

A minimalist line drawing of a building facade. The structure features a series of vertical lines representing columns and horizontal lines representing rows of windows, forming a grid. The roofline is composed of several straight lines that converge to a point on the left side, creating a gabled or pointed roof effect. The drawing is executed in a simple, clean style with uniform line weights.

FROM THE COLLEGE OF BUSINESS

WE ARE IN THE BUSINESS OF BUILDING SUCCESSFUL FUTURES™

The 2021-2022 Academic year brought our students back to campus with a return to in-person events and in-person classes. What a joy it was for us to re-open our building to our passionate and dedicated students that bring Dwire Hall, home of the College of Business, to life. We returned to hosting well-attended signature events here on our UCCS Campus such as our Lifetime Entrepreneurship Award and Economic Forum. Our faculty, staff, and students were rewarded for their resilience throughout the pandemic by an opportunity to once again meet, work, and learn together in-person.

In the UCCS College of Business our values include putting learners first, building community, and making a difference. We work to prioritize and empower learners at every state of their educational journey, develop innovative research that contributes to scientific discovery and effective business practice, and serve as a hub for our community in productive discourse, practical learning, and social responsibility.

Career readiness is at the heart of our business programs. We strive to deliver industry-aligned courses that prepare our students for successful careers. We aim to support our students and serve them with academic programs that fit their needs, meeting the student where they are. Our AACSB accreditation ensures that our students receive a relevant, mission driven business education. Career Networking night, a hallmark of our college of Business Career Development Center hosted its largest-ever in-person event, with over 220 students in attendance! Students had the opportunity to meet with over 50 employers to learn about part-time and full-time employment and internship opportunities while practicing their professional interviewing and networking skills.

This year, the College of Business brought new programs to life that change the way students learn. Our Executive Doctor of Business Administration residency weekends, our new Master of Business Administration 8-week courses, the move to offer our Master of Science in Accounting in HyFlex Format, and our Online Bachelor of Science in Business are each examples of how the college is focused on continuous innovation by delivering new and novel undergraduate and graduate programs that meet the needs of our local workforce.

The following pages of our annual report highlight our exciting student opportunities, faculty successes, alumni spotlights, signature events, and more.

--UCCS College of Business



UCCS COLLEGE OF BUSINESS AWARDS & RANKINGS





UCCS COLLEGE OF BUSINESS

The UCCS College of Business was established in 1965 with a vision to build successful futures for students and the business community in the Pikes Peak Region and beyond. For over 50 years, the College of Business has offered innovative and industry-aligned curriculum to prepare professionals for a meaningful career in business. The College of Business is accredited by AACSB which ensures that our students receive a top quality business education.

A keystone of our College is the commitment to the Daniels Fund Ethics Initiative Collegiate Program at UCCS, which works to instill a higher standard of ethics in students. College of Business students receive personalized guidance from dynamic faculty with real-world experience in their field. The College of Business offers experiential learning opportunities at each stage of their academic journey, providing students with an immersive business education.

OUR MISSION

The UCCS College of Business delivers a future-oriented business education to support workforce and economic development for southern Colorado, the state, nation, and world. We prioritize and empower learners at every stage of their educational journey, develop innovative research that contributes to scientific discovery and effective business practice, and serve as a hub for our community in productive discourse, practical learning, and social responsibility.

OUR VALUES



LEARNERS FIRST



BUILD COMMUNITY



MAKE A DIFFERENCE

30+



YEARS OF AACSB
ACCREDITATION



YEARS
OF ONLINE
EDUCATION

MILITARY FRIENDLY
GOLD
SCHOOL

ONE OF

8

PGA & AACSB
ACCREDITED
PGA GOLF MANAGEMENT
PROGRAMS



12+ YEARS

WITH THE DANIELS FUND
ETHICS INITIATIVE
COLLEGIATE PROGRAM

CHANGING THE WAY STUDENTS LEARN



EXECUTIVE DOCTOR OF BUSINESS ADMINISTRATION RESIDENCY WEEKENDS

The EDBA program is delivered in an executive format, and the program's instruction follows a blended learning approach involving a combination of in-person lectures through limited residency cohorts, online learning, discussions, and seminars. The in-person residency weekends meet on Friday, Saturday, and Sunday, three times per semester, and offer non-resident students travel allowance to and from Colorado Springs. The in-person residency weekends create workshop enrichment opportunities, team building and networking, exposure to guest speakers, and real-world lab simulations which provide peer-to-peer training exercises.

