HASLAM

Scott Roe Embraces the Tapestry of Life
Strength Coach Brad Roll Sets New Student Goals
Haslam College of Business Celebrates 12th Annual Alumni Awards Gala

Lisa & Greg Smith
GIVING STUDENTS THE WORLD

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

MAGAZINE
Winter 2022

Haslam Magazine is the premier publication of the Haslam College of Business at the University of Tennessee, Knoxville.
Master of Science in Business Analytics

Industry-focused analytics curriculum
Emphasizing team-based learning and soft skills
A world of possibilities...

Be what’s possible.
The Department of Business Analytics & Statistics
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Nationally ranked
Real-world capstone project
Learn to apply analytical tools to generate data-driven insights
Accelerated 10-month program
$80K median annual salary
100% job placement within 6 months of graduation*

*Class of 2020
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WINTER 2022

Lisa & Greg Smith

GIVING STUDENTS THE WORLD
When you’re uncertain, it is really hard to leave the inertia of where you are and switch into some new thing not knowing whether that new thing is going to hold or not.”
Marianne Wanamaker, Spiva Scholar and Boyd Center for Business and Economic Research Fellow, on the hesitancy some workers feel about reorienting their lives to return to the labor market during the pandemic.

“The crystal-clear message that college is free if you follow these steps and go to these places cuts through a lot of the clutter and opaqueness.”
Celeste Carruthers, associate professor of economics, on President Biden’s plan for free community college that would be similar to existing programs in states such as Tennessee.

“I think that we need to acknowledge that there are interactions that we don’t yet fully understand and appreciate. We’ve got to go back to raw material extraction and we need to try to map it out and understand where those raw ingredients come from.”
Tom Goldsby, Dee and Jimmy Haslam Chair in Logistics, on how unanticipated hiccups in the supply chain can have far-reaching consequences.

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Marianne Wanamaker, Spiva Scholar and Boyd Center for Business and Economic Research Fellow, on the reluctance some workers feel about returning to work during the pandemic.

“Agility provides degrees of freedom—the ability to pivot away from bad situations and toward good ones. That was something of a luxury before the pandemic, but it’s a vital form of business resilience now.”
Tom Goldsby, Dee and Jimmy Haslam Chair in Logistics, on how small brands are turning customer feedback into marketing strategies.

“For each of us, the way that we think about our own health, and the way we want to interact with other people and how often we want to be in the office, and whether we do or don’t want to be wearing masks around people who are unvaccinated, those elements of our preferences are important for our job match.”
Marianne Wanamaker, Spiva Scholar and Boyd Center for Business and Economic Research Fellow, on the reluctance some workers feel about returning to work during the pandemic.

“It is difficult to get the shipment of raw goods from other parts of the world because of COVID and shortages of shipping containers and delays in the shipping industry.”
Andrea Sordi, clinical assistant professor of supply chain management and academic director for the executive MBA in global supply chain management, on the global unavailability of staple items on store shelves.

“Something like the Python trying to swallow the alligator—that’s the kind of volume that we’re trying to send through our ports right now.”
Tom Goldsby, Dee and Jimmy Haslam Chair in Logistics, on the shipping gridlock gripping ports across the United States.

“I do think that the White House posture is a very positive demonstration of government attempting to address a real and pressing problem in collaboration with industry. That said, it would be ideal to see a more holistic solution rather than addressing a specific bottleneck.”
Tom Goldsby, Dee and Jimmy Haslam Chair in Logistics, on the Biden administration’s plans for easing the ongoing supply chain crisis.

“People left the labor market in droves during the pandemic and they’re not coming back. We are way behind the predicted employment recovery.”
Marianne Wanamaker, Spiva Scholar and Boyd Center for Business and Economic Research Fellow, on the country’s stagnant labor force participation rate.

“It’s still a male-dominated industry. I can’t tell you how many times when I’ve been in meetings and I’m the only woman. I think companies are making really good strides in looking around and saying, ‘oh we made a mistake.’”
Wendy Tate, William J. Taylor Professor in supply chain management and Ray and Joan Myatt Faculty Research Fellow, on the supply chain field’s recent increases in gender parity.

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A new year brings hope for discovery and reinvention. As we take stock of what occurred in the previous year and plan for new opportunities, we rediscover one of the great truths of humanity—each moment can be the one that enriches our lives, fulfills a dream, or benefits those around us.

Greg (HCB, ’85) and Lisa Smith, this issue’s cover subjects, dedicate much of their effort to changing the world around them for the better. Through Greg’s impactful work in the global supply chain, to the couple’s commitment to giving back to the world around them, they illustrate how there is no time like the present to make a difference.

Scott Roe (HCB, ’87) also continually looks for new opportunities to make a difference. In the lives of UT students, this occurs through his funding of entrepreneurship competitions and judging of student presentations. Roe, whose background in accounting and information management has connected him to some of the top adventure, sports, and luxury brands in the world, also supports partnerships between community colleges and universities. “I think they are a big part of the future in building the skillsets we need,” Roe says of the intersection of community and vocational schools with academia.

Brad Roll, sports performance coach for the volleyball and men’s tennis programs at UT, has chosen to honor and support UT student athletes at the university with the new opportunity to pursue a graduate degree at the Haslam College of Business. The scholarship he’s created in memory of a friend and mentor aims to bless students who have proven themselves through hard work and dedication on and off the field. Grit, according to Roll, is a virtue that is valuable all year round.

Grit is a characteristic our faculty and staff also display year after year. Our faculty completed a banner year of pertinent publications in high-level academic journals with applied research directly impacting how business is conducted, mentoring of increasing numbers of high quality, achievement-oriented students, and answering a plethora of calls from media who are trying to make sense of everything from a challenging job market to supply chain disruptions and rising inflation.

Staff members spent the year helping keep students safe and on track while balancing challenging work and home duties. We are proud of each member of the faculty and staff team, including the 14 new faculty who joined the college last fall.

As we begin a new year and new semester here on campus, may your days be filled with opportunities, rewarding work, recognition for all that you do, and the chance to fulfill the possibility of every day.

With warmest regards,

Stephen L. Mangum
DEAN AND STOKELY FOUNDATION LEADERSHIP CHAIR
HASLAM COLLEGE OF BUSINESS
THE UNIVERSITY OF TENNESSEE, KNOXVILLE
JORDAN GILL
Moving Forward

Wheels and pedals have been Jordan Gill’s preferred mode of transportation since childhood. In high school, he’d bike to friends’ houses, the gym, and around the neighborhood as a way to stay in shape for the wrestling team. As an undergraduate student, he pedaled everywhere—to the grocery store, to class, and to parties.

“I’ve always kept a working bike for exercise and getting around town,” Gill says. “I love using it as a way to explore whatever neighborhood I’m living in.”

His bicycle has accompanied him on several moves over the past several years. Initially on course to become an actuary, he pivoted into analytics when he enrolled in the Haslam College of Business MSBA program in 2015. The program helped him focus more on his presentation abilities and soft skills. “I emerged with the ability to communicate technical results to non-technical people,” he says.

When he graduated in 2016, Gill took those skills to industry roles. He worked first with HanesBrands Inc. as an analytics technologist, then as a senior supply chain analyst for Williams-Sonoma, Inc. Most recently, Gill served as an analytics analyst at Brookdale, a company that operates more than 700 senior living communities across the United States.

In each role, he helped leaders make better decisions based on data analysis. His diverse background in sales, marketing, and sourcing operations helped him contextualize theoretical concepts by telling real-world stories. “That ability to communicate helped me get projects implemented,” Gill says. “You can do the best analysis, but if you can’t sell it, it doesn’t get adopted.”

One of his projects at Brookdale was developing a way to predict how many people would move into their communities in the following month. He looked at sales activities, past moving trends, acuity scores, and how much care an individual would need. Combining all these data points, his team developed an algorithm to estimate the monthly move-in rate. The algorithm helped the company plan ahead more accurately and identify the best ways to use their marketing budget.

In 2021, Gill returned to Haslam as a lecturer and co-director of the MSBA program. Currently, he teaches data mining along with statistics and capstone courses. “Students coming into our programs invest a significant amount of trust that we will provide a high-level educational experience and equip them with the skills to succeed,” he says. “My long-term goal is to see Haslam’s MSBA program at the top of the national rankings.”
Last year’s transformative gift from the Haslam family was a significant part of the record nearly $82 million that alumni and friends of UT invested in students during the 2020–21 fiscal year.

2021 HASLAM SUMMER SCHOLARS RESEARCH AWARDS
A total of 32 faculty members received more than $700,000 in grants from the 2021 Haslam Summer Scholars Research Awards program:

Chad Autry, Supply Chain Management – R. Stanley Bowden II Faculty Research Fellow
Michelle Ballings, Business Analytics and Statistics – James and Joanne Ford Faculty Research Fellow
John Bell, Supply Chain Management – Nancy and David McKinney Faculty Research Fellow
Neeraj Bharadwaj, Marketing – Charlie and Caroline Newcomer Faculty Research Fellow
Celeste Carruthers, Economics – Haslam Family Faculty Research Fellow
James Chyz, Accounting and Information Management – John and Wanda Wisecarver Faculty Research Fellow
Chris Craighead, Supply Chain Management – Cheryl Massingale Faculty Research Fellow
Russell Crook, Management and Entrepreneurship – Cheryl Massingale Faculty Research Fellow
Lauren Cunningham, Accounting and Information Management – Haslam Family Faculty Research Fellow
Larry Fauver, Finance – Haslam Family Faculty Research Fellow
Mike Galbreth, Business Analytics and Statistics – Cheryl Massingale Faculty Research Fellow
David Gras, Management and Entrepreneurship – Ed Boling Business Faculty Research Fellow
Matt Harris, Economics – Joe Johnson Faculty Research Fellow
Kelly Hewett, Marketing – Charles P. & Dorothy N. Duggan Faculty Research Fellow
Scott Holladay, Economics – Haslam Family Faculty Research Fellow
Eric Kelley, Finance – Martin and Jean Mills Faculty Research Fellow
Paolo Letizia, Business Analytics and Statistics – Ray and Joan Myatt Faculty Research Fellow
Tim Munyon, Management and Entrepreneurship – Janet and Jeff Davis Faculty Research Fellow
Linda Myers, Accounting and Information Management – Haslam Family Faculty Research Fellow
Terry Neal, Accounting and Information Management – Haslam Family Faculty Research Fellow
Charles Noble, Marketing – Roy and Audrey Fancher Faculty Research Fellow
Stephanie Noble, Marketing – William B. Stokely Faculty Research Fellow
Tim Pollock, Management and Entrepreneurship – Kinney Family Faculty Research Fellow
Lance Saunders, Supply Chain Management – Stewart Bartley Family Faculty Research Fellow
Matthew Serfling, Finance – Ray and Joan Myatt Faculty Research Fellow
Wendy Tate, Supply Chain Management – Ray and Joan Myatt Faculty Research Fellow
Christian Vossler, Economics – Haslam Family Faculty Research Fellow
Sean Willems, Business Analytics and Statistics – Haslam Family Faculty Research Fellow
David Williams, Management and Entrepreneurship – William B. Stokely Faculty Research Fellow
Alex Zablah, Marketing – Kinney Family Faculty Research Fellow
Wei Zheng, Business Analytics and Statistics – Haslam Family Faculty Research Fellow
Wenjun Zhou, Business Analytics and Statistics – Anonymous Faculty Research Fellow

Don Bruce, associate director for the Boyd Center for Business and Economic Research, was consulted by local and regional media outlets, such as the Knoxville News Sentinel, the Tennessee Ledger, and WVLT on how so-called “portfolio players” affect local segments of the economy, on whether ending pandemic unemployment benefits would cause rising job applications, and the national growth of the Tennessee-based Dollar General chain. Bruce also was appointed to NCAA’s Constitution Committee.

