

HASLAM



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

MAGAZINE
Volume 15, Issue 2

40 UNDER 40
THE HASLAM CLASS

BIG LEAGUE
ANALYTICS WITH
ZACH STOVALL

JEFF ABBOTT

**SUCCESS
WITH A
HEART OF
SERVICE**



Excellence attracts.



¹2025, U.S. News & World Report, Best Undergraduate Business Programs

²2025, U.S. News & World Report, Best Graduate Business Schools

Note: All rankings are among public institutions.



Learn more about
our rankings.

HASLAM
COLLEGE OF BUSINESS
THE UNIVERSITY OF TENNESSEE, KNOXVILLE

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SUCCESS WITH A HEART OF SERVICE

Photographs by Ryan Wendler Photography

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40 under 40: The Haslam Class



TENNESSEE VOLUNTEERS step forward when need arises. From formal roles in public service to aiding storm victims to reaching out to offer a hand up, 'it takes a volunteer' is more than an expression—it's the philosophy by which we live.

Cover subject, Jeff Abbott (HCB, '93) sums it up well: "I believe ultimate success is about giving back. As I enter the back nine of my career, I couldn't imagine a better way to do that." An accomplished technology executive, he has long focused on student enrichment through internship programs, mentoring, and more. Now, he's upping his involvement by returning to help shape young minds as an adjunct professor. (Read more beginning on page 20.)

Other Haslam College of Business students and alumni are finding ways to embody the Volunteer Spirit on campus and in their own communities across the globe. Senior Colin Zimmer not only spreads holiday cheer as the UTK Elf, but he also started a campus chapter of Sources of Strength, a mental

health promotion and suicide prevention program (page 17). Helping others has made him well known across campus and on social media platforms, where people see his work as a beacon of hope.

MBA student Dylan Perry spent her time in the U.S. Army serving as a medic in Iraq and later, in Boston, during the pandemic. Supply interruptions in those experiences influenced her choice of emphasis area in her degree program (see page 14). Community involvement and caring for others, she says, will remain a focus throughout her career.

Christine Vossler has focused her efforts on working to fill gaps in staff coverage across the college, freeing faculty to focus on teaching and research (page 6). A Haslam MBA grad who earned her doctorate in sociology from UT while working, she's known in the college as both a dependable resource and an innovator who makes new ideas happen.

In the unsettling times in which we live, let's all look out for one another and be the force for good that we hope to see in our communities. Great things happen when we, like those featured in this issue of *Haslam Magazine*, open ourselves to the needs of others and seek ways to work together for the common good.

In gratitude,

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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Dean and Stokely Foundation Leadership Chair

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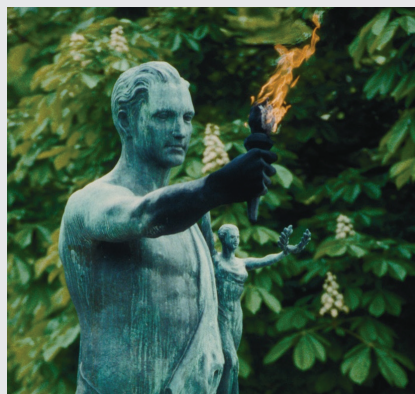


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Council



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 Haslam deans and executive committee thank each member, past and present, for their service and devotion to the college.

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The Art of Procurement Podcast

April 17, 2025

"The value of lean thinking comes from its effectiveness as a resilience strategy, not just a financial tool. It comes down to process mastery, problem solving. If organizations actively apply lean thinking, they can reevaluate their sourcing models and invest in resilient processes long before tariffs or any other disruption makes it necessary.

There are tremendous opportunities for those individuals, those companies, those supply chains that can kind of figure out things a little sooner than the rest and become the model for others to follow. They're going to enjoy a huge advantage."

Thomas Goldsby, Dee and Jimmy Haslam Chair in Supply Chain and David P. Perrot Supply Chain Management Faculty Fellow, on how companies that go lean gain an advantage over their competitors

Inbound Logistics

April 7, 2025

"For supply chain and logistics professionals, uncertainty is the devil. A lack of stability makes it difficult to reach informed, short-term decisions, let alone long-term, larger investments in physical locations or supply networks, where the economic implications extend beyond the next election cycle. Yet, uncertainty is the only certainty for the foreseeable future."

Alan Amling, assistant professor of practice, regarding the impact of the fraught U.S. political situation on supply chains

The Tennessean

March 11, 2025

"More than 73,000 new businesses formed in Tennessee during fiscal year 2024. It's the lowest number of new business filings in three years, but it still far outpaces pre-pandemic records. I want to put some historical perspective on these numbers. This level of new business formation in Tennessee is more than double what we saw just 10 years ago. Our perspective in the Boyd Center [for Business and Economic Research] is that the U.S. economy continues to do quite well, and national recession risks are minimal at this time. And Tennessee continues to lead the nation."

Don Bruce, Boyd Distinguished Professor and Boyd Center for Business and Economic Research director, on the positive aspects of Tennessee's slowing economic growth

Marketplace

January 31, 2025

"There are things bigger ports can focus on to meaningfully reduce greenhouse gas emissions. They can upgrade one of the dirtiest links in any supply chain: trucks. Those not only emit higher rates of CO₂, but they also have the local pollutants at vastly higher rates."

Alex Scott, Gerald T. Niedert Professor, on what large ports can do to reduce greenhouse gas emissions

Boston Public Radio, GBH 89.7

January 16, 2025

"Tennessee's free college tuition program has been crucial to attracting students who otherwise wouldn't go to college, but it doesn't guarantee other vital needs like academic coaching and financial support for living expenses. There's still a great deal of need beyond tuition, like advising."

Celeste Carruthers, William F. Fox Distinguished Professor of Labor Economics, on what Massachusetts can learn from Tennessee's free college program

Instore Magazine

January 13, 2025

"Honesty really is the best policy in this case. Be open; be direct to your customers that you need to change this policy because it's no longer financially sustainable for you. Use those narratives to justify your actions. Do not let your customers find answers elsewhere."

Huseyn Abdulla, assistant professor, advising retailers to avoid consumer backlash to opaque return policies

Fortune

January 7, 2025

"Given huge executive pay packages and a corporate focus on shareholder value at the expense of their customers and employees, it's not hard to see why people will blame CEOs for the pain and suffering their companies inflict on them. There will always be wing nuts that need guarding against, but the risk will be much lower if the public loves rather than hates what the CEO and their company do."

Tim Pollock, Haslam Chair of Business and Distinguished Professor of Entrepreneurship and Kinney Family Faculty Research Fellow, on why CEOs of large companies should be more transparent to consumers

HR Daily Advisor

December 3, 2024

"Remote and hybrid work models are the future. Synchronous communication technologies enable us to work in real time with colleagues anywhere in the connected world. Ultimately, companies will need to offer flexible virtual work options—potentially including dedicated in-office time—to attract and retain top talent and enable them to produce at a high level. The companies that figure this out will effectively differentiate themselves on the labor market."

Timothy Munyon, Ergen Professor in Business and Janet and Jeff Davis Faculty Fellow, on whether corporate return-to-work mandates are sustainable

Wall Street Journal

November 24, 2024

"Many companies are finding that we don't want to have too many eggs in one basket. Adding a production facility closer to customers may cost a little bit more in the short term, but it gives us the ability to be a lot more flexible and agile."

Justin Kistler, assistant professor, on reshoring production to minimize shortages from disruptions to international supply chains

Forbes

November 19, 2024

"When used properly, AI can be a powerful tool for accelerating your own innovative capabilities. Whether you use it for idea generation, to automate mundane tasks so you have more time to focus on higher-level thinking, or to draw from data to improve your decision-making, AI can have a very real impact on your ability to innovate. And when AI becomes an integrated part of your collaborative culture, it can drive these improvements across the entire team."

Kate Vitasek, Global Supply Chain Institute distinguished fellow, on the wise use of AI

awards



COLLEGE-WIDE

The annual Haslam Awards reception took place on May 8 and recognized the following faculty, staff, and graduate students:



UNDERGRADUATE STAFF AWARDS

Heath Cox – Outstanding Service Award

Ellie Mulherin – Undergraduate Outstanding Results Award

Jennifer Davis – Outstanding Innovation Award

Venture Living and Learning Community team (**Marg Basehart, Walker Fowler, Hailey Steuer, and Drew Story**) – Outstanding Teamwork and Collaboration Award

GRADUATE & EXECUTIVE EDUCATION STAFF AWARDS

Riley Roe – Outstanding Service Award

Jericho Hawkins – Outstanding Results Award

Kendra Rains – Outstanding Innovation Award

Aisha Schiebler – Outstanding Teamwork and Collaboration Award



COLLEGE-WIDE STAFF AWARDS

Robyn Geron – Superior Customer Responsiveness Award

Jeannine Berge and Adam O'Dell – Innovation and Creativity Award

Jessica Bartlett – Tim Williams Award in Professionalism

Bethannie Blumberg – Outstanding Staff Service Award

Josh Dalton – Richard C. Reizenstein Outstanding Commitment to Students Award

COLLEGE-WIDE AWARDS

Office of Marketing and Public Relations (**Bethannie Blumberg, Tanya Brown, Sean Harrington, Lori Herron, Leah McAmis, Scott McNutt, and Taylor Mercer**) – Community Building Award

Natalia Yakushko – Volunteer Spirit Award



FACULTY AWARDS

Michael Yates – Allen H. Keally Excellence in Teaching Award

Charlie Cwiek – Outstanding Faculty Service Award

Megan Miller – Outstanding Doctoral Student Teacher Award

Andy Puckett – Bank of America Faculty Leadership Award

Tom Goldsby – Martin and Carol Robinson Excellence in Teaching, Research, and Service Award

Gavin Williamson and Kiwoong Yoo – Outstanding Doctoral Student Researcher Award

Tingliang Huang – Vallett Family Outstanding Researcher Award

John-Patrick Paraskevas – Rising Star Researcher Award

Randy Bradley – Richard Sanders Faculty Leadership Award

Jim Reeve – George Miller, Jr. Award for Lifetime Achievement in Executive Education

Rankings

TOP 25

UNDERGRAD PUBLICS

The college was ranked No. 25 among public schools of business, No. 3 in supply chain management, No. 18 in accounting, and No. 45 in economics in *U.S. News & World Report's* 2025 Best Undergraduate Business Programs.

#13

The **Master of Accountancy program** was ranked No. 13 among public institutions in the 2025 *U.S. News & World Report* Best Graduate Business Schools rankings.

#39

The **Master of Accountancy program** was ranked No. 39 nationally in the 2025 *U.S. News & World Report* Best Graduate Business Schools rankings.

#11

The **Master of Science in Marketing Program** was recently ranked No. 11 among public schools by *U.S. News & World Report*.

#35

The **Master of Science in Marketing Program** was recently ranked No. 35 nationally by *U.S. News & World Report*.

#5

Supply Chain Management was ranked No. 5 among public universities in the 2025 *U.S. News & World Report* Best Graduate Business Schools rankings.

#6

Supply Chain Management was ranked No. 6 nationally in the 2025 *U.S. News & World Report* Best Graduate Business Schools rankings.

#23

The **Full-Time MBA program** was ranked No. 23 among publics in the 2025 *U.S. News & World Report* Best Graduate Business Schools rankings.

#49

The **Full-Time MBA program** was ranked No. 49 nationally in the 2025 *U.S. News & World Report* Best Graduate Business Schools rankings.

#28

Haslam's **Full-Time MBA program** was ranked No. 28 among public institutions in *Poets&Quants* 2024-25 Top 100 U.S. MBA Program rankings.

#6

The **Full-Time MBA program** was ranked No. 6 among public institutions by *Fortune's* 2025 Best MBA Programs for Consulting ranking.

#12

The **Executive MBA program** rose to No. 12 in the *Financial Times'* International Ranking.

TOP 20

ONLINE GRAD PROGRAMS

Haslam's online graduate business programs were ranked in the top 20 by *U.S. News & World Report*.

The Nashville Business Journal ranked Haslam the largest graduate business school in Tennessee.

A photograph of Christine Vossler, a woman with long red hair, smiling and standing in a classroom. She is wearing a black long-sleeved top and dark pinstriped pants. In the background, several students are seated at long wooden desks, some looking towards the camera and others looking away. The classroom has a modern, open-plan feel with large windows and a high ceiling.

CHRISTINE VOSSLER

Up to the Challenge

When Christine Vossler joined Haslam 19 years ago, she had no idea where the journey would take her. As one of the college's first professional staff hires, she brought energy and fresh ideas to the table. "I'd find interesting things other colleges were doing and ask my department head if we could try it, too," Vossler says. Most of the time, the answer was yes. Over the years, she has launched new initiatives, taken on leadership roles, and tried to relieve faculty of administrative tasks so they could focus more on teaching and research.

