



Eberly College of Business

— INDIANA UNIVERSITY OF PENNSYLVANIA —

# EBERLY HIGHLIGHTS

2022



# From the Dean's Office

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I am pleased to share the highlights of some of the activities and accomplishments of students, faculty, and alumni of the Eberly College of Business in the last twelve months. The period of two years preceding this one was the most tumultuous in my nearly three decades at IUP due to the effects of the pandemic, major restructuring of academic programs, and retirement of key administrators. We can proudly say that we have weathered the storm successfully and are creating structures and strategies for the college to emerge as strong as ever before.

In 2021, the Eberly College welcomed colleagues from two different colleges who have been integrated into the business school. Seven economists, who were in the erstwhile College of Humanities and Social Sciences have joined the finance faculty to form the Finance and Economics Department, while four faculty members in the hospitality area have moved from the College of Health and Human Services into the Department of Management. The competencies of these faculty colleagues have helped further strengthen the college in the areas of teaching, scholarship, student service and mentoring, as well as alumni relations and university advancement. The addition of Amy Cook as the Eberly Assistant Dean has given the College a consummate professional with over 20 years of IUP managerial experience.

The Eberly College has always believed in developing partnerships locally as well as internationally. Inside this issue, you will see news pertaining to the college's programs with partnerships in India, Norway, Germany, Palestine/West Bank, and Kenya to name a few. They include graduate and undergraduate degree programs, short-term faculty-led study abroad programs, and summer non-credit certificate programs. On the other hand, collaboration work with community colleges have been heightened through a partnership with the Community College of Allegheny County (CCAC) which is well into the third decade. Numerous current and planned high school outreach efforts, with schools all over the region, should help strengthen Eberly's brand identity and enrollment.



The College has been at the forefront in introducing new programs. In the last twelve months, a STEM-designated MBA in Supply Chain Management and a Digital Marketing Certificate have been added to the portfolio of offerings. Programs in Business Analytics and Econometrics/Financial Mathematics are being developed at both undergraduate and graduate levels. Our faculty have worked hard to make the MBA classes and some undergraduate courses more efficient with the use of hybrid course delivery to students in classrooms and synchronously on Zoom to students all over the region and beyond. As we expect this mode of delivery to expand in the future, the college has invested in technology to make this pedagogy more effective.

Eberly faculty have been busy conducting impactful research and submitting proposals to seek grants. Forty-six peer-reviewed journal articles were published in 2021-22 and grants were acquired in a wide range of areas including developing entrepreneurship makerspaces, a hotel front-desk simulation in Eberly, a scholarship to teach in cybersecurity, and a fellowship to conduct research related to the criminal justice system. Eberly faculty are currently working with 62 doctoral students out of which nearly 50 are in the dissertation phase, resulting in the generation of an enormous amount of intellectual capital.

Eberly students have excelled in competitions, studied abroad in multiple continents, gone on leadership trips, and enrolled in community service projects. Students have participated in record numbers in career fairs and professional activities on campus. The College of Business Student Advisory Council (COBSAC) and its sixteen student organizations in Eberly continue to provide excellent leadership opportunities to students in all disciplines. Eberly has welcomed literally hundreds of alumni and corporate colleagues this year as part of the annual Business Day, award and recognition events, and speaker series at the college, student clubs, and class levels. The 70-member Eberly Business Advisory Council (BAC) and the 14-member Eberly Advancement Council have been extremely helpful in operationalizing the strategic plans and goals of the college.

I certainly hope that you enjoy reading all the details in this issue. It has been an honor serving the Eberly College all these years and especially in this position in the last year. I could not have done it without the support of colleagues, students, and alumni! Thank you and I wish you all a great holiday season!

Sincerely,



Prashanth N. Bharadwaj, PhD  
*Interim Dean*  
Eberly College of Business  
Indiana University of Pennsylvania  
[pnb@iup.edu](mailto:pnb@iup.edu)



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## STUDENTS

Number of Students enrolled in Eberly: 1,354

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- Undergraduates: 1,077

Accounting:	122	Human Resource Mgmt:	55
Economics:	29	International Business:	36
Entrepreneurship:	127	Management:	152
Finance:	183	Marketing:	209
Hospitality:	81	Supply Chain Mgmt:	57

- MBA: 215

- PhD: 62

# Golf Classic Raises Scholarship Money Again

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The Eberly College of Business hosted another successful golf outing in September, 2022 at the Longue Vue Club in Verona, PA. This is the 32nd year that alumni and friends have gathered together for some fun and to raise money for student scholarships. There were 80 golfers this year with more young alumni and female participation than in the past. A net amount of over \$30,000 was raised for scholarships for which Eberly students are eternally grateful.

“On behalf of the entire Eberly College of Business, I want to thank all our sponsors and golfers for their support and camaraderie during the day’s event. This event helps us kick off a new academic year and helps rejuvenate us for the upcoming months!” said Assistant Dean Amy Cook ’02, M ’03 and co-chair for the event with Nadav Baum ’85.



Eberly plans to continue the Longue Vue tradition again next year on September 11, 2023, with the help of our longtime legacy sponsors Nadav Baum ’85 (Janney Montgomery), Terry Dunlap ’81 (Sweetwater LLC), Terry Serafini ’61, Timothy Wallace ’79, and Tom Wallace ’80. Other major sponsors for 2022 included Gold Sponsor Aramark; Silver Sponsors Forv/s, Inrika, PNC, and Walmart; Foursome Sponsors Douds/KITS Brokerage, East Penn Manufacturing, Enterprise Bank, ePLUS Technology, First Commonwealth Bank, Indiana Regional Medical Center, Keystone Foam Corp., U.S. Steel, and Yellow in addition to many other individual and group sponsors.

[Please see the link below to register early for the 2023 Eberly Golf Classic!](#)

# 42nd Annual Business Day at Eberly

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The Eberly College of Business held the 42nd annual Col. Charles B. Stevenson Memorial Business Day on April 20, 2022. Business Day is named in honor of Col. Stevenson, who was a longtime Eberly friend and benefactor, Hall of Distinction inductee, and Indiana resident prior to his passing in 2009. Held at the Kovalchick Convention and Athletic Complex, this year's Business Day was the premier annual professional development and networking event for Eberly students. The theme of this year's Business Day was "Leading in an Environment of Volatility, Uncertainty, Complexity, and Ambiguity." All college and departmental sessions with alumni and other corporate partners focused on several business topics surrounding this theme. Business Day incorporated a networking event and luncheon for business guests, students, and faculty. Over 50 business guests and nearly 400 students attended the event along with Eberly faculty, administrators, and staff.



The Business Day culminated with a meeting of the Business Advisory Council (BAC) membership with the Eberly dean and the Eberly Leadership Council. The BAC comprises of 70 members, most of whom are alumni, and range from young alumni to senior executives at the CxO level.

**Please write to us at [eberly-deans-office@iup.edu](mailto:eberly-deans-office@iup.edu), if you want to be considered for serving on the BAC. The BAC meets twice a year, one of which is during the annual business day and the second most likely on zoom.**

# Eberly Branding & High School Outreach

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The Eberly College has expanded its high school outreach program during this academic year to strengthen its brand image. Teams of three individuals--an Eberly faculty, a student, and an alum--will visit high schools in the region either in person or by Zoom for 40 minutes to address high school juniors and seniors about various topics in business. High school business teachers and student clubs such as FBLA and DECA are targeted for this outreach. The plan is to cover more than 50 high schools in Spring 2023.

**If alumni are interested in joining this effort, please contact Mrs. Karyl Miller at [kmiller@iup.edu](mailto:kmiller@iup.edu).**

The Eberly College will host the annual Regional FBLA event on December 19 in the Eberly building. It attracts over 300 students from about a dozen high schools in the region. Eberly faculty, staff, and students will deliver workshops and assist high school teachers in conducting the day-long competitions and symposia. The Eberly College will also actively participate in the 2023 Pennsylvania FBLA State Leadership Conference (SLC). Eberly faculty, students, and administration will attend the conference to be held at Hershey Lodge in April 2023 and will be presenting workshops, sponsoring competitive events and other activities at the conference; exhibiting about the college, and promoting the Eberly College and IUP. This conference attracts approximately 5,000 students and advisers.

## **BIZ WIZ - Business Quiz Competition for High School Students**

The Eberly College of Business hosted 51 students from eight different high schools on November 10 in the first-ever competition of its kind in the region for high school students. The competition tested the student's knowledge of various business topics in addition to events and trivia pertaining to business and economics. The competition was held in two stages during the day and students competed in teams of three. There was a total of 17 teams participated. In the Preliminary Written Stage, teams were given a multiple-choice test of 75 questions pertaining to the business. Based on the scores in the preliminary stage, the top 4 teams competed in the Finals in front of an audience of Eberly students and faculty in a gameshow setting in the auditorium.



