


## 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. The roofline is composed of several straight lines that converge to a point on the left side, creating a gabled or peaked appearance. The drawing is executed in a simple, sketchy style with varying line weights.



**WE ARE IN THE BUSINESS  
OF BUILDING  
SUCCESSFUL FUTURES™**

# FROM THE COLLEGE OF BUSINESS

Greetings,

Thank you for exploring this year's annual report! The 2022–2023 academic year was one filled with challenges, opportunities, and new beginnings. This past year the college experienced another year of enrollment decline at a rate consistent with the rest of UCCS campus. This of course creates a challenging fiscal situation given the direct effect tuition has on the campus budget. The great resignation continued to have an impact on the college as several faculty and staff retired or departed during the year, many of whom are integral to college operations. We also experienced another transition in the college leadership as I was recently announced Dean of the College of Business (COB) after serving as interim dean since December of 2022. Thankfully, we have many new wonderful people joining the College of Business who will help guide us into the new academic year and the future of UCCS.

We also had many great successes this year. Our students were able to engage in a study abroad experience for the first time since the COVID-19 pandemic, and a number of students engaged in other experiential learning opportunities abroad and across the county. As organizations shift focus to people, process, and planet, we started a social impact minor to upskill students in these important areas and we continue to build a workforce pipeline for Southern Colorado. The Center for Entrepreneurship held several great events this year supporting the work of our young entrepreneurs and are building a long-term legacy for future success. The PGA Golf Management Program celebrated its 20th year with the opening of Ed's Place and welcomed its first three inductees into the PGA Golf Management Alumni Hall of Fame. Our students also had numerous successes in national competitions associated with their area of study. Finally, our faculty continue to engage in high quality research that makes a real impact on business practice and societal challenges.

The college is currently going through an evolution. As I entered into the interim dean role at the end of last year it became clear there is a really strong foundation for us to build upon. The community and alumni continuously support the college and new partnerships are emerging to help the college grow. We are developing new ways to serve as a hub for professional development and better assist in the development of the region's workforce. There are programming, event, and curriculum changes we are working on to better meet the needs of the current workplace, and ensure our graduates and adult learners are ready for the future of work. The following pages of our annual report highlight our exciting student opportunities, faculty and student successes, alumni spotlights, signature events, and more.

-Interim Dean Thomas Aicher



## UCCS COLLEGE OF BUSINESS AWARDS & RANKINGS





# WHO WE ARE

## 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 students' academic journey, providing them 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



# 13+ YEARS

WITH THE DANIELS FUND  
ETHICS INITIATIVE  
COLLEGIATE PROGRAM



# SOCIETAL IMPACT IN THE PIKES PEAK REGION

## SOUTHERN COLORADO ETHICAL LEADERSHIP AWARD

In early 2023, The Daniels Fund Ethics Initiative Collegiate Program (DFEI) at the University of Colorado Colorado Springs (UCCS) College of Business announced a joint effort with schools in the Southern Colorado Ethics Consortium to recognize outstanding organizations in El Paso county and the greater southern Colorado region.



The Southern Colorado Ethical Leadership Award will honor businesses who demonstrate the “Best of the Best” in ethical leadership and embody the ethical principles of integrity as exhibited by Bill Daniels, founder of the Daniels Fund. The first recipients will be awarded in fall 2023 at the Southern Colorado Ethical Leadership Award Banquet. Eligible recipients are for-profit organizations in southern Colorado. Nominations can be made by members of the organization, employees, students, customers or community members.

Each nomination will be judged on the questionnaire responses submitted by nominees, including how the company follows the eight Daniels Fund Ethics Initiative Principles. The judging will be performed by a group that includes select UCCS Ethics Club members/officers, UCCS Faculty Fellows and Southern Colorado Ethics Consortium (SCEC) champions.