BOYD CENTER FOR BUSINESS AND ECONOMIC RESEARCH
Bill Fox, director of the Boyd Center, was a frequent media commentator, quoted in the Knoxville News Sentinel, The Chattanooga Times Free Press, WUOT, WJHL Tri-Cities, The Tennessean, and the Pittsburgh Post-Gazette.

Tennessee’s residential population is up 8.9 percent since 2010, according to the Tennessee State Data Center.

The Boyd Center’s report, “Tennessee Business Leaders Survey, Summer 2021,” compiled in August 2021, revealed about 75 percent of the business leaders surveyed expect the Tennessee economy to improve faster than the US economy over the next year, due primarily to good business investments. Almost 70 percent of respondents said Tennessee is doing a good or excellent job of creating a solid business environment.

The center published “How Will Expanding Broadband Internet Access Benefit Knox County, TN?” in the summer.

#30
Haslam placed at No. 30 among public institutions in the 2022 U.S. News & World Report rankings.

Chad Autry is the new associate dean for research and faculty.
Jennifer Rittenhouse was appointed director of the Greg and Lisa Smith Global Leadership Scholars program.

DEPARTMENT & COLLEGE WIDE FACULTY

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HEATH INTEGRATED BUSINESS AND ENGINEERING PROGRAM (IBEP)

Ben Skipper is the new director of Heath IBEP. He is joined by Christine Johnson, Byron Risner, Jericho Hawkins, and Moira Vekovic.

In November, a new electric vehicle charger on UT’s campus was installed through a partnership between the Heath IBEP, Seven States Power, and Knoxville Utilities Board. This will be the university’s only networked electric vehicle charger and will give valuable insight to the university and its partners about EV usage on campus.

Heath IBEP has graduated its original cohort, the members of which attained 100 percent job placement, among other achievements.

NEEL CORPORATE GOVERNANCE CENTER

At The Institute of Internal Auditors Northeast District 2 Conference, Lauren Cunningham, associate professor of accounting & information management and director of research for the center, presented on common challenges and best practices for internal audit groups evaluating corporate governance.

The center’s 2021-22 Speaker Series kicked off in the fall with Bobby Stover, the leader of the EY Americas Family Enterprise and Family Office, and Carla Mashinski (HCB ’84), chief financial and administrative officer for Cameron LNG.

OFFICE OF DIVERSITY AND COMMUNITY RELATIONS (ODCR)

Clarence Vaughn III, director of ODCR, was a panelist at the Diversity, Equity, and Inclusion session of the Knoxville Chamber’s 2021 Endeavor Summit.

This summer, 19 rising high school juniors took part in the 2021 Accounting & Information Management (AIM) Academy and Women Empowered through Business (WEB) Institute, presented virtually by ODCR.

The Master of Accountancy program is recruiting for fall 2022: Feb. 1: Deadline for international students; March 1: Deadline for domestic applications.

ACCOUNTING AND INFORMATION MANAGEMENT

 Teens from the Walter P. Taylor and Montgomery Village Boys and Girls Clubs visited with Haslam faculty, advisors, and students on October 14. Highlights of their visit included a college tour, an information session with the undergraduate office and student leaders, and a discussion of student engagement with National Association of Black Accountants UT student chapter president, Jada Worrles. Before departing, the teens enjoyed some recreational time at TREC. A special thank-you to all who made this event possible and are helping to “Ignite Greatness” in the next generation.

James Chyz received the 2021 Doug Standifer AIM Faculty Award. Chyz has two co-authored papers forthcoming at Journal of the American Taxation Association: “Implicit Taxes of U.S. Domestic and Multinational Firms During the Past Quarter-Century” with LeAnn Luna and “The Association between Auditor Provided Tax Planning and Tax Compliance Services and Tax Avoidance and Tax Risk.”

Lauren Cunningham was the winner of the 2021 Rhea & Ivy Excellence in Teaching Award, and her co-authored paper, “The SEC Filing Review Process: A Survey and Future Research Opportunities,” is forthcoming in Contemporary Accounting Research.

Amelia Hart received the 2021 Decosimo Faculty Leadership Award.

James Myers is the first Jan R. Williams Endowed Chair in Accounting Excellence, a position named for the former AIM department head and dean of the college.

Linda Myers won the 2021 Pugh AIM Faculty Award.

Future Research Opportunities,” is forthcoming in Contemporary Accounting Research.

Clockwise from above left: Chyz, Cunningham, Hart, Myers, and Myers.
The department held its first in-person Business Analytics Forum in two years. Thomas Potok of ORNL and Brian Worley, retired VP of Verana Health, were the keynotes.

Michel Ballings and Neeraj Bharadwaj (marketing) published “Why livestreamers should sell their products with a poker face – not a smile” in The Conversation’s Research Brief, based on their recent peer-reviewed publication in the Journal of Marketing.

Ken Gilbert achieved certification as an Amazon Web Services (AWS) Cloud Practitioner and AWS Educator.

Paolo Letizia received the Advanced Supply Chain Collaborative Faculty Research Award from the supply chain management department in recognition of his applied research. One of Letizia’s co-authored research papers, “Customization and returns,” was recently accepted for publication in Management Science.

John (Jianjun) Xie, director of analytic science with FICO and an expert in data mining for industrial and business applications such as identity risk management, fraud detection, credit risk modeling, and mortgage risk modeling, joined Charles Liu’s BZAN 542 Business Analytics class to talk with MSBA students.


Allen Pannell was named the first Amy Foster Memorial Research Fellow. The new fellowship supports BAS research on metastatic breast cancer and is named for Pannell’s wife, who died from the illness in 2014.

In a New York Times article on congressional Democrats’ attempts to broaden college accessibility, Celeste Carruthers said that research on community colleges had shown that waiving tuition would most likely increase enrollment, as well as wages for people who completed their degrees.

The study, “2021 American’s Charity Checkout Champions,” co-authored by Christian Vossler, shows participation rates in point-of-sale fundraising campaigns were highest in solicitations that asked consumers to round up to donate.

The US Department of Education awarded the Institute for Advanced Composites Manufacturing Innovation a $1.5 million grant for innovative uses of South Appalachian coal resources. The project is guided by Charles Sims, associate professor of economics at Haslam and director of the energy and environment program at Howard Baker Jr. Center for Public Policy. Sims and his students also are collecting data about how many people use Knoxville’s Urban Wilderness and how much money those visitors spend.

In her new role as executive director of the Howard Baker Jr. Center for Public Policy, associate professor of economics Marianne Wnamaker wants to teach students how to engage in civil dialogue. Wnamaker was one of 10 labor and workforce experts POLITICO asked to identify emerging challenges and share ideas for creating new jobs and getting more workers back to earning a paycheck. She also was consulted on the economy’s uneven return from the pandemic shutdown by media outlets nearby and far-flung, including WATE, the Washington Post, The Wall Street Journal, and the Urban Lab podcast.

Haslam and Dalton Education (a CerFi company) have collaborated to offer financial planning professionals career-enhancing resources through a new certified financial planner education program. It prepares industry professionals to take and pass the exam in a year or less. Successful completion gains professionals a certificate of completion from UT Haslam.

The Financial Management Association hosted Jim Haslam at its meeting on August 31.

WalletHub asked Hank Bahr, adjunct lecturer in finance, for his expert opinion about gap insurance.

Ramon P. DeGennaro explained the basics of IPOs at The Great Courses.

Ryan Farley, director of Torch Funds, supervised Torch End of Year Presentations on Nov. 12, hosting Jim Haslam, Chris LaPorte, and guests from Fidelity, The Trust Company, Merrill Lynch, Rayburn West Financial, Bank of America, and Regions Bank. Farley also moderated a US Securities and Exchange Commission panel discussion on financial fraud for Tennessee residents in the fall.

Larry Fauver was awarded the 2021-22 Southeastern Conference (SEC) Faculty Travel Program Award. He hopes to travel to the University of Florida in spring 2022.


Representatives from Haslam and Jewelry Television (JTV) gathered in October to celebrate the naming of the college’s new JTV Center for Applied Business Analytics.

Thanks to a generous contribution from George and Peggy Melton, the department opened the new Melton Collaboration Space in September, designed to promote collaborative initiatives among faculty and students.

With its new accelerated program, Haslam’s MSBA will deliver the same elevated level of training in a more tightly focused, 10-month format.

Business Analytics and Statistics

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On November 4, a reception was held to honor Tom Graves, who retired from UT after 15 years of service and now holds the title of distinguished lecturer emeritus.

**MANAGEMENT & ENTREPRENEURSHIP**


Jackie Jacobs is the new director of the MS in Management & Human Resources. She is taking over from Cheryl Barksdale, who directed the program for five years.

Jessica Jones participated in Introduction Knoxville, a program designed to help individuals “put leadership into action and become more civically engaged.” Her dissertation (“How identity influences the investor-entrepreneur relationship: The Case of Impact Investing”) was a finalist for the prestigious NFIB (National Federation of International Business) Dissertation Award, and she published a chapter on “Exploring impact investing’s emergence in the philanthropic sector” in the book, A Research Agenda for Social Finance.

The UT chapter of the Society of Human Resource Management (SHRM) and faculty advisor Debbie Mackey were featured in the Advocacy Spotlight of the national SHRM newsletter. Young workers struggled with mental health during the pandemic, but Mackey spoke with SHRM about reasons she sees for increased optimism.

Tim Pollock presented on “Writing about Methods and Results” in an October 29 session of the Consortium for the Advancement of Research Methods and Analysis (CARMA). “Dancing with giants: How small, women- and minority-owned firms manage asymmetric relationships with large partners,” a 2020 paper by Pollock (co-authored with Kisha Lashley) was recognized as a 2021 Bradford Osborne Research Award finalist. He also had a paper accepted at the Academy of Management Journal (“The push and pull of routines perspective”) and won the OMT Division Best Symposium paper award, has joined the new growth and development of Management’s PhD program.