There were fifteen rounds of questions and some of the categories of questions included Celebrating Western PA's rich business history (Fortune 500 companies in Pittsburgh), Breaking the Glass Ceiling (famous Women CEOs), Hail to the Chief (U.S. Presidents and their contributions to business and economy), Famous World Leaders in News, From Which Country is this Company, To Which Corporation Does this Brand Belong, Never Give Up (famous business leaders who failed initially), Name Origin of businesses, Wall Street Front Page (identify the recent event), Charades/Pantomime (Act out the name of the famous company). Some of the rounds included questions on well-known business book names, tag lines and logos of businesses, major global news, business etiquette practices around the world, and stock symbols of companies.



Elements of game shows such as Jeopardy!, Wheel of Fortune, and Millionaire (ask help from the high school teacher OR poll the audience) along with numerous audience questions were incorporated into the finals to make it interesting and entertaining. The final round involved Rapid Fire questioning and teams could wager at different levels based on their scores as well as that of the other teams.

The high schools that participated included Indiana, Kiski Area, Knoch, Marion Center, Purchase Line, Springdale, The Kiski School, and West Shamokin with many schools fielding multiple teams. The 1st place winner was from The Kiski School. Teams from Springdale, Indiana, and West Shamokin placed 2nd, 3rd, and 4th respectively.

**The winning teams received IUP scholarships totaling \$10,000.**

# HELP EBERLY RECRUIT

We want to share your personal story with new freshman and transfer students in an authentic way.



HD 4K



REC

In a 60-90 second self-filmed video, introduce yourself and tell students why IUP was the right choice for you.



00:00:05:12

What experiences were unique and valuable to your profession? Your enthusiasm and passion will make the video content engaging!

**Submit your horizontal video to: [amycook@iup.edu](mailto:amycook@iup.edu)**

# Student Organization Highlights

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## The College of Business Student Advisory Council (COBSAC)

The College of Business Student Advisory Council (COBSAC) serves as a representational board for all students in the Eberly College of Business and consists of two representatives from each of our 15 organizations. The council offers programs, events, and activities for students to engage in to enrich their business skills. Some of the programs which we offer include the Business Mentorship Program, which provides transfer students with an upperclassman mentor; and Business Boardroom Coffee Connections, which gives students the opportunity to learn more about our business organizations and all Eberly has to offer.

Multiple organizations have had the opportunity to welcome back Eberly alumni to speak at their meetings. The Society for Human Resource Management and the Student Accounting Association recently welcomed back Jason Wendel, who spoke on the topic of LinkedIn. In addition, our organizations offer students a variety of opportunities, such as resume workshops with Eberly faculty, real-world exposure to the stock market, and the ability to grow their network with professionals in the various fields of business. We are happy to report that a couple of new business organizations have been created in Eberly. One of these new organizations is Women in Business. Students in this organization recently attended the Indiana Women's Conference, where they were empowered through guest speaker panels.

COBSAC looks forward to contributing to the achievement of students' professional goals while furthering the mission of the Eberly College of Business in the upcoming months.

## Association of Supply Chain Management (ASCM)

ASCM, IUP student chapter aims to provide members with networking opportunities, professional development, and real-world business exposure. Several members attended a supply chain trivia night in Pittsburgh, where two out of three Eberly teams took second and third place. ASCM students also participated in a case study competition. Both events were organized by the Pittsburgh ASCM professional chapter. We also had several guest speakers from companies like Marmon/Keystone and Canusa Paper and Packaging.



## ETA Sigma Delta (ESD)

Eta Sigma Delta (ESD) is an international honor society for hospitality students founded in 1978 to recognize academic achievement, meritorious service, and demonstrated professionalism among students. As of today, there are 90 active chapters worldwide. There are six points of honor that represent the mission and values of ESD, and which students exude: Creativity, Diversity-Equity-Inclusion, Ethics, Excellence, Leadership, and Service. Students are also obligated to have 20 service hours at the end of each semester as a part of their membership. Current officers of the Eberly ESD are Bethany Jacobs (President), Julianna Ruhl (Vice President), Kortnei Almon (Secretary), Kyle Kubicko (Fundraising Chair), and the faculty advisors are Dr. Nicole Buse and Mr. Jeffrey Santicola. During the first ceremony since COVID, in March 2022, six students who were inducted lit candles that represent each point of honor along with reading each one. All the members then cited the Eta Sigma Delta oath and inductees received their certificate, honors cord, and ESD pin.



## Student Marketing Association

One of the major projects for the organization was the Talon ticket. Students can get discounts and special offers at area businesses through the new Talon Ticket program, organized by IUP and the Indiana County Chamber of Commerce. To take advantage of these offers, students should present their I-Cards during checkout at participating stores and restaurants.

Unveiled during Welcome Week in August, the program has 28 participating businesses in its pilot stage this semester. Organizers hope to have all Indiana County businesses as participants sometime next year.

The program is intended to help students get engaged with the greater community and local businesses and to help local businesses feel supported by the IUP community. Creation of the Talon Ticket was led by the Office of Strategic Partnerships in the Division of University Advancement, the Eberly College of Business Student Marketing Association, and the Indiana County Chamber of Commerce.

## Women in Business

The Women in Business student organization was developed in the Fall of 2021 to develop an awareness of women's leadership in business. The goal is to support learning about women's issues and to prepare students for working in a diverse environment. This year, the organization is comprised of over 40 young ladies who attended the Pennsylvania Conference for Women and networked with various speakers throughout the semester, including Eberly alumna and Business Advisory Council member, Catelin Shontz Carey '13.

If you are interested in getting involved with us as alumni or friends, please contact [amycook@iup.edu](mailto:amycook@iup.edu).



## Club Management Association of America

In April 2022, the student chapter of the IUP Club Management Association of America visited two clubs in the Pittsburgh area-Shannopin Country Club and Sewickley Heights Golf Club. The visit was led by faculty advisor, Dr. Yasong (Alex) Wang from the hospitality area. The President of the student organization is Michelle Brumbaugh. In Shannopin, the General Manager discussed with students many topics pertaining to their club as well as the general club industry in addition to providing personal advice to the students. At Sewickley Heights Golf Club, the Assistant Golf Professional enlightened students about the golf operations side of the club industry. Many of the hospitality students did not have in-depth knowledge of golf and benefited from this learning opportunity pertaining to private clubs.



## Digital Marketing Team

The Eberly Digital Marketing Team (EDMT) is a student-run team that handles all of Eberly's social media marketing on several different platforms. The team comprises five undergraduate students, Corinn Gern, Autumn Wilde, Katie Cahill, Christina Kelly, and Zion Weems, and one MBA student, Jainish Porwal. EDMT utilizes Instagram, Facebook, TikTok, Twitter, and LinkedIn to keep students and alumni up to date on what is happening in the Eberly College of Business, internship and career opportunities, as well as featuring students and alumni.

## Student Managed Investment Portfolio (SMIP)

The Student Managed Investment Portfolio (SMIP) is a club where students actively manage equities for the University's foundation. Students can gain real-world experience, leadership, and many networking opportunities. All financial data is pulled through the Bloomberg Terminals on campus. This allows the investment teams to conduct market research and develop financial models for investment proposals, research, and assignments. Students are lectured on portfolio theory, valuation, and performance attribution. Assignments given to students mimic the typical workflow at financial institutions. Completion of these assignments produces a realistic understanding of active fund management and will prepare the individual with industry expectations.

SMIP has members from both undergraduate and MBA across the globe that create an environment of diversity and networking. Each semester SMIP has a few weeks dedicated to guest speakers who are alumni and or industry professionals that offer the students a first-hand look at what goes on in this field. Recently, SMIP had the pleasure of speaking with Bryan Moore, one of the founders of this organization who gives great insight into his professional career as the Director of Public Markets in the state of South Carolina. SMIP also had a Wall Street investment speaker who was able to share his experience with the buy and sell side within his field and gave insight into the current economy and trajectory. The final guest speaker of the semester was an economist from ABRN research institute. She covered major macroeconomic topics and the effect of inflation on the current market. Other Alumni such as Andrew Sandberg and Seth Thomas have also come back to speak with students about their professional careers. Andrew who was a manager at PwC and Vice President of Houlihan Lokey shared many different experiences and thoughts regarding finance and careers. Seth Thomas who began in the Bloomberg Lab of the Eberly College of Business is now a Portfolio Analyst at Alcentra (Franklin Templeton) and was able to give students a taste of his current position and how valuable networking can be.

SMIP is fortunate enough to have a wide selection of resources and alumni from many different areas of expertise. SMIP would like to thank everyone who has given their time and knowledge to speak with our students over the years.