## SOCIAL IMPACT MINOR

Undergraduate students can now pursue a Minor in Social Impact in the College of Business. The program includes three classes totaling 9 credit hours. The courses consist of Introduction to Nonprofit Management, Social Entrepreneurship, and the capstone course: Practical Applications in Social Impact. The classes are open to all UCCS Students. The Social Impact minor is designed for those learning how to effectively run a non-profit organization, and particularly those students who have a passion for social impact.

Lauren Hallaron, Instructor of Business, Government, and Society and Jonathan Liebert, CEO/Executive Director, Better Business Bureau® Southern Colorado started the Social Impact Minor in the College of Business for two main reasons: to address the need in the marketplace and in the community, and to equip students with the skills necessary to work in social enterprise or for a non-profit organization. Colorado Springs has about 4,000 non-profit organizations providing around 45,000 non-profit jobs and over 1,000 social enterprise jobs.



“Typically, folks who work in these more social sectors and types of companies, have amazing passions for what they’re doing, but they don’t necessarily have the business skills required to start, maintain and grow a social impact organization or business.” Hallaron wants to change that. “Our students are poised to be able to effectively handle their HR or marketing or accounting or administrative needs, and many of our students are really looking for jobs that serve a higher purpose and are more fulfilling for them.”





# SOCIETAL IMPACT IN THE PIKES PEAK REGION

## THREE LOCAL START-UP COMPANIES WIN \$45,000 TORCH GRANTS

The UCCS College of Business commitment to entrepreneurship and social impact is manifested in the work done by Dr. Thomas (Tom) Duening, Associate Professor of Management in the College of Business and Director of the Center for Entrepreneurship.

Torch Grants was an initiative founded by Dr. Duening in late 2019 based off of his research on the St. Louis Arch Grants. After building the funding to offer the first Torch Grants, the COVID-19 Pandemic caused Tom to reconsider his next steps. Deciding to pivot, Venture Attractor was created to provide a due diligence and an educational platform to the Torch Grants initiative. The first Venture Attractor: Scale to \$1M Boot-Up Camp Cohort was in 2021 with the second taking place in early 2022. These cohorts then entered the first ever Torch Grants competition in June of 2022. The Venture Attractor is a research initiative of the El Pomar Institute of Innovation & Commercialization (EPIIC) at the University of Colorado Colorado Springs that includes a 16-week virtual entrepreneurship course paired with intense 1:1 mentorship.

Each Torch Grant includes a non-equity cash grant of \$45,000 to ventures that have been selected by panels of judges. Recipients are required to establish their headquarters in Colorado Springs for at least one year following the distribution of funds.

The Torch Grants only invests in ventures within the sports/outdoors, health innovation, and human performance industry cluster.

On October 10, three local start-up companies were each awarded \$45,000 Torch Grants at the Spark the Springs event at UCCS. Salt Athletic, Lead Foot Racing and Defender Imports beat out other start-ups in a three-step competition to earn these grants.

"The research clearly states that start-ups are one of the greatest job creators in any economic region," said Dr. Duening. "If we want to foster continued growth in Colorado Springs, we need a robust start-up ecosystem."

After completion of the Scale to \$1M Boot-Up Camp program, alumni were eligible to participate in the Torch Grants competition where they each had 10 minutes to pitch their venture to a panel of unaffiliated judges. The top five companies moved on to the Torch Grants Finals where the companies again pitched for 10 minutes to a new panel of unaffiliated judges. The top three companies were selected to receive the \$45,000 Torch Grants awarded at "Spark the Springs."

### About the Winners:

#### **Lead Foot Racing**

Interview with Founder Jett Johnson

#### **Salt Athletic**

Interview with Founder Rafael De la Vega

#### **Defender Imports**

Interview with Founder John Rubley

# GLOBAL MINDSET

## OVERVIEW

Through joint efforts of faculty, staff and program offices across the university, UCCS students have been earning credit and gaining multi-cultural experiences around the world through study abroad programming. Since 2016, roughly 19 UCCS students have taken International Business Seminar trips to Europe, Asia and Southeast Asia. Additionally, seven COB students have participated in Student Outdoor Learning Experience (S.O.L.E.) trips to Central America. 28 UCCS students have studied at partner schools in Europe while 41 European students have come to UCCS to study for a semester or year. About 30 Sport Management students have participated in international internships, primarily with English Premier League clubs.

