

HASLAM



Haslam Magazine is the premier publication of the Haslam College of Business at the University of Tennessee, Knoxville.

MAGAZINE
Volume 16, Issue 1

EXCELLENCE IN PRACTICE

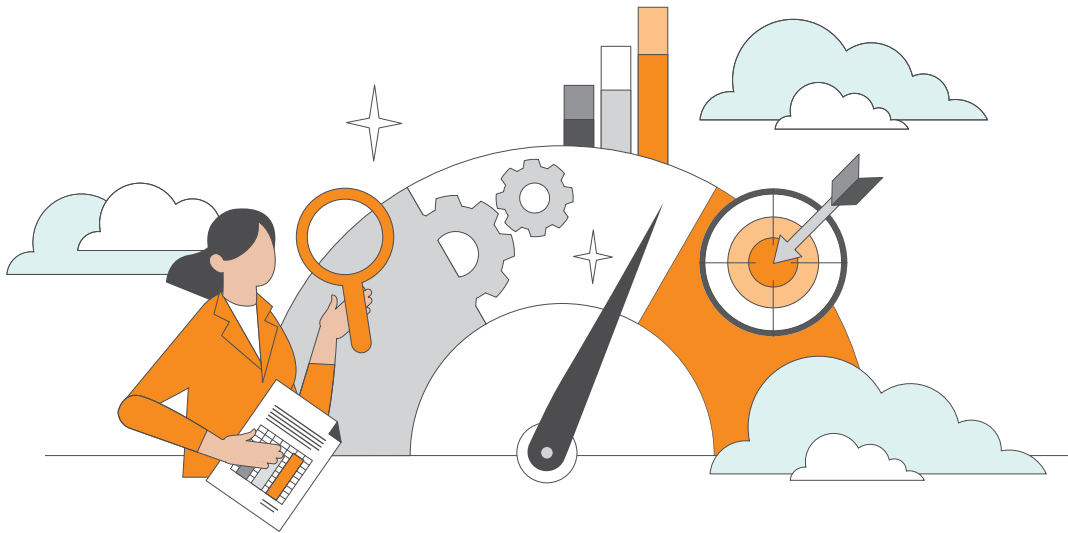
**AT DOLLY PARTON
CHILDREN'S HOSPITAL**

PLUS

A New
Building Update

Veteran of the Year in
Higher Education

16th Annual
Alumni Awards



The quality of a Haslam degree stands apart.

Undergraduate Education

No. 3, Supply Chain Management

No. 15, Accounting

No. 45, Economics

No. 25 among public universities

—2026, *U.S. News & World Report*

The Haslam MBA

No. 19 among public universities

No. 8 for networking

No. 15 for entrepreneurship

No. 23 for learning

—2025-26, *Bloomberg Businessweek*

Custom Executive Education

No. 1 in revenue growth

No. 5 among public universities

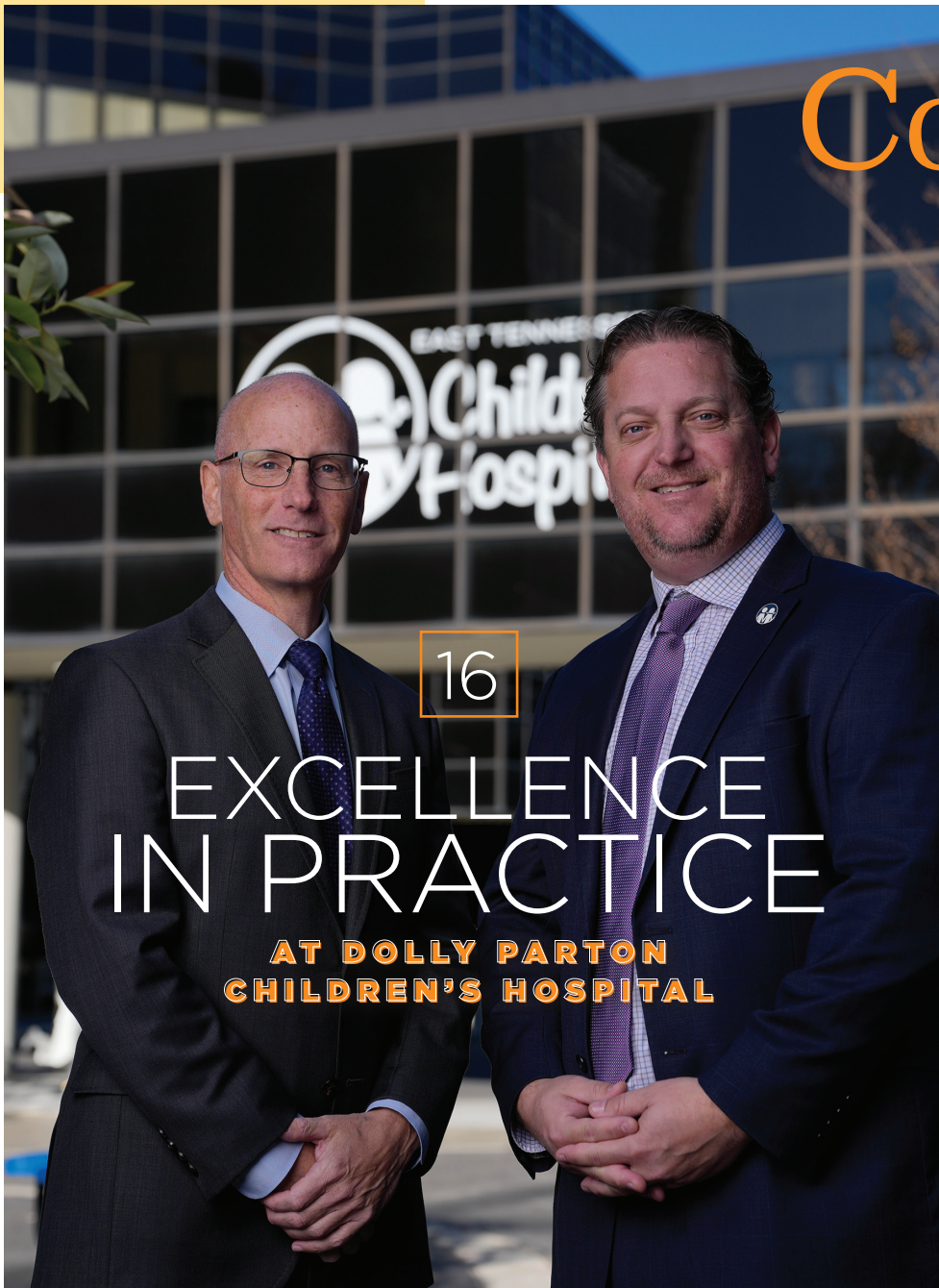
No. 53 worldwide

—2025, *Financial Times*



[Haslam.utk.edu](https://haslam.utk.edu)

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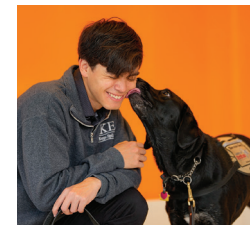
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THOUGHT LEADERSHIP



EurekAlert
November 19, 2025

“Our study shows that the error-controlled correlation (ECC) equals traditional methods’ results using just one-tenth of the data,” Zhou says. “Using ECC should enable materially earlier postmarket ADR detection, which could prevent serious public health safety concerns when new drugs are put on the market.”

Wenjun Zhou, Lawson Professor of Business and Martin Lee and Carol Fri Robinson Faculty Fellow, on a new method she and colleagues developed to more quickly and efficiently detect adverse drug reactions (ADRs) after medications are on the market.

THV11, Little Rock, Arkansas
November 13, 2025

“The very nature of currency is evolving. If you look at the history of currency and the history of coins, these things have been evolving for hundreds of years, and there’s no reason to expect that to stop just because we like a particular coin.”

Don Bruce, director of the Boyd Center for Business and Economic Research, Boyd Distinguished Professor, and professor of economics, on the cessation of minting the penny and its larger implications for currency.

Overdrive
October 26, 2025

“The last part of Scott’s research looked into the safety ratings of motor carriers with and without ELP violations to compare them. His findings? ‘The safety ratings of the carriers with English language proficiency violations were considerably worse on average than carriers without ELP violations.’ He primarily looked at three BASIC categories in his comparison—Unsafe Driving, Hours-of-Service Compliance, and Vehicle Maintenance. ‘What you find is that the carriers with ELP violations have substantially worse safety scores for those three categories ... than carriers that do not have ELP violations, and it’s quite stark in some cases,’ Scott said.”

Alex Scott, Cheryl Massingale Business Faculty Scholar and Gerald T. Niedert Professor of Supply Chain Management, on truck driver safety and English language proficiency requirements.

Wall Street Journal
October 23, 2025

“Retailers have had to adapt to meet customers’ growing expectations for online-order delivery. Shoppers are expecting limitless assortment, competitive pricing, simple, easy ordering, visibility of the order, timely delivery, and then, oh, by the way, ‘no questions asked’ returns.”

Tom Goldsby, the Dee and Jimmy Haslam Chair in Supply Chain, David P. Perrot Supply Chain Management Faculty Fellow, and holder of the Martin and Carol Robinson Excellence in Teaching, Research, and Service Award, on Macy’s motivation to employ warehouse robots to speed up deliveries.

Wallet Hub
September 1, 2025

“Start with a simple Excel sheet and list out everything you spend money on. Your last credit card statement is a great starting place. Look at all items purchased and then create broad categories to group the expenses together. Get an idea of what you want to spend less on. Also, it is critical to get everyone in your household on board with this. Members of a household keep each other accountable and help each other stick to the budget.”

Justin Short, holder of the UTF Brian/Heather Foley Accounting Fund and assistant professor, on how to create a household budget.

Bagable
July 2, 2025

“The perception of a ‘deal’ is subjective to each person. Irrespective of how much an item is discounted, think about its short-term and long-term value and use and ask yourself, ‘What is my maximum willingness to pay at this point for this product?’ If you see that the price is good relative to your internal reference, it’s probably a good deal.”

Huseyn Abdulla, assistant professor of supply chain management, on how to determine if a product on sale is a good deal.

Deseret News
June 24, 2025

“Instead of hard cliffs, policymakers could smooth the transition. One option is to extend Medicaid support through empowering and expanding premium support for private health insurance via the health care exchanges using a sliding scale. The Affordable Care Act allows these exchanges, but access differs by state. A sliding scale instead of a cliff may help. If someone earns an extra dollar, they might lose a few cents in benefits—not their entire coverage. The Earned Income Tax Credit works this way, successfully encouraging work while supporting those in need.”

Michael Kofoed, assistant professor of economics, offering one suggestion for a way to make healthcare insurance more accessible.

Science X
May 14, 2025

“‘With this AI chatbot, they can ask any question in a conversational way, and the chatbot will only give them answers that are based on the textbook, not from anywhere else on the internet,’ Liu said, noting that students who turn to outside AI sources could get wrong answers because ‘not everything on the internet is correct.’”

ChuanRen (Charles) Liu, Beaman Professor in Business and Sampson Enterprises Faculty Fellow, on a chatbot he created to help students find the information they need from an online textbook authored for a class on data mining and business analytics.

Inbound Logistics
May 2025

“‘When pallet manufacturers innovate, it’s not just about pallet material—they’re also rethinking how pallets are cycled through the system,’ Bolumole says. ‘Now, the focus has expanded to how we can efficiently load and stack pallets, both in warehouses and, more importantly, on trucks.’”

Yemisi Bolumole, head of the Department of Supply Chain Management and the Ryder Professor of Supply Chain Management, on improvements to a shipping staple that is a critical element of almost every supply chain.

HASLAM

M A G A Z I N E

Haslam Magazine is the alumni publication of the Haslam College of Business at the University of Tennessee, Knoxville.

HASLAM COLLEGE OF BUSINESS EXECUTIVE LEADERSHIP

STEPHEN L. MANGUM

Dean and Stokely Foundation Leadership Chair

CHAD AUTRY

Associate Dean for Research, Myers Distinguished Professor of Supply Chain Management, and R. Stanley Bowden II Faculty Research Fellow

AMY CATHEY

Associate Dean for Graduate and Executive Education and Distinguished Lecturer

MICHAEL "LANE" MORRIS

Associate Dean of Undergraduate Studies and Student Affairs and Fisher Professor of Innovative Learning

BETSY ADAMS

Assistant Dean of Operations, Strategy, and Planning

GEORGE DRINNON

Assistant Dean for Undergraduate Programs

SARA EASLER

Assistant Dean for International Programs and Partnerships

HASLAM MAGAZINE

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At the University of Tennessee, Knoxville, Volunteers are more than a mascot. They are who we are. Unlike almost every other college out there, where mythical figures, furry friends, and even angry reptiles reign supreme, our identities are based on real historical events. The 28,000 Tennesseans who answered the call for 3,500 soldiers in the War of 1812 helped defeat a larger British force in the Creek War and the Battle of New Orleans in January 1815. Later, in the Mexican American War in 1846, the U.S. called for some 2,800 soldiers from Tennessee, and roughly 30,000 Tennesseans volunteered. Volunteerism and societal impact are in our DNA!

It is not an exaggeration to say that at UT Haslam, our identities are shaped around the concept of volunteerism—of stepping forward to do what needs done. This issue of *Haslam Magazine* offers another installment of stories of Volunteers who see a need and boldly act.

Our cover subjects, an entire group of Dolly Parton Children's Hospital physicians, already have a challenging mission. As caregivers to the region's most vulnerable, their skills are unmatched, but leading large, complex physician teams may not be as natural for some. "Physicians train in a world of individual achievement," said DPCH president and CEO Matt Schaefer. To empower these individuals

to function well as specialty groups, they have worked with the Haslam College of Business on a custom physician leadership program. The result? Stronger physicians, better prepared to meet the business challenges of hospitals today. (See pg. 16.)

From faculty who are leading academic departments (pgs. 4 and 10) to student and veteran Kevin Ho (pg. 29), who has been recognized as Veteran of the Year in Higher Education by national organization Military Friendly, being a Volunteer means making a positive impact on our workplaces, our communities, and the lives of others. Volunteers don't look past a problem. They look for ways to make a difference.

Here at Haslam, we're especially thankful to the many donors who have seen the need for an additional business building to serve our growing student body and chosen to support this worthy endeavor. The progress of our 245,000-square-foot building now rising across from the student union wouldn't be possible without your support. (pg. 20) We hope you'll visit Haslam.utk.edu/Future to watch a video that brings the excitement to life.

Thank you for all you do to help make an impact every day. Go Vols!

In gratitude,

Stephen L. Mangum

DEAN AND STOKELY FOUNDATION
LEADERSHIP CHAIR
HASLAM COLLEGE OF BUSINESS
THE UNIVERSITY OF TENNESSEE, KNOXVILLE

ANDY PUCKETT

Up for a Challenge

Whether he's sifting through financial data for a research project or hiking Mt. LeConte, Andy Puckett, Paul and Beverly Castagna Professor in Investments, doesn't shy away from difficult tasks. At Haslam, Puckett spends his work hours teaching students about the impacts of FinTech, conducting research, and serving as head of the Department of Finance. Outside the office, he serves at his church and often competes in marathons and half-ironman triathlons. "I enjoy the challenge of distance running," he says. "It's a fun way to push myself."

Puckett also enjoys hiking with his family in the Smokies and beyond. In 2017, they spent six months in New Zealand, where they enjoyed stunning views during a three-day hike on the Kepler Trek.

The seeds of Puckett's academic career were planted by two excellent professors who taught him as an undergraduate. One stayed in touch and, years later, encouraged Puckett to consider a PhD in finance. At the time, he was working as a financial advisor and thinking about a career change.

Four years after taking that advice, Puckett completed his doctorate in finance, having discovered an unexpected love for research. After stints at two other universities, Puckett joined Haslam in 2009.

At Haslam, Puckett continues to pursue research. "I'm very interested in information, specifically how information gets impounded into stock prices," he explains.



Much of his work examines different players in the market, such as hedge funds and other institutional investors, and how they interact with various sources of information. One recent project analyzed New York City taxi data to track trips between a mutual fund office and a company's headquarters and link them to subsequent trades in the company's stock. "We found that mutual funds' trades following those taxi visits tended to be more informed, contained more information, and exhibited abnormal returns. It's a fun piece that has implications for industry regulators."

In 2025, Puckett became head of Haslam's finance department. "It's been a steep learning curve with some incredibly enjoyable moments as well as speed bumps," he says. His vision is for the department to become the best in the SEC, which means hiring, retaining, and supporting high-quality faculty. "We want to provide them with every possible support to publish innovative research in top-tier journals," Puckett says.

Maintaining excellent student experiences that lead to strong internships and job opportunities is also a high priority. "That's challenging with a large number of students," he says. "But we've already started initiatives to bolster those opportunities in our department." ●



Bichescu

“Examining the use of Analytics in Healthcare Operations Management: A Systematic and Narrative Literature Review,” a paper coauthored by **Bogdan Bichescu**, was published in *Decision Sciences*.



Bozdogan

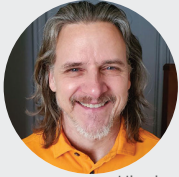
Ham Bozdogan was an invited speaker at the ninth International Researchers, Statisticians, and Young Statisticians Congress in Adana, Turkey.

BUSINESS ANALYTICS & STATISTICS



Espinosa

Stacey Espinosa, Terry Higgins, and Brian Stevens received a UTK GenAI Fellowship grant to integrate generative AI into STAT 201, a course taken by more than 4,000 students each year. The updated course emphasizes AI literacy, ethics, and data privacy and introduces AI-supported visualization and a feedback tool that helps students critically assess AI-generated responses.



Higgins

Tingliang (Tom) Huang coauthored “Algorithmic Targeting for Opaque Selling in Vertical Markets,” published in *Production and Operations Management*. **Huang** also spoke at the 2025 POMS International Conference in China as an invited keynote tutorial speaker.



Stevens

Charles Liu spoke at the 2025 Endeavor Summit, organized by the Knoxville Chamber, on cultivating future-ready skills.



Huang

Brian Stevens was promoted to distinguished lecturer.



Liu

Wenjun Zhou coauthored “Early Detection of Adverse Drug Reactions in Post-Market Monitoring,” published in the *INFORMS Journal on Computing*. **Zhou** delivered a keynote talk, “Co-Existing with AI: Stories of Adoption,” at the International Workshop on Talent and Management Computing in Toronto, Canada.



Zhou

#25

U.S. News & World Report ranked Haslam College of Business as a Top 25 public undergraduate business program and at No. 37 nationally.

NEEL CORPORATE GOVERNANCE CENTER

Amy Miles, former chair of the board and CEO of Regal Entertainment Group Inc., and Todd Wright, assistant vice president of the Federal Reserve Bank of Richmond,

were the fall 2025 speakers for the Neel Corporate Governance Center speaker series. Miles shared invaluable advice with students on how their roles in corporate governance will evolve throughout their careers, and how to grow alongside those changes, emphasizing the importance of being a lifelong learner. Wright helped students understand how governance permeates throughout organizations, including through carefully designed business controls and effective risk management practices. He shared practical AI use case scenarios and challenged students to think about how they will position themselves for a human-in-the-loop future.



GRADUATE AND EXECUTIVE EDUCATION

Eight alumni were inducted into the Distinguished Healthcare Leadership Fellows program.

Rankings

#10 *Financial Times* ranked Haslam’s Executive MBA program at No. 10 among U.S. public institutions.

#2 Haslam’s Executive MBA ranked No. 2 among U.S. publics for overall alumni satisfaction.

#19 Haslam’s Full-Time MBA ranked No. 19 among U.S. publics, No. 43 nationally, No. 8 in networking, No. 15 in entrepreneurship, and No. 23 in learning in the *Bloomberg Businessweek* MBA Rankings.

19.5% INCREASE

Haslam’s graduate and executive education programs enrolled 1,244 students, a 19.5 percent increase over 2024.



Timothy Munyon was appointed head of the Department of Management and Entrepreneurship.

MANAGEMENT & ENTREPRENEURSHIP



Bergman

Brian Bergman published a paper in *Business Horizons* discussing how to map entrepreneurial ecosystems.



Cardon

Melissa Cardon is now an associate editor of the *Academy of Management Review*. A paper coauthored by **Cardon**, on which early-stage pitches lead to the most entrepreneurial success, was published in the *Journal of Business Venturing Insights*.



Smith

Cardon, Anne Smith, and their coauthors published a paper in *Organization Studies* proposing photovoice as a method well suited for studying marginalized groups.



Clayton

Dollywood president Eugene Naughton visited **John Clayton's** MGT 380 project management class, sharing stories about the park's growth and its second consecutive year as the nation's top theme park.



Gras

David Gras and coauthors published a paper investigating the relationship between scope and performance within nonprofits and under varying conditions of environmental dynamism, munificence, and complexity in *Strategic Organization*.



Pollock

Gras, Timothy Pollock, and coauthors published in *Entrepreneurship & Regional Development* research exploring how economic, policy, and cultural community characteristics impact ethnic minority population size, business ownership, and ethnic minority employer business ownership.

UT Research Foundation

The department helped launch a new graduate course to support UT ventures in collaboration with the UT Research Foundation.

Tickle College of Engineering Collaboration

In conjunction with the Tickle College of Engineering, the department launched a new graduate technology commercialization certificate.

Master of Science in Management and Human Resources



The Master of Science in Management and Human Resources program, led by **Jackie Jacobs**,

admitted its largest cohort of 46 new students in the flexible, learn-from-anywhere program.

Timothy Pollock completed the second edition of his leading text, *How to Use Storytelling in Your Academic Writing*, published by Edward Elgar.



Sherry Thatcher and coauthors published "Navigating Mental Illness at Work Using Disengagement and Engagement Pathways" in the *Academy of Management Journal*. **Thatcher** also published a coauthored paper in *Human Resource Management* that explored how family demands at work impact team effort, backup behavior, and work-to-family conflict. **Thatcher** also developed a new AIM High program for the *Journal of Management* with the goal of providing mentoring experiences to junior scholars.

The department hosted Yupin Patarapongsant, an assistant professor at Chulalongkorn University's SASIN Graduate Institute in Bangkok. She is collaborating with **Thatcher** on a study of Muslim women entrepreneurs in Thailand, examining how women engage in entrepreneurship in impoverished communities.

Rankings

#32 Haslam entered *Princeton Review's* 2026 undergraduate entrepreneurship rankings at No. 32 among public institutions and No. 50 overall.

#50



Barksdale



Colpo



Williamson

MGT 202

A faculty team of **Cheryl Barksdale, Ted Colpo**, and **Sara Williamson** redesigned the introductory management course Management 202 curriculum with cutting-edge best practices, a new simulation, and case-based approach.



Hymer

Christina Hymer and co-researchers authored “Who’s Behind the Red Suit? Exploring Role Prototypicality within Calling Enactment,” which was published in *Academy of Management Journal*.



Mackey

Debbie Mackey led a human resource management case competition in October that brought regional competitors to UT.



McCloud

Shannon McCloud and **Aarti Pradeep** represented UT at the Project Management Institute Global Summit in Phoenix, AZ.



Pradeep

Timothy Munyon published coauthored papers in the *Academy of Management Journal*, the *Journal of Organizational Behavior*, and *Human Resource Management Review*.



Samba

Codou Samba published coauthored papers in the *Africa Journal of Management* and the *Journal of Management Studies*.



Song

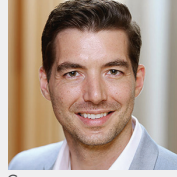
Anne Smith completed her term as an associate editor of the *Academy of Management Journal*. **Smith** coauthored multiple papers published in *Organizational Research Methods*.



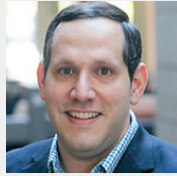
Williams

Ruixiang Song coauthored a paper in the *Academy of Management Journal*, two papers in the *Journal of Management Studies*, and a paper in the *Journal of Management*.

David Williams published a coauthored paper in *Entrepreneurship Theory & Practice* that examines how entrepreneurs make sequential decisions under varying uncertainty.



Garvey



Zablah

Aaron Garvey and **Alex Zablah** were appointed associate editors of the *Journal of Marketing*, the field’s leading journal.



Abell

Annika Abell was promoted to associate professor. Also, **Abell** and a coauthor published “The Art of Misspelling: Unraveling the Diverging Effects of Misspelled Brand Names on Consumer Response” in the *Journal of Consumer Research*. **Abell** was appointed to the editorial review board of the *Journal of Marketing Research*.



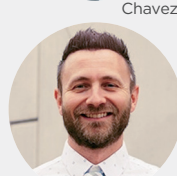
Bharadwaj

Neeraj Bharadwaj is co-editing a special issue on “Sustainable Marketing and Innovation” for the *Journal of the Academy of Marketing Science*.



Chavez

Daniel Chavez’s co-authored article, “Warming up to private labels: Temperature Impacts Private Label Performance,” was published in the *Journal of Retailing*.



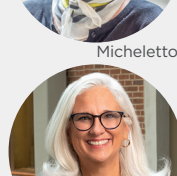
Hasford

Aaron Garvey’s co-authored research article, “New Tools, New Rules: A Practical Guide to Effective and Responsible GenAI Use for Surveys and Experiments Research,” was published in the *Journal of Marketing*.



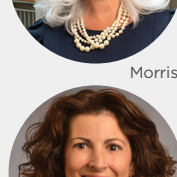
Micheletto

“Surprise, Surprise: The Dual Impact of Double Discounting on Consumer Preferences,” an article coauthored by **Jonathan Hasford**, was published in the *Journal of Retailing*. **Hasford** and Laurel Johnston (PhD student) wrote an article entitled “The Impact of Gender Expectations on the Evaluation of Video Game Livestreaming Content,” which is forthcoming in the *International Journal of Research in Marketing*.



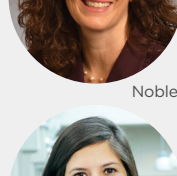
Morris

Melinda Micheletto was promoted to teaching professor of marketing.



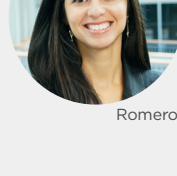
Noble

Assistant professor of practice **Jules Morris** completed her PhD in communication and information.



Romero

Stephanie Noble’s co-authored research article, “A Comparative Analysis of FLE Wellness Benefits and Customer Responsiveness: A Social Exchange Theory Perspective,” is forthcoming in the *Journal of Marketing Research*. “Increasing Accountability and Compliance with Robot Advice,” another co-authored research article from **Noble**, is forthcoming in the *Journal of Marketing*.



Marisabel Romero was named the Herring Endowed Teaching Fellow.

Romero and **Annika Abell** co-authored “The Power of Words: How Linguistic Framing Affects Consent in Retail Privacy Policies,” which is forthcoming in the *Journal of Retailing*.

Alex Zablah’s co-authored article, “Identity Discounts” was published in the *Journal of Retailing*.

MARKETING

Hard Tech

In spring 2025, a marketing class of 55 students partnered with hard-tech startup founders from across the country through Oak Ridge National Laboratory’s Innovation Crossroads program. They collaborated closely with the startup leaders to address their marketing challenges.

Marketing and Sales Alliance Innovation Conference and Awards

Haslam’s Department of Marketing will host the third annual Marketing and Sales Alliance Innovation Conference and Awards in April. This connection-focused event brings together industry professionals with department faculty and students to explore the future of marketing and sales through dynamic keynotes, thoughtful sessions, and plentiful networking opportunities.

Rankings

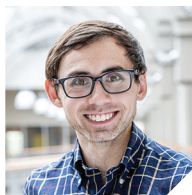
#11 Haslam’s Master of Science in Marketing program placed No. 11 among public institutions and No. 35 nationally in the *U.S. News and World Report 2025 Best Graduate Business Schools* ranking.



Assistant professor **Jillian Adams** (accounting and information management) teaches corporate taxation and financial accounting. Her research examines corporate tax practices, including income shifting and voluntary disclosure.



Adrienne DePaul (accounting and information management), assistant professor, researches taxation and capital markets. A CPA with prior public accounting experience, she brings expertise in corporate and individual tax compliance and planning.



Vincenzo Fabrizio (finance), teaching assistant professor and CFA® charterholder, brings expertise in fixed-income markets and financial data analysis. He previously taught in Erasmus University's Master of Finance program and integrates Python programming into finance instruction.

New Faculty

This fall, Haslam welcomed 15 new faculty members across the college.

According to Chad Autry, Haslam's associate dean for research and faculty, Daniel and Karen Myers Distinguished Professor, and R. Stanley Bowden II Faculty Research Fellow, this influx of new faculty is one exciting element of Haslam's continued growth.

"These new, talented faculty strengthen our ability to innovate, collaborate, and lead in business education and research," Autry says. "They represent the next chapter in Haslam's continued rise."

The newcomers join all seven of the college's departments: accounting and information management, business analytics and statistics, economics, finance, management and entrepreneurship, marketing, and supply chain management. These additions to Haslam's faculty ranks come from a variety of backgrounds and callings and add a wealth of experience to frontier areas of their disciplines.

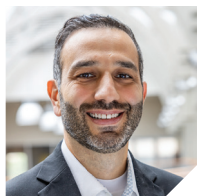
To learn more about Haslam's new faculty, visit [TINY.UTK.EDU/NEWHASLAMFACULTY2025](https://tiny.utk.edu/newhaslamfaculty2025)



Allen Ammerman (finance), teaching associate professor, blends over 10 years of financial management experience—including service as a Marine Corps officer—with research on household finance and neuroscience-informed teaching methods. He previously directed Georgetown University's Master of Science in Finance program.



Lecturer **Allen Espinosa** (management and entrepreneurship) draws on expertise in law, tax, and international trade compliance to teach students how organizations navigate global business growth. His background includes advising clients on tariffs, incentive structures, and market expansion strategies.



Nawar N. Chaker (marketing) joins Haslam as an associate professor. He researches drivers of salesperson performance, emotions in sales, and cross-functional sales relationships. He previously taught at Louisiana State University and serves as senior editor of the *Journal of Personal Selling & Sales Management*.



Associate professor **Aaron M. Garvey** (marketing) studies consumer behavior in areas such as human-AI interactions, branded product use, and decision-making. His work is widely published and cited in the popular press, and he previously worked in Fortune 500 marketing roles.



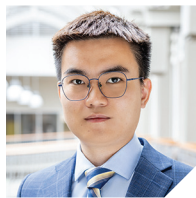
Lecturer **Morgan Gupton** (HCB, '21; MAcc, '22)(accounting and information management) brings applied industry experience to the classroom from three years conducting IT audits at Deloitte.



Christine Kohnen (business analytics and statistics) joins Haslam as an adjunct lecturer specializing in machine learning, Bayesian statistics and data confidentiality. At the University of Iowa, she co-led major Parkinson's disease data projects and built data science teams, complementing her prior academic appointments at Carleton College and Richmond University.



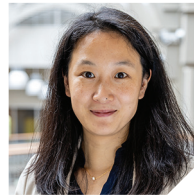
Teaching assistant professor **Scott O'Brien** (finance) researches corporate finance with a focus on executive compensation. He previously taught at the University of Mississippi and Missouri's Westminster College.



Assistant professor **Muyang Ren** (economics) researches micro-econometrics, using advanced statistical tools to uncover causal relationships in individual-level economic data. He teaches econometrics, industrial organization, and applied statistics.



Art Rubeck (supply chain management), assistant professor of practice, brings leadership experience from Newell Brands, Jarden, and Yankee Candle. He teaches supply chain and manufacturing operations with expertise in network design, sourcing, and post-merger integration.



Yunye Shi (business analytics and statistics), teaching associate professor, applies machine learning to optimize energy systems with an emphasis on sustainability and data-driven decision-making. She joins Haslam from UT Chattanooga, where she taught mechanical engineering.



David Dongyoon Shin (economics), assistant professor, examines how environmental policies shape macroeconomic outcomes through dynamic general equilibrium models. He teaches both undergraduate- and PhD-level macroeconomics.



Seonkyung "Agnes" Yang (accounting and information management) joins Haslam as an assistant professor researching how emerging technologies reshape governance and markets, particularly through decentralized systems and disintermediation.

TIM MUNYON

Hitting the Right Notes



Tim Munyon and his band Shadyland, comprised of fellow Haslam faculty, playing a ProMBA graduation gig in the Lauricella Center. Left to right: Karen Bowdle, Ken Gilbert, Munyon, and Mark Collins.

Tim Munyon loves jamming. A self-professed music hack, he sings and plays multiple instruments by ear, including the flute, drums, piano, saxophone, and penny whistle. This interest in music grew alongside Munyon's career in higher education. "Music is cathartic," he says. "When I play gigs, I get to turn off the serious side and do something fun and creative."

He started playing saxophone as a child and performed with rock bands while living in Nashville and Tallahassee as a young adult. He has served in music ministry at local church congregations and now plays with Shadyland, a band consisting of fellow Haslam faculty members.

But music isn't Munyon's main gig. He began his professional career in human resources but quickly transitioned to aviation, where he worked as an airport planner and consultant, developing layout plans and

evaluating environmental and economic impacts. "I loved that job because I got to meet a lot of different clients from different places," he says. While Munyon worked full-time in North Carolina as an airport consultant, he and his wife, Summer, also began teaching part-time at a local university. "We were working crazy hours during the day and teaching three or four classes per semester at night," Munyon says. "I loved it. That passion for teaching is what got me into academia."

Munyon went on to earn a PhD in organizational behavior and taught management at two other universities before joining Haslam in 2012. Today, he serves as head of the college's Department of Management and Entrepreneurship. He also holds the Ergen Professorship of Business and the Janet and Jeff Davis Faculty Fellowship on top of maintaining his research output. Recently, Munyon published a paper

in the *Academy of Management Journal* showing that entrepreneurs can avoid negative career effects—the so-called founders' penalty—by keeping a foot in the corporate world while starting a venture. "Even if they're consulting on the side, that flips the script," he explains. "With a hybrid approach, they often end up with better career trajectories than corporate employees."

In addition to his higher education roles, Munyon is also a co-founder and former managing partner of Red Castle Human Capital, a workforce analytics consultancy. As a management professional and academic, he aims to help organizations see human capital as an asset, not a liability. "I want to change the narrative, so business leaders view employees as an investment," he says. "It's about helping organizations leverage human capital and helping people unlock their potential."

Munyon also loves leading students to discover their strengths. "My greatest passion in higher education is students," he says. "There are very few jobs where you can connect with people as powerfully as in academia." As department head, Munyon hopes to foster an environment where both colleagues and students can continue to thrive. ●



Vedadi

Ali Vedadi's research article, "Clashing Climates: How (In)Congruence Between Information Security Climate and Other Organizational Climates Affects Security Compliance," is forthcoming at *MIS Quarterly*, the leading information systems journal.



Adams

Jillian Adams was appointed to the editorial advisory and review board of *The Journal of the American Taxation Association* for a three-year term.



Cunningham

Lauren Cunningham coauthored "Redefining Perceived Boundaries: Insights into the Audit Committee's Evolving Responsibilities," which was recently published in *The Accounting Review*.

Cunningham and a coauthor received the Best Paper Award from the *Journal of International Accounting Research* for "Attracting Female Directors in the U.S.: The Roles of Boards, Executives, and Other Stakeholders."



Neal

Cunningham, Terry Neal, and coauthors wrote two papers related to corporate governance evaluations: "Challenges in Evaluating Corporate Governance: Evidence from Chief Audit Executives" is forthcoming in *AUDITING: A Journal of Practice and Theory*, and "Evaluating Corporate Governance: Guiding Principles and Calls for Future Research" is forthcoming in *Accounting Horizons*.



King

Ashley King completed her PhD in learning, design, and technology.



Lee

Jong Lee's latest article in the *Journal of Management Information Systems*, "Risk of Cyberattacks Arising from Strategic Alliances with Big Tech," shows that partnering with Big Tech can be a double-edged sword.



Pienta

Linda A. Myers co-organized "Sustainability, Natural Capital, and Value Creation" for The Global Initiative for Governance and Sustainability (GIGS) at Brock University, Canada.

Daniel Pienta was promoted to associate professor.



Smith

Pienta began a three-year term as an associate editor at *European Journal of Information Systems*. He currently serves as an associate editor at for the *Association for Information Systems*.

"Determinants and Consequences of COVID-19 Vaccine Mandates," an article coauthored by **Justin Short**, was recently accepted by the *Journal of Accounting and Public Policy*.

Winston Smith was promoted to senior lecturer.



Linda A. Myers presented a paper at the 47th annual European Accounting Association Congress in Rome, Italy, delivered a talk on "How to Write an Introduction and Other Research Tips" at a University of Bologna

doctoral meeting, and served as the keynote speaker at the ASEPUC Doctoral Consortium in Madrid, where she discussed "Reflections on Research and the Publication Process in the Context of Digital Transformation."

Myers and Justin Short co-presented internationally at the IE Madrid and Universidad Carlos III de Madrid in Spain, the University of Bologna in Italy, and the 2025 Mediterranean Accounting Conference in Cyprus.

ACCOUNTING & INFORMATION MANAGEMENT

Rankings

#15

U.S. News & World Report ranked Haslam's undergraduate accounting program at No. 15 among public institutions.

awards

The following AIM faculty were recognized at the department's annual Distinguished Alumni Dinner on October 10. Each award recipient has a proven track record of outstanding research, teaching, and service.

Doug Ayres *Pugh CPAs Accounting Faculty Award*

Lauren Cunningham *Dr. John B. Ross Accounting Faculty Award*

Robert Fuller *Decosimo Accounting Excellence Award*

Jong Lee *Doug Standifer Accounting Faculty Award*

Yuan Li *Coggin Family Accounting Faculty Award*

Linda Myers *Dr. Dan Evans Accounting Faculty Award*

Chris Perez *Pugh CPAs Accounting Faculty Award*

Dan Pienta *Rhea and Ivy Excellence in Teaching Award*

Roy Schmardebeck *Pat and Art Viles Faculty Award in Accounting*

Jama Summers *Pugh CPAs Accounting Faculty Award*

Amanda Warren *F. Stewart and Lucy McCorkle Accounting Faculty Award*

Misspelled Names May Give Brands A Lyft— If the Spelling Isn't Too Weird

Consumers don't mind when companies use misspelled words—think Lyft for “lift” or Froot Loops for “fruit loops”—as their brand names, as long as the alterations aren't too extreme and the misspelling makes sense.

Those are the main findings of a new peer-reviewed paper I published with fellow marketing scholar Leah Warfield Smith. This builds on previous work that found that using misspelled brand names usually backfires.

Misspelled brand names like Kool-Aid, Reddi-wip and Crumbl seem to be everywhere. They are especially common in the names of smartphone apps and in certain industries, like fashion. Companies often do this to stand out or perhaps so they can use the misspelled word as their domain name.

Despite their popularity, we know little about how consumers respond to different types of misspelled names, especially when those names deviate significantly from correct or standard spelling. Our study aims to fill this gap.

In a series of six experiments, we tested consumer reactions to fictional and several real brand names with varying levels and types of misspellings.

Mild misspellings, such as combining two real words such as SoftSoap were perceived just as positively as correctly spelled names. When consumers saw different levels of misspellings—consider the brand names Eazy Clean, Eazy Klean, and Eezy Kleen—they reacted more negatively the further the name deviated from the correct spelling “easy clean.”

However, we also found that relevance matters. A misspelled name that aligns with the product or brand identity can still be successful. For example, consumers responded just as well to Bloo Fog—a playful nod to Oolong tea—as to the correctly spelled “blue fog.” In contrast, Blewe Fog—a misspelling without a linguistic connection to the product's name—performed worse.

Other experiments showed similar, more positive effects when the name related to the owner's identity, for example Sintymental

Moments by Joe Sinty, or a visual cue as in Toadal Fitness with a toad logo. In each case, the misspelling was more acceptable when it made conceptual sense to consumers.

Why It Matters

The findings suggest that two main concepts play a role in how consumers process brand names: linguistic fluency—or how easily a name is pronounced and read—and conceptual fluency—how easily the meaning of a name is understood or how well it aligns with the product.

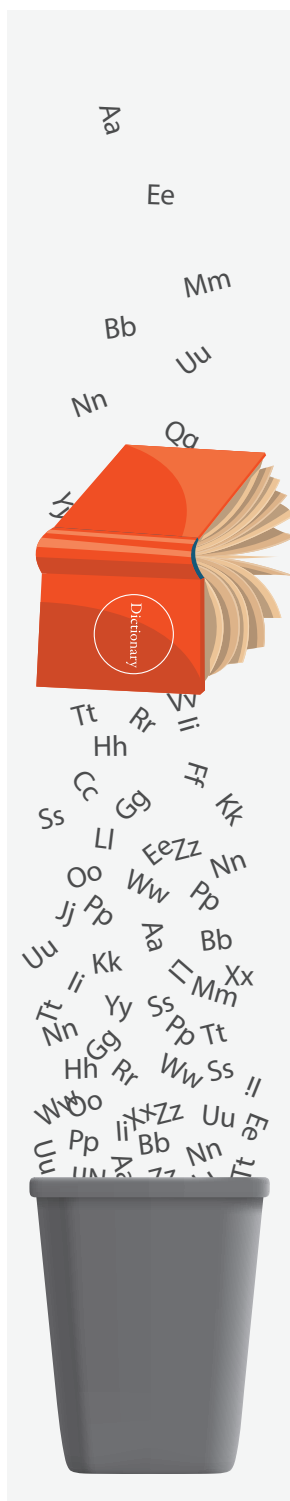
Linguistic fluency decreases with more severe misspellings, resulting in more negative responses. But if the misspelling adds some kind of meaning—related to the product, person, or logo—these adverse effects can be easily mitigated.

For marketers and brand strategists, the takeaway is that misspellings can work, but only when they make sense. Naming a tea brand Bloo Fog might succeed where Blewe Fog fails, but only if consumers understand the name-product connection. Understanding when a misspelling helps or hurts a brand is crucial to crafting the right brand name; ideally, one that can be perceived positively while reaping the benefits of misspellings, such as increased memorability, uniqueness, or trademark acquisition.

What Still Isn't Known

While this research uncovers how consumers react to different types of misspellings, it leaves open important questions about long-term effects. For example, do consumers still notice the misspelling in a 60-year-old brand name like Kwik Trip, a convenience store chain in the Midwest?

We also do not know how the effects of misspellings play out across different languages, cultures, or product categories. ●



THE CONVERSATION

Article first published in *The Conversation*,
<https://theconversation.com>, by Annika Abell



Andy Puckett was appointed the head of Haslam's Department of Finance.



The department launched its first Money Moves: Finance Career Fair, featuring a dozen leading firms and a selective group of roughly 200 top students. The event sparked strong industry connections, highlighted various finance careers, and showcased the exceptional talent within UT's student body.

FINANCE

ROCKY TOP REAL ESTATE SUMMIT



Scott Roark and the Department of Finance hosted the first annual Rocky Top Real Estate Summit, bringing together industry veterans across four panels to give students industry insights and valuable networking opportunities. More than 70 students participated, hearing from 20 professionals who traveled from Nashville, Atlanta, Memphis, and Knoxville.



Guernsey

Scott Guernsey, Matthew Serfling, and coauthor were awarded Best Paper in Corporate Finance at the 2025 Southern Finance Association meeting for "When Speaking Freely Pays: Anti-SLAPP Laws and Firms' Cost of Equity," a finance working paper from the European Corporate Governance Institute.



Serfling

Guernsey, Serfling, and coauthor also had "Marijuana Legalization and Firms' Cost of Equity" accepted for publication at the *Journal of Financial and Quantitative Analysis*.



Liu

Guernsey, Serfling, Tingting Liu, and coauthor published "Thirty Years of Change: The Evolution of Classified Boards" in the *Journal of Finance*.



Henriksson

Matt Henriksson and coauthors were awarded Best Paper in Asset Pricing at the 2025 Southern Finance Association meeting for working paper "Local Equity Bias and the Legalization of U.S. Sports Betting." The paper is pending publication.



Farley

Henriksson and coauthors also had "Marketplace Lending in the Wake of Disaster" accepted for publication with *Financial Management*.

Ryan Farley, Eric K. Kelley, and **Andy Puckett** published "Dark Trading Volume and Market Quality: A Natural Experiment" in the *Journal of Corporate Finance*.



Kelley

Tingting Liu and coauthors had "The Cost of Equity: Evidence from Investment Banking Valuations" accepted for publication at the *Journal of Financial and Quantitative Analysis*.

"Regional Clusters and Product Market Outcomes During Turbulent Times" by **Matthew Serfling** and coauthors was published in the *Journal of Financial and Quantitative Analysis*.



Puckett

Dan Weagley, Zihan Ye, and coauthors had "A Flash in the Pan(demic)? Migration Risks and Municipal Bonds" accepted for publication in *Management Science*.



Weagley

"Spillover Effects of Opioid Abuse on Skilled Human Capital and Innovation Activity," coauthored by **Zihan Ye,** was accepted for publication with *Management Science*.



Ye

Ye and coauthors had "Voter-Induced Municipal Credit Risk" accepted for publication with *Management Science*.



The Anderson Center for Entrepreneurship and Innovation awarded \$21,750 in startup funding during the Fall 2025 Graves Business Plan Competition, supporting student-led ventures across lifestyle and growth business categories.



ANDERSON CENTER FOR ENTREPRENEURSHIP & INNOVATION



Three early-stage UT student businesses split \$3,000 in Roe Prize funding at the Fall 2025 Vol Court competition.

The Roe Prize winners of the Anderson Center for Entrepreneurship and Innovation's fall 2025 Vol Court pitch competition included a window cleaning and soft washing business, a high-level pitching analytics app, and a student furniture rental business. A total of 17 students pitched business ideas, from health and wellness to entertainment, technology, finance, and marketing, to a panel of judges.





Yemisi Bolumole was appointed head of the Department of Supply Chain Management.

SUPPLY CHAIN MANAGEMENT

Rankings

#3 *U.S. News & World Report* ranked Haslam’s undergraduate supply chain management program at No. 3 nationally.

#5 *U.S. News & World Report* ranked Haslam’s graduate supply chain management program at No. 5 among public institutions.

#3 Haslam’s supply chain management department ranks No. 3 in research publication output globally on *The SCM Journal List* for empirical journal publications.

Global Supply Chain Institute Partners

Eleven new organizations joined the department as Global Supply Chain Institute partners.

Ten organizations joined the department as Advanced Supply Chain Collaborative Research partners.



Abdulla

Huseyn Abdulla was appointed as a co-initiative editor for the Registered Reports Review Initiative of the *Journal of Operations Management*.

Abdulla coauthored “The Point of No Return? Restrictive Changes to Lenient Return Policies and Consumer Reactions to Them,” published in *Journal of Operations Management*.



Al-Shwaf

Lila Al-Shwaf (PhD student), **Alex Scott**, and **Justin Kistler** co-authored an article published in *Transportation Journal*, entitled “Rosie, Take the Wheel: Examining EEOC Actions and Gender Diversity in Frontline Logistics Occupations.”



Autry

Andrew Balthrop and co-authors **Justin Kistler**, **Yemisi Bolumole**, **Alex Scott**, and **Chad Autry**, published “Carbon Pricing and the Truckload Spot Market” in *Logistics*.

Balthrop also coauthored “Shared Hardships Strengthen Bonds: Negative Shocks, Embeddedness, and Employee Retention” in the *Journal of Business Logistics*.



Balthrop

John Bell and coauthors published “Where Does Insensitivity Lie? How IT Investment Decision Practices Shape Supply Chain Efficiency” in the *Journal of Business Logistics*.



Bell

Yemisi Bolumole and coauthors published “Impact of Heterogenous Regulatory Environments on Adoption of Controversial Practices: The Case of Electronic Logging Devices in the For-Hire Trucking Industry” in the *Journal of Business Logistics*.



Burns

Bolumole also coauthored “Transportation Infrastructure Investments and FDI Inflows: Evidence From a 15-year Panel Data Analysis” in the *Transportation Journal*.



Craighead

Cole Burns published his first sole-authored paper “‘Bananas Don’t Just Appear in the Store:’ Examining Memorable Messages and Vocational Anticipatory Socialization of Female Supply Chain Management Majors” in the *Journal of Innovative Higher Education*.

Christopher Craighead recently became department editor for the *Journal of Operations Management*, making this his second department editorship at two journals: *Journal of Operations Management* and *Decision Sciences*.



Dickey

Craighead and co-authors had a paper, “Security Vulnerabilities in Software Supply Chains: An Examination of Dependency Network Structure,” accepted for publication in the *Journal of Management Information Systems*.

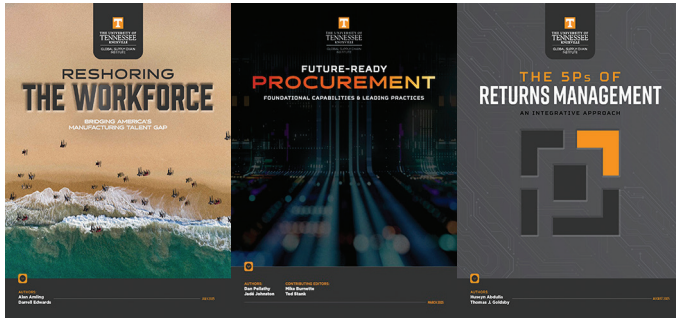


Edwards

Craighead and co-authors also had “Resolution Tactics of Supplier-Induced Disruptions: A Configurational Approach” accepted for publication in the *Journal of Supply Chain Management*.

Emily Dickey coauthored “The Ethics of Sustainability in Supply Chain Relationships: Through the Lens of Supply Chain Integrity,” which was published in the *Journal of Business Logistics*.

Darrell Edwards and **Justin Kistler** both received the 2025 F. Perry and Elaine Ozburn Award for



The Advanced Supply Chain Collaborative

published three industry-focused white papers: “Reshoring the Workforce: Bridging America’s Manufacturing Talent Gap,” by **Alan Amling** and **Darrell Edwards**; “Future-Ready Procurement: Foundational Capabilities and Leading Practices,” authored by **Dan Pellathy** and **Jadé Johnston**; and “The 5Ps of Returns Management: An Integrated Approach,” by **Huseyn Abdulla** and **Tom Goldsby**.



Jeong

Teaching Excellence from Haslam’s Department of Supply Chain Management.

Seongkyoon Jeong coauthored “Partner Similarity and Crossover Product Development: Evidence from the Digital Gaming Industry” in the *Journal of Operations Management*.



Kistler

Jeong also coauthored “Strange Dance Partners: Supply Chain Cyberattacks and Chained Vulnerability” in the *Journal of Operations Management*.

Justin Kistler, Christopher Craighhead, and co-authors had “Prescribers Under Pressure? An Examination of Healthcare Policy, Prescribing Workload and Competition on Opioid Prescribing,” accepted for publication in the *Journal of Operations Management*.



Pellathy

Dan Pellathy coauthored “How to Develop the Next Generation of Supply Chain Planning Professionals” in *Supply Chain Management Review*.



Rodriguez

Alex Rodriguez was promoted to distinguished lecturer.

Alex Scott and coauthors published “Does a Detailed Freight Emissions Calculation Really Matter?” in *Transportation Research Part D*.



Scott

Scott authored “Opinion: Supreme Court’s Broker Liability Case Could Reshape Trucking Safety,” in *Supply Chain Management Review*.

Scott also authored “Pathways to Decarbonizing the Rail Industry,” in *Railway Age*.

International Internships

Haslam was recently awarded a prestigious grant from the Freeman Foundation for internships in Asia facilitated through the college’s International Program and Study Abroad (IPSA) office.

INTERNATIONAL PROGRAMS & STUDY ABROAD



IPSA launched Haslam’s first faculty-directed program to the Netherlands with faculty leader **Bogdan Bichescu**.



Haslam recorded 951 study abroad experiences in 2024–25, comprising 46 percent of UT’s total and leading the university in number of students abroad.



Total undergraduate study abroad participation rose 42 percent in 2024-25, including an 83 percent increase in students completing international academic internships.



Haslam participated in a national study that found that graduates who studied abroad earned a \$4,159 higher starting salary on average.

ECONOMICS



Michael Kofoed was featured in an article explaining that the East Tennessee economy is outpacing the national average.

Rankings

#45

U.S. News & World Report ranked UT’s undergraduate economics program at No. 45 in the nation.

EXCELLENCE



At Dolly Parton Children’s Hospital (DPCH), physicians make critical decisions every day—diagnosing young patients, directing care teams, and coordinating with specialists across the organization. Being a physician is inherently a leadership role, but developing and refining collaborative skills in a healthcare setting can be challenging.

“Physicians train in a world of individual achievement,” says DPCH president and

IN PRACTICE

AT DOLLY PARTON CHILDREN'S HOSPITAL



The DPCH Physician Leadership Program's second class on Monday, December 15, 2025. Opposite, left to right: Stephanie Gorman, DO, Matt McCallister, MD, Jennifer Hamm, MD, Jim Rosenberg, Haslam faculty director for the DPCH program, and Malinda Harris, MD; this page, left to right: Rhys Irvine, MD, Erica Brown, MD, Vanessa Thomas, MD, and Suzanne Rybczynski, MD. Not pictured: Emily Corwin, PhD and Kelly Deraney.

CEO Matt Schaefer. "In medical school and residency, they must compete with peers and stand out as individuals. Then, when they become practicing physicians, we expect them to figure out how to lead teams."

Schaefer and other DPCH leaders saw an opportunity to support doctors and intentionally cultivate leadership, leading to a partnership between the hospital and Graduate and Executive

Education (GEE) at Haslam. The organizations collaborated to design a custom physician leadership program to address the skills gap in the healthcare community. Launched in spring 2024, the program equips participants with practical and applicable leadership skills, strengthens communication between physicians and administrators, and prepares healthcare leaders to meet the business challenges faced by hospitals.

A Leadership Program Designed for DPCH

The only freestanding, independently governed pediatric health system in Tennessee, DPCH has served the Knoxville community for nearly 90 years. Today, it supports around half a million patient encounters annually at more than 20 locations across the region, spanning primary care, urgent care, and myriad pediatric specialties.

David Stevens (HCB, '75), who serves on the Haslam Dean's Advisory Council and DPCH's board of directors, recognized the opportunity to strengthen leadership development for physicians. After he connected Schaefer with Haslam faculty, the two organizations aligned through several discussions and ultimately created a physician leadership program for DPCH funded by Stevens. Led by Jim Rosenberg, the director of corporate engagement and faculty director for the DPCH program, Haslam's team drew on its experience working with physicians in the college's executive MBA programs and designing a similar program for UT Medical Center (UTMC). "We had proven models and expertise on what works in the classroom for physicians, including how to navigate around their time commitments and how to engage them," Rosenberg says. "We brought all of that into play when developing the DPCH program."

Working closely with Schaefer, Rosenberg and the Haslam team shaped a plan for a yearlong leadership academy.

Each year's cohort includes eight to 10 participants who meet for a half day each month on the UT campus. The small size is intentional: it encourages in-depth discussion and experiential learning. "These are physicians who see each other every day in the clinical environment, but they're usually talking about patients," Schaefer says. "In the leadership program, they have time to get to know one another and gain a better appreciation for their colleagues."

A different Haslam faculty expert leads each monthly session, and the curriculum builds competency in communication strategies, negotiation, change management, and healthcare finance. Participating physicians explore topics such as strategic planning, collaborative problem-solving with stakeholders, and the complexities of financial statements.

Because the program is tailored specifically to DPCH, faculty use real case studies and documents rather than hypothetical examples, a focus that helps participants immediately grasp and apply the concepts. "Faculty can walk through DPCH financial statements to provide better understanding for physicians," Stevens says. Discussions also center on real challenges at the hospital. "Their classwork applies where they work every day, making it easy to understand and put what they're learning into action."

Deepening Connections and Understanding


Since the program began in 2024, physician feedback has been overwhelm-

ingly positive. Stevens says several participants from the inaugural cohort told him they appreciated the chance to collaborate outside the hospital setting and get to know one another on a deeper level. "It's helping to bring together leaders from the administrative and clinical sides, giving them a common language and a mutual appreciation for one another."

Schaefer, who joined the first cohort himself, enjoyed watching participants experience moments of discovery about how they lead and think. Notably, no one in the cohort missed a single session. "That commitment speaks to the value they saw in the program," he says. "For me, it was fun to watch a bunch of really smart people learn new ways to be effective."

DPCH chief medical officer Suzanne Rybczynski, also a member of the inaugural cohort, explains that the program gave her a rare opportunity to bond with physician leaders outside the clinical environment. "The academic setting allows participants to think beyond the four walls at DPCH and learn the business behind the care they provide," she says. "This new perspective has made my job easier, enhancing communication and trust between the medical staff and me. Our physician leaders now have a shared understanding of the complexity of hospital operations."

Pediatric surgeon and DPCH's chief surgical officer W. Glaze Vaughan appreciates the professional growth he gained from the program. "The tools



In the leadership program, they have time to get to know one another and gain a better appreciation for their colleagues."

— Matt Schaefer, DPCH president and CEO



In 2025 it's not just about what is technically possible at any cost. Understanding and optimizing the interplay of those constraints requires an understanding of business and leadership, not just medical knowledge."

— John Crawford, pediatric orthopedic surgeon at DPCH

provided have enriched my leadership journey and given me confidence in my ability to lead through the complexities and uncertainties of healthcare," he says. "The faculty were engaging, fun, and in full command of the content."

For John Crawford, a pediatric orthopedic surgeon and current chief of medical staff at DPCH, the program created space to build relationships across departments and specialties, breaking down typical silos. "These relationships enable far greater professional community engagement and empower personal influence over DPCH's future strategy and allocation of resources," Crawford says. He also found value in exploring how to deliver excellent patient care amid the financial pressures of today's healthcare system. "In 2025, it's not just about what is technically possible at any cost. The financial constraints include people, facilities, schedules, medicines, and tools, among other variables. Understanding and optimizing the interplay of those constraints requires an understanding of business and leadership, not just medical knowledge."

Fostering Physician Leaders

Schaefer's main hope for the program is that participants walk away recognizing they are leaders. "I want them to embrace that role and feel more equipped to carry it," he says. "I also want them to have insight into how to lead their peers and to appreciate those who are already leading. Ultimately, DPCH wants to invest in their success for the sake of the patients and families we serve."

Stevens sees the program already strengthening physician leaders. "We have terrific clinicians and arming them with additional business background makes them stronger as physicians and us stronger as an institution." He's also thrilled to see the partnership between Haslam and DPCH flourish. "I'm a big fan of both organizations, and to have them so physically close together that 10 physicians can literally walk a few blocks to the college for class as opposed to traveling out of town is great."

Kate Atchley, executive director of GEE's healthcare division at Haslam, says the partnership reflects a broader commitment to translating academic strength into practical impact, showing how business education can improve care delivery, operational effectiveness, and system-level decision-making. "There's a quiet power in what our healthcare programs are building across East Tennessee," she says. "Each cohort becomes part of an emerging network of clinicians and executives who can toggle between bedside realities and system-level strategy without losing their footing. The result is a homegrown cadre of people who understand the constraints and possibilities of healthcare in this region—and can move the system forward, rather than wait for solutions to be imposed from elsewhere." ●



A LEGACY OF PHYSICIAN LEADERSHIP

Haslam began its physician leadership work more than 25 years ago with the Physician Executive MBA (PEMBA) program, which has since educated more than 1,000 physician leaders. Over time, college faculty have created a series of custom programs for health systems seeking to strengthen patient care and organizational stability through stronger physician leadership.

In 2013, the college launched a custom physician leadership program at the request of Keith Gray (PEMBA, '14), CEO at the UTMC in Knoxville. Gray approached Haslam to help bridge the gap between clinical expertise and leadership skills so physicians entering administrative roles would have the training required to thrive. The resulting Physicians' Leadership Academy (PLA) at UTMC has now run nine times and graduated more than 120 participants, including all the physician leaders in UTMC's C-suite. Five years ago, UTMC also launched the Healthcare Leadership Academy (HCLA), developed in collaboration with Haslam, to cultivate non-physician leaders.

"Today, our health system is physician-led and thriving," says Gray. "Our board of directors regards the PLA and HCLA as among the most impactful investments the organization has made in the past quarter century."

Over the years, Haslam has refined the PLA's design to reflect current issues in medicine, physicians' learning preferences, and the realities of their demanding schedules. The model brings physicians together to form a community of leaders who share a common language of leadership and can continue supporting one another long after the program concludes.

It is also adaptable: the framework is tailored to each health system's culture, goals, and context. "We always start a conversation with their leaders and adapt the program to their needs," says faculty director and director of corporate engagement Jim Rosenberg. "Healthcare carries tremendous pressure. Our goal is to help physicians learn leadership strategies that put humans—their team members and patients—at the center."

Building Haslam's Future

Space to



On August 23, 2024, the university broke ground on Haslam's new building, spanning over 245,000 square feet and slated to open in spring 2028.

Members of the Dean's Advisory Council, faculty, and staff toured the building site on November 7, 2025. Left to right: David Evans, Marty Brown, Seth Reagan, Tim Munyon, Scott Gilpatric, George Drinnon, Lane Morris, Steve Mangum, Paul Clark, Don Frieson, Michael Galbreth, Tanya Brown, Betsy Adams, Alex Zablah, Jim Newsome, and Andy Puckett.

Thrive

Photographs by Shawn Poynter



Once completed, it will be the largest academic facility on campus, offering additional classrooms, dedicated research and study space, and new homes for two of the college's engagement and research centers.



Scaling Up for Long-Term Success

Haslam's new building reflects the college's rapid growth over the past decade, from just under 4,000 undergraduates in 2013 to more than 10,000 as of fall 2025. During that time, dozens of new faculty and staff members have joined Haslam's ranks, and the college has continued to launch and expand graduate and executive programs. Today, approximately 1,200 graduate students are enrolled. With high retention rates already driving enrollment growth, Haslam's facilities are expected to attract even more students.

However, undergraduate enrollment growth is slowing as the university nears its residential enrollment target. Stephen L. Mangum, dean and Stokely Foundation

Leadership Chair, believes the college's new building will accommodate its student population. "Continued growth is leveling off a bit in our undergraduate programs, but I do think we'll continue to see it on the graduate side, both residential and online."

Looking ahead, Mangum does not anticipate the need for another new building over the next few years. Instead, future development will likely focus on renovating the nearby Stokely Management Center. "I envision a three-building complex of the existing Haslam Business Building, the new building, and a refurbished Stokely," he says. With the opening of the new facility, Mangum is most excited about bringing faculty, staff, and students back into closer proximity. "We'll reestablish those natural patterns of interaction, and

the casual spaces—such as patios, terraces, and common areas inside the building—will expand opportunities for sharing ideas."

The New Haslam Building Takes Shape

Construction on the new building is progressing on schedule, with classes expected to begin in spring 2028. Concrete has already been poured on the fifth floor, and in spring 2026, faculty will gather for a beam-signing event to mark the placement of the final beam at the top of the structure.

Once complete, the facility at the corner of Volunteer Boulevard and Cumberland Avenue will feature 18 classrooms, including two 300-seat auditoriums. Haslam's Anderson Center for Entrepreneurship and Innovation, which is the front-door for

Investing in Haslam's Next Chapter

Alumni and donors have played a critical role in advancing the new building project, with 64 major gifts to date, including 52 named rooms. The new facility is taking shape through the generosity and commitment of Haslam alumni. Three donors share what inspired their support, as well as their hopes for the college's next chapter.

“

Our investment in this new building reflects our belief in Haslam's students and the importance of providing them with a world-class learning environment. The facility will elevate the college's academic standing and create lasting value for generations of Haslam graduates."

—David Stokes

Senior director of engineering, mainframe software division, Broadcom, Parent of a Haslam freshman

“

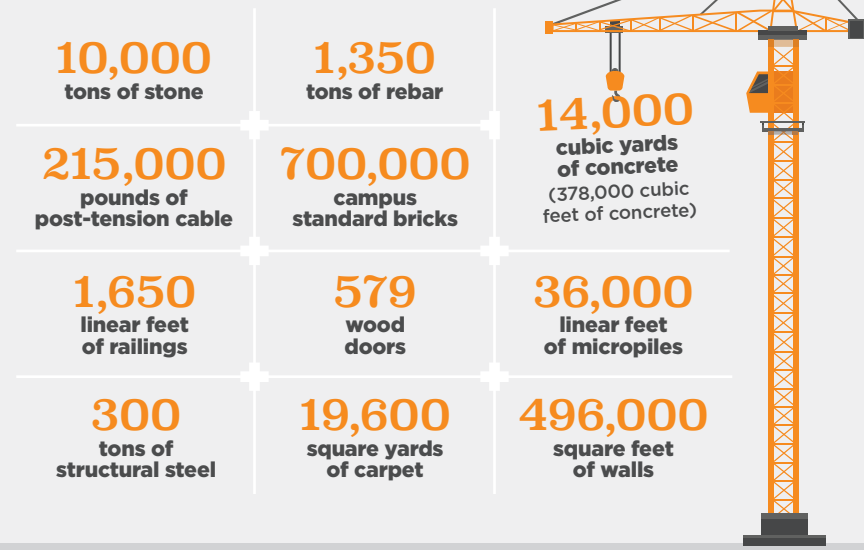
Milton's parents could not afford his college education, so he worked three jobs at a time while attending UT. He loved the years he spent there and was always proud of his alma mater. Later, he paid his experience forward by providing academic scholarships for those who might not otherwise be able to attend the Haslam College of Business. He owes much of his success to the education he received at UT, and we are proud that he will have a room named in his honor."

—Mary Lynn



Inside the Build: Construction Statistics

Constructing a 245,000-square-foot, state-of-the-art academic building requires an enormous amount of material. To date, the project has used:



entrepreneurship at UT, will be located on the first floor alongside a new research space. Its prominent location will make the Anderson Center easier for students to engage with as they move through the commons area, which also will include a Panera Bread.

The Boyd Center for Business and Economic Research, a nonpartisan research hub that studies national and state economic trends and shares data on Tennessee's economy and population, will occupy a dedicated wing on the second level, near additional research labs and cluster classrooms. The Boyd Center works closely with the Baker Center for Public Policy, located just across from the new building, and the closer proximity of the two centers is expected to improve meeting convenience and research productivity.

Offices and collaboration spaces, along with outdoor terraces, will occupy the next two floors. The top level of the building will house graduate and executive education offices, classrooms, and breakout rooms.

The building's technology will include interactive LED whiteboards, team rooms, and video conferencing equipment. Classrooms will be significantly larger than those in the existing Haslam Business Building, allowing for greater flexibility in class size. In total, the new facility will offer 1,910 classroom seats, nearly doubling the college's overall classroom capacity. Betsy Adams, Haslam's assistant dean of operations, strategy, and planning, says, "We'll offer students more room to take classes and improve the classroom experience with better technology. This is an

exciting time for the college."

Beyond classrooms, the new spaces will create more opportunities for students to study together, host student organization meetings, and interact more easily with faculty members. Currently, faculty offices are located in the Stokely Management Center, while students are primarily based in the Haslam Business Building. "In this new building, classrooms and student meeting spaces will be housed together, and that's going to greatly benefit our students," Mangum says. "Faculty will gain opportunities to engage interested students more directly in some of the timely research they're doing, especially those interested in pursuing professional graduate study in the future." ●

“

As the Official Bank of the Vols, First Horizon chose to support the new building for the Haslam College of Business because it's a strategic investment in East Tennessee's talent and economic future. The expansion will create modern, collaborative spaces that elevate learning and innovation, and it will deepen the ways our associates engage with students through mentoring, experiential learning, internships, and career pathways. As the college grows, we gain earlier access to job-ready graduates with fresh perspectives, helping us serve our clients better, strengthen local businesses, and uplift the communities we share. We're proud to stand with the Haslam College of Business as it prepares the next generation of leaders."

—Jim Atchley

Knoxville market president, First Horizon Bank

Paul Clark, Haslam's executive director of capital projects development, says it's not too late to follow the momentum and make a lasting mark on the college's new facility. "There are still ample opportunities to secure your legacy in the new building, including room naming."

To learn more about supporting Haslam's students and mission, contact the Office of Advancement at HASLAMALUMNI@UTK.EDU.

TIJAN DIALLO

Lifelong Learner

Tijan Diallo simply can't stop learning. A Haslam MBA student in finance, he thrives in the classroom, but his interests extend far beyond it. He reads voraciously and often goes down rabbit holes with online research. Recently, Diallo joined a campus club to learn to crochet and hopes to explore baking and painting next. Travel is another passion, with Chile and Argentina next on his itinerary through an upcoming Haslam group trip. "My parents have always been big on travel because it opens your eyes to other ways of life," he says. "I've been to more than 40 countries, and I lived in Dubai for a few years."

Fashion is another interest of Diallo's, one that runs in his family. His father and uncle own a clothing business in New York, where Diallo grew up and developed an interest in clothing design. In high school, he launched his own clothing brand and made a few thousand dollars from the venture.

At 22, Diallo and a friend co-founded the designer brand Sinclair. "It was the beginning of the pandemic, and we were sitting around with nothing to do," he recalls. Nine months later, they secured more than \$1 million in their first round of fundraising. "It was an amazing time. We went from zero to 10,000 followers in a month, celebrities were wearing our stuff, and the business grew exponentially."



Diallo thrived on the pace of running a startup, constantly switching gears from raising funds to managing the supply chain and bookkeeping. "As a founder, you have to wear many different hats," he says. "Every decision you make impacts the brand."

A few years into the venture, Diallo chose to step away from Sinclair to deepen his business knowledge through an MBA. He explored several schools but felt most drawn to Haslam, where he received the Charles and Cantey Ergen Fellowship that covers tuition and includes a graduate assistantship. "I'm very grateful, and I've learned to love the Volunteer Spirit here at UT," says Diallo, who plans to graduate in December 2026. "Seeing how alumni give back makes me enthusiastic to go out and do well in the world so I can do the same for future students." ●

BUSINESS ANALYTICS & STATISTICS

The **Women of Business Analytics at Tennessee (WomBAT) student club** is experiencing record participation. This fall, distinguished lecturer Brian Stevens led an interactive RStudio

workshop that introduced core analytics concepts and highlighted the growing importance of data in today's business world.



Brian Stevens with WomBAT co-presidents Megan Morehead and Keira Oxendine.

Undergraduate Programs

The college welcomed approximately **2,568 new undergraduates** to begin the 2025-2026 academic year.

Several **Haslam students** spent fall break in Nashville with the VOLbreak program, a partnership with the Jones Center for Leadership and Service, serving the community and learning from alumni and corporate partners how to make a meaningful impact.

ANDERSON CENTER FOR ENTREPRENEURSHIP & INNOVATION



Third-year management student **Ben Naugle**, founder of First Glance Knox, won the first-place Roe Prize of \$1,500 in the Anderson Center's fall 2025 Vol Court pitch competition.



Blake Hopkins



Laurel Johnston



Megan Miller



Kiwoong Yoo

MARKETING

MS in Marketing student **Blake Hopkins** (HCB, '25) won the spring 2026 Vol Court reverse pitch competition with his influencer marketing app, Cofluence.

PhD student **Laurel Johnston** was selected as the 2025-2026 recipient of the Normand Turgeon Marketing Fellowship. Johnston also received the 2025 AMA Marketing Strategy SIG Doctoral Student Research Award.

PhD student **Megan Miller** accepted a job with the University of Arkansas as an assistant professor of marketing.

PhD student **Kiwoong Yoo** accepted a job with the University of Colorado, Denver, as an assistant professor of marketing.

CAROLINE TOOLE

His Strength, Her Mission

Caroline Toole's older brother, Jonathan, is her best friend and hero.

The two grew up as typical siblings but became especially close when the pandemic started in 2020. "We were spending more time together, so I began to understand him better," she recalls. "We realized how much we need each other."

Jonathan's early years were difficult. At three years old, he began having multiple seizures—sometimes hundreds each day. He was diagnosed with Lennox-Gastaut syndrome, a rare and severe form of epilepsy. Jonathan spent two years at a children's hospital in Chapel Hill, North Carolina, working through many developmental challenges before eventually becoming seizure-free.

He continues to defy expectations. Doctors once told the family Jonathan wouldn't live past 15; today, he's 26. He was told he'd never drive, yet he now drives a big truck to his full-time job at a restaurant, where he's worked for seven years. "My brother is one of the smartest people I know, and he's thriving now with great peers and friends," Caroline says. "Life is still hard, but he has a great family and friends to support him."

Caroline loves talking about Jonathan and spreading awareness about Lennox-Gastaut syndrome. At age nine, she started selling homemade bracelets to support the Lennox-Gastaut Foundation. Now a marketing student at Haslam,



she put her skills to work in 2024 by raising more than \$2,000 from 80 individuals in one month through a successful fundraising campaign. Caroline spoke to fraternity and sorority groups, family members, and others to spread the word. "Many of my peers didn't know what Lennox-Gastaut syndrome was," she says. "By the end of the fundraiser, they had learned a lot."

Caroline also serves as fundraising and merchandise chair for the UT chapter of Best Buddies, a program that supports students with intellectual and developmental disabilities (IDD) and promotes a welcoming campus, especially in out-of-classroom activities. One Best Buddies initiative pairs an IDD student with a volunteer. "Being part of Best Buddies allows me to further my connection with people with disabilities," Caroline says. "They enrich my life, and like Jonathan, push me to be a better person every day." ●



Boyd



Randolph



Strieter



Travis

The University of Tennessee Center for Profitable Agriculture welcomed MBA student **Alaina Boyd** as an extension specialist.

Brion Randolph was recognized as one of the 2025 Best & Brightest Executive MBAs by *Poets&Quants*.

Emma “Em” Strieter was named a *Poets&Quants* MBA to Watch.

Huntsville’s Intuitive Research and Technology Corporation highlighted **Madison Travis**, an Aerospace and Defense MBA student and digital communications strategist, who says she applies what she learns in the program to her job daily.

OFFICE OF ACCESS & COMMUNITY CONNECTIONS



Left to right: Cat Cappas, Logan Frost, and Danny Orrico.

TakeOff Program

Haslam’s 2024-2025 TakeOff program concluded in the spring with a pitch competition, during which business major **Catherine “Cat” Cappas**, supply chain management major **Logan Frost**, and finance major **Danny Orrico** won with the business concept SmartBites, a student meal-preparation service alternative.

INTERNATIONAL PROGRAMS & STUDY ABROAD

After receiving a free passport from Haslam, **Valeria Hernandez-Piaz** studied abroad in Florence in spring 2025 and found time to volunteer locally, a rare experience for visiting students. She now serves as an ambassador for her study abroad program, inspiring others to follow in her footsteps.

Zoe Shockites published in the *CUIBE Journal for Global Business and Community* and earned a scholarship for her research.



Shockites

Haslam’s International Business Case Team placed second at the sixth annual BisNet International Case Competition.

A group of Haslam students completed the college’s first faculty-directed study abroad experience in the Netherlands, spending 10 days studying business activities in the country.



GRADUATE & EXECUTIVE EDUCATION



Gracie Steely, a senior human resource management major, was awarded the Debbie Mackey Scholarship, East Tennessee Compensation and Benefits Association Scholarship, and Panhellenic Purpose Award. She logged more than 500 hours volunteering with Hope Town, Junior Achievement, and

the Fantasy of Trees benefit for Dolly Parton Children’s Hospital, and she also served as an Ignite Leader and completed an internship with International Paper.

MANAGEMENT & ENTREPRENEURSHIP

Management students **Eliza Abston** and **Lindsey Hessler**, along with finance student **Andrew Brown** and supply chain management student **Madelyn Stone**, presented to a panel of UT system economic development leaders on their studies, involvement, and post-graduation career hopes.

Alex Del Vecchio won first place in the Lifestyle Category of the Graves Business Plan Competition with Big AI’s Hot Mustard.

Master of Science in Management and Human Resources students **Cole Foster**, **Lucy Higgins**, **Isabella Tepedino**, and **Emily Totty** won first place in the UT Haslam Human Resource Case Competition, sponsored by the Baldwin Group and Oak Ridge National Laboratory.

Entrepreneurship student **Blake Hopkins** founded Partnerly, an online platform that allows businesses to find content creators in seconds.

PhD candidate **Nataliia Yakushko** accepted a tenure-track faculty position in entrepreneurship at Virginia Commonwealth University.



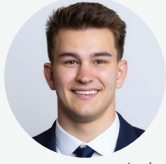
Torch Fund

At the October 31 Torch Fund Performance Presentation, 43 undergraduate and MBA students reported on the Carroll, Haslam, LaPorte, and McClain portfolios before donors, board members, and guests. The funds collectively outperformed benchmarks by 92 basis points, with the Haslam Fund leading at 206 basis points above its benchmark.

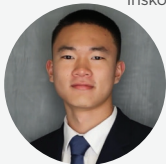
FINANCE



Houser



Insko



Li



Mayfield

Fourteen finance and accounting students attended December's Active Cell Microsoft Excel and Financial Modeling Training Camp in Las Vegas. The three-student team of **Tommy Houser**, **Nathaniel Insko**, and **Sean Li** advanced to the team semifinals at the Luxor eSports Arena, finishing sixth in the world and third in the U.S.

Four students also reached the individual semifinals: **Nathaniel Insko**, 18th in World (5th in U.S.); **Tommy Houser**, 31st in World (12th in U.S.); **Sean Li**, 51st in World (27th in U.S.); **Carter Mayfield**, 54th in World (29th in U.S.).

The students were accompanied by finance faculty Eric Kelley and Marc Via and AIM faculty Winston Smith.

The Tennessee Capital Markets Society made its first trip to New York City, connecting 28 members with top firms like Bain Capital, Wells Fargo, Bloomberg, and AllianceBernstein. Students gained career insights, professional exposure, and valuable networking opportunities in investment banking, private equity, hedge funds, and more.

During the UT Investment Group's annual Bloomberg Battle at the newly renovated Masters Investment Learning Center, **Ben Yu** took first place and **Aryan Gupta** earned second, showcasing their Bloomberg terminal expertise.

UT finance student organizations, led by **Women in Finance**, raised more than \$25,000 at the October 2 JAET Stock Market Challenge to promote financial literacy for East Tennessee youth.



Brown



Evon



Gupta



Svendsen



Yu

BLOOMBERG GLOBAL TRADING CHALLENGE

The 2025 Bloomberg Global Trading Challenge featured teams from 50 countries, including the UT Investment Group with **Andrew Brown** (captain), **Wesley Evon**, **Aryan Gupta**, **William Svendsen**, and **Ben Yu**. Using Bloomberg Terminals, they crafted and executed an investment strategy in a real-world simulation, finishing third among all SEC universities out of more than 2,300 global teams.



Chen



Haun



Flood



McManemin

Alex Chen, **Colin Flood**, **Ryan Haun**, and **Ashley McManemin** won first place in the inaugural Tractor Supply Case competition in September. Jeff Barland was the faculty leader.

SUPPLY CHAIN MANAGEMENT



In an article for *Supply Chain Management Review*, master's student **Rachel Cooper** (HCB, '25), highlights how supplier expertise and

strategic partnerships can help pharma companies overcome regulatory, market, and operational hurdles to bring products to market faster and more successfully.

Kevin Ho was named Tennessee Veteran of the Year and National Student Veteran of the Year by Military Friendly. (See story on opposite page.)

NRF '26 RETAIL'S BIG SHOW JANUARY 11-13 | NYC

For the third consecutive year, UT will have the largest contingent of supply chain management majors at the National Retail Federation conference, with 22 Haslam students winning the full scholarship to attend the conference.

Leading the Way: Kevin Ho Champions UT's Veteran Community

Kevin “Kev” Ho dedicates much of his time to connecting with fellow veterans on the UT campus. A passionate advocate for the military community, he serves as president of the Student Veterans of America (SVA) UT chapter, works at the Veterans Success Center, and represents fellow veterans as a senator for UT’s Student Government Association (SGA).

Military Friendly, a national designation for veteran and military family support, recognized Ho’s efforts with two awards: Tennessee Veteran of the Year 2025 and Veteran of the Year in Higher Education. “I did not anticipate this recognition,” he says. “I hope to use the awards to bring more attention to veterans and help them succeed.”

Ho grew up surrounded by military families and culture near Washington, D.C. The first-generation American joined the Army at 18, an experience Ho says fundamentally changed him. “I absorbed the values and discipline, and it helped me grow,” he says.

After serving more than four years in the 10th Mountain Division Light Infantry, Ho left the military in 2021. He worked several private-sector jobs, including a logistics role, which motivated him to pursue a supply chain management degree at Haslam. Now a sophomore, he will graduate in 2027.

Ho felt overwhelmed when he arrived on campus as a first-generation college student, but UT’s Veterans Success Center and Veterans Upward Bound helped him find his footing. “Nontraditional students often face difficult circumstances, whether it’s having a family or a full-time job,” he says. “Military service can also be connected to disabilities that affect how people learn. Having organizations specifically designed to support veterans makes a big difference.”

In his second semester at UT, Ho spoke with fellow veterans about how campus organizations could better serve them. SGA appointed him to a veterans’ special interest group, and he later helped relaunch UT’s SVA chapter, a student-led organization supporting veterans. Ho also helps build community through the Veterans Success Center, which supports military-affiliated students as they transition from service to academic life.



“

There’s always more to be done, but we’re headed in a good direction at UT.”

—KEV HO

Erica Quin, associate director of the Veterans Success Center and staff advisor for the Rocky Top SVA chapter, says Ho has shown exceptional initiative. “Helping restart UT’s SVA chapter wasn’t easy, but he stepped up and brought people together,” she says. “He’s very passionate about ensuring veterans have a voice on campus.”

Lane Morris, Haslam’s associate dean of undergraduate studies and student affairs and the John W. Fisher Professor of Innovative Learning, says Ho is an excellent example of the Volunteer Spirit. “We are very proud of him and appreciate his service to our country, our campus, and his peers.”

For Ho, seeing his fellow veterans thrive is the most rewarding aspect of his efforts. “There’s more to be done, but we’re headed in a good direction at UT,” he says. “We’re always working to improve things for our vets.” ●



David and Kathy Ecklund with Rajiv Roy (left) and Jacob Wood (right), two students currently benefiting from the Ecklund's scholarship fund.

DAVID & KATHY ECKLUND

A World of Generosity

Growing up in small-town Iowa, David Ecklund spent his summers working around construction equipment. When he was a high school senior, his family hosted a Belgian exchange student. Together, these experiences sparked a global perspective and a 31-year career with Caterpillar.

Ecklund pursued an undergraduate degree in industrial administration and accepted a graduate assistantship at the University of Arkansas to pursue an MBA, where he met Kathy. It was the early 1970s, and women were still rare in business programs. “Even in my undergraduate program, I was the only girl in a lot of my classes,” Kathy recalls. She hadn’t planned on graduate school, but when a professor offered an assistantship, she accepted it—and found herself working alongside David. “That’s how we got to know each other.”

They married, and David joined Caterpillar in Peoria, Illinois, initially in the company’s global parts business, where his responsibilities included product development, marketing and sales, and supply chain management. He later helped launch a global remanufacturing program and spent several years working with Caterpillar dealers on the West Coast.

The company’s overseas assignments were formative for the Ecklunds. In the late 1970s, David and Kathy moved to Geneva and then Dubai, where David was responsible for Caterpillar dealers throughout the Middle East and supported some of the largest infrastructure projects in the world at the time. After returning to Peoria, David’s roles included marketing analysis and pricing, remanufacturing, and construction machinery.

In the early '90s, Caterpillar sent them to Brussels for a long-term post tied to the launch of Caterpillar Logistics Services, which provided supply chain services to Caterpillar and external companies across multiple industries. The 10 years they spent there deepened their love for living abroad, with Kathy taking up horseback riding and helping lead a women’s club for American expatriates.

The couple settled in East Tennessee after David retired from Caterpillar in 2004. David began his relationship with Haslam by working with the Supply Chain Forum and teaching a class in global procurement. In late 2007, college leaders tapped him to help design and launch an executive MBA in global supply chain management. David joined the college’s faculty in 2008 and remained a lecturer, faculty advisor, and program director until 2014.

According to Ted Stank, Harry J. and Vivienne R. Bruce Chair of Excellence in Business in the Department of Supply Chain Management, David’s contributions to the department helped establish its world-wide reputation.

“David’s passion, extensive experience, and network were instrumental in helping us connect with global partners,” says Stank. “As a result of this collaborative effort, our programs have gained significant notoriety.”

Over the years, David has continued to serve as faculty advisor, coach, and mentor to students and currently chairs the MBA Advisory Council. “I had professors who invested in me and had a transformative impact on my career,” he says. “I want to pass that on.”

Bhavna Bhari (MBA, '17) and her husband, Sam, are both recipients of David’s mentorship. “He wants to set every student up for success,” she says. “He coached me through my interview process at EY, where I’m now a partner, then offered to advise my husband, even though he was in an MBA program at another university.”

In addition to providing their time and expertise, the Ecklunds have established scholarships at three institutions, including Haslam, over the past 22 years. “Kathy and I both benefited from scholarships and assistantships to make college accessible for us,” David says. “Now that we’re in a place to give back, it’s important to us to ensure that future students have this same opportunity.”

Amy Cathey, associate dean of Graduate and Executive Education, sums up the Ecklunds’ impact: “David and Kathy are not UT graduates, but their Volunteer Spirit and commitment to light the way for others exemplify the values of the UT and Haslam community. We are grateful for their generosity and service.” ●



Receiving a scholarship is what made college accessible for me. Now that I’m in a place to give back, I want to do it.”

—DAVID ECKLUND

Donor Report

Listed on the following pages are individuals, organizations, corporations, and foundations whose gifts of \$250 or more were received by the Haslam College of Business in 2025.

Each and every gift, regardless of amount, is sincerely appreciated. The generosity of our alumni and friends allows the college to provide the best possible educational opportunities for our students.

Although every effort has been made to ensure the accuracy and completeness of our list of contributors, we acknowledge that the following list may contain inadvertent errors; please contact us with any corrections.

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College Celebrates Namesake's 95th Birthday

Faculty, students, and staff lined the halls and stairwell of the Haslam Business Building on November 18 to celebrate the 95th birthday of Jim Haslam II, the college's namesake. Orange and white balloons decorated the building for the event, where attendees enjoyed celebratory treats, and Smokey the Dog led everyone in a chorus of "Happy Birthday" before Haslam blew out the candles on his cake.

Dean and Stokely Foundation Leadership Chair Stephen L. Mangum opened the event, highlighting Haslam's ongoing impact on the college. "I remember coming out of my first meeting with Mr. Haslam, fifteen years ago, and saying, 'I have just met a truly remarkable individual,'" Mangum recalled. "Today, the college's core values of integrity, inclusion, insight, and impact reflect Mr. Haslam's life and character."

Former Governor Bill Haslam shared insights about his father's legacy, and Jim Haslam made a few remarks, describing the college as "a business school that gets better every day."

The college collected thousands of cards and handwritten notes from students, faculty, and staff. The messages were placed in a locally made wooden trunk engraved with Haslam's initials and delivered to his home for him to enjoy reading at his leisure.

More than a birthday party, the event celebrated Haslam's legacy and how it continues to inspire and shape the college's future. ●

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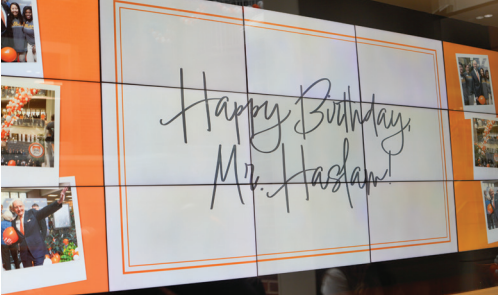
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 Samuel Howard Jr. & Barbara Mellen
 James M. & Beverly S. Hunter
 Jerry & Patricia Huskins
 Joshua R. Hutson
 Interstate Health Systems
 Charles M. & Irene L. Jenkins
 Joshua W. Jobe
 Kyle & Yongi Johnson
 L. Dan & Linda R. Johnson
 Clarke B. Johnson
 Andy Johnston
 Benjamin L. Jones

* List reflects endowments established January 1 - December 31, 2025.

Jaewood Jung
Eric & Jenni Kelley
Stanislav Kelner
Jonathan A. & Amelia A. Kennedy
Sara J. Key
Eve Kiefer Lominac
Justin King
Gary R. & H. Denise King
James R. & Judy A. King
Bruce A. & Susan M. Kingshill
Zachary R. Kipp & Christine M. Haggerty
Vicky V. Klein
Glen A. & Kathryn H. Knable
Wade A. & Christie L. Knapper
Rick Kolb
Britton W. Kran
Emma K. Kreiss
Joseph R. & Rebecca K. Krumdieck
Walter L. Lacy
Jude & Amy Lam
Pierce B. LaMacchia
Daniel P. & Amy D. Lamsey
Sean Laney
Kara Lankford
Thomas W. Lard
David L. & Debora A. Lassiter
Harry W. Laughlin III
Samuel & Nayla Law
Blake Lawson
Jong Seok Lee
Nelson Leiser
Travis D. & Sherri L. Leming
Laura & Joseph Lenn
Edwin & Kim Lewis
Kun Liu
Evelyn J. Lominac
Robert J. & Kim H. Looney
LPL Financial
Debbie L. Mackey
Terry A. Mackey
Make A Wish Foundation of East Tennessee
Christopher & Annalyce Manka
Michael & Bethany Marks
Michelle Martindale
Jorge L. Martinez Trabal & Waika D. Velez
Matlock Tire Service
Kenichi & Yuki Matsuno
Phillip R. & Virginia B. Mattox
Michael & Marie Mazanek
Paul & Theresa McCarthy Byrne
Eric D. McCullough
Grant & Katie McDermott
James J. McDonnell
Derrick D. McGuire II
Mary E. McJunkins
Russell & Katye McLendon
Raj A. Mehta
Tommy G. & Jenny R. Meredith
Kara E. Merryman
Nicholas Miller
Scot D. Miller
Ric M. & Claire T. Miller Jr.
Virgil & Dorothy Mincy
Yamil Miranda-Usua
Preston T. Mitchell
Amanda J. Moon
Thomas D. Moon
Alice Moon
Nikhil S. Morar
Emily Myers
Connor & Emily Mykleby
Mike D. & Stacey M. Mysinger

Jennifer L. Neal
Nicolette Newby
Charles H. & Stephanie M. Noble IV
Daniel & Lauren Noonan
Novartis
Meaghan A. O'Connor
Kevon O'Rear
Hope A. Orndorff
Carolyn Orr
John B. & Anna C. Osteen
Bill Owen
Timothy M. & Elizabeth A. Oxley
Kimberly S. Padgett
John & Carol Pagura
Ronald M. & Janet H. Paolini
Vincent J. Passafiume
Gwendolyn R. Pate
Anna Patterson
Elizabeth A. Patterson
Spencer R. Payne
Christopher & Ivan Perez
Matt & Kimberly Perlingiero
Crystal Phelps
Joseph & Lynn Phillips
John W. Phillips
Kyle & Brandi Picou
Charles & Brianna Pierce
Curt C. & Holly H. Pierce
Adam Pixton
Matt H. Poland
Elizabeth M. Pollion
James & Sandy Price
Sheri Proffitt Gold
Lillian H. Qin
Brooks H. Rainwater
Robert H. Ralston II
Michael & Heather Ramey
Thomas & Amy Ramsey
Brion V. & Kimberly M. Randolph
Jennifer Rasnick
John Luke Reagan
Taylor A. Redmond
Hector Reyes & Cecilia Calderon
James J. & Susan A. Reynolds
Renée L. Rhoades
J. William Rhodes
Joseph L. Richardson
Kyle A. Riesner
Lauren A. Rigdon
Dan L. & Carla B. Robbins
Paul C. Rolfe
Brad M. & Christine S. Rolland
Matt Ross
Thomas & Tammi Ryan
Tsutomu & Masako Sagawa
Brian Sarkis
Lance & Bethany Saunders
Neil & Sarah Saunders
Scale AI
Mark T. & Sheila F. Schell
William & Lisa Schuler
John Seale
Genesee Semon
Sundeep Shamanur
Steven & Phyliss Shaprio
Thomas P. & Mary T. Sharp Jr.
Xinjie Shi
Brian T. & Tiffany S. Shore
Tanya Shortt
Eric Siegel
Stephanie M. Sieggreen
Macee J. Simon
Carl N. Simpkins III
Joseph & Belinda Sink Jr.

Sharlet G. Slough
Stephen A. Small
Reed T. Smith
Anne D. Smith
David & Revonna Smith
Jay & Carol Smith
Noah R. Smith
Michelle Smith
Jawny So
Brian & Cheryl Spang
Josie Spivey
George & Leslie Stone
Payten Stratton
E. Tom & Becky J. Summers
Shannon N. Sumner
Nicholas C. Swanson & Chelsea T. Huynh
Randy R. & Barbara L. Swanson
Kaixiang Tao & Yue Dang
Wendy L. Tate
Textron Charitable Trust
The Brothers That Just Do Gutters
Robert J. & Leona S. Thomas Jr.
Steven M. & Cynthia J. Thompson
Steven M. Thompson
John B. Thornburg
Lee K. & Barbara A. Toole
Emily G. Totty
Tami K. & Michael W. Touchstone
Jeffrey & Catherine Trombly
Tom E. & Sandy M. Tuck
James C. Tucker Jr.
Stephanie Turgeon
Robert L. Turney
William B. & Kay M. Tyler
Teunus Van De Pol
Kimberly Van Hout
Sean C. & Leslie L. Van Kerkhove
John Vaughan & Alfred Rosario
Clarence L. & Syreeta D. Vaughn
Ardle L. Viles
Fred E. & Kathleen I. Voelker
John M. Wachowicz Jr.
Patrick & Lisa Waddell
Natalie M. Walker
Michael J. & Paula J. Walker
Brittany J. Wallen
Deborah L. Waller
Matt & Elizabeth Wallin
William G. Wallis III
Ethan R. Warrior
Dexter & Karen Warrior
Daniel R. Weagley
Rachel Webster
David Wender
Charles B. & Charlotte H. White
William W. & Wanda C. White
Brandon & Morgana Whitley
Jack W. & Rhonda K. Wiley
Christa Williams
Courtney Wilson
Alan R. & Nancy L. Wiman
John T. & Kristine M. Winnek
Lia L. Winter
Teizu A. Wolokolie
Chadwick & Colleen Womack
Thomas A. & Rebecca H. Wyrick
Brian S. Yarmowich
Danna L. Yarmowich
Ryan W. Yeckley
Lynn & Liz Youngs
Alex R. & Ana M. Zablah
William & Allison Zotti
Emiliano Zuniga



Lunch HUB: Alumni and Students in Conversation

Lunch HUB, a new lunch series from Haslam, connects business students with alumni guests for conversations about specific industries and career paths. Each monthly session focuses on a different professional field, allowing students to learn directly from alumni about real-world experiences and leadership.

Jared Worsham, assistant director of student engagement, says the purpose is to make career exploration more personal and relational, connecting academic learning with practical insights from alumni working in the field.

Recent speaker Todd Skelton (HCB, '10, UT Law, '14, MBA, '14) says the program provides an opportunity for students to make industry connections and explore potential careers. "I was impressed by the group of bright, professional students and enjoyed answering thoughtful questions," Skelton says. "It's great that the college is offering this for students, and I found it a meaningful way to give back as an alum."

Noah Watson, a junior in marketing, appreciates the opportunity to engage with professionals across industries. "Being able to ask questions and hear about all they've experienced has provided me with so much insight that I'll carry with me past my time at Haslam."

The series launched in fall 2025 with sessions covering consulting and finance, housing and development, law, and sports marketing. Attendance is capped at 18 students per session to foster meaningful discussion.

"It's a space for honest conversations, where students can ask candid questions, hear about the twists and turns of different career paths, and begin building their professional network," Worsham explains. "I hope students leave Lunch HUB with a clearer understanding of how their Haslam education connects to real-world opportunities." ●

16th Annual Alumni Awards

Gala

T HASLAM
COLLEGE OF
THE UNIVERSITY OF TENNESSEE

Photographs by
Elijah Lightfoot Photography

EVENT
PARTNERS





HASLAM
COLLEGE OF BUSINESS
KNOXVILLE



Left to right:
Greg Smith, Karen
Bowling, Dean
Steve Mangum,
Mary Celeste Beall,
and Hancen Sale.

The 16th annual Alumni Awards Gala brought together students, staff, faculty, and alumni at the Knoxville Convention Center on Friday, November 7, 2025. The evening recognized three alumni and one company for outstanding contributions to the college and to business in the state. The event, benefitting the College Fund for the Haslam College of Business, honored The Beall Family (Outstanding Entrepreneur Award), Deloitte (Outstanding Corporate Partner), Hancen Sale (Outstanding Young Alum), and Greg Smith (Distinguished Alum).

TABLE PARTNERS

David & Dana Evans | J.A. Fielden | Harper Auto Square | Chris & Donna Kinney | Jack & Trish Mills | Jim & Kathy Newsome
Pugh CPAs | Regions | RSM | TeamHealth | The Trust Company of Tennessee | UT Federal Credit Union



Right, L-R: Jeff McCord, Taylor Sibley, Angel Fields, April Ergenbright, and Rob Ergenbright. Below left: Mary Celeste Beall. Below right: Michael and Susan Kohl.



Above right: Randy Boyd, Jenny Boyd, and Jane Barghothi. At right, L-R: Paul Foster, Megan Foster, Maci Whisenant, and Luke Whisenant. Below, L-R: students Lygia Karagiozis, Sarah Davis, Sydney Cowen, Natalie Hartman, Olivia Wolford, and Lauren Trupovnieks.



OUTSTANDING

Entrepreneur



The Beall family has a rich history with UT, and the East Tennessee entrepreneurial community. Mary Celeste Beall (HCB, '99; MAcc, '00) embraces this history as proprietor of Blackberry Farm and Blackberry Mountain, acclaimed resorts in Tennessee's Great Smoky Mountains.

Sandy Beall, Mary Celeste's father-in-law, launched Ruby Tuesday in Knoxville in 1971, growing the restaurant into a successful chain with locations across the U.S. and abroad. Sandy and Kreis Beall purchased Blackberry Farm in the early 1970s to

create a special place for hosting friends and family. The inn developed slowly and organically, earning a reputation for hospitality and culinary excellence. "For Sandy and Kreis, it has always been about creating experiences to share their personal interests and passions with others," Mary Celeste explains. "Our roots are as a family-run inn with a focus on genuine hospitality."

Sam Beall, Sandy and Kreis's son and Mary Celeste's late husband, grew up on Blackberry Farm and guided its expansion. After Sam passed in 2016, Mary Celeste carried his vision forward, stepping into the role of proprietor and supporting its growth. In 2019, the family opened a second hotel property, Blackberry Mountain. "That was a major milestone for us as a family and a business. It was something we dreamed about together," she says.

The Blackberry operation has expanded, as well, from 300 team members in 2016 to around 1,200 in 2025. Blackberry Farm now spans 4,200 acres, and Blackberry Mountain encompasses 5,200 acres, with half of both properties protected in conservation. The brand expansion has also included the launch of a biannual magazine, the construction of a special event venue, and an exciting calendar of events that brings in visiting personalities from around the world. "It's amazing how we've grown while staying close to our roots," Mary Celeste says. "Conserving the land is a strong motivator for us."

For the Haslam alumna and entrepreneur, the greatest reward is seeing her family business provide meaningful careers for team members. "I see the power of what it means when someone believes in you," says Mary Celeste says. "I've experienced that from my in-laws, and I get to pass that trust and confidence on to our team." ●

Above: Stephan L. Mangum, dean and Stokely Foundation Leadership Chair, presents Mary Celeste Beall with the Outstanding Entrepreneur award.

OUTSTANDING *Corporate Partner*

Deloitte, an industry leader in audit, consulting, tax, and advisory services with more than 170,000 professionals, has forged deep relationships with UT and Haslam.

The organization is one of Haslam's top alumni employers, recruiting graduates from accounting, business analytics, finance, and other disciplines. Deloitte professionals also contribute their time and talent, serving on the college's advisory boards, mentoring students, and strengthening the bridge between industry and academia. Deloitte and the Deloitte Foundation have a long-standing relationship with the university. Donations from Deloitte professionals matched through the Deloitte Foundation Matching Gifts Program support scholarships, professorships, and curricula that enriches the student experience.

Karen Bowling (HCB, '94), audit and assurance partner with Deloitte & Touche LLP, believes the recruiting relationship is a natural fit. "Haslam students bring so much more than technical skills," she says. "They're problem solvers with creativity, hands-on experience, and the ability to collaborate well. These are skills that we look for when sourcing talent for Deloitte."

A graduate of Haslam's accounting program, Bowling is a dedicated and active alumna of the college. She serves as a mentor, keynote speaker, member of the Department of Accounting and Information Management's Accounting Roundtable, and Deloitte's lead recruiting liaison. She also is part of a long tradition of UT alumni making an impact at Deloitte, including a retired partner of the firm who served as chief accountant for the Securities and Exchange Commission, to countless graduates who have built careers at the organization.

The legacy of alumni success is only part of the story. What excites Bowling most is Deloitte's ability to support the university in ways that extend beyond recruitment. "We want to help graduates find their right path, whether at Deloitte or elsewhere," she says. "Helping prepare students for their careers and ensuring they find the right home for their talents is what matters most to us." ●



Deloitte.

¹Please see www.deloitte.com/us/about for a detailed description of its legal structure.

Above: Terry Neal, Richard L. Townsend Accounting Chair, presents Karen Bowling of Deloitte with the Outstanding Corporate Partner award.



Far left: Don Frieson. At left: Pam and Scott DeGroot. Below, L-R: Brandon Gilliam, Raffi Markarian, Terry Cowles, Karen Bowling, Morgan Whitley, and Terry Neal.



Far left: Karen and Mark Bowling. At left: Gabriel Dabdab and Lindsey Brown. Below: Carson Watts and Sandra Ford.





Far right: Connie Neal and Harold Black. Right: Adam and Cheryl Brimer. Below, L-R: Kathleen Sale, Zach Sale, Hancen Sale, and Anne Swartz.



Above right: Hancen Sale, Jared Worsham, and Laura Lenn. Right, L-R: Jessica Hopp, John Ringer, Andrea Jones, and Kelly Longmire. Below, L-R: Hancen Sale, Mary Celeste Beall, Karen Bowling, and Greg Smith.



OUTSTANDING

Young Alum



Hancen Sale (HCB, '20) grew up surrounded by the Volunteer Spirit as a Knoxville native and member of a multi-generational UT family. During his turn as a UT undergraduate, Sale was mentored by Marianne Wanamaker, professor of economics and dean of the Baker School of Public Policy and Public Affairs, who introduced him to the fields. A few years later, he helped launch the Baker School's

Institute of American Civics.

After graduation, Sale began work as the government affairs and policy director for East Tennessee Realtors, one of the area's largest professional trade associations. He managed government relations across 12 counties, advocated for housing reforms in the City of Knoxville, and provided research that informed policymakers and the public. His efforts contributed to Knoxville's new publicly owned Covenant Health Park, and his analyses have appeared in *The Washington Post*, *The Knoxville News-Sentinel*, and *The Tennessean*.

Sale joined Reworld Waste, a sustainable waste solutions company, as director of federal government relations in 2024. Based in Washington, D.C., he leads legislative and regulatory strategy, representing the company before Congress, federal agencies, and the presidential administration. His work spans issues such as climate and clean energy policy and renewable energy tax incentives. "Government doesn't work without business, and business doesn't work without government," Sale says. "Being the liaison between the two is exciting and fulfilling, especially in a time when we need people to be more even-handed about issues."

In 2025, Sale was appointed to the board of the Tennessee Housing Development Agency, which oversees affordable housing statewide. "It's a critical role for setting the path on how affordable housing gets funded in Tennessee and who has access to resources," he says. "I'm excited to serve." ●

Above: Jackie Jacobs presents Hancen Sale with the Outstanding Young Alum award.

DISTINGUISHED

Alum

Greg Smith (HCB, '85) has more than 35 years of supply chain and operations experience at companies including ConAgra Foods, Quaker Oats, and The Goodyear Tire & Rubber Company. In 2017, he became executive vice president of supply chain at Walmart, leading one of the world's largest logistical operations. There, he led supply chains for both brick-and-mortar stores and e-commerce, overseeing planning, warehousing, and transportation.



Smith joined Medtronic as executive vice president of global operations and supply chain in 2021 and now also serves as the company's executive vice president of enterprise operations. Medtronic develops healthcare technology to treat more than 70 conditions, including Parkinson's and diabetes, with devices such as insulin pumps and pacemakers. "Our products help alleviate pain, restore health, and extend life," Smith says. "It's a very rewarding place to work because of the impact on people's lives."

Today, Smith leads 55,000 supply chain-focused team members with a servant leadership approach. "My goal is to engage, enable, and empower associates to reach their fullest potential," he says. "Then I get out of their way so they can achieve what they didn't believe was possible."

Smith also serves on the board of Advance Auto Parts and on the Haslam Dean's Advisory Council. In 2016, he and his wife, Lisa, established the Greg and Lisa Smith Global Leadership Scholars (Smith GLS) program through a naming gift. The college's premier honors program, Smith GLS promotes international awareness, leadership development, and professional growth. The Smiths remain active mentors, investing in the next generation of business leaders. "We've been successful and blessed. Helping others in ways that can improve their lives is very important to us," he says.

His advice to today's graduates: embrace agility and digital tools. "Learn AI, be a problem-solver, and take full advantage of digital capabilities." ●

Above: Jen Rittenhouse and Tyler Porter present Greg Smith with the Distinguished Alum award.



Top left: Monica and Tory Kinson. Top right: Josh and Cristina Dalton. Above: Greg and Lisa Smith. Far left: Simone Stewart and Bukky Abdul. Left: Gilles and Zulay Buchs.



Below, L-R: students Connor Fox, Sam Connell, Tatiana Phelps, Madalyn Whedon, Chelsea Puncochar, Ashlynn Matthews, Makenna Thrush, Caitlin Carroll, and Alex Hendl.



Funding Update

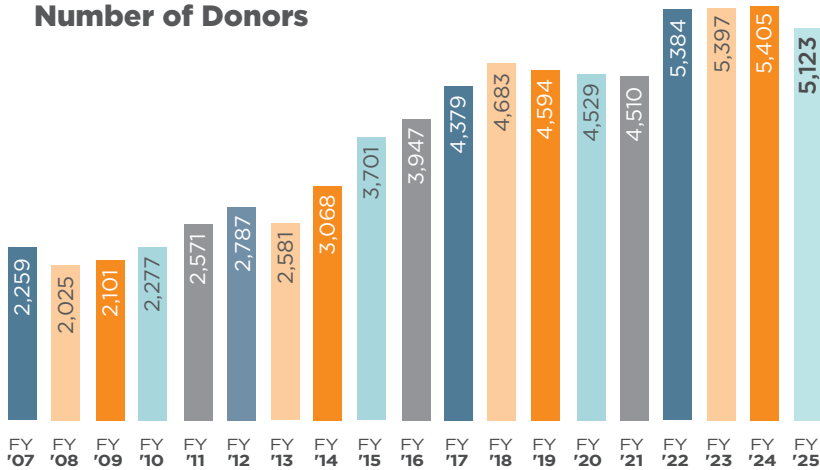
Haslam enters the next academic year with strong financial stewardship and a clear vision for the future. With total revenue projected at \$210 million and disciplined expense management, the college is well-positioned to invest strategically in the people and programs that define the Haslam experience.

The coming year features plans to welcome 25 new faculty, an incoming class of approximately 1,750 students in the fall, expanded pathways for external transfer students and online learners, and, of course, continued progress on the new building. The college plans to move into the facility in late 2027, with the first classes in the building kicking off with the start of the spring 2028 semester.

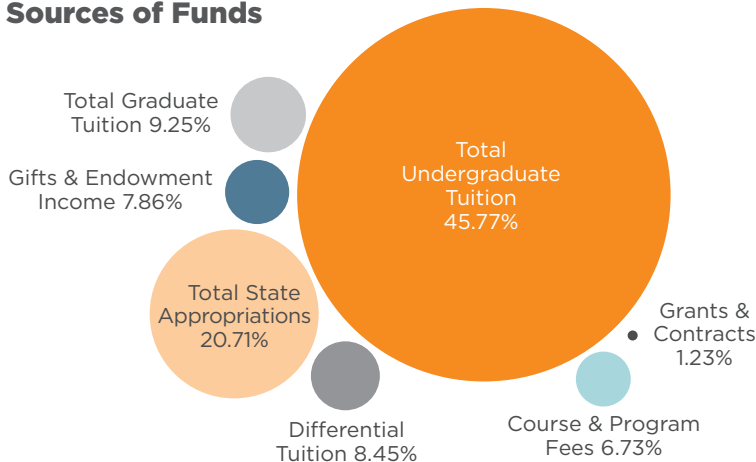
Private philanthropy continues to play a vital role in supporting these advancements, fueling student scholarships, faculty excellence, honors programming, and innovation across the college. As Haslam builds on its momentum, careful financial planning and generous donor support ensure growth remains both bold and sustainable. At every level, Haslam is investing with intention to build for the future while stewarding today's resources wisely.

— BETSY ADAMS, ASSISTANT DEAN OF OPERATIONS, STRATEGY, AND PLANNING

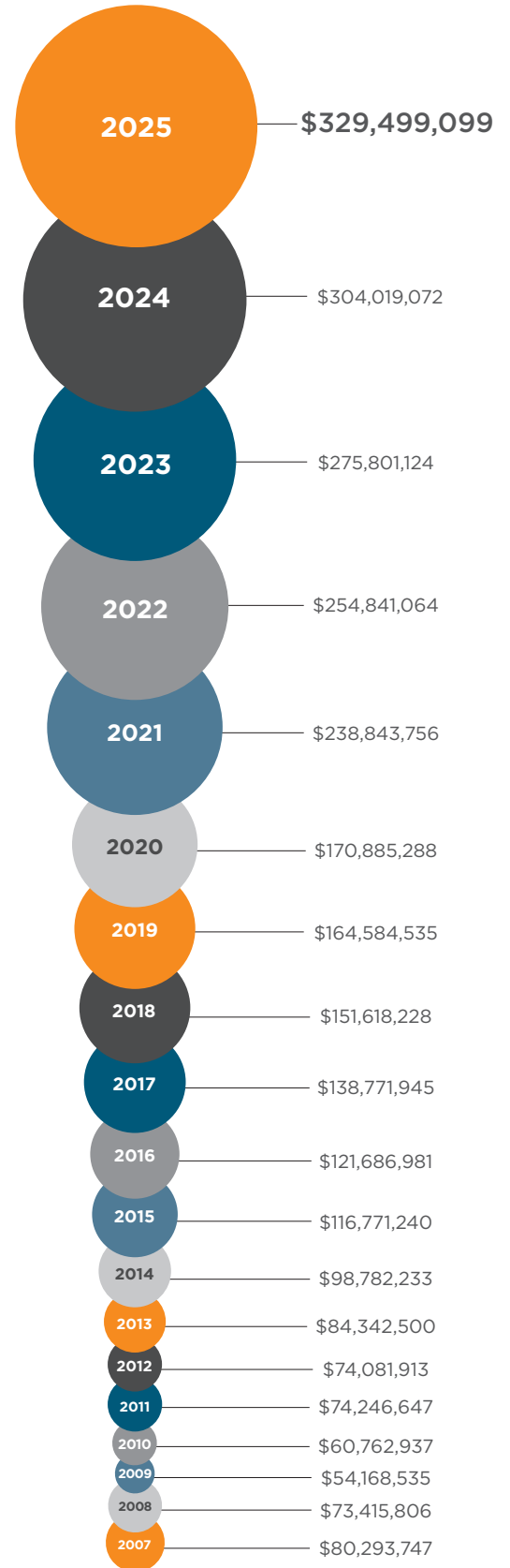
Number of Donors



Sources of Funds

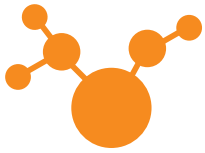


Market Value of Endowment



ALUMNI

Update



STAY IN TOUCH

To share your news with the Haslam community, submit your news and any relevant images to haslam@utk.edu. Please use “Alumni News” in the subject line.

This update reflects information known as of December 2025.

'60s

An article by UT System news focuses on **Susan Marks** (HCB, '67) and her family's generations-long affiliation with UT. TINY.UTK.EDU/MARKSMURAL

'70s

Frank R. Scheer (MBA, '74; UT DBA, '82) begins his 20th year as an adjunct professor of supply chain management at the University of Maryland Global Campus.

UBS hired **Michael Shain** (HCB, '73; MBA, '76) as a financial advisor in Greenville, South Carolina.

'80s



Jim Atchley (HCB, '86; MBA, '88), Knoxville market president for First Horizon Bank, is a UT 2025 Alumni Professional Achievement Award Winner.



The Tennessee Society of Certified Public Accountants named **Marty Brown** (HCB, '85), president and CEO of PYA, the 2025 CPA of the Year.

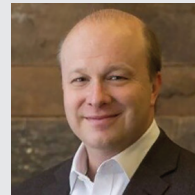
For the 19th year in a row, Modern Healthcare ranked PYA among the nation's Top 25 largest healthcare management firms by revenue. Among privately held firms, it is in the top 10 for the third year in a row. In addition to **Brown**, many PYA employees are Haslam alumni.

Daryl Johnson (MAcc, '82) is the 2025 Haslam Accounting and Information Management Distinguished Alumnus.

'90s

House-Hasson Hardware appointed **Jay Bunch** (HCB, '92) as its chief financial officer.

Shannon Farr (HCB, '92) was named a Forbes Top 100 CPAs for Valuations.

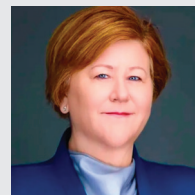


Direct Edge Campaigns, whose president is **Gregory Gleaves** (HCB, '96), won four Reed Awards for Campaign Excellence in 2025 from Campaigns and Elections magazine.

'00s



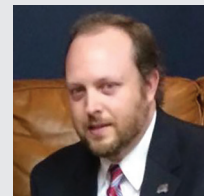
Daniel Dougherty (MBA, '00), director of electronics manufacturing and OEM sales at John Deere, received the UT 2025 Alumni Service Award.



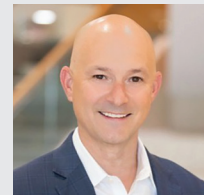
Paula Dowell (MS, '97; PhD, '01) of HNTB Corporation became its national integrated planning services practice leader.



Mark Brumbelow (MAcc, '00) joined LBMC as a tax shareholder in its Chattanooga office.



The Knoxville Ice Bears appointed executive vice president **Dave Feather** (MBA, '02) as the organization's general manager.



Brian Fugate (MBA, '02; PhD, '06), associate dean of graduate programs and research at the University of Arkansas' Sam M. Walton College of Business, explores how AI and data are redefining supply chains.



Amanda Goray Leuthard (ProMBA, '04) was promoted to director of North America planning at General Mills.



Jarrett B. Millsaps Jr. (MBA, '02), was selected as president of the hospitals Saint Joseph East in Lexington and Saint Joseph Mount Sterling in Kentucky.



Dena vonWerssowetz (HCB, '07; MBA, '09), chief marketing officer for Bush Brothers, was named a UT 2025 Alumni Promise Award Winner.



Martin & Company, an investment advisory firm in Knoxville, announced **Darren Williams'** (HCB, '00) promotion to president and CEO. **Williams** is also a finance lecturer with Haslam.



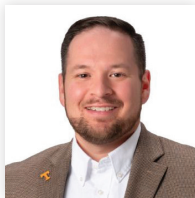
The Board of Directors at Permobil appointed **Chuck Witkowski** (MBA, '01), current president of Permobil Americas, as the new chief executive officer.

'10s

Haley Anderson (HCB, '18; MBA, '23), food service senior sales manager for the Tennessee market at PepsiCo, received the Marchetti Impact Award as a member of the Cystic Fibrosis Foundation's Nashville Top 30 Under 30 class.



TriStar NorthCrest Medical Center appointed **Baylor Breckenridge** (HCB, '18) its chief financial officer.



The Trust Company of Tennessee promoted **Justin Chavez** (HCB, '19) to customer service manager and hired **Vanessa Berkley** (HCB, '18, MBA, '19) as a client specialist.

Rachel Dix Bishop (HCB, '13), of Permobil, is now president of the Tennessee Defense Lawyers Association.



Laura D'Oria (PhD, '17) and **Michael Lerman** (PhD, '19), received promotion and tenure at Iowa State University. **D'Oria** is now associate department chair.

Eric Fish (EMBA-HL, '13), CEO of Schneck, joined the American Health Association Board.

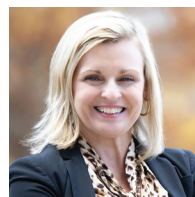


Peter Hahn (PEMBA, '14), a board-certified pulmonologist, critical care intensivist, and sleep specialist, joined Good Shepherd Health Care System in Hermiston, Oregon.

Daniel P. Green (HCB, '11), financial advisor in the UBS Wealth Management USA's Knoxville office, was named to the Forbes Top Next-Gen Wealth Advisors Best-in-State list for 2025, ranking No. 2 in Tennessee on the year's list.



Lockheed Martin appointed **Stephen Howes** (ADMBA, '19) vice president and aeronautics operations deputy.



Meghan F. Millwood (ProMBA, '11) was appointed Oak Ridge Associated Universities' president and CEO, the seventh person and first woman to lead ORAU in its nearly 80-year history. (See story on page: 48.)



Nikhil Morar (HCB, '19) was named to *Sports Business Journal's* New Voices Under 30.



Connor Mykleby (HCB, '15; MAcc, '17) joined Red Door Wealth Management.



Ghazala Sharieff (PEMBA, '11), executive senior vice president and chief medical and operations officer of acute care at Scripps Health, helped design Scripps Health's new Fourth Trimester Continuum of Care program, which connects new moms to timely appointments with primary care physicians and specialists.



Steven Stack (PEMBA, '17), Kentucky's health cabinet secretary, was interviewed by the *Kentucky Lantern*.



Micah Johnson Stockett (HCB, '10) was named CEO of communications and senior director for enterprise at GE Aerospace.



Cambrey Ware (EMBA-HL, '15), Censinet's chief commercial officer, was named to Haslam's Healthcare Distinguished Fellows Program.



Joshua White (HCB, '07; MBA, '08; PhD, '12) was named the chief economist and director of the division of economic and risk analysis of the Securities and Exchange Commission.

'20s



Haslam Young Alumni Board member **Cullen Bernal** (HCB, '21) was promoted to senior financial analyst with Disney's tech and digital finance team.



Tom Black (PEMBA, '21), vice president of emergency services at Emerus Holdings, was recognized with UT's 2025 Alumni Professional Achievement Award.

Katie Cate (HCB, '25) became director of talent management at Vanderbilt Mortgage.



Anna Grace Cathey (HCB, '25) recently started a new job as a sourcing coordinator at Clayton Homes.



The UT men's basketball program named **Scott Daughtry** (HCB, '24; MSBA, '24) director of strategy. He is currently pursuing a Master of Science in Business Analytics/MBA dual program at UT, with an anticipated graduation in May 2026.

Hunter Duggan (HCB, '21) joined First Horizon Bank as a community banker at the company's main banking center in Cleveland, Tennessee.



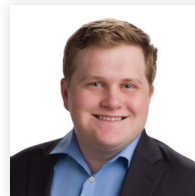
Tennessee Governor Bill Lee announced that **John Dunn** (EMBA-SL, '22), state epidemiologist and adjunct professor at Vanderbilt University School of Medicine, will serve as interim commissioner of the state's Department of Health.



Darius Hollings (PEMBA, '24) was named director and medical safety officer at Johnson & Johnson Medtech for both the endomechanical and biosurgery divisions in Cincinnati, Ohio.



Tan Kim (PhD, '25) began a tenure-track faculty position in strategic management at Texas A&M University, San Antonio.



New Jersey's The DAK Group hired **Keeghan Krause** (HCB, '25) as an investment banking analyst to address mid-market M&A growth.



Fiemu Nwariaku (PEMBA, '21), the Helen Lowe Bamberger Colby Presidential Endowed Chair in Health Sciences at the University of Utah, was named president-elect of the Society of Black Academic Surgeons. He will assume the role in September 2026.

Blake Norris (HCB, '24) assumed a project management role with AGI.

Aarti Pradeep (MSMHR, '25) earned her Project Management Professional Certification and represented UT at the 2025 Project Management Institute Global Summit.



Bianca Richardson (HCB, '20) is now an operations manager with Amazon.



Elizabeth Walley (HCB, '23; MSMHR, '25) began an HR analyst role with Volkswagen of America.



Gavin Williamson (PhD, '25) began a tenure-track faculty position in entrepreneurship at Rowan University.



Nicholas Wells (PEMBA, '24) was appointed chief medical officer at Georgia's AdventHealth Gordon and AdventHealth Murray.

MEGHAN MILLWOOD

A Vision for Leadership

Meghan Millwood (ProMBA, '11) began her tenure with Oak Ridge Associated Universities (ORAU) more than 20 years ago. In her time with the organization, she has charted an incredible path of career growth. After starting as a human resources specialist in 2002, Millwood was named ORAU's president and CEO in September 2025, becoming the first female to hold the position since the company's founding in 1946.



Looking to the Future

Taking charge of the 80-year-old institution is no small feat, but Millwood is dedicated to ORAU.

"I deeply believe in ORAU's mission and the important work we do as a nonprofit," she says. "I'm also incredibly proud of our employees and their steadfast commitment to delivering exceptional results for our customers."

The organization's mission is vast. ORAU unites academia, government, and industry to advance science, education, and health through partnerships with over 160 universities.

"I look forward to working with Meghan as our new CEO," says Deborah Crawford, ORAU board chair and UT's vice chancellor for research. "Her tenure with the company and her commitment to building a new future for ORAU makes her the ideal leader to guide the organization into its next phase of growth and innovation. We are confident that under Meghan's leadership, ORAU will deliver long-term value for its federal and state government partners, university consortium members, employees, and for the communities across our great nation where we do business."

As CEO, Millwood's priorities are strengthening the company's culture, empowering employees, and aligning organizational capabilities with customer and national needs.

To meet these goals, Millwood plans to maintain a culture of adaptation.

"Over the years, we have consistently evolved to address critical national needs," she says. "Our focus will remain on strengthening the nation's workforce by developing scientific and technical talent, providing expertise where it's needed most, and supporting the health, safety, and resilience of communities."

Prepared Through Haslam's ProMBA

Becoming CEO of such a large entity requires business acumen and thorough preparation. Millwood honed her executive leadership skills through Haslam's Professional MBA (ProMBA) program.

"ProMBA was instrumental in shaping my leadership approach," says Millwood. "It challenged me to think about what it means to be a true leader. It's about building relationships, earning trust, and creating an environment where people can thrive."

Millwood graduated from the program in 2011, but what she learned stays with her.

"The focus on curiosity, learning, and collaboration has shaped how I approach decisions and how I work with our team," she says. "It's helped me understand that leadership isn't about having all the answers; it's about listening, learning, and growing together to move the organization forward."

According to Amy Cathey, Haslam's associate dean for graduate and executive education, Millwood embodies the drive and strategic mindset that define Haslam's graduate and executive students.

"Meghan's ability to translate her learning from the Professional MBA program into meaningful results will serve her well in this important leadership role," says Cathey.

Milestone Moment

Reflecting on her two decades with ORAU, Millwood focuses on what her time with the organization has afforded her in professional and personal growth.

"My different roles within the organization have given me the opportunity to try new approaches, learn from mistakes, and keep moving forward," she believes. "I've learned that success isn't just about being smart or forward-thinking, it's about being resilient. For me, that means recognizing challenges, facing them directly, and working together to overcome obstacles and find new opportunities."

That attitude of resilience is clear in her vision for the nonprofit.

"We are at a pivotal time of change and new ways of doing business," Millwood explains. "I am excited to lead us into a new era of even greater efficiency and mission focus."

As she continues in her first year as CEO, Millwood describes becoming ORAU's leader as the ultimate opportunity and a humbling challenge.

"Stepping into the role of CEO is an incredible responsibility, and as the first female CEO of ORAU, it's a milestone I don't take lightly," she affirms. "My goal is to bring my unique perspective, skills, and experiences to lead authentically, empower others, and tackle both challenges and opportunities. I hope to not only drive ORAU's success today but also help build a legacy of positive impact for our customers and the community in the years to come." ●

—Leah McAmis



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