Bryan Terrill, adjunct faculty member, has joined the new growth and innovation practice at LBMC.


$500,000

Haslam has received a commitment from First Horizon Bank for a $500,000 endowment that will be matched by the Haslam Matching Gift Program. A portion of the endowment will support the First Horizon Foundation Business Endowed Distinguished Professorship, elevating a previously established professorship currently held by Russell Crook. Crook published papers in Strategic Entrepreneurship Journal (“Entrepreneurship at a crossroads: Meta-analysis as a foundation and path forward”) and in Management Decision with Matthew Harris (economics) and alumnus Kyle Turner (PhD, ‘15) on “Limits on greatness: Contingent performance implications of competitive and cooperative action repertoires.”

In the Academy of Management’s Entrepreneurship Division this fall, Justin Yan (SEO PhD, ’20) won the Heizer Award.

Codou Samba was selected to the 2021-22 cohort of the UT Research Development Academy Scholars.


MARKETING

INTERNATIONAL PROGRAMS AND STUDY ABROAD

The Haslam College of Business was accepted in full membership to The Business International Studies Network (BisNet), a consortium of top-ranking business schools with active, well-established study abroad and international exchange programs.

The Business International Studies Network (BisNet), a consortium of the top-ranking business schools, has welcomed the Haslam College of Business as its latest full member. BisNet's mission is to connect students from around the world through study abroad and exchange programs, promoting global understanding and business expertise.

Annika Abell spearheads WearKnox, an e-commerce store benefiting United Way of Greater Knoxville, which also provides her marketing students hands-on learning experiences that can give them an advantage in the job market.

The marketing department is preparing to host the 2022 Product Development Management Association (PDMA) Doctoral Consortium in Knoxville July 27-29, 2022. The event, which will bring together scholars and doctoral students in the innovation space to the Haslam College of Business, is being co-chaired by Neeraj Bharadwaj and Sophie Xiao.

A research team led by Kelly Hewett and marketing doctoral student Roman Welden received a funded research award from Amazon in support of their work using biometric and galvanic skin response technologies to examine how advertisements should be introduced into livestreaming environments (e.g., Twitch) to maximize marketing effectiveness. The research team includes external collaborators Leah Smith (PhD, ’20) from the University of Arkansas and Michael Haellein of ESCP Europe.

A working paper co-authored by Stephanie Noble (“Healthcare in an Interconnected World: Increasing Blood Donations and Well-Being in the Social Media Era”) was awarded a 2021 ACR Transformative Research Grant.

Three members of the marketing faculty were recognized with 2021 Outstanding Reviewer Awards by well-regarded journals in the discipline, including Noble (Journal of Service Research and Journal of Retailing), Sophie Xiao (Journal of International Marketing), and Annika Abell (Journal of International Marketing).

When workers challenge management or violate company policy to satisfy customers, Zablah, Hasford, and their co-authors found a surprising link between overconfidence and sales performance in “Emotional Calibration and Salesperson Performance.”

Globally-recognized speaker and best-selling author Mark Schaefer visited Jules Morris’ digital marketing class to talk to students about the future of marketing.

Distinguished lecturer Cindy Raines won the Lee and Allison Herring Endowed Teaching Fellowship in Marketing for the 2021-22 academic year.

Sara Easler delivered several conference presentations and webinars on international internships, engagement, and more at UT and in the 2021 Southern Association of Colleges and Employers (SOACE) Webinar Series and the 2021 International Perspectives on University Teaching and Learning Symposium, in Orlando, Fla.

Annika Abell’s co-authored paper, “Your Cheatin’ Heart: How Emotional Intelligence and Selfishness Impact the Incidence of Consumer Fraud,” was published in Journal of Consumer Research.

“A Fresh Start for Stigmatized Groups: The Effect of Cultural Identity Mindset Framing in Brand Advertising,” a study by Haslam marketing PhD student Tyler Milfield, Eric Haley of the UT College of Communication & Information, and Regal Professor of Marketing Dan Flint, published in the Journal of Advertising, inspired an ad campaign that helps people with criminal backgrounds find jobs.

Jonathan Hasford’s co-authored paper, “Rule Breaking in the Frontlines,” a study co-authored by Alex Zablah, examines what happens to job performance ratings when workers challenge management or violate company policy to satisfy customers.

The Journal of the Academy of Marketing Science’s “Customer-Focused Voice and Rule Breaking in the Frontlines,” a study co-authored by Alex Zablah, examines what happens to job performance ratings when workers challenge management or violate company policy to satisfy customers.

STAFF

Ryessia Jones Russell, assistant director of undergraduate programs at Haslam, was selected to the Knox.biz and Knoxville News Sentinel’s 40 Under 40 class of 2021.

Ben Skipper, executive director of Haslam’s aerospace and defense executive programs, is now head of the Heath IBEP. He also gave the keynote address at Consolidated Nuclear Security’s Partners in Excellence (PIE) Forum.

Haslam supply chain management students and staff were honored with the Student Engagement Award in the American Logistics Aid Network’s Humanitarian Logistics Awards.
1. Mark Baker  
Lecturer,  
Graduate and Executive Education  
For more than 35 years, Mark Baker has guided corporations in some 30 countries in making transformative changes to their operations. These include firms in manufacturing, mining, oil and gas, medical devices, banking, and insurance. Baker began his career as a mechanical engineer at Honda Motor Company, eventually leading the enterprise excellence rollout for Saint-Gobain, then heading the Shingo Institute for Enterprise Excellence as well as being involved with McKinsey & Company.  
**Expertise:**  
Lean management  
Operational excellence

2. Yemisi Bolumole  
Ryder Professor of  
Supply Chain Management  
Yemisi Bolumole comes to UT from Michigan State University. Previously, she served as director of the transportation and logistics program at the University of North Florida and worked in operations management and business development in the oil and gas and third-party logistics sectors. She earned a doctorate in logistics and supply chain management and a master’s in mechanical engineering from the United Kingdom’s Cranfield University, a master’s in business from the University of East London, and a bachelor’s in biochemistry from the University of Lagos.  
**Expertise:**  
Third-party logistics  
Transportation outsourcing  
Transportation policy

3. Nana Bryan  
Lecturer,  
Business Analytics and Statistics  
Nana Bryan teaches operations, data visualization, and decision analysis classes in the undergraduate program. She received her undergraduate degree in mathematics from Tbilisi State University, Republic of Georgia, and her doctorate in management science from the University of Tennessee.  
**Expertise:**  
Lean operations  
Linear and integer programming

4. Christina Ekern  
Lecturer,  
Management and Entrepreneurship  
Ekern previously was an adjunct lecturer and coach for the college, primarily working with MBA and undergraduate students on the application of strategic management. She has worked both with for-profits and nonprofits, from large multinational corporations to early-stage startups in industries ranging from healthcare to manufacturing to nanotechnology. Ekern received her master’s from UT and her bachelor’s from Michigan State University.  
**Expertise:**  
Strategic management  
Marketing strategy

5. Jordan Gill  
Lecturer,  
Business Analytics and Statistics  
A graduate of Haslam’s MSBA program and now its co-director, Jordan Gill returns to UT after holding prominent corporate positions and gaining diverse analytics exposure in sales, marketing, sourcing, operations, and distribution. Gill will strive to connect academia with industry, drawing on his experience as a student capstone manager and as a corporate sponsor for capstone projects and case competitions.  
**Expertise:**  
Data mining  
Statistics

6. Christina Hymer  
Assistant Professor,  
Management and Entrepreneurship  
Christina Hymer earned her doctorate in organizational behavior/human resources from the University of South Carolina and her undergraduate degree in industrial and labor relations from Cornell University. Before pursuing her doctorate, Hymer spent four years as a human capital consultant at Deloitte Consulting’s New York and Nashville offices.  
**Expertise:**  
Talent management  
Labor relations

7. Jules Morris  
Lecturer,  
Marketing  
Jules Morris has nearly 30 years of marketing and media experience in both higher education and corporate environments. Her research interests cut across disciplines like marketing, media, communications, management, and leadership, delving into how marketing leaders nurture creativity and innovation within their organizations. She is currently pursuing her doctorate at UT, where she earned both her bachelor’s and master’s in communications.  
**Expertise:**  
Digital marketing  
Visual marketing  
Creativity and Innovation

8. Allen Pannell  
Lecturer,  
Business Analytics and Statistics  
Allen Pannell, who also teaches graduate and executive education courses, is the first Amy Foster Memorial Research Fellow. The fellowship is designated for business analytics and statistics faculty, preferably one whose work affects the life expectancy of those impacted by metastatic breast cancer, a focus of Pannell’s research. His consulting work has included coaching senior executives through significant change efforts. He has worked with numerous major corporations. Pannell received his bachelor’s, master’s, and doctorate in statistics from UT, and he holds a Six Sigma Master Black Belt certification.  
**Expertise:**  
Business process improvement  
Strategic planning  
Experimental design

9. John-Patrick Paraskevas  
Assistant Professor,  
Supply Chain Management  
John-Patrick Paraskevas earned his doctorate in supply chain management with a minor in strategic management from the University of Maryland, where he also completed his master’s in supply chain management and bachelor’s in finance and international business. His research has appeared in Journal of Supply Chain Management and the International Journal of Operations and Production Management. His research has been nominated for awards at the Academy of Management conference, the Strategic Management Society conference, and the Institute of Electrical and Electronics Engineers.  
**Expertise:**  
Buyer-supplier relationships  
Supply chain C-suite representation  
Supply chain risk management
10. Ruta Ruzeviciute
Assistant Professor,
Marketing

Previously on the faculty of the University of Amsterdam, Ruta Ruzeviciute completed her doctoral studies at Vienna University of Economics and Business, her master’s in marketing at Queen Mary University of London, and her bachelor’s in communications at Vilnius University in Lithuania. Her research investigates how specific sensory cues, such as scent or colors, influence judgment and decision making and examines the role of sensory imagery and sensory interaction effects in the context of e-retail. Ruzeviciute also is interested in healthful consumption and mindfulness in consumer behavior.

Expertise:
- E-commerce
- Sensory shopping
- Customer relations

11. Alex Scott
Assistant Professor,
Supply Chain Management

Alex Scott’s research has appeared in the Journal of Operations Management and Transportation Science, among others, and has been covered by numerous industry publications. Scott worked for nine years in industry, including at a large transportation company, a large third-party logistics provider, and an international consulting firm. He has consulted on and led projects on supply chain strategy (including a multibillion-dollar merger), network design, and more in numerous industries and countries. He holds a doctorate in supply chain management from Penn State University, a master’s in operations research from Georgia Tech, and a bachelor’s in industrial engineering from Purdue University.

