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BUSINESS

ENDLESS  
POSSIBILITIES

# 2015

## DEAN'S REPORT

The University of Vermont

**Grossman**

SCHOOL OF BUSINESS





PHOTO: Duback Photography



# DEAN'S WELCOME

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Welcome to the 2014-15 Dean's Report for the University of Vermont, Grossman School of Business.

You will note that we have a new name thanks to the generosity and vision of alumnus Steven Grossman and the Steven Grossman Family Foundation. While our name has changed, our values and drive for excellence remain unchanged. Mr. Grossman's gift will accelerate the strides we are making to embody excellence in everything we do as we educate and develop the business leaders of the future.

We achieve this through an innovative curriculum coupled with academic rigor; a focus on building a strong community of students, faculty, alumni and staff with ever-more learning opportunities. An approach and original experience that provides a compelling foundation from which to challenge students, and strengthen their career prospects.

I am proud of everyone's efforts over the past year. Efforts that have not only generated cutting-edge and relevant research and enhanced student learning and experience, but have resulted in the Grossman School of Business and programs being recognized for excellence globally.

We are building something very special here, momentum is accelerating and with your support and help, the Grossman School of Business will continue on its drive for continued excellence.

The possibilities are endless.

Sincerely,



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



# MISSION

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The Grossman School of Business 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.