MASTER OF BUSINESS ADMINISTRATION 8-WEEK COURSES

In an effort to offer curriculum tracks that fit the needs of the working professional or student who needs built-in flexibility the College of Business launched new, 100% online, 8-week Master of Business Administration Courses. Students are now able to choose to complete the general emphasis 30-credit hour MBA program or to complete one of the 10 online emphasis areas. In addition, students can select to combine in-person and online classes if they'd like to enroll in campus courses.

MASTER OF SCIENCE IN ACCOUNTING HYFLEX FORMAT

The accounting department launched a new part-time, HYFLEX curriculum format for its Master of Science in Accounting. In addition to the Fast Track Program and Certificate option, the Part-time MSA allows students to complete their degree on a part-time basis with on-campus or remote synchronous class option. Courses are delivered in a 16-week format and the time to completion for the 30-credit hour degree is 12 - 18 months. UCCS graduates consistently earn high pass rates for the Uniform Certified Public Accountant examination with an 80 percent pass rate for first time test-takers.

ONLINE BACHELOR OF SCIENCE IN BUSINESS

The College of Business has partnered with CU Online to enhance the online learning experience for students receiving their Bachelor of Science in Business (Business Administration emphasis) fully online. The online, 16-week course format curriculum allows students the flexibility of a virtual classroom while still offering the quality of the College of Business undergraduate degree. As enrollees, individuals have access to resources specially geared towards those students who are enrolled fully online and are unable utilize UCCS' on campus resources. CU Online has enlisted the services of LifeWorks to provide mental health services to our online student population with a global network of 35,000 professionals. Additionally, our online students have access to Pearson Smarthinking, an online based tutoring system where students can submit questions or meet virtually with a tutor to help them succeed in their online curriculum.

CULTIVATING STUDENT OPPORTUNITIES

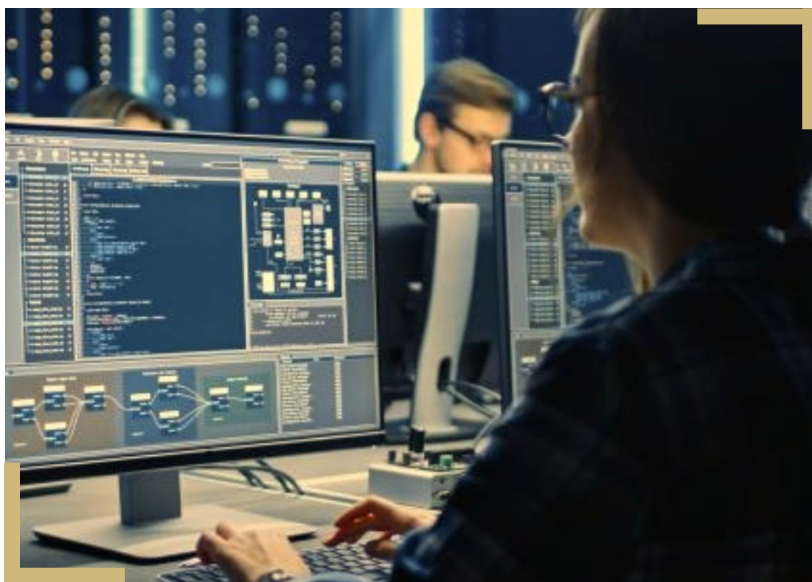
ETHICS

The Daniels Fund Ethics Initiative at UCCS welcomed a total of nine student ethics ambassadors for the 2021-2022 academic year. Students represented a variety of majors and industries, and each incorporates ethics into their educational and career goals. In the fall of 2021, 16 teams from seven different southern Colorado colleges and universities competed in the 11th annual Daniels Fund Ethics Initiative at UCCS Business Ethics Case Competition. The first place winners of each category include:

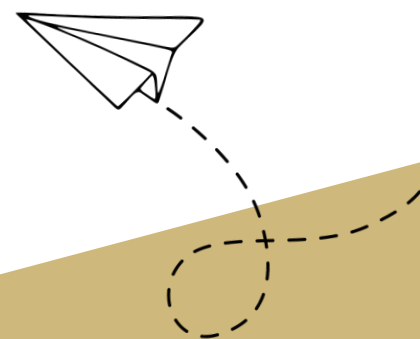
- Undergraduate Two-Year Program Track
 - 1st Place: Pikes Peak Community College: Jaycie Allen and Raiven Valdez
- Undergraduate Four-Year Program Track
 - 1st Place: UCCS: Aidan Rooney and Alisha Silkey
- Graduate Program Track
 - 1st Place: Western State University: Leonard Mason and Peter Wardell



CYBERSECURITY CASE COMPETITION



The College of Business hosted the first ever National Cybersecurity Management (NCM) Case Competition in April of 2022. The competition provided an avenue for students pursuing Cybersecurity Management education to showcase their talent. 20 teams from 14 states submitted entries. The case presented involved business and cybersecurity issues, to which participants assessed the complexities of the case and provided effective solutions. Cash prizes were awarded to the top three placings.



EXPERIENTIAL LEARNING OPPORTUNITIES

UCCS PGA GOLF MANAGEMENT

The UCCS PGA Golf Management Program combines a PGA accredited golf management education with an AACSB accredited business degree. Boasting a 100% career placement, PGA Golf Management students are equipped with the academic training and specialization designed for a rewarding and innovative career in the golf industry as a PGA Professional. PGA Golf Management students must complete 16 months of full-time, paid internships--in 2022, 46 PGA Golf Management students completed 36 internships. These students completed internships at facilities like The Country Club at Brookline and Shinnecock Hills Golf Club.



CAREER DEVELOPMENT CENTER

The UCCS College of Business Career Development Center focuses on helping students plan for their careers, while connecting businesses and students to provide opportunities for their futures.

In the 2021-2022 academic year, the Career Development Center hosted multiple networking and relationship-building events (both in-person and virtual) for students, alumni and employer partners. This included Spring 2022 Career Networking Night—an event held in-person for the first time after a two-year hiatus (due to the COVID-19 Pandemic).

Career Development Center Impact

14 Employer Partners

226 Mock Interviews

162 R.O.A.R. Experiential Learning Opportunities



FACULTY RESEARCH & ACCOMPLISHMENTS



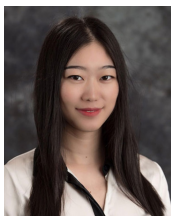
Tommy Aicher



Spencer Harris



Matthew Lyle



Jin Peng



Gurvirender Tejay



James Van Scotter

GRANT AWARDS

GLINT GRANT RECIPIENT

Dr. Jin Peng

Dr. Jin Peng, Assistant Professor of Finance, received a UCCS Global Intercultural Research Center (GLINT) Grant Award for her work on Manager Cultural Diversity and Mutual Fund Performance. The Glint Grant program is designed to provide internal seed grants to faculty, encouraging and promoting high quality research and project development related to global intercultural research.

CYBERSECURITY SEED GRANT

Dr. Gurvirender Tejay

Dr. Gurvirender Tejay, DBA Faculty Director, Associate Professor of Information Systems, was awarded a Seed Grant for his project titled "*Discovering Factors Influencing Information Believability to Mitigate Dissemination of (Mis)information: An Experimental Neuroscience Study for Secure and Trustworthy Cyberspace.*" The project's aim was to discover the contributing factors that lead individuals to believe an online news article to be real/fake and subsequent dissemination through social media.

PUBLICATIONS

CUTTING EDGE RESEARCH

Dr. Matt Lyle, Dr. Tommy Aicher & Dr. Spencer Harris

Dr. Matthew Lyle, Assistant Professor of Management, Dr. Tommy Aicher, Associate Dean, and Dr. Spencer Harris, Associate Professor of Sport Management, each published one or more research articles in prestigious journals for their focus area. These journals include the *Journal of Organization Studies* (Lyle), *Journal of Human Relations* (Lyle), *Journal of Sport and Tourism* (Aicher), and the *Journal of Sport Management* (Aicher and Harris).

BOOK PUBLICATIONS

Dr. Spencer Harris

Dr. Spencer Harris, Associate Professor of Sport Management, published two informative books in 2021, titled *Sport Participation and Olympic Legacies: A Comparative Study* and *Comparing Sporting Nations: Theory and Mind*. Dr. Harris also published four journal articles in 2021.