## POISED TO PIVOT

Thanks to the leadership of Dr. Carol Finnegan, the Japan spring break study abroad class to Tokyo was converted in the end of February 2020 to a virtual study abroad class due to COVID-19. Before the scheduled trip, 15 students from across campus participated in a Japanese Business Culture presentation with the UCCS Japanese department and the Japan-America Society of Southern Colorado. During spring break, faculty and students met with an American meeting planner, who has organized meetings in Japan, about how to manage international meeting logistics, and read a book called "The Japanese Mind." Students also learned about the Amache Japanese-American internment camp in southern Colorado based on a virtual exhibit at the History Colorado museum. Students were also able to talk with UCCS undergraduate and MBA alumni at Coca Cola and Keysight Technologies in Tokyo as well as learn from a colleague at Kyoto University about differences in US and Japanese educational systems.

## FACULTY-LED STUDY ABROAD

During spring break 2023, a small group of students embarked on a study abroad trip with College of Business faculty Dr. Carol Finnegan and Dr. James Ma. Their destination was Munich, Germany for a short-term program that featured cultural activities, factory visits, comparative shopping research projects and local cuisine. Though there was plenty of sight-seeing, students also toured and learned from German-based businesses like Spaten Brewery, BMW Motors and European Central Bank. "As a student and a professional, this trip allowed me to make connections outside of school. Since I intend to work internationally post-grad, this trip was very important to my future career and I'm excited to have this experience to speak on in interviews," stated Marketing and International Business major, Maddie Gleeson.



## DR. CAROL FINNEGAN



Dr. Carol Finnegan, Associate Professor of Marketing, Strategy and International Business, has been championing international programming for the College of Business through faculty-led study abroad programs as well as informative and educational events held during the spring of 2023.

In commemoration of International Holocaust Remembrance Day, guest speaker Hailey Sharon-Dilman, Coordinator for Educational Content at Yad Vashem World Holocaust Remembrance Center, presented to about 60 UCCS students, faculty and staff on her research regarding ethical decision-making and global genocides. The event analyzed the trends and parallels between genocides of the past and encouraged critical thinking towards modern international conventions, agreements, and responsibilities. Following Sharon-Dilman's presentation, attendees were able to discuss the material and ask questions. This event was sponsored by the Daniels Fund Ethics Initiative Collegiate Program at UCCS College of Business.

Also in spring of 2023, Dr. Finnegan hosted the German Business Culture Seminar which featured German Language Instructor & Consultant Marion Szilagyi. Szilagyi is an accomplished instructor covering topics such as cross-cultural awareness, everyday German business practices and economic life in Germany. This seminar, which had UCCS students from across campus in attendance, covered topics such as the fundamentals of German business culture and general German business etiquette.



# ENTREPRENEURSHIP IN ACTION

## ENTREPRENEURSHIP MINOR

The College of Business proudly offers a minor in entrepreneurship, this minor includes classes in the principles of entrepreneurship and business plans, preparing students for the processes that are involved in launching and operating a successful venture. Students are charged with creating new ideas, explaining the market, testing financial models and analyzing the feasibility of their chosen venture. This new minor inspires the use of ingenuity and creativity as students prepare to influence investors, raise capital, and start their own ventures. As a program, this minor helps budding entrepreneurs identify emerging technologies and helps them bring to fruition commercially viable ideas. The Entrepreneurship club, the Garage at UCCS, and the Center for Entrepreneurship all offer additional ways for students to prepare for their lives as entrepreneurs.