SCHOOL APPLICANTS  
**INCREASED**  
37% SINCE 2011  
& ENROLLED STUDENTS  
INCREASED **22%**







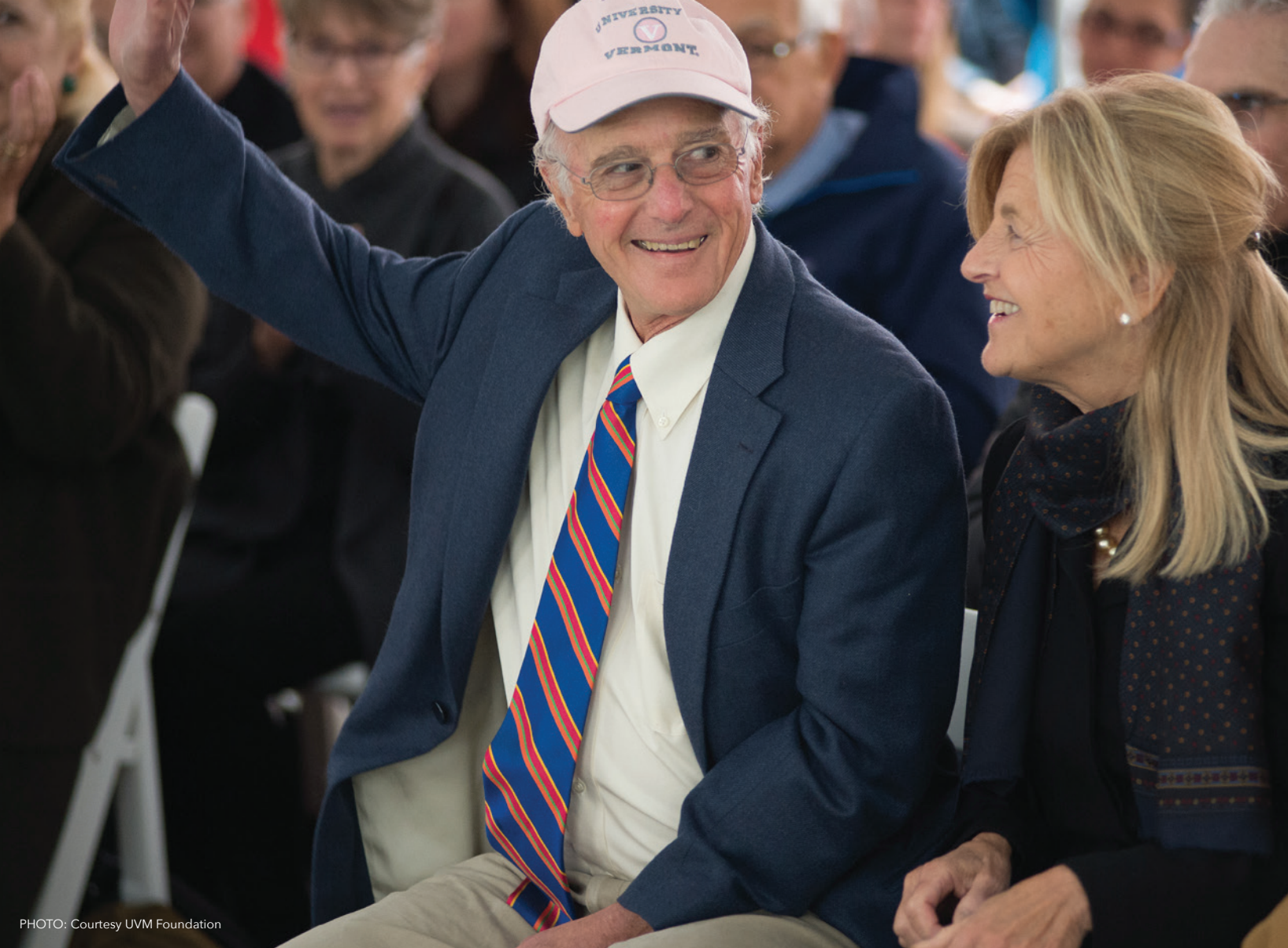


PHOTO: Courtesy UVM Foundation





# SCHOOL NAMING

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After the largest individual gift in the history of the University of Vermont, the UVM school of business has been renamed in honor of the donor, Steven Grossman, a 1961 graduate and a long-time supporter of the school.

The \$20 million gift from the Grossman Family Foundation funds three endowed academic positions: the Steven Grossman Chairs in Entrepreneurship, Finance, and Sustainable Business. The gift will also provide resources to support teaching and program priorities as the school aims to become one of the top undergraduate business programs in the nation and among the best MBA and MAcc programs in the world.

***“This gift will directly support our aspiration to position UVM as one of the nation’s top public research universities: making UVM a talent magnet to attract the best faculty and scholars from across the land to our university”***

UVM President Tom Sullivan

# SCHOOL ACCOLADES

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The Grossman School of Business 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, 739 business programs in 48 countries and territories maintain AACSB accreditation, out of an estimated 16,000 business programs.

**Grossman School of Business among "50 Most Innovative" in the U.S.**

Business Management Degrees

**4th ranked "Best Green MBA" in the U.S.**

The Princeton Review

**A Top 25 program for Family Business globally.**

Family Capital

**Among 295 "Best Business Schools" in the U.S.**

The Princeton Review

MAcc Program in top 10 percentile for first-time CPA exam pass rate  
within 265 medium-sized masters programs.









*“These competitions are incredibly valuable by being able to work on communication skills in these settings. Not many students have the opportunity to present to CEO’s and business leaders, to speak with them and obtain their feedback. It was unique practice for the real world to come.”*

*William Spiro, UVM Business School Senior*





# THE STUDENT EXPERIENCE

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Our undergraduate curriculum is focused around 3 strategic themes; Global Business, Sustainable Business, and Entrepreneurship, overlaid with 4 concentrations; Finance, Accounting, Marketing and Business Analytics. Because we believe experiential learning is a crucial component of student success, and one of the most powerful teaching and learning tools available, we have dramatically expanded the opportunities for students to learn by experience. These critical learning activities are an integral part of our curriculum and provide students with a rich, diverse and thought-provoking educational experience.

## CASE COMPETITIONS

Case competitions develop advanced analytical abilities as well as time management, teamwork, problem-solving, and the communication skills that are indispensable in today's business world. This year student participation almost doubled over the previous year with 60 students competing in 8 events, with 2 podium finishes and advancing past the preliminary rounds on another 3 occasions.