Vossler has served the college's MBA, Accounting and Information Management (AIM), and Business Analytics and Statistics (BAS) programs. Today, she supports all BAS graduate programs and coordinates PhD programs across the college, fostering community among students through orientation, professional development, and social events. "It's important for them to connect with other students outside their

departments," she says. "It's good to have fun along the way, too, so we also plan social events such as trivia nights."

Vossler knows firsthand the pressures of graduate school. While working full-time at Haslam, she pursued both a master's degree and a PhD from UT. During her own PhD program, the demands became overwhelming, and she put her dissertation on hold, until she woke up one day with a new-found resolve to complete her degree. "I was more determined than I've ever been about anything," she says.

Over the next several months, Vossler spent countless hours reading journal articles and refining her research on sexual harassment and the ways people—and institutions—talk about it. Her dissertation explores how victims, the accused, and bystanders each describe the experience differently, and how those conversations shape the impact of the incident. "It's a harm carried out verbally," she says, "so everything about it is conversational."

Since finishing her PhD, Vossler has enjoyed teaching one class each semester as an adjunct in the university's sociology department. She's taught courses on topics like gender and crime, criminal justice, and criminology. "My hobby is prepping for classes," Vossler laughs. "I never stop learning, and I love it." ●

“
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BRING MY IDEAS
TO THE TABLE.”

—CHRISTINE
VOSSLER



MARKETING

MARKETING & SALES INNOVATION

The second annual Marketing and Sales Innovation Conference and Awards united industry and academia to explore the future of marketing and sales. The two-day event featured keynote speakers from Google and Coca-Cola, as well as session speakers from companies and agencies throughout the eastern U.S.



Collins

Mark Collins was recognized with UT Faculty Senate's Heart and Soul Award.



Engstrom Clugg

Amy Engstrom Clugg was selected as an inaugural faculty fellow for the Alan and Wendy Wilson Communication and Leadership Academy. She also was honored with the 2024-2025 Outstanding Student Organization Advisor Award for her work in establishing Volunteer Puppy Partners, a student group dedicated to creating awareness and education about service dogs.



Noble

Charlie Noble co-authored "How Media Coverage Elicits Strategic Change: The Moderating Role of the Business Model Design," published in the *Strategic Management Journal*; "Better Innovation for a Better World," published in the *Journal of Marketing*; and "A Multiple-Stakeholder View of Open and User Innovation: Systematic Review and Future Research Agenda," published in the *Journal of the Academy of Marketing Science*.



Hasford

Jonathan Hasford and co-authors were featured in the *Journal of Marketing Research* with their publication, "How Awe in Marketing Communications Decreases Consumer Preferences for Limited Edition Products."



Damavandi

Hoorsana Damavandi co-authored "Unveiling Regulatory Operations: A



Abell

Data Set of the Determinants, Process, and Outcomes of Product Defect Investigations by the U.S. Automotive Safety Regulator," published in *Manufacturing and Service Operations Management*.

Annika Abell co-authored "The Art of Misspelling: Unraveling the Divergent Effects of Misspelled Brand Names on Consumer Responses," published in the *Journal of Consumer Research*.



Kelly Hewett

Kelly Hewett and **Kiwoong Yoo** (PhD student), joined by co-author Michael Haenlein, were featured in the *Journal of Consumer Psychology* with their publication, "The Magic, Challenges, and Potentials of Large Language Models," and in the *Journal of the Academy of Marketing Science* with "A Whole New World, A New Fantastic Point of View: Charting Unexplored Territories in Consumer Research with Generative AI." **Hewett** also co-authored "Quest for Insights: Leveraging Data from the Video Game Ecosystem in Marketing," featured in the *Journal of the Academy of Marketing Science*, and "How Firms Can Steer Social Media Conversations," published in the *Journal of Marketing Research*.



Lee



Schmardebeck

Jong Seok Lee and **Roy Schmardebeck** received new appointments. Lee is now the Jan R. Williams Professor and Schmardebeck is now the Forvis Mazars Professor.

ACCOUNTING & INFORMATION MANAGEMENT

Amelia Hart was named as one of the 50 Best Undergraduate Business Professors of 2024 by *Poets&Quants*.



INTERNATIONAL PROGRAMS & STUDY ABROAD



Haslam's Office of International Programs and Study Abroad (IPSA) was selected as a finalist in the GoAbroad Awards' Innovative Volunteer Abroad category.

Mobility International USA selected IPSA as a 2024 NCDE Campus Collaboration Initiative (CCI) award recipient. The award presents an opportunity for two higher education institutions to expand collaboration between disability services and education abroad. CCI awarded IPSA with \$1,500 to advance greater teamwork to support students with disabilities to study abroad.

The Effects of School Day Duration on Families in Developing Nations

Extending the length of the traditional school day may have unintended consequences for families, including a notable rise in divorce rates, according to a recent study co-authored by María Padilla-Romo, John Quincy and Wanda Weems Wisecarver Faculty Fellow and associate professor in Haslam's Department of Economics.

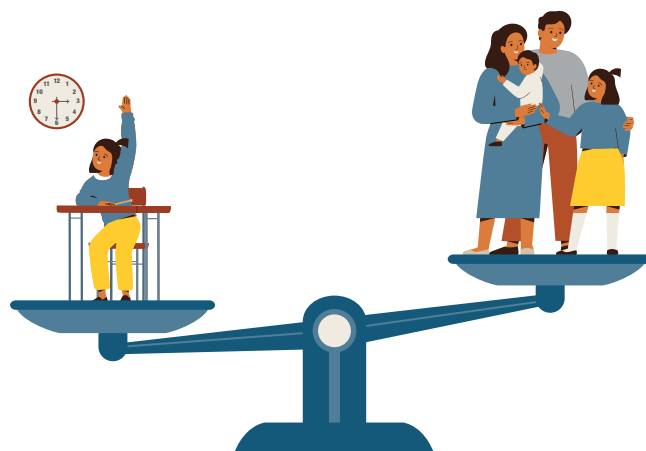
For the past decade, Padilla-Romo has studied the effects of lengthening the school day for elementary students, especially in developing countries. Her first project evaluated a Mexican government program that extended the school day from four-and-a-half to eight hours. She found the program boosted both short- and long-term student learning. "It changes the trajectory of their education," she says. "Even nearly a decade later, exposed students achieved higher test scores through middle and high school." As a former teacher, these results spoke to Padilla-Romo's commitment to improving the quality of education.

UNINTENDED CONSEQUENCES

Padilla-Romo then explored the broader impacts of longer school days, with one notable outcome being increased labor force participation among women. In Mexico, like many developing countries, women make up a smaller share of the workforce. "When the program started in 2007, only 42 percent of women participated in the labor market in Mexico, compared to 59 percent in the U.S.," Padilla-Romo explains. "Greater financial independence also can influence family dynamics."

Curious as to how increased income and resources might affect marriages, Padilla-Romo and her co-researchers dug further. Would financial independence reduce conflict at home, or might it lead to more domestic violence or divorces, as women gain the means to leave troubled relationships? "Theoretically, there are competing forces on both sides," she says. "So, we turned to the data to find out."

The resulting paper,¹ published earlier this year in the *Journal of Public Economics*, finds that extending the Mexican elementary school day by three-and-a-half hours led to a significant rise in divorce rates, especially in regions with non-traditional societal norms. To reach this



“*While these policies [lengthening school days] improve student learning, they also influence family life, labor dynamics, and household structure.*”

—MARIA
PADILLA-
ROMO

conclusion, Padilla-Romo and her coauthors analyzed divorce records, regional participation in the school program, and data from the World Values Survey (WVS), a global study of cultural and political values, which helped the researchers classify areas by whether they hold traditional or nontraditional social norms. "We examined survey responses to statements like 'If the wife makes more than the husband, that is likely to cause problems,'" Padilla-Romo explains. "Areas where respondents agreed with this and similar statements were classified as holding to more traditional social norms."

The researchers combined the data into a single dataset and developed measures for social norms, exposure to the extended school day program, and divorce rates. Some of their analysis supports the idea that longer school days increase women's labor force participation, which may help explain the rise in divorce rates.

BROAD IMPLICATIONS

Padilla-Romo's research aims to reveal both the intended and unintended consequences of policy decisions, rather than offer recommendations.

"When you're making decisions, it's important to understand how they affect everyone—from students to parents and grandparents," she says. "Our work shows that while these policies improve student learning, they also influence family life, labor dynamics, and household structure, all factors that should be considered in policymaking." ●

¹ "Parents' effective time endowment and divorce: Evidence from extended school days," by María Padilla-Romo, Cecilia Peluffo, and Mariana Violaz, appeared in *Journal of Public Economics*, Volume 242, February 2025, 105302.



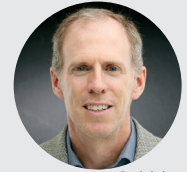
Nayasha Farrior was named the 2024-2025 Advisor of the Year at the Haslam College of Business Student Organization Awards.

OACC staff served on the Knoxville Sports Authority's internship committee to develop a program to offer Haslam students paid, 10-week internships with Covenant Health Park, the newly developed multi-use stadium in downtown Knoxville.

OFFICE OF ACCESS & COMMUNITY CONNECTIONS



HASLAM'S OFFICE OF ACCESS AND COMMUNITY CONNECTIONS (OACC) HOSTED THE 10TH ANNUAL WOMEN IN BUSINESS SUMMIT.



Goldsby



Holcomb



Vitasek

Tom Goldsby was named a distinguished fellow by the Council of Supply Chain Management Professionals.

Supply chain management faculty member **Mary Holcomb** was posthumously chosen as a member of the WISE Legends Cohort of Educators.

Kate Vitasek published her eighth book, *Preventing the Dispute Before it Begins*.

SUPPLY CHAIN MANAGEMENT

2025 Forum

The UT **2025 Spring Supply Chain Forum** brought together Global Supply Chain Institute (GSCI) partners, faculty, and students for three days of exploration of the industry's successes, challenges, and future goals.



Above: Supply Chain Forum speakers Tom Goldsby and Marianne Wanamaker (top) and a panel of recent graduates (L-R: Jennifer Ross, Hannah Childs, Jack Parr, and Luke Powell) share insights into how companies can successfully onboard new hires.

Thousands in Funding

The Intermodal Association of North America will allocate \$90,000 in academic awards to Haslam's Department of Supply Chain Management.

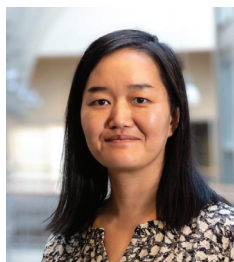
Professional Certifications

The International Association of Maritime Port Executives entered into an agreement with UT to offer professional certifications to qualifying students in UT's supply chain programs.



Missie Bowers retired from the university after 36 years as a faculty member and has been named associate professor emerita in recognition of her long and meritorious service. Over her career, she led the Master of Science in Business Analytics (MSBA) program, earned numerous teaching awards, held national leadership roles, and made lasting contributions through research, industry partnerships, and student mentorship.

BUSINESS ANALYTICS & STATISTICS



Wenjun Zhou is a principal investigator on an NIH grant that uses AI to help support caregivers

of Alzheimer's patients. The project, entitled "Robot-Based Information and Support to Enhance Alzheimer's Caregiver Health (RISE)," is funded by the grant through July 2026. Zhou also participated in the education panel at the INFORMS Annual Meeting, representing Haslam's MSBA program and the INFORMS College of AI. Additionally, Zhou coauthored "Displaying the Amount of Consumption Time in Online Reviews Can Affect Helpful Votes," published in the *Journal of Marketing*.



Brian Stevens was selected as an inaugural faculty fellow for the Alan and Wendy Wilson Communication and Leadership Academy.



Petrie

Adam Petrie received the 2025 University of Tennessee Alumni Association's Alumni Outstanding Teacher Award.



Bichescu

Bogdan Bichescu was promoted to professor. Bichescu also coauthored "Where Does Insensitivity Lie? How IT Investment Decision Practices Shape Supply Chain Efficiency," published in the *Journal of Business Logistics*.



Zheng

Wei Zheng was promoted to professor.



Jia

Justin Jia coauthored "Reimbursement Policy and Drug Shortages," published in *Management Science*.



Gao

Lan Gao coauthored "ARK: Robust Knockoffs Inference with Coupling," published in *The Annals of Statistics*.



Letizia

Paolo Letizia coauthored "Impact of Temporary Store Closures on Online Sales: Evidence from a Natural Experiment," published in *Manufacturing and Service Operations Management*.



Huang

Tingliang Huang coauthored "Product Return Policies: The Impacts of Vertical Bargaining and Contracting with Retail Competition," published in *Manufacturing & Service Operations Management*, and "Probabilistic Selling with Customization? A Theoretical Analysis," published in *Production and Operations Management*.