OTHER ACCOMPLISHMENTS

SPACE SYSTEMS MANAGEMENT MBA

Dr. James Van Scotter

In response to the significant growth in the commercial space economy, Dr. James Van Scotter, Associate Professor of Strategy, has been working diligently toward a new commercial space emphasis for MBA students. This degree program will develop in-demand graduates with a strong business background combined with knowledge of space systems.

25 YEARS OF THE UCCS ECONOMIC FORUM

With a vision for business partnership and local economic insights, the first UCCS Economic Forum, formerly named the Southern Colorado Economic Forum, took place at The Broadmoor Hotel 25 years ago on September 10, 1997. The longstanding community event has since become the leading source of economic data and insights for the Pikes Peak Region, welcoming hundreds of attendees annually to its economic presentation. The Forum now holds dozens of presentations per year, produces monthly economic reports and acts as an economic development resource for the community at large.

The UCCS Economic Forum celebrated its 25th anniversary event on Oct. 14, 2021. To commemorate the 25th year, attendees received a special video welcome from the Forum founders – Tom Zwirlein, Professor Emeritus, Jeffery Ferguson, Professor of Service Management and Marketing, and Ron Chernak, President of The FBB Group. Don Warrick, Professor of Leadership and Organization Change, also shared remarks as he celebrated his 50th year of teaching at UCCS.

Tatiana Bailey, Director of the UCCS Economic Forum, and Marci McGregor, Managing Director, and Senior Investment Strategist of Bank of America, presented on the local, state and national economies.

McGregor delivered a macroeconomic and stock market outlook. For Bank of America, McGregor provided macroeconomic and market insights, as well as investment guidance and portfolio positioning strategies. She is a member of the GWIM Investment Strategy Committee and is a regular contributor to CIO thought leadership content. McGregor has appeared on Bloomberg Radio, Yahoo Finance and thestreet.com.

Bailey presented on the state and national economies. Bailey is a leading expert on economics, policy and urban economic development and the health care industry in the Pikes Peak region. She directed the Forum from June 2014 until October 2022. In 2016, Bailey was named a Colorado Springs Business Journal “Woman of Influence,” and in 2018, was named Southern Colorado Women’s Chamber of Commerce “Business Leader of the Year.”



Economic Forum

COLLEGE OF BUSINESS

**UNIVERSITY OF COLORADO
COLORADO SPRINGS**

UCCS Chancellor Venkat Reddy and UCCS College of Business Dean Karen Markel also provided brief remarks. Samuel Thomas Elliott, a UCCS graduate and Sales Executive at CIENCE, presided as master of ceremonies.

“For 25 years, the UCCS Economic Forum has been a reliable resource and partner for businesses in the Pikes Peak region,” said Markel. “What an exciting time to reflect on the history of the Forum in our community and hearing an important update on the future of our economy from two leading experts in the field.”

Following the virtual presentation there was an in-person happy hour and networking event at Catalyst Campus.

To learn more about the UCCS Economic Forum and the 2022 event, visit the UCCS Economic Forum website.

In 2022, Dr. Tatiana Bailey transitioned out of her role with the UCCS Economic Forum, Dr. Joe Craig was named interim director.



CELEBRATING ENTREPRENEURSHIP

The UCCS College of Business Alumni Association honors one individual each year with the Lifetime Entrepreneurship Award. The annual event is a well-established tradition in Colorado Springs. Bringing attention to the legacy of business innovation and looking forward to the future of this thriving city is central to the mission and vision of the UCCS College of Business, and this award is the premier expression of our deep engagement with the wider community.

2021 LEA Recipient Phil & Ann Winslow



BMW is an international brand, but to Colorado Springs' residents, Winslow BMW is a family-owned business that is characterized by loyalty, quality and customer focus. The Winslows have been integral to the automobile industry in Colorado Springs since 1961 and they continue to influence and impact the local community, both personally and professionally.

"Phil and Ann Winslow have made great contributions to the Pikes Peak Region through business and community leadership," said Dean Karen Markel. "UCCS is also proud to recognize their support of our campus and honor their nearly 60-year entrepreneurial legacy."

Together, the Winslows are supporters of several local non-profits and have been strong supporters of UCCS student scholarships. Over the past four decades, they have made significant contributions to the Karen Possehl Women's Endowment, which supports women who are starting or returning to college after overcoming significant personal adversity, and the Reach Your Peak scholarship, which supports middle-income students who require financial assistance to make their education possible. They have also supported college-level scholarships, including the Robert Knapp Scholarship in the College of Business.