- Inter Collegiate Business Competition, Queens University - Kingston, Ontario
- The Economist Investment Challenge, The Economist Magazine - NYC
- Eller Collegiate Ethics Case Competition, The University of Arizona
- Network of International Business Schools, Carleton University - Ottawa, Ontario
- AICPA Management Accounting Case Competition, Washington, DC
- Family Enterprise Case Competition, University of Vermont
- Free Enterprise Marathon, State University of New York
- Royal Roads International Undergraduate Case Competition, Royal Roads University - Victoria, British Columbia

# THE STUDENT EXPERIENCE

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## FAMILY ENTERPRISE CASE COMPETITION

For the third year, our annual Family Enterprise Case Competition (FECC) took center stage in the world of case competitions as more than 200 participants; students, coaches and judges representing more than 20 countries from four continents, arrived to compete at the only global competition focused on issues that impact family businesses.

24 of the world's finest family business programs and their teams from afar afield as India, Saudi Arabia, Colombia, the Netherlands, Chile, Spain, Malaysia, France, Mexico, the U.K., Canada and Sweden, as well as the U.S., joined us for the event.

After four days of competition, students from Jönköping International Business School in Sweden won the graduate competition, while the Sprott School of Business at Carleton University in Ottawa took the top slot in the undergraduate rankings.

***“This has been an incredible learning opportunity for me as a coach and for my students. It is such an exciting experience to be here, and at the same time it’s a real competition, but it’s a place where students have the opportunity to interact with other great students.”***

Massimo Baù, Coach of the Jönköping International Business School

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











# LEARNING FROM ALUMNI

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## COMMENCEMENT

At our annual commencement ceremony David Aronoff ('86), General Partner at Flybridge Capital Partners, was the keynote speaker. He reflected that UVM is a special place, and could attest that the graduates time spent here will leave an indelible mark on them for the rest of their lives.

He encouraged the graduates to "be helpful to others, not with any expectation of gain, but because it can provide opportunities to learn and create lasting connections that may cause interesting accidents to happen in the future." Noting "I've created a lot of my own good luck by simply introducing good people to one another. It's amazing to see how these relationships pay dividends long down the road."

## TOP EMPLOYERS FOR THE CLASS OF 2015

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GE    PWC    JP MORGAN CHASE    DEALER.COM  
McGLADERY RSM    STATE STREET BANK    FUSE MARKETING

# LEARNING FROM ALUMNI

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## CAREERS IN FINANCE PROGRAM

Once again our annual Careers in Finance program organized by alumni proved to be a big hit with students. Five successful alumni from the world of finance and investment returned to campus and taught unique finance classes, and participated in a career panel and student speed networking event.

Thanks to all the panelists James Flicker from Greenhill & Co, Adam Ansaldi, RBS Americas, David Strine, Impala Asset Management, Giacomo Landi, DNB Americas and Chris Calger, JP Morgan, for taking the time out of their busy schedules to share their expertise and experiences with our student body.

OF MAcc COHORT  
**91%** OF THOSE  
STUDENTS  
SEEKING EMPLOYMENT  
HAVE A JOB













# LEARNING FROM ALUMNI

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## DEAN'S LEADERSHIP 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.

### RICH BECK

A packed Memorial Lounge in Waterman heard from a global business leader and UVM alum, Rich Beck ('80). Beck is senior vice president Global Operations for PepsiCo, the \$66 billion food and beverage company, and with operations in more than 200 countries and territories, shared some compelling business insights.

He spoke about his personal journey and offered career advice to students as they start to think about their life after graduation. His career with PepsiCo started in 1993 and from the first minute he arrived there knew he has made the right decision, "it got in my blood immediately, it's the best move I ever made."

He continued "one thing I've learned about working in a company like PepsiCo is it's very dynamic and unpredictable, and your next job is probably not on the org chart." He stressed "for today's job market it's about having the skills, a track record, equity and showing flexibility."

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

# LEARNING FROM ALUMNI

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## HOFFMAN FAMILY BUSINESS LECTURE SERIES

The Hoffman Family Business Lecture Series was created to provide opportunities for students to learn first-hand about innovative business practices from leading lights in both the business and academic worlds

### GARY GREEN

Gary Green, UVM '88 alum, CEO of Alliance Building Services, one of the largest privately held building service providers in North America, spoke to a packed Billings Library crowd, about his life, career influences and how he found a way to marry his love of baseball into a business.