## Management Association

The Management Association provides opportunities for the members to increase their management skills and expertise through organizational involvement and participation in character-building programs designed to improve the professional qualities of their knowledge, performance, and leadership ability. This year, the Management Association was excited to continue its comeback after COVID. We started by attending both the Eberly College of Business Club Fair and IUP Day to begin recruiting new members! We were also very excited to welcome speakers Mike Dempe and Bethany Barefoot as well as speakers from IUP Graduate Programs to give our members insights for the future. Now that the semester is coming to an end, we are also excited to give a new group of officers the chance to lead our first elections after reinstating the organization!

## The Allenwood Student-Run Restaurant

The Allenwood Student-run Restaurant is housed in Ackerman Hall. The newly remodeled space, graciously supported by donor Don Green, was renamed Isabella Wilkinson Green Dining Room in honor and memory of his mother who graduated from IUP in 1927. The Allenwood student lab serves both dinners and lunches by the students enrolled in HOSP 330 & 413. Chef Jeffrey Santicola guides the students through all aspects of restaurant operations. The dining is open to the entire IUP and Indiana's surrounding community. These classes also have hosted events such as the Center for Teaching Excellence awards banquet, Senior Portfolio show of Interior Design, Scholarship Evening with Art Design program, Eta Sigma Delta's yearly induction ceremony, Hotel, Restaurant, Tourism, and Event Management program annual awards banquet, COBSAC senior dinner and this fall the lunch class hosted two Lunch & Learns (Spanish Tapas & Sangria and Holiday in the Tropics) and wrapped up the semester with record-breaking attendance for lunch and dinner of over 100 guests prior to Thanksgiving break. The Allenwood wishes to thank all guests who have supported Allenwood lab students each semester.



Chef Santicola also teaches HOSP 403 Wine & Wine Service class that is open to all majors featuring field trips to a vineyard, wine tasting, and food pairing.

## Meeting Professionals International

The Meeting Professionals International (MPI) students attended a networking event in Pittsburgh. They planned and hosted an Internship Event in the Allenwood this month for HOSP students. HOSP alumni and current students that have completed internships attended to share their experiences with students that have to yet to complete an internship.

# Student Accounting Association Activities

## SAA Brought 150 Alumni to Campus in 2022

During 2022, the Student Accounting Association (SAA) brought approximately 150 alumni to campus to network with students, including 15 alumni from 11 companies who spoke to students at ten SAA meetings, 81 alumni from 48 companies who attended the spring SAA Recognition Dinner, and approximately 50 alumni from 56 companies who participated in the SAA's annual career fair. The SAA also sponsored a networking event in July held in downtown Pittsburgh in which 36 alumni attended.



In September 2022, Michael Peterson, CPA (BS Accounting, '96) spent the day at IUP with a full day of activities. Peterson is a senior audit manager with CohnReznick in their Atlanta, Georgia office. Peterson was a student in two of Dr. Anderson's classes in 1996, and he had not been on campus since he graduated in December 1996. He brought his three children with him, including 15-year-old twins, Samara and Elijah, and his 17-year-old daughter, Nadira, who is interested in applying to IUP. "Michael was a great student and did very well in my classes. He went on to pass all four parts of the CPA exam on his first try, which is extremely impressive. I really enjoy connecting my former students with my current students, and I really appreciate Michael traveling all this way to come back to campus," Anderson said. "I thought the day was well scheduled. Sharing the day with my kids and seeing Dr. Anderson was a big part of why I enjoyed it so much," Peterson said. "We really enjoyed starting our day off with the tour of Eberly, and I appreciated the diversity at lunch, and I hope that IUP continues to offer that face time to their students of color."



In November 2022, SAA invited Debra Evans Smith, a 1981 alumnus, to speak to a group of 200 students about her 30-year career with the FBI. She spoke about the qualifications needed for an entry-level position with the FBI. She also shared several stories of the challenges she faced as a Black woman working in a profession dominated by white men. She overcame these challenges and moved up the ranks to the position of deputy assistant director, specializing in Russian counterintelligence and espionage. Following her presentation, she had lunch with a group of six students in the Eberly Serafini room.



In July 2022, the SAA hosted a networking event for accounting alumni at City Works in downtown Pittsburgh. 29 alumni with a wide range of experience levels participated, including alumni with graduation dates in the mid 1980's to early 1990's as well as several who graduated within the past three years. There was also a broad range of industries represented, including Big 4, national, regional, and local public accounting firms; banks, insurance companies, a utility company, Fortune 500 companies, and more. Many of the alumni knew one another from either their time at IUP or from working together as colleagues in the past. "Everyone seemed to have a great time and said they hoped the SAA would hold this event again in the future. One alumnus mentioned that the event made him want to give back to IUP. Another offered to speak at an SAA meeting, and one other expressed an interest in registering for our fall Accounting & Finance Career Fair," Anderson (SAA faculty adviser) said.



# Student Accounting Association's Recognition Dinner

The IUP Student Accounting Association (SAA) set another attendance record of 200 at its annual Recognition Dinner held at the Rustic Lodge in Indiana, PA in April 2022. The attendance included 92 accounting professionals (81 of whom were IUP alumni) from 50 companies, 82 students, 7 high school students, and 19 faculty and administrators. Dr. Kim Anderson has been the long-term faculty advisor for the SAA. The key SAA officers this year included Kacy McKeel, senior vice president; Erin McGrath, president; Yuxin Deng, vice president; Matthew Gulyas, vice president of finance, and the 2021 vice president of finance, Brandon Boyer. The guest speakers were IUP accounting alumni, Jennifer Brand ('17), a senior auditor with PPG Industries, and Anthony Maticic ('19), a senior consultant with Gleason.



Brand mentioned that despite the overall decline in IUP's enrollment over the past five years, the SAA has had "successes, consistency, and growth" over the same time period. She attributed this to several factors, such as the opportunities to network with professionals, to develop leadership skills, and to engage in social activities. Maticic spoke about how his involvement with the SAA provided him "a broad and deep understanding of the accounting profession and the various paths" available to accounting majors. He also narrated the story of how networking through the SAA while he was a student, led directly to him obtaining his current position with Gleason two years after he graduated from IUP.



*Photo #1: The 2022 SAA Recognition dinner, held at the Rustic Lodge in Indiana, featured two alumni speakers, Anthony Maticic ('19), senior consultant, Gleason, on the left, and Jennifer Brand ('17), senior auditor, PPG Industries, on the right. SAA faculty advisor, Kim Anderson, is in the center.*

*Photo #2: The 2022 SAA officers include: Kacy McKeel, senior vice president; Erin McGrath, president; Kim Anderson, faculty advisor; Matthew Gulyas, vice president of finance, and Yuxin Deng, vice president.*

# Eberly Students Participate Actively in IUP Scholars Forum

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Students from the IUP Small Business Institute (SBI), Student Managed Investment Portfolio (SMIP), and Economics classes participated actively in the annual IUP Scholars Forum in April 2022. The SBI is an Eberly College of Business client-based Consulting Project Class with real issues and real outcomes for the clients. The SBI has been the recipient of 10 National Project of the Year (POY) Awards since 2008. Economics faculty and students in their major-level classes have had a long history of actively participating in the Scholars forum.

## Graduate

### Dean's Award

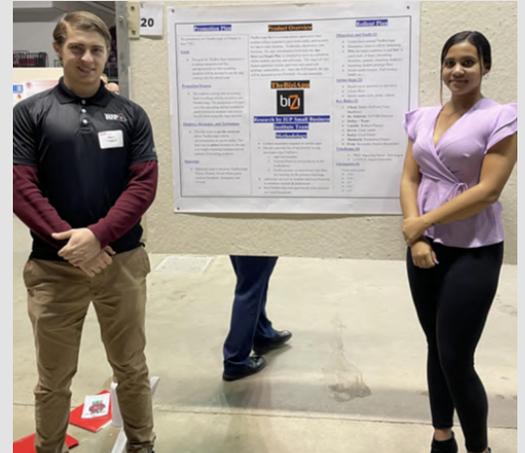
*"TheBiziApp" (faculty mentor, Stephen Osborne)*

Kevin Froggatt, Kaiya Leighty, Cassidy Zandier, Mashayla Valentine, Evan Donovan

### Outstanding Poster

*"Nano-Technology TTI Sensor Project – Business Development Plan" (faculty mentor, Stephen Osborne)*

Erica Zamborsky, Devan Owens, Marina Myachina, Dylan Morgan,



## Undergraduate

### Dean's Award

*"A STATE-LEVEL ANALYSIS OF RECIDIVISM IN THE UNITED STATES" (faculty mentor, James Jozefowicz) - ECON with PLSC*

Jocelyn Uber

### Outstanding Poster

*"Markets to Markets: Which Is More Efficient" (faculty mentor, Todd Potts)*

Dominic Rocco, Muchen Guo

## Outstanding Oral

*“The Effects of Unemployment on Crime in the Golden State”* (faculty mentor, James Jozefowicz) - ECON Taylor Friedman



## Pennsylvania Economic Association Annual Conference

IUP was well represented at the 36th Annual Pennsylvania Economic Association (PEA) conference held at Gannon University in Erie in June 2022.

