

WE ARE IN THE BUSINESS OF BUILDING SUCCESSFUL FUTURES™



ANNUAL REPORT

2023 - 2024



FROM THE DEAN

Greetings,

This academic year, we have witnessed a fundamental shift in the future of business education. Innovative insights and new paradigms are shifting the focus of education, and we are well prepared to meet the demands of the ever-changing global marketplace. Despite the challenges we faced this year, the resilience and entrepreneurial mindset of our team engendered several accomplishments in building successful futures! I am immensely proud of our team who came together in preparation for our AACSB reaccreditation report and visit. Although our results are yet to be determined, our team has worked diligently to prioritize our learners, strengthen our internal and external community, and make a meaningful impact through our scholarly activity and community engagement.

Our faculty had an exceptional year of scholarly activity, publishing 36 peer-reviewed journal articles, three books, seven book chapters, and three other scholarly publications. The contributions to their disciplines and bringing these new insights into the classroom are a truly making a difference for our community and students. We completed a full review of our graduate certifications and MBA specializations, ensuring the offerings we provide are meeting the needs of today's and tomorrow's workforce. As part of this effort, we are phasing out some specializations while launching a new Space and Cyber Enterprise Management Specialization/Graduate Certificate. The work we have done this year for the MBA will continue through 2025 as we evolve the program to ensure learners are placed at the forefront of our programs.

We are excited about our new partnership with Weidner Apartment Homes and Norwood Development Group to launch a Property Management and Real Estate Program in the 2025–26 academic year. This program will also expand our presence in the UCCS Downtown space and provide students with opportunities in a growing and promising industry. This year, we also focused on advancing our own development around AI. Faculty and staff were able to attend workshops, trainings, and other methods to learn more about using AI to advance our education and create efficiencies within our operations. We also have started a Copilot 365 program where faculty and staff are engaging with the tool to determine the effect it may have on our operations. Our investments in AI are providing great new insights through our classroom, research, and operations.

In the following pages, you will read more about our remarkable accomplishments from the end of 2023 to the start of 2024. It has been an exciting year filled with new partnerships and opportunities, positioning the College of Business for a tremendous 2025.

-Dean Thomas Aicher, Ph.D.



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 MGMT.
PROGRAMS



14+

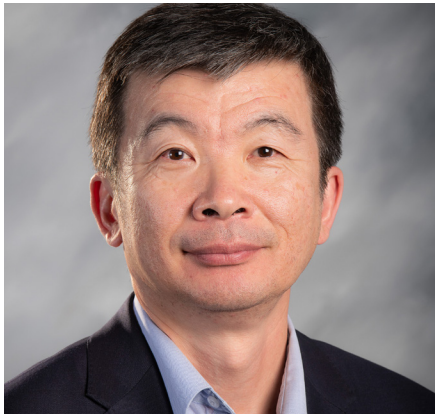
 YEARS

WITH THE DANIELS FUND
ETHICS INITIATIVE
COLLEGIATE PROGRAM

THOUGHT LEADERSHIP

Dr. Dahui Li

J. Daniel Couger Endowed Chair of Information Systems



It's no secret that the information technology industry has grown (and will continue to grow) as technology, including artificial intelligence, data analytics, and cybersecurity, becomes more integral to consumers' daily lives —particularly in space/cyber-defense hubs like Colorado Springs. To effectively meet the demands of this growth, the College of Business is proud to welcome leaders like Dr. Dahui Li, the J. Daniel Couger Endowed Chair of Information Systems at UCCS, whose expertise, leadership, and guidance will significantly enhance the College of Business' mission and initiatives.

As the Couger Chair, Dr. Li works closely with his colleagues to evolve curriculum within the Business Analysis Team and maintain industry connections in the areas of Information Systems, Cybersecurity Management, and Business Analytics. "I also devote myself to mentoring junior faculty and students," said Li, "just as Dr. Couger and Dr. Gary Klein [previous J. Daniel Couger Endowed Chair], have done for the College of Business."

A major priority for Dr. Li is to honor the legacy of the J. Daniel Couger Endowment, and J. Daniel Couger specifically. "In my professional discipline, everyone knows about Dr. Couger. He was one of the forefathers and leading experts. His seminal work and exceptional contributions to the global information systems community were widely recognized. He was among the first four scholars who were awarded the highest award in my field, the Association for Information Systems (AIS) LEO Awards. It is truly an honor and privilege for me to be hired as the Couger Chair," Dr. Li said.