Expertise:
- Supply chain policy
- Transportation safety
- Market dynamics

12. Justin Short
Assistant Professor,
Accounting and Information Management

Justin Short joins UT from Emory University. He has held several positions at EY’s Nashville office, specializing in the insurance and manufacturing industries. He teaches undergraduate intermediate financial accounting. Short earned his doctorate, MAcc, and bachelor’s degrees from UT. He is a licensed CPA in the state of Tennessee.

Expertise:
- Corporate governance
- Financial reporting
- Auditing

13. Alice Stewart
Distinguished Lecturer,
Management and Entrepreneurship

Alice Stewart comes to UT after spending 18 years on the faculty of North Carolina A&T State University. Previously, she was the director of strategic analysis and planning at The Ohio State University. She won the Graduate Management Admissions Council’s Ideas to Innovation Challenge and was honored with a UNC Academic Affairs Faculty Fellowship, and co-authored the book Making College Pay. Stewart received her doctorate in strategic management from the University of North Carolina-Chapel Hill.

Expertise:
- Strategic management
- Organizational learning
- Leadership training

14. Jeff Trombly
Clinical Assistant Professor,
Supply Chain Management

Before coming to UT, Jeff Trombly was a career transportation analyst, planner, and researcher in both the public and private sectors, and was an adjunct faculty member with UT’s Department of Civil and Environmental Engineering and with Haslam. He earned his doctorate in civil engineering and master’s in urban and regional planning from UT and his bachelor’s in geography from SUNY Plattsburgh.

Expertise:
- Logistics planning and operations
- Supply chain network design and modeling
- Transportation technology
For decades, businesses weren’t required to charge tax on sales in states where they lacked a physical presence. A landmark ruling in recent years turned that accepted rule upside down, requiring that sales tax be collected regardless of the location of the business and the address of the consumer. How will the new standard impact business activity? A study by Don Bruce, associate director of the Boyd Center for Business and Economic Research and Horne Professor of Business, and Richard Beem, economics PhD candidate at Haslam, is among the first to estimate the long-term impact of such changes.

In 2018, South Dakota won a US Supreme Court case against Wayfair, a Massachusetts-based online home goods retailer that does not own real estate in South Dakota or employ workers there. South Dakota argued that Wayfair and other huge remote sellers had significantly eroded the tax base and crimped funding for state and local services. The court’s decision expanded the definition of nexus—the obligation to collect and remit sales tax—to include remote sellers whose economic presence in a state meets certain thresholds of sales value or transaction volume.

Remote selling, once dominated by mail-order catalogs and tourism, rose sharply in the past few decades, in part because savvy consumers took advantage of tax-free internet shopping. Prior to the Wayfair ruling, sales tax captured a smaller and smaller share of the economy over time, and in-state brick-and-mortar retailers faced a disadvantage nearing 10 percent in some areas because they had to collect and remit state and local sales taxes while many online competitors did not. In their study, published in the Journal of Public Economics in fall 2021, Bruce and Beem focused on the period between 1979 and 2014, estimating that if the tax base had declined by half as much during those years, the national economy would have seen an additional 90,350 firms, 113,600 establishments, and roughly 2.9 million jobs.

Preferential tax treatment for remote sellers also may have prevented businesses from forming and expanding efficiently. Nexus can be costly for firms because of higher tax-inclusive prices for consumers. When considering expanding into new territories, firms must weigh those costs against potential benefits such as access to qualified workers and transportation infrastructure.

The study suggests that in the post-Wayfair era, industries such as construction and telecommunications are reaping collateral benefits from the increased number of online companies with nexus. As firms expand into locations where they can take advantage of more neutral nexus standards, they often require new facilities and increased connectivity.

For small firms, a more level playing field lowers barriers to entry and facilitates expansion. Large firms, meanwhile, can strategically choose to expand into territories where demand for their products and services is greatest. Overall, the team says the new economic nexus standards are clearly more neutral between remote and traditional sellers, and the research results indicate that greater nexus neutrality leads to greater business activity.

“The Wayfair ruling reduces the sales tax disadvantage faced by local retailers,” Beem says. “Our results suggest that this will lead to increases in employment and the number of local retailers.” – Stacy Estep

The Global Supply Chain Institute (GSCI) published its 25th and 26th white papers: “When Is(n’t) Blockchain Right?” and “Unlocking Value Through Sustainable Procurement.”

**Supply Chain Management**

The department once again boasts more than 1,400 students, making it UT’s largest major for a fourth year.

**GSCI Podcast** launched in November. Ted Stank and Tom Goldsby explore the ships of supply chain, long lines of meeting holiday demand, and warehouse inventory buildup, among other topics, with an array of guests.

**SCM Leadership Academy**, a 14-week program designed to develop managers, directors, and other key stakeholders into supply chain leaders, launched in fall of ’21 with 39 participants. It is currently enrolling for the spring ’22 cohort.

**Financial Times’ Top 100**

Haslam’s supply chain management program ranked at No. 3 both nationally and among public universities in the 2022 U.S. News and World Report Best Undergraduate Business Programs rankings.

With the ongoing supply chain disruptions, SCM faculty appeared seemingly weekly in industry trades like Supply Chain Dive, Freight Waves, Supply Chain Brain, and DC Velocity and broader-based media outlets like AdWeek and Newsy. National media outlets Newsweek, NBC News, Business Insider, the Daily Gazette, Forbes, Salon, The Wall Street Journal also featured SCM faculty. Within 24 hours, a segment with Tom Goldsby was on NBC Nightly News with Lester Holt and The Today Show.

**Graduate and Executive Education**

Adam Campbell, adjunct professor in the PEMBA program at Haslam, was named VP of patient safety and quality at Erlanger Health System.

**Faculty Research Spotlights** are featured in the GSCI blog. Some recent posts have included:

- **Chris Craighead** – How to Prepare Your Supply Chain for the Next Black Swan Event
- **Pam Donovan** – The Next Generation of Global Supply Chain Management
- **Stephanie Eckerd** – The Risks of Opportunistic and Inadvertent Information Leakages
- **Tom Goldsby** – Agility vs Resiliency in the Global Supply Chain
- **Mary Long** – New Digital Capabilities for Supply Chain

**SUPPLY CHAIN MANAGEMENT**

The MBA programs climbed to 22nd among public business schools and 48th among all business schools nationally in the latest Bloomberg Businessweek MBA program rankings.

Haslam’s MBA program ranked No. 41 overall and No. 18 among public schools in the 2021 Fortune Magazine MBA ranking.

**John Bell** was promoted to head of the department. Bell and co-authors published “Journeys, Not Destinations: Theorizing a Process View of Supply Chain Integrity” in Journal of Business Ethics. Also, Bell, Ted Stank, and former colleague Diane Mollenkopf (now with the University of Canterbury, New Zealand), with Haslam alumn Vince Castillo (PhD, ’18, now of The Ohio State University) co-authored “Hybrid Last Mile Delivery Fleets with Crowdsourcing: A Systems View of Managing the Cost-Service Trade-Off” for Journal of Business Logistics. In June, Newsweek resorted to citing a Bell quote in Supply Chain Dive on soaring home building supplies costs while attempting to explain an exorcism conducted by a group of “disorderly people” in the lumber department at Home Depot in Dickson City, Penn.

**Yemisi Bolumole** was the first recipient of the Ryder Endowed Professorship in Supply Chain Management.

**Mary Long** will be among the speakers at the inaugural Manifest 2022, which celebrates women in logistics tech, held January 26, 2022, at the Paris Las Vegas Hotel and Casino.

**Ted Stank** was selected as Haslam’s second Chancellor’s Professor. Stank, Goldsby, Lance Saunders, and doctoral candidate Annie Dohmen were featured in a story in Our Tennessee, UT’s systemwide magazine.
Lisa & Greg Smith

GIVING STUDENTS THE WORLD
Greg’s interest in fostering international perspectives mirrors his own career interest in global supply chain management. After earning a degree in finance from the Haslam College of Business, Smith was uncertain about which path he wanted to take. He looked at sales opportunities, banking, and manufacturing before visiting a factory early in his career to see what was involved in supply chain and operations. He came away intrigued. “I’ve always been mechanically inclined and I enjoy solving problems, and that’s what supply chain management is all about,” he says.

In 2017, Greg became the executive vice president of supply chain at Walmart, which operates one of the largest supply chains in the world. He began his role as new processes, systems, and approaches were transforming the retail giant into a more digital environment. “Walmart has made significant investments in e-commerce, and I had the opportunity to lead the combined supply chains between stores and the e-commerce side of the business.” His responsibilities involved planning, warehousing, and transportation.

In 2021, Greg joined Medtronic as executive vice president of global operations and supply chain. The company’s compelling mission makes the work incredibly satisfying. A healthcare technology company, Medtronic innovates solutions to treat more than 70
health conditions, including Parkinson’s and diabetes, with devices such as insulin pumps and pacemakers. “Our products help alleviate pain, restore health, and extend life. It’s a very rewarding place to work because of the impact on people’s lives.”

At Medtronic, Greg oversees products all the way from the planning stages to final delivery. The role has meant moving back into end-to-end global supply chain and operations, something Greg says he missed. It’s also meant a recent move from northwest Arkansas to Wayzata, Minnesota, just west of Minneapolis. While they haven’t yet weathered a full winter there, they love the community.

**GENEROUS LEADERSHIP**

During his years at the forefront of global supply chain management, Greg has developed a vision of what it means to direct others well. “I believe in servant leadership,” he says. “You engage, enable, and empower associates to reach their fullest potential—and then get out of their way so they can achieve what they didn’t believe was possible.” At Walmart, he led 135,000 people on supply chain operations teams and at Medtronic, he’s at the helm of 41,000 supply chain-focused team members.

Another responsibility Greg takes seriously is staying active with the Haslam College of Business. He serves on the Dean’s Advisory Council and the Global Supply Chain Institute. “It’s a great experience,” he says. “I enjoy interfacing with both groups, hearing their points of view, staying current with the college, and being able to participate and make an impact.” He also mentors a number of students, some through his participation in Haslam’s Executive in Residence program and others who are part of the Smith GLS program.

Mark Moon, former director of the Smith GLS program, says Smith’s contribution at Haslam includes the gifts of time, talent, and treasure. “Greg’s impact goes far beyond financial support,” says Moon. “The time he spends with the undergraduate students during his annual visits to campus is incredibly impactful. He provides guidance to students, equipping them with wisdom as they head off into their professional lives. He is a humble and positive role model, and the students benefit tremendously from his guidance.”

Jim Newsome, president and CEO of South Carolina Ports Authority and Smith’s longtime friend and colleague, agrees. “Greg Smith is one of the most accomplished leaders in supply chain and operations management in US industry,” Newsome says. “The Smiths’ sponsorship of the Global Leadership Scholars program is a tangible sign of their deep commitment and love for the University of Tennessee and Haslam.” Ultimately, the Smiths’ generosity reflects their deeply held values. “Whether it’s monetary or time commitments, it’s about giving back,” Greg says. “We’ve been successful and blessed, and being able to influence and help other people in ways that can improve their lives is very important to us.”
Scott Roe (HCB, ’87) started his career with entrepreneurship in mind. With encouragement from mentors, he pursued a degree from the Department of Accounting and Information Management, thinking he’d work with a Big Eight firm for a few years before starting his own business venture.