## LION'S DEN

Eight teams of students from UCCS, Colorado College, United States Air Force Academy (USAFA) and Pikes Peak State College pitched competing entrepreneurial ideas at the Lion's Den Pitch Night on March 16--with a UCCS team claiming first place. The event was hosted by the EI Pomar Institute for Innovation and Commercialization (EPIIC) and sponsored by Goat Patch Brewing Company. The Shark Tank-inspired competition consisted of the teams presenting their business ideas for five minutes followed by a five-minute Q&A session with the five-judge panel. The winning business idea, pitched by College of Business graduate student Jeffrey Hong, was Hermes' Signal, a cloud-based technology solution for protecting first responders on the roadway while also alerting other motorists about incoming emergency vehicles so that first responders can get to the emergency as fast as possible.



## PITCH NIGHT

The UCCS College of Business (COB) and the National Institute for Social Impact (NI4SI) co-hosted a Social Impact Business Pitch Night. This pitch competition brought together UCCS student entrepreneurs and community leaders. With \$5,000 cash prizes available, the stakes were high. Of the four student entrepreneurs selected, each were given 10 minutes to pitch, followed by 10 minutes of Q&A from the audience. After a brief deliberation, the top three winners were announced:

1. Alicia Martinez from Sparked by Nature placed first. Sparked by Nature is a new approach to therapy for emotionally challenged students that combines elements of free play and traditional therapy methods.
2. David Osnas from EcoBricks took second. EcoBricks aims to clean up the environment by repurposing trash into building material.
3. Ethan Thompson from Forevergreen Tech came in third. Forevergreen Tech aims to shift consumer behaviors by gamifying easy to accomplish tasks revolving around sustainable actions.

The Social Impact Business Pitch Night was a valuable opportunity for all involved, pulling together aspects of the Colorado Springs business community, UCCS programs and UCCS students. The resulting collaboration was fun, forward thinking and rewarding for all who participated.





# 20th ANNIVERSARY OF UCCS PGA GOLF MANAGEMENT PROGRAM

The Professional Golf Association (PGA) Golf Management Program at UCCS celebrated its twentieth year with a ribbon-cutting ceremony in August 2022.

The ceremony commemorated both the anniversary and the unveiling of the renovated area “Ed’s Place,” located in Dwire Hall. “Ed’s Place” is named in memory of beloved Ed Kelbel, the former program director who served from 2008 until his death in 2012. The newly renovated space will enrich the program through several aspects, as it will serve as the area for the Alumni Hall of Fame, alumni showcase, Club Repair Lab, donor highlights, learning laboratory and collaboration space.

Mark Bacheldor, current PGA Program Director, and several others spoke about the PGA program and how it has grown over the past 20 years. Many acknowledged the donors and staff members who helped make the renovated space possible through their vision and financial contributions.

“Ed was a great mentor and friend to me and so many others, and now we get to perpetuate his legacy with the opening of ‘Ed’s Place,’” said Mark Bacheldor. “Most importantly, we have the opportunity to honor an incredible individual in former Program Director Ed Kelbel by proudly renaming the room to ‘Ed’s Place.’”

“As we developed this concept, we wanted to encapsulate one of Ed’s most defining characteristics with this room: being welcoming to all. In turn, ‘Ed’s Place’ will be known as the place where everyone belongs.”

“We are ecstatic to finally showcase the renovation of this space, knowing that it will serve as a center point for the program, the students and our golf community,” Bacheldor said.

The PGA Golf Management Program was established in 2003 and is one of only eight programs in the nation that is both Association to Advance Collegiate Schools of Business (AACSB) and PGA accredited, in addition to being the only such program in Colorado. Graduates from the program have a 100% job-placement rate after graduation and eligibility for election into the PGA as a PGA Golf Professional.

Students, alumni, donors and the UCCS community were in attendance for the room reveal and Rosemary Kelbel, Ed’s wife, did the honor of cutting the ribbon.