ANDERSON CENTER FOR ENTREPRENEURSHIP & INNOVATION



Startup coach, Melissa Centers, leading a Coffee Club session for students across campus.

The Anderson Center for Entrepreneurship and Innovation's (ACEI's) free **Startup Coach program** paired students and alumni with experienced entrepreneurs for personalized business guidance and support.

ACEI lunch and learn sessions throughout the spring semester featured experts sharing real-world advice on prototyping, retail, wellness brands, and the beverage industry.

Alumni entrepreneurs from real estate, cookies, and newborn care businesses shared startup lessons and personal stories with students during **Meet the Founders events**.



Above: Joe Seiber (UT, '07), cofounder of Status Dough in Knoxville, discussing with students how to get started and succeed as an entrepreneur in the food and beverage space; Amy Kelly (UT, '05, '08), founding principal of Hatteras Sky based out of Atlanta, leading a Meet the Founder event. Her session focused on how to begin one's entrepreneurial journey and how she has leveraged her own entrepreneurial mindset to succeed in the world of real estate.



The **Master of Science in Management and Human Resources** program hosted more than a dozen chief human resource officers and senior HR professionals from across Tennessee for an exclusive Executive HR Leadership Roundtable.



The *SAGE Handbook of Human Resource Development*, co-edited by **Lane Morris**, was recently awarded one of two R. Wayne Pace HRD Book of the Year awards by the Academy of Human Resource Development.

MANAGEMENT & ENTREPRENEURSHIP



Jones



Pollock



Munyon



Thatcher



Song



Samba



Cardon



Crook

Jessica Jones had acceptances at the *Journal of Management Studies* and the *Journal of Business Venturing Insights*.

Tim Pollock received the Excellence in Research and Creative Achievement award at the university honors banquet.

"Financial Security Spirals at Work: A Review, Integration, and Agenda for Intervention," by **Tim Munyon** and **Gavin Williamson** (PhD student), was accepted at *Human Resource Management Review*.

"From a Portfolio of Journals to a System of Knowledge Production" and "Navigating Mental Illness at Work: Using Disengagement and Engagement Pathways," both co-authored by **Sherry Thatcher**, were accepted by the *Academy of Management Journal*.

"Old Habits Die Hard: A Review and Assessment of the Threat-Rigidity Literature," co-authored by **Ruixiang Song**, was accepted by the *Journal of Management*.

"Too Much of a Good Thing: Addressing the Shape of Relationship Between Positive Media Sentiment and IPO Performance," co-authored by **Codou Samba**, was accepted at *Long Range Planning*. **Samba** also co-authored three chapters—"Authentic Leadership," "Human Relations Movement in Leadership," and "Leadership Emergence"—for *Elgar Encyclopedia of Leadership*.

"Which Signals Matter Most? A Meta-Analytic Study of Early-Stage Investment Decisions," by Ashley Roccapiore (PhD, '23), **Melissa Cardon**, Charles Murnieks, and **Russell Crook**, was accepted at the *Journal of Business Venturing Insights*.



"From Textual Data to Theoretical Insights: Introducing and Applying the Word-Text-Topic Extraction Approach," co-authored by Jaewoo

Jung, **Anne Smith**, and **Wenjun Zhou** (BAS) was accepted by *Organizational Research Methods*. **Smith** also coauthored "Resisting the Objectification of Qualitative Research: The Unsilencing of Context, Researchers, and Noninterview Data," published in *Organizational Research Methods*; "Stop... Just stop! The Use and Misuse of Methodological Template Prescriptions in Qualitative Family Business Research and Ways Forward," published in *Journal of Family Business Strategy*; and "Strengthening Theory-Methods-Data Links," published in the *Academy of Management Journal*.



CHRISTINA HYMER JOINED THE EDITORIAL REVIEW BOARD AT THE *JOURNAL OF ORGANIZATIONAL BEHAVIOR*.



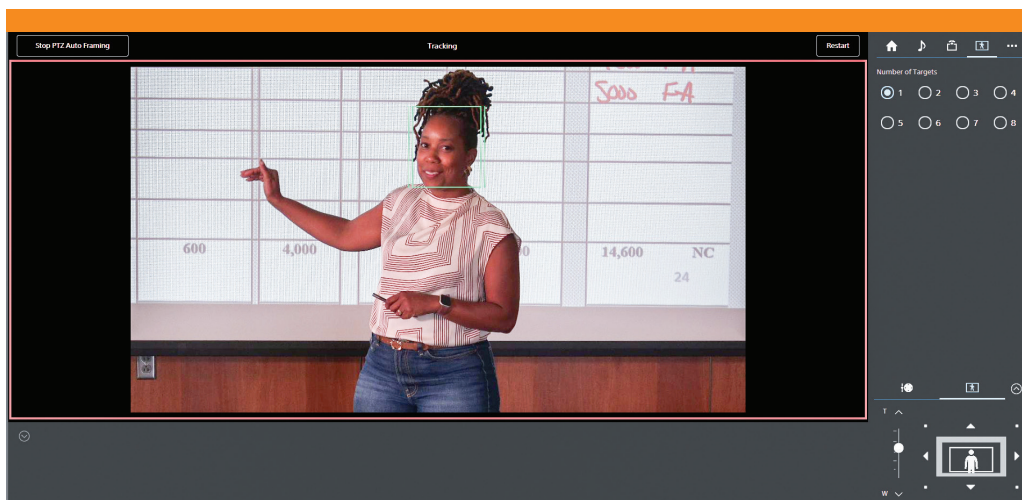
Seeing Clearly: AI in the Classroom

When LaTonya Jordan walks into her Accounting 200 classroom, a camera mounted at the back recognizes her face and automatically tracks her movements as she teaches. Instead of capturing a wide shot of the entire room, the video focuses on her head and shoulders, creating a better experience for remote learners.

This new camera, which includes an AI-powered auto-tracking feature, is one of a pair the college piloted in two classrooms this spring.

Jordan, a senior lecturer in the Department of Accounting and Information Management, streams every lecture for remote students and posts the recordings to the college's online learning management system. In-person students also can use the videos for review.

"I think it's helpful for students to see my face and body language, which is hard to get in the wide shot," Jordan says. Students say seeing her helps them stay engaged during online sessions. Residential students explain that the recordings are valuable for catching up if they miss class and reviewing material. Adam Brimer, director of Haslam's Technology-Enhanced Education (TEE) Office, says his team introduced the new cameras in partnership with Technical Innovative Solutions (TIS). TEE oversees capturing video of every class in the building, resulting in approximately 10,000 recordings per semester. Before autotracker cameras, most recordings featured only wide shots, as human camera operators were needed to provide zooms or close-ups.



“
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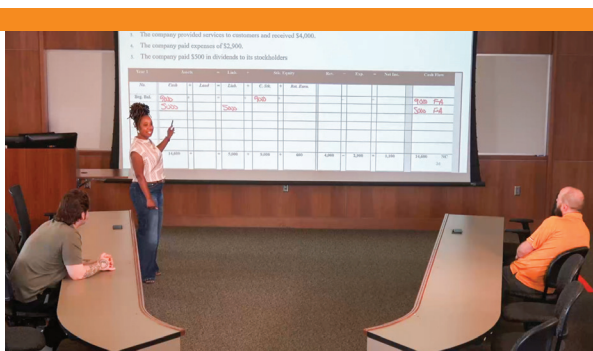
—LATONYA
JORDAN

With TIS support for installation and implementation, the cameras will roll out college-wide in the fall. "That's the result of the success of our pilot," says Brimer. "Overall, we've had a very positive experience with the cameras."

Now, students will see a waist-up shot that follows the instructor as they move around the room, improving visual engagement and allowing for lip reading. Although the system uses facial recognition, all personal data is stored locally on each camera. Faces can be stored and prioritized by classroom, making it easier for the college to manage hundreds of daily class recordings.

Brimer says the new cameras are a strong example of how TEE aims to adopt AI-powered tools with intention and purpose. "The human side should always be central," he says. "The cameras work well with minimal oversight and improve the human connection between students and faculty. They're a win-win."

Lane Morris, associate dean of undergraduate studies and student affairs and the Fisher Professor of Innovative Learning, agrees. "This technology enhances student learning and engagement and upholds Haslam's high standard of connection and community." ●



Top: How the technology locks in on the instructor visually in order to track them as they move about the classroom. Bottom left: The technology as viewed on a remote student's laptop, bringing that student further into the classroom, closing the distance between student and instructor. Bottom right: How recorded classes were delivered to remote students prior to the new technology.

TOP GRADS

Haslam recognized the following 24 undergraduate students as Top Grads: **Mohammed Abuatia, Francesca Bozzacco, Anna Carneal, Allison Clay, Marcus Collins, Lydia Croley, Colby Freeman, John Hawk, Nicholas Hom, Emily LeFevre, Emma Lakatos, Benjamin Lambert, Kendall Markesi, Molly Nichols, Joseph Nolan, Lindsay Ott, Owen Randall, Thomas Seaman, Sophia Stahly, Nathan States, Madeline Stone, Allison Strong, Sarah Tackett, and Thomas Walsh.**

STUDENT LEADERSHIP

Abigail McReynolds (human resource management) received the Bank of America Student Leadership Award.

CHANCELLOR'S HONORS AWARDS

Luke Bibee – Torchbearer

Anthony De Leon Matta – Extraordinary Campus Leadership and Service Award

Bailey Davis – Extraordinary Campus Leadership and Service Award

Tim Held – Extraordinary Campus Leadership and Service Award

Charlotte Colling – Student Extraordinary Community Service Award

Natalia Yakushko – Student Extraordinary Community Service Award



Luke Bibee

VOLUNTEER OF DISTINCTION AWARDS

The Office of the Provost celebrates outstanding graduating undergraduate and graduate students with the Volunteer of Distinction Award. The 2025 recipients from Haslam are:

Mohammed Abuatia, Beckett Anderson, Kylie Autry, Josephine Bales, Rodolfo Beltran, Michaela Bianco, Francesca Bozzacco, Grace Brodarick, David Brown, Savannah Brown, Brandon Campos, Kacey Cannon, Anna Carneal, Benjamin Carroll, Anna Grace Cathey, Sarah Chandler, Allison Clay, Diamond Clark, Charlotte Colling, Brayden Conn, Kaelan Cook, William Luke Cornelius, Mia Cozzi, Jasmine Crigler, Lydia Croley, Charles Curtis, Dayne Davis, Jessica Deutschmann, Colby Freeman, Elizabeth Gordon, Jacob Guzi, John Hawk, Timothy Held, Nicholas Hom, Caden Hughes, Joshua Hutson, Jermarcus Johnson, Alexis Kothawala, Emma Lakatos, Benjamin Lambert, Emily Lefevre, Nigel Manick, Kendall Markesi, Preston Martin, Alexander Medearis, Kaeley Morton, Mia Murray, Molly Nichols, Joseph Nolan, Lindsay Ott, Savannah Overton, Klaudia Pawlik, Madison Pertuset, Owen Randall, Thomas Seaman, Veda Seay, Elizabeth Shuler, James Patrick Shuster, Rekha Singh, Jacob Skipper, Sierra Spalding, Sophia Stahly, Nathan States, Madeline Stone, Anna Stroh, Allison Strong, Sarah Tackett, Jada Tun, Sofia Vachino, Claire Valk, Thomas Walsh, Margaret Wishart, William Wortman, Yunfei Xie, and Olivia Zimberge.

Haslam Volunteer Impact Awards



MEDALLION RECIPIENTS

The following students completed 160 hours of service in the past year: **Jayden Clemons, Cecelia Clinton, Charlotte Colling, Luke Cornelius, Aaron Feick, Lydia Fisher, Charlotte Heinz, Marisa Jackson, Abigail Jenkins, Jenna Kamsickas, Ella Krull, Olivia Soler, Emma Sparger, Sydney Street, Scotlynn Stroud, Avery Svoboda, Peyton Taylor, Sofia Vachino, Thomas Walsh, and Ricardo Zaragoza.**

COMMITMENT RECIPIENTS

The following students completed 100 hours of service in the past year: **Bridget Barnes, Brooks Brown, Cecelia Clinton, Charlotte Colling, Luke Cornelius, Mia Cozzi, Jenna Delaney, Aaron Feick, Lydia Fisher, Colby Freeman, Samuel Gillespie, Charlotte Heinz, Abigail Jenkins, Jenna Kamsickas, Ella Krull, Evan Mainous, Kaeley Morton, Scotlynn Stroud, Avery Svoboda, Peyton Taylor, Sophia Thompson, Bailey Todd, Sofia Vachino, Sky Vilay, Mary Vu, and Colin Zimmer.**

Haslam Student Organization Awards

Large Organization of the Year
AIM Accounting Alliance

Small Organization of the Year
First Generation Haslam Students

Member of the Year
Michaela Bianco

Innovation of the Year
Music Industry Club

Event of the Year
Money Moves

Commissions in the U.S. Armed Forces

United States Air Force: **Ethan Skorup**
United States Army: **Charles Deckbar, John Drake, Anson Galipeau, Gavin Galloway, Paetan Kimball, Kalyann Krieger, Timothy Nielsen, Patrick Vergona, and Cody Vogel**



Left to right: Brown, Midgley, and Stayart

Ally Brown (finance), **Mac Midgley** (marketing), and **Jenna Stayart** (marketing) were named to the 2024 CSC Academic-All District Soccer team.



DYLAN PERRY

A Life of Service

Dylan Perry joined the U.S. Army in 2016 and was given five weeks after training to prepare for deployment. She spent nine months in Iraq, first serving as a trauma medic, then training local armed service members in medical care and overseeing patient transports.

Perry, however, didn't slow down after returning stateside. When the pandemic struck, she led an emergency response team for COVID-19 relief operations in Boston, working long hours in a convention center converted into a care facility. Later, she and her team were deployed to New York to manage medical supply logistics and provide patient care. "The support we received in both places was overwhelming," Perry recalls. "People made us food and baked us cookies. They were grateful to have us there during a difficult time."

Perry grew up familiar with military life. Both of her parents served, and the family eventually settled in Texas. She began an undergraduate finance program there before deciding to enlist. "I went to the recruiter, and they needed more medics, so I said, 'Let's go,'" she says. "It was a complete 180 from what I'd done before, but it was fun and incredibly fulfilling."

After completing her military service at the end of 2020, Perry returned to business studies at Texas A&M, earning her bachelor's degree in 2023. She then enrolled in Haslam's Full-time MBA program the following year, where she continued her acts of service, serving as vice president of philanthropy for the Women's Organization of MBAs and as social chair for the Association of Graduate Business Veterans. Perry isn't slowing down, though. She earned a summer associate internship with Deloitte in Austin, Texas, and is set to graduate from the MBA program in December with a concentration in supply chain management. "I think everyone realized during COVID how important the supply chain is," she says. "I'd like to stay on that path."

After graduation, Perry hopes to find a job in the Volunteer State and continue working with community organizations. She has enjoyed volunteering with Random Acts of Flowers and local animal shelters. "Being part of the community is important to me," she says. "My time as a medic taught me a lot about caring for people and sustaining life. I want to carry that experience into both my supply chain career and volunteer work." ●



Left to right:
Rachel Stewart,
Luke Cornelius.

MARKETING

Alex Hendl and **Abigail Roubinek** attended the CMA awards.

Rachel Stewart, a marketing junior, founded Rachel's Dessert Bar in Knoxville.

Graduating senior **Luke Cornelius** received the Student Engagement Environmental Leadership Award.

Doctoral student **Kiwoong Yoo** was recognized at the 2025 Winter AMA Conference as the recipient of the Retail and Pricing SIG's doctoral student award for research excellence.

A new partnership forged with Oak Ridge National Laboratory (ORNL) created opportunities for students to develop integrated marketing plans for hard-tech entrepreneurs participating in the lab's Innovation Crossroads program, as well as product development strategies for participants in ORNL's Technology Transfer program.

At the 2025 Southeast Marketing symposium, recent PhD program graduate **Melissa Baucum** was named the William O. Bearden Research Award winner. Current doctoral candidate **Laurel Johnston** received the first runner-up award.

The UT chapter of the **Society for Human Resource Management (UT-SHRM)** was recognized as the Outstanding Small Student Organization at the university Student Engagement Awards for its exceptional impact on campus and the community. The chapter hosted alumni panels, organized SHRM certification study groups, and held networking lunches to connect HR majors with internships and jobs. Members volunteered at events with UT and Haslam alumni Josh Dobbs and Curt Maggitt.

MANAGEMENT & ENTREPRENEURSHIP

Diamond Clark was named one of *Poets&Quants'* Best and Brightest Undergraduate Business Majors of 2025.

Select students participated in the Big Orange Combine, working at the Super Bowl and connecting with UT alumnus Charles Davis. The experience led **Morgan Gellner** to a yearlong HR internship with the Tennessee Titans.

Tanner Kim was featured in *The Torchbearer* for his charity League of Angels.



Diamond Clark



The first class of East Tennessee Children's Hospital Physician Leadership Program graduated through Haslam. The inaugural cohort included **Julia Ariana**, **Frankie Crain**, **Jay Crawford**, **Diana Quintero**, **Ryan Redman**, **Suzanne Rybczynski**, **W. Glaze Vaughan**, and **Karie McLevain-Wells**.



Steven Townsend

GRADUATE & EXECUTIVE EDUCATION

Haslam MBA student **Steven Townsend**, professor of chemistry at Vanderbilt University, was awarded a Presidential Early Career Award for Scientists and Engineers (PECASE), the highest honor bestowed by the U.S. government on outstanding scientists and engineers early in their careers.

Haslam celebrated 1,052 students during Graduate and Professional Student Appreciation Week.

Will Adams, **Haley Aud**, and **Lili Anne McClanahan** won first place at the SEC MBA Case Competition.

Will Adams, **Haley Aud**, and **Nathan Fink** won first place at Ivy Mind to Market Case Challenge, and Fink won the best presenter award.

The UT Haslam team placed second in the National Black MBA Case Competition. Team members included: **Anthony (Tony) Gunn**, **Lillia (Lily) Hendrickson**, **Emma (Em) Strieter**, and **Antonio Terrell**. Randy Bradley and Amir Gray served as coaches and advisors.

Nathan Fink won Best Q&A Honors at the 2024 SEC MBA Case Competition.

The Haslam Full-Time MBA program participated in the Global Business Seminar in South America.

Poets&Quants named **Savannah Brown** a 2025 Best & Brightest MBA.

Diamond Monroe became a finalist in the Entrepreneur of Impact competition.



Left to right: Will Adams, Haley Aud, Lili Anne McClanahan, and Nathan Fink.



Left to right: Craig Rupp, founder and CEO of Sabanto; Nathan Fink; Will Adams; and Haley Aud.



The National Black MBA Case Competition team celebrates their win.



Diamond Monroe

Scotty Brown, Lucas Heifner, and Josh Sievers won second place in the Balyasny Asset Management Winter Stock Pitch Competition.

Fall 2025 winners (L-R): Max Gallinek, Grant Coggin, Anna Chen, Blake Hopkins, Connor Langford, Brian Washington, and Zain Zitawi.



Spring 2025

In the Growth Category of the Spring 2025 Graves Business Plan Competition, first place and \$5,000 went to Anirudh Ramesh, a fifth-year PhD student in mechanical engineering from Chennai, India, for his startup, Asters. Second place and \$3,000 was awarded to Venkat Gopu and Arshita Sharma, both MS in computer science students from Hyderabad and Chandigarh, India, respectively, for SoulThread. Third place and \$2,000 went to **Grant Cline**, a junior management major from Walnut Creek, California, for Fastlain.

In the Lifestyle Category, first place and \$5,000 went to **Grant Coggin**, for Pink Apron. Second place and \$3,000 was awarded to **Jawan Qura**, a senior

human resources management and entrepreneurship major from Knoxville, for Gainz Mastery. Third place and \$2,000 went to Nima Aref,

a junior information sciences major from Franklin, Tennessee, and **Harrison Gillespie**, a junior marketing major from Arlington Heights, Illinois, for A-List Accessories.



Andrew Kuntz

BOYD VENTURE CHALLENGE

In the 2025 Boyd Venture Challenge, **Andrew Kuntz**, an MS in supply chain management student from Georgetown, Texas, was awarded \$15,000 for his startup Salubrium Aegis LLC. Katy Daniels, a biosystems engineering PhD candidate from Seymour, Tennessee, received \$10,000 for The Henry BnB.

Two teams each received \$2,500: Semilore "Semmy" Abiodun-Adeniyi, a computer science and data science student from Oak Ridge, Tennessee, and Laython "V" Holder, a biomedical engineering student from Dyersburg, Tennessee, co-founded Tavern Game Technologies. Mirka Mandich of Everett, Washington, and Saurabh Pethe of Pune, Maharashtra, India, PhD candidates in energy science and engineering, co-founded AlchemII.



Winners in the 2025 Boyd Venture Challenge, pictured with Randy Boyd (L-R): Semilore "Semmy" Abiodun-Adeniyi, Laython "V" Holder, Randy Boyd, Katy Daniels, Saurabh Pethe, and Mirka Mandich.

Fall 2024

In the Growth Category of the Fall 2024 Graves Business Plan competition, first place and \$5,000 went to **Blake Hopkins**, a senior supply chain management major from Fayetteville, Tennessee, for his startup, Partnerly. Brian Washington, a PhD chemical engineering student from Tuscaloosa,

Alabama, took second place and \$3,000 for **AluminAiry**. Third place and \$2,000 was awarded to Anna Chen, a senior industrial and systems engineering major from Clarksville, Tennessee, for **Student2Student Career Coaching**.

In the Lifestyle Category, **Connor Langford**, a senior marketing major and entrepreneurship minor from Knoxville, won first place and \$5,000 for MedSpa Growth Solution. Second place and \$3,000 went to **Grant Coggin**, a senior chemical engineering major and business management minor from Farragut, Tennessee, for Pink Apron. Third place and \$2,000 was awarded to **Zain Zitawi**, a senior marketing major from Knoxville, for ZNAKICKS.

Additionally, **Max Gallinek**, a first-year supply chain management major from Charlotte, North Carolina, received a \$1,000 special award from the University of Tennessee Entrepreneurs Club for his business NarConnect.

GRAVES BUSINESS PLAN COMPETITION



Spring 2025 Graves Business Plan Competition winners (L-R): Arshita Sharma, Venkat Gopu, Jawan Qura, Anirudh Ramesh, Grant Coggin, Nima Aref, Grant Cline, and Harrison Gillespie.

Spring 2025 Vol Court

ResQTalk, founded by **Max Gallinek** won first place and the Roe Prize at the Spring 2025 Vol Court. Second place went to Tavern, created by Semilore "Semmy" Abiodun-Adeniyi. Third place was awarded to Ellie & Shell, founded by **Charlotte Colling**, a senior marketing and business management double major from Guthrie Center, Iowa.



Spring 2025 Vol Court winners (L-R): Charlotte Colling, Max Gallinek, and Semilore "Semmy" Abiodun-Adeniyi.

COLIN ZIMMER

Volunteer Spreading Cheer



Zimmer has a little fun with a Sources of Strength Frisbee with its eight core elements of well-being: family support, positive friends, mentors, healthy activities, generosity, spirituality, physical health, and mental health.

The holiday season is special for Colin Zimmer, a senior studying business management with a double minor in psychology and social entrepreneurship. Each December, he dons an elf costume and hands out candy canes, earning him a special nickname—the UTK Elf. “My goal as the UTK Elf is simply to spread joy and make people smile,” says Zimmer, who gave away 18,000 treats across campus and downtown Knoxville last year. “I want to reach as many people as possible.” Zimmer’s efforts to spread joy gained social media attention when his fellow students—and the university social media team—posted about his elf persona.

The UTK Elf is just one expression of Zimmer’s heart for helping others. As a high school student in Marietta, Georgia, he joined a local chapter of Sources of Strength, a youth mental health promotion and suicide prevention program. “It gave me community and people who supported me,” he says. “Positive friends came into my life, including mentors who built me up, and I grew some leadership skills.” When Zimmer came to UT, he launched the campus’s first chapter of Sources of Strength. Leading the group over the past three years has earned him firsthand experience and numerous rewards. “People see us at events and thank us for what we do,” he says. “While it’s still a

small group, I’ve learned you don’t need many people to do a lot of good. You just need passion behind it.”

Beyond his work with Sources of Strength, Zimmer also has contributed more than 500 hours of service through various volunteer efforts. He led an Ignite team, led and participated in the VOLBreaks service program, supported the homeless community through AmeriCorps and a city internship, volunteered at a local science museum, and currently serves as student service director for the Jones Center of Leadership. With this breadth of experience, Zimmer is positioned for success in nonprofit management, the field he’s interested in joining after graduation. In the meantime, he works part-time with AmeriCorps as the area’s youth homeless system improvement coordinator.

Zimmer dreams of working for Sources of Strength at the national management level and eventually starting his own nonprofit organization. As he prepares to graduate, he is happy to leave a legacy that goes beyond the UTK Elf—caring for people’s mental health. “Volunteering can change your life,” he says. “It’s certainly changed mine.” ●

Learn more about Sources of Strength at sourcesofstrength.org

UT Students Experience Inaugural Service-Learning Study Abroad Program

In early March, patchwork tote bags brimming with goodies were distributed to attendees at the 2025 Women in Business, Entrepreneurship, and Leadership Summit held by Haslam's OACC. Lovingly crafted in UT's traditional colors by female artisans in Vietnam, these bags were a physical example of the service-learning completed by several UT students.

LEARNING WHILE SERVING

Over the 2025 winter break, Haslam's IPSA hosted the inaugural Economic Empowerment Service Project in Vietnam, a service-learning study abroad program exposing participants to Vietnam's business, culture, and community initiatives. Students partnered with Mekong Quilts, a social enterprise that empowers female artisans in the rural Mekong Delta, providing them with income and helping fund meaningful initiatives within their communities.

Over a 10-day program, participants collaborated with the artisans to craft custom tote bags commissioned for the summit. Kaeley Morton, a Knoxville native and recent accounting graduate with a collateral in finance and minor

in sustainability, found working with the artisans especially meaningful.

"The experience gave me a deeper appreciation for their craft and the joy they find in collaborating to support their families," Morton said. "It was beautiful to witness their passion firsthand, and it inspired me to shop more ethically and support local initiatives."

EXPERIENCING VIETNAM

IPSA's first service-learning experience also participated in sustainability and cultural projects. Students learned the traditional craft of water hyacinth weaving, upcycled plastic bottles to create green spaces at a local school, visited a recycled plastic workshop, and met a scholarship recipient of a program by the Anh Duong Center, a local nonprofit.



Left to right: Don Maier, Kathryn Whittaker, Lizzie Shuler, Brock Sooley, and Jaren Bussell.

Haslam's student supply chain management team won the Intermodal Association of North America 2024 Intermodal Case Study Competition.

ECONOMICS

Sarah Badtke, Joe Furka, Olivia Lewis, Ben Martinek, Kyle McDaniels, and Savanna Rouse attended the 2025 Econ Games in Cincinnati, Ohio.



Michaela Bianco, Don D'Arcangelo, and Ethan Ward competed in the International Business Ethics and Sustainability Case Competition. The team won first place in the 90-second presentation category, first place in the 10-minute presentation category, and second place in the 25-minute competition.

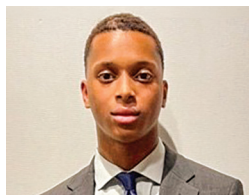
INTERNATIONAL PROGRAMS AND STUDY ABROAD



Back, L-R: Brayden Conn, Jack Lish, Collin Cates, Yoseline Cortes Martinez; Front, L-R: Abigail Sanders, Riley Sapp, Jada Tun, Gannon Yocum, Sara Easler, and Maeve Phinney.

Haslam's inaugural international business major cohort graduates with honors. Members earned a collective 3.81 GPA, with distinctions of Cum Laude, Summa Cum Laude, and Magna Cum Laude.

SUPPLY CHAIN MANAGEMENT



Terrin Hibbler received the U.S. Department of State's Benjamin A. Gilman International Scholarship.

Son N. Quang, a PhD student in the Tickle College of Engineering's Department of Nuclear Engineering, who is from Vietnam, chose to engage in the program to provide meaningful service in his home country while sharing the vibrancy of Vietnamese culture with his fellow Vols.

"Ironically, while I set out to 'teach' others about Vietnam, I ended up learning so much more about my home country through their eyes," Quang said. "It was a humbling experience, and I realized that cultural exchange is a two-way street. It made me see Vietnam in a new light."

Sara Easler, Haslam's assistant dean of International Programs and Partnerships,



called the program impactful, saying, "It's always rewarding to launch a program that you've spent so much time designing, but this one was special for so many reasons. The students were sincerely dedicated to the projects, as well as the personal connections they made. Seeing our Vols in action, working long and hard in challenging physical environments with smiles on their

faces, really embodied the Volunteer Spirit we hope to extend globally."

This hard work from students and program administrators paid off. Haslam's Vietnam study abroad program won the 2025 GoAbroad Award in the Innovative Volunteer Abroad category from NAFSA: Association of International Educators, the world's largest nonprofit association dedicated to international education and exchange, at the organizations' annual conference. ●

FINANCE

Beckett Anderson and **Sarah Chandler**, along with industrial engineering master's student Ben Northern, won the national title at the Microsoft Excel Collegiate Challenge.

Scotty Brown, **Lucas Heifner**, and **Josh Sievers** placed second in the Balyasny hedge fund competition in New York.

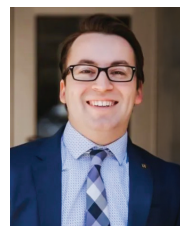
Ewin Earls, **Madeline Stone**, **Knox Woidtke**, and **Kayla Zollbrecht** placed third in the Mulroy Real Estate Challenge.



Mason Wettengel founded UTOPIA Strips, a natural wellness solution for energy and sleep.

The first student cohort for the Alan and Wendy Wilson Academy was announced and included Haslam undergraduate **Kaleb Essa**.

BUSINESS ANALYTICS & STATISTICS



Timothy Held was named one of *Poets & Quants'* Best and Brightest Undergraduate Business Majors of 2025. Held also won first place at the Arts and Sciences Undergraduate Research Symposium (ASURs) for his Melton Scholar research, mentored by Adam Spannbaauer.

ACCOUNTING & INFORMATION MANAGEMENT

Each year, Deloitte hosts FanTAXtic, a national tax case competition where student teams solve real-world business cases and present their solutions to Deloitte leaders, gaining insight into a career in tax. An AIM team consisting of

Ethan Evans, **Katie Hart**, **Sami Hong**, **William Marsh**, and **Henry White** advanced to the national finals, earning honorable mention and national recognition.



Below, L-R: Sami Hong, Katie Hart, Ethan Evans, William Marsh, and Henry White.

Allyson Varner started a thriving floral business, Ally's Flowers, in her hometown of Spring City, Tennessee.

Allyson Varner with her flower truck.

Emma van de Wetering won first place in the EURECA business division for her Melton Scholar research, mentored by Sean Willems.

Tommy Walsh won third place in the EURECA business division for his Melton Scholar research, mentored by Emre Demirkaya.







JEFF ABBOTT

SUCCESS WITH A HEART OF SERVICE

There's no limit to what Haslam graduates can achieve with grit, determination, and hard work. That's what Jeff Abbott (HCB, '93) wants current students to understand. A native of rural Michigan, Abbott turned his natural energy and curiosity into a high-powered career, transitioning from supply chain logistics to high-tech leadership roles, including a CEO position at a global cyber-security firm. Now, he's returning to Haslam—not just as an alumnus, but as an adjunct professor.

"I believe ultimate success is about giving back," Abbott says. "As I enter the back nine of my career, I couldn't imagine a better way to do that."

Giving back has long been a part of Abbott's DNA. He has mentored young professionals and launched internship programs at nearly every company in his career. Although his business achievements are notable, Abbott's true legacy lies in his commitment to mentorship, family, and service, values that have shaped every stage of his life.

Expanding on Logistics

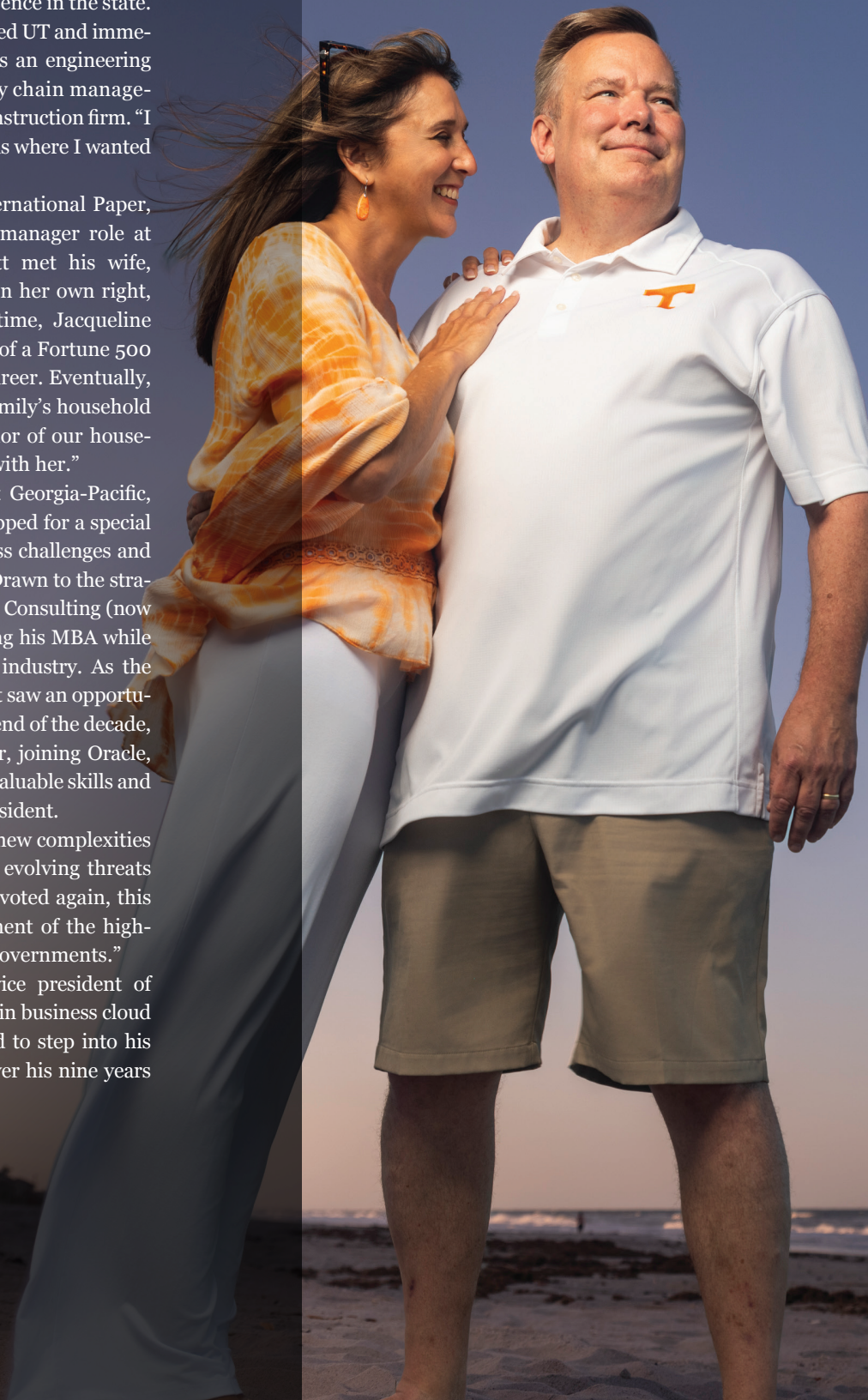
Abbott grew up in a large, hardworking family. His father's decades-long career at General Motors eventually brought the family to Tennessee to help launch Saturn's manufacturing presence in the state. A high school senior at the time, Abbott visited UT and immediately felt at home. He initially enrolled as an engineering student but discovered a passion for supply chain management through an internship with a global construction firm. "I was fascinated," he says. "I knew logistics was where I wanted to start my career."

That pivot led to internships with International Paper, UPS, and, finally, to a full-time logistics manager role at Georgia Pacific in Atlanta. There, Abbott met his wife, Jacqueline, an accomplished professional in her own right, on the company's softball team. At the time, Jacqueline worked as an accountant, then a controller of a Fortune 500 company, and later pursued a real estate career. Eventually, she brought those skills to managing the family's household and raising three children. "She's the anchor of our household," Abbott says. "I share all my success with her."

Abbott enjoyed his role in logistics at Georgia-Pacific, but a pivotal moment came when he was tapped for a special project that exposed him to broader business challenges and planted the seed for a future in consulting. Drawn to the strategic nature of the work, he joined Andersen Consulting (now Accenture) in 1995, where he began pursuing his MBA while closely tracking the rapid rise of the tech industry. As the digital revolution gained momentum, Abbott saw an opportunity to be part of the transformation. By the end of the decade, he made a decisive shift into the tech sector, joining Oracle, where he spent the next eight years gaining valuable skills and climbing the ranks to become group vice president.

"Moving software to the cloud created new complexities and threats," he explains. "I could see the evolving threats associated with enterprise software, so I pivoted again, this time to network security solutions, a segment of the high-tech industry that protects customers and governments."

In 2008, Abbott became executive vice president of marketing and sales at Infor, a global leader in business cloud software. He built the credentials he'd need to step into his next opportunity at the presidential level over his nine years in the role.



Strong Leadership at Ivanti

In 2020, Abbott became president of Ivanti, a cybersecurity company managing more than 45 million devices worldwide. He was promoted to CEO within a year. Under his leadership, Ivanti forged key partnerships to combat cyberterrorism, including a collaboration with the U.S. Department of Homeland Security's Cybersecurity and Infrastructure Security Agency (CISA).

"It's scary what's happening out there, with hackers trying to penetrate our country's most important digital assets and hold data for ransom," Abbott explains. "But working with CISA was one of the most rewarding parts of my job."

Despite navigating a global pandemic and economic turbulence, Abbott helped grow Ivanti's annual revenue from \$400 million to more than \$1 billion. He credits his leadership resilience to embracing a family legacy of hard work by volunteering for the toughest challenges. "For years at Infor, whenever the hardest assignments were thrown into the room, I was the first one to raise my hand," he says. "That's another career principle I plan to teach my students: Be the bold one when tough challenges are on the table."

Abbott's leadership style is grounded in transparency, energy, and team success. "A leader's primary job is to make others successful," he says. "When the team knows you have their back, they will all drive hard as one, without any ego."

Dennis Kozak, Ivanti's current CEO, says Abbott's values set the tone. "He worked to establish a set of core values across the company," Kozak says. "He led with ethics and integrity, and he's a very low-ego, genuine person. You always knew you were dealing with an honest broker."

Investing in the Next Generation

In 2024, Abbott delivered a memorable commencement address to Haslam graduates, bringing his signature blend of enthusiasm, encouragement, and energy. The speech's finale, a playful segment featuring Gen Z slang co-written with his children, went viral on social media, racking up more than 2 million views.

After five years as CEO of Ivanti, Abbott chose to step down late last year. "Jacqueline and I decided it was time

to pivot to the next chapter of my career," he explains. That next chapter will focus on service—a conviction that's already evident in his involvement with several charitable organizations, including the UT Knoxville Alumni Board of Directors, Leukemia and Lymphoma Society, and the Posse Foundation.

This fall, Abbott will join Haslam as an adjunct faculty member, teaching the fundamentals of management consulting. His son, Mitch, a rising senior at the college, plans to take the class. "It'll be a surreal moment," says Abbott. "This is a complete career change, but I have the passion of a little kid when it comes to teaching and mentoring. I can't wait to get on campus."

Jen Rittenhouse, director of the Greg and Lisa Smith Global Leadership Scholars (GLS) program, says Abbott is no stranger to teaching and mentoring students. She is thrilled that students will have the opportunity to learn from someone who has been in the trenches and led an organization. "For years, he has been dedicated to working with our sophomore GLS students," Rittenhouse says. "He's not just a speaker; he leads working sessions with the students, and they appreciate the enthusiasm and experience he brings. He has a genuine heart for investing in people and is both accessible and relatable."

Jacqueline says this change aligns perfectly with her husband's longstanding priorities. Even as a CEO frequently traveling for work, he made a tremendous effort to put his family first. He once flew home from a business trip in China and drove straight from the airport to his son's game. "Somehow, he always managed to be there and be fully present," she says. "He would set aside his work to spend time with our kids. Now, he drops everything to help them and their friends with career advice. I see how much he's always given back, and he does it not for attention, but because he genuinely wants to."

After 28 years of marriage and raising a family together, Jacqueline says honesty and integrity truly define her husband. "When you talk to him, you can see his heart through his eyes. He's that genuine of a person. We've made sacrifices, but through it all, he's kept his family, his faith, and his volunteering at the forefront."

Jeff puts it this way: "If I can exemplify the core values of a Vol for Life, that's a pretty great legacy." ●



40 *under* 40

THE
Haslam Class

The Volunteer 40 Under 40 program honors UT alumni age 40 and under who have demonstrated exceptional personal and professional achievement since earning their degree. The awards recognize outstanding alumni from across the university who have made significant contributions in their industries, achieved notable civic or professional milestones, and shown exemplary service to UT.



Among the 40 honorees for 2025 are eight graduates of the Haslam College of Business: Jeffrey Bradley, Terrell A. Broady Jr., Kevin Guice, Nikhil Morar, Vincent Passafiume, Hancan Sale, Genna Savarese, and Nicholas Wilson. Their careers span diverse fields, including mass media, commercial airline management, finance, and sports analytics.

Jeannine Berge, director of undergraduate professional development and career management at Haslam, says this variety reflects the broad range of paths Haslam alumni pursue. “Careers range from sales to investment banking, business analytics, and real estate,” she says. “Some graduates even launch their own business ventures.”



VINCENT PASSAFIUME

HANCAN SALE

NICHOLAS WILSON

GENNA SAVARESE

KEVIN GUICE

JEFFREY BRADLEY

NIKHIL MORAR

TERRELL A. BROADY JR.

JEFFREY BRADLEY (MBA, '17)***Director, West Coast Submarine, U.S. Navy***

Jeffrey Bradley leads nuclear submarine maintenance operations for the U.S. Navy's West Coast fleet. Since beginning his naval career in 2007 aboard the USS Michigan, he has completed nine deployments and trained more than 800 sailors at Nuclear Field "A" School. Bradley earned a bachelor's degree in nuclear engineering and completed his MBA at Haslam while on active duty. After serving on the USS Carl Vinson and leading the submarine rescue force, he was promoted in 2024 to oversee fleet maintenance. A dedicated mentor, Bradley has guided numerous UT graduates pursuing advanced degrees.

TERRELL A. BROADY JR. (HCB, '17, MSSCM, '18)***Funeral Director/Embalmer, Terrell Broady Funeral Home Inc.***

Nashville native Terrell Broady Jr. serves his community through business and outreach. While at Haslam, he co-founded Advocates for Autism with his wife, Brianna, to raise support for the cause and promote awareness. After earning an MBA with a concentration in supply chain management, Broady launched a life insurance company focused on family pre-planning. Broady is a licensed funeral director and embalmer, working at his family's second-generation funeral home. He volunteers with Boys to Men ministry, Project Alpha, and other community groups, and he also serves on the UT Young Alumni Council and supports future students via the College of Education, Health, and Human Sciences volunteer campaign.

KEVIN GUICE (HCB, '12)***Principal Finance Manager for Controllershship, Amazon***

Kevin Guice is a finance leader with over a decade of experience in internal audit, risk management, and international finance. A passionate advocate for kidney disease awareness, he received a life-saving kidney transplant from a fellow UT alum and now serves on the Tennessee Kidney Foundation board. Guice, alongside his wife, supports future generations by sponsoring a scholarship for underrepresented students from his hometown of Dickson, Tennessee, through the Hampton High Scholarship Program, helping young people access opportunities that shaped his own path.

NIKHIL MORAR (HCB, '19)***Manager, Business Analytics and Strategy, Los Angeles Lakers***

Nikhil Morar supports the Los Angeles Lakers' business analytics team, providing data-driven insights and process improvements that influence key decisions across revenue departments. He plays a vital role throughout the 82-game season, from pre-game strategy to post-game analysis. Passionate about mentorship and community service, Morar volunteers at Lakers events focused on youth empowerment. Morar also serves on the Haslam Young Alumni Board, mentor students, and works as a teaching assistant. Though early in his career, Morar is already making a meaningful impact on his industry and community.

What can *you* do with a Haslam degree?

Alumni of Haslam's undergraduate and graduate programs pursue careers across a range of industries, nonprofit organizations, and entrepreneurial ventures, including:

Accounting: audit associate, tax accountant, consultant

Business Analytics: data scientist, business analyst, process engineer

Economics: financial advisor, environmental underwriter, bank examiner

Finance: consultant, investment banking analyst, financial planner

Human Resource Management: HR generalist, people and culture operations coordinator, recruiter

Management: operations manager, project coordinator, management trainee

Marketing: account manager, marketing coordinator, sales representative

Supply Chain Management: supply chain analyst, area manager, procurement specialist

A Premier Undergraduate Experience

Haslam's undergraduate programs offer robust support to help students take full advantage of both curricular and co-curricular opportunities, preparing them to stand out in a competitive job market. The results speak for themselves: 94 percent of the Class of 2024 secured employment or continued their education within six months of graduation.

Haslam's core business curriculum provides students with a comprehensive understanding of business, equipping them to be successful and adaptable in their careers. Additionally, concentrations and collaterals are thoughtfully structured to align with real-world demands. "We want to help students tailor their education to fit their career goals," Berge explains. "Everything is built with the marketplace in mind, and students are challenged with in-depth projects that bring business concepts to life in the classroom."

At Haslam, students have access to many extracurricular opportunities to build and refine essential soft skills, including student organizations, study abroad programs, professional development activities, and networking events. Most undergraduates also complete internships, gaining hands-on business experience that boosts their confidence and marketability after graduation.

VINCENT PASSAFIUME (HCB, '07)

Director, Airport Operations Customer Service, United Airlines

Vincent Passafiume leads airport operations customer service at United Airlines' Denver International Airport hub. A supply chain management graduate, he gained national recognition on *The Kelly Clarkson Show* in 2023 for rescuing an abandoned dog at San Francisco International Airport. Beyond his professional role, Passafiume mentors students through Denver Public Schools and supports United's community initiatives. He also serves on Haslam's Young Alumni Board and previously helped lead the Chicago UT Alumni Chapter, strengthening connections among alumni nationwide.

HANCEN SALE (HCB, '20)

Government Affairs and Public Director, Reworld

Hancen Sale runs a consulting practice and directs federal government affairs at Reworld, promoting sustainable waste solutions nationally. Previously, he led policy initiatives at East Tennessee Realtors, earning regional and national media attention for his economic insights, and he co-founded UT's Institute of American Civics in the Baker School of Public Policy and Public Affairs. Dividing his time between Knoxville and Washington, D.C., Sale serves on several boards and committees, driving community-focused policy changes, including major housing reforms in Knoxville and Knox County. He is also a vocal champion for LGBT acceptance, using public platforms and volunteer roles to foster greater inclusion.

GENNA SAVARESE (HCB, '13)

Director, Creative Partnerships, NBCUniversal

Part of the Smith Global Leadership Scholars Program while she was at Haslam, Genna Savarese graduated with a marketing degree and minors in international business and Spanish and started her career at HGTV in Knoxville before moving to New York. After working at The Knot, she joined NBCUniversal, leading teams supporting NBC, Peacock, and Bravo. She played a key role in projects like Saturday Night Live's 50th anniversary and earned a MUSE Creative Award for brand partnerships. Committed to mentorship and philanthropy, Savarese uses her platform to uplift others in the industry and beyond.

NICHOLAS WILSON (HCB, '11)

Vice President, Senior Portfolio Manager and Team Leader, First Horizon Bank

Nicholas Wilson is a respected finance professional and community leader dedicated to economic growth and inclusion in Knoxville. At First Horizon Bank, he leads commercial credit underwriting and helps local businesses access financial resources. He expanded the bank's internship program and champions LGBT-friendly workplace practices. A past president of Big Brothers Big Sisters of East Tennessee, Wilson also helped launch United Way of Greater Knoxville's 1922 Society. He is passionate about education, mentorship, and empowering the next generation through his career and volunteer work.

Haslam Leaders Curriculum

A cornerstone of the undergraduate experience, the Haslam leaders curriculum consists of four foundational courses designed to build professional competencies and prepare students for success in the workplace. Every undergraduate student completes the curriculum, which covers practical skills including leadership, strength-based communication, résumé writing, cover letter development, interviewing, networking, and negotiation. Students are encouraged to stay engaged through peer mentorship, experiential learning, community involvement, public speaking, and presentations.

"This course series ensures all business students graduate with a strong professional foundation," says Berge. "The goal is to prepare them for life after college."

Graduate and Executive Programs

Several of the 2025 Volunteer 40 Under 40 honorees are graduates of Haslam's highly ranked graduate and executive education (GEE) programs. Taught by industry experts, these dynamic programs offer students valuable networking opportunities and hands-on experience. Haslam provides options to meet diverse student needs, including residential master's degrees across disciplines and three fully online programs.

In addition, five executive education programs are designed for working professionals in fields such as supply chain management, aerospace and defense, and healthcare. Amy Cathey, associate dean for graduate and executive education, explains that the college's GEE offerings meet the needs of both students and industry. "These specialized executive programs support current and future leaders, allowing them to make a meaningful impact in their careers," she says.

Spotlight on Alumni Excellence

Lane Morris, associate dean of undergraduate studies and student affairs and the Fisher Professor of Innovative Learning, believes this year's Haslam alumni honored in the Volunteer 40 Under 40 program exemplify the college's core values. "We're very proud of their achievements, integrity, and the positive impact on their communities," he says.

Stephen L. Mangum, dean and Stokely Foundation Leadership Chair, agrees. "These outstanding alumni reflect the wide-ranging accomplishments and opportunities available to Haslam graduates. We couldn't be more thrilled to see their talent and hard work recognized." ●

MARK AND DAWN HUBER

Lighting the Torch for Sustainability

Mark (UT, '97) and Dawn Huber turned personal hardship into a mission to change how businesses manage waste. Founded in 2014, their company iSustain helps companies divert waste from landfills and create more circular systems. "We live in a world where we take something, use it, and throw it away," Mark says. "iSustain is about making that a circular process—reusing waste, reducing impact, and driving profit."

The Hubers' entrepreneurial venture is a culmination of the couple's commitment to sustainability. Dawn, who studied soil science and forestry in college, began her career with Vancouver-based Canfor, a forest products company. "I was part of a sustainability movement that implemented forestry codes in Canada," she says. She later met Mark while they were both working for Home Depot. "We fell in love hiking and cooking over a beach campfire in western Canada."

A UT chemical engineering graduate, Mark worked in manufacturing as a young professional. He led a program for DuPont's Memphis facility that diverted more than 400 tons of waste from landfills monthly, saving the company \$750,000 annually. That project became the model for iSustain.

After marrying, the Hubers joined a Memphis recycling company, but when a majority partner forced the company into bankruptcy, they found themselves unemployed and nearly out of options. "We didn't know how we'd pay our bills or care for our children," Mark recalls. With their last savings, the couple launched iSustain in April 2014.

Mark drove hundreds of thousands of miles promoting their sustainability business, and the effort paid off. iSustain became profitable a year later and now works with well-known businesses like Georgia Pacific, Frito-Lay, and Dollywood, helping them build customized

recycling systems. iSustain coordinated thousands of truckloads across North America last year, helping recycle more than 335 million pounds of waste.

After creating success with iSustain, Mark decided to reconnect with his alma mater. The Hubers partnered with Haslam and its Anderson Center for Entrepreneurship and Innovation, relating to the center's mission and providing a personal perspective on the struggles and triumphs of entrepreneurship. Mark became an Entrepreneur in Residence in 2022 and now mentors students as a startup coach and teaches a special topics course on sustainability in business. "The students' creativity and energy are incredible," he says. "I probably have more fun than they do."

Dawn Evans (MBA, '25), one of Mark's students, appreciated his approach to teaching. "Mr. Huber created a respectful classroom environment that welcomed discussion and different viewpoints," Evans says. "It motivated me to dig deeper."

In 2022, iSustain created a graduate sustainability fellowship at Haslam. Expanded in 2025, the \$1 million endowment now funds tuition for two MBA students annually. "The goal is to prepare business leaders to champion sustainability," says Mark. "It's something very close to our hearts."

Dawn sees the scholarship as a natural extension of their journey. "It means so much to now be in a position where we can give back," she says. "We want to help students and future leaders realize that sustainability and success can go hand in hand."

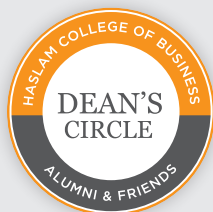
Emma Strieter (MBA, '24), the first recipient of the iSustain scholarship, finds the Hubers passion and authenticity inspiring. "They've dedicated themselves to improving the environment and now share their expertise and success with students like me," she says. "They've truly shown what it means to light the torch for others." ●

Mark and Dawn Huber, with their
Airstream trailer at Yarberry
Campground in Lenoir City, TN.



Report

*These lists, unless otherwise noted, reflect society members as of June 1, 2025.



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 young alumni members) qualify for Dean's Circle membership and are recognized by plaques in the Haslam Business Building and invitations to special events throughout the year. This listing reflects donors whose cumulative investments in the College Fund in 2024 qualified for the annual recognition.

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GLOCKER
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HASLAM COLLEGE OF BUSINESS

THE GLOCKER SOCIETY

Dr. Theodore Wesley Glocker Sr. joined the University of Tennessee over 100 years ago, becoming the first faculty member dedicated to business education. His dynamic leadership molded the program from the very first classes offered to what is now known as the Haslam College of Business, home to over 11,000 students.

Members of the Glocker Society share the vision, passion, and commitment to excellence in education the college's first dean demonstrated so long ago. Those who are part of this prestigious group are recognized for lifetime giving to the college of \$1 million or more.

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ARCHWAY
SOCIETY
HASLAM COLLEGE OF BUSINESS

THE ARCHWAY SOCIETY

Throughout the Haslam College of Business' history, the arches of its business buildings have welcomed countless students. The tradition continues with today's students, who pass through the original stone arches of Glocker, as well as the new steel arches throughout the James A. Haslam II Business Building.

While the business building's arches represent a link to the past, donors recognized by the Archway Society create a bridge to the future by establishing endowments benefiting Haslam College of Business students and faculty. Through their distinguished support, these generous donors provide today's students the opportunity to pass through Haslam's arches and into a brighter future.

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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 evolved, the passion shown by its original students and faculty has persevered.

1914 Society members reflect the values of the college's founders and understand the importance of continuing that legacy. Members of the 1914 Society invest in the college through bequests, charitable remainder trusts, charitable gift annuities, life insurance gifts, or retirement beneficiary designations.

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 Dan B. Ashby
 Jonathan C. Bailey
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 Tom & Jennifer Bell Jr.
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 Scott V. & Julie C. Cooper
 Samuel L. Coulter
 Joe R. Crafton Jr.
 Tommy H. & Susan W. Crunk
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 Helen Cummings
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 Don & Sandra Fancher
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 Roberta J. Fox
 Donald W. & Suzanne H. Freeman
 Phillip & Jinny Furlong
 Leslie D. Galloway
 Sarah F. Gardial
 Marvin D. & Yolanda Gass II
 Robert W. Gibeling Jr.
 Nan M. Given
 Robert L. & Joni T. Goan

NEW BUILDING

Update



New building renderings show the East Wing entrance on Volunteer Boulevard (top), the fourth floor Commons Lounge (middle).

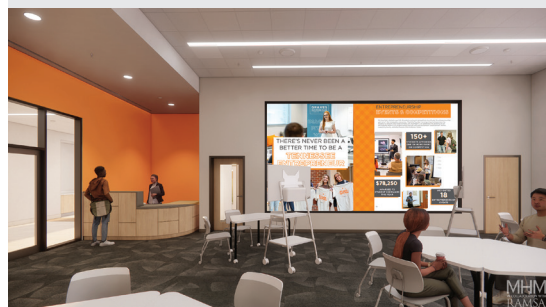
Towering cranes mark progress on the college's new 240,800-square-foot building, as the highly anticipated facility begins to rise from the ground. Betsy Adams, Haslam's assistant dean of operations, strategy, and planning, reports that the project is reaching the end of design development, and each building floor is being finalized. "Next, we will work on the branding package and the furniture selections," says Adams. "Those efforts will continue over the summer and into the next academic year."

One year into the building campaign, more than 240 Haslam alumni, friends, and corporate partners have contributed, and more than 27 rooms

have been named. Paul Clark, executive director of development (capital projects), says it's not too late to make your mark on the project. "Many areas of the building have not yet been named, and opportunities are available



at many levels to secure your legacy in the new Haslam building." If you are interested in supporting Haslam's students and mission, contact the Office of Advancement at HASLAMALUMNI@UTK.EDU.



Rendering of the new Anderson Center for Entrepreneurship and Innovation.

NEW BUILDING

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Above: New building renderings show the third floor Commons Lounge (top) and the North Wing entrance on Cumberland Avenue (bottom). Below: The Melton Lounge.



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 Joseph M. & Karen S. Young
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Update



Stay in touch!

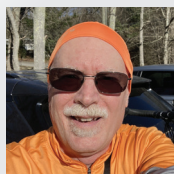
To share your news with the Haslam community, submit it, along with any relevant images, to haslampr@utk.edu. Please use "Alumni News" in your subject line.

This update reflects information known as of May 31, 2025.

'60s

Ronald E. Lawrence (HCB, '64), president of Summit View Health Management Inc., was included in *Marquis Who's Who* in honor of his dedication to the field of business.

'70s

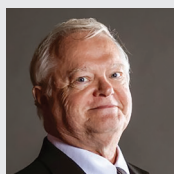


J. Knox Demmond (HCB, '79) retired from AT&T and has taken up cycling and touring on bicycles.

Terry May (HCB, '76) recently retired as senior vice president of Associated Terminals LLC after 43 years in maritime transportation and logistics.



Tennessee Technical University bestowed **Mary Pashley** (MS, '78, MBA, '85, PhD, '86) with the title Professor Emerita after she retired from the school as a professor of finance.



Larry Wakefield (HCB, '75) was named interim vice president for Indiana University of Pennsylvania's division of administration and finance.

'80s



David Blackwell (HCB, '80, PhD, '86), dean of Muma College of Business and a professor of finance at the University of South Florida, sat for 20 questions with *Tampa Bay Business & Wealth*.



Brian Boling (HCB, '80, MBA, '90) received the Albert Nelson Marquis Lifetime Achievement Award from *Marquis Who's Who*.



For the ninth year in a row, *Accounting Today* included **PYA**—whose president and CEO is **Marty Brown** (HCB, '85)—in its 2025 Top 100 Firms report, and once again named the firm the leader in revenue attributable to consulting and advisory work among all U.S. firms. *Accounting Today* found **PYA** is the ninth largest firm in the Southeast and the second largest with headquarters in Tennessee. *USA TODAY* named **PYA** in its list of America's Most Recommended Tax Firms for a second year in a row, and *Forbes* included **Brown** on its inaugural list of Best-in-State CPAs. Finally, the Knoxville Chamber announced **PYA** received the 2025 Pinnacle Business Award in the Large Business Excellence category.



Forbes named **Jeff Drummonds** (HCB, '85, MAcc '86), shareholder in the enterprise services division of LBMC, a best-in-state CPA for 2025.

Steve Elder (HCB, '89) joined Baird, an employee-owned, international wealth management firm managing multiple forms of capital, as a director and financial advisor, in its Franklin, Tennessee, offices.

'90s



Abingdon, Virginia-based First Bank and Trust Company and its parent holding company, First Bancorp Inc., promoted **Monica M. Anderson** (HCB, '92) to senior vice president/human resources manager – recruiter.

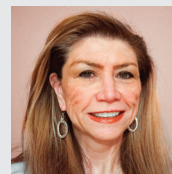
Rod Bates (MS, '96) is now chief data and analytics officer and head coach of the data, insights, and analytics team for Insight Global.



City Employees Credit Union in Knoxville appointed **James R. Carroll** (HCB, '95) as its new president and chief executive officer.



Robert Dooley (PhD, '96) became interim chancellor of the University of Tennessee, Chattanooga, the 18th leader in university history.



Choice Health Network hired **Jennifer Holder** (MBA, '91) as director of marketing and development.

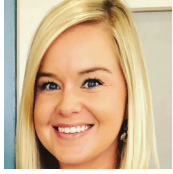


Will Roberts (HCB, '93), broker for Wallace Real Estate's Lakeside office, was chosen to participate in the Academy of Real Estate Advancement, a leadership program offered by Tennessee Realtors.

'00s



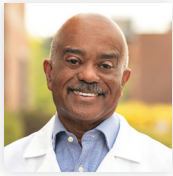
Patrick Booth (HCB, '00), CEO of CCB Technology, was recently inducted into the Wisconsin Titan 100 Hall of Fame.



Lauren Blevins (HCB, '06), chief leasing and acquisitions officer for Birmingham, Alabama's America's Rental Managers, was recognized by BestAgents.us as a 2024 top agent.



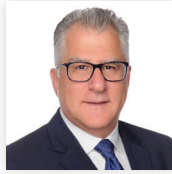
Jack Davidson (HCB, '03, MAcc, '05), chief strategy officer for The Trust Company of Tennessee, won a Rising Star Award from the Association of Trust Organizations.



Wayne State University School of Medicine honored **Herman Gray** (PEMBA, '03), chair of the school's Department of Pediatrics, for being named to Haslam's inaugural cohort of Distinguished Healthcare Fellows.



Knoxville-area freelance content creator and copywriter **Carrie McConkey** (MSMHR, '07), of Carrie M. Creative, appeared on "Gifted Underachievers: The Podcast for Midlevel Creatives with Delusional Ambitions" to discuss her upcoming faith-based nonfiction book about coping with entrepreneurial anxiety.



GenIE Lifesciences appointed **François Nader** (PEMBA, '00) as chair of its board of directors.



The Tennessee Valley Authority named **Tom Rice** (ProMBA, '07) chief financial officer.



Barrett Simonis (HCB, '01), president and managing partner at Pugh CPAs, was named to *Forbes'* best-in-state CPAs for 2025.



Eve Storm (ADMBA, '09), president, CEO, and owner of Start Pac, was recognized as a Pinnacle Professional Member Inner Circle of Excellence for her contributions in the aerospace and defense, locomotive, military, heavy construction, and mining industries. Storm also was selected by *Marquis Who's Who* for a prominent feature in the Dallas, Texas, regional edition of *Forbes*.

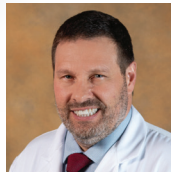


LBMC promoted wealth advisor **Melissa Sun** (HCB, '02, MAcc, '04) to shareholder in its tax division.



Maury Regional Medical Center appointed **Chad Williams** (MBA, '05), executive vice president of commercial insurance at Sunstar Insurance of Tennessee, to its advisory board.

'10s



Glen Balch (PEMBA, '13) was appointed director of the University of Tennessee Medical Center Cancer Institute.

Matthew Bovia (ProMBA, '17) is now system health senior manager at the Y-12 National Security Complex.

South College recently promoted **Michelle Brothers** (Dual MSBA-MBA, '13) to senior director of artificial intelligence.

Earl "Sonny" Carr (MBA, '19) is executive director of Family Promise of Roane County.



Oak Ridge National Laboratories recently hired **Brandon Davis** (ProMBA, '17) as IT program manager.



Laura D'Oria (PhD, '17) received tenure and was promoted to associate professor in the Department of Management and Entrepreneurship at Iowa State University.

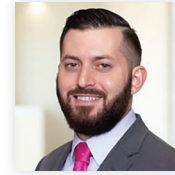
Addison Edwards (ProMBA, '18) is now an industrial project manager and employee experience leader with Michelin.



UT Medical Center's new president, **Keith Gray** (PEMBA, '14), was featured in an in-depth interview with *Knox News*.



Raymond Lee Kiser (PEMBA, '18), executive vice president and chief medical officer at Columbus Regional Health, joined the Columbus Regional Health Foundation board.



Mike Lerman (PhD, '19) received tenure and was promoted to associate professor in the Department of Management and Entrepreneurship at Iowa State University.



Heather McMillan (PhD, '11) is serving as interim chair for the Department of Management in the Harrison College of Business and Computing at Southeast Missouri State University.



Kyle Malikowski (MBA, '18) recently participated in

the Bootlegger 2025, running 100 miles in under 30 hours.



The National Corvette Museum in Bowling Green, Kentucky, hired **Andy Marcum** (HCB, '11) as its new director of accounting.

Mike Myers (ProMBA, '17) is senior vice president of engineering with HCB Yacht Group.

Yaw Otchere-Boateng (PEMBA, '18), a hospitalist at HHOMECare in Kingsport, Tennessee, was featured in *isStories*.



Dream Capital, Five Star's affiliated full-service commercial real estate investment firm, named **Justin Patel** (HCB, '19) senior associate for investments and asset management.

Stephanie Pierce (HCB, '11), director of warehouse foods planning for PepsiCo and GSCI Advisory Board member, was a guest on the *Tennessee on Supply Chain Management* podcast.



Catherine Porth (MBA, '18), founder and executive director of Let Her Speak and executive director of Women's Business Collective of East TN, was featured in the blog *Inside of Knoxville*.

Seth A. Rhyne (HCB, '15), who recently joined his father, M.W. Rhyne Jr. in his optometry practice, East Tennessee Binocular Vision Center, was featured in an article in *Knox TN Today*.



The Hype Magazine reviewed **Colin Rowe's** (HCB, '16) marketing podcast, giving it an A-.



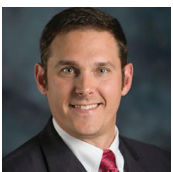
Texas Governor Greg Abbott appointed **Antonio Santana** (MBA-SL, '14), Xylem Inc.'s senior director in information technology, to Texas' Coastal Water Authority Board of Directors.



Florida Coast Medical Center named **Tyler Sherrill** (HCB, '12) its chief executive officer.



Kentucky Public Health Commissioner **Steven Stack** (PEMBA, '17) recently succeeded Eric Friedlander as Secretary of the Kentucky Cabinet for Health and Family Services.



Oak Ridge Associated Universities named **Ashley**

Stowe (ProMBA, '12) its chief research and university partnerships officer.

TeamHealth recently promoted **Thomas Tilson** (MSBA, '13) to manager of data analytics.



Censinet, a provider of healthcare risk management solutions based in Boston, Massachusetts, appointed **Cambrey Ware** (MBA-HL, '15) as chief commercial officer.

Joshua White (PhD, '12) was named the Public Company Accounting Oversight Board's acting chief economist and director of the Office of Economic and Risk Analysis.

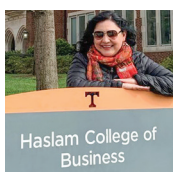
Knox TN Today spotlighted **Tyler Wills** (HCB, '13), who, in 2024, started Wills Wildlife Control, a nuisance wildlife removal business.



Arlington Sports Hall of Fame inducted **Kate Ziegler** (MBA, '17), a distinguished two-time Olympian and four-time World Champion.

'20s

Haley Anderson (ProMBA, '23), foodservice sales senior manager with PepsiCo, was selected to represent Nashville's Top 30 Under 30 Class of 2025.



Knox News wrote a feature on how **Yolanda Buendia Barrientos** (MS-SCM, '24)

blazed a trail in supply chain from Mexico to the world.

Jan-Karl Burkhardt (PEMBA, '24) was appointed the inaugural chairholder of the James and Agnes Kim Associate Professorship in Neurosurgery at the University of Pennsylvania Perelman School of Medicine.

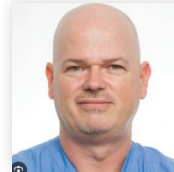


Tractor Supply Company hired **James Cowper** (ProMBA, '24) as a supply chain analyst.

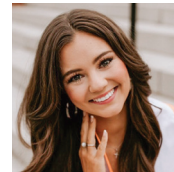


Knoxville's Community Development Corporation hired **Nathaniel Estabrooks** (HCB, '20) as director of real estate and development.

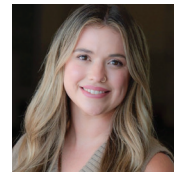
Bechtel promoted **Christine Haggerty-Kipp** (HCB, '20), a member of the Haslam Young Alumni Board, to deputy lead construction planner.



HCA Florida Ocala Hospital appointed **Dave MacIntyre** (PEMBA, '24) as the new chief medical officer at HCA Florida Ocala Hospital and HCA Florida West Marion Hospital.



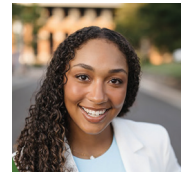
In October 2024, Miss Tennessee Volunteer 2025, **Hannah McKay** (HCB, '24), joined The Salvation Army's efforts at a feeding location in Newport, Tennessee, where 250 meals were distributed to flood survivors.



Clayton Homes promoted **Maci Mays** (ProMBA, '22) to IT project manager.



Dan Merriman (ProMBA, '23) was recently promoted to plant manager at Newly Weds Food.



NCAA News published an in-depth feature on **Kiki Milloy** (MBA, '24), former standout on the Lady Vols softball team.



Chris Mortl (ProMBA, '24) joined VEYER as a senior account executive.

Erin Pukenas (PEMBA, '22) was promoted to associate dean for program development and strategic initiatives at the Cooper Medical School of Rowan University in Camden, New Jersey, where she also serves as vice chair/vice chief and associate professor of anesthesiology.



Constance Shelburne (ProMBA, '20) was promoted to manager of capital markets and benefit investments at Eastman Chemical Company.



Memorial Hospital in South Florida welcomed **Sirisha Talari** (PEMBA, '23) as its new chief medical officer.



Left to right: Jennifer Ross, Hannah Childs, Jack Parr, and Luke Powell.

Recent Haslam alumni returned to their alma mater to share insights on their onboarding experiences during a session at the 2025 Spring Supply Chain Forum. The session's panel included **Hannah Childs** (HCB, '23), demand planner at Clayton Homes in Maryville, Tennessee, **Jack Parr** (HCB, '23), inventory analyst at Procter & Gamble in Cincinnati, Ohio, **Luke Powell** (HCB, '24), supply chain analyst at Kimberly Clark, in Philadelphia, Pennsylvania, and **Jennifer Ross** (HCB, '24), procurement contracts lead at ExxonMobil, in Houston, Texas.



ZACH STOVALL

Big League Analytics

Zach Stovall (HCB, '20) has many sports fans' dream job—he spends his days collecting baseball data and helping players understand how to use it to their advantage. Stovall joined the Tennessee Volunteers baseball staff last year as the director of analytics, a rewarding next step on a journey that began in his tiny Middle Tennessee hometown of Huntland. A lifelong Atlanta Braves fan, Stovall grew up attending games and playing on local teams, laying the groundwork for a career combining his love of baseball with a passion for statistics.

Originally coming to UT to study sports management, Stovall soon found a better fit with analytics at Haslam. “I was the baseball nerd who always loved stats, so analytics was a no-brainer for me,” he says. “I realized it was the best way to fulfill my dream of working in baseball.”

Stovall began his time with the Volunteers baseball team in 2018 as an equipment manager before moving into the video room. He worked countless hours capturing player footage during games and scrimmages and conducting research for coaches. Encouraged by Department of Business Analytics and Statistics senior lecturer Brian Stevens, Stovall began applying classroom concepts to his work with the team. “He got me started using data analytics to bridge the classwork with real-world data I was gathering for the baseball team,” Stovall recalls.

Upon graduation, a friend of Stovall's who worked for the Texas Rangers introduced him to the team's manager. Four interviews later, Stovall landed a job as a data apprentice for Down East Wood Ducks, a Single-A affiliate in North Carolina. He spent the next few years in scouting and development for the team, made up mostly of high school draftees. “I was a

consultant for players, coaches, coordinators, and directors,” Stovall says. “They'd come to me with a hunch—like they were swinging too much at a certain pitch—and I'd use the data to confirm or challenge that theory.”

In 2022, Stovall was promoted to a role with the Rangers' AAA team in Round Rock, Texas, where he created daily scouting reports and led analytics projects for affiliate coaching staffs. He worked closely with all-star players aiming to reach or return to the big leagues. “I was a sponge, learning all I could from those guys, and it was a blast,” Stovall says. In just two years, he had gone from student video manager to working for the Texas Rangers, something he calls a dream come true.

During his time in professional baseball, Stovall contributed to the development of 47 major league players, including Cy Young Award winner Dallas Keuchel, and helped 17 players make their MLB debuts, several of whom were part of the Texas Rangers' 2023 World Series championship team.

In July 2023, Tennessee baseball coach Tony Vitello called Stovall with an offer: The team needed a full-time director of data analytics, and he wanted the UT alum for the job. “The chance to come home to Tennessee and work for my alma mater was really a no-brainer,” Stovall says. Compared to his time with the Rangers, the pace at Tennessee is slower and more focused on player development. “We teach players about the data we collect and how we'll use it, helping them set goals,” he explains. “It's more hands-on, and I enjoy seeing my input put into action. It's very rewarding.”

Stovall saw this hard work pay off in 2024 when Tennessee won the Men's College World Series. “You're with these guys every day, and they become like family,” he says. “Seeing them succeed is a win for all of us.” ●



Image courtesy of Bechtel

“

I do a lot of coordinating among many people. Watching the site inch closer to completion every day is super exciting.”

—CHRISTINE HAGGERTY-KIPP

CHRISTINE HAGGERTY-KIPP

Breaking Ground

Christine Haggerty-Kipp (HCB, '20) puts on steel-toe boots and a hard hat before heading out to the construction site outside her office at Y-12 National Security Complex in Oak Ridge, Tennessee. As deputy lead construction planner, she and her team manage the project schedule for Y-12's new uranium processing facility. It's a massive venture with many subcontractors and timetables to juggle.

“I do a lot of coordinating among many people,” Haggerty-Kipp says. Most of her work happens at a computer or on the phone, but what she loves most is seeing visible progress. “Watching the site inch closer to completion every day is super exciting.”

After growing up in Maryland, Haggerty-Kipp came to UT when her dad took a construction job in the area. She quickly fell in love with the campus and found her fit as a business administration major with a concentration in information management and a minor in entrepreneurship. While a student,

she landed a field engineer internship with Bechtel Corporation, then a second internship in project controls engineering.

Although she had family in the industry, Haggerty-Kipp says she had no idea how many business roles existed in construction. “From the outside, it looks like everyone is an engineer or came up through a craft, but that’s not the case,” she says. The internships opened her eyes to new possibilities. “I could see myself continuing to do this because I enjoyed what I was doing and where I was working.”

Only a few weeks after graduation, Haggerty-Kipp joined Bechtel full-time as a field cost engineer. “Being a woman in construction can be very intimidating, especially at 22,” she says. “I was the only woman in most meetings.” She soon found herself surrounded by managers and senior counterparts who wanted her—and the project—to succeed. “You realize no one is looking at you differently. You’re part of the team.”

After two years working on a company project in Waynesboro, Georgia, she relocated to Y-12 in Oak Ridge. She now has the confidence to make decisions based on the knowledge she’s gained through experience. “I really enjoy the environment and culture that construction fosters,” she says. “I love getting to work with people from many different backgrounds.”

With her move back to East Tennessee, Haggerty-Kipp now serves on Haslam’s Young Alumni Board and speaks to classes about her career to explain the many options available to business majors. “I love mentoring students and getting to tell them about life after graduation,” she says. “It’s great to be able to stay involved.” ●



Transformational **GROWTH** *happens* **HERE.**

The new building takes shape, pictured from
the Tyson Alumni Center on June 16, 2025.





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