But Roe’s career took some unexpected turns, landing him at VF Corporation, the global apparel and footwear company that owns Vans, Timberland, and The North Face. After more than 25 years with VF, he recently joined Tapestry, Inc., a New York-based corporation that owns luxury brands Coach, Kate Spade, and Stuart Weitzman, as the company’s chief financial officer and head of strategy.

“My career has not been what I thought it would be, but it’s been very rewarding,” Roe says. “I’ve discovered many opportunities to apply my interest in entrepreneurship even at large companies.”

Early Career

A graduate of Cleveland High School in East Tennessee, Roe says the Haslam College of Business was a natural fit for him as a young undergraduate student. His father, William Roe, was the first in his family to get a university degree and became a financial executive for The Maytag Company. “He was a role model for me,” says Roe. “I wanted to follow in his footsteps.”

But unlike his dad, Roe didn’t want to work for a company—especially a large one. “I wanted to be an entrepreneur and start my own business,” he says. “That was my goal in life.”

After earning his degree and CPA certification, Roe went to work at Arthur Young & Co., now EY, in Atlanta. In the early 1990s, he co-founded a paper recycling business. Roe and his colleagues picked up paper documents from offices in Atlanta, shredded them confidentially, and recycled them, but the business struggled. “We limped along for five years and eventually sold the company to cover the debt,” he recalls. “While the business failed, we learned a lot along the way.”

Roe continued his career working in industrial companies, including Blue Circle America, a cement company, and Alumax, an aluminum producer that eventually became part of Alcoa Corporation.

Shifting Gears

In 1996, after deciding it was time for a change, he went to work for VF Corporation. “I was interested in shifting toward a consumer-facing company whose brands I knew and were interesting to me,” he says. The move turned into a 25-year career with the company. After a decade with VF, Roe had the opportunity to relocate to Switzerland with his family, including his wife, Dianne, and their four sons ranging in ages from two to 10. “We spent six years in Switzerland and that international experience, working with people from other parts of the world, became a big part of my career success and propelled me toward more responsibility at VF,” he says. While working abroad, Roe also helped grow the company’s international revenue from $1.6 billion to $2.6 billion.

After returning to the US, Roe served first as controller and principal accounting officer at VF. In 2015, he became the company’s CFO, a role he held until 2021, when he accepted a CFO position at Tapestry. He also leads strategy at Tapestry, which appeals to his entrepreneurial roots.
Staying close to the consumer and being quick to react to changes in the market is key to the apparel and fashion business, says Roe, who enjoys the challenge. “The ability to react at scale is a key skill that I bring to this role,” he says. “Big companies can become monolithic and slow moving, and that’s suicidal in today’s market.”

As a leader, Roe’s vision is to focus on what matters most and craft clearly defined goals for those who serve under him. “I spend most of my time making sure we have the right people in the right roles,” he says. “At this stage of life, I like to think of myself as a people developer, helping to train the next series of leaders.”

Steve Murray, group president for the US and Americas at VF Corporation and a longtime colleague, appreciates Roe’s track record for developing a strong talent pipeline and taking time to mentor others. “Numerous finance and operations executives at VF benefited from Scott’s mentorship in the early stages of their careers and have gone on to occupy substantial roles at the company,” Murray says. “This is a legacy we’re extremely grateful for.”

Tom Glaser, COO at Tapestry, agrees. “He has incredible balance, with the ability to lead well and to follow and support others,” Glaser says. “He also manages to be numbers-driven yet intuitive at the same time.”

Roe brings his leadership skills to the Anderson Center for Entrepreneurship & Innovation at the Haslam College of Business, serving as a judge for Vol Court and the Graves Competition and funding the Roe Prize, an entry-level competition at the Anderson Center. “I’ve mentored a couple of students who are in our field,” says Roe. “It’s rewarding to give guidance and counsel to young entrepreneurs.”

He also supports community colleges and trade schools, having served on the board of several local institutions. He sees great value in the integration between community colleges and universities, where the skillsets needed in the business world can be further developed.

Looking back, Roe is happy with where his journey has taken him. “As I’ve progressed through my career and gained experience, I’ve moved toward more general management activities,” he says. “My job today is much more about strategy, big decisions, long-term orientation, and making business decisions. I enjoy that big-picture focus.”
Lauren Porter’s first job after graduating from Auburn University took her to Lockheed Martin in Orlando, Florida, first as a manufacturing planner and then as a subcontract manager. “I worked on a program that produces F-35 fighter jets for the US military and other countries,” she says.

In her most recent role, she managed procurement and the performance of subcontractors. While some people might be satisfied with the ins and outs of aerospace and defense, Porter ultimately decided it wasn’t the right fit for her. Despite the excitement of the work, she wanted to pivot toward a commercial supply chain role.

Relocating to Knoxville in 2021, she joined a cohort of Haslam MBA students. “I came for the strong supply chain program, and it’s exceeded my expectations,” Porter says. “We have a lot of support from the program office and career management team, and I’m inspired by my high-performing fellow students.”

Porter is involved with several campus organizations including the National Association of Women MBAs (NAW MBA), the Tennessee Organization of MBAs (TOMBA), and Grads to Golf. She’s just getting started with Grads to Golf (brainchild of alumna Janet McKinley), but is excited about learning the game and how it intersects with business.

When she’s not engaged in academics, Porter enjoys cooking and baking, going to farmers’ markets, eating at new restaurants, and trying new foods. “I’m a foodie,” she says. “Since coming to Haslam, I’ve already carved a name for myself as The Baker. I like an audience, so I often bring baked goods to class and share them with others.”

Porter also enjoys music, particularly Broadway shows and concerts, and takes the opportunity to travel whenever possible. She ventured out on a solo trip to Greece last summer between ending her job at Lockheed Martin and starting the MBA program. “I was able to explore Athens, Mykonos, Santorini, and Crete,” she says. “Everyone was very friendly, and I met a lot of people. It was a wonderful experience.”

Looking toward the future, Porter hopes to work in supply chain management for a commercial technology company. “While I enjoyed my time in aerospace and defense, I realized I’d do better in a more commercial environment, which is a little more free-wheeling and autonomous,” she says. “I’d love to go deeper into supply chain management and find an opportunity at the intersection between manufacturing and logistics.”
Strategy, Entrepreneurship, and Organizations PhD student Ace Beorchia was a panelist for a Knoxville Chamber of Commerce event called “Grow Together: Engaging with the Latino Business Community” to discuss his research on Latino entrepreneurship.

Jennifer Durant’s FarmCare, which provides childcare in a farm setting, took the top prize in the fall 2021 Vol Court pitch competition. Second place went to Cameron Manor and Lindsey Hickok-Perry for Sonder Parking, an app that lets users find and reserve available parking spaces. Alex Weber received third place for EVERLASTING, a platform that provides professional recording and rendering services to allow users to relive life events in virtual reality.

Ashley Ellis, vice president of clinical operations at Compwell and December 2021 graduate of the EMBA-HL, was named one of the Memphis Business Journal’s 2021 Super Women in Business.

Finance major Brandon Jackson of Franklin, Tennessee, served as an intern for Senator Bill Hagerty in his Washington, DC, and Tennessee offices for the second summer session.

Accounting and Information Management students Zoe Dillard (junior), Elizabeth Harwood (junior), Natalie Murrah (sophomore), and Javien Vinson (sophomore) placed in the top two teams in the region in Deloitte’s FanTAXtic competition, which featured a reality-based case and student team presentations completed virtually. The Haslam team, led by faculty advisors Alycia King and LeAnn Luna, move on to the national competition in January 2022.

The Haslam International Business Case Team has consistently placed in spring and fall national and international competitions.

#2 CUIBE International Case Competition – second place
#3 SouthBridge Access International Case Competition – third place
#3 San Diego State University IB Case Competition – third place

Haslam Abroad has had nearly 100 students studying abroad since January, maintaining its ranking and reputation for leading the university in student mobility. The program’s upcoming spring numbers are the highest ever, exceeding pre-pandemic levels.

This semester, Haslam Abroad also welcomed its first set of exchange students since the pandemic. The group of German students are involved on and off campus, joining the International Business Club and doing community service for the “Meet a German” program with Walker Valley High School.
The LGBTQ+ Association of Business Scholars (LABS) is a new organization that aims to provide community and resources for LGBTQIA+ students at Haslam. The group hosts meet-and-greet events and plans to hold professional development events such as resume workshops and discussions about imposter syndrome.

LABS Executive Board, left to right: Leanne Hembree, vice president; Braxton Tittsworth, treasurer; Avery Vantrease, president; Alex Henderson, marketing chair. Not pictured: Mitchell Lencioni, secretary.

As part of its Humanitarian Logistics Awards, American Logistics Aid Network (ALAN) honored Haslam supply chain management students and staff with the Student Engagement Award.

Tyler Milfeld, marketing doctoral candidate, received the 2021 Marketing Management Association (MMA) Outstanding Teacher-Scholar Award, which recognizes doctoral students who excel in teaching and scholarship.

During an internship, then-rising senior and statistics major Alexis Moreno used his statistical analysis skills to help EdFinancial simplify the way the company tracks call volume.

Business analytics and statistics student Davis Summers spent the summer of 2020 working with Community Organized Relief Effort (CORE) of Atlanta, Georgia, using his BAS skills to remotely identify communities at greatest risk for COVID-19 and setting up vaccine registration sites.

Accounting and information management major Madeline Thomas was named a Public Company Accounting Oversight Board (PCAOB) Scholar.

Strategy, Entrepreneurship, and Organizations PhD students Jaewoo Jung and Ashley Roccapriore each received the Advanced Supply Chain Collaborative (ASCC) Doctoral Student Award, which includes funding for their individual dissertation research. Jaewoo Jung also published a book chapter, “Research in Crisis: COVID-19 and Methodological Adaptation,” in Research Methodology in Strategy and Management.

At the 2021 Tennessee Society for Human Resource Management (SHRM) Conference, the UT-SHRM undergrad team won the business case competition and Mallory Guzik won the Goddard scholarship for grad students.

Members of UT-SHRM and faculty advisor Debbie Mackey attended the SHRM national conference in Las Vegas, where they met SHRM president and CEO Johnny C. Taylor Jr.

UT-SHRM undergrad team, left to right: Daniel Magos, faculty advisor Debbie Mackey, Sarah Crichton, Hannah Jandreski, Kendra Duncan.