While his speech covered his journey from UVM, complete with a diverse cast of characters including Richard Branson, the Steinbrenners, Warren Buffet and reggae star Peter Tosh, his insights into life, business philosophy, being an entrepreneur and the world of baseball, held the audience rapt as he outlined his keys for success.

The 2 things he traced back to UVM, "having a great work ethic in spite of all the diversions here, and likability. People do business with people they like," said Green. "The social skills I learned here proved to be invaluable."

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











PHOTO: Duback Photography



# HONORING ALUMNI

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## FAMILY BUSINESS AWARDS

Our annual Family Business Awards honor alumni and Vermont-based businesses that have achieved lasting success, demonstrating a commitment to creating sustainable business through leadership and innovation.

The Winners:

**BUTTERNUT MOUNTAIN FARM, VT** - Multi-Gen: US-based enterprise - UVM-graduate led firm that has completed at least one generational transfer within the family.

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

**WAYSIDE RESTAURANT, VT** - Vermont Legacy Achievement Award - Vermont-based family business recognized for outstanding and long-lasting success.

A Big Thank You to our Family Business Award Judges:

**RICHARD LUFF ('90)** - Sagamore Golf Inc., Recipient of the 2012 UVM Family Business Multi-Gen Award

**SAM CUTTING IV** - Dakin Farm, Recipient of the 2013 Vermont Legacy Achievement Award

**THOMAS WHEELER ('77)** - A.W. Brown's Pet and Garden, Recipient of the 2013 UVM Family Business 1st Gen Award

**MARK DeMICHAELIS ('87)** - State Garden and Olivia's Organics, Recipient of the 2013 UVM Family Business Multi-Gen Award

**JAMES LEHOULLER ('93)** - DiLeonardo International, Recipient of the 2013 UVM Family Business Global Multi-Gen Award

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



# CAREER DEVELOPMENT & INTERNSHIPS

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Back in 2011 only about 30 percent of business school students had summer internships, however, thanks to a series of initiatives designed to refocus our career preparation process, the number of students who reported landing internships has reached 85 percent.

Initiatives include a new internship website, a dedicated employer relations and outreach administrator to work in collaboration with UVM's Career Center, and additional funding for programs which encourage students to consider internships.

The classroom is just the beginning, and that was certainly the case for Emily Bates ('15), an Honors College student and management information systems major, who now works at Google in Mountain View, California. For three years she worked as part of our Family Enterprise Case Competition host team, ultimately serving as the lead student coordinator. Emily interned with two Burlington companies, Seventh Generation and Dealer.com, and was a member of the UVM team that competed in CaseIT 2014 in Vancouver, an international information technology case competition.

***“The school really encourages you to move beyond the usual classroom and have these different kind of experiences, and that’s such a great benefit.”***

Emily Bates



STUDENTS WHO REPORTED  
SUMMER INTERNSHIPS  
**INCREASED**  
FROM **30%** IN 2011  
TO **85%** IN 2015









# STUDENT EXCELLENCE

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## 2015 HONORS DAY

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

***“The students who are being honored ...  
have made significant achievements in  
scholarship, leadership and service.”***

Dean Sanjay Sharma, Grossman School of Business

Outstanding Junior Award for Academic Excellence and Overall Achievement - Mindy Yeung

Christopher A. Guido Outstanding Senior Award for Academic Excellence and Overall Achievement - Hailey Ronconi

ALANA Student Achievement Awards: Junior Class - Roger Dagama

ALANA Student Achievement Awards: Senior Class - Kyle Chu

Gallagher Flynn Outstanding Graduate Award in the MAcc Program - Christy Day and Thomas Orner