One way Dr. Li intends to honor Couger is by researching his accomplishments directly. "Right now I am working on a project with Dr. Morgan Shepherd, Professor of Information Systems and Mary Rupp, UCCS Archives Librarian, to collect library resources and write a research article about Dr. Couger for the History Department of the Association for Information Systems," he explained.

When asked what drew him to the UCCS College of Business, Dr. Li stated, "I found, during the job interview process, that the College of Business has established an inclusive work environment that is deeply committed to student success and employee wellbeing and development. The campus is instilled with a culture that values students, faculty, staff, and community members from different backgrounds and traditions."

"Second," Dr. Li continued, "collaborations are valued in the College of Business. I noticed how staff members and faculty collaborated in my job interview process. There were a lot of active discussions and collaborations among faculty in terms of developing programs and curriculum, sharing effective teaching strategies, and improving teaching effectiveness and assessment. There is also a high level of research collaboration among faculty within or across different disciplines."

"Third," Dr. Li added, "There is an innovative and entrepreneurial spirit on campus. Faculty and staff seem to be constantly looking for new ways of doing their work. The university provides strong support for funding and grant applications. Faculty introduce new curriculum and integrate emerging technologies into their teaching and learning environment. There are extensive connections to industries and local communities too."

BUILDING COMMUNITY

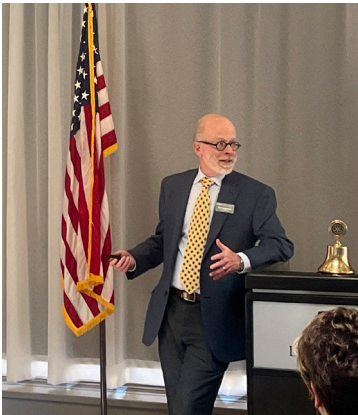
NEW DIRECTOR - ECONOMIC FORUM 2023



The UCCS Economic Forum introduced its new director, Dr. Bill Craighead, ahead of its 27th Annual Economic Forum event.

Craighead is a Colorado native who worked for a financial trade publisher in New York City after graduating from Carleton College in Minnesota. He earned his Ph.D. in Economics from the University of Virginia and has spent the past 18 years as a college faculty member at various institutions, including Colorado College and the U.S. Air Force Academy. His academic research focuses on topics related to macroeconomics.

“We’re so excited to have Dr. Craighead on board,” said Thomas Aicher, dean of the College of Business. “Bill brings a wealth of macroeconomic experience to the director position as both an experienced researcher and experienced faculty member and teacher. As a Colorado native and long-time Colorado Springs resident, Bill will provide relevant, pertinent, and applicable insights on the local and regional economic indicators. There are so many exciting things on the horizon for the Economic Forum, and having Bill at the helm positions the Economic Forum well for its next chapter.”



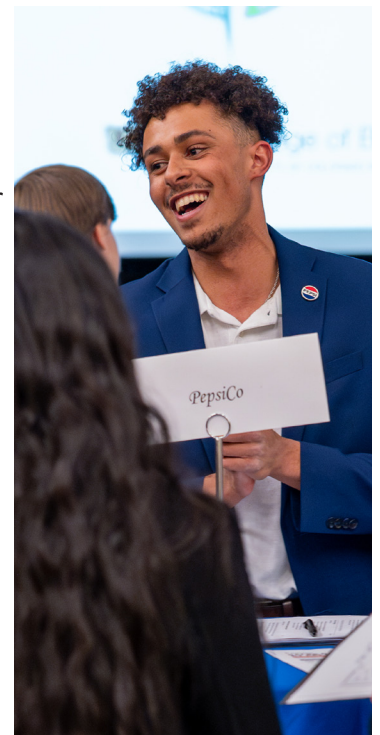
For over 26 years, the leading source of economic data and insights in the Pikes Peak Region has been the UCCS Economic Forum - a longstanding community event. Hundreds of attendees gather annually at the event, which was headlined in 2023 by national speaker Eve Lieberman, executive Director of the Colorado Office of Economic Development and International Trade.

Craighead joined the university’s team of economic experts at the 27th Annual UCCS Economic Forum in September 2023.

CAREER DEVELOPMENT CENTER

Career Networking Night

Hosted by the UCCS College of Business Career Development Center every semester, Career Networking Night is devoted to building professional relationships. Career Networking Night is the largest career event presented by the College of Business, with more than 200 UCCS students attending each semesterly 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.



Networking Etiquette Event

In April 2024, The Career Development Center partnered with the UCCS Economics and Political Science departments to host a networking etiquette event for students. Students learned to network with employers over appetizers with a presentation from Candace Smith, an expert in social and business etiquette. Students left more confident and comfortable in their networking skills. The event also provided students the chance to establish relationships and discuss potential employment opportunities with local professionals.

Career Development Center Impact

- 10** Employer Partners
- 134** Mock Interviews
- 229** R.O.A.R. Experiential Learning Opportunities

MAKING A DIFFERENCE

SOUTHERN COLORADO ETHICAL LEADERSHIP AWARD 2023

The Daniels Fund Ethics Initiative Collegiate Program (DFEI) in the College of Business, in collaboration with schools in the Southern Colorado Ethics Consortium, awarded the first Southern Colorado Ethical Leadership Award. This award honors an organization within El Paso County and the greater southern Colorado region who demonstrated the “Best of the Best” in ethical leadership, as well as embodies the ethical principles of integrity as exhibited by Bill Daniels.

The winner for 2023 was Digital Hart Media, represented by Nicki Hart. Being a for-profit enterprise, Digital Hart received a high score in the category of Viability. However, high marks were also given in the categories of Integrity, Trust, Accountability, Fairness, Respect and Rule of Law. Digital Hart Media makes it a point to consistently inform their customers if there is a more efficient way to achieve their desired result, rather than trying to upsell extra services that don't add significant value. Additionally, Digital Hart Media has a community impact beyond their normal course of business, as they offer a 25% discount on services relating to foster care and adoption - whether for an agency or for a family looking to adopt.



Other nominees included:

- Academy of Children's Theatre of Colorado Springs, CO; represented by Lynn Hamilton and Vanessa Rankin
- Halfway Home of Pueblo, CO; represented by William Wright
- The Community Treehouse of Bayfield, CO; represented by Nicole Johnson

DRIVING DIVERSITY *FORE-WARD*

The PGA Golf Management program celebrated the signing of a new scholarship in September 2023. The Xi Pi Uplift Foundation contributed an initial donation of \$53,000 to create opportunities for students from diverse backgrounds to attend the PGA Golf Management Program at UCCS. Members of Xi Pi were present along with Dean Aicher, UCCS Provost Nancy Marchand-Martella, and PGA Golf Management staff and students.



GLOBAL MINDSET

FIRST PASSPORT HOLDERS FUND & DESIGN CONTEST



Dr. Carol Finnegan, Associate Professor of Marketing, Strategy and International Business and Global Mobility Facilitator, developed the UCCS Student Passport Support Fund - a fund meant to help UCCS students travel or study abroad. One of the many barriers to studying abroad for students includes obtaining a passport, and the fees associated with it. In an effort to meet this need and provide access to students seeking international travel and learning - Dr. Finnegan helped raise more than \$5,000 for the fund. Students will soon be able to apply and receive these scholarship funds for their passports, removing one more barrier from international education.

Additionally, Dr. Finnegan held a logo design contest open to all UCCS students, for the fund. Students were encouraged to develop a logo that was eye-catching and inspired international travel for students. A panel of students were also the judges of all submissions. College of Engineering and Applied Sciences student, Grace Whitehorn was selected as the winner of the contest. In addition to her design being picked, Grace also received a \$200 giftcard as a further reward for her efforts.

FACULTY-LED STUDY ABROAD

During spring 2024, a group of UCCS College of Business and College of Letters, Arts & Sciences students embarked on a study abroad trip with College of Business faculty Dr. James Ma to Frankfurt, Germany. The short-term program held over spring break featured cultural activities (including visiting Heidelberg Castle), a tour of the European Central Bank, and local cuisine.

"I found this course and experience invaluable to apply towards working with people who are different culturally or socially. It provides you a completely different perspective," added Business major, Alizabeth Claydelrio.



HUB OF LEARNING & INNOVATION

HUMAN RESOURCES ANALYTICS COURSE - MBA

Dr. Jill Bradley-Geist, Associate Professor of Management and Human Resource Management (HRM) developed an MBA HR Analytics class to be delivered starting in Spring 2025. HR Analytics in human resource management is of rapidly growing interest in the field of Human Resource Management and is driven by the growing recognition of data-driven decision-making as a critical factor for organizational success. HR Analytics involves the collection, analysis, and reporting of employee data to enhance workforce management and improve business outcomes. According to a Deloitte survey, 71% of companies see people analytics as a high priority, with 31% rating it as very important. Organizations use HR Analytics to optimize hiring processes, improve employee retention, and enhance performance management. For instance, Google's use of data analytics in HR led to significant improvements in employee productivity and satisfaction by identifying key factors that contribute to employee performance and well-being.

Moreover, HR Analytics enables predictive insights, helping organizations to anticipate future trends and challenges. For example, IBM's HR Analytics team uses predictive modeling to forecast attrition rates, allowing proactive measures to retain top talent.

This analytical approach not only supports strategic decision-making but also helps in aligning HR practices with business goals, ultimately leading to better organizational performance. As a result, HR Analytics is becoming indispensable in modern HRM, fostering a more efficient, effective, and responsive human resource function.



A.I. IN THE CLASSROOM

Dr. Martin Key, Professor of Digital Strategy and Marketing and Team Lead of Marketing, Strategy, and International Business, has updated all his current marketing courses to incorporate generative AI technology and is teaching an undergraduate elective fall 2024 called, "The AI Advantage: Elevating your Career Path," that explores using generative AI in business. This course is open to all current UCCS undergraduate students, not just Business students.

HUB OF LEARNING & INNOVATION

SPACE CYBER ENTERPRISE MANAGEMENT EMPHASIS

In spring 2024, the UCCS College of Business announced a new emphasis area for the Master of Business Administration - Space Cyber Enterprise Management. The Space Cyber Enterprise Management emphasis was designed to meet industry standards and further develop the leaders of the commercial and defense-related space sectors.

This degree path is ideal for individuals wanting to get into the space industry, as well as for current space sector professionals wanting to enhance their career. With an MBA emphasis in Space Cyber Enterprise Management, students can obtain knowledge on space missions, space domain awareness, space cybersecurity, space and cyber law, and anticipating space cyber threats.



UCCS Chancellor and College of Business faculty promoting college programs at 39th Annual Space Symposium at The Broadmoor.

SUPPLY CHAIN MANAGEMENT & ANALYTICS EMPHASIS

In spring of 2024, the UCCS College of Business announced a new undergraduate emphasis area - Supply Chain Management & Analytics. This emphasis area equips students with the knowledge and skills needed to optimize and manage supply chains effectively using advanced analytics and data-driven strategies. In addition, this emphasis' curriculum offers students practical exercises, case studies, and projects to apply theoretical concepts to tangible business and societal challenges.

Students will learn to leverage data to make informed decisions, streamline processes, reduce costs, enhance efficiency, and mitigate risks within supply chains. Additionally, they will gain proficiency in data analysis techniques, statistical modeling, optimization methods, and relevant software tools used in supply chain analytics. The Supply Chain Management & Analytics emphasis is offered in online and hybrid formats and started accepting students in fall 2024.

HUB OF LEARNING & INNOVATION

WHERE TECHNOLOGY MEETS CURRICULUM

The College of Business Ed Tech Team, comprised of a Program Director of Instructional Technology and an Instructional Technologist, focus on supporting faculty by assisting them with online course materials, improving online student engagement, and Canvas (learning management software) support.

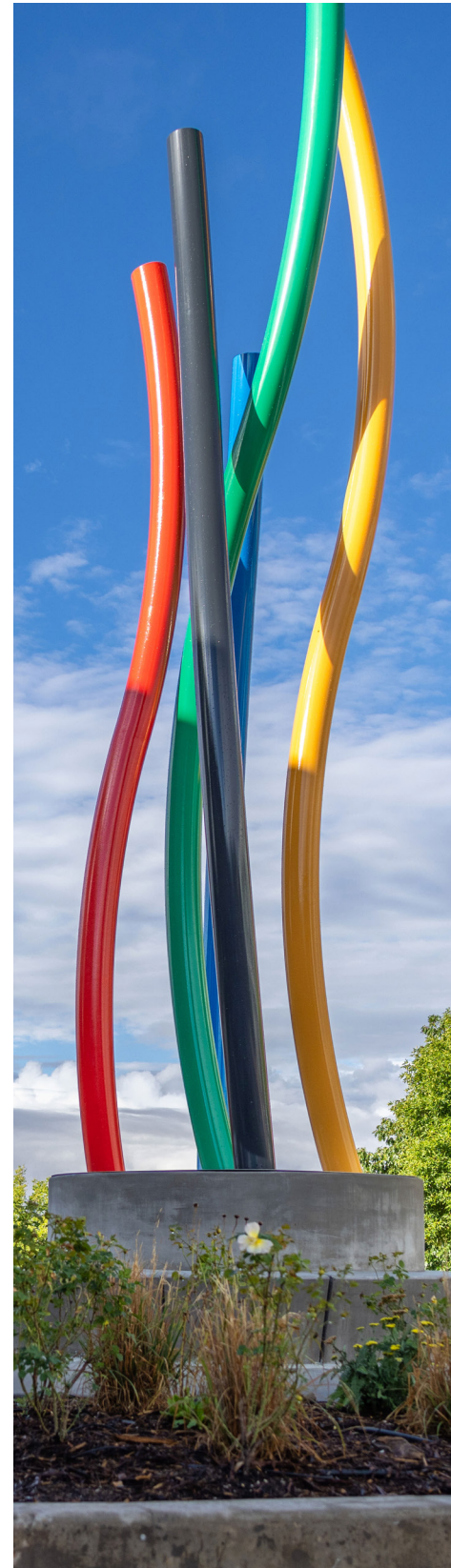
The COB added a recording studio in 2022 so that faculty could record higher quality videos for their courses and students would have a professional space for online interviews. The COB Ed Tech Team assists with recording and editing these videos to ensure high quality course content.

The Ed Tech Team also sends out bi-weekly emails with teaching technology tips and reminders, and regularly host training both in-person and online on current topics in educational technology such as ChatGPT and leveraging AI to enrich course content, inspiring College of Business faculty to incorporate new tools into their curricula.

ENHANCED SUPPORT FOR ONLINE STUDENTS

The College of Business has worked to increase support for our online students by hiring a Program Director for Online Education, who works with faculty and the COB Ed Tech Team to identify and resolve common issues in online courses. They have also created a handbook specifically for fully online students to ensure they can easily find the helpful resources they need despite not being on campus.

The COB has also created two Canvas course pages, COB Undergraduate Student Resources and COB Graduate Student Resources. These unique pages serve as an easily accessible online information toolkit tailored to COB students' specific needs as they pursue their degree programs. The sites include tutorials on using relevant technology for their courses, as well as quick links related to registration, financial aid, career development, and many other useful resources. As part of a campus initiative, all students also have access to online mental health support and fully online students can utilize online tutoring in addition to COB tutoring.



REVITALIZING STUDENT ORGANIZATIONS

UCCS IMPACT MARKETING CLUB



The UCCS Marketing Club (rebranded as the UCCS Impact Marketing Club) has rapidly evolved, boasting over 30 active members and a robust leadership structure designed to ensure continuity and growth. Two main programs have been launched under the club's banner, intentionally aligning with educational mission and community engagement goals:

1. Catalyst Consulting: This program offers strategic marketing consulting services to local businesses. Current offerings include a comprehensive marketing assessment priced at \$1,000 and an in-depth Marketing Plan for \$5,000. The club also provides tailored marketing guidance based on specific client needs. Presently, the student organization is actively engaging with five businesses and have more on a waiting list. The program operates under a continuously evolving playbook that ensures effective client engagement and accountability. A partnership with the UCCS Advancement Team allows for management of financial transactions, offering tax deductions for clients while funneling these contributions into student scholarships through the university.

2. Nonprofit Unite: This track creates a platform for the over 4,000 local nonprofits to network with each other, UCCS students, and potential funding bodies. Modeled after the popular TED Talk format, the plan is to host large gatherings of up to 200 attendees in Berger Hall starting fall 2024.

The UCCS Impact Marketing Club not only enhances students' learning experiences but also actively contributes to our community's economic and social vitality. These initiatives help bridge the gap between theoretical knowledge and practical application, benefiting both students and the wider community.

ACCOUNTING & FINANCE HONOR SOCIETIES

Both College of Business Accounting Society and Finance Honor Society have been revitalized to having monthly meetings, club elections and initiatives within the college.

FUTURE BUSINESS LEADERS OF AMERICA (FBLA)

In May 2024, UCCS hosted the Colorado Collegiate FBLA 2024 State Leadership Conference. This event included multiple live competitions including an accounting case competition, business ethics, public speaking, and a marketing, sales, and communication case competition. Several students from universities and colleges across Colorado attended and competed, with Jasmine Nguyen representing UCCS taking 2nd in the Organizational Behavioral & Leadership category.

Other guests included; Colorado Springs Mayor Yemi Mobolade, UCCS Chancellor Jennifer Sobanet, and the CEO of the Chamber of Commerce Johnna Reeder Kley Meyer. This event would not have been possible without the efforts and careful planning of Taliyah Murphy, a UCCS College of Business Student.



FACULTY RESEARCH & ACCOMPLISHMENTS

AWARDS

OUTSTANDING FACULTY AWARD

Dr. Don Warrick



For more than 50 years, Dr. Don Warrick, Professor of Leadership and Organization Change, has made significant contributions to the College of Business in the areas of research, teaching, and service. His research this year is particularly noteworthy, with the publication of an article in *Business Horizons* and the *Journal of Applied*

Behavioral Sciences and co-authoring a book, *Cases on Critical Leadership Skills*. Student comments for Warrick's classes tend to highlight how his passion combined with a sound pedagogic approach results in students better understanding themselves and the topics of leadership and change. Additionally, Dr. Warrick champions several service opportunities in the College and University, serving as a member of the Graduate Team and the Dean's Review Committee, as a teaching development champion, and as the chairperson of the Warrick Endowment for Excellence in Leadership, Teaching, and Culture.

OUTSTANDING RESEARCH AWARD

Dr. Dahui Li

Since joining the College of Business in August of 2023, Dr. Dahui Li, J. Daniel Couger Endowed Chair of Information Systems, has made an incredible mark on the college. Though he has been with the college of less than a year, he has published 12 journal articles. Li's publications examined applied research with cases on client experience and construction industry IT. His articles also covered timely and interesting topics such as crowdfunding, fake review detection, and social media applications. In addition, he actively mentors other faculty and EDDBA students, all while embracing his role as Couger Chair in his involvement with the cyber community.



OUTSTANDING INSTRUCTOR AWARDS

Lauren Hallaron & Scott Van Ness

Lauren Hallaron, Assistant Teaching Professor of Business, Government, and Society, works tirelessly, both within and outside of the class, to enhance our students' understanding of business, government, and

society and the social impact of organizations.

Within the classroom, Hallaron consistently earns high ratings on her course evaluations, despite dealing with some of the most challenging and sensitive topics confronting our student population.

"You are the type of professor everyone loves. You're intelligent, funny, quick-witted, and patient. Thank you for a wonderful class!" - UCCS Student



Scott Van Ness, Senior Instructor of Operations Management, consistently has high student evaluations of teaching scores while teaching predominantly challenging core courses. Van Ness is actively involved in curriculum and course development on the undergraduate degree team. And his students not only enjoy his courses and teaching style, but they also often choose to

take his other operations courses because he is the one teaching them.

"Scott Van Ness is by far the best instructor at UCCS, he is amazing in the way he teaches, and he is so knowledgeable about the class and what he teaches. He also is very organized and makes the class as straightforward as possible." - UCCS Student

OUTSTANDING SERVICE AWARD

Dr. Carol Finnegan & Dr. James Van Scotter

Dr. Finnegan, Associate Professor of Marketing, Strategy, and International Business, has demonstrated outstanding leadership and commitment in university and college service roles, significantly enhancing academic and community initiatives. As a member of the Extended Studies Review Committee since October 2023, Finnegan has been instrumental in updating Extended Studies policies to meet current needs.

Additionally, she chaired the First Time Passport Gift initiative, showing her dedication to expanding global education by spearheading collaborations and personally contributing to funding.



FACULTY AWARDS (CONT.)



Dr. James Van Scotter, Associate Professor of Strategy, has significantly contributed to the development and enhancement of academic programs and research at the college. As a member of the Space ISAC Workforce Development Community since October 2021, he collaborates weekly with notable academics and industry leaders to foster workforce development in engineering and cybersecurity. Since September 2020, Van Scotter has played a crucial role on the Student Research Center Executive Committee at UCCS, supporting student research and representing the College of Business. He initiated and has been organizing the Diverse Doctorates in Business Program, successfully creating a new initiative to attract diverse students to academia. Additionally, Van Scotter chairs the Space Enterprise MBA Exploratory Committee, where his leadership has been instrumental in shaping an innovative curriculum tailored to the burgeoning space industry in Colorado, which was foundational for the new Space Cyber Enterprise Management Emphasis. Through these roles, Van Scotter has enriched the academic community with his indomitable spirit of perseverance and tenacity.

OUTSTANDING TEACHER AWARD Dr. Ryan Chacon

Dr. Ryan Chacon, Assistant Professor of Finance, is an excellent teacher, and taught a number of upper-division and graduate finance courses in 2023, including Corporate Financial Management, Investment and Portfolio Management, Investment Management and Analysis, and Problems and Policies in Financial Management.



"Best class ever. Interesting, engaging, actually made me understand concepts I've had a hard time with for a long time, lectures were watching a master at work, etc etc. Seriously, best class ever." - UCCS Student

OUTSTANDING IRC SERVICE AWARD Greg Augspurger

Greg Augspurger, Assistant Teaching Professor of Information Systems, always steps up whenever needed - even when teaching more than 200 students each semester. He has been phenomenal as co-chair of the College of Business Faculty Assembly. He served on the annual evaluation peer review committee and provided invaluable guidance and feedback to the annual evaluation policy revision committee.



PUBLICATIONS & RESEARCH

RESEARCH IN THE FUTURE OF MARKETING Dr. Martin Key



Dr. Martin Key, Professor of Digital Strategy & Marketing published a piece in the *Journal of Business Research* titled "Marketing's Next Era: The Scope and Impact of Marketing's Future, The Reach and Legacy of Shelby Hunt." His research seeks to extend Hunt's theories, while also highlighting the discipline's declining influence.

RESEARCH IN INFORMATION SYSTEMS Dr. Dahui Li

Dr. Dahui Li, published multiple articles through a variety of journals, including:

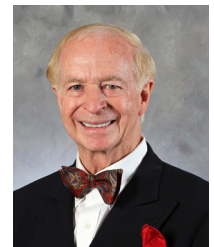
- "So Said So Done? The Role of Commitment in Activity-Based Check-in Discontinuance on APPs," *Technological Forecasting & Social Change*
- "Optimal IP-based Content Provision Model for Digital Content Platforms," *Information & Management*
- "Fake Review Detection System for Online E-commerce Platforms: A Supervised General Mixed Probability Approach," *Decision Support Systems*
- "Two-tier Regulation Models for the User-Generated Content Platform: A Game Theoretic Analysis," *Decision Support Systems*
- "How Does IT Capability Affect Knowledge Acquisition in the Presence of a Dominant Supplier?," *Journal of Knowledge Management*

RESEARCH IN MIGRATIONS AND OPERATIONS MANAGEMENT Dr. Sameer Prasad



"Migrant Flows: Humanitarian Operational Aspects of People in Transit" was published by Dr. Sameer Prasad, Associate Professor of Operations Management, in the publication *Productions and Operations Management*. His research takes a close look at why workers in India are now moving back to their home villages and what this means as a humanitarian crisis.

RESEARCH IN RESISTANCE TO CHANGE Dr. Don Warrick



Dr. Don Warrick, Professor of Leadership and Organization Change, published a piece in *Business Horizons*. Titled "Revisiting Resistance to Change and How to Manage It: What Has Been Learned and What Organizations Need to Do," Dr. Warrick's research emphasized the urgent need for organizations to become skilled at effectively managing change.

SUCCESSFUL FUTURES



Class of 2023, MBA

Jake Tarnoff

Not only did UCCS MBA graduate Jake Tarnoff recently earn his second master's degree, but he was also the first – and probably only – person to be accepted into, and graduate from, CU Boulder's Aerospace Engineering graduate program with an undergraduate degree in humanities. "I knew that the quality of education from the University of Colorado system is top notch, I've experienced that for myself," explained Jake. "I saw that UCCS in particular had an MBA program where I could adjust my schedule around work, and that plus the concentration in international business and the flexibility really sold me on it, so I went for that degree and I had an unforgettable time." No matter where his career takes him, Jake wants to continue pursuing those extra opportunities and honing his leadership skills.



**Class of 2023, B.S. in Business
Accounting Emphasis**

Hayley Rodriguez

It's not easy to balance college, an internship, club duties and being a military spouse, but first-generation student Hayley Rodriguez is thriving at it and making her family proud while she does. "Being first-gen has been very bittersweet," Hayley noted. "I am proud to be the first one in my family to go to college, but at the same time, it's hard because I don't have somebody that I can call and ask what FAFSA is, or if I qualify for it, things like that. But the pros outweigh the cons and I'm very happy to be here." Since transferring from Pueblo Community College to finish her business degree with an emphasis in Accounting, Hayley has immersed herself in campus life and activities – especially the Latinx Student Union (LSU). LSU has allowed her to meet like-minded people going through similar experiences.



**Class of 2023, B.S. in Business
Marketing Emphasis**

Kelsey Takahashi

Marketing senior Kelsey Takahashi is achieving goals in the classroom, and scoring them on the field. The student athlete had her pick of universities to attend and play soccer for, but knew the college she chose needed to be a strong fit academically and environmentally as well. "I definitely wanted to play soccer in college, but it was important to me to choose the school based on academics, environment and team culture, too, and UCCS checked all of those boxes for me," said Kelsey. "I was able to meet professors, advisors, other personnel and the rest of the soccer team while visiting campus. I really loved the team culture – it's a great program that prioritizes academics as well as athletic performance, and values coming together as a team to achieve goals."

SUCCESSFUL FUTURES



Class of 2022, MBA

Laura Straub

Laura, who graduated from UCCS with a Bachelor of Science in Business with an emphasis in Finance in 2015 and MBA in 2022, wasted no time building those connections for herself, getting involved in all kinds of groups on campus. During her time at UCCS, she held multiple Student Government Association (SGA) positions and received a UCCS “Outstanding Leader” award for her work there; was part of the National Society of Leadership and Success; participated in the National Resident Hall Association and Resident Hall Association; spent time as an economics tutor, junior teaching assistant, resident assistant (RA) and orientation welcome leader; and as a member of the business professional fraternity Delta Sigma Pi and the volunteer/service fraternity Alpha Phi Omega. “Get involved on campus,” she urged. “It makes all the difference in that getting that feeling of connection.”



**Class of 2020, B.I. in Business Administration
Marketing Emphasis**

Lee Haider

Lee Haider, who graduated from UCCS in 2020 with a Bachelor of Innovation degree in Business with an emphasis in Marketing, now is a professional at Xero, a multibillion-dollar accounting software company. Haider’s entrepreneurial spirit began at the Garage, the UCCS’ vibrant hub for entrepreneurial endeavors. At the Garage, Haider found a supportive environment where he could experiment, fail and learn quickly--without the repercussions he might encounter in the real world. Describing his mentorship experience, Haider recalls the guidance of professors Tom Duening, Ph.D., Associate Professor of Management, Director, Center for Entrepreneurship, El Pomar Chair of Business and Entrepreneurship, and Terrance Boulton, Ph.D., El Pomar Endowed Professor of Innovation and Security. “Success favors momentum, and it’s our responsibility to seize it,” Haider said. “Much of my success stems from my alma mater, UCCS.”



**Class of 2022, B.S. in Business
Management Emphasis with a Minor in Finance**

Mitch Turano

Mitch Turano ‘22 earned his degree in Business with an emphasis in Management and a minor in Finance. Today, he is the agency owner of a local Farmers Insurance Agency, and he is achieving everything he set out to accomplish and more. “The whole education I received from the College of Business was amazing,” said Mitch. “It was really helpful, and I view my education as a toolbox.” As someone leading a small team straight out of college, Mitch often uses that toolbox he gained from UCCS and applies it to his daily life. “Professor Van Ness was a wonderful personality and person,” said Mitch. “I took his operations management class and his conflict management course, and conflict management has helped me a lot. Everyone tries to be nice in business but when people get upset or angry, I go back to what Professor Van Ness taught me and it has truly shaped me into the leader and deescalator that I want to be.”

UCCS COLLEGE OF BUSINESS RETIREMENT FAREWELLS



Tom Duening

Dr. Tom Duening, joined the College of Business in the fall of 2009, as the El Pomar Chair of Business & Entrepreneurship. In his role as the El Pomar Chair, he's established the Entrepreneurship Minor and created multiple events to interface entrepreneurship in the community and on campus, including Ignite Colorado Springs, TEDxUCCS, and Lion's Den Pitch night. More recently Tom established the Torch Grants program, which awards \$45,000 to select startup ventures within the sports/outdoors, health innovation, and human performance industry cluster in exchange for establishing their headquarters in Colorado Springs for at least one year. As a mentor to faculty and students, Tom's legacy and the value he's created for UCCS and the Southern Colorado region will be long-lasting.

Monique French

Dr. Monique French joined the College of Business in 2002 and brought her unwavering passion to teaching, research, and service. She presented at the Decision Science Institute and the Production & Operations Management Society conference. Her research focuses on Closed Loop Supply Chains, Process Industries, Disaster Response, and Emergency Services Performance. Monique performed extraordinary levels of service as a member of over 80 committees for multiple years. At the CU system level, she completed her eighth year on the System Educational Policy and University Standards committee and her seventh year on the System Budget committee, including four years as Vice Chair. On campus, Monique served as Faculty Assembly President and Secretary. At the College of Business, she served as Business Analysis Team Lead, participated in over 12 searches, and so much more.



Sheri Trumpfheller

Sheri Trumpfheller also came to UCCS in 2002, and is a wonderful teacher. She has taught more than 150 sections of Introduction to Financial Accounting, Introduction to Managerial Accounting, Intermediate Accounting 1 & 2, and Cost Accounting over her UCCS teaching career. Sheri has been an active and thoughtful member of the Undergraduate Team for many years. She also has served as course coordinator for the introductory accounting courses since 2008 and has been heavily involved in the College's and accounting team's internship programs. More recently, Sheri has organized and coordinated an "Accounting Careers Panel" as part of the Intermediate Accounting 1 course. The panel consists of four accounting practitioners from the Colorado Springs community and is always "a big hit" with the accounting students.

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