Left to right: past UT-SHRM President Annika Fischer (HCIB, ‘21), Jasmine Jones (MS-MHR, ’16), Johnny C. Taylor Jr., Debbie Mackey, current UT-SHRM president Stephanie Mathers.
Chad Sentell has been fishing for as long as he can remember. His dad often took him out on lakes and ponds near their home in Whitehouse, Tennessee, just north of Nashville. “Fishing became my passion,” Sentell, now a junior studying finance at the Haslam College of Business, says. “I was on the team at my high school, and I wanted to come to a school where I could compete at the college level.”

As a sophomore, he joined the UT Bass Fishing Team and participated in fishing tournaments in Alabama, Florida, South Carolina, Kentucky, and New York, along with several in Tennessee. “It’s really been an awesome experience,” Sentell says. “I’ve made some of my best friends on the team. It’s like being part of a family.”

Last year, Sentell and the team placed third at the ACA National Championship at Lake Murray, South Carolina, and fourth at a Bassmaster Tournament at Smith Lake, Alabama. The team also qualified for the Carhartt Bassmaster College Series National Championship in Waddington, New York. This September, he and his fishing partner qualified for the Bass Pro Shops US Open in Missouri, which has a $1 million prize. The bass tournament is the largest in the nation with about 350 boats.

When he’s not fishing, Sentell enjoys his classes at Haslam and appreciates the college’s friendly atmosphere. “Even though it’s a huge college, you get to know a lot of the people,” he says. “You can’t beat the opportunities and experiences here.” In the spring, he hopes to gain real-life experience with managing an investment portfolio through participating in the Torch Funds at the Masters Investment Learning Center. Next summer, he hopes to find a finance internship with one of the larger US-based fishing companies.

After graduation, Sentell plans to try his hand at being a professional fisherman for a few years. “I’ll see how far that takes me, but if it doesn’t work out, I still want to work in the industry using my degree,” he says. “Ultimately, I’d love to find a way to combine my interests in fishing and finance.”
stands out is his broad vision for improvement and a relentless work ethic.”

REMEMBERING A GENEROUS FRIENDSHIP
Roll is hoping to reward and encourage a student along similar lines with a new scholarship he is funding. The scholarship, named in memory of Roll’s friend, Bob Slater, is earmarked for students who have been involved in the athletics program at UT as undergraduates and wish to pursue a graduate degree in the Haslam College of Business.

When Hurricane Andrew ripped through Florida in 1992, Roll was coaching at the University of Miami. “I lost my house in the storm, and my friend Bob Slater and his wife were kind enough to take me in,” he says.

Slater and his wife became Roll’s best friends, and Slater also became Roll’s investing mentor, showing him what investing over a long period of time could look like and helping set him upon a similar track. “Through his advice and generosity, I’m financially in the place today to create a scholarship in his name.”

Roll has specific goals for the scholarship, including awarding someone who has already paid the price of learning how to study and how to succeed as an undergraduate. “I want to help someone who’s proven their work ethic and consistency,” Roll says. “I have a vision that this scholarship will help the rising students I’ve coached move forward, hopefully stay in East Tennessee, and start their own businesses.”
THE TWELFTH ANNUAL Alumni Awards Gala brought together students, staff, faculty, and alumni at the Knoxville Convention Center on Friday, November 12th. The evening recognized three alumni and one corporation for outstanding contributions to the college and to business in the state.
THE EVENT, BENEFITING the College Fund for Haslam College of Business, honored Tom Bell (Distinguished Alum), Wesley Rich (Outstanding Young Alum), Ryder (Outstanding Corporate Partner), and Randy Burleson (Outstanding Entrepreneur).

Left to right: Tom Bell, Wesley Rich, Steve Sensing (representing Ryder), and Randy Burleson.

TABLE PARTNERS

Photography by Patrick Murphy-Racey
A native of Knoxville, Wesley Rich (HCB, UT Law, ’15) decided to combine business with his early interest in law, pursuing a dual JD/MBA degree at the University of Tennessee, Knoxville. “I realized there are many law cases where business entities are at the core,” says Rich. “I wanted to be able to understand my clients’ challenges.”

After graduation, Rich took a position as a senior associate with ExxonMobil. “That role was really influential for me,” he says. “My background in law gave me an edge in the realm of contracts, as we were drafting contractual provisions and sending them off for review.” After 18 months, Rich was promoted to lead the contract negotiations team and traveled around the world training teams on best practices and working on implementation projects for contract lifecycle management system (CLCM) software.

The experience working on technical projects prepared him for his next role at Google, where he currently serves as a policy and legal manager—a mix of law and business that perfectly fits his passions. Rich works alongside other attorneys to analyze new laws, consider their implications for Google, develop policies for compliance, and share insights with cross-functional stakeholders. “I truly sit at the nexus of business and law,” says Rich. “It’s unique because we’re tackling situations in the online world that humans have never had to consider before. My education at Haslam is valuable in this role because it taught me to solve problems creatively and in real time.”

Rich has been involved with the Haslam Mentors program and currently serves on Haslam’s Young Alumni Board, where he enjoys engaging with other alumni and offering feedback to faculty. “It’s been a great opportunity to network with fellow graduates and share ideas with Haslam leaders,” he says. Rich is also teaching a section of BUAD 300 this fall, bringing his experience back to the classroom as a lecturer.

For his career success and continued investment in the college, the Haslam College of Business is proud to name Wesley Rich as the 2021 Outstanding Young Alum.
A leading logistics and transportation company founded in 1933, Ryder is a pioneer and innovator in supply chain solutions. Ryder and the Haslam College of Business share a focus on preparing the next generation of leaders to tackle challenges and opportunities facing global supply chains, including looking for ways to make them more resilient. To that end, Ryder encourages women to pursue leadership roles in the field through its support of research and the NeXxus Initiative at Haslam, funding scholarships, internships, and other opportunities for students to gain expertise.

Ryder also partnered with the Girl Scouts of Tropical Florida to create the Ryder supply chain merit badge in 2020. Mary Long, managing director of the Global Supply Chain Institute’s supply chain forum at Haslam, and NeXxus Ryder scholarship recipients helped develop the curriculum and launch the badge. “NeXxus is continuing to play a role in helping spread the word, and in educating girls about the supply chain and career opportunities in the industry,” says Kitty Dumas, manager of the Ryder System, Inc. Charitable Foundation.

Steve Sensing, president of global supply chain solutions at Ryder, is a UT alumnus who also works to ensure the company stays connected to his alma mater. Sensing currently serves on the advisory board for the Global Supply Chain Institute and has been actively engaged in supporting the college for years.

In 2021, the Ryder Charitable Foundation funded an endowment for a professor of supply chain, enabling the college to hire Ryder Professor of Supply Chain Yemesi Bolumole. For its continuing commitment to serving the college, the Haslam College of Business is proud to honor Ryder as our 2021 Outstanding Corporate Partner. ●
After studying political science and economics as an undergraduate at the University of Tennessee, Knoxville, Randy Aubrey Burleson ('88) immediately enrolled in graduate business courses at the Haslam College of Business. During that time, Burleson interned with legendary Knoxville restaurateur Grady Regas and cultivated a deep interest in the business. Burleson opened the first Aubrey’s Restaurant in 1992, but soon found it struggling. He credits his education at Haslam for helping him turn things around. “Instead of trying to be all things to all people, we decided to identify who we were as a restaurant and deliver fewer offerings with higher quality and excellent service,” Burleson says. “We focused on efficiencies, and that’s how we were able to survive those first few years.”

Nearly three decades later, Burleson operates 20 restaurants in East Tennessee, including Sunspot, Bistro By the Tracks, Stefanos, Barley’s Fieldhouse Social, and 14 Aubrey’s locations. “We’ve been very blessed to see this company grow beyond our expectations,” he says. “Restaurants are not rocket science, but they allow you great creativity. Every day is different, and that’s what makes every day fun.”

Burleson has remained involved with the college, serving on the Department of Economics Advisory Council for a number of years. He enjoys catching up with faculty when they come into the restaurants and recommends the college to young employees. “They often come and ask, ‘What should I study in college?’” Burleson says. “My advice is that everyone interested in running a business should get as much accounting education as possible. It’s the language of business.”

For his entrepreneurial success and continued investment in the college, the Haslam College of Business is proud to name Randy Burleson the 2021 Outstanding Entrepreneur.
Tom Bell’s storied career includes serving as chief of staff to a US senator, leading an aerospace company, running a think-tank, leading a global marketing firm, and working in real estate. “I’ve had a serendipitous business life, moving from one thing to another,” Bell says. “I’ve found a lot of commonalities, particularly the soft skills you develop over time and need in every kind of work, such as the ability to communicate, to lead, and motivate people.”

Bell came to the Haslam College of Business as a student in the late 1960s, where he met then-congressman Bill Brock, who became a mentor. Bell eventually worked for Brock’s senatorial campaign and continued to pursue a career in politics until 1982, working in both the Nixon and Reagan presidential administrations.

In the 1980s, Bell was president and CEO of the Hudson Institute, a think-tank, before becoming executive vice president for Ball Corporation. He then served in leadership of Y&R, a large marketing firm, and Gulfstream, an aerospace manufacturing company, before joining Cousins Properties, a national real estate development firm, in 2001. In 2011, he became chairman of Mesa Capital Partners, another real estate investment firm based in Atlanta. During his career, Bell has served on the board of directors at 14 NYSE companies, including Georgia Pacific, Credit Suisse, Norfolk Southern Corporation, and Emory University. Bell also served as chairman of the US Chamber of Commerce.

Bell has enjoyed reconnecting with his roots at Haslam over the past few years. “I didn’t set foot on campus for 20 years, and it’s been great to come back, meet the leadership team, and see what’s being done physically and in terms of academic excellence here at the college of business,” he says. “It’s rewarding to be involved once again.”

For his career success and continued support, the Haslam College of Business is proud to present Tom Bell with the 2021 Distinguished Alum Award.
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 2021. 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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2021 DONOR REPORT ////////////// ADVANCEMENT REPORT

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Sources of Funds

Haslam College of Business started the year with increased enrollments and face to face courses. Challenged with COVID restrictions, we continued year four of the "25 in 5" faculty hiring plan and successfully onboarded many new faculty in August. The Graduate and Executive Education team persisted through all the challenges related to Covid-19 and continued to make positive impacts on our community by offering many of the traditional face-to-face courses in an online classroom. The revenues continued to grow and be reinvested into the infrastructure and support of our student experience. Private philanthropy remains an important funding source allowing the college to implement new programming, expand current offerings and support our students in their time here at the Haslam College of Business. Increasing private philanthropy, launching successful new programs that attract additional students and controlling our costs are always important, and particularly so as we strive to slow the increase in tuition levels given the economic realities facing our students and their families.

— BETSY ADAMS, ASSISTANT DEAN OF FINANCE AND ADMINISTRATION
James Myers is the first faculty member to hold the Jan R. Williams Endowed Chair in Accounting Excellence in the University of Tennessee, Knoxville's Haslam College of Business.

Named for the former head of the Department of Accounting and Information Management (AIM) and dean emeritus of the college, the endowed chair was made possible by an anonymous $1 million donation and matched by the Haslam family.

A CAREER OF SERVICE IN ACCOUNTING AND BEYOND
The donor couple both graduated from UT, where they met. While at UT, they were impressed by Williams' work in multiple areas. With their endowment, they desire to highlight Williams' contributions to the college and to further the work of AIM.

“We wanted to recognize Jan Williams’ impact at so many levels – students, faculty, the accounting program, the Haslam College of Business, and the accounting profession at large,” they said in a statement. “He was never afraid to question the status quo when changes were needed. His insight, creativity, and perseverance led to so many changes, big and small.”

Williams joined UT as a professor in 1977. He served as head of the AIM department and associate dean before becoming acting dean in 2000 and dean in July 2001, staying in this role until his retirement in 2013. In 2018, the American Accounting Association (AAA) honored Williams as its Outstanding Accounting Educator, its highest award. His achievements include authoring and co-authoring more than 125 publications on issues of corporate financial reporting and accounting and business education and being AAA’s president, among many other honors. After retiring to Nashville, he became affiliated with Belmont University, where he served as interim dean of the Massey College of Business in 2019-20.

“For an accounting alum to make this level of commitment is a wonderful testament to the quality of the accounting and business education the donor received at UT,” Williams said. “It also supports continued high-quality education by attracting and retaining outstanding accounting faculty. Having my name associated with this endowed chair is an incredible honor, and I am grateful to the donor, as well as the faculty I was fortunate to have served with for 36 years. In retirement, I continue to look forward to representing and supporting UT accounting and business education as opportunities arise.”

CONTINUING IMPACT
James Myers said he is honored to be chosen as the first recipient of the Dr. Jan R. Williams Endowed Chair in Accounting Excellence. “Jan Williams has been a major influence on accounting education for almost 50 years, much of which has been in service to our department and college,” he said. “This generous funding will support my teaching and enhance my research while also advancing AIM’s work.”

“Jan Williams left a lasting legacy on the college and made a significant impact on the accounting profession,” Terry L. Neal, department head and Richard L. Townsend Chaired Professor of Accounting, said. “This newly established chair is a fitting recognition of that impact. We are grateful for the generosity of the anonymous donor, who wants others to know how deeply Jan’s work influenced the donor’s career and wanted to honor his tireless efforts to make AIM, the college, and the university better.”

“Jan Williams is very deserving of this extraordinary tribute,” Stephen L. Mangum, dean of the college and Stokely Foundation Leadership Chair, said. “Jan served as dean of the college for the better part of 15 years. During this time, the college saw significant growth in its undergraduate student body that continues to this day, experienced tremendous growth in its executive education operations, broadened its revenue sources, and advanced the reputation of a number of academic departments. Jan continued to teach during much of his time as dean, and students held him in high esteem for his deep knowledge of his core discipline of accounting. Throughout Jan’s career, he successfully impacted both the academy and the profession, building important bridges between the two.” – Scott McNutt
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Robert C. & Ann W. Harwell
Robert F. & Barbara P. Harwell Jr.
Lindsey A. Hatcher
Robert L. & Gennifer Hatfield III
Mallory Hayes
Joel & C. O. Heaney
Jerry C. & Yuchan Hendricks
John L. & Candace A. Hendrix
Warren D. & Sarah A. Henry
William O. & Susan G. Henry
William M. & Jan S. Hewgley Jr.
Mark M. & Barbara A. Higgins
Clark T. Higgs
Charles J. & Jennifer Hines
Jonathan B. & Alison M. Hodges
Carson Hollingsworth
Donald A. & Rebecca A. Holt
Alexander D. Howard
Stephen K. & Kimberly Huddleston
Kevin J. & Julie Hunsinger
Jerry D. & Patricia Huskins
Tim & Cecilia Jacob
Paul F. & Linda R. Jacobs
Kevin V. & Tammi Janiga
Todd M. & Kimberly L. Jensen
Ian Johnson
Larry G. & Ramogene Johnson
Reid G. Johnston
Benjamin L. & Betty R. Jones
Ronald A. Justus
Michael J. Kentfield
James R. & Judy A. King Jr.
Alina Kirilina
Orlando C. Kirton
Michael L. & Nancy J. Knaff
Joseph R. & Rebecca K. Krundieck
Jeffrey D. & Robin Kudisch
Elana M. Ladd
Trenton B. & Julia A. Langston
Alexandra L. Popoff Larson
Jong Seok Lee
Wesley Lemon
Fei Leng
Scott P. LeTellier
Conisa Lew
Howard L. Lewis
Jesse C. & Kelley C. Lilly
Michael W. Lister
Walter J. & Cynthia K. Lloyd
Evelyn J. Lominac
Janna M. Lowther
Xin Lu
Catherine A. Luther
Lindsay E. Mahony-Livesay & Ronald J. Livesay
David M. Mann
Francis G. Mappin
Michael & Bethany B. Marks
Dianne K. Marshall
Jordan R. & Julie Marshall
William E. & Joanna Matlock
Joseph L. & Allyson R. Matlock
Quentarius K. Matlock
Scott & Amber C. Mattice Jr.
Robert R. & Virginia B. Mattix
Michael C. & Marie Mazanek
Paul & Teresa M. McNichol
Andrew & Samantha G. McCutart
Mona L. McFadden
Joyce S. McKelvy
Michael & Teresa L. McKinney
Charles L. & Konnie J. McKown
Mark H. & Susan D. McNeil
Steven D. & Karen J. Mears
Ryan F. Menke
Curt & Jenny R. Meredith
Stephen J. & Kimberly K. Merril
Jay Mesrobian
Charles R. & Sue L. Milazzo
Virgil & Dorothy Mincy
Preston T. Mitchell
Christopher P. & Jennifer B. Monroe
Benita H. Moore
Bobby W. & Victoria A. Moore
William D. Morris
Johanna Morrise
Eric J. & Barbara Moses
Leonard Mucciar
Will Murphy
Conor B. & Millie Mykleby
Aaron W. Newman
David & Meagan S. Burgio
David & Caitlin M. O'Connell
Meaghan A. O'Connor
William H. & Joy Ogilvie III
William M. Ogles
Matthew T. & Juanita R. Orth
James & Katherine A. Overholser
Kimberly S. Padgett
William E. Palmer
Ronald D. & Jeanette T. Parham
Jerry L. & Bernice N. Parker
Gwendolyn R. Pate
John O. & Lori A. Pearce
David A. & Rachel Pearson
Daniel A. Pellathy
Bryan & Veronica A. Penland
Ryan S. & Megan Peters
John W. Phillips
Curt & Holly H. Pierce
Tanageoff Powviriy
Gregg M. Rader
Robert H. Ralston
Michael G. & Heather W. Ramey
Brad J. & Lindsay Rany
Joel E. & Melissa D. Reeves Jr.
Craig A. Reickert
Farah G. Reynolds
Renée L. Rhoades
Richard A. & Shelley H. Riley Jr.
Scott M. & Jean A. Robbins
James T. & Margaret A. Roberts
Worrick G. Robinson V
Michael S. Roessler
Randall L. & Kelly S. Rose
Harold P. & Gracia E. Roth
Jonathan D. Rowe
Jacob L. Ruble
Thomas & Tammi Ryan
Tsutomo & Masako Sagawa
Hancen A. Sale
Lawrence G. & Sandra L. Schumacher
Benjamin M. Shuster
Roger D. & Carol L. Schwenk
Talmadge D. & Kaye F. Scott
Sundeep Shamanur
Elizabeth L. Shanton
Jonathan L. & Caylee Shell
Patrick R. & Jessica Sholl
Douglas F. & Anne Short
Stephanie M. Sieggreen
Roshina Singh
Linda G. Singh
Linda S. Skouby
Michael H. & Anita K. Sloan
Ray H. Slaunter
David & Revenna J. Smith
Winston Smith
Andrea & Arianna Sordi
Brian K. & Cheryl Spang
Haskell M. & Doris Stanback
Samantha D. Steichen
Samuel H. Stevenson
Steve & Rhonda A. Stewart
Jeffrey E. & Natasha Stoneking
William & Diane K. Stumph
Edward T. & Rebecca J. Summers
Doug & Anne R. Swartz
Wend L. Tate
Phillip L. & Nancy Taylor
James M. & Roxanne Thomas
Alan R. & Kandi J. Thomas
John B. Thornburg
Sydney T. & Tracy E. Tindall
Jordan & Ashley Tipton
Paul & Michelle Tomcik
Lee K. & Barbara A. Toole
Tamk H. & Michael W. Touchstone
Melissa A. Tribble
Richard E. Tumblin
Robert L. Turney
Joshua B. & Nadia Valdez Copley
Adrian & Julia R. van Zyl
Phillip Vaughn
Tony & Pamela Vaughn
John M. Wachowicz
Patrick & Lisa M. Waddell
Wallin M. & Elizabeth Wallin
Marianne H. & Brian Wamamk
Krent & Amy Ward
Kenneth R. & Lisa O. Waycox
John T. & Karen M. Wesner
Carson L. West
Donald W. & Andrea D. West Jr.
Richard A. & Anne Wheeler
Raymond F. & Linda M. Wheeler
Adam B. & Heather White
Margaret L. White
Robert L. & Sharon N. Wilson Jr.
Alan R. & Nancy L. Wiman
Jeffrey A. & Jody K. Winslow
Jack & Esther O. Wong
Zackery T. & Kelsey L. Wood
Adam Wright
Henry G. Wynn III
Yazhen Xiao
Gellen E. & Michelle Young
Gregory G. Zigulis
Melody C. Zimmerman
William & Allison Zotti
Haslam Graduate and Executive Education held an EMBA Alumni Reunion Nov. 12-13, 2021.

Three PEMBA alums took part in the Institute for Healthcare Improvement Forum 2021 in December, presenting work related to their OAPs: Abdullah Bakr Aboalkhair (PEMBA, ‘20), deputy chairman for the Department of Anesthesia, and a consultant for anesthesia and pain management at King Faisal Specialist Hospital and Research Center, Riyadh, Saudi Arabia, did a poster presentation on “Decreasing variability in anesthesia practice and setup: A standardized step by step approach.” Christine Hunter (PEMBA, ‘17), physician at Lowcountry Women’s Specialists, participated in a panel on community-driven maternal, newborn, and child health, where she spoke on her project, “Group Prenatal Care: Value Based Innovation at Unified Women’s Healthcare.” Atish Jaiswal (PEMBA, ‘17), family practice physician and physician advisor at Bon Secours Charity Health System, offered a poster presentation on “From Volume to Value.”

At the 2021 Pollstar Awards, Michael T. Strickland (HCB, ‘77), founder and chair of Bandit Lites, Inc., was honored with the “Heroes Of Live” award for his activism on behalf of the live events industry.

Paul Makres (HCB, ‘89) is now director of finance for the Tennessee Smokies.

Colette Cocco (MBA, ‘92) joined BMI Mergers & Acquisitions as a senior M&A Advisor.

Jim Driscoll (HCB, ‘98) has joined Knoxville’s Shannondale senior living community as chief financial officer.

CGI named Matt Kittrell (HCB, ‘92, MBA, ‘99) as co-leader of its new tech center in Knoxville.

National DCP hired Scott McDaniel (MBA, ‘96) as chief commercial and strategy officer.
Raj Patel (HCB, ’97), senior director of global 3PL industry strategy for Blue Yonder, was profiled in DC Velocity.

Jim Schwab (HCB, ’97, ’01) was promoted to vice president of human resources and communications for Universal Oil Products at Honeywell.

Fire protection inspection software company Inspect Point hired Chris Sharp (HCB, ’94) as VP of business development.

Monogram Health hired Shawn L. Verner (HCB, ’96) as its general counsel and chief compliance officer.

Image: Nashville Business Journal

Mohsen Ahmad (HCB, ’00), CEO of Dubai South’s Logistics District, was listed No. 14 in its Power 25.

Jenni Broyles (MBA, ’02), VP and GM at Wrangler North America, was named a 2021 Outstanding Woman in Business by Triad Business Journal.

Mobile Mentor hired Stuart Cooper (ProMBA, ’08) as sales manager.

BenevolentAI appointed François Nader (PEMBA, ’00) chairman of its board.

The Knoxville News Sentinel profiled Carey Parker (HCB, ’03), CEO of real estate development firm LHP Capital.

Craig Paterson (PEMBA, ’06) was promoted to chief medical officer at biotechnology company Allakos, Inc.

Rational Vaccines announced Luis Rios-Nogales (PEMBA, ’02) as chair of its clinical advisory board.

The Association of American Medical Colleges (AAMC) tapped Eneida Roldan (PEMBA, ’03) for a national campaign to increase vaccination rates in communities disproportionately impacted by the pandemic.

Diana Cantú (HCB, ’10) returned to Tennessee to take the reins as head coach of Lady Vols golf.

‘00s

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Mustafa Ali-Smith (HCB, ’19) joined Philadelphia’s Juvenile Law Center as an administrative assistant.

DeWayne Allen (ADMBA, ’17), is now director of Raytheon Missiles & Defense.

Douglas Arbittier (PEMBA, ’11) joined Atlantic Health System as new strategic leader for service lines.

Alesa Barron (ProMBA, ’19) became a graphic design teacher at Benjamin E. Mays High School in the Atlanta Public School district.

Ashley Bearden (HCB, ’19), human resources coordinator at The Trust Company of Tennessee, earned certified professional status from the Society for Human Resource Management (SHRM-CP).

Chavez Golden (ProMBA, ’18) became planning/logistics supervisor at Bush Bros.

Rob Gray (ProMBA, ’11) was appointed assistant professor of physician assistant studies at the Jacksonville campus of Nova Southeastern University.

Keith Gray (PEMBA, ’14) and Larsen Jay (EMBA-SL, ’13) were honored as Knoxville News Sentinel Health Care heroes.

Jean Hulsey (ProMBA, ’19) was named director of creative services for the UT Institute of Agriculture.

Brittany Hunt-Woods (ProMBA, ’19) became assistant director for advising in UT’s College of Arts and Sciences.
Reliant Bank promoted Ali Jefferson (ADMBA, ’11) to senior vice president, chief accounting officer, and controller.

Axalta named Tyrone Michael Jordan (ADMBA, ’11) to its board of directors.

Jonathan Letson (ProMBA, ’18) became the director of financial operations for West Park Baptist Church.

South Carolina Ports announced that Barbara Melvin (EMBA-GSC, ’17) will take over as president and CEO on July 1, 2022, following Jim Newsome’s (HCB ’76, MBA ’77) retirement on June 30.

Kingman Regional Medical Center in Arizona welcomed Gregory Nelcamp (PEMBA, ’11) as its new chief medical officer.

Anderson Olds (MBA, ’19) was appointed to Knoxville’s African American Equity Restoration Task Force.

Mary Pile (ProMBA, ’16) accepted a position at DeRoyal.

Kindred, UT Medical and Tennova promoted Garrett Rich (ProMBA, ’17) to rehab director at the new Rehab Hospital Tri-Venture.

Catey Sharp (ProMBA, ’14) became Facebook’s product marketing manager for ad quality and delivery.

Ed Sobek (EMBA-HL, ’16) was featured in EMBAC’s fall 2021 Executive Connections magazine in the story, “Value in Action: EMBA alumni make their mark in a worldwide crisis.”

The Associated Press interviewed Steven Stack (PEMBA, ’17), adjunct professor with Haslam and Kentucky’s public health commissioner, for a lengthy story about Stack’s work fighting COVID-19 in Kentucky. Gov. Andy Beshear’s administration.

Andre Trotter (ADMBA, ’18) is now the corporate program management council chair for Lockheed Martin.

First Horizon Bank named Michael Woody (HCB, ’11) manager of Hamilton Place Banking Center in Chattanooga.


Knox County Commissioner Carson Dailey declared June 18, 2021, Naomi Anderson Day to recognize Anderson’s (EMBA-HL, ’20) work with Tennessee School of the Deaf.

David Bowman (ProMBA, ’20) became a business analyst for BB Industries.

The Trust Company of Tennessee hired Connor Cox (MBA, ’20) as a client specialist.

Sophia Cowell (HCB, ’21) received the 2021 Society for Human Resource Management (SHRM) Foundation Graduate Scholarship Award.

Erin Gilroy (HCB, ’20) was named to the 2020-21 SEC Soccer Community Service Team, which highlights athletes from SEC institutions who give back to their community in superior service efforts.

Joel Hansard (ADMBA, ’21) was promoted to commander of the 106th Logistics Readiness Squadron.

Constance Harmon (ProMBA, ’20) became benefits investments manager at Eastman.

John Hubbard (ADMBA, ’21) was promoted to battalion commander of the 145th CBRN Battalion, Alabama.

Nick Humensky (ProMBA, ’20) became the Senior Data Manager for Marketlaucher, Inc.

Alexandra Larson (ADMBA, ’20) was promoted to senior vice president and general counsel at Williams International.

Jalonda Thompson (ProMBA, ’20) became the director of women in engineering at UT’s Tickle College of Engineering.

LaTonya Williams (ADMBA, ’20) was promoted to project security lead with U.S. Army Mid-Range Missile Capability.

Strategy, Entrepreneurship, and Organizations PhD alumnus Jiaju (Justin) Yan (HCB, ’20) won the Heizer Doctoral Dissertation Award in New Enterprise Development for his dissertation “Exploring the unknown requires leveraging uncertainty: Two Essays on A Real Options Perspective on the Pattern and Decision-Making of Entrepreneurial Internationalization.” His advisor, Dave Williams, won the award in 2011; they are only the second advisor-student pair to have both won the award in the award’s 45-year history.

To share your news with the University of Tennessee, Knoxville, Haslam College of Business community, submit it along with any relevant images to haslam@utk.edu. Please use “Alumni News” in the subject line.

This update reflects information known as of Dec. 17, 2021.
A senior in the Haslam College of Business, Varun Rangnekar has volunteered at the East Knox Free Medical Clinic since his first year at UT. His work there has included everything from cleaning floors to organizing materials, filing charts, and checking in patients.

Varun has brought along with him some amazing, highly motivated, highly caring, intelligent friends,” said Janet Purkey, co-founder of the clinic. “Wherever Varun goes, good things follow.”

Rangnekar explained that when he started volunteering, there was a complicated check-in system. He thought relying on paper files slowed the clinic’s processes.

Beginning in spring semester, he elevated his volunteerism in a profound way. Rangnekar is majoring in business analytics and pre-dentistry through UT’s Haslam Scholars Program, which awards each of its scholars a $5,000 grant for co-curricular travel or research. Rangnekar used his award to buy computers for the clinic and is training others to use free open-source electronic medical records software to schedule patient visits, track inventory, coordinate interaction with the lab, and perform other tasks.

Varun Rangnekar does volunteer work at the East Knox Free Medical Clinic in the Magnolia Ave United Methodist Church. According to Dorothy Davison, the clinic coordinator, the clinic still uses paper patient records but Rangnekar’s system has expedited registration and movement through the clinic.

“Now we know whether they are an existing patient and when they were last here, and then we can pull their chart and have their demographics,” Davison explained. “It’s made it much faster.”

The computers have also enabled the clinic to quickly retrieve lab results over the internet, cutting a task that once could take hours down to minutes. Yet Rangnekar’s contributions go deeper than donating equipment and training others. For his Haslam Scholars research project, he is applying his business analytics and statistics training to gather data on the clinic’s processes and gauge ways to streamline its workflows.

“When I first came in, I was just a basic volunteer, but I started to see ways the processes could be improved,” Rangnekar said. “At first, I just wanted to reduce patient wait times. But these computers allow us to do more, like collect data on how many medications patients have so when they need to refill them we don’t run out.”

Davison said Rangnekar used data analysis to identify the clinic’s peak busy times so they can call for volunteers based on anticipated patient volume.

“As we collect this data,” Rangnekar said, “we will start seeing more trends, allowing the clinic to adapt to them and better meet the patients’ needs.”

Purkey, who is also a physician with UT Medical Center, said, “Varun has already improved the efficiency of the clinic.”

Rangnekar hopes his analysis of the new technology’s impact will offer other volunteer clinics a path to improving patient care without substantial financial outlays or steep learning curves.

“For small grassroots clinics that don’t have a lot of funding, my goal is to show that making the investment early to purchase computers will definitely result in future gains,” Rangnekar explained. “Those small pieces of technology can have a huge impact.”

Bogdan Bichescu, a business analytics and statistics professor and Rangnekar’s project advisor, agrees that the project could encourage smaller health care operations to use open-source software to streamline their processes—something that large health care systems spend millions of dollars to do. He also praised his student for putting his research funding toward the community’s benefit.

“Varun is using the hardware and free software to standardize procedures, document processes, build workflows, and then digitize the entire process,” he said. “His research can serve as an example to other clinics wondering, ‘How can we do this?’ Varun is showing how they can.” – Scott McNutt
I am extremely grateful for this scholarship because I have a genetic lung disease called cystic fibrosis. I feel so privileged to attend college because many of my friends with cystic fibrosis did not have the opportunity. Their memory is the fuel that pushes me to work hard in school. Medical bills mean my education is solely dependent on scholarships. Because of you, I am living my dream of attending the University of Tennessee, Knoxville. I am truly thankful.”

Your gifts are transformational.

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March 1: Priority deadline for domestic students

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