Two of our students received awards in the 2022 PEA Best Undergraduate Paper Contest. Taylor Friedman (ECON major) placed first, and Benjamin Swanson (ECON major) placed third! Their research papers reflect work across both ECON 356 Introduction to Econometrics and ECON 456 Advanced Econometrics as part of completing the Economics/Honors Concentration. As first place winner, Taylor’s paper will be published in an upcoming issue of the Pennsylvania Economic Review.



Featured in the photo are:

Jennifer Roy, IUP Ph.D. in Business December graduate, Instructor of Business Administration at Waynesburg University, Cameron Wilkins, IUP 2006 Alumnus (double major FIN and ECON), 2021 IUP Young Alumni Achievement Award recipient, president of The Wilkins Company headquartered in Erie, Dr. Stephanie Jozefowicz, IUP Department of Finance & Economics Chair and Professor; PEA Secretary, Dr. James Jozefowicz, IUP Department of Finance & Economics Professor; PEA Ex Officio Board of Directors member, Taylor Friedman, Benjamin Swanson, Dr. Yaya Sissoko, IUP Department of Finance & Economics Professor; PEA Ex Officio Board of Directors member

# Select Field Trips

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## Walmart Distribution Center

The Supply Chain Management class of Dr. Prashanth Bharadwaj and the Association for Supply Chain Management students visited Walmart's Regional Distribution Center in Woodland, Pennsylvania, in September 2022. This award-winning distribution facility supplies general merchandise to approximately 100 Walmart stores in this part of the country. The visit enabled students to obtain first-hand experience with several supply chain topics such as warehousing, logistics, and inventory management which they had discussed in class and analyzed in a case study of the world's biggest retailer. The loop was closed when retail and supply chain professionals from Walmart and Clorox, Inc. (some of whom serve on the Eberly Business Advisory Council) visited the supply chain class to enlighten students about many practical supply chain topics and to answer student questions.



## The Carrie Blast Furnace

In April 2022 Dr. Lipinski's MBA class toured the Carrie Blast Furnace in Swissvale on the Monongahela River. Rivers of Steel gives tours of this once glorious industrial site and gave the students a hands-on view of the history and evolution of the steel industry as they could observe right before them how the complex evolved from its origins in 1892 to its closure in 1978. The students learned how Andrew Carnegie's dogmatic commitment to efficiency and economies of scale laid the foundation of what became the first \$ Billion corporation, United States Steel. The visit brought a number of lessons to life as they learned about labor relations, vertical integration, supply chain optimization and ultimately the effect of technical obsolescence.



# Economics Students Selected for Inaugural Justice Research Fellowship Program

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Two Economics majors have been awarded the Justice Research Fellowship (JRF) at Indiana University of Pennsylvania. Angelique Alcantara was named one of two full participants and Ben Swanson was named as an alternate. This program is supported by IUP faculty at the Administration and Leadership Studies Research and Training Center (ALS-RTC) in Harrisburg that conducts research and evaluation projects for the Pennsylvania Commission on Crime and Delinquency (PCCD). These faculty are affiliated with the departments of Economics and Sociology at IUP. The Justice Research Fellowship allows students to participate in "real life," practical mini-research projects with IUP faculty during the winter and spring 2023 semesters at our IUP main campus. The fellows will be immersed in the activities of IUP ALS-RTC faculty currently positioned at the PCCD.

According to Brandon Vick, Associate Professor of Economics who has been part of the ALS and PCCD team since 2015, Angelique was chosen by the ALS-RTC committee because her statistical research experience was very impressive. Additionally, she had experience working with data from the Uniform Crime Reporting (UCR) System and the U.S. Census. The committee noted that Ben Swanson brought a very good statistics background, including experience using regression analysis, and a keen analytical eye to the table. Both will have the opportunity to put their analytical skills to work this spring semester. Congratulation to Angelique and Ben for this terrific achievement!

## Pennsylvania Prostart Student Invitational

ProStart® is a nationwide program of the National Restaurant Association Educational Foundation (NRAEF). The goal is to develop the talent of high school students to become tomorrow's restaurant and food service industry leaders, preparing them with the 21st-century skills necessary to succeed in college or careers. The Pennsylvania ProStart® Student Invitational (PAPSI) is composed of two distinct competitions—management and culinary—that showcase the most essential skills needed on either side of the restaurant and food service industry. Dr. Stephen Shiring and Chef Jeffrey Santicola, both faculty from the Hotel, Restaurant, Tourism & Event Management program in the Eberly College of Business served as judges in this event based on their depth of expertise in both the food service industry and post-secondary schools.

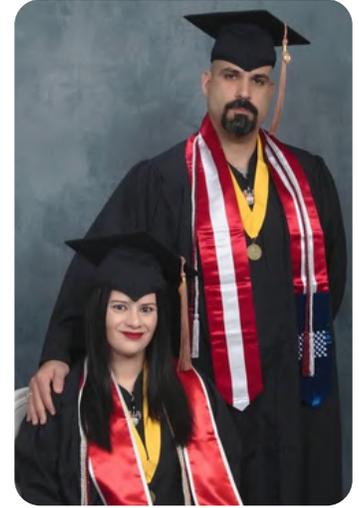
In the Management Competition, teams demonstrated their knowledge of the restaurant and food service industry by developing an original comprehensive written business proposal and an oral presentation for potential "investors" with a new restaurant concept. In the Culinary Competition, teams demonstrated their culinary knowledge, skills, and creative abilities during the competition through the preparation of a unique three-course meal consisting of (i) a starter; (ii) an entrée; and (iii) a dessert. Each culinary team's meal was judged in five areas: taste, skill, teamwork, safety, and sanitation.

# IUP Helping Non-Traditional Students

## Community college collaborative supports first-generation Hispanic couple

Alyze and Roberto Piedra are a married couple living in Pittsburgh, PA. The couple is very proud of their Cuban heritage. Roberto, after high school, served in the United States Navy for thirteen years and achieved the rank of lieutenant. Alyze, after high school, dedicated herself to working and taking college courses at Miami Dade College.

Fast forward twenty years, as part of the Eberly College of Business and the Community College of Allegheny County (CCAC) collaborative, both Alyze and Roberto completed their BS degrees this year. Alyze secured a BS in Business Management and Human Resource Management along with two minors in Marketing and Economics while Roberto graduated with a BS in Accounting along with two minors in Economics and Business Management.



They are looking forward to starting a software business that will allow interactive mixed reality to enhance business performance, cut costs, and revolutionize the marketing industry. Both of them are committed to furthering their education and have now enrolled in the MBA program at IUP.

## “Dr.” Kevin Lhota: Fifty Years in the Making!

The median age of PhD recipients in the United States is around 33 years and less than 5% of PhD recipients are over 50 years of age when they receive the doctoral degree. But for Kevin Lhota, who is a doctoral candidate at IUP’s Eberly College of Business PhD Program, these statistics do not matter. At the age of 73, he has demonstrated that it is never too late to acquire and share knowledge. His passion for learning has resulted in a career spanning over half-a-century with positive contributions to family, profession, and society. [His story is also the story of Western Pennsylvania in many ways.](#)



After a full career in the manufacturing industry in and around Pittsburgh, Kevin joined the inaugural cohort of Eberly’s Business PhD Program in 2018 and successfully completed his coursework and passed his comprehensive exam in October 2020. He is working diligently on his doctoral dissertation while teaching as an adjunct faculty at nearby colleges including the Eberly College in 2020. He has published multiple peer-reviewed journal articles, co-authoring with his faculty and fellow students.

The PhD in Business program is helping many non-traditional students pursue their doctoral dream and Kevin has become an inspiration to this group. Kevin says “In almost all the factories where I worked in Western Pennsylvania, the people are scattered or gone, and the buildings and equipment are torn down or rusted. There is nothing for me to show from my 45 years of work in industry. But with my PhD Dissertation, I will be able to create something that will be my original work and will last forever. That is my legacy-building work and that appeals to me tremendously!”

# School of International Management

“The comprehensive international programs under the auspices of the Eberly School of International Management (SIM), in partnership with the IUP Office of International Education (OIE), not only take our students and faculty to every major region of the world, but also bring the entire world to the beautiful IUP campus in Western Pennsylvania. The myriad successful international programs here justify our unofficial moniker: International University of Pennsylvania!” Dr. Prashanth Bharadwaj, Director, SIM. Here are some highlights of our new and long-standing international programs.

## Kenya Airlift Program

The Eberly College has had strong partnerships in Asia (e.g., India and China), the Middle East (e.g., West Bank), and Europe (e.g., Germany, France, and Norway). This year, a new partnership has been added in Sub-Saharan Africa, with Kenya Airlift Program (KAP). KAP is led by an Eberly alum, Bob Mwiti (M'11), and his partner in Kenya. We have already received 30 applications from Kenya for 2023. More partnerships in West Africa and South America are being contemplated to spread the global footprint of the Eberly College while strengthening the traditional foothold in major student populations of Asia.



## Discover Norway

Twelve students from Eberly College participated in a faculty-led study-abroad trip labeled Discover Norway in May 2022. This trip was completely free for Eberly students as part of a grant secured by Dr. Prashanth Bharadwaj with a Norwegian colleague in the Western Norway University of Applied Sciences in Haugesund, Norway. The selection process to pick the students started with over 200 applicants; the finalists were picked based on academic performance, faculty recommendations, resume, and a 5-page essay about Norway. Over the span of the grant, 32 Eberly students were provided this unique opportunity. Students visited companies in the areas of deep-sea pipe repair, salmon aquaculture, biopolymers, and others. Students interacted with executives from these and other companies in addition to attending seminars that covered topics such as the future of the Norwegian sovereign fund, Scandinavian business/corporate culture, the education system in Norway, and the history of ancient Vikings as well as modern Norway. Students were treated to traditional dinners in Norwegian homes. They also experienced the pristine natural beauty of Western Norway, culminating with an arduous hike to the spectacular Pulpit Rock overlooking the fjords.



## Discover India

Discover India is an educational, entertaining, and exciting learning experience for students. The 14th iteration of the Discover India program will take 18 IUP students to India during the Winter break. In the previous 13 trips, more than 200 undergraduate American students were introduced to Indian culture and heritage. Students will be visiting the world-famous Taj Mahal, one of the seven wonders of the world, as well as many historic sites in Agra, Jaipur, Delhi, Bangalore, and Mysore.

The students will be visiting several leading multinational companies and will have an opportunity to tour the facilities and interact with company executives. Students will get an overview of the economy, business environment, history, politics, and Government through lectures on a variety of topics pertaining to India. A "Cultural Evening," which features performances by IUP India MBA program students is followed by a culminating event with all American and Indian students. This program has not only offered an excellent educational opportunity for students but also provided them with a vehicle to foster networking and life-long friendships across continents.



## Leadership trip to Washington, D.C.

For the first time since the pandemic, students from the Eberly Business Honors Program and MBA students from the PES, India program visited educational sites in Washington, DC in September 2022.

70 students and four Eberly staff members participated in a tour of the Capitol Hill, a beautiful evening stroll through monuments (including Jefferson, FDR, MLK, and Lincoln) while reflecting on the history of the biggest (India) and the oldest (U.S.) democracies of the world, with additional educational learning sessions at the World Bank and the International Monetary Fund. The highlight of the trip was a networking dinner in the city, attended by 15 IUP alumni who shared their IUP experiences in addition to a snapshot of their successful journeys. Eberly plans to continue these student leadership opportunities throughout the rest of the academic year through additional educational adventures to India, Pittsburgh, and New York City.



## Europe Symposium

The Europe Study Tour is part of the annual international symposium organized originally for the students in the PES-India program. After the initial symposia in Sri Lanka and Mauritius in 2010 and 2011, the annual weeklong event since 2012 has been held mainly in Germany and France. After a hiatus of two years during COVID, we are pleased that this leadership event resumed in 2022. The visit is typically anchored by Eberly's partner, the University of Duisburg-Essen, Germany, whose faculty and staff help organize visits to companies in the financial, manufacturing, IT, and logistics sectors of the largest economy in Europe. Students also learn about the economy, history, and culture of the heart of Europe and meet with IUP alumni in the region. The trip culminates with fun experiences in Paris and Amsterdam. This year's trip in August 2022 was led by Ms. Divyashree Ravishankar, the Associate Director of the IUP-India Programs at PES University and a 2011 alumna of Eberly's India MBA program.



## India Day

India Day has been an annual event at IUP for decades. It is an evening dedicated to giving the IUP and the Indiana community an opportunity to get a glimpse of some aspects of Indian popular culture and classical music and dance forms. This year's event was on November 11 in the Ohio Room and was attended by 240 guests. The students of the IUP India Student Association (ISA), 98% from the Eberly College, had put this colorful evening together with absolute attention to detail. From decoration to entertainment to authentic food, every aspect of the evening depicted Indian hospitality and heritage. India Day 2022 also featured performances by students from Bangladesh and Japan alongside their counterparts from India, making the evening a cross-cultural event. India Day is also synonymous with homecoming for IUP alumni originally from India. This year around 45 alumni attended the event, traveling from distant places such as Denver, Atlanta, Boston, and New York. The alumni and current students engaged in a networking event the following day in the Eberly Building in which students received tips pertaining to their professional careers as well as immigration. SIM's support person is Mrs. Karyl Miller, without whose support to the ISA, India Day, and other events pertaining to students from the offshore programs would not be possible.



# Eberly Offshore Graduate Programs

The Eberly College has had long-standing offshore graduate programs in two different locations in collaboration with reputed local universities.

The MBA program in Bangalore, India in collaboration with PES University, has been in existence since 2005. This program has resulted in nearly 1,400 IUP alumni spread all over the world. About 500 of these alumni reside in the US and about 800 in India. The remaining alumni are spread over all six continents and major regions of the world. Many are successful entrepreneurs and most have had successful careers in various business sectors. Students in this program study on PES campus in India during their first year of the MBA program and IUP faculty travel to India to teach. In the second year, students have the option to travel to IUP's campus and complete their MBA with specialization in the US or remain back in India and receive their general MBA degree from IUP. Nearly 80% of the students in this program have traveled to the U.S. for their second year of the MBA program. Students are eligible to work in the U.S. on their student visas for up to three years and longer if the employer sponsors them for a work visa. The 18th annual cohort in this MBA Program with 82 students started their classes in India in October 2022.



The collaboration between IUP and the Arab American University (AAU) in Ramallah, West Bank started in 2014. Unlike the India offshore program, this is an Executive MBA Program and students complete their entire degree in the West Bank. In October, the 7th cohort of the EMBA program had their graduation ceremony near Jerusalem for the thirty students in that graduating class. This brings the total EMBA graduates from this program to 270. In addition, AAUP and IUP have collaborated to also offer the PhD in Business Program in this offshore location. All of the 18 doctoral students in this program are in the dissertation phase. The 8th cohort of the Executive MBA Program and the 2nd cohort of the PhD Program are scheduled to start in 2023.



# Collaboration with German B-school

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Eberly has partnered with Hochschule für Finanzwirtschaft & Management GmbH located in Hamburg and Bonn in Germany over the last six years for their students to take an economics course at IUP over the summer. In the summer of 2022, 15 students took a course in microeconomics at IUP taught by Eberly faculty member, Dr. Brandon Vick. They also went on field trips to Washington, D.C., and to local companies. They had an opportunity to interact with students and faculty at IUP. During the years before COVID, Dr. Prashanth Bharadwaj coordinated a comprehensive non-credit summer certificate program for international students called Global Academy for Business and Leadership. This five-week program involved classroom lectures by faculty and industry professionals; all-day visits to numerous companies which included interactions with managers and executives; leadership trips to Washington, D.C., New York, and Niagara Falls; and fun/cultural events on campus. That program will resume in Summer 2023.

In the last two decades, the Eberly College has had strong enrollment of international students especially from China and Saudi Arabia. We plan to tap into existing partnerships and explore other big student markets especially in the high population areas of Asia, the Middle East, Africa, and Latin America once the geopolitical, pandemic, and economic factors are more favorable.

## New Academic Programs

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### Digital Marketing Certificate

The Digital Marketing Certificate gives students an ideal opportunity to optimize their choices of Marketing electives coursework which fulfill the degree/minor requirements as well as earn this certificate. It provides students with pertinent knowledge and skills necessary to perform as a marketing professional with duties in the digital domains of marketing. The necessary courses like Social Media Marketing, Internet Marketing, Advertising, and Brand Design would lend to highly applied learning on several digital marketing facets in the business world. Students will gain exposure to using tools offered by Google, Facebook, Adobe and other digital platforms utilized in campaign planning and execution, content delivery, digital communications, information, and marketing analytics.

### STEM Designated Programs

The Eberly College has been in the forefront of adding business programs that are designated as STEM by the US Department of Homeland Security. The STEM-designated programs are more attractive not only for all students because of the hot job market in those areas but also specifically to international students who have visa and post-completion work advantages when pursuing these programs. The MBA in Supply Chain Management was the first program in Eberly that has been designated as STEM in 2022 and has already seen record growth in one year. The other two STEM-designated programs that are being developed by Eberly faculty are in business analytics and econometrics/financial mathematics. The goal is to have these programs approved by the PA State System for Higher Education for Fall 2023. Some of the pertinent courses are already scheduled to be offered in Spring 2023.

- [Know more about Supply Chain Management.](#)

# Doctoral Dissertation Completion

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IUP has 62 Ph.D. students in its Pittsburgh East Center in Monroeville, PA as well as in its offshore program in Ramallah, West Bank. More than 50 of them are in the dissertation stage. The following 4 students are recent doctorates in our Ph.D. program.

## **Pankaj Jain, PhD**

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Faculty Advisor: Dr. Madan Batra

Innovating Consumerism – A key to the Healthcare Transformation

## **Ryan Miller, PhD**

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Faculty Advisor: Dr. Prashanth Bharadwaj

The Role of Situation Awareness in a Supply Chain Crisis

## **Hind Muhtaseb, PhD**

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Faculty Advisor: Dr. Veronica Paz

Capital Structure, Earnings Management, and Audit Quality: Evidence From Palestinian Listed Companies

## **Jennifer Roy, PhD**

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Faculty Advisor: Dr. Todd Potts

Gender Disparities in Labor Market Outcomes During Macroeconomic Shocks



*Eberly faculty with Ryan Miller and his family. (Ryan was the first in the program to defend in a non-Zoom setting on campus)*

# Professional and Career Related Activities

## Accounting & Finance Career Fair Hit New Records

The Accounting & Finance Career Fair in September featured 57 employers as compared to 38 in the previous year. There were 26 public accounting firms that included Big 4 consulting firms. This career fair has evolved into one of the biggest career fairs focused on accounting and finance in this region. The Gold sponsors for the event were Maher Duessel & Schneider Downs. A total of 130 IUP students attended the career fair, an increase from last year's attendance. A majority of the students were from accounting and finance while students from economics, marketing, and management were also in attendance for some positions. The format was changed from an all-day event in the past to an afternoon-only event. Accounting has had a long history of this career event to which finance was added in recent years.



## Hospitality Area Career Fair

The Hotel, Restaurant, Tourism & Event Management Career Fair is another long-standing career fair that came under the umbrella of the Eberly College recently. It was also held on campus in September. This year, more companies and organizations came to recruit and warmly welcomed students in all business majors to attend the event. Representatives from leading companies in various hospitality segments including food service, gaming, lodging, recreation, sports, theme parks and tourism provided students with opportunities and information on internships and full-time positions in many business disciplines.



In the future, the plan is to have an all-day career event for Eberly students with one-half of the day dedicated to accounting, finance, and economics-related careers while the other half to careers in marketing and the various sub-disciplines of management (human resources, supply chain, small business, international business, and hospitality management).

In partnership with the IUP Career and Professional Development Center (CPDC), Eberly students have participated in big numbers in two other career events: a) the Fall Career Expo and Graduate Fair on campus and b) the Western PA Career Services (WestPACS) career fair in Monroeville, PA, to which a bus is sponsored for students to attend. Eberly students are also among the highest users of CPDC offerings such as etiquette dinners, resume reviews, and mock interviews.

In addition, the Eberly College arranged for sessions for international MBA students with a half-dozen business and IT consulting companies that specialize in the placement of candidates who are on a student visa in the U.S. Some of the recent consulting companies include BSASPEC/Colsh, Compest Solutions, Inrika and others.



We are grateful for Eberly alumni and friends who provide various experiential learning and employment opportunities for our students throughout the year. With your help, students successfully launch themselves into their careers after graduation. Here are a few outstanding students who have landed jobs thanks to various networking opportunities with our alumni and friends.

Miss Hemanta Dhakal '22, recently started her career in a two-year management training program launched by Walmart, called College to Career. In her first assignment, Hemanta is a Front-End Coach, and will transition through two more job training placements before becoming a Walmart store manager. She attributes her new career to the 42nd Annual Business Day event held by the Eberly College of Business, where she met with Walmart recruiters.



Mr. Jayden Thomas will be continuing his journey with PNC after his graduation in May 2023. In 2020, Jayden crossed paths with Brady Wise '95, who was able to help Jayden get his first placement at PNC and lead him through the process of interviewing, interning, and eventually committing to a full time offer as a Treasury Analyst.

Mr. Akash Arun (MBA—December 2022 graduate) has been interning since May 2022 at The Hill Group based out of Pittsburgh and transitioned into the role of an analyst. He will be continuing his journey with THG after his graduation in December 2022. When asked about the process of securing his internship, he stressed the importance of attending the 42nd Annual Business Day held at Eberly. It is here that he met Dr. Chris Brussalis, the Chairman of The Hill Group and a Business Advisory Council member, who offered him the opportunity to get his career started in the field of management consulting.



Ms. Sarina Steigerwald '22 interned at Kuzneski's Insurance Group after meeting Ms. Laurie Kuzneski '93 who was a guest speaker at one of the Eberly student organizations, Women in Business. Steigerwald interned for KIG for six months, which allowed her to explore all aspects of the Human Resource field from recruiting and onboarding to benefits. The Kuzneskis have welcomed many Eberly students as part of their work team including, Melissa Craig, Nate Manko, Paul Birch, Kayleigh Levan, Miranda Federinko, Harlee Bigelow, and Alexis Boyle.

If you and your company have internship or employment opportunities you would like to share with our students and alumni, please contact our Corporate Relations office at 724-357-3820 or email [Eberly-assistant-dean@iup.edu](mailto:Eberly-assistant-dean@iup.edu)

# Select Eberly Student-athletes

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**Shawndale Jones**

**Basketball**

21.4 PPG, 5.2 RPG, 12 Ast, 10 Stl, 34.2 MPG

**Laura Dunarova**

**Tennis**

PSAC Scholar Athlete

Went 32-18 during 2021-22 season, going undefeated in PASC West action  
Advanced to round of 32 in ITA Atlantic Regionals in September 2022



**Connor Kelly**

**Football**

77 total tackles (41 solo), 10.0 TFL, 2.0 Sacks, 1 PBU, 1 FR

**Jackson Buccigross**

**Golf**

All-PSAC First Team (2022)

Shot two-over par in 12 rounds during the fall 2022 season; four top-10 finishes;  
T-8th at PSAC Championship (68, 81, 77)



**Cassidy Zandier**

**Soccer**

All-PSAC Second Team (2022)

15 starts as a defender; part of four shutouts defensively for IUP

**Jaheim Howard**

**Football**

All-PSAC Second Team (2022)

2022 Stats (as of Nov. 29): 31 total tackles (23 solo), 1.0 TFL, 3 INT, 5 PBU





## FACULTY

Number of Faculty members in Eberly: 41

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Accounting & Information Systems:	8
Finance & Economics:	11
Management:	15
Marketing:	7

# Featured research and publication of Eberly Faculty

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Each year, IUP recognizes faculty from each college who have had scholarly work that was peer reviewed and publicly disseminated. Eberly had eight slots and we have picked the following faculty to be recognized based on their 2021 success in scholarship. Each one of the following colleagues had at least one publication in what we refer to as A2-level journals (the Eberly journal classification is based on impact factors and h-indices of widely-accepted databases).

- Madan Batra (*Marketing*)
- F. Robert Buchanan (*Management*)
- Veronica Paz (*Accounting*)
- Todd Potts (*Finance and Economics*)
- Namrata Saikia (*Finance and Economics*)
- Varinder Sharma (*Marketing*)
- Alexi Thompson (*Finance and Economics*)
- David Yerger (*Finance and Economics*)

**Verinoca Paz** was also selected as the Eberly Faculty Researcher for 2022

## *International Journal of Manpower*

Abdullah Murrar (Ph.D. Candidate), Batra, Madan (Marketing), Veronica Paz (Accounting), Bara Asfour (Ph.D. Candidate), Marouane Balmakhtar (IUP doctoral graduate)

Employability of Job Applicants in Skillful Jobs: Commonality in Employer and Employee Perspectives

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## *International Review of Economics and Finance*

Thompson, Alexi (Economics) with non-IUP co-author

The Imputed Effect of US Tariffs on Wage

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## *Journal of Management Education*

Buchanan, F. and Bharadwaj, Prashanth (Management)

Crossvergence in International Management Education: Acquisition of Skills and Career Outcomes

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## *Journal of Retailing and Consumer Services*

Sharma, Varinder (Marketing) with non-IUP co-author

Consumer Decision-Making Styles, Involvement, and the Intention to Participate in Online Group Buying

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## *Journal of Risk and Financial Management*

Maheshwari, Suneel (Accounting)

-Development of risk index and risk governance index: Application in Indian Public Sector Undertakings.  
-Volatility Spillover effects during Pre-and-Post Covid-19 Outbreak on Indian Market from USA, China, Japan, Germany, and Australia

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## *Journal of Sports Economics*

Potts, Todd (Economics)

Does it pay to play by the rules? Respect for rule of law, control of corruption, and national success at the Summer Olympic Games

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## *Sustainability Accounting, Management and Policy Journal*

Saikia, Namrata (Finance) with non-IUP co-authors

Social responsibility or smoke screening: evidence from India

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## *The TQM Journal*

Abdullah Murrar (PhD Candidate), Batra, Madan (Marketing), with non-IUP co-author

Service Quality and Customer Satisfaction as Antecedents of Financial Sustainability of the Water Service Providers

## Distinguished Senate Award

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IUP Senate recognizes annually one faculty member for the entire university in the areas of teaching, research, and service. This is the highest faculty award at IUP for these three areas of faculty performance. The 2022 University Senate Distinguished Faculty Award for Service went to Dr. Stephen Shiring of the Department of Management. Congratulations to Dr. Shiring.

Other Eberly current faculty who have received this distinguished recognition include Dr. P. Michael Kosicek, Dr. John Lipinski, Dr. Prashanth Bharadwaj for teaching; Dr. Abbas Ali and Dr. Prashanth Bharadwaj for research, and Dr. Ramesh Soni for service.



## Faculty Grants

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### Pennsylvania Commission on Crime and Delinquency (PCCD)

Dr. Brandon Vick, faculty in the Department of Finance and Economics, is part of a team of IUP faculty that was awarded nearly \$1 Million to conduct research, evaluation, and data analysis related to the criminal justice system in Pennsylvania. Grant funds from the Pennsylvania Commission on Crime and Delinquency (PCCD) are used to support programs related to victim services, community re-entry for ex-offenders, and crime statistics tracking.

In one grant-funded project, Dr. Vick recently published a PCCD report finding that non-fatal gun injuries cost people in the Commonwealth over \$300 million per year when taking into consideration medical costs, lost work, and lower quality of life due to injuries (3% of which lead to some form of paralysis). Both the number of injuries and average costs have been growing over the past decade.

In another project, the team of IUP faculty, including Vick, is helping almost a dozen counties better utilize their parole and county jail data by combining it with statewide criminal history records. The team analyzes these newly-created datasets and reports statistical findings to county criminal justice stakeholders in order for them to better understand their baseline recidivism numbers (i.e. how many on parole are re-arrested for a new offense) and identify factors most related to re-offense.

## National Center of Academic Excellence in Cybersecurity (NCAE-C)

IUP received \$203,130 from the National Center of Academic Excellence in Cybersecurity (NCAE-C) Program that is managed by the National Security Agency to support a qualified student seeking a doctoral degree (PhD) in cybersecurity. The project team was led by Dr. Waleed Farag, director of IUP's Institute for Cybersecurity and faculty in the Math and Computer Science Department. He was supported by Drs. Prashanth Bharadwaj (Management) and David Yerger (Finance and Economics, Doctoral Program Coordinator) from the Eberly College of Business.

Brad Messner, from New Stanton, a current doctoral student at IUP in the Business PhD program, has been selected by the project team as the successful applicant for the pilot program following a competitive application process. Messner earned his MBA with a concentration in information systems from IUP in 2015. Messner will receive full cost of tuition and fees, funding for books, a stipend for living expenses for two years of study, and funds to attend one cyber-related conference and complete a cyber-related certificate. The initiative, spanning September 2022 through September 2024, is designed to address the national shortage of qualified cybersecurity instructors at National Centers of Academic Excellence in Cybersecurity colleges and universities.

## Entrepreneurial Makerspace

Drs. Stephen Osborne and John Lipinski, faculty members in the Department of Management, are part of a 5-member cross-disciplinary faculty team from IUP that is expected to receive a nearly \$2 million grant to create entrepreneurial makerspaces. The three-county region of Indiana, Armstrong, and Cambria will be served by three collaborative and coordinated makerspaces, each offering equipment and services that meet the needs of their coal-impacted regions while also sharing resources and programming across the three locations to broaden impact, leverage strengths, and reduce duplication of effort. The funding would be based on the \$1 billion Build Back Better Regional Challenge (BBBRC), a part of the Federal Government's American Rescue Plan programs "that aims to boost economic recovery from the pandemic and rebuild American communities, including those grappling with decades of disinvestment." When implemented, this will bolster the Eberly College's small business and economic development initiatives.

## Statler Foundation Support for the Hospitality Program

Dr. Stephen Shiring and the hospitality faculty in the Management Department, partnering with colleagues in the University Advancement, were able to obtain both scholarship and programmatic support for the Hotel, Restaurant, Event, and Tourism Management Program at the Eberly College. The Statler Foundation provided \$125,000 to build a full-fledged hotel simulation lab in Eberly. It will resemble the lobby of a hotel with furniture and décor. It will be used to train students interested in lodging in a real-world setting. The lobby will be ready in the early part of the Spring 2023 semester. The Statler Foundation also provided two hospitality students (Kyle Kubico & Josephine Vance) with each a scholarship of \$25,000 to cover tuition, fees, books, and a computer. Kubico is now an MBA student.

# IUP Recognizes Eberly Faculty for years of service

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*Kim Anderson (30 years), Ron Woan (30), Parimal Bhagat (15), Prashanth Bharadwaj (interim Dean), Ibrahim Affaneh (30), Krish Krishnan (35), and Ataollah Nahouraii (40). Missing in picture are Germain Kline (40), Stephen Shiring (25)  
Note: IUP Recognizes faculty for every 5 years of service after they complete 10 years*

## Recent Retirements

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Five of our colleagues who have served Eberly for a combined 100+ years retired this year. Dr. Ibrahim Affaneh (Finance, former Department Chair, and Fulbright Scholar), Dr. Charlene Bebko (Marketing, IUP Senate Distinguished Awardee for Research), Dr. F. Robert Buchanan (Management, one of the leading scholars in the Eberly College), Mr. Tony Palamone (Director of the IUP Small Business Development Center), and Dr. Joette Wisnieski (Management, director of several entrepreneurship-related centers and initiatives). Drs. Germain Kline and Ron Woan from the accounting department retired before this year. Among administrators, last year, Dr. Robert Camp, Dr. Cynthia Strittmatter, and Mr. Terry Appolonia retired as Dean, Associate Dean, and Assistant Dean after serving the Eberly College for 32, 20, and 6 years respectively. The hard work and contributions of each of these colleagues are greatly appreciated. We wish them continued success, good health, and happiness in their retirement!

In honor of Dean Camp's outstanding service to the Eberly College, we have created the Robert C. Camp Business Scholarship. This scholarship will assist in recruiting outstanding students and giving them an opportunity to receive a top-notch education from Eberly. The goal of the scholarship is \$320,000 in recognition of Robert Camp's 32 years of service as dean of the college. Please join us today in making a gift for this exciting scholarship.

[Link to contribute to Dean Camp scholarship fund.](#)



## ALUMNI

Number of Living Eberly Alumni: 31,739

Associate Degrees in Business 281

### Bachelor's Degree

• Accounting	4,593	• Hospitality Management	1,816
• Economics	1,136	• Human Resource Management	1,214
• Business Administration	1,658	• International Business	346
• Business Education	2,618	• Management Information Systems	2,066
• Technology Support/Office Systems	566	• Marketing	4,891
• Finance	2,027	• Management	4,581
		<i>(Entrepreneurship and Small Business Management + Operations/Supply Chain Management)</i>	

### Graduate

• MBA	3,655
• MEd	284
• PhD	7

# IUP Distinguished Alumni Award - Eberly Awardee

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## Nicolas Arino, a 2010 MBA graduate.

Nicolas and his wife, Natalia Lardone, are the first Argentines to obtain an Eberly College of Business MBA degree. He also set an alumni benchmark when he attained the regional management level at the New York Stock Exchange, where he is the head for Latin America, Bermuda, and the Caribbean. A native of Córdoba, Argentina, he received two bachelor's degrees from the Universidad Nacional de Rio Cuarto, won a Fulbright for leadership studies at the University of Delaware, worked in exports and as a commodities broker, and speaks Portuguese and Spanish in addition to English. Active in Rotary International for more than a decade, he led the Metro NYC club as president. He and his wife recently became American citizens and are the proud parents of twins.



# IUP Young Alumni Achievement Award - Eberly Awardees

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Eberly College of Business's 2022 Young Alumni Achievement Award Recipient was Mr. Ethan Yi-Shen Wang, CFA '14. During his time at IUP, he was a member of the Eberly College of Business Honors Program, the IUP Co-Op Board of Directors, the IUP Student Government Association, and the Phi Delta Theta Fraternity. Ethan is currently an Investment Product Manager in Vanguard Portfolio Review Department, which oversees Vanguard's mutual fund lineup. Nominated by Dr. Kim Anderson, Ethan earned a B.S. in accounting in 2013, is a CFA Charterholder, and is a member of the CFA Society of Philadelphia.

Stephanie Perkovich Kline, of Clymer, originally from Commodore, was the Fall 2022 IUP Young Alumni Achievement Award recipient from the Eberly College. She is Treasurer and Chief Data Analytics Officer of S&T Bank, Indiana. Kline earned a bachelor's degree in economics and mathematics in 2007 and her MBA in 2013, both from IUP. An IUP Cook Honors College alumna, she went on to earn University of Pennsylvania's Wharton School of Business's ABA Stonier Graduate School of Banking Diploma and Wharton Leadership Certificate. Kline serves on the Eberly Business Advisory Council and has visited campus regularly as a classroom speaker, as well as speaking for Economics Club events. She was nominated by Dr. Stephanie Jozefowicz.



# The Eberly Hall of Distinction

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The Eberly College of Business honored four outstanding alumni with induction into the Hall of Distinction during Lt. Col. Charles B. Stevenson Memorial Business Day on April 20, 2022.

Hall of Distinction honorees for 2022 included:

## Dave Reed '00

Pennsylvania State President for First Commonwealth Bank  
Former Member and Majority Leader of the Pennsylvania House of Representative

## Pamela Sledge-Coley '97

Americas Market Sales Manager – Strategic Global Accounts  
ExxonMobil Fuels, Lubricants, and Specialties Marketing  
ExxonMobil Corporation

## Michele O'Leary '94

Assurance Managing Director at BDO USA, LLP

## Matthew J. Kohler '83

Vice Admiral, US Navy, Retired

The paramount goal of the Eberly Hall of Distinction is to recognize the professional success and good citizenship of Eberly College graduates and others associated with the advancement of the college.



Please take a minute to nominate alumni for these prestigious awards:

IUP Distinguished Alumni Award

IUP Young Alumni Achievement Award

Please read about the [Eberly Hall of Distinction Awardees](#) and write to [eberly-deans-office@iup.edu](mailto:eberly-deans-office@iup.edu) to nominate others.

# Stover Speaker Series

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## Sherry Ulsh '81, Serves as Stover Speaker Series Keynote

On Tuesday, April 5, 2022, the IUP Eberly College of Business hosted alumna Sherry Ulsh '81 in the first female Stover Speaker Series during the first face-to-face large group event held in Eberly since 2019. Inaugurated in 2015, The Stover Endowed Business Speaker Series was created by IUP Alumni Dennis Stover '76 and Regina Stover '75 to bring speakers of national and international prominence to speak at IUP. Through this speaker series, IUP strives to broaden local horizons and encourage critical inquiry. A financial executive from The Hershey Company, Sherry addressed students, faculty, staff, and administrators in the Eberly Auditorium through an engaging fireside chat focused on preparing our IUP students for the transition into their professional careers, while encouraging students to define their own success, "expect the unexpected," networking is essential, and get involved in philanthropic efforts and mentorship opportunities right away.



Management Major, Kathryn Alderman and Finance Major, Dominic Rocco participated as mediators during the event along with Interim Dean Prashanth Bharadwaj and Assistant Dean, Amy Cook.

## Bechtel Recognizes Eberly Alumni

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Bechtel Plant Machinery, Inc. (BPMI) is a project engineering organization supporting the Naval Nuclear Propulsion Program. BPMI has targeted the talent graduating from IUP to further its mission for many years now. To nurture innovation at BPMI, the company recently created a new General Manager Award in 2021: the Innovation Award. This award recognizes individuals who promote and/or practice innovation to discover and solve problems through the creation, acceptance, and adoption of ideas that bring forward competitive differentiators while adding value to our customers. The GM Award is the highest form of professional recognition at BPMI. 20 employees received an Innovation Award in 2021. Of those 20 employees, 4 (Dominique Sgobba (BS 2019), Breanna Rossi (BS 2016), Marsha Robinson (BS 2011), and Christopher Steele (MBA 2009)) were alumni of the Eberly Business College. It's always great to see IUP alums making an impact for such an important mission!

# Washington, D.C. Alumni Networking Dinner

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For the first time since the pandemic, the Eberly Business Honors Program and MBA students from PES University, India attended IUP alumni networking Dinner on September 15 in Washington, DC. Some of the participants who attended included: Matt DiLoreto '04, vice president, Healthcare Distribution Alliance; Kobi Eberly '19, CFE, junior auditor, DoD Inspector General; Christian Faranda '19, supply chain threat intelligence analyst; Elena Kapp '16, local marketing and brand engagement program manager, REI Coop; Sumit Kumar Jain '11, owner, Webtech Analytics; Mark Holman '79, partner, Ridge Policy Group; Romin Patel '12, MBA '14, AVP cybersecurity engineer, Moody's Corporation; Chris Reese '96, owner/president, Revolve Solutions LLC; Rebecca Soder, assistant vice president of tax, EIG Global Energy Partners; Tina Steffy '03, branch chief, Federal Energy Regulatory Commission; Ken Steffy '03, program director, US Army Audit Agency; and Cyndi Vallina '82, OMB analyst, the executive office of the president. With the help of IUP's Director of Alumni Engagement Zachary Hilliard and Major Gift Officer Joe Reinard, students spent an enjoyable evening on Thursday at the Holiday Inn Washington Capital – National Mall with IUP alumni at an Eberly-sponsored dinner and reception. Active alumni participation included several individuals currently employed in the DC area.



## Eberly Advancement Council

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The Eberly Advancement Council comprises of 15 dedicated alumni and friends. Dennis Stover, Eberly alumni and benefactor, is serving as the chair of the council. In addition to their traditional role of supporting the upcoming IUP campaign, the committee members have been assisting the college in the areas of marketing/branding and corporate relations/placement.

### Members:

- Lorna M Abernathy '1983
- Nadav N Baum '1986
- David Bluemling '1985
- Phillip D Carrai '1983
- Simran Chadha '2014
- Allen H Childs '1981
- Elizabeth M Gregg
- Karl McDermott '1976
- John McNulty '1975
- Paul E Miller '1974
- David M Moore '1982
- Daniel G Simoni '1994
- Dennis A Stover '1976
- William J Wagner '1975
- Patrick R Wallace '1985

**If you are considering to give to the Eberly College of Business/IUP, please use this link.  
Thank you, in advance!**

**[Online Gift Form for the Eberly College](#)**

## Eberly Dean's Office

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Dr. Prashanth N. Bharadwaj  
Interim Dean & Professor of Management

Amy Cook  
Assistant Dean

## Eberly Leadership Council

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Dr. Sekhar Anantharaman  
Accounting & Info. Syst. Chairperson/Professor

Dr. Kenneth Bohl  
MBA Program Coordinator/Asst. Professor

Dr. Lisa Sciulli  
Marketing Chairperson/Professor

Dr. David Yerger  
PhD Program Coordinator/Economics Professor

Dr. Stephanie Jozefowicz  
Finance & Economics Chairperson/Professor

Dr. Stephen Shiring  
Management Assistant Chairperson/Professor

Dr. Ramesh Soni  
Management Chairperson/Professor

Dr. P. Michael Kosicek  
Graduate Programs/Assoc. Professor

## Eberly Support Staff

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Celia Barber  
Administrative Assistant to  
the Dean

Maureen Bash  
Administrative Assistant to the  
Assistant Dean

Stacy Stewart  
Secretary, Departments of Accounting  
& Info. Syst. and Finance & Economics

Denise Gryczuk  
Secretary, Academic Support  
Center

Karyl Miller  
Secretary to Dean's Associate

Kathie McCurdy  
Secretary, Departments of  
Management and Marketing

Joanne Britcher  
Management Tech, Graduate  
Programs

## Faculty

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### Accounting & Info. Syst.

Dr. Kim Anderson  
Dr. Suneel Maheshwari  
Dr. Ataollah Nahouraii  
Mr. Gerald Opalinski  
Dr. Veronica Paz  
Dr. Monsurur Rahman  
Dr. Geoffrey Tickell

### Management

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Dr. Hussam Al-Shammari  
Dr. Nicole Buse  
Dr. John Lipinski  
Dr. Stephen Osborne  
Dr. Joseph Rosendale  
Mr. Jeff Santicola  
Dr. Fred Slack  
Dr. Yasong Wang,  
Dr. LeAnn Wilkie,

### Finance & Economics

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Dr. Alan Eastman  
Dr. James Jozefowicz  
Dr. Daniel Lawson  
Dr. Todd Potts  
Dr. Namrata Saikia  
Dr. Yaya Sissoko  
Dr. Alexi Thompson  
Dr. Brandon Vick

### Marketing

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Dr. Parimal Bhagat  
Dr. Framarz Byramjee  
Dr. Rajendar Garg  
Dr. Krish Krishnan  
Dr. Varinder Sharma

Susan Brant Administrator, Outreach Programs

Graphic Designer: Jainish Porwal, MBA'23