2022 LEA Nominee Ray Nunn



It's quite possible that those who live in or have visited Colorado Springs have at one time set foot inside of a building constructed under the vision and execution of Nunn Construction. Since 1983, Nunn Construction has completed projects for non-profit organizations, churches and ministries, educational institutions and athletic organizations, local governments and municipalities, higher education institutions, hospitals and health care complexes — to name a few.

"Ray Nunn and Nunn Construction have meant so much to UCCS, the College of Business and Colorado Springs," stated Dean Karen Markel. She continued, "His contributions can be felt across campus with his tireless efforts to support our programs, students and community. We look forward to celebrating Ray at one of our most meaningful events of the year. Congratulations, Ray!"

Nunn Construction is a positive contributor to the community of Colorado Springs and takes pride in delivering quality construction management while serving the needs of their city and their state. As Nunn Construction celebrates nearly 40 years in business, the thread that ties together its work is the projects that serve its community.

SUCCESSFUL FUTURES



Kevin O'Neil
(BS '89)

Kevin O'Neil's success in business has led to a meaningful impact in the community. Recently, the Kevin W. O'Neil Cybersecurity Education and Research Center, was made possible by the landmark \$3 million gift of philanthropist, entrepreneur, 1989 graduate of the College of Business and Colorado Springs native, Kevin O'Neil. The new area will be used to house all cybersecurity classes in the College of Engineering and Applied Science in the fall of 2022. Over time, the facility will host activities and interdisciplinary cybersecurity classes that support degrees and programs from the Colleges of Business; Education; Letters, Arts & Sciences and the School of Public Affairs.

Amanda Baida
(BS '11)

Amanda Baida, a 2011 UCCS graduate in marketing, is the owner of InnerSocial Marketing, which she opened in 2012. One of Baida's most recent accomplishments is that her company officially hit its 10-year anniversary. When she started, Baida encountered several people who didn't understand what she did and doubted a career in social media. She was often told social media was a "fad" and wouldn't be around in 5+ years. Baida is proud that her entrepreneurial spirit was not dampened and continued on a path she believed in.



Kyle Lee
(MBA '14)

Kyle Lee, a native Alaskan, graduated from UCCS with a degree in finance. While pursuing his degree, Lee would take the summers to commercial fish. It was during this time he found his desire to make fresh fish available to everyone. Lee is the founder and captain of Alaskan Salmon Company. He helps people buy the same high-quality Alaskan seafood used by Michelin-starred chefs through their e-commerce platform. Lee's company intends to continue building their platform to provide as much value to their customers as possible, with a strong emphasis in education and transparency.



