,<br>Senior Class  |  <b>KEVIN WHITEHEAD</b><br>Award for Excellence in International Business                               |  <b>BEN DECARLO</b><br>Beta Gamma Sigma Scholarship   |
|  <b>MARSHALL SHEPHERD</b><br>Funded by Malcolm & Gladys Severance<br>Outstanding Graduate Award in the MBA Program             |  <b>STACIA BETLEY</b><br>Senior Award for Excellence in Management and the Environment                  | <b>“I’ve been incredibly grateful for all the business school has given me. Relevant coursework, networking opportunities and case competitions have proved invaluable in launching my career in the right direction.”</b> |
|  <b>MATT KEHOE</b><br>Outstanding Graduate Award in the MACC Program   |  <b>JACOB WARSHAW</b><br>Junior Award for Excellence in Management and the Environment                  |  |
|  <b>ZACHARY PION</b><br>Funded by Raymond Weinstein<br>Senior Award for Excellence in Accounting                               |  <b>MATTHEW FLOTTERON</b><br>Senior Award for Excellence in Management Information Systems              | <b>PATRICK HALFMANN</b><br>Senior Award for Excellence in Finance  |
|  <b>OLIVIA SPOONER</b><br>Funded by Ozzy Nyquist<br>Junior Award for Excellence in Accounting                                |  <b>HARRISON HUBBELL</b><br>Junior Award for Excellence in Management Information Systems             |  |

# UNIVERSITY OF VERMONT HONORS

Three university-wide awards were awarded to business school students. Dennis Mahoney was awarded The Kidder Medal. This award identifies the senior male ranking first on leadership, scholarship and character. Alessandro Carissimo and Suzanne Friedman were the 2014 recipients of The Class of '67 Award. This award recognizes senior students who have satisfied two of the three criteria: active membership in three recognized student activities; University recognition in a varsity athletic sport; and/or election to an office in a recognized student activity. The recipient must have a cumulative GPA of at least 2.5, be respected by his/her peers and be of high moral character.

30 undergraduate and graduate University of Vermont School of Business Administration students were inducted into Beta Gamma Sigma (BGS), a prestigious international honor society that recognizes the outstanding academic achievements of students enrolled in collegiate business and management programs. This year's ceremony featured Lawrence Garb ('91), the Executive Vice President of Administration at Hartz Mountain Industries. Mr. Garb is a School of Business Administration alum and member of Beta Gamma Sigma. He spoke of how the three tenets of the society – honor, wisdom and earnestness, and in his case a little luck – have shaped and steered his business career.

## THE NEW MEMBERS:

JINGYI LI

BENJAMIN SPAULDING

MARGARET HAWKINS

CHARLES BRAZINSKI-JOYCE

OLIVIA SPOONER

ALICIA CLARK

JESSE KIEL

TYLER MILES

BEN DECARLO

ELISE TEFRE

CONNOR BRISSON

JAMES DIXON

SAMANTHA LUCAS

JASMIN HALKIC

CAMERON KOSTYRA

JULIEANNE KUMIN-HACHMANN

AUDREY CARON

MEGAN HOWLEY

KURT KELLER

BENJAMIN MEDOR

LAUREN WEBBER

VINCENT CHIU

DAVID DIMARCO

ERIC STADLIN

MATT KEHOE

JOSHUA QUINN

KAREN OPPENHEIMER

SARAH HEIN

TRAVIS MORRISON

CALEF LETORNEY

**“EVERY DAY BRINGS A NEW ADVENTURE.”**

**LAWRENCE GARB**

Hartz Mountain Industries, speaking to Beta Gamma Sigma inductees.

## 2014 HONORS COLLEGE SCHOLARS

Students in the Honors College are typically fully immersed in campus life, both through their scholarly work and their active involvement in clubs and organizations.

We are pleased to announce the 2014 Honors College Scholars from the School of Business Administration.

### HALEY CANTONE

Where Can the David Bowie Bonds Lead?

Advisor: Michael Tomas, Ph.D.

### ALESSANDRO CARISSIMO

The Impact a Final Four Appearance has on the Number of Applications and Average SAT Scores at a University.

Advisor: Michael Tomas, Ph.D.

### TIANZE CHANG

How Does the Speed of Task Completion and Supervisory Ethical Behavior Affect Perceived Accuracy, Task Completion, Intentions and Attitudes towards Supervisor in a Dependent Work Sequence?

Advisor: Rocki-Lee DeWitt, Ph.D.

### DANIELLE FRANCIS

Effective Use of Social Media in Businesses.

Advisor: Carolyn Bonifield, Ph.D.

### MEGHAN JAY

Social Demonstrations of Rationality: A Study in Group Exercise Behavior.

Advisor: Hugh Marble, Ph.D., James Sinkula, Ph.D.

### CHARLES KIMBELL

Poop and Profit.

Advisor: Michael Thomas, Ph.D.

### GREGORY WACHTEL

The Impact of Corporate Social Responsibility on Real Estate Investment Trusts in the U.S.

Advisor: Kevin Chang Ph.D.

### KEVIN WHITEHEAD

The Impact of European Football Transfers on Share Price.

Advisor: Michael Tomas, Ph.D.

## BUSINESS SCHOOL SENIOR TOPS CLASS & REPEATS AS ACADEMIC ALL-AMERICAN

Not content with being awarded the Outstanding Senior Award for Academic Excellence and Overall Achievement, business school major Anja Gruber graduated with a 3.96 GPA, gave a UVM commencement address and was named to the 2013-14 Capital One Academic All-American Division I Women's At-Large Team for the second straight season. As a member of the Nordic ski team and the 2014 NCAA Champion in the classic, Gruber, who was named UVM's top female scholar-athlete at the 2014 Rally Awards, won back-to-back NCAA Championships in the classic discipline. A three-time All-American, she was named to the Capital One Academic All-American squad last year and is a two-time skiing all-academic team selection. She helped Vermont win its fourth straight EISA title and finish as the runner up at the NCAA Ski Championships this season.

## BUSINESS SCHOOL STUDENT NAMED UVM STUDENT OF THE YEAR

School of Business student Yuqi Zhou was awarded UVM Student Employee of the Year. Zhou was nominated for her tremendous work ethic, attitude and resourcefulness while performing a myriad of duties supporting faculty and business school events. One of her roles has been an assistant to the Family Business Initiative. Dann Van Der Vliet, former Director of the Family Business Initiative, nominated her and said "Yuqi, an international student, always arrives with a will to learn and is constantly seeking out new opportunities to get involved. I can think of no finer student employee on the UVM campus right now."

"I WAS REALLY SURPRISED THAT I WON THIS AWARD, IN FACT I DIDN'T EVEN KNOW IT EXISTED. THE AWARD MEANS SO MUCH TO ME BECAUSE WHEN I DO MY JOB, I JUST TRY TO DO IT AS WELL AS I CAN."

YUQI ZHOU

2014 UVM Student of the Year

# STUDENT LEADERSHIP



# MAKING A MARK

UVM School of Business Senior and U.S. Army veteran Kane Tobin knows how to get things done. As a recent winner of the 2014 Myra Kraft Community MVP award for his mentoring work and volunteerism, an honor bestowed on him by Robert Kraft, owner of the New England Patriots, Kane is an individual who exemplifies leadership, dedication and a commitment to improving communities.

His latest endeavor has been helping the University of Vermont College of Nursing and Health Sciences open a much needed primary care practice, Appletree Bay Primary Care, in Burlington, Vermont. This new business venture just opened its doors and has already enrolled more than 3,000 patients, bringing vital healthcare services to a previously under served area of the city, and allowing a new healthcare model to be tested.

Kane's entrepreneurial business acumen and education allowed him to provide assistance with marketing, financial projections and contract construction. He also acted as the primary project manager, shepherding the installation of an information systems interface with Fletcher Allen Healthcare that enables essential electronic record keeping and connectivity to a myriad of other healthcare professionals, doctors and service providers.

Perhaps it was Kane's service to our country during deployments in Kandahar, Afghanistan and Tikrit, Iraq, that fostered his spirit and willingness to get involved, but whatever the catalyst, he is a great example of a business student with diverse skills and a can-do attitude who shows no fear of diving into unfamiliar and challenging situations.



**“AS WE ACHIEVE SUCCESS IN OUR CAREERS, WE SHOULD NEVER FORGET THOSE WHO HELPED OR THOSE WHO ALSO NEED THAT HELP. AS A BUSINESS STUDENT AT THE UNIVERSITY OF VERMONT AND AN ASPIRING ENTREPRENEUR, NEVER FORGET WHERE YOU CAME FROM, REMEMBER WHO HELPED YOU GET TO WHERE YOU ARE, AND THEN USE YOUR OWN SUCCESS TO CREATE A POSITIVE, LASTING IMPACT ON THE GREATER COMMUNITY SO OTHERS CAN PURSUE THEIR OWN SUCCESS.”**

**KANE TOBIN**  
UVM Business School senior

# PROGRAMS



UNDERGRADUATE

# PROGRAMS

Our Bachelor of Science degree in Business Administration redesign, providing a focus around the three strategic themes of Global Business, Sustainable Business and Entrepreneurship, is already beginning to bear fruit, attracting more and higher quality students.

The school has seen a record number of applicants, up 22% since 2011 to a record 1,874, while enrolled students increased from 180 in 2011 to 254 this year. The four concentrations of finance, accounting, marketing and business analytics are in high demand from the student body.

Aided by a generous gift, we have hired three new faculty as Grossman Endowed Chairs to build capacity and lead the program development and research toward these strategic themes and concentrations.

**“AT UVM, WE AIM TO PLAY AN IMPORTANT ROLE IN CREATING THIS MUCH-NEEDED NEW GENERATION OF FORWARD-THINKING ENTREPRENEURS. WE WILL TEACH STUDENTS TO DO GOOD BY DOING BUSINESS WELL.”**

**WILLIAM CATS-BARIL**  
SEMBA program director

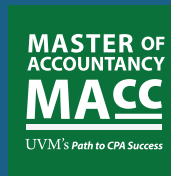
GRADUATE

# PROGRAMS



In the fall we welcomed our first class of 20 to the new Sustainable Entrepreneurship MBA (SEMBA) program. The SEMBA program has been completely redesigned and is geared toward those young entrepreneurs and undergraduates not content with a “business as usual” approach. The initial SEMBA cohort came from as far afield as Colombia, Peru, San Francisco and Houston to attend, demonstrating the global appeal of the program.

SEMBA looks to reinvent the way we think about business and business education to produce graduates who are poised to tackle some of the world’s biggest problems—climate change, financial crises, poverty and pollution—through profitable, innovative business models that have positive economic, social and environmental impacts.



The MAcc program is designed to prepare domestic and international students to become successful professionals in the field of accounting, finance and the business world beyond. With accounting being one of the strongest areas of professional job growth, the MAcc has grown significantly and this academic year we are welcoming 40 students, a record for the program and up from 33 in 2012-13.

# FACULTY NEWS





# FACULTY RESEARCH

Our faculty members continue to innovate in their respective fields, and are recognized across this country and internationally for their accomplishments. Their innovative work is published in top-tier journals including *Academy of Management Journal*, *Strategic Management Journal*, *Organizational Psychology Review*, *Journal of Small Business Management*, *Entrepreneurship Theory and Practice*, *Family Business Review* and *Asia Pacific Journal of Management*. They are also quoted in influential international media outlets such as the *Financial Times* and *USA Today*. By bringing cutting-edge research into the classroom, our faculty expose the students to powerful and compelling experiences.

## GROSSMAN ENDOWED CHAIRS

In order to strengthen the teaching of our three strategic themes and thanks to the generous support of a donor, we added three new endowed faculty to our world-class team — experts in the areas critical to the future of the school: sustainability, entrepreneurship and finance.

Stuart Hart is the new Steven Grossman Chair in Sustainable Business. Dr. Hart is a world-renowned business sustainability expert with a focus on the implications of environment and poverty for business strategy. His best-selling book, *Capitalism at the Crossroads*, was selected by Cambridge University as one of the 50 top books of all time on sustainability.

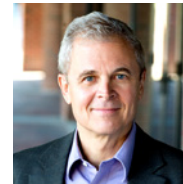
Professor Charles Schnitzlein is the Steven Grossman Endowed Chair in Finance. Professor Schnitzlein's research applies the tools of experimental economics to financial market design issues. He has published his work in the top finance journals, including *The Journal of Finance*, *The Review of Financial Studies*, *The Journal of Business*, and *The Journal of Financial and Quantitative Analysis*, and he serves as an associate editor for *The Journal of International Financial Markets, Institutions & Money*.

Completing the trio is former aerospace engineer-turned entrepreneurial academic Erik Monsen, who moved from Scotland to become the Steven Grossman Endowed Chair in Entrepreneurship. Monsen's current research focuses on how and why employees act or don't act entrepreneurially, and — a logical extension of his background — how and why scientists and engineers choose to commercialize or not to commercialize their research.



### STUART HART

Steven Grossman Endowed  
Chair in Sustainable Business.



### CHARLES SCHNITZLEIN

Steven Grossman Endowed  
Chair in Finance.



### ERIK MONSEN

Steven Grossman Endowed Chair  
in Entrepreneurship.

# INTERNATIONAL FACULTY RECOGNITION

## PRAMODITA SHARMA

Awarded an honorary doctorate from Witten/Herdecke University.

This year several faculty members received international recognition for their achievements and were honored for their contributions to their respective fields of study. Dr. Pramodita Sharma, the Sanders Professor for Family Business at the School of Business Administration, was awarded an honorary doctorate from Witten/Herdecke University on June 24 in Witten, North Rhine-Westphalia, Germany.

The honor is in recognition of Sharma's contributions to the study of family business, which include a widely used college textbook in the field, a multiple award winning dissertation and numerous peer-reviewed articles in top journals. Sharma, who is editor of Family Business Review, serves as director of Successful Trans-generational Entrepreneurship Practices at Babson College, the only global applied research initiative on family business studies, comprising 42 partner institutions in 35 countries and more than 190 scholars.

## STUART HART

Recognized by the ONE Division at the Academy of Management to be its first Distinguished Scholar.

Dr. Stuart Hart was recognized by the ONE Division at the Academy of Management to be its first Distinguished Scholar. The ONE Distinguished Scholar Award recognizes a prominent scholar whose contributions have been central to the development of the field of environmental management.

(Pictured Right: Sanjay Sharma Accepting the ONE Division Distinguished Scholar Award for Stuart Hart)



## TEACHERS OF THE YEAR HONORED AT COMMENCEMENT

Every year members of the School of Business Administration's faculty are named "Teacher of the Year" by the graduating class.



**ALLISON KINGSLEY**

Undergraduate  
Teacher of the Year



**ROCKI-LEE DEWITT**

MBA Teacher of  
the Year



**GLENN WALBERG**

MAcc Teacher of  
the Year

## FACULTY AND STAFF RECOGNITION AWARD WINNERS

Once again, we recognized faculty for their scholarship and staff for their dedication and excellence at the business school, via the Dean's Awards.

### RICHARD VANDEN BERGH

Associate Professor Richard Vanden Bergh was the recipient of the 2014 UVM School of Business Dean's Award for Faculty Scholarship. His current areas of research include: firm strategy in the political environment; design of regulatory, political and judicial institutions.

### MICHELLE CHAPMAN

Michelle Chapman received the 2014 Dean's Award for Staff Recognition. Michelle is the business manager at the School of Business Administration and joined the staff in 2006.

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