Weinstein Award for Excellence in Accounting (Senior) - Olivia Spooner

Ozzie Nyquist Award for Excellence in Accounting (Junior) - Jessamyn Bart

Penwell Award for Excellence in Finance - Olivia Spooner

Major Junius Adair Award for Excellence in Finance - Corey Finn

Senior Award for Excellence in Entrepreneurship - Kyle Chu and Brendon Bourgea

# STUDENT EXCELLENCE

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## 2015 HONORS DAY

Junior Award for Excellence in Entrepreneurship - Devon Hoar  
Award for Excellence in Human Resource Management - Victoria Daniels  
Senior Award for Excellence in International Business - Cameron Kostyra  
Junior Award for Excellence in International Business - Mindy Yeung  
Senior Award for Excellence in Management and the Environment - Kyle Chu  
Junior Award for Excellence in Management and the Environment - Ali Chipouras  
Senior Award for Excellence in Management Information Systems - Emily Bates  
Junior Award for Excellence in Management Information Systems - Rehana Pothiwala  
Senior Award for Excellence in Marketing - Jesse Kiel and Hailey Ronconi  
Junior Award for Excellence in Marketing - Alicia Clark and Amelia Dupuis  
Senior Award for Excellence in Production and Operations Management - Ryan Vaughan  
Junior Award for Excellence in Production and Operations Management - Ryan Phifer

***“It’s very rewarding to be acknowledged for everything I’ve achieved, it’s very motivating.”***

Hailey Ronconi  
Outstanding Senior Award for Academic Excellence and Overall Achievement



Universitas Viridimontana — Studis Et Rebus Honestis



Welcome to the UVM  
School of Business  
Inauguration Ceremony

UVM+  
SCHOOL OF BUSINESS



BETA  
GAMMA  
SIGMA



Beta Gamma Sigma

# STUDENT EXCELLENCE

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## BETA GAMMA SIGMA AWARDS UVM CHAPTER HIGH HONORS

Beta Gamma Sigma, an international honors society for business students, has awarded the UVM, Grossman School of Business chapter with the status of high honors; a designation given to chapters that are dedicated to academic excellence. The UVM chapter is led by president Professor Barbara Arel, and now boasts almost 600 members. Membership in Beta Gamma Sigma is the highest scholastic recognition a student can receive in an undergraduate or master's program in business, and students who accept membership, will be inducted into the society during an induction ceremony where graduating members are able to wear the BGS cords at graduation.

32 undergraduate and graduate students were inducted into Beta Gamma Sigma and this year's ceremony featured guest speaker Morgan Baumann ('01), the Global Co-Head of Interest Rate Structured Notes and the Head of Index Derivative Trading at Barclays Capital. Mr. Baumann graduated Magna Cum Laude with a degree in Finance from the University of Vermont.

***"Be yourself and display honesty and integrity.  
Find your passion and give 100% every day,  
recognize your opportunities and be ready  
to capitalize, and lastly display confidence."***

Morgan Baumann, Barclays Capital

# STUDENT EXCELLENCE

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## BETA GAMMA SIGMA AWARDS UVM CHAPTER HIGH HONORS

Congratulations to the new members:

Hannah Averill  
Jessamyn Bart  
Kyra Bevins  
Brendon Bourgea  
Frank Colavito  
Roger Dagama  
Christy Day  
Alandar Detwiler  
Amelia Dupuis  
Tess Ehrlich  
Laura Fiacco  
Mary Haley

Courtney Handy  
Kurt Keller  
Kaitlyn LaGue  
Xueqing Liu  
Caitlin Lovegrove  
Patrick Mathon  
Meghan McHugh  
Jonathan Michaels  
Adis Muminovic  
Sabrina Nijim  
Brodie O'Brien  
Anton Odqvist

Thomas Orner  
Timothy Silman  
William Spiro  
Ben Tacka  
Rafe Teer  
Ryan Vaughan  
Jacob Webber  
Mindy Yeung









7B

## GENDER DIFFERENCES IN AN EMPIRICAL A

Principal Investigator: Hailey Ronconi // Faculty at  
University of Vermont School

ABSTRACT	METHODS
<p>This study explores the female snowboarder market, identifying common habits and preferences in the snowboard industry. In a sport where only 23% of the participants are female (ISA Intelligence Report 2024), it is crucial to identify ways for brands to better communicate with women and meet their needs and preferences. To explore these behaviors and better describe the female snowboarder participant, a survey was conducted among University of Vermont (UVM) and Snowboard Club members, testing a variety of measures related to consumer behavior: brand loyalty, purchase habits, and snowboard participation. The survey was conducted with both male and female in order to provide a comparison measure to help better build the female snowboarder participant context. With the results from the survey and secondary data, the female snowboarder participant is described, including to inform brands within the snowboard industry on making marketing and communication decisions.</p>	<p><b>Data Collection Procedure:</b> Data were collected through a survey conducted among University of Vermont Ski and Snowboard Club members. The questionnaire was sent digitally, via a link in an email to UVM Ski and Snowboard Club members.</p> <p><b>Sample:</b> The sample frame consisted of about 3,000 University of Vermont Ski and Snowboard Club members. Only those 18 years or older and self-identified as a "snowboarder" qualified for the study. The population the sample was meant to represent include young adult or millennial snowboarders, both male and female. A response rate of 10% was realized, resulting in 223 completed surveys.</p>

### RESULTS

After the data were collected, analysis was conducted via the SPSS statistics package. A number of cross tabulations were conducted to compare the different measures based on gender.

#### OBJECTIVES

The study aims to identify key differences in men and women in behaviors, attitudes, and opinions related to snowboarding. The research will also more extensively define the female snowboarder in order to better inform companies in how to reach the female snowboarder. The study seeks to develop a better description of the female snowboarder, measuring:

- Snowboarder purchase preferences
- Brand loyalty
- Brand to brand switchability to snowboard products
- An awareness of current snowboard marketing and advertising strategies
- A comparison of how the snowboard brands have best communicated with the female snowboarder

#### Common examples of female responses to:

What do you think about the current way that snowboard brands communicate with you?

- "Mostly geared toward men"
- "I think that they don't communicate enough and that there are not enough female-oriented companies out there"
- "I feel that most companies/brands focus on men rather than women which I hate, I generally prefer men's products but they do not fit/work well for me"

#### Common examples of female responses to:

Why is it your favorite snowboard company?

- "They invest the most research in women's products"
- "As a woman, I feel like they have the best women specific line"
- "They understand the female rider"
- "Lots of options for women specific products"

9th Research (2014), M  
Snowsports Industries A



# STUDENT EXCELLENCE

## STUDENT RESEARCH

This year's Student Research Conference once again showcased the best of UVM's undergraduate and graduate research. Several Grossman School of Business students were selected.

### HAILEY RONCONI, SENIOR

Project title: Market Research, Women in Snowboarding

Adviser: James Sinkula

Findings: Segmentation within snowboard industry marketing is necessary, but it cannot produce advertising that objectifies the female rider. The same strategies that are geared toward men will not work for women. Women want women's specific products and initiatives, and they want to know that brands understand the female rider. I found athlete sponsorship does not appear to affect decision to purchase and respondents do not appear to be brand loyal within snowboard spending.

Other Grossman School of Business participants were:

Ben Vaughan: Corporate Disclosure Response to SEC Litigation

Advisers: Susan Hughes and Barbara Arel

Tyler Miles: Examining Instances of Embezzlement in Vermont

Adviser: Barbara Arel

### SNOWBOARDING: ANALYSIS

Advisor: Professor James Sinkula  
of Business

#### FACTORS AFFECTING SNOWBOARD CHOICE

What is your gender? \* When choosing a snowboard, the following factors are important in affecting your choice.

	Very important to Underperform	Neutral	Slightly important to Overperform
The graphics on the snowboard			
MALE	20.2%	21.1%	58.7%
FEMALE	17.6%	6.6%	75.8%
The graphics on the board fit my personality			
MALE	38.8%	22.6%	38.7%
FEMALE	18.7%	20.9%	60.5%

#### LEVELS OF AGREEMENT // CONFIDENCE:

What is your gender? \* Please rate your level of agreement with the following statements?

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
Snowboarding gives me confidence					
MALE	1.1%	2.1%	11.6%	43.2%	42.0%
FEMALE	0.0%	1.1%	11.0%	52.7%	35.2%

#### CONCLUSIONS

On the results of the survey, brands within the snowboard industry should focus on segmenting their marketing to better serve the female snowboarder as a consumer. Marketing efforts should not be solely geared towards men, as respondents pointed out this flaw in the current state of brand communications. Brands should put a focus on developing female-specific products, and developing female-oriented marketing strategies that meet these consumers' needs. Developing marketing strategies that target the female consumer within this industry where brand loyalty is key to gain their spending.

#### REFERENCES

Market Intelligence Report  
America.



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Nasdaq







# UNDERGRADUATE PROGRAMS

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With our undergraduate curriculum now focused around 3 strategic themes; Global Business, Sustainable Business, and Entrepreneurship, we continue to see a record number of applicants, which climbed 37% since 2011, while enrolled students increased 22% over the same time period. The four concentrations of finance, accounting, marketing and business analytics are in high demand from the student body, and when combined with an already stellar faculty, bolstered by three new faculty chairs; experts in sustainable business, entrepreneurship and finance endowed by the Grossman Family Foundation, and a new Elizabeth and David Daigle Professor, Andrew Prevost, our school is rising in excellence, reputation, rankings and impact.

AVERAGE  
UNDERGRADUATE  
STARTING  
**SALARY**

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\$53,000

# GRADUATE PROGRAMS

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## MASTER OF ACCOUNTANCY (MAcc)

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. The program has grown from 8 to 40 students in just four years, and is expected to double over the next three years. After completing the program, most students sit for the Certified Public Accountant (CPA) exam and we are proud that the program ranked in the top ten percentile in the first-time CPA exam pass rate within 265 medium-sized master's programs. 91% of MAcc graduates seeking employment are working in the accounting or finance fields.

Students benefit from one-on-one interaction with our faculty and graduates have excellent career outcomes with the Big Four firms, smaller accounting firms and corporate accounting.

## SUSTAINABLE ENTREPRENEURSHIP MASTER OF BUSINESS ADMINISTRATION (SEMBA)

In the summer of 2014 we welcomed our first class to the new SEMBA program. The initial SEMBA cohort of 20 graduated in August 2015, and 94% of those students seeking employment have a job. SEMBA has already been ranked the #4 "Green MBA" in the U.S. by The Princeton Review and been specifically designed from the ground-up for anyone that understands that the challenges we face in the 21st century demand a new approach.

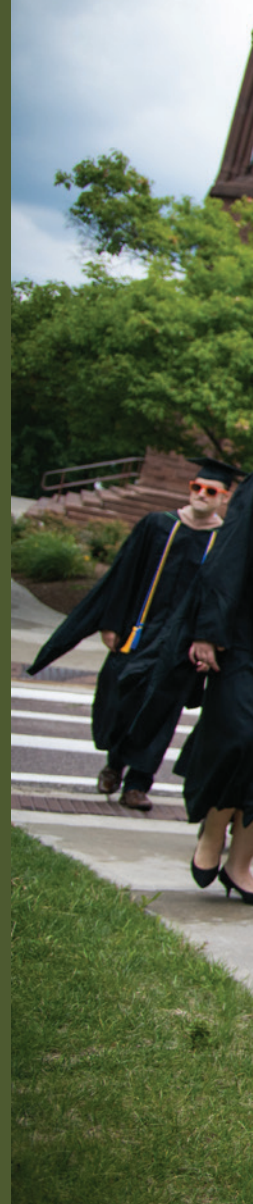




PHOTO: Duback Photography





The Emerald Award for 2014-2015  
for Quality, Reliability,  
and Customer Service  
Presented to  
David Noveck

# FACULTY NEWS

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## FACULTY RESEARCH

Our faculty members research continues to be recognized both across this country and internationally, with their innovative work 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*, *Wall St. Journal*, *Huffington Post* and *USA Today*. By bringing cutting-edge research into the classroom, our faculty expose the students to powerful and compelling experiences.

## TEACHERS OF THE YEAR

Every year members of the Grossman School of Business faculty are named “Teacher of the Year” by the graduating class.

- Undergraduate Teacher of the Year: Assistant Professor Allison Kingsley
- MAcc Teacher of the Year: Associate Professor Cathy Beaudoin

## FACULTY AND STAFF RECOGNITION AWARD WINNERS

Faculty and staff are recognized for their dedication and excellence at the business school, via the Dean’s Awards.

- Associate Professor David Novak was awarded Faculty Scholar of the Year
- Linda Kruger received the 2015 Dean’s Award for Staff Recognition.





PHOTO: Duback Photography





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