**PGA**  
Golf Management



### Career Development Center Impact

**11** Employer Partners

**233** Mock Interviews

**230** R.O.A.R. Experiential  
Learning Opportunities

# DEVELOPING SUCCESSFUL CAREERS

## CAREER NETWORKING NIGHT

Hosted by the UCCS College of Business Career Development Center every semester, Career Networking Night is a night devoted to building professional relationships.

Career Networking Night is the largest career event presented by the College of Business, with a record-breaking 360 students attending the fall 2022 event.

During the event, students and alumni of every discipline networked with over 40 community employers. This allowed attendees to learn about possible career pathways, pursue open internships or career opportunities, and develop and cultivate long-term relationships with local companies.

## DINING ETIQUETTE LUNCHEON

In April 2023, the Career Development Center invited College of Business students and employer partners to attend a Dining Etiquette Luncheon, held at the Pinery at the Hill.

This event had employers and students connecting and conversing over lunch in a small-scale setting. During the meal, participants learned the fundamentals of dining etiquette through a fun and interactive presentation and left feeling confident to attend any and every business lunch.

The Dining Etiquette Luncheon also provided students the chance to establish relationships and discuss potential employment opportunities with local professionals.



# FACULTY RESEARCH & ACCOMPLISHMENTS

## AWARDS

### OUTSTANDING FACULTY AWARD

#### Dr. Ryan Chacon

Dr. Ryan Chacon, Assistant Professor of Finance, had an outstanding research year. He published an article in the *Journal of Real Estate Finance and Economics*, real estate being his primary research focus. Ryan and his co-authors of "Will the Reddit Rebellion Take You to The Moon: Evidence from WallStreet Bets" were also presented with the Best Paper in Sustainability Award at the Annual Real Estate Society 2022 Meeting. Ryan taught a number of upper-division and graduate finance courses, and received excellent student feedback in his courses.



Dr. Ryan Chacon (left) and Interim Dean Dr. Thomas Aicher (right)

### COLLEGE OF BUSINESS OUTSTANDING RESEARCH AWARD

#### Dr. Matthew Lyle

Dr. Matthew (Matt) Lyle, Assistant Professor of Management, was awarded this year's Outstanding Research Award. Matt published in three prestigious journals over the course of the last year and has now published eight peer-reviewed journal publications in his four years at UCCS! Matt's intellectual contributions are not only prolific but are also interesting, covering topics ranging from the collective construction of shared memories, to the impacts of the COVID pandemic on work, and contexts ranging from home healthcare to recreational cannabis dispensaries. In addition to his own publications Matt advances the work of others as a reviewer of various journals and conferences and his editorial board membership at the *Journal of Management Inquiry*.



## PUBLICATIONS & RESEARCH

### RESEARCH IN REAL ESTATE

#### Dr. Ryan Chacon

Dr. Ryan Chacon, Assistant Professor of Finance, published in the *Journal of Real Estate Finance and Economics* featuring his piece titled "Economies of Scale in the Real Estate Mutual Fund Industry." Ryan's paper investigated the role of scale in Real Estate Mutual Fund (REMF) performance.



Dr. Ryan Chacon

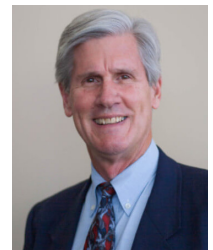
### SPORT SERVICE QUALITY RESEARCH

#### Dr. Thomas Aicher & Dr. Jeff Ferguson

Dr. Tommy Aicher, Interim Dean, & Dr. Jeff Ferguson, Faculty Director of MBA Program & Professor of Service Management and Marketing, published a paper this year entitled, "Understanding Service Quality Through the Importance Performance Analysis" in the prestigious journal, *Sport Management Review*. This paper examined the utility of importance-performance analyses (IPA) to the measurement of sport service quality.



Dr. Thomas Aicher



Dr. Jeff Ferguson

## FACULTY HIGHLIGHT

### COACHING STUDENTS FOR THE SHRM EXAM

#### Todd Endres, MA, SPHR

In an effort to better serve the needs of his students, Todd Endres, Instructor of Management and Human Resources, started offering support for students who were interested in studying for and taking their Society for Human Resources Management Certified Professional (SHRM-CP) exam. Meeting with a group of students outside of regular class hours, Dr. Endres provided students with what they needed to prepare for the exam so they might earn their SHRM-CP credential and be better equipped as an HR professional after graduating.



Todd Endres, MA



# FACULTY AWARDS (CONT.)

## OUTSTANDING SERVICE AWARD

**Dr. Sameer Prasad & Dr. Assma Sawani**

**Dr. Sameer Prasad** coordinates the undergraduate business analytics minor, working with other faculty to ensure relevance and consider mixing modalities to build enrollments. He has been working to develop the undergraduate supply chain/logistics and analytics emphasis. Outside the university, he serves as Chairperson and Program Organizer for the India Pollution Control Association and is a Board Member for the India Development Service.



Dr. Sameer Prasad

**Dr. Assma Sawani** served as an elected representative for the College of Business on the University's Faculty Assembly and is a member of the Compass Inclusiveness Advisory Committee. She has also served on the MBA Team, the MSA Team and on the College's Strategic Plan Writing Group. Assma was also a member of the accounting department's CPA Evolution Model Committee, helping to map topic coverage from accounting courses to the CPA Exam.



Dr. Assma Sawani

## OUTSTANDING TEACHING AWARD

**Dr. Tom Duening & Dr. Dave Kocsis**

**Dr. Tom Duening** has served the College of Business for many years in a variety of roles. In addition to inspiring his students to become entrepreneurs, Tom serves as the research director of the Colorado Springs Venture Attractor and has been doing an amazing job as our El Pomar Chair of Business and Entrepreneurship.



Dr. Tom Duening

*"I appreciated the excitement and personal interest that was expressed by professor Duening towards our entrepreneurial efforts. Overall, it was a great experience that offered a lot of great insight and knowledge for the students that engaged with the course." - UCCS Student*

**Dr. Dave Kocsis** has done great work in the college this year, and not only is he an excellent teacher and an active researcher, but he has also been the college's champion for diversity equity and inclusion, serving as the College of Business's Inclusion, Equity and Belonging Council Chair as well as the COB representative on the UCCS Faculty Equity and Inclusion Council.



*"Professor Kocsis is one of the best professors I ever had. He is great at explaining the course material and will answer student questions. He replies to emails quickly and cares about what his students do after college. He cut his class short one evening so that everyone could go to Career Networking Night which I really appreciated. Give this man a raise." - UCCS Student*

## OUTSTANDING IRC SERVICE AWARD

**Magan Calhoun, DBA, CPA**

Dr. Calhoun is the Faculty Director for the MSA Program, where she is responsible for coordinating assessment, curriculum changes, administration, and marketing for the program. Magan's university service includes serving as a member of the Compass Navigate Advisory Committee. In the College, Magan served as an organizer for the EDBA Advisory Committee, a member of the IRC Promotion Committee, and a member of the College of Business Technology Advisory Committee. Magan was also a member of the accounting department's CPA Evolution Model Committee.



## OUTSTANDING INSTRUCTOR AWARD

**Todd Endres, MA, SPHR**

Todd enthusiastically takes on important service assignments like leading the career readiness program, R.O.A.R., through a time of transition and new course preps to meet the changing needs of the department. Todd's extensive background in the field of human resource management shines through in comments from his students:

*"Out of all the professors I have had at UCCS, Todd Endres has successfully taken the crown as the best professor I have had and is easily in the top 5 best teachers I have had in my decade plus of education. Despite how dry the material can be, Todd puts an energetic spin on his stories that tie into the class extremely well." - UCCS Student*





# STUDENT HIGHLIGHTS



**Class of 2023, Sport Management**

## Courtney Bessell

Senior Courtney Bessell finished 6th out of hundreds of students in the National Collegiate Sport Sales Competition this spring. The NCSSC competition is facilitated by Baylor University and this year was hosted by the Atlanta Hawks. The competition requires students make a sales pitch to one of the sports sales professionals serving as judges for the competition, based on a prompt given to all students. Overall, Bessell is thankful that she was able to participate in this unique experience. She gained several meaningful contacts and is already seeing the benefit of networking with others in the industry. The competition provided her with multiple interviews and job opportunities. "It's a great way for anyone interested in sport to get their foot in the door," said Bessell.



**Class of 2023, PGA Golf Management**

## Dakotah Kreil

Like many at UCCS, Dakotah Kreil isn't the traditional student. Although she is graduating with her Bachelor of Science with an emphasis in Marketing and PGA Golf Management from the College of Business, Dakotah didn't walk at December commencement. Instead, she's finishing out her Golf Management internship as Support Coordinator for the PGA of America Career Services Department in her home state of Arizona. In this role, she helps their consultant post jobs for open positions, does graphic design for the Career Services department, assists in the hiring process for their PGA Executive Search service, builds internal marketing materials and publications and more. "The PGM University program is allowing me to earn my bachelor's degree and my PGA membership the same week of graduation. That changed my life; I'll be 22 years old with a bachelor's degree and a PGA membership, and ready to kick off my career," said Kreil.



**Class of 2024, Sport Management**

## Ryan Schulz

Ryan Schulz, a College of Business junior, attended a prestigious internship with the Stadium Managers Association annual conference in Los Angeles, California in February of 2023. Over 100 students applied, and Ryan earned one of only six spots available. Ryan and his fellow interns started their internship helping the conference prep for their Super Bowl related events on Sunday, February 12, so they were especially excited to witness some of the sport broadcasting technology in action. Schulz's internship offered a healthy balance of education, networking and real-world experience. With the knowledge he has gained in classes and through his internship experiences, Schulz feels his future in sport management is exciting, including an upcoming summer internship with the Seattle Mariners.



# SUCCESSFUL FUTURES



## **Dalia Regev** Class of 2019

Dalia Regev works as a strategic account manager for Chek, a financial tech and data company revolutionizing the movement of money for the social sector. Dalia credits her time at UCCS in the Sport Management program in helping her build the networking skills she leaned on during her mid-pandemic job search.

Her job creates opportunities to work with various sports organizations, such as Every Kid Sports, a charity dedicated to subsidizing youth sports registration, and Win Again, a company that helps college, professional, and Olympic athletes transition into fulfilling second careers. Regev is able to pursue her passion while helping others.

## **Josh Hellman** Class of 2020

Josh Hellman is the co-founder of Green Bank, an organization “dedicated to facilitating a faster and more efficient transition to sustainability and renewable energy deployment,” in 2018 with his colleague Jack Heitman. Hellman wanted to find a way for local consumers to contribute and be aware of where their money is going, especially those with companies aimed towards sustainable practices.

Hellman was featured on GreenBiz in their “[The 2022 GreenBiz 30 Under 30](#)” article, which highlights “young sustainability professionals of 2022 delivering on efforts to build a better future.”



## **Geoff Kelly** Class of 2022

Geoff Kelly holds both an undergraduate degree in finance and an MBA from the UCCS College of Business, and is now focused on educating his community in financial literacy. Kelly’s talents on the basketball court earned him a basketball scholarship from UCCS. Basketball gave Kelly access to higher education, and to experiences and opportunities to be involved with something bigger than himself.

Kelly’s next goal is to start a program in Colorado Springs focused on teaching high school students about financial literacy topics and decisions.



# UCCS COLLEGE OF BUSINESS

## RETIREMENT FAREWELLS



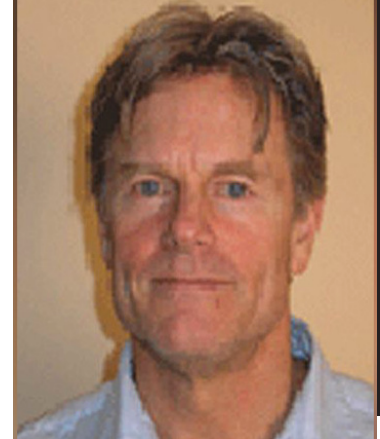
**Gary Klein**

**Dr. Gary Klein** joined the College of Business in 1998 as the first Cougar Chair. He has taught over a dozen different courses, both at the undergraduate and graduate level. He also overhauled a 2000 level quantitative methods class. In his 25 years of service, he published an impressive 125 articles and was tied for the #1 researcher in the Information Systems field from 2001-2006. Gary served the department faithfully for many years as department chair - a testament to his longevity.



**Dave Leupp**

**Dr. Dave Leupp** came to the college of business 15 years ago to teach quantitative methods. Over the years, he has taught Business Statistics (QUAN 2010) and Quantitative Analysis for Business (QUAN 2020), serving as course coordinator for QUAN 2020. When the College needed someone for Data Management and Descriptive Analytics in Business (BUAN 3500), Dave stepped up and developed new materials and an online course. He has also supervised as many as 15 internships each semester for multiple years. He has consulted in the business community and served on a variety of search committees, college committees, and campus committees.



**George Woodward**

**Dr. George Woodward** was with the UCCS College of Business for 16 years, teaching numerous finance courses including International Finance, Money and Banking, and Corporate Finance, and publishing over 20 journal articles. George has learned Spanish and is learning French. He is inquisitive about other cultures and has visited many countries over his lifetime. He plans to use his newly learned French to help children in West Africa in his retirement.

# SPECIAL THANKS

## DEAN'S ADVISORY BOARD 2022-2023

**Steve Kaczmarek**

Chairman of the Dean's Community  
Advisory Board

**Tom Arata**

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

**David Balcom**

Former Sr. Vice President of Operations at  
Cirtec Medical  
MBA '08

**Robert Dunn**

Chief Financial Officer at Valimail

**Danielle Gaffney**

Tax Manager at Stockman Kast Ryan + Co.

**Cecilia Harry**

Chief Economic Development Officer at  
Colorado Springs Chamber & EDC

**Eric Hipkins**

Managing Director at Deloitte & Touche LLP

**Cindy Johnson**

Former Vice President of Human  
Resources at The Broadmoor Resort

**Eric King**

Attorney at Miles & Stockbridge

**Becky Medved**

Retired COO & President at RCSPros LLC  
MBA '87

**Tyson Nunn**

President of Nunn Construction

**Harry Salzman**

Associate Broker at ERA Shields Real  
Estate

**Craig Smith**

Former President & COO at Home Advisor

**Gene Sullivan**

Senior Vice President at Wells Fargo & Co.  
BS '78

**Wendel Torres**

Managing Partner at Reliant Construction

**James "Jim" Waldrop**

Retired Businessman & Entrepreneur

**Jane Young**

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

## ALUMNI LEADERSHIP 2022-2023

**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

**Grant Westerfield**

BI '19, MSA '20

## EMPLOYER ADVISORY COMMITTEE

2022-2023

[business.uccs.edu/employer-advisory](https://business.uccs.edu/employer-advisory)

## R.O.A.R. PROGRAM ADVISORY COMMITTEE 2022-2023

[business.uccs.edu/roar-advisory-board](https://business.uccs.edu/roar-advisory-board)

## COB LEADERSHIP 2022-2023

**Thomas Aicher, Ph.D.**

Interim Dean

**Dustin Bluhm, Ph.D.**

Interim Associate Dean of Faculty and  
Operations

**Jill Bradley-Geist, Ph.D.**

Interim Associate Dean for Academic  
Programs

**Jeanette Dias, Ph.D.**

Assistant Dean for Internal Operations





University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus