

HASLAM



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

MAGAZINE
Volume 13, Issue 2

HEATH WILSON
UNPLUGS WITH
STARTUP ARO

IS CROSS-LICENSING
THE ANTI-COMPETITION
BOOGEYMAN?

LARRY PRATT

**Beyond His
Comfort Zone**

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LARRY PRATT

Beyond His Comfort Zone

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ENTREPRENEURSHIP IS A MIX of science and art. It combines actions of discovery, creation, and calculated risk-taking with qualities such as tenacity, diligence, and influence. Whether its form is that of bringing something new to the marketplace or providing an existing good or service in a more efficient (e.g., lower cost, more effective) way, an entrepreneurial mindset of passion, skill, confidence, and hard work is fundamental to success. In this issue we highlight some of our own entrepreneurs, as well as those whose passion and dedication to business and our students have made them admired examples of the Volunteer spirit.

Larry Pratt (HCB, '73) began his journey in Athens, Tennessee, before becoming the first in his family to earn a college degree. After a successful stint in the US Army, he took a commission-based position with a mortgage bank in Nashville. Pratt earned enough in that job to purchase a clothes dryer for his mother, a luxury the family had never had while he was at home. Several years later, with knowledge gained in the field, he founded First Savings Mortgage Corporation in Washington, D.C. His company now employs more than 200 and has closed \$50 billion in loans since its inception. His secret? Putting people first.

Another alumnus, Heath Wilson (HCB, '96), led a financial tech startup for nearly two decades before selling his interest and beginning a project even closer to his heart: an app and phone system aimed at rewarding families for spending more time together, sans devices. Wilson says he's "wired" to be an entrepreneur and while thinking about what people need most, he realized that nearly everyone is struggling to engage in person and offline. His new Aro app and gamification system helps break the compulsion to pick up electronics by putting phones out of site and out of mind in a deliberate way so that families and partners can focus on one another rather than mindless scrolling.

Finally, this issue also gives space to celebrating the passions and dedication of former dean C. Warren Neel, who died in March after a decades-long career in higher education. Neel's commitment to business students, to the Haslam College of Business, and to the Neel Corporate Governance Center, which was named in his honor, cannot be overstated. In his many roles as thought leader, administrator, state commissioner, husband, and friend, he served as a motivator and a role model to a generation of his peers and students. May we all continue to be inspired by his example to make a difference in our communities.

My kindest regards,

Stephen L. Mangum
Dean and Stokely Foundation Leadership Chair
Haslam College of Business

HASLAM MAGAZINE

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

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Council



AS A PROFESSIONAL SCHOOL, the Haslam College of Business at the University of Tennessee, Knoxville, must keep in touch with the world in which its graduates will function. One important avenue for maintaining this contact is the Dean's Advisory Council.

Since its formation in 1975, this council has played an increasingly vital role by developing plans and strategies to guide the college's future. The advice and insights of these leaders have proven invaluable to the college as it strives to improve its reputation as a national leader in business education.

These professional and business executives meet with the deans and faculty each year to discuss current business issues. Through the years, this continuing dialogue has shaped the college's choices of action in order to improve its response to the current issues and the anticipated demands of the market.

The Deans and Executive Committee of the Haslam College of Business thank each member, past and present, for their service and devotion to the college.

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Global Supply Chain Institute

(Haslam Research Publication)
January 29, 2023

“Companies’ desires to achieve greater supervision and control over their supply chains are heightened in the post-pandemic business environment, and are understandable when one considers the business disruptions that have occurred. Whether driven by internal needs for increased control, by customer directives, or by the need to become compliant with emerging regulations, companies are aggressively seeking ways to achieve higher levels of visibility, traceability, and transparency for materials and finished goods, as well as the actors that facilitate their movement through supply chains.”

Chad Autry, associate dean for research and faculty, Myers Distinguished Professor of Supply Chain Management, and R. Stanley Bowden II Faculty Research Fellow, and **Thomas Goldsby**, professor, Dee & Jimmy Haslam Chair in Supply Chain, James A. & Natalie Haslam Faculty Fellow, and co-faculty director, Global Supply Chain Institute, on companies’ attempts to increase their supply chain visibility, traceability, and transparency.

Forbes

January 26, 2023

“Demonstrating a clear commitment to transparency during something as crucial as contract negotiations will go a long way in building accountability, establishing trust in the business relationship, and setting appropriate expectations for the future.”

Kate Vitasek, Global Supply Chain Institute distinguished fellow, on how the “ideal room” experience can make or break contract negotiations.

Uken Report

January 17, 2023

“Tax rates and other state-level tax policies certainly influence business startup and location decisions, but the latest research suggests that other issues are at least as important. Business owners care more about access to suppliers and markets, transportation and communications infrastructure, amenities like parks and good schools for their employees, and supportive business policies other than taxes.”

Don Bruce, Distinguished Professor and director, Boyd Center for Business and Economic Research, on the extent to which state policies influence decisions about where to start a new business.

European Business Review

January 11, 2023

“Our [program] provides students with broad knowledge of how to manage, plan, source, make, and deliver operations as an integrated system and gives them the senior leadership skills in strategy and financial management to use their knowledge to guide the firm toward a successful future.”

Ted Stank, Harry J. & Vivienne R. Bruce Chair of Excellence in Business, co-faculty director of the Global Supply Chain Institute, and Haslam Family Faculty Research Fellow, on how supply chain management students can best prepare to enter the workforce.

National Association of Corporate Directors (NACD) BoardTalk blog

December 14, 2022

“One thing we saw is that there are two types of audit committees out there. There are those clinging to the [US Securities and Exchange Commission]’s bare minimum rules and who have a ‘check the box’ mentality. Then there are those who are going beyond these rules and disclosing important information about their work that investors want to know.”

Lauren Cunningham, Keith Stanga Professor of Accounting, Cheryl Massingale Business Faculty Scholar, and director of research, Neel Corporate Governance Center, on the evolving role and best practices of the audit committee.

Salon

December 8, 2022

“While it is an unpopular strategy, it helps when retailers place purchase quantity limits on consumers at the store shelf. In the longer term, state and federal governments can choose to get involved, if they wish, by providing purchase commitments to manufacturers and distributors that would encourage suppliers to make the big investments required to up their capacity.”

Thomas Goldsby, professor, Dee & Jimmy Haslam Chair in Supply Chain, James A. & Natalie Haslam Faculty Fellow, and co-faculty director, Global Supply Chain Institute, on how policy makers can prevent consumers from hoarding products, such as children’s pain relievers, in the face of a shortage.

Inside Higher Ed

November 29, 2022

“As we move from lower-income to higher-income areas, we don’t see a proportionate increase in lottery sales. Lower-income areas purchase a disproportionate amount of lottery tickets.”

Celeste Carruthers, William F. Fox Distinguished Professor of Labor Economics and Haslam Family Faculty Fellow, on how lottery-funded scholarship programs often end up hurting the people they’re intended to help.

The Wall Street Journal

November 28, 2022

“Retail isn’t a high-margin business, and a large part of that are the costs that go into things like returns. Too many companies are not measuring the cost that they’re spending on reverse logistics.”

Alan Amling, distinguished fellow, Global Supply Chain Institute, on how the growing trend of customer returns affects retail companies’ bottom line.

Bloomberg

May 5, 2023

“Our department head saw the writing on the wall that data was going to be at the center of everything we do.”

Missie Bowers, Beaman Professor in Business in the Department of Business Analytics & Statistics, on Haslam being the first business school to enroll students in an analytics master’s program.

Harvard Business Review

May 3, 2023

“If customers are asking for different things, the place to get out ahead of that often is not at the salesperson level but at the procurement group level. They’re the ones that are going to be able to enact a change.”

Chad Autry, associate dean for research and faculty, Myers Distinguished Professor of Supply Chain Management, and R. Stanley Bowden II Faculty Research Fellow, on how organizations can better serve the nuances of customer demand.

The Conversation

April 24, 2023

“It isn’t necessarily that the maritime industry doesn’t want to go the direction of cleaner fuels. But their assets—their fleets—were purchased with a long lifespan in mind, and alternative fuels aren’t yet widely available.”

Don Maier, associate professor of practice in the Department of Supply Chain Management, on the pressure to reduce heavy fuel use in the shipping industry and the challenges the industry faces to answer that call.

Tennessee Ledger

April 7, 2023

“Especially when things are tight and business might be facing a recessionary type of environment, are they expecting more out of fewer employees? Are you getting enough productivity out of the employees? And if you’re expecting 10 hours a day, are you really getting the productivity for those extra two hours?”

Jennifer Rittenhouse, assistant professor of practice in the Department of Management & Entrepreneurship, on questions employers should consider when implementing a four-day workweek.

WalletHub

February 2, 2023

“You have to do your homework to find the lowest cost to borrow. This means considering the interest rate and any additional costs like origination fees. Additionally, you need to find out what the late penalties will be, and if you expect to have issues repaying (which probably means this is a bad idea unless you have no other choices) or have a history of accidentally missing payments, then late penalties are worth baking into your estimated cost to borrow.”

Ryan Farley, clinical assistant professor of finance, on personal loans for borrowers with a 600 credit score.



C. Liu

Two faculty project teams received \$4,500 each in research grants from the Applied Supply Chain Collaborative (ASCC): **ChuanRen Liu** and **Yuanyang Liu**, for their construction of an AI-based index approach to work design, and **Annika Abell** and **Ruta Ruzeviciute**, for their study of how product portioning impacts retail sales.



Y. Liu

COLLEGE-WIDE



Abell



Ruzeviciute

BOYD CENTER FOR BUSINESS & ECONOMIC RESEARCH



Carruthers

“Earning to Learn: Working While Enrolled in Tennessee Colleges and Universities,” co-authored by **Celeste Carruthers**, was published by the American Educational Research Association’s *AERA Open*.



Kessler

Larry Kessler’s co-authored paper, “Optimizing Substance Use Treatment Selection Using Reinforcement Learning,” was published by the Association for Computing Machinery’s *ACM Transactions on Management Information Systems*.



Harris

“The Hazards of Unwinding the Prescription Opioid Epidemic: Implications for Child Maltreatment,” co-authored by **Matt Harris** and **Larry Kessler**, was published by the *American Economic Journal: Economic Policy*.

College-Wide Awards

Haslam’s annual award reception took place on May 10. The following outstanding faculty were recognized in specific award categories:

Staff Award for Superior Customer Responsiveness: **Laura Watts (Business Analytics & Statistics)**

Staff Award for Innovation and Creativity: **Beth Weissmueller (Economics)**

Tim Williams Staff Award for Professionalism: **Elizabeth Ferguson (Accounting & Information Management)**

GEE Staff Excellence Award for Outstanding Service: **Ashley Sams** and **Laura Williams**

GEE Staff Excellence Award for Outstanding Results: **Izabela VanDeest**

GEE Staff Excellence Award for Outstanding Innovation: **the Data, Admissions, Recruitment and Technology (DART) team** of Taylor Brewster, Darren Purkey, Billy Topley, and Cole Turner

GEE Staff Excellence Award for Outstanding Teamwork and Collaboration: **Erica da Silva**

George Miller Jr. Award for Lifetime Achievement in Executive Education: **Bill Peterson**

Richard Sanders Faculty Leadership Award: **Nancy Scott**

Allen H. Keally Award for Teaching Excellence: **Annika Abell (Marketing)**

Outstanding Doctoral Student Researcher Award: **Ashley Roccapiore (Management & Entrepreneurship)**

Outstanding Doctoral Student Teacher Award: **Ace Beorchia (Management & Entrepreneurship)**

Richard C. Reizenstein Outstanding Commitment to Students Award: **Amelia Hart (Accounting & Information Management)**

Rising Star Research Award: **Alex Scott (Supply Chain Management)**

Vallett Family Outstanding Researcher Award: **Jonathan Hasford (Marketing)**

Diversity and Inclusion Award: **Lauren Cunningham (Accounting & Information Management)**

Martin and Carol Robinson Excellence in Teaching, Research, and Service Award: **Wenjun Zhou (Business Analytics & Statistics)**

Bank of America Faculty Leadership Award: **Lauren Cunningham (Accounting & Information Management)**

Volunteer Spirit Award: **Trinity Douglass (Economics) and Kelly Hewett (Marketing)**





“Rationality in the Entrepreneurship Process: Introduction to the Special Issue,” co-authored by **Melissa Cardon**, was published by the *Journal of Business Venturing*. Also, Cardon won the 2023 Provost Award for Research and Creative Achievement.

UT Provost John Zomchick, Melissa Cardon.



Williams



Hymer



Arwine



Lumpkin



Samba



Munyon



Jones

MANAGEMENT & ENTREPRENEURSHIP

David Williams has been named the Ergen Professor in Business.

“Pushing Back Against Power: Using a Multilevel Power Lens to Understand Intersectionality in the Workplace,” co-authored by **Sherry Thatcher, Christina Hymer**, and **Becca Arwine**, is in press at *Academy of Management Annals*.

Visiting senior research associate **Tom Lumpkin** received the Lifetime Influence and Impact Award from the Family Enterprise Research Conference (FERC).

Codou Samba was elected representative-at-large for the Strategic Management Society’s Strategy Process Interest Group.

Rice Business Wisdom featured, “The Impact of Strategic Dissent on Organizational Outcomes: A Meta-Analytic Integration,” a paper co-authored by **Codou Samba** that was published by the *Strategic Management Journal* in 2018.

Tim Munyon co-authored papers in press at the *International Journal of Logistics Management*, *Academy of Management Review*, and *Organizational Dynamics*.

“Navigating the Highs and Lows of Entrepreneurial Identity Threats to Persist: The Countervailing Force of a Relational Identity with God,” co-authored by **Jessica Jones**, is forthcoming in the *Journal of Business Venturing*.

Sherry Thatcher is now the Regal Distinguished Professor. She represented the Department of Management and Entrepreneurship at two events associated with the Australian Centre for Entrepreneurship Research Exchange (ACERE) Conference at the University of Queensland in Brisbane. Thatcher was also a speaker at the Africa Academy of Management at the German University of Cairo in Cairo, Egypt, where she spoke about publishing and worked with potential authors at a paper development workshop.



Sherry Thatcher (second from left) in Cairo.



C. Warren Neel, former dean of the Haslam College of Business, passed away on March 23, 2023, at the age of 85. Neel joined the Department of Management in 1969, became an associate dean in 1974, and went on to serve as dean from 1977 to 2002. In 2003, Neel returned to UT and established the Corporate Governance Center. He served as the center’s director from 2003 to 2013, and it was renamed the Neel Corporate Governance Center in his honor in 2014. See story on page 32.

NEEL CORPORATE GOVERNANCE CENTER

The Neel Corporate Governance Center welcomed **Chris Hadorn**



Hadorn

(HCB, '81), global payments expert and retired KPMG partner; Shameek Konar, Pilot Company CEO; Sosseh Prom, state policy manager for African Communities Together (ACT); and Steven Ward, Deloitte climate data scientist and ESG services professional, for its Distinguished Speaker Series.



Konar

Lauren Cunningham and her co-authors from Virginia Tech’s Pamplin College of Business wrote a Columbia Law School Blue Sky Blog post based on their paper, “Audit Committee Disclosure Evolution: Evidence from the Field.”



Prom

Neeraj Bharadwaj joined the Neel Corporate Governance Center as a research fellow. He has presented at numerous conferences related to environmental, social, and governance (ESG) issues.



Ward

“Do Words Have Power? Shareholder Communication through Proxy Exempt Solicitations,” co-authored by **Tracie Woidtke** and PhD student **Dipesh Bhattarai**, was a finalist for best paper at the 2023 Weinberg Center/ECGI Corporate Governance Symposium at the University of Delaware. The paper was also presented at the 2023 Financial Intermediation Research Society Conference in Vancouver.



Woidtke

“Director-Specific Quality: Does it Matter?” by **Matthew Serfling, Tracie Woidtke** and PhD student **Dipesh Bhattarai** was featured on the Columbia Law School Blue Sky Blog and was presented at the Financial Markets and Corporate Governance Conference, Eastern Finance Association Annual Meeting, and 16th Annual Drexel Corporate Governance Conference.



Bhattarai

SHERRY M.B. THATCHER

Insight and Intention

Being bullied as a child is a formative experience. As Sherry Thatcher found, it can shape your future.

“I grew up on the small island of Kauai in the Hawaiian Islands, where I experienced my childhood and young life as a minority,” Thatcher explains. “I had a number of experiences with bullying and harassment, which made me want to understand why some people were fine to accept me how I was, and others weren’t—just because of the color of my skin. Having experiences where it’s because of your race makes you think about the world differently.”

These experiences ultimately led Thatcher to develop an interest in diversity, as well as in traveling the world to better understand other people and cultures. She was particularly drawn to Asian countries and studied abroad in Japan and Korea before being awarded a Watson Fellowship.

Fieldwork stints in Hong Kong, Thailand, and Singapore followed. After earning a degree in international business from the University of Hawaii, Thatcher landed a job through the university’s Pacific Business Center Program. “I worked in Micronesia as a nonprofit consultant helping indigenous populations start small businesses,” she says. “I really enjoyed the training parts of my job.”

Thatcher’s experience working in Micronesia motivated her to earn an MA in management, as well as a PhD

in organizational behavior, from The Wharton School at the University of Pennsylvania. In the process, she became interested in researching how diversity can improve group dynamics, leading her to study team-based faultlines.

Faultline theory suggests that moderately diverse teams tend to form subgroups around attributes such as age, gender, or race, and are more prone to bias and conflict. “For managers, it’s not just about diversity in terms of numbers,” Thatcher says. “It’s also about understanding the alignments and structures within that configuration.”

As a leading expert in team faultlines, Thatcher is widely published and respected. She currently serves as editor-in-chief of the *Academy of Management Review*, a top-ranked management journal. She is also a highly sought-out presenter for conferences around the world.

In January 2022, Thatcher was invited to speak at Haslam, where she received positive feedback and came away with a vision of expanding opportunities at the college. That fall, she joined Haslam’s Department of Management and Entrepreneurship as the Skinner Professor of Business. This May, Thatcher was named the Regal Distinguished Professor.

Through continued efforts to minimize group conflict, Thatcher turns childhood experiences and her passion for diversity into a benefit for various teams.

“What I want people to remember me by is intentional inclusion and intentional travel, trying to understand the world, how people work, and how we can work better together,” she says. “I feel like every choice I’ve made and everything I’ve done has that thread attached.” ●

Thatcher at home in Farragut surrounded by keepsakes from time spent abroad, including a pair of Hawaiian needlepoints she crafted while in Thailand.

Learning Through Immersion: The New Undergraduate Degree in International Business

With the growth of globalization, international business is an increasingly important facet of the business world. For students interested in the concept, the Haslam College of Business at the University of Tennessee, Knoxville, now offers an immersive experience in language learning, cross-cultural business, and communications: the new undergraduate degree in international business.

Haslam's new major is the inverse of the Language and World Business (LWB) degree offered by the College of Arts & Sciences.

Students in the Haslam international business program are required to double major in international business and another of the college's eight majors. They must also complete an advanced foreign language collateral—at least nine hours of language instruction at the 300 level and above. Finally, international business students study abroad for a full semester, preferably in an exchange program with a local university where they can be fully engaged in the culture and language of their chosen destination. Sara Easler, assistant dean for international programs and partnerships, says, "This is a business degree with a strong language and cross-cultural component. It really doubles down on language proficiency and the ability to adapt to another culture for a longer period of time."

Easler and her colleagues saw a market for the new degree within Haslam's existing undergraduate population where there are typically 80 or more language minors at any time. "Those students are really interested in being able to live and work abroad," Easler says. "While English is the language of business, adapting to a culture and building relationships will always require knowing the local language."

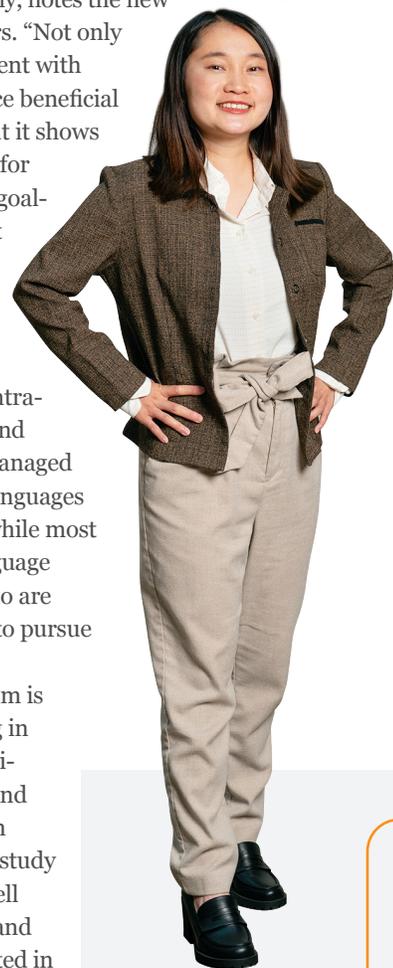
The international business program

will put graduates in a strong position to pursue an international business career, Easler says. "When we were asking companies whether they would be interested in hiring graduates with this type of degree, many said yes. [They also said] the program's rigorous requirements demonstrate what kind of workers they will be. These graduates will be prepared for success, and companies will not have to train them in language and cultural sensitivity."

Emma Bexon (HCB, '17), a senior operations manager at Procter & Gamble (P&G) who recruits Haslam graduates for the company, notes the new degree's attractions for employers. "Not only is the foreign language requirement with extended study abroad experience beneficial in the current business world, but it shows great dedication. P&G is looking for candidates who are diligent and goal-oriented, which this requirement demonstrates."

Ten students comprise the degree's first cohort, representing six different business majors and four language concentrations: Spanish, French, Italian, and Japanese. "Out of the gate, we managed to get a lot of diversity, both in languages and majors," says Easler. "And while most of the students were already language minors, we're drawing others who are willing to fulfill that component to pursue the degree."

One student in the new program is Brayden Conn, a junior majoring in economics and international business with a collateral in French and a minor in political science. Conn started his freshman year with a study abroad in Costa Rica, where he fell in love with international travel and learning how business is conducted in other cultures. He did another study abroad in Italy in 2023 and looks forward to spending a semester in



Bottom row, L-R: Amaree Moss, Hannah Moore, Maggie O'Hara; **middle row, L-R:** Sophia Cusack, Morgan Simpson, Marissa Maurer; **top row, L-R:** Olivia Wolford, Harrison Mullaney, Emily Keaton.



Under the direction of distinguished lecturer **Mark Collins**, the inaugural class of Haslam's newly established MS in Marketing program graduated on May 17. Members of the inaugural cohort were: **Sophia Rae Cusack, Emily Elizabeth Keaton, Marissa Grace Maurer, Hannah Grace Moore, Amaree Juliette Moss, Harrison Mullaney, Maggie O'Hara, Morgan Suzanne Simpson, and Olivia Wolford.**

France as part of the international business degree program next year. "I think the language and immersive study abroad experience will add so many layers to what I'm able to do," says Conn. "While much of today's business world is global, not everyone is able to communicate and understand on a lingual and cultural level."

Junior Jada Tun is another member of the first international business cohort. Her second major is in marketing and her language of study is Japanese. Some of Tun's extended family members are Japanese, so she views learning the language as part of reconnecting with her heritage.

Tun looks forward to studying abroad in Japan and putting her skills into practice. "Sitting in a classroom and learning a language is nothing compared to being in the country and actively using it," she says. "I think it's important that the Haslam program requires an entire semester in a university—not just an international center where everyone else speaks English. This way, you're learning alongside local students and actually immersed in the culture." ●

MARKETING

In the University of Texas at Dallas' Top 100 Business School Research Rankings™, released in April, Haslam's marketing department climbed 18 spots to No. 37 among US public institutions for publications in the *Journal of Marketing*, *Journal of Consumer Research*, *Marketing Science*, and *Journal of Marketing Research*.

Rankings



Hewett

Kelly Hewett, Stephanie Noble, and **Neeraj Bharadwaj** were invited to participate in the prestigious AMA-Sheth Foundation Doctoral Consortium as Distinguished Faculty Fellows.



Noble

Stephanie Noble was named the Nestle USA Professor in Business. She also won the American Marketing Association (AMA) Retail and Pricing Special Interest Group (RAPSIG) Best Service Award. Additionally, AMA RAPSIG announced the endowment of the Noble/Grewal/Gundlach Mentoring Award. **Riley Krotz** (PhD, '21) endowed the award in honor of his mentors, including Noble. **Noble** co-authored, "From Homo Sapiens to Homo Superior? Wearable Robotics as the Platform for Transhumanist Marketing," published by the *Journal of the Academy of Marketing Science*.



Bharadwaj

Neeraj Bharadwaj was named the Proffitt's Professor of Marketing.



Hasford

Jonathan Hasford was named the Horne Professor in Business.



Zablah

Alex Zablah represented the Haslam College of Business in the

inaugural, year-long Chancellor's Leadership Academy.

"Sustainable Innovation: Additive Manufacturing and the Emergence of a Cyclical Take-Make-Transmigrate Process at a Pioneering Industry-University Collaboration," co-authored by **Neeraj Bharadwaj**, was published in the *Journal of Product Innovation Management*.

Jules Morris' chapter, "Be a Digital Marketing Hero," appeared in *The Most Amazing Marketing Book Ever* by Mark Schaeffer and Friends.

"Examining Post-Purchase Consumer Responses to Product Automation," a paper co-authored by **Leah Smith** (PhD, '20), **Alex R. Zablah**, **Heath McCullough** (PhD, '18), and **Mohammad "Mike" Saljoughian** (PhD, '22), was published in the *Journal of the Academy of Marketing Science*.

Tyler Milfeld (PhD, '22), **Dan Flint**, and **Alex Zablah** had their paper, "Riding the Wave: How and When Public Issue Salience Impacts Corporate Social Responsibility Advertising," published in the *Journal of Advertising*.

Jada Tun

MAJOR: IB and Marketing
FOREIGN LANGUAGE COLLATERAL: Japanese
TRAVEL PLANS: Japan

Brayden Conn

MAJOR: IB and Economics
FOREIGN LANGUAGE COLLATERAL: French
TRAVEL PLANS: France, likely Marseilles or Bordeaux

The **Marketing and Sales Skills Lab** opened in the spring. Designed to provide students with experiential learning opportunities, the lab supported the launch of the department's inaugural, on-campus sales internship class in collaboration with Axle Logistics. The skills lab will expand its operations in the 2023-2024 academic year, partnering with industry collaborators to bring one-of-a-kind learning opportunities to students.





In the **U.S. News and World Report 2024 Best Graduate Business Schools specialty rankings**, Haslam's supply chain management graduate coursework ranked **No. 3 among public institutions** (No. 4 nationally). This marks the ninth consecutive year the supply chain graduate coursework has placed in the top 10.

Rankings

This spring, UT was the top contributor to the 2021 *Decision Sciences* journal impact score increases. **Chris Craighead's** co-authored paper, "Pandemics and Supply Chain Management Research: Toward a Theoretical Toolbox," was the top paper driving the impact score.

SUPPLY CHAIN MANAGEMENT



After 20 episodes, **Tennessee on Supply Chain Management**, the supply chain podcast hosted by GSCI co-faculty directors and professors **Ted Stank** and **Tom Goldsby**, reached 10,000 downloads in April, placing it among the top supply chain management podcasts (**#17 of 70 ranked by FeedSpot**). Among its more popular episodes are:

Episode 04: Is LEAN Dead?

Episode 13: Delivering Hope for the Supply Chain Marathon with Pfizer VP, Michael Ku

Episode 15: How to Build a More Sustainable Supply Chain with Philips' Jeff DiLullo

Episode 09: Trucking and Transportation: What You Need to Know

Episode 14: Are Automation and Digitalization the Future of Supply Chain?

SUPPLY CHAIN FORUM

The Global Supply Chain Institute's **26th Supply Chain Forum** ran April 25-27, 2023. The highest attended forum yet, more than 276 professionals from 66 basic and premium Supply Chain Forum partner companies attended. In addition, 360 Haslam students attended (undergraduate supply chain, MBA, MS SCM Online, EMBA-GSC) to participate in networking, roundtables, and other sessions. **The next forum takes place from November 7-9, 2023.** ←

CAREER READY CERTIFICATION

The department launched the new **Supply Chain Career Ready Certification** to assist freshmen and sophomores in gaining supply chain management experience early in their college careers. A total of 15 students completed the program this spring and more than 50 additional students are currently enrolled in the program.



Autry

Chad Autry, associate dean for research and faculty, has been named the Myers Distinguished Professor of Supply Chain Management.



Bell

Department head **John Bell** is now the John "Red" Dove Professor of Supply Chain Management.



Eckerd

Stephanie Eckerd has been appointed the FedEx Supply Chain Professor.



Saunders

Lance Saunders has been named the Jerry and Suzanne Ratledge Professor of Supply Chain Management.



Scott

Alex Scott is now the Gerald T. Niedert Professor of Supply Chain Management.

Supply Chain Management Finance Academy

The department is launching a **first-of-its-kind, eight-week Supply Chain Management Finance Academy** in the fall. Designed by **Joe Buckley**, CPA, lecturer and director of executive education for supply chain management, the Supply Chain Management Finance Academy (SCM FA) provides managers, directors, and high-potential employees a financial foundation for making decisions with impact across the supply chain. **The SCM FA is currently enrolling students;** the academy begins September 11 and concludes November 3.

GRADUATE & EXECUTIVE EDUCATION



Amy Cathey was recently appointed associate dean for Graduate and Executive Education. She will oversee Haslam's growing portfolio of master's programs, including MBA and executive MBA programs, specialty master's programs, and non-degree executive education programs.

In March, the Haslam College of Business Office of Diversity and Community Relations (ODCR) hosted the **Business School Diversity, Equity, and Inclusion (DEI) Collaborative's inaugural conference**. The conference drew representatives from 125 universities, including multiple presenters who argued that including DEI goals in organizational plans is a smart move for institutional success.

OFFICE OF DIVERSITY & COMMUNITY RELATIONS

Also in March, ODCR hosted its eighth annual **Women in Business, Entrepreneurship, and Leadership Summit**, which focused on the theme of "Knowing Your Leadership Superpower." The event drew more than 100 students, faculty, and staff.

In late 2022, ODCR held another installment of its **"Safety Series,"** which included several components informing the campus and external communities about important safety topics. Henry Louis-Taylor Jr., professor of Urban and Regional Planning and director of the Center for Urban Studies at the University at Buffalo School of Architecture and Planning and associate director of the University at Buffalo Community Health Equity Research Institute, was the speaker. Louis-Taylor Jr. presented the lecture, "The Challenge of Public Safety in the Age of Urban Violence: Lessons Learned from Buffalo." He later led a panel that included law enforcement officers and UT administrators, which focused on sharing perspectives on ways to reimagine community safety. The event was planned under the guidance of **Clarence L. Vaughn III**, director of ODCR, and **Javiette Samuel**, UT's assistant vice chancellor for Diversity and Engagement and director of Community Engagement and Outreach.

INTERNATIONAL BUSINESS

In May, **Sara Easler** gave two presentations titled "Staffing Up: Strategic Recruiting and Hiring" and "The Great Resignation: Inclusive Job Motivation and Retention Strategies" at the NAFSA Annual Conference in Washington, D.C.



Lynn Youngs stepped down as executive director of the Anderson Center. Youngs plans to focus on the college's leadership role in UT's name, image, and likeness (NIL) education, as well as on operations of the **Anderson Center Business Accelerator**. He will continue to teach as a senior lecturer in the **Department of Management and Entrepreneurship**. His successor as executive director has not yet been named.

ANDERSON CENTER FOR ENTREPRENEURSHIP & INNOVATION



The spring Vol Court speaker series culminated in a pitch contest in which **Peace of AI**, an in-home security system that uses artificial intelligence to detect when someone has fallen, received the first-place prize of \$1,500. **Chock-It**, a trailer chocking system, took second place and \$1,000. **Elev8 Hydro** (later renamed Elevate Hydro), a pumped storage solution, placed third and received \$500.



GRAVES BUSINESS PLAN COMPETITION

The spring Graves Business Plan Competition awarded a total of \$20,000 in funding to student start-ups **KnoxBots**, **@shamelessclout-chaser**, **Elevate Hydro** (formerly Elev8 Hydro), **Holy Grail Pillows**, **Chock-It**, and **Shoe Riz**.

Clockwise from top left: VolCourt winners Blake Norris, Josie Rich, Kyle Weiss; Boyd Venture Challenge winners Alexandria Carter, UT System President Randy Boyd, Zain Zitawi, Wesley Pitts; ACEI Research Fellows Jessica Jones, Alex Miller, Joan Heminway, Brian Krumm, Myra Loveday (not pictured: Don Bruce, David Williams); and Graves Business Plan winners Blake Norris, Kyle Weiss, Wesley Pitts, Max Thompson, Mariah Laux, MacKenzie Haba.

In January, the Haslam College of Business and the Anderson Center for Entrepreneurship & Innovation (ACEI) welcomed the inaugural class of the **Franchise Certification program**. The program's comprehensive curriculum includes knowledge of the franchising industry to determine its viability as a business/career option, best practices for operating a franchise business, insight from franchise industry professionals, and networking opportunities with other students interested in the industry.



BOYD VENTURE CHALLENGE

Student-run companies **KnoxBots**, **MNM**, and **ZNAKICKS** were awarded a total of \$30,000 in seed funding in the annual Boyd Venture Challenge.



The Anderson Center launched the **ACEI Research Fellows**, aimed to foster dialogue between academics and practitioners about the challenges entrepreneurs face and how researchers can better understand, study, and help to alleviate those challenges. Appointed through the end of the 2023-2024 academic year, the inaugural ACEI Research Fellows cohort includes: **Don Bruce**, Joan Heminway (College of Law), **Jessica Jones**, Brian Krumm (College of Law), Myra Loveday (College of Education, Health, & Human Sciences), **Alex Miller**, and **David Williams**.



FINANCE

The finance department hosted the sixth annual **“Smokey” Mountain Finance Conference**, hosting eight notable scholars from across North America.



Guernsey

“Classified Boards: Endangered Species or Hiding in Plain Sight?,” a paper co-authored by **Scott Guernsey** and **Matthew Serfling**, was presented at the Society of Financial Studies (SFS) Cavalcade North America Conference at the University of Texas at Austin.



Serfling

Ashleigh Eldemire’s co-authored paper, “Does Homeownership Reduce Wealth Disparities for Low-Income and Minority Households?,”



Eldemire

On May 19, the Department of Economics hosted the first Development Economics in the South Workshop in Gatlinburg, organized by **Ketki Sheth** and **Maria Padilla-Romo**.

ECONOMICS

The Cato Institute featured a write-up of, “Local Labor Market Effects of the 2002 Bush Steel Tariffs,” a working paper by **James Lake**.



Lake

This summer, **Luiz Lima** will present his paper, “Quantile Forecasting with Textual Data,” at the 2023 Annual Conference of the International Association for Applied Econometrics, hosted by the BI Norwegian Business School in Oslo, Norway. Lima will also present his paper at the 28th International Panel Data Conference, hosted by



Lima



Vossler

The Department of Economics hosted the **Midwest International Trade and Economic Theory Meetings** from April 29–30. This conference, organized by **James Lake, Georg Schaur, Matthew Van Essen, Nate Neligh, and Scott Gilpatric**, drew over 80 research economists from around the world.

won the *Review of Corporate Finance Studies (RCFS)* Best Paper Award at the SFS Cavalcade.

Torch Fund Director **Ryan Farley** accompanied 32 Haslam students on a field trip to Charlotte, North Carolina, hosted by the Wealth Enhancement Group and **Larry Carroll** (HCB, '78). Carroll and his wife, Vivian, have funded numerous educational opportunities at Haslam, including the Carroll Torch Fund. **Farley** also received the Dr. John M. Wachowicz, Jr. Outstanding Teaching Award.

Laura Cole was recognized as Faculty Advisor of the Year for her work with the UT Investment Group (UTIG) and Women in Finance (WinFin).

Michael Yates was honored with the Home Federal Outstanding Faculty Award.

Phillip Daves was recognized with the Undergraduate Research Mentor Award.



Farley



Cole



Yates



Daves

the Amsterdam School of Economics in the Netherlands.

Papers co-authored by **Christian Vossler** were published in the *Journal of the Association of Environmental and Resource Economists*, *Proceedings of the National Academy of Sciences*, and the *Journal of Economic Behavior and Organization*.

“Do Export Support Programs Affect Prices, Quality, Markups, and Marginal Costs? Evidence from a Natural Policy Experiment,” co-authored by **Georg Schaur**, was published in *Review of Economics and Statistics*.

“Dual Auctions for Assigning Winners and Compensating Losers,” co-authored by **Matt Van Essen**, is forthcoming in *Economic Theory*.

“Experimental Tests of Rational Inattention,” a paper co-authored by **Nathaniel Neligh**, is forthcoming in the *Journal of Political Economy*.



Schaur



Van Essen



Neligh

FACULTY RESEARCH AND MEDIA SPOTLIGHTS



Seongkyoon Jeong published, “Interfirm Knowledge Sharing for Energy Efficiency,” in the *Journal of Production and Operations Management*.

John-Patrick Paraskevas’ paper, “Does Global Supply Chain Integration Pay-off? The Case of Maritime Shipping Firms,” was accepted into the *Journal of Business Analytics*, which also published his paper, “Supply Chain and Operations Management on the TMT: A Study of Recall Propensity.”

The Conversation US published **Don Maier’s** Q&A article, “Global Shipping is Under Pressure to Stop its Heavy Fuel Oil Use Fast – That’s Not Simple, but Changes are Coming.” Maier is an associate professor of practice who was previously the founding dean of the School of Maritime, Transportation, Logistics, and Management at California State University-Maritime Academy.

John Bell launched a new GSCI blog series, *Raw Materials and Natural Resources in the Supply Chain*, which



Top row, L-R: Seongkyoon Jeong, John Bell, Alan Amling;
Middle row, L-R: John-Patrick Paraskevas, Sara Hsu, Tom Goldsby;
Bottom row: Don Maier, Ted Stank, and Kate Vitasek.

explores the understudied—and often misunderstood—processes for sourcing natural resources used as raw materials by the industries that make the products people buy every day.

Sara Hsu co-authored “Finding Firmer Ground: The Role of High Technology in US-China Relations,” a report for The Carter Center.

Ted Stank was featured in a Q&A with the *European Business Review* about his career and supply chain management’s evolving recognition as a critical business function in, “Supply Chain Management – Greater EVA Potential than Any Other Function.” He was also quoted in *Inbound Logistics’* comprehensive survey of supply chain education’s evolution, “Supply Chain Education Kindles New Skills.”

Alan Amling was quoted throughout the *Supply Chain Dive* article, “Will UPS Workers Strike? What Shippers Should Know About Teamsters Contract Talks,” published on January 30. **Amling** and **Tom Goldsby** produced a newsletter for *Inbound Logistics*, “10 Tips to Navigating the Costliest Stages of the Supply Chain,” about research they conducted on last-mile and reverse logistics for an Advanced Supply Chain Collaborative project. The two also collaborated on a white paper, “Last Mile, Reverse Logistics, and the New World Order in E-Commerce Delivery,” published in May and available for free on the GSCI site.

Since the beginning of the year, **Kate Vitasek** has contributed twenty-five articles to Forbes on leadership and leadership strategy.



Business Analytics graduate coursework made its first appearance in the **U.S. News and World Report 2024 Best Graduate Business Schools specialty rankings**, debuting at **No. 15 among public universities** and No. 38 overall.

Rankings

The department is offering several **customized non-degree offerings** in the areas of **data literacy** and **analytics fundamentals**, with the goal of helping its corporate partners achieve a baseline of analytical competency across all levels of the organizations. Topics in recent custom programs have included **basic statistics**

and **probabilistic thinking, optimization modeling, data visualization, forecasting methods**, and business applications of **machine learning** and **AI**.

BUSINESS ANALYTICS AND STATISTICS

Hands-On Data Engineering with R, Python and PostgreSQL

Michel Ballings
Dirk Van den Poel



Michel Ballings co-authored the book *Hands-On Data Engineering with R, Python and PostgreSQL*.

Paolo Letizia has been named the Ball Corporation Professor in Business. Also, Letizia was invited to serve as the co-chair of the “Sustainability and Corporate Social Responsibility” track at the 2023 Decision Sciences Institute Conference, which will be held in Atlanta in November.



Wenjun Zhou has been named the Sarah Ellen Skinner Professor. **Zhou** was also elected as the President of INFORMS College on Artificial Intelligence. **Zhou** and co-authors published, “Is Blockchain a Cure for Peer-to-Peer Lending?,” in *Annals of Operations Research*.

Gil Souza and co-authors published, “Offset or Reduce: How Should Firms Implement Carbon Footprint Reduction Initiatives?,” in *Production and Operations Management* and, “Carbon Offsetting with Eco-Conscious Consumers,” in *Management Science*.

Tom Huang and co-authors had, “Cross-Licensing in a Supply Chain with Asymmetric Manufacturers,” accepted for publication by *Manufacturing & Service Operations Management*.

Missie Bowers, Bogdan Bichescu, Nana Bryan, Ken Gilbert, and co-authors published, “The Maintenance Conversion Scheduling Problem: Models and Insights,” in *Naval Research Logistics*.

BAS faculty in the media

BusinessInsider spoke to **Mike Galbreth** regarding the business and environmental impacts of consumer returns. → [businessinsider.com/returns-to-retailers-sent-to-landfills-2023-2](https://www.businessinsider.com/returns-to-retailers-sent-to-landfills-2023-2)



Businessweek interviewed **Missie Bowers** about the rapid growth of data science programs in business schools. → [bloomberg.com/news/articles/2023-05-05/data-science-degrees-become-hot-programs-at-business-schools](https://www.bloomberg.com/news/articles/2023-05-05/data-science-degrees-become-hot-programs-at-business-schools)



Mike Galbreth and **Ken Gilbert’s** article, “Meeting Employers’ Needs in the Data Economy,” was featured in *AACSB Insights*. The article describes how business schools can prepare managers for a data-driven future. → [aacsb.edu/insights/articles/2023/03/meeting-employers-needs-in-the-data-economy](https://www.aacsb.edu/insights/articles/2023/03/meeting-employers-needs-in-the-data-economy)

How Does Chat GPT Work?

Charles Liu received the best paper runner-up award for, “Decision Aggregation with Reliability Propagation,” at the 2022 Workshop on Information Technologies and Systems. **Liu** and doctoral student **Harsh Harshvardhan** authored the guidance document, “**How Does Chat GPT Work?**” → harsh17.in/gpt to help readers use Chat GPT to their advantage.



Governments Believe Manufacturers' Cross-Licensing Is Bad for Society, but New Research Says, "Not Always"

Qualcomm, the world's largest supplier of cellphone microchips, requires downstream cellphone manufacturers in its supply chain to cross-license their patents with Qualcomm and its clients. Cross-licensing their patents means the downstream manufacturers must share their patents without restrictions and without reaping royalties.

Cross-licensing has placed the manufacturing giant in the crosshairs of powerful governments. China fined Qualcomm \$975 million for cross-licensing and other "anti-competitive" practices, which it claims harm society. For similar reasons, South Korea, Japan, the European Union, and the United States have either fined or heavily scrutinized Qualcomm. Governments, generally, appear to take a dim view of cross-licensing.

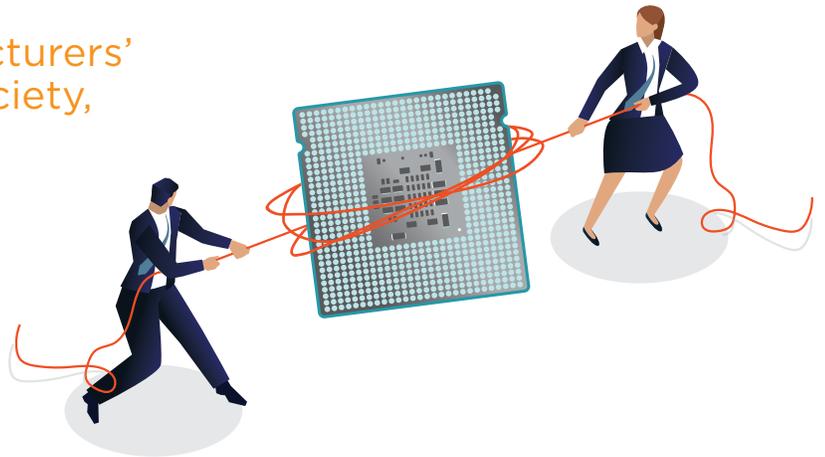
Is Cross-Licensing the Anti-Competition Boogeyman?

Is cross-licensing the threat to competition world governments make it out to be? A new study from a team of researchers, including a faculty member from Haslam, finds that is not always the case.

Tingliang Huang, Amazon Distinguished Professor in Haslam's Department of Business Analytics and Statistics, and his fellow researchers, Jingqi Wang (Chinese University of Hong Kong, Shenzhen) and Junghee Lee (University of Notre Dame), used game theory and analytical modeling to investigate the effects of a supplier requiring its downstream manufacturers to cross-license. Their model accounted for multiple factors, such as downstream firms' relative technical capabilities, pricing, and quantities.

"We don't just look at firms' or consumers' interests," Huang says. "We particularly look at whether cross-licensing deters or encourages innovation, which is a more objective measure."

With the team's findings that cross-licensing can drive innovation, the idea that cross-licensing is against societal good, which some governments argue, is undercut.



If my competitor, who is also in the supply chain, cross-licenses with me to become more innovative, then he can catch up, which may incentivize me to innovate even more. More competition may give stronger incentive to businesses to innovate more."

—TINGLIANG HUANG

Cross-Licensing and Its Unexpected Effect on Competition

Huang says the team intuitively thought cross-licensing would inhibit innovation, in part because smaller manufacturers can free-ride on others' patents. The models, however, showed it is far from that simple. Competition made a difference, for instance.

"If I'm a powerful manufacturer in a supply chain, and my competitor is falling far behind me, the pressure to me is really small, right?" Huang says. "But if my competitor, who is also in the supply chain, cross-licenses with me to become more innovative, then he can catch up, which may incentivize me to innovate even more. More competition may give stronger incentive to businesses to innovate more."

Cross-Licensing's Impact on Society

The value of Huang and his associate's study—the first of its kind, the research team believes—is manifold. Especially important, Huang says, is that the mathematical models should be generally applicable across industries, so other researchers can analyze the impact of cross-licensing in them. For example, in the pharmaceutical industry, Pfizer

ACCOUNTING & INFORMATION MANAGEMENT



Cunningham



Myers



Short

Papers co-authored by **Linda Myers** are forthcoming in the *Journal of Business Ethics* and *Contemporary Accounting Research*. **Myers** gave invited presentations at the 20th ANCAAR Audit Research Forum, Canberra, Australia; Universita Ca'Foscari, Venezia, Italy; Universita del Salento, Lecce, Italy; KU Leuven, Belgium; the University of Melbourne, Australia; Arizona State University; Florida State University; and Texas Christian University. **Myers** was also appointed deputy editor-in-chief at *Contemporary Accounting Research*, accepted another term as editor at *Auditing: A Journal of Practice and Theory*, and helped organize the PhD/New Faculty Consortium for the American Accounting Association's International Accounting Section Midyear Meeting in Las Vegas.

recently signed cross-licensing contracts with smaller firms, so it could be a candidate for study.

The research also finds that Qualcomm and other large suppliers should reconsider the practice of forced cross-licensing.

"This is surprising, but it may not always be in the best interest for Qualcomm to require its downstream manufacturers to cross-license," Huang says. "What is even more surprising is that, when considering upstream supplier Qualcomm's own innovation incentives, cross-licensing is more likely to achieve a higher level of total innovation than without it, despite the free-riding problem. It depends on how the supply chain innovates."

Finally, while governments may have valid reasons to oppose cross-licensing, such as protecting native companies, since the practice can benefit society, they should carefully examine the business environment before opposing cross-licensing for "societal good."

"Cross-licensing in a Supply Chain with Asymmetric Manufacturers," by Jingqi Wang, Tingliang Huang, and Junghee Lee, was published in June in *Manufacturing & Service Operations Management*. ●

—Scott McNutt

Lauren Cunningham led a panel entitled, "Auditing Your Accounting Program: Removing Barriers to Success," at the American Accounting Association (AAA) Auditing Midyear Meeting. She was also the featured speaker for the Institute of Internal Auditors (IIA) East Tennessee Chapter's annual luncheon, the theme of which was "What is the 'G' in ESG? How Internal Auditors Can Help Companies Evaluate and Make Meaningful Disclosures about Corporate Governance."

James Chyz co-authored papers forthcoming in *Management Science*, *Auditing: A Journal of Practice and Theory* and the *Journal of International Accounting, Auditing and Taxation*. Additionally, **Chyz** was asked to serve as associate editor for the *Journal of International Accounting, Auditing and Taxation*.

Ali Vedadi presented his study, "Cyber-Compacency and the Security Downfall: An Empirical Analysis," at the 22nd Annual Security Conference in Las Vegas.

Papers co-authored by **Yuan Li** are forthcoming in the *International Journal of Accounting Information Systems* and *MIS Quarterly*.

"Auditor Style and Common Disclosure Issues: Evidence from SEC Comment Letters," a paper co-authored by **Roy Schmardebeck**, is forthcoming in *Accounting Review*. Additionally, **Schmardebeck** was appointed to the editorial board of *Contemporary Accounting Research* and is a PwC INQUIRES grant recipient.

"Do CFO Outside Directorships Benefit or Harm Home Firm Financial Reporting Quality?," co-authored by **Lauren Cunningham**, **Linda Myers**, and **Justin Short**, is forthcoming in *Accounting Horizons*.

Justin Short presented, "Appointing Audit Committee Directors," a paper co-authored with **Lauren Cunningham**, at the AAA Auditing Midyear Meeting in Austin, Texas, in January. **Short** is scheduled to present the same paper in Helsinki, Finland, at both the 45th Annual Congress of the European Accounting Association and the Journal of Accounting, Auditing and Finance (JAAF) Conference.

"Attracting Female Directors in the US: The Roles of Boards, Executives, and Other Stakeholders," by **Lauren Cunningham** and doctoral student **Laurie Eredia** is forthcoming in the *Journal of International Accounting Research*.



Chyz



Vedadi



Li



Schmardebeck



Eredia



Lee

Jong Lee co-authored a paper, "The Empirical Reality of IT Project Cost Overruns: Discovering a Power-Law Distribution," that was published in the *Journal of Management Information Systems*.



LARRY PRATT

Beyond His Comfort Zone

As a first-generation college graduate from Athens, Tennessee, Larry Pratt (HCB, '73) believes in the power of stepping out of your comfort zone. It's how he became a self-made entrepreneur and founded the highly successful First Savings Mortgage Corporation.



Today, Pratt serves as chairman and CEO of First Savings, the largest mortgage company in Washington, D.C. Under his leadership, the company has grown to employ almost 200 people with some \$50 billion in closed loans.

Working Hard and Discovering a Passion

Growing up in a small East Tennessee town, Pratt learned about the University of Tennessee, Knoxville, from his parents, both of whom were unable to attend college but wanted the opportunity for their children. When Pratt was five years old, his father took him to a UT football game. After that first game, they would attend at least one baseball, basketball, or football game on campus each year, and those experiences formed Pratt's love for the university and its athletics programs.

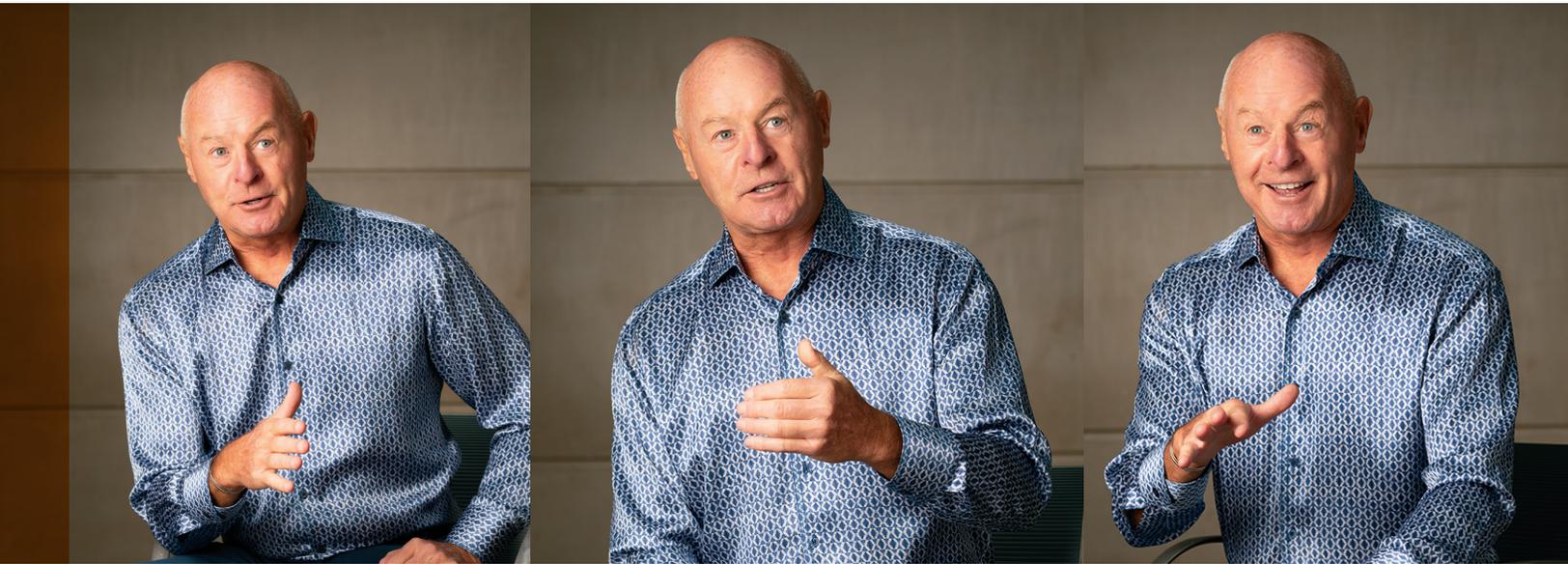
After high school graduation, Pratt briefly attended East Tennessee State University before he was conscripted into the US Army. "Going into the military for a few years was really good for me," he says. "It helped me gain focus." When Pratt left the Army, he transferred to UT where he studied hard while working his way through school.

Despite excelling in his studies, Pratt wasn't sure what he wanted

to do with his business degree. He started working at a local bank while he was still a student and continued there for a short time after graduation. Next, he accepted a job offer at a mortgage banking company in Nashville. Moving to a larger city sounded intimidating, but Pratt decided to challenge himself. He wanted to get out of his comfort zone, to develop and grow, even if doing so might prove difficult. The job ended up providing him with an opportunity to work hard and perform well. Paid on commission, in the first quarter he had earned enough excess income to buy his mother a clothes dryer. "We'd never had one growing up," he says. "That was a big milestone for me."

Over the next decade, Pratt worked for several mortgage companies. His career took him across the country and beyond, where he experienced different cultures and became more comfortable adapting to new situations. "All those jobs gave me

“**W**hen someone says no, I always ask, ‘Why not?’ As an entrepreneur, you can do that.”



Prioritizing People

Early in his career, Pratt worked under a supervisor who took the time to check in with every employee, listen to their concerns, and offer understanding and advice.

Later, when he started First Savings Mortgage, Pratt wanted to follow that mentor's example. From the beginning, he decided to build the company around its people. "We created our organizational chart around each individual's skills," he explains. "If someone can handle the HR department and the marketing department, I can afford to pay them more, they will be challenged more, and it will be harder for another company to hire them away."

That early emphasis on cross-training grew into a culture of healthy growth, support, and professional development for First Savings employees. Pratt regularly hires people for entry level positions with the goal of seeing them move up through the ranks. "We have six managers in our company today who started as receptionists," he says. "For us, taking this approach is a great way to develop talent and earn the loyalty of our people."

experience in various aspects of the mortgage field and broadened my knowledge," he says. "By the time I was in my early thirties, I'd found my passion in mortgage banking."

Finding an Entrepreneurial Foothold in the Mortgage Industry

In 1989, Pratt again stepped outside his comfort zone when he founded First Savings Mortgage Corporation in Washington, D.C., where he'd lived for the previous few years. "I'd never had a desire to run my own company, but after observing the field for years, I felt like I could make a difference if I became a leader," he says. When the company started, Pratt recalls there were more stockholders than employees because he had no money and had to raise funds to get off the ground.

Since then, First Savings has met with exceptional success, becoming the largest private lender in the D.C. market and the number one lender in the district. In the mid-1990s, Pratt was able to buy out First Savings's stockholders. "That was due to the performance of our

Four factors that keep Larry Pratt in the entrepreneurial business: independence, control, creativity, and passion.



employees and the relationships with investors that we'd developed as customers over the years," he says. "It was a satisfying milestone."

Pratt has come to enjoy the independence and control of entrepreneurship. "We can do things how our team thinks best. As an entrepreneur, you can foster creativity and curiosity, not just criticism."

He also loves investing in his employees and seeing them succeed. "We like to hire people with no experience and watch them grow in our company and cross train," Pratt says. "They become highly skilled and are less likely to leave. As a result, we have a high retention rate."

First Savings president Dave Alden, who's worked with Pratt since 1985, is one of the employees who stayed. He's been with the company his entire 38-year career and attributes that longevity to Pratt's leadership. "He's a strong businessman who's extremely fair and always puts people before profits," says Alden. "We've never laid anyone off, even during turbulent financial times."

Pratt's focus on serving his workforce has created a culture of freedom within the organization, says Alden. "He doesn't micromanage, and he's calm and steady in a crisis.

With leadership like that, people come and don't leave." Managers stay with First Savings for an average of 30 years, and employees for 17 years or more.

Investing in Rocky Top

Since the mid-1990s, Pratt has been philanthropically involved with his alma mater, first through a UT Athletics endowment in his family's name. "I felt I was giving back to my parents and my family because UT sporting events held such special memories for us," he says. "That was significant for me."

Pratt also donated \$1 million to the STEP-UP Campaign, gave \$5 million to create the Pratt Pavilion basketball facility, was lead donor on the Larry Pratt locker room renovation, donated \$5 million to the Neyland Stadium project, and created the Harold "Prof" Powers Endowed Scholarship for UT students from McMinn County, Tennessee, where his hometown of Athens is located. In addition, he created the Larry F. Pratt Flagship Endowment for students throughout Tennessee and is currently funding construction of the men's and women's golf fitness center.

Park Hilton Hotel Group president Tom Baltimore, a longtime friend, calls Pratt an extraordinary businessman and an even better person. "He's generous and sincere, and does so much to help many people, but he...doesn't want credit," Baltimore says. "He's an inspiration to me and so many others."

To Pratt, philanthropy is a significant, life-changing form of investment. "I want to actually make a difference, not just talk about making a difference," he says. "Many people helped me get where I am, and I want to help others succeed."

For the past few years, Pratt also has contributed to the college with his time, speaking to and mentoring students in the Haslam College of Business's Global Leadership Scholars program. "Really, I'm the one who comes away inspired," he says. "The students are bright, engaged, and so far beyond where I was as an undergraduate. I just try to share some personal experiences that might help them down the line."

Most of all, Pratt encourages students to find their passions and challenge themselves. "I tell them if you're not comfortable sitting in the front row, go sit in the front row. Keep expanding your comfort zone." ●



Heath Wilson at home in Farragut, TN, with the Aro system he and his family regularly put to use.

Unplugged

Experienced Entrepreneur Creates Business to Help Families

After 17 years co-leading successful fintech startup eVestment, Heath Wilson (HCB, '96) embarked on a new entrepreneurial journey: creating a product that helps families to put down their smartphones and spend time together.

Aro, an app and phone system that uses gamification to motivate users to set aside their technology, was birthed out of Wilson's own struggles to prioritize his family. Wilson and his wife, Mistye, had four young children when he realized something needed to change.

With work and travel, he rarely felt present, even when sitting across from his kids at home. With the time he spent on his phone, he knew he had no room to chastise his children about their own technology use. "I'd been a terrible role model in that way," he says. "It's hard to tell your kids to put their phones down when you're staring at yours."



Wilson's Entrepreneurial DNA

Wilson grew up experiencing entrepreneurship at a personal level—his father was a financial advisor who cold-called prospects to find new clients. “I remember seeing him call people at random out of the white pages,” Wilson says. “I was watching the entrepreneurial experience, and I think there’s an element of risk built into my DNA from growing up in that world.”

After earning his finance degree from the Haslam College of Business, Wilson went to work in Chicago for a year before taking a job with a benefits consulting firm in Atlanta. The firm advised pension funds on how best to invest their money. Wilson’s role involved lots of paperwork and manual processes, which he found archaic and time-consuming. One day in the late 1990s, while he and a few coworkers were eating lunch, they

realized that many tasks could be digitized for greater efficiency. “We saw a business opportunity to take this type of work onto the internet,” says Wilson. While they debated the risk of starting their own company, Wilson recalls a mentor who offered sound advice: “‘Try it. If it doesn’t work out, someone will give you a job.’ That was the permission we needed to go for it.”

Over the next 17 years, their startup company, eVestment, grew from the original four founders to more than 500 employees and \$100 million in revenue. Wilson poured his energy into the company’s success—and discovered his passion for entrepreneurship. When NASDAQ acquired eVestment in 2017 for \$750 million, Wilson knew he would not transition well to a traditional corporate environment. “I quickly realized I’m wired to be an entrepreneur,” he says. “This is what I’m made to do.”



**WE ‘GO ARO’
WHEN WE
WANT TO BE
100 PERCENT
ENGAGED WITH
ONE ANOTHER.’**

—MISTYE WILSON



Business With a Purpose

After the sale of eVestment, Wilson’s wife suggested he take a year off, but the sabbatical only lasted a few months before a new venture started to take shape. The idea for Aro sprang from an ongoing conversation between Wilson and his friend, Joey Odom. Both saw the problem of technology overuse in their families and wanted to solve the issue. “As we looked around, we realized everyone is struggling with this,” Wilson says. “We have an entire generation of kids whose parents are staring into screens instead of their children’s eyes. We know a lot about the importance of eye contact and child development, and many children are not getting the undistracted human interaction they need.”

Following one of their conversations about smartphone overuse, Odom remembers getting a text from Wilson out of the blue, asking if he’d meet for lunch to talk about a potential business. As Wilson explained his idea for what would become Aro, Odom, co-founder of Aro, was drawn into the possibility through Wilson’s humility and positivity as a business leader. “His optimism,” Odom says, “is contagious.”

Aro, a Māori word meaning “to notice, take heed, or turn toward,” is a combination of an app and a smartphone storage device that prompts users to put down their technology and spend time with others. While most household items have places to be put away, Wilson notes, smartphones are typically kept within reach all the time. The aesthetically pleasing storage box, which is also a charging station, acts as a “home” for a family’s devices. “If your phone is in your line of sight, it’s already in use because you’re anticipating it,” Wilson says. “When you give it a home and put it away, you can break your captivity with that powerful device.”

The Aro app nudges users to take a break and put their phones away

for a while. Once devices are inside the box, the app takes note of how long each user is apart from their phone and creates a report. Like fitness watches, where users create daily exercise goals and compare progress with others, Aro users can set personal goals and compete to see who can put their device away for the longest time.

Going Aro to Create Priceless Moments

The Wilsons call the practice of putting away phones and spending time together “going Aro.” “We ‘go Aro’ when we want to be 100 percent engaged with one another,” says Mistye Wilson. “It’s an act of love in our family.” She appreciates how Aro clears the way for meaningful conversations. “Last week, our teenage son was so invested in our conversation at dinner that he wanted to keep it going, so we all cleaned up the kitchen, went into the living room, and talked for another hour. Those moments are priceless.”

From the beginning, the entire Wilson family contributed to Aro’s development. Mistye and their four teenage children beta tested the app, gave suggestions for improvement, and celebrated when the product officially launched in November 2022.

In the meantime, the Wilsons moved to Knoxville, where Aro’s first office was in the business incubator at the Haslam College of Business’s Anderson Center for Entrepreneurship & Innovation.

Already, users are sending feedback about positive life changes they’ve experienced from reducing device dependency. “My number one hope is that Aro can help change or save marriages and create more intimacy in parent-child relationships,” says Heath. “We live in a very lonely, depressed, and anxious society, and most of that started when the smartphone was introduced. I’d love to be a small part of the solution to shift culture—and make it cool to not be on your phone.” ●



L-R: Students Grant Weeks, Delilah Davis, Emily Ryan, Josh Smith, and expert Caleb Cagle of Clayton Homes gathered numerous times over the semester. Over the course of the program, each student gave three analytics presentations to the group, honing their skills with each turn.

JTV Center: Analytics Applied

Gathering and analyzing data is an essential practice in contemporary business; so is effectively communicating that data's impact.

Despite the importance of the practice, many business analytics programs don't emphasize the written and oral communication of analytical insights, and graduates find themselves ill equipped to translate technical results into impactful, data-driven insights that can achieve buy-in from business leaders.

Having worked extensively with students and faculty members at the Haslam College of Business for many years, dating back to the early days of Jewelry Television (JTV), a group of company founders (spearheaded by Charlie Wagner and Bob Hall), funded a new entity within the Department of Business Analytics and Statistics, the JTV Center for Applied Business Analytics.

Mentoring the Next Generation of Analytics Leaders

"JTV founders and current executives observed that enhanced and sharpened abilities to communicate technical insights to a broad audience would differentiate Haslam analytics students in the marketplace" says Adam Petrie, senior lecturer at Haslam and director of the JTV Center. "They observed that what companies want is someone who can analyze data and then communicate the story—the actionable insights—to stakeholders.

Opened in the spring on the Haslam building's fourth floor, the JTV Center is a collaborative facility with lounge and conference spaces and is available exclusively to business analytics students working on their senior capstone projects.

Student groups meet in the center weekly to work through real-world business problems, complete case assignments, and present their findings. Faculty mentors and industry experts, including various Haslam alumni, provide strong feedback along the way.

"Students give three presentations on a variety of real-world business problems, receiving immediate feedback from their experts," says Petrie. "In addition, experts help coach students in best practices in visualization and writing."

Graduates Positioned for Success

Spring proved to be a record semester for business analytics capstones, with 95 students participating in the JTV Center initiative. Students came away with greater confidence in writing, speaking, and crafting presentations of highly technical analyses and results.

"I learned how to break down complicated data into non-technical language that anyone, regardless of background, can understand," says Daniel Scrugham (HCB, '23). "By presenting in front of an attentive group and receiving personalized feedback on each element of my presentations, I learned how to create more engaging slides."

Another May graduate says he owes much to the mentorship he received through the JTV Center. "The various case assignments allowed me to develop the necessary skill of presenting only the most important and relevant information to help business leaders make decisions quickly and accurately," says Alexander Holmes (HCB, '23). "This ability to distill information will be a key differentiator for all students that come out of the JTV Center's Expert Mentor program." ●



L-R: Nick Servin, Lizzy Brawner, Eric Barrie Jr., and Laura Hood.

The team of **Nick Servin, Eric Barrie Jr., Lizzy Brawner,** and **Laura Hood** won the eighth biannual Organizational Behavior Case Competition. The students analyzed a live business case provided by Axle Logistics and presented their solution to a panel of judges.



Erin George



Maddie Vanderhoofven

Marketing students **Erin George** and **Madelyn (Maddie) Vanderhoofven** were recognized by UT as Top Grads.

The UT student chapter of the **American Marketing Association,** under the direction of faculty advisor **Cindy Raines,** won UT's Outstanding Organization Excellence Award—Large Organization.



MARKETING

Marketing and business analytics major **Ainsley Scheidler** won UT's Rising Student Leader Award.

Marketing major **Matthew Barlow** and marketing and business analytics major **Leanne Hembree** were selected as the American Marketing Association Knoxville Scholarship winners.

INTERNATIONAL BUSINESS

The **International Business Case Competition Team,** coached by marketing lecturer and assistant department head **Eddie Armbrister,** had impressive performances at several events this spring.

The team of **Alexandra Ashmore, Sean Fritts, Joe Kato,** and **Nathan Rowlett** took first place at the Northeastern University-CUIBE International Business Case Competition in Boston.



L-R: Joe Kato, Nathan Rowlett, Alexandra Ashmore, Sean Fritts.

At the University of Missouri-St. Louis CUIBE International Business Case Competition, the Haslam student team of **Nate Dziwulski, Sean Fritts, Joe Kato,** and **Nathan Rowlett** earned second place.



L-R: Nathan Wilson, Dariana Martre, Matthew Hatton, Matt Bates.

The Haslam MBA student team consisting of **Matt Bates, Matthew Hatton, Dariana Martre,** and **Nathan Wilson** placed fourth in the MBA SEC Case Competition at the University of Georgia's Terry College of Business. In addition, Martre was honored as best presenter in her division.

MBA

At the University of Tennessee, Knoxville, Graduate Student Senate Awards, the **Women's Organization of MBAs (WOMBA)** was named an Outstanding Graduate Student Organization.



At the Heavener International Case Competition at the University of Florida in Gainesville, the team of **Peyton Boord, Sean Fritts, Joe Kato,** and **Nathan Rowlett** won its first divisional case and claimed the Social Impact Case Trophy.



FREDDERICK AND PATRICIA RICHARDSON

Better Together

The college experience is different for everyone, but Frederick and Patricia Richardsons' experiences were unlike most.

For the past few years, Frederick and Patricia have pursued their undergraduate degrees at the Haslam College of Business while working part-time and raising four young daughters. Patricia graduated in the spring with a degree in human resources and a collateral in international business. Frederick will graduate in August with an economics degree and a business analytics collateral.

A Long Road to Success

"It's been a long ride," says Patricia. She and Frederick have been married for nine years, and their girls range in age from four to eight. Arranging their schedules was a challenge. "There were always the unexpected things, like sickness or daycare being closed, when one of us had to sacrifice time in class to take care of our children."

Despite the logistical complications and exhaustion, the Richardsons' dreams and determination kept them going. Both Frederick and Patricia grew up in Florida, where they met as students at a community college. After dating for a few years, they got married. Frederick then joined the US Army, where his four-year service included a tour of duty in Iraq. Meanwhile, Patricia cared for their growing family.

When Frederick's time in the military ended, he was stationed at Ft. Campbell, Kentucky, and his family lived in Clarksville, Tennessee. With Patricia's encouragement, the family decided to move to Knoxville so Frederick could attend Pellissippi State Technical Community College. After the family settled in their new city, Frederick nudged Patricia to return to school and



earn her bachelor's degree. "I applied to the University of Tennessee, Knoxville, and when I was accepted, I told him he should apply, too," Patricia says. "We've always encouraged each other to better ourselves."

Working Through Today and Planning for Tomorrow

The day-to-day grind of classes, homework, part-time jobs, and caring for children often took its toll. When they needed help, the couple turned to each other. "I'm not a great writer, so Patricia would always proofread my essays," Frederick says. "On the other hand, I love math, so I would be her human calculator. We helped each other out."

As they furthered their education,

the Richardsons began to nurture their dreams and envision what the future could hold. Patricia started in accounting but became interested in human resources after meeting a local professional in the field. "I realized I love new people and being on a team," she says. "Bringing diverse people together in a collaborative, inclusive environment is my passion."

Drawn to Haslam because of the college's values and emphasis on leadership, Frederick decided to focus on economics to prepare for a meaningful career. "After growing up in a six-person home with a single mother who worked two or three jobs to provide for us, I wanted to understand the economic issues in the US, how to close the wealth gap, and how to teach

the lower class to understand and manage money,” he says. “I dream big, and I want my work to make a lasting impact.”

Pastor Theodis Bob, Fredderick’s lifelong mentor and the officiant at his and Patricia’s wedding, believes the Richardsons will make a mark on the world. “They’ve overcome adversity and difficulties by working together and sticking together,” says Bob. “It’s been amazing to watch. I don’t know of any people who could change the world as much as they could.” Bob also admires the Richardsons’ attentive approach to raising children. “They’re pouring into those girls and are very intentional about every parenting decision.”

Benjamin Compton, distinguished lecturer and assistant department head in economics at Haslam, enjoyed having Fredderick as a student and a member of the Econ Club. “He was diligent and responsible, always dialed in to the

importance of doing the work,” Compton says. “I find that older students who have made the decision to come back to school, especially with all the responsibilities they have, tend to take it really seriously, and Fredderick is a great example of that. It’s a refreshing attitude and the younger students were drawn to him because of his maturity—and because he’s a great storyteller.”

Helping Others and Encouraging Their Daughters

The Richardsons don’t have concrete post-graduation plans, but Patricia applied to work at the Federal Bureau of Investigation and Fredderick interviewed with the National Reconnaissance Organization. Their determination to succeed in the face of challenges promises to take them far and allow them to positively impact the lives of many others. “We love being Volunteers,” says Patricia. “Even

if we don’t stay in Knoxville, we will take that idea with us and teach other people to serve their communities.”

Through the challenges of the past few years, the couple drew the most meaningful encouragement from their young daughters. “In those moments when I was holding my head in exhaustion, they’d come up and just hug me,” says Fredderick. “They’re always positive and supportive and try to help. We’ve tried not to ever push our children to the background through this process, and seeing our daughters proud of us means so much.”

However, for Fredderick, the best moment of this experience was when their oldest daughter expressed a desire to follow in her parents’ footsteps. “She came up to me and said, ‘I can’t wait until I start at UT!’” he says. “I knew we were setting an example they’d want to follow, and that makes it all worthwhile.” ●





Becca Arwine



Chinedu Ufodike



Gavin Williamson

Three doctoral students received research stipends from the Applied Supply Chain Collaborative (ASCC). **Becca Arwine** (Management & Entrepreneurship)

received funds for her in-depth case studies of collective identities in entrepreneurial ventures. **Chinedu Ufodike** (Supply Chain Management) was awarded the stipend for his analysis of how and when clean port programs cause trucking companies to adopt newer, cleaner trucks. **Gavin Williamson** (Management & Entrepreneurship) received the research stipend for his study of entrepreneurs re-entering the labor market.

SUPPLY CHAIN MANAGEMENT

The **SCM Career Expo**, held on February 20, drew record-

breaking attendance. In total, 25 Supply Chain Forum partner organizations and 250 students attended.

Molly Calhoun, Halie Fairchild, and Lillian Qin were recognized by UT as Top Grads.



Nicole Carvagno, a junior and Smith Global Leadership Scholar, won the R. Gene Richter scholarship, AWESOME Excellence in Education scholarship, and the Material Handling Education Foundation (MHEFI) scholarship.

First-year student **Anna Sidoti**, a member of the Scholars of Distinction (SCM honors program), won the Material Handling Education Foundation (MHEFI) scholarship.

Ten SCM majors were selected for the National Retail Foundation's Ray Greenly Scholarship, which offers up to 150 students the opportunity to attend the NRF Foundation Student Program in New York City, free of charge. The program introduces career paths that might not have been considered, with sessions highlighting the impact technology, supply chain, fulfillment, and data and analytics jobs have on retail businesses. UT scholarship recipient winners are: **Anika Hill, Avery Leming, Adam Masri, Chloe Cole, Daniel Christopher, Gianni Peterson, Elizabeth McWhirter, Hannah Adcock, Lauren Wilson, and Talitha Brys.**

Fifty-one undergraduate students participated in four company site-visits.

The visits are a chance for students to learn more about professions in the supply chain, network with professionals and business leaders, and see first-hand the work of their chosen field of study. Supply Chain Automation & Robotics (SCAR) hosted a 14-student visit to **Schneider Electric's** smart facility in Lexington, Kentucky, in November. Undergrads visited Supply Chain Forum Partners **Genpact, Clorox, WestRock, and Shaw Industries**, plus **Chick-Fil-A** and **Volkswagen**, in Atlanta and Chattanooga in January. SCAR hosted 12 SCM students on a visit to **Nissan's eLogistics** site in Nashville in February. Six junior and senior students in SCAR visited **Schneider Electric's** manufacturing facility in Nashville in April.

Three Haslam students were honored at the 27th annual Exhibition of Undergraduate Research and Creative Achievement (EU-ReCA) exhibition of undergraduate research and creative achievement: **Keegan Moore** (1st place), research mentored by **Benjamin Compton** (Economics); **Max Thompson** (2nd place), research mentored by **Sean Willems** (Business Analytics and Statistics); and **Kaiya Moore** (3rd place), research mentored by **Melissa Cardon** (Management and Entrepreneurship). Since 1997, EUR&CA has become one of UT's premier undergraduate research events and is an annual spring event that showcases research and creative activities across all disciplines by currently enrolled undergraduate students in collaboration with a faculty mentor. This year, student research was overseen by 331 faculty mentors, as well as postdocs and graduate students helping to mentor undergraduates in their research groups. In addition, 224 campus and industry judges participated, and division representatives worked with Undergraduate Research and Fellowships for the entire academic year to provide this opportunity for students.

Katie Byrd, Keegan Moore, and Daniel Puckett were recognized by UT as Top Grads.



Beta Alpha Psi and **AIM Accounting Alliance** held a joint professional meeting with the Hospital Corporation of America that featured a mock internal audit of a hospital's fixed assets.

ACCOUNTING & INFORMATION MANAGEMENT



L-R: Nicole Whiston, faculty advisor Winston Smith (lecturer in accounting and information management), Jamie Batson, Tony Torres.

In February, **Beta Alpha Psi** officers **Tony Torres** (president), **Jamie Batson** (treasurer), and **Nicole Whiston** (reporter) attended the organization's Southeast Regional Mid-Year Meeting in Charlotte, North Carolina. This was the first time the event had been held since February 2020.

COLLEGE-WIDE

19 student-athletes on the 2022-2023 Winter SEC Academic Honor Roll:

- | | | |
|---|--|--|
| Jordan Aurnou-Rhees (Management) | Will Jackson (Accounting) | Jack Stelter (Supply Chain Management) |
| Brett Champlin (Supply Chain Management) | Asia Minnes (Management) | Isaiah Sulack (Supply Chain Management) |
| Jordan Crooks (Supply Chain Management) | Rafael Ponce De Leon Castilla (Supply Chain Management) | Santiago Vescovi (Management) |
| Tess Darby (Finance) | Berit Quass (Accounting) | Matthew Wade (Management & Human Resources) |
| Jack Flanagan (Supply Chain Management) | Jacob Reasor (Supply Chain Management) | Emily Ann Wolfson (Supply Chain Management) |
| Michael Houlie (Finance) | Dillon Richardson (Marketing) | |
| Samantha Huff (Marketing) | Gus Rothrock (Supply Chain Management) | |



The finance department recognized students for academic achievement, leadership, and service at the **Alpha Awards Dinner**.

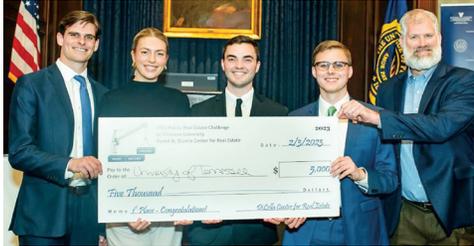
The team of senior finance majors **Jack Beachboard, Jonah Mikulski, Camryn Oneidas, and Jackson Snodgrass** placed first in the Mulroy Real Estate Challenge, hosted in Philadelphia by the Villanova School of Business.



Nataliia Yakushko, a doctoral student in Strategy, Entrepreneurship, and Organizations, was featured on WBIR for her efforts to ensure children from her home country of Ukraine received Christmas gifts.

FINANCE

L-R: Jackson Snodgrass, Camryn Oneidas, Jonah Mikulski, Jack Beachboard, faculty sponsor Scott Roark (clinical associate professor of finance).



Finance PhD student **Sam Adams** had a co-authored paper, "Bank Regulation, Internal Governance, and Bank Risk: Global Evidence," accepted to the Eastern Finance Association's annual meeting.

Finance PhD student **Tim Dong's** paper, "On the Evolution of Full Nodes in Blockchains," was accepted to the virtual Financial Markets and Corporate Governance Conference.

Finance PhD student **Banks Osborne's** solo-authored paper, "Catching the Bug: Cyberattack Spillovers on Stakeholder Firms," was accepted to the Southwestern Finance Association annual meeting and the Financial Markets and Corporate Governance Conference.

Finance major **Jack Shelton** was honored with the Extraordinary Campus Leadership and Service Award.

Seniors **Andrew Campbell**, double major in accounting and finance, and

Lygia Karagiozis, marketing major, were named two of *Poets&Quants* For Undergrads' 2023 Best & Brightest Business Majors.

UT Investment Group (UTIG) won the student group innovation award. Senior finance major **Isabella Shaw**, president of UTIG, received the Bank of America Leadership Award.

Katherine Blansfield, Andrew Campbell (double major in Accounting and Finance), **Lindsey Drag-onetti, Isabella Shaw, and Nicole Whiston** (double major in Accounting and Finance) were recognized by UT as Top Grads.



L-R: Jacqueline Tenney, Emily Becker.

Junior finance majors **Emily Becker** and **Jacqueline Tenney** founded a new student organization, Women in Finance (WinFin).

BUSINESS ANALYTICS AND STATISTICS

Alexander Holmes, Kenna Huxoll, Ella Scholz, and Max Thompson (double major in Marketing and Business Analytics & Statistics) were recognized by UT as Top Grads.



Top to bottom: Tim Dong, Banks Osborne, Jack Shelton, Andrew Campbell, and Lygia Karagiozis.

MANAGEMENT & ENTREPRENEURSHIP

Mallory Redmond was recognized by UT as a Top Grad.



The Tennessee Valley Human Resources Association honored human resource management major **Addison Dozier** as its Student of the Year.



L-R: Carmanette Rawls, Emma Rowan, and Haslam SHRM faculty advisor Debbie Mackey are congratulated by Johnny C. Taylor, president of national SHRM.

The Haslam student chapter of the Society for Human Resource Management has been recognized as one of the four most active chapters in the nation.

CELEBRATING A
HASLAM LUMINARY

C. Warren Neel
and
The Neel
Corporate
Governance
Center



1976

When C. Warren Neel passed away in March, he left behind a striking legacy of leadership and service at the University of Tennessee, Knoxville's Haslam College of Business. Neel brought a wealth of enthusiasm, warmth, and real-world experience to both classroom and administrative roles. Terry Neal, Richard L. Townsend Accounting Chair, head of the Department of Accounting and Information Management, and director of the Neel Corporate Governance Center (CGC), remembers Neel stopping by his PhD seminar class unannounced. "He loved to interact with students and hear about how they were doing in the program," Neel says. "He was always a source of motivation and encouragement."

The Neel CGC honored Neel at a campus event on May 22, where colleagues and students remembered his legacy and celebrated the 20th anniversary of the center.



Leadership During a New Corporate Era

Neel joined Haslam's Department of Management faculty in 1969. He was named associate dean in 1974 and dean of the college in 1977, a role he filled for the next 25 years. In 1998, Neel took leave from the university to serve as commissioner of finance and administration to then Tennessee Governor Don Sundquist.

Emeritus dean and professor Jan Williams explains that in Neel's absence, the idea for what would become the Neel CGC was born. "After Warren's high-level appointment in state government, he was going to come back on our faculty in a completely different capacity than before," Williams says. "It was a wonderful opportunity to do something new."



2003



As a member of nine corporate boards, including Saks Fifth Avenue, Clayton Homes, and Jewelry Television, Neel had an avid interest in the emerging field

of corporate governance. His practical experience with corporations and state government set him up for success when he returned to Haslam in 2003 as director of the new CGC.

When the center was established, corporate governance was quickly becoming an important issue following the failure of Enron and other large organizations in the early 2000s. “We had an emerging interest in corporate governance in different departments within the college and across campus, and the university was interested in interdisciplinary activities,” says Williams. “In Warren Neel, we had someone with more corporate board experience than any other faculty member. With all this in mind, forming a [CGC] made so much sense.”

Neel took on his new role with a vision for the center’s success. Tracie Woidtke, finance department head, David E. Sharp/Home Federal Bank Professor in Banking & Finance, and Neel CGC Fellow, was one of three faculty members hired to help create the new center. “When Warren had a vision for something, he was very passionate about it,” she says. “He brought that enthusiasm to the CGC, and I appreciated him very much. He changed the trajectory of my career, and I’ll always be grateful for that.”

Honoring a Legacy

Neel served as director of the CGC from its inception in 2003 until 2013. In 2014, the center was named for him. Over the past two decades, the Neel CGC has hosted more than

100 guest speakers and its research fellows have authored more than 350 articles. The thought leadership generated by the center is regularly cited in governance blogs, business media, books, and in industry regulations. Also, CGC research fellows have presented to professional audiences, including the US Securities and Exchange Commission, the PCAOB, the US Chamber of Commerce, and the New York Stock Exchange.

“These regular interactions with both the academy and practice have allowed us to bring Warren’s name to the national and international stage of corporate governance thought leadership,” says Lauren

Cunningham, Keith Stanga Professor of Accounting, Cheryl Massingale Business Faculty Scholar, and Neel CGC director of research, “Through the work of the Neel CGC, his legacy lives on.” ●



Opposite, counterclockwise from top: Dean Emeritus C. Warren Neel; Neel in 1976 when he became Dean of the College of Business; and Dean Emeritus Neel and Joseph Carcello, emeritus professor and emeritus director of the Neel CGC, at the naming ceremony for the new Corporate Governance Center.

This page, clockwise from top: Lauren Cunningham talks at the May 22nd luncheon honoring Neel upon the occasion of the Center’s 20th anniversary; Dean Mangum, Jan Williams, and Jim Haslam at the event; L-R, Dean Mangum, Tracie Woidtke, Lauren Cunningham, Annelle Neel, Jan Williams, Joan Heminway, Neel CGC Fellow and Rick Rose Distinguished Professor in the College of Law, and Terry Neal; Terry Neal presents Annelle Neel with a vase commemorating Warren’s legacy and impact on the CGC.



DONOR

Report

*These lists, unless otherwise noted, reflect society members as of June 1, 2023.



THE DEAN'S CIRCLE

Members of the Dean's Circle support Haslam students, faculty, and programs through leadership-level annual giving to the College Fund. Cumulative gifts made each calendar year of \$1,000 or more (\$500 for alumni who have graduated within the past 10 years) qualify for Dean's Circle membership and are recognized by plaques in the Haslam Business Building and invitations to special events throughout the year. Gifts to the College Fund impact all students, faculty, and programs at the college. Names listed represent 2022 calendar year members.

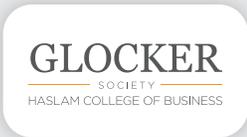
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Woody S. & Judy A. Cozart
Scott D. Craig & Jill E. Gordon-Craig
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Zanda Lynn & Jim Daigle
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Cedric & Tanya Dawson
Tyler B. & Jessica P. Dempsey
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Michael E. Dixon
Kerry & Martha Dodd
Daniel H. Dougherty
Douglas B. & Lori W. Blalock
Jim R. Doyle
Mario & Fanny Dudzinski
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Phillip & Darby Farmer
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Joe & Ruth Fielden
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Michael Flanary
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Ronald R. Franklin
Keith & Tracy Frazier
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Kevin & Cynthia Galbreath
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William & Edwina Greer
John & Stefanie Griffin
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J. Michael & Ann W. Hurley
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James F. Smith Jr.
Peter Kam-Wah So
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Tony A. & Tara L. Swafford
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Herman J. Tallman
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B. Lance & Anne M. Taylor
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TeamHealth
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Neal & Cathy Townsend
James & Christine Truitt
Nathan Tudor
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 Yarbrough Family Foundation
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 Christopher & Mary Zinzi



THE GLOCKER SOCIETY

The University of Tennessee, Knoxville, must have seemed an unlikely choice for Theodore Glocker when he arrived in 1913, as there was no business school or even a business program for him to lead. But by 1914, under Glocker's visionary leadership, the School of Commerce had been formed to educate students on issues relating to banking and corporate finance.

Glocker's dynamic leadership carried the school from its humble beginnings through countless transitions and growth in student enrollment, facilitating the school's accreditation as the College of Business Administration in 1947. In 1952, the Glocker Business Administration Building was dedicated in honor of its first dean and loyal leader, Dr. Theodore Wesley Glocker Sr.

Members of the Glocker Society share the vision, passion, and commitment to excellence in education the college's beloved dean demonstrated almost 100 years ago. Those who are part of this prestigious group stand out among their peers and are recognized for lifetime giving to the college of \$1 million or more.

Because of these great leaders, the UT Haslam College of Business' next 100 years will be even brighter than the first.

- Amazon
- The Anderson Family
- Steve & Anne Bailey
- John H. Boll
- Randy & Jenny Boyd
- Charlie & Candy Ergen
- First Horizon
- John W. & Janice B. Fisher
- Bob & Vicki Hall
- James A. & Natalie L. Haslam II
- Jimmy & Dee Haslam
- Bill & Crissy Haslam
- Ralph D. & Janet S. Heath
- Dennis R. & Jennie L. Hendrix
- Home Federal Bank of Tennessee
- JTV Company
- Christopher P. & Donna G. Kinney
- Ralph A. & Donna J. Korpman
- LFM Capital
- Michael W. & Suzanne S. Masters
- George R. & Peggy A. Melton
- Gerald T. Niedert
- Regal
- King W. & Judy P. Rogers III
- Greg L. & Lisa V. Smith
- David & Deborah Stevens
- William B. Stokely Jr. Foundation
- William B. & Kay H. Stokely III
- Andy Taylor
- Truist Bank
- William H. Vandergriff
- Mark L. & Lynn A. Venrick
- Charlie A. & Nancy G. Wagner III



THE ARCHWAY SOCIETY

Throughout the history of UT's Haslam College of Business, the arches of the business building have welcomed countless students eager to excel academically and become successful

leaders in their chosen fields. The tradition continues with today's students, who pass through the original stone arches of Glocker that have been preserved, as well as through the new steel arches that connect the restored Glocker Wing to the classrooms of the James A. Haslam II Business Building.

The Archway Society recognizes private support and development of the college's programs. Even as the business building's arches represent a link to the past, this society's membership understands the importance of creating a bridge to the future by establishing active endowments benefiting the Haslam College of Business students.

Through their unwavering support, these generous alumni and friends of the college uphold the tradition and provide tomorrow's graduates with the opportunity to pass through these regal arches and into a brighter future.

- AAA Cooper Transportation
- Jeff & Jacqueline Abbott
- Will & Alyssa Acree
- Family & Friends of Casey Adams
- Molly & Rodney Adams
- F. Whit Addicks
- Frank M. Addicks
- Mary H. Allen
- W. Mark Allen
- Howard B. & Wendy C. Allenberg
- Amazon
- American Society of Women Accountants, Knoxville Chapter #92
- Amway Corporation
- Bruce A. & Monique W. Anderson
- Charles C. & Moll Anderson Jr.
- Charles C. & Hilda Anderson Sr.
- Terry & Susan Anderson
- Glenn C. & Suzanne W. Andrews
- David & Cynthia Arnholt
- AT&T Company

CELEBRATING ANNIVERSARIES

Many departments and programs are celebrating milestone anniversaries this year. The Haslam College of Business wishes to recognize and congratulate all those involved in these successes for their hard work and dedication to top-notch scholarship and programming.

20 10	
<p>The Aerospace and Defense MBA began in 2003.</p>	<p>10 years ago, the Department of Statistics, Operations and Management Science became the Department of Business Analytics and Statistics.</p>
30 20	
<p>The Executive MBA for Strategic Leadership enrolled its first class in 1993.</p>	<p>The Neel Corporate Governance Center was founded in 2003.</p>
25 05	
<p>The Professional MBA enrolled its first class in 1998.</p>	<p>The Masters in Supply Chain Management (MS SCM) Online started in 2018.</p>

NEWLY ESTABLISHED ENDOWMENTS

JANUARY 1 THROUGH JUNE 1, 2023

Beauchamp Brogan Investments Fellowship Endowment

John and Tyra Behrens Business Scholarship Endowment

Dan & Stephanie Buckner College of Business Scholarship Endowment

CHASAN Business Scholarship Endowment

David & Janice Gilliland Business Scholarship Endowment

Joni T. & Robert L. Goan Endowed Scholarship in Business Excellence

Lisa Hanger & Alexander Esposito College of Business Scholarship Endowment

William M. Hewgley Jr. Business Scholarship Endowment

Gregory D. Kelly Memorial Supply Chain Scholarship Endowment

John & Marianne Leech Business Scholarship Endowment

Jonathan Levi Mixon Accounting Scholarship Endowment

Riddle Family MAcc Scholarship Endowment

Randolph B. Stephenson Scholarship Endowment

Tudor Family Business Scholarship Endowment

Twiddy Family Scholarship Endowment

Diane Walker & Raffi Markarian Entrepreneurship Professorship Endowment

James H. Atchley
Kelvin & Sheryl Ault
Matt & Leigh Avery
Steve & Ann Bailey
Jim Baker
Bank of America
Jennifer Banner
C. Thomas Barnes
Robert O. & Phyllis L. Baron
R. Stewart & I. Christina Bartley
Todd L. & Robin R. Bassett
Brodie & Grace Baynes
Adam J. Bean
John W. & Carol Beard
Randall S. Beard
Robert H. Bebber
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Beverage Control Inc.
Bible Harris Smith P.C.
Raymond E. & Barbara I. Bible
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David Blackwell
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Larry & Vivian Carroll
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Paul & Beverly Castagna
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Chip & Jessica B. Clark
Kevin E. Clark
William R. & Sara B. Clark
Gary & Marsha Clayton
Kevin & Michelle Clayton
Duke Clement Jr.
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David D. Coleman
David & Annie Colquitt
Charlene Connell
Michael & Kimberly Copperthite
E. Terry & Juanita Cowles
Reaves M. Crabtree
Joe R. Crafton Jr.
James & Mira Craine
James A. Crossman
Crowe Horwath LLP
CSX Corporation
L. Michael & Carolyn B. Cuddy
Dale & LaVerne Culbertson
Helen Cummings
Jesse M. & Elaine M. Curtis
Marc & Kelli Davenport
Clay S. & Anita G. Davis Jr.
Jeff W. & Janet P. Davis
Deloitte
Delta Nu Alpha Volunteer
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Daniel H. Dougherty
G. Mack & Nancy R. Dove
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Theresa Sharp Dyer
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R. Kevin Edwards
Milton & Mary Lynn Ellis
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Equality Coalition for Housing
Opportunity
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Norman D. & Deborah K. Estep
David M. & Dana M. Evans
EY Foundation
Alan Fan
Don C. & Sandra H. Fancher
Farm Bureau Insurance of
Tennessee
FedEx Corporation
Kevin & Tracy Ferguson
Financial Management
Association of Greater
Knoxville
First Horizon

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Lyle M. & Marcella J. Flaskerud
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Lyle & Rhonda Gardner
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Will & Hannah Haslam
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Hawkins Jr.
E. Jane Hazlewood
Ralph D. & Janet K. Heath
Buddy O. Helton
Jeff L. & R. Diane Hemphill
Cheryl Henderson
James D. & Ashlie A. Henderson
C. Kennon (Ken) & Pamela H.
Hendrix
Dennis and Jennie Hendrix
Foundation
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William K. Hensley
Lee Herring

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Kolin B. & Misty Holladay	LFM Capital	Jon E. Nix	David & Jane Schumann
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Charles K. & Tonya B. Holmes	Michael A. Lobel	Joseph & Barbara O'Donnell	Dane & Meg Scism
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Eric Horton	Richard & Patricia Mallicote	John Wallace Page	Scott A. & Kathy W. Selbach
Cornell C. & Frances B. Houston	Stephen L. & Troba Mangum	Rhonald C. Pannell	David G. & Swannee Sexton
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Lynn C. Johnson	S. Lloyd McCulloch	Nelson & Natalie Pratt	Richard A. & Ann S. Smith
Mark & Beverly Johnson	F. Wade McGregory	Patricia Pratt	Thomas S. Smith
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Dean & Laurie Jones	Janet McKinley	Insurance Company	Aaron J. Snyder
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Jeff & Cindy Joyce	Will McNeeley	Will J. Pugh Jr.	Stage Stores Inc.
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Jim Keras	Timothy Miller	W. Harold Read	Ron Suedekum
Timothy F. & Janet W. Kercheval	Virginia Sliger Milligan	Martha Butler Rector	Joseph W. Sullivan III
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Family & Friends of R. Lyle Key	Patrick G. & Cristina Min	Regal	R. Andrew Taylor
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Ben & Margaret Kimbrough Sr.	Lynn Mirts	Reliance Water Heater Company	Tennessee Executive Development
John Rutledge King	Anne Y. Modlin	S. Herbert Rhea	Program Alumni
Martha W. King	Phillip W. Moffitt	Jon G. & Mintha E. Roach	Tetra Recycling
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Ralph A. & Donna J. Korpman	Mortgage Bankers Association	Gary & Donna Rose	Nathan Tudor
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Brenda G. Lawson	C. Warren & Annelle Neel	Joseph V. Russell	Bill & Jo-Ann Vandergriff
Fred R. Lawson	Nestle USA	Ali Safavi	
Ronald P. & Ann K. Layne	Charlie & Carolyn Newcomer	Kim Salmons	

The society list will resume on page 39.

HASLAM YOUNG ALUMNI BOARD

Connecting Generations and Improving the College

Founded in 2015, the Haslam Young Alumni Board (HYAB) enlists alumni 40 years old or younger to support their alma mater. The HYAB links alumni to students, fosters a culture of giving, supports the Haslam College of Business’ goal of excellence in education, and encourages Haslam’s young alumni community. The board currently has nearly 50 members and is continually growing.

Members of the HYAB have various responsibilities. Each member serves on one of four committees: executive, mentorship, engagement, or philanthropy. Twice a year, HYAB members meet on campus to interact with college leaders, hear updates from

departments, provide input on college initiatives, and work toward their committee goals. HYAB regularly works with Haslam Student Engagement to connect members with current students in mentorship activities following the board meetings.

HYAB member Vincent Passafiume (HCB, ’07), director of airport operations customer service at United Airlines, serves on the engagement committee. “Our goal is to create meaningful opportunities for fellow board members to bring their real-world experiences back to the college in support of current students and faculty,” he says. “Being a member of the HYAB has helped me remain connected and give back

to the college that did so much to prepare me for my future career.”

Elana Ladd (HCB, ’20), unit general manager designate at PepsiCo and HYAB member, also appreciates the opportunity to stay connected with her alma mater. “I love the mentorship, sense of community, and loyalty HYAB provides and embodies,” she says. Ladd serves on the board’s executive committee, a group dedicated to improving the student experience at Haslam. “The executive committee is the voice of HYAB. It bridges the gap between alumni, the college, and the students—and being part of that is an amazing feeling.” ●



Front row, L-R: Steve Mangum, John Gross, Samuel Stevenson, Elana Ladd, Hannah Axley, Nadia Copely, and Carrie McCamey; *Back row, L-R:* Hancan Sale, Jerry Hanner, Ryan Cunningham, Carson West, and Quint Robinson.

The Family of Roland C.
Van Dorselaer
Frank & Jane Venable II
David C. Verble
Paul & Lori Vetter
A.L. Viles
Kate Vitasek
Charles A. Wagner III
George A. Wagoner
Friends of James W. Wansley
James W. & Candy P. Wansley
Carolyn G. Ward
James C. & Corinne P. Ward III
William Way
R. Gregory West
Roger E. & Rose Baldwin West
Marlin K. & Erin K. White
Milburn H. & Sandra D. White
Alan R. Whitman
Kay & Bill Whitman
Jan R. & Elaine A. Williams
Friends of Jan R. Williams
Rod & Karen Williams
Tim & Amy Williams
Willis Corroon Corporation of
Tennessee
Jack Willis
Kenneth L. & Shari Wills
Alan D. & Wendy R. Wilson
Edward E. & Anne A. Wilson
John Q. & Wanda W. Wisecarver
Ronald H. Wolf
H. Pat Wood
Neville J. Woods
Chris & Melissa Wyatt
Elise Roby Yanders

1914

SOCIETY
HASLAM COLLEGE OF BUSINESS

THE 1914 SOCIETY

When the School of Commerce began in 1914, it had only 11 students and one faculty member. While their numbers were few, their shared passion for leadership in business practices and education was strong. As the college has grown and changed, the passion shown by its original students and faculty has persevered. Each year, hundreds of future business leaders graduate and join the ranks of our loyal alumni, reaffirming the importance of a continuing legacy to inspire future growth and success for the college.

1914 Society members reflect

the values of the founders of the college, and understand the importance of continuing that legacy. Members show their commitment through bequests, charitable remainder trusts, charitable gift annuities, life insurance gifts, or retirement beneficiary designations.

Jeff & Jacqueline Abbott
John G. & Donna Adams Jr.
Robert N. Andrews
Martha Arnold
Dan B. Ashby
Jonathan C. Bailey
John V. Barker
Jeff & Denise Barlow
Thomas D. & Jennifer Bell Jr.
Mike A. & Nancy M. Berry
LeRoy B. & Julie O. Bible
David & Vanessa Birdwell
Steven P. Birdwell
Harold A. Black
John H. Boll
Richard B. Boring Jr.
Randy & Jenny Boyd
Charles W. Brinkley Jr.
Shirley Pih Broadbery
Betty J. Brown
Debra L. Brown
H. Carey Brown
Steve & Jill Brown
Don & Joan Bruce
Harry J. Bruce
Robert L. Bryan & Delores Lyons
Cameron J. Burnette
Andrew N. Burns
Thomas R. & Nancy H. Campbell
Dave & Penny Carver
Paul A. Castagna
Henry J. "Jerry" Collins
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Don & Sandra Fancher
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Bruce D. Fisher
Ron D. Ford
Roberta J. Fox
Donald W. & Suzanne H. Freeman
Phillip & Jinny Furlong
Leslie D. Galloway
Sarah F. Gardial
Marvin D. & Yolanda Gass II

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Nan M. Given
Robert L. & Joni T. Goan
Susan Golicic
Kathleen Gooch
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William L. & Elaine A. Jenkins Jr.
Daryl P. Johnson
H. Russell & Florence L. Johnston Jr.
Charles B. Jones Jr.
Ronald A. Justus
Timothy F. & Janet W. Kercheval
Ben S. & Margaret Kimbrough Sr.
Mark & Lindy Kinser
Michael A. & Pamela S. Koban Jr.
Steve & Cindy Kroeger
Jeffrey & Shannon Land
Chris & Quinita LaPorte
Ronald E. & Carolyn B. Lawrence
Fred R. & Sharon Lawson
William E. & Pamela R. Lee
LeAnn & John Luna
A. David & Sandra L. Martin
Larry B. & Jane H. Martin
Whitney Johns Martin
F. Stewart McCorkle Jr.
Janet L. McKinley
Robert C. & Ann McMahan
Scott D. McWilliams
George & Peggy Melton
Dan M. & Amy E. Miles
Joseph Minga
W. David & D. Sien Moon III
James M. Moore
Charles W. & Sherry R. Morgan
Michael B. & Renee L. Mulcahy
Pamela R. Neal
Terry L. & Robin A. Neal
Gordon H. & Camoline D. Newman
James & Kathy Newsome III
Dennis H. Owen
Mitchel T. & Chris F. Parrott
Chip & Carolyn Pearson
Edward V. & Karen D. Pershing
Johnny & Kimberly S. Pitts

Bill S. & Kathy P. Portis
Patricia D. Postma
Gary M. Pratt
Jerry & Suzanne Ratledge
Richard B. & Jane M. Ray Jr.
S. Seth & Loren L. Reagan
Philip A. & Kathi Reisz
Jon G. & Mintha E. Roach
Martin L. & Carol Fri Robinson
King W. & Judy P. Rogers III
Nolen & Clarice Rollins
Brett W. Rousch
Robert E. & Anne L. Sandlin
David L. and Marilyn A. Schreiber
Louis C. & Sherlene C. Schumacher
Charles G. Seay
Gregory M. Sekelsky
Scott A. & Kathryn W. Selbach
James B. Selleh
Stephen R. & Katy Senkus
Marc A. Shepherd
William A. & Dene R. Shipp Jr.
Bill H. Sims Jr.
A. Dean & Ann H. Skadberg Sr.
Fred W. & Lynn H. Smith III
Gregory L. & Lisa V. Smith
Randall E. Smith
David M. Snapp
Aaron J. Snyder
David H. & Beverly C. Stacey III
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Connie Dorrough Steinmetz
David & Deborah Stevens
Michael H. & Rebecca Sutton Sr.
Robert S. Talbott
Herman J. Tallman
W. Kirk Taylor
Joe P. & Sheryl S. Teague
J. Neal & Cathy Townsend
Walter F. & Patricia Trent
Jerry V. & Kendra Tune
Thomas M. & Traci A. Van Dorselaer
Dwight H. & Shelia Van Inwegan
William H. & Jo-Ann Vandergriff
James H. & Connie P. Valalides
Charlie A. & Nancy G. Wagner III
James W. & Candy P. Wansley
James C. & Corinne Ward III
Paul A. Warren
Charles R. West
Kay & Bill Whitman
Jan R. & Elaine Williams
Rod A. & Karen C. Williams
Kenneth L. & Shari Wills
J. Michael & Nadine C. Woodall
Joseph M. & Karen S. Young
Lynn & Liz Youngs
Morgan M. & Kathryn Zook

ALUMNI PROFILE

Cherokee Tribe Creates New Tradition with Haslam Professional MBA Program

Harrah's Casino in Cherokee, North Carolina, is perhaps the most recognizable business venture associated with the Eastern Band of the Cherokee Indians (EBCI), but the tribe pursues many additional callings. Through its own sovereign government, the EBCI oversees the Qualla Boundary, the tribe's land trust territories in western North Carolina established in 1924. The government employs a workforce more than 2,000 strong, serving in administrative, legal, realty, public safety, human resources, and other typical government capacities. The EBCI also runs a museum, manages tourism on its lands, and operates limited liability companies to diversify its revenue sources.

The tribe descends from 800-1,000 Cherokee who avoided forced removal from the region in the 1830s. It was recognized formally as the EBCI by the federal government in 1868. Of course, Cherokee history goes

back much further than that, and tradition shapes many activities in the Qualla Boundary.

Still, EBCI government and business professionals strive to employ the most current techniques and seek new skills to improve performance and service. Since 2013, six members of the EBCI have earned degrees from the Professional MBA (ProMBA) program in the University of Tennessee, Knoxville's Haslam College of Business. With two more members currently enrolled in the program and another soon to join, the EBCI is well on its way to solidifying a new tradition: using methods learned in ProMBA to support the tribe's undertakings.

"The [EBCI] has been a loyal partner and sends great members of their organizations to ProMBA year over year," Molly Kinard, director of the ProMBA Program, says. "We are proud to be their partner."



Eastern Band Cherokee ProMBA students and alumni gather at the Tribal Council House on Council Day, June 1, 2023. **Counterclockwise from top left:** Adam Wachacha (ProMBA '21), son Zane Wachacha (ProMBA '24), Gerri Grady (ProMBA '17), Cruz Galaviz (ProMBA '23), Noah Hicks (ProMBA '23), Brandon Stephens (ProMBA '15), and Missy Crowe (ProMBA '14). *Not pictured:* Jimmy Burns (ProMBA '18) and Eden Brown (ProMBA '18).

Spinning Lessons into Gold

Melissa “Missy” Crowe (ProMBA, ’13), the first tribe member to graduate from ProMBA, was executive liaison for the Tribal Casino Gaming Enterprise when she gained her degree. In less than a year, she became director of Harrah’s Casino operations.

“Getting my MBA, gaining confidence with public speaking, doing our development and leadership goals and objectives...all of [those were] contributing factors to my promotion,” Crowe says. “I learned a lot of different strategies on how to approach business plans. [One thing] we look at constantly as a customer hospitality industry is using data to improve processes and the customer experience. Learning some of those skills from my schooling has helped me look at ways we can improve our business.”

Brandon Stephens (ProMBA, ’15), a professional consultant with the federal government, also credits the program for assisting his career. Stephens was development director for United South and Eastern Tribes Inc. when he received his degree. While the program curriculum was largely delivered from the perspective of making and selling a product and building capital, he could apply much of it to his job.

Instead of applying lessons to selling a product, Stephens used what he learned in the ProMBA program to change business culture and build political, intellectual, and environmental capital. “It was a rich experience, and I have used so much of what I learned at [Haslam],” Stephens says. “Call me Rumpelstiltskin, but I spun that into gold.”

Building on Tradition

While there was no coordinated effort to send more EBCI students to ProMBA, fellow EBCI members sought information about the Haslam program from Crowe and Stephens.

“Others...asked how I like the program and was it helpful,” Crowe says. “I [told] them my experiences with the program, and I am surprised by the number of folks who have enrolled and gone through after me.”

EBCI ProMBA alumni now include professionals in accounting, hospitality, healthcare operations, and government, and awareness about the program’s benefits continues to grow. Two students currently in the program, Alvaro Cruz Galaviz and Noah Hicks, both realty leasing specialists for EBCI Tribal Realty Services, enrolled based on Stephens’ recommendation.

So far, Hicks’ biggest takeaway from the ProMBA program is the leadership component, while Galaviz values his gained knowledge and connections.

“They push on the leadership aspect, trying to grow each individual student as a leader,” Hicks says. “I didn’t have much experience in that, and it’s really helped me grow in my leadership. It’s helped me to communicate more effectively.”

“Besides the knowledge I’ve gained from the program, I have also made lifelong friends and memories that I will treasure forever,” Galaviz says. “The program has received many endorsements from its alumni, which will keep attracting more enrolled EBCI members to get their MBA from the University of Tennessee. I believe the tradition of the ProMBA program will continue.”

Kinard says Zane Wachacha, son of alumnus Adam Wachacha (ProMBA, ’21), is set to begin the ProMBA program in the fall.

“We are excited to continue our association with the Eastern Band,” she says. “With Zane coming in this year, the custom of EBCI members graduating from Haslam’s ProMBA program carries forward.” ● —Scott McNutt

PROMBA ALUMNI AND CURRENT AND COMING STUDENTS FROM THE EBCI

Missy Crowe (2013)
Director, Harrah’s Casino Operations

Brandon Stephens (2015)
Professional Consultant, Federal Government

Gerri Grady (2017)
Accounting Coordinator, EBCI

Jimmy Burns (2018)
Provider Network Manager, Cherokee Indian Hospital Authority

Eden Brown (2018)
Internal Audit Manager, EBCI

Adam Wachacha (2021)
Representative, Snowbird/ Cherokee County Tribal Council

Noah Hicks (2023)
Realty Leasing Specialist, EBCI Tribal Realty Services

Alvaro Cruz Galaviz (2023)
Realty Leasing Specialist, EBCI Tribal Realty Services

Zane Wachacha (2024)
Performance Improvement Specialist, Cherokee Indian Hospital

The Haslam College of Business is grateful for its relationship with the Eastern Band of Cherokee Indians; Sgi.

(Cherokee for “Thank You.”)

Update



Stay in touch!

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

This update reflects information known as of May 31, 2023.

'70s

Tennessee Supreme Court Justice **Sharon G. Lee** (HCB, '75) announced she will retire in August 2023.



Viking M&A named **Reed Kelly** (HCB, '90) senior advisor in its Nashville Division.



Mike Taylor (HCB, '95) became CEO of the Knox Education Foundation.



The Jackson Area Business and Professional Women named **Kimberly Martin** (HCB, '05), vice president for development and marketing at Bethel University, a winner of the Sterling Awards 2023, which recognizes the 20 most influential women in West Tennessee.

'80s



Dawn Hooper (MAcc, '88), vice president of finance and operations and CFO with the Texas Women's Foundation, is now chair of the Dean's Leadership Circle at Texas Woman's University.



Scott Lowe (MAcc, '96) returned to Chattanooga's HHM CPAs as a director in the dealership group.

'00s



Seung Bach (PhD, strategy and entrepreneurship, '02) will succeed Brenda Flannery as dean of Minnesota State Mankato's College of Business, effective July 1, 2023.



Thread Bancorp Inc. recently hired **Andrew Montgomery** (HCB, '08) as its senior vice president and director of FinTech Partnerships.



Long-time UT supporter **Janet McKinley** (HCB, '80) spoke at Haslam's spring graduate hooding ceremony.



Joy Lyons (HCB, '96), head of North America Operations for Elavon, was recognized for her service with a Pay it Forward Star Award by the Electronic Transaction Association.



LBMC recently made **Scott Bowman** (MAcc, '06) the company's new chief operating officer and chief financial officer.

Luis Rios-Nogales

(PEMBA, '02) is executive vice president and chief development officer at ILIAD Biotechnologies LLC, which has been working on one of the most advanced pertussis vaccines, BPZE1, and the clinic results of the PZE1 Adult Phase 2b trials have been published in *The Lancet*.

'90s



Dorothy Jones (MBA, '98) joined Dallas College as its new chief marketing officer.

Ross McKinley (HCB, '99, MAcc, '00) joined Pennsylvania-based GTM as managing director, international tax.

Malcolm R. Shrimplin (MSMSc, '97), senior manager at Pharma Solutions, endowed the Catherine Zagula Women in STEM scholarship for Ohio's Fredericktown High School.



Mercy Health - Clermont Hospital named **Shiley Harper** (MBA, '06) its chief financial officer.

Eneida Roldan (PEMBA, '03) recently spoke about the importance of leadership in public health systems during the Global Health Consortium's Global Health Conference of the Americas.

L-R:
Patterson,
Phillips, and
Williams.



Peerless Pumps appointed **Scott Patterson** (EMBA, '08) vice president of its Fire Business Unit, **Arron Phillips** (EMBA, '11) vice president of its Peerless Engineered Systems and Selma Business Units, and **Leroy Williams** (EMBA, '07) vice president of its Water Utility and Industry Business Unit.

At the American Society of Interventional Pain Physicians (ASIPP) annual meeting, **Amol Soin** (PEMBA, '07) presented TunedTX, developed by his company, Soin Neuroscience, to advance spinal cord stimulation technology.



BrightStar founder and CEO **Shelly Sun** (HCB, '02) delivered the Haslam spring undergraduate commencement address.

'10s

Oluwadamilola (Damilola) Adeyemi (PEMBA, '18) is now chair of the Department of Medicine at Swedish Hospital Northshore University Health System.

Ghannam Al-Dossari (PEMBA, '16) is president of the newly founded Al-Dossari Heart and Lung Institute in Alkhobar, Kingdom of Saudi Arabia.



WWE star and Knoxville native **Bianca Belair** (BBA, '12) recently headlined Friday Night SmackDown in her hometown's Thompson-Boling Arena.

Baylor College of Medicine appointed **Paras Bhattarai** (PEMBA, '14) clinical associate professor. He also serves as a pediatric neurologist and division chief of Pediatric Neurology at Baylor Scott and White's McLane Children's Hospital.

Michael Brown (PEMBA, '15) recently became a private contractor at DakotaCardiac Thoracic Services LLC.



The Jones Family of Companies promoted **Scott Butler** (EMBA-SL, '16) to president of the firm.

Paul Chase (ADMBA, '15) assumed responsibilities as chief commercial officer for Air Transport Services Group Inc.

Elizabeth Frankowski (PEMBA, '13) recently joined Aesthetic Management Partners as their clinical educator. She will continue serving as regional director for Garden Ob/Gyn.

Bush Brothers & Company promoted **Chavez Golden** (ProMBA, '18) to recruiting lead.

Kevin Coates (PEMBA, '15) recently accepted the role of chief medical officer for TailorCare, based in Chicago and New York.



Daniel P. Green (HCB, '11), financial advisor with UBS Wealth Management USA based out of the firm's Knoxville office, was named to the Forbes Best-In-State Wealth Advisors list for 2023.

Khadeja Haye (PEMBA, '14) delivered the keynote address on implicit bias in healthcare during TeamHealth's National Medical Leadership Conference.

Jason Hayes (PEMBA, '16) founded and launched PCMD Expresscare for Adults.



J. Devon Holbrook (MAcc, '10) became a new member

of Nashville's Bass, Berry & Sims PLC.

Medical University South Carolina's (MUSC) Health Columbia Medical Center, for which **Tullie Holmstrom** (PEMBA, '16) is responsible as the chief medical officer for MUSC's Midlands Division, was named as the top national cardiovascular hospital in South Carolina.



John Howington (PEMBA, '19) was elected president-designate for the American College of Chest Physicians. He will continue as chief of oncology services and chair of thoracic surgery at Ascension Saint Thomas Health and professor at the University of Tennessee Health Sciences Center in Nashville.



Savannah Johnson (HCB, '15), food category manager for Pilot Co., was named Foodservice Manager of the Year by *CSP Daily News*.

Protenus, the nation's leading healthcare compliance analytics technology platform provider, hired **Cambrey Jordan** (EMBA-HL, '15) as chief revenue officer.

ZRG Partners LLC appointed **Jeff Kakish** (PEMBA, '18) managing director for healthcare.



Taylor L. Kinard (HCB, '18) joined Butler Snow's



Becker's Hospital Review included the following five graduates of **Haslam's Physician Executive MBA program** on its 2023 "110 hospital and health system chief medical officers to know":



Keith Gray (PEMBA, '14), University of Tennessee Medical Center's executive vice president;



Jay Grider (PEMBA, '13), chief physician executive at UKHealthCare;



Tim Groover (PEMBA, '12), system chief medical officer at Baptist Health of Jacksonville, Florida;



Amit Vashist (PEMBA, '13), senior vice president and chief clinical officer at Ballad Health in Johnson City, Tennessee; and

Geralda Xavier (PEMBA, '17), regional chief medical officer at Atlantic Health System in New Jersey.

Top to bottom: Gray, Grider, Groover, Vashist, and Xavier.

Memphis law office in the firm's finance, real estate, and restructuring group.

Lynn Martin (PEMBA, '10) accepted a faculty appointment at the University of Washington.



Barbara Melvin (EMBA-GSC, '18), the first woman president and CEO of South Carolina Ports, received the Outstanding Women in Supply Chain Award from supply chain management students at the University of Tennessee, Knoxville.

Homer Moutran (PEMBA, '15) published, "From Penicillin to Digital Health: The Impact of Social

Media on Medicine," on MEDPAGETODAY's KevinMD.com.

Mohsen Nasir (PEMBA, '18) joined Insight Hospital and Medical Center's Allergy and Immunology Division. He continues to serve on the clinical faculty at Central Michigan University College of Medicine.

Ken Parsons (PEMBA, '19), was named chief medical officer for McLaren Bay Region.



Daniel Pellathy (PhD, supply chain management, '16) sat for a Q&A with *DC Velocity*, speaking about, "Understanding and Valuing

the Impact of Agility in Your Supply Chain,” a white paper he co-wrote for Haslam’s Global Supply Chain Institute earlier this year.

John Pracyk (PEMBA, '15) co-authored the paper, “The Mission, Value, and Roles of Medical Affairs in MedTech.”

Trina Prather (PEMBA, '10) is now medical director for Med First Services.

Ganesh Raveendran (PEMBA, '19) was appointed chief of the cardiovascular division in the department of medicine at the University of Minnesota, Twin Cities. Raveendran will be the inaugural holder of the Dr. Jay N. Cohn Endowed Chair in Cardiology.

Art Roa (PEMBA, '16) is now certified by the American Board of Quality Assurance & Utilization Review Physicians Inc. in health care quality and management.

Jackson Memorial Hospital in Miami appointed **Jeff Scott** (PEMBA, '21) associate chief of critical care.

LumaBridge welcomed **Alexander Stojadinovic** (PEMBA, '15) as chief medical officer.

Pam Sullivan (PEMBA, '15) spoke at the Leadership Conference of the American Academy of Physician Leadership in Chicago.

Peter Takacs (PEMBA, '14) is now vice chair for administration and clinical affairs at Eastern Virginia Medical School.



Cody Taylor (HCB, '13) joined LBMC’s Healthcare Valuation team as a senior manager in the Nashville office.

Andrew Johnson Bank promoted **Michala Taylor** (HCB, '19) to branch operations manager at the bank’s

main office in Greeneville, Tennessee.



Sensus Healthcare promoted **Stephanie Tipton** (HCB, '13) to vice president of marketing.

John Warner (PEMBA, '11) was appointed chief executive officer for Wexner Medical Center and executive vice president for The Ohio State University.

Marta Wayt (PEMBA, '19) was named to the board of directors at Ballad Health. She will continue serving as Ballad’s primary care service line director and as regional medical director for the Kingsport, Tennessee, region.



Brian Welton (HCB, '10) was appointed CEO and administrator of Baptist North Mississippi.

'20s

“Inpatient 30-Day Readmission Rate Reduction,” a poster by **Gabe Andrade** (PEMBA, '22), earned second place in the National Hospital Medicine Poster contest.



US Acute Care Solutions named **Trisha Anest** (PEMBA, '21) regional vice president of its South Division.

Rebekah Artman (EMBA-HL, '22) started a new role as assistant CNO for Northeastern Nevada Regional.

Alyssia Bostrom (ProMBA, '22) became director of market developments at Decade Products.

Harvey Castro (PEMBA, '20) joined ChatGPT Healthcare as an author and published *ChatGPT and Healthcare: The Key To New Future of Medicine*. Also, ViTel Health recently named Castro its chief clinical operating office, and he is now serving as a medical advisor to Cellotex.

Gagan Dhillon (PEMBA, '22) started a new position as assistant medical director for the University of Maryland’s Baltimore Washington Medical Center.



Tristin “Tris” Dickie (HCB, '22) joined Affinity Technology Partners as a marketing assistant.

Jimmell Felder (PEMBA, '22) is now medical director for Absolute Total Care, a health maintenance organization in South Carolina.

Gene Gincherman (PEMBA, '22) is now air and marine operations medical officer, customs and border protection air and marine operations medical officer, customs and border protection for the Council for Logistics Research Inc.

Matt Glover (ProMBA, '22) is now a salesforce product manager at Werner Enterprises.

Ritchey Graham (EMBA-HL, '22) was named to the 2023 Board of Women in Healthcare, Nashville chapter.

Hunter Greer (ProMBA, '21) became vice president with JPMorgan Chase.

MK Harper (PEMBA, '20), TeamHealth’s West Group’s regional medical director for emergency medicine, was recognized by TeamHealth in

their blog celebrating women in medicine.

Brad Heim (ProMBA, '22) is now a consultant at SEI in Nashville.



Heather Henning (EMBA-HL, '21) is now marketing director for Select Medical.



Meghan Hethcox (EMBA-HL, '20) is now senior director at NAA Sales Excellence.

Ana Kelegama (PEMBA, '20) is now chief of medicine at Memorial Healthcare System’s Pembroke Hospital in Florida. She will continue to serve as medical director with TeamHealth.

Akshay Khandelwal (PEMBA, '22) was named treasurer-elect for the American College of Cardiology.

Jay Land (EMBA-SL, '22), a strategy and management consultant based in Ooltewah, Tennessee, was named to the board of the First Command Educational Foundation.

Kathleen McCann (ProMBA, '21) is now a database engineer at Ballad Health through TEKsystems.

Maci Mays (ProMBA, '22) is now a product owner at Clayton.

HCA Healthcare named **Tabitha Palmer** (EMBA-HL, '22) division vice president.

Mitch Parker (PEMBA, '22) attended the American College of Surgeons Leadership and Advocacy Summit in Washington, D.C.

Jason Richards (ProMBA, '20) was named vice president of strategic sales at Yellow Corporation.

Asif Saberi (PEMBA, '22) serves as the medical director for critical care and ECMO at WellStar Health System’s Kennestone Regional Medical Center, which was named by the Lowin Institute as one of the top 25 hospitals in the nation providing significantly more community benefit than they are receiving in tax exemption. The hospital was ranked No. 1 in Georgia.



Orlando Health St. Cloud Hospital named **Joel Santora** (PEMBA, '21) its new chief quality officer. **Santora** also earned his Certified Physician Executive from the American Association of Physician Leadership in March.

Parker Sherrill (HCB, '22), **Dawson Bristow** (HCB, '21), and UT student **Jeffrey Kending** recently launched the new app, Circl, which allows users to share their schedule with friends.



Mary Jo Swearingen (HCB, '20), HR business partner at LBMC Employment Partners, was named to the Emerging Professional Advisory Council (EPAC) for the Society for Human Resource Management (SHRM) for a two-year term. Also, SHRM Online interviewed Swearingen for an article celebrating the fourth annual World Federation of People Management Associations (WFPMA) International Human Resources Day.



Mandy Huynh

Oracle | Associate Functional Consultant



Kenny Kershaw

AllianceBernstein | Regional Sales Consultant



Hunter Higgins

U.S. Bank | Commercial Real Estate Credit Analyst



Isabella Shaw

J.P. Morgan Chase & Co. | Private Bank Analyst



Zach Rockom

Amazon | Area Manager



Joey McPherson

GEODIS | Leadership Development Program



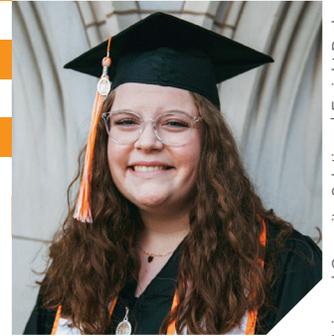
Haven Smith

Mortgage Investors Group | Marketing Strategist



Hayden Lowe

Northwestern Mutual | Financial Advisor



Paige Dierks

Universal Capacity Solutions | Freight Broker



Kaitlin O'Neill

University of Tennessee School of Law



Kirclin Perkins

AllianceBernstein | Equities Portfolio Management Group

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