THE COLLEGE OF BUSINESSSS CELEBRATES



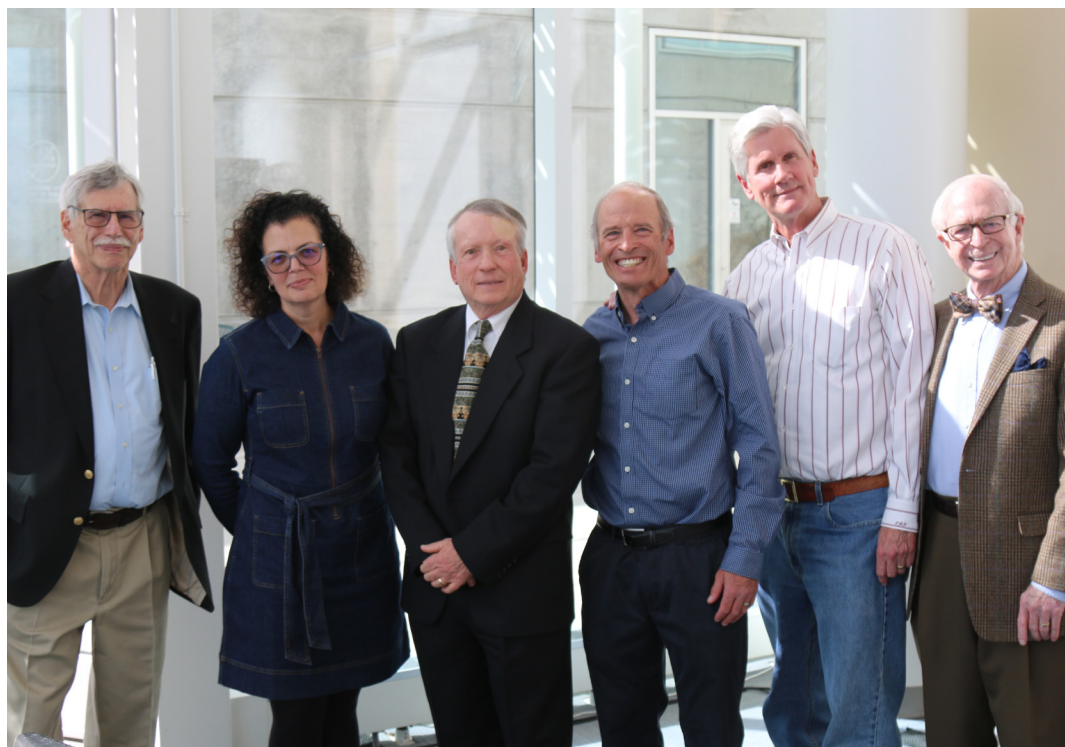
BENSON ATRIUM DEDICATION

UCCS formally dedicated the glass-enclosed, three-story atrium in Dwire Hall to Bruce and Marcy Benson, retired President and First Lady of the CU System. Benson served as President of the CU System for 11 years, one of the longest presidential tenures in the system's history. Upon his retirement in 2020, each of the four CU campuses announced plans to dedicate named spaces in the Bensons' honor. The celebration, originally planned for 2020, was postponed due to COVID-19 and finally took place on May 6, 2022.



JOHN MILLIMAN RETIREMENT

Dr. John Milliman started with the college as an Assistant Professor of Organization and Management and quickly became the Management department chair from 2000-2002. During John's tenure he achieved two distinctive awards for research, and received numerous College of Business awards including: Outstanding Service, Outstanding Teacher, Outstanding Distance Teacher, Outstanding Researcher and Outstanding Faculty Member. He actively served on 31 different committees and teams; he also serves as a member of Academy of Management and the Society for Human Resources Management. John's wealth of knowledge and service to the college will be greatly missed.



SPECIAL THANKS

DEAN'S ADVISORY BOARD 2021-2022

Becky Medved

Chairwoman of the Dean's Community
Advisory Board
MBA '87

Tom Arata

Vice President Global Technology
Platforms and Anchor Marketing at Ecolab
MBA '87

Aram Benyamin

CEO at Colorado Springs Utilities
Mini-MBA '18

Robert Dunn

Chief Financial Officer at Valimail

Cecilia Harry

Chief Economic Development Officer at
Colorado Springs Chamber & EDC

Steve Kaczmarek

Chief Executive Officer and
Founder at Borealis Fat Bikes

Eric King

Principal at Miles & Stockbridge
MBA '96

Michael Murphy

Vice President for Strategy at
Centura Health

Ray Nunn

Chairman and Founder of
Nunn Construction

Harry Salzman

Broker at Salzman Real Estate Services

Gene Sullivan

Senior Vice President at Wells Fargo
BS '78

Janet Suthers

First Lady of the City of Colorado Springs
MBA '89

Wendel Torres

Managing Partner at Reliant Construction

Jane Young

President and Chief Executive Officer at
More Than Your Money, Inc.
BS '82, MBA '89

ALUMNI LEADERSHIP 2021-2022

Garrett Gregg

Alumni Association Co-Chair
MBA '04

Nicola Roark

Alumni Association Co-Chair
MBA '11

Danielle Gaffney

BS '13

Becky Medved

MBA '87

Joan Schultz

BS '81, MBA '85

Samantha Krause

BS '17

Grant Westerfield

BI '19, MSA '20

EMPLOYER ADVISORY COMMITTEE

2021-2022

business.uccs.edu/employer-advisory

R.O.A.R. PROGRAM ADVISORY COMMITTEE 2021-2022

business.uccs.edu/roar-advisory-board

COB LEADERSHIP 2021-2022

Karen Markel, Ph.D.

Dean

Thomas Aicher, Ph.D.

Associate Dean

Jeanette Dias, MBA

Assistant Dean for Internal Operations

Meghan Stidd, Ph.D.

Assistant Dean for External Relations &
Student Career Exploration





University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus