

North Central College

School of Business &

Entrepreneurship

Annual Report



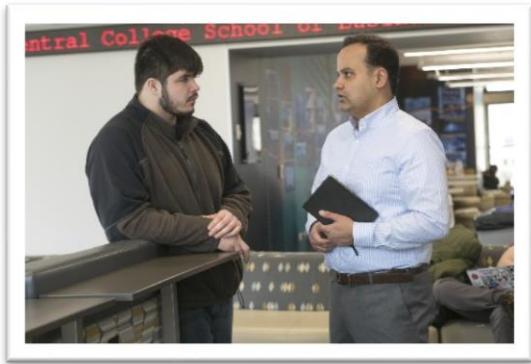
2018-2019



School of Business
& Entrepreneurship

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Annual Report 2018-19

Letter from the Dean

As you read this report, we will be beginning our first **semester** of the 2019-20 academic year. Yes, our first fall semester! After what seems like years of planning for the change, the shift in academic calendar is finally here. The old rhythms of “Week 4 mid-term exams” or “Week 10 presentations” will change as we move to two sixteen-week semesters, away from the three ten-week term system of the last few decades. It is exciting to be at this point after so long.

To prepare for this change and other ongoing initiatives in the School of Business and Entrepreneurship, the faculty has been hard at work in many areas. Faculty has reimagined the curriculum as each class has changed from three credit hours to four and rethought the content and requirements of each major. Students entering this fall will now earn Bachelor of Business Administration degrees in all eight undergraduate majors. The Bachelor of Business Administration recognizes the professional studies in business within the context of a liberal arts-based education and signals that students have a mastery of all the basic areas of business, not just in their major area. Further, faculty have developed three new online graduate degrees in business administration, financial management, and human resource management to launch this fall as well. Yet, as you will see in this report, this outstanding faculty has continued to find time to work closely with students on campus and beyond, to present research around the world and publish in journals, and have been active campus citizens. It is this dedication to their work that makes North Central College and the School of Business and Entrepreneurship so special.

The purpose of this report, as in years past, is to continue to highlight the accomplishments of faculty and students as well as to document the changes of the past year. I continue to be very enthusiastic about where we have come in our first three years as a School and look forward to our future. We would love to have you stop by and visit us in our newly renovated building in the center of campus. Alumni, please look for us in the Merner parking lot prior to the Homecoming football game. If you have questions about anything in this report or simply want to let us know how you are doing, please contact us at sbe@noctrl.edu.

I cannot thank everyone associated with the School of Business and Entrepreneurship enough for their hard work as we make these substantive changes and their excitement about what lies ahead. We are on the cusp of a new era at North Central College and I am so happy to be part of it all.

Diane Bruce Anstine
Dean, School of Business and Entrepreneurship
Professor of Economics



North Central College School of Business and Entrepreneurship

The School of Business and Entrepreneurship is one of three schools and colleges at North Central College. Twenty-eighty full- and half-time faculty teach more than 800 students in eight undergraduate majors and seven minors as well as the MBA degree. The school was established on July 1, 2016.

Mission and Vision of the School of Business and Entrepreneurship

Mission

- The North Central College School of Business and Entrepreneurship develops principled citizens and leaders engaged in an evolving, global society.

Vision

- North Central College School of Business and Entrepreneurship will provide a high quality, contemporary business education fostering citizens and leaders prepared to affect the future of business positively.

We are committed to:

- Delivering a dynamic business education grounded in the liberal arts where students learn to communicate effectively and think critically
- Providing opportunities for students to engage with a curriculum designed to promote analytical skills and ethical practices
- Students working closely with faculty and benefiting from numerous opportunities for experiential learning and collegiate, regional, and international experiences
- Excellence in teaching, supported by disciplinary, interdisciplinary, pedagogical, and applied scholarship

Values:

- Commitment to student academic excellence
- Excellence in teaching, mentoring and professional development
- Global and cultural awareness
- Social and environmental responsibility
- Engagement of faculty and students with our community

Strategic Goals:

- Invest in and develop high quality faculty
- Innovate in curriculum development
- Increase student learning and success
- Create more opportunities to engage



What is new?

New Bachelor of Business Administration Degree

NEW!

All students entering in fall 2019 and beyond will earn Bachelor of Business Administration degrees in each of the eight majors: accounting, business economics (separate from the traditional economics major), entrepreneurship, finance, human resource management, international business, management and marketing. Students will be required to complete an 11-course core (44 credit hours) exposing them to all areas of business with an additional 20 required hours in their specific discipline.

With the change in degree and the advent of the new semester calendar, all programs within the School of Business and Entrepreneurship have been reimagined and reinvented. As the standard course credit moves from three to four hours, each course will build in additional material such as development of Excel skills, more work with data in the computer lab, certifications for students (for example, Bloomberg Certifications using our finance lab), or additional hands-on learning projects with external clients.

With this reimagining has come a thoughtful reevaluation of each major to reflect contemporary business education in the 21st century. New courses in digital marketing, logistics and supply chain management, fraud examination, international human resource management, and behavioral economics, for example, have been added to the curriculum, reflecting the changes to the disciplines.

New Business Economics Major

NEW!

In order to offer a major to those students interested in business generally but who want to focus on economics more specifically, the economics department has created a new major in business economics within the Bachelor of Business Administration degree to complement the traditional Bachelor of Arts in economics and Bachelor of Science in economics. The additional course requirements beyond the economics content come from the students taking the business core. The new BBA in business economics will create an outlet for those students who want a foundation in all areas of business but with more depth in economic theory instead of other business fields (e.g., accounting, management, or marketing).

New Chartered Financial Analyst (CFA) Affiliation

NEW!

Additionally, with the curriculum redesign, the finance major at North Central College is now part of the *CFA University Affiliation Program* through the CFA institute. Students who complete the new finance major will have been exposed to a significant portion of the Candidate Body of Knowledge that represents the core knowledge, skills and abilities applied by investment professionals globally and will be prepared to sit for the CFA Level One exam upon graduation.



New Graduate Degrees

NEW!

Online courses, a residency weekend on campus and specialized degree options are at the core of a series of both new and reimagined graduate degrees in business. To meet the market demand for human resource managers and financial/accounting professionals, the School is introducing the **Master of Human Resource Management** and **Master of Financial Management**, along with a revamped **Master of Business Administration (MBA)** degree beginning with the fall 2019 semester.

[<https://www.northcentralcollege.edu/online-masters-degrees-business>]

Faculty, led by **Ryan Decker**, **David Gray** and **Mary Galvan**, rethought our current graduate program considering the needs of business professionals in today's environment—both in content and in accessibility. Courses will be delivered online by current full-time North Central College faculty to provide maximum flexibility for students. To complement the curriculum, students will have the opportunity to attend a weekend residency program to meet with the faculty, network with their peers and local business leaders, and attend a variety of seminars designed to boost their career potential.

A core of five courses shared by the three degree programs emphasizes business fundamentals. This core responds to the need for industry leaders who understand analytics and strategic management across several disciplines. The core allows all degree candidates in each of the three fields to have the training in the concepts necessary to succeed. Each course will be eight weeks in length and students could complete their entire degree in as little as 12 months.

The **Master of Financial Management** represents a hybrid between accounting and finance, integrating aspects of accounting, economics, taxation and finance. The requirements include coursework in controls and data security in the digital age, merger and acquisitions, and international trade, taxes and transfer pricing among other topics. Accounting graduates can apply the financial management courses toward the 150 credit-hour requirement to sit for the CPA exam.

The **Master in Human Resource Management** is designed to advance one's career in human resource management through advanced knowledge in recruitment and selection, workforce training and development, and leading innovation and change management in one's firm. Embedded in the new **Master of Business Administration** requirements are courses in entrepreneurship and new venture strategy, global business and global supply chain design and management. All courses will promote the growth of the students and their ability to operate in today's business climate.

As part of the process, all faculty who are teaching in the new format have undergone training in the newest techniques to allow a successful transition to the online environment, with an emphasis on maintaining what makes North Central great—the relationships between faculty and students. Our full-time faculty are committed to the new graduate programs. We are excited about these new degrees and the potential to reach students beyond the Naperville borders.

Welcome New Faculty for 2018-19 Academic Year



Brian Glibkowski, Associate Professor of Management

Dr. Glibkowski earned a Ph.D. in Business Administration (Human Resources Management/Organizational Behavior) at the University of Illinois at Chicago. He is founder and CEO of Semplar Science, a people analytics consulting firm, and sixQ, a survey analytics software platform built upon his academic research.

Brenden Mason, Assistant Professor of Economics

Dr. Mason received a Ph.D. in Economics from Temple University in May 2018: His dissertation was entitled "The Effects of Options Markets on the Underlying Markets: Quasi-Experimental Evidence." His research on options, stocks, and financial markets makes him well suited to teach macroeconomics, money & banking, and derivatives.



Rhetta Standifer, Associate Professor of Management

Dr. Standifer earned her Ph.D. in Business Administration (Organizational Behavior) at the University of Missouri. Currently, she is leading an international study that extends generational/age diversity research to a multi-cultural context. During 2016-2017, she was an associate professor at the Rennes School of Business in Rennes, France.

Dan Vitale, Assistant Professor of Accounting

Professor Vitale, CPA/PFS, earned an M.S. in Taxation from DePaul University. After working in various firms, he was one of the founding members of RVG Partners, responsible for the delivery of accounting, tax and personal financial planning services to the public accounting firm's entity and individual clients.



Searches

The School had a number of successful searches resulting in three new faculty members to start in fall 2019. We will welcome a new department chair and professor of economics, a new assistant professor in management as well as a new assistant professor in marketing.

Executive in Residence



Mike Soenke, '86, Retired Senior Vice President and Chief Financial Officer, McDonald's USA, is the Inaugural School of Business and Entrepreneurship Executive in Residence.

As Executive in Residence, Mike coached and mentored dozens of SBE students on how to strategically prepare for and transition to the beginning of a successful business career. He served as a resource to other SBE professors and student organization as a guest lecturer on topics like business ethics, corporate strategy and sustainability. He also spoke to the American Marketing Association student group about critical leadership mistakes he made so they could learn from him.

Further, Mike is helping connect students to business professionals teaching them the importance of networking. As an example, working with the Offices of Career Development, Corporate Relations and Alumni Relations, Mike brought four local business executives to campus to participate in a student event - The Path Forward: An Executive Panel Discussion on Career Growth in Business and a Personal Coaching Opportunity.

Staff



Goodbye to **Ellen DeBerge**, who was the Administrative Assistant to the Dean and retired June 2019. This year she received the Ruth C. Dissinger Award for distinguished service by an administrative support staff member.

Welcome to **Stella Bielawski**, who joined us as the Administrative Assistant to the Dean in Summer of 2019.



Promotions and Tenure

- Tenure and Promotion to Associate Professor:
 - **Natalia Bracarense**, Associate Professor of Economics
- Tenure:
 - **Suzanne Seymour**, Associate Professor of Accounting
- Promotion to Professor:
 - **David Gray**, Professor of Accounting

Honors

- **David Gray** received the Clarence F. Dissinger Award for Outstanding Teaching by a Senior Faculty presented at the Service Awards Event.
- **Ryan Decker** received the Harold R. Wilde Distinguished Service Award presented on Honors Day by student government president, Ivan Bohorquez, '19, Accounting, Finance, and Economics major.
- **Thomas Cavenagh** was presented with the Dr. Marti Bogart Award for Distinguished Service during the commencement ceremony.
- The Center for Financial Literacy, led by **Ryan Decker**, was awarded a \$2,500 grant from the DuPage Foundation for initiatives at local high schools.
- **Brenden Mason** was granted a NCC Swing grant to create the newly established student-managed investment fund.
- NAC&U (The New American Colleges and Universities) has awarded a Collaboration, Growth, and Innovation (CGI) grant to **Amira Annabi**, assistant professor of economics and finance, and **Aileen Lowry-Farrelly**, assistant dean and accounting faculty at the O'Malley School of Business at Manhattan College, to collaborate on a financial literacy project with **Ryan Decker** and the Center for Financial Literacy.



Dr. Decker and Ivan Bohorquez

Scholarship and Innovation

- Six faculty had seven publications in various journals (**Natalia Bracarense, Sherry Chen, David Gray, Doh-Khul Kim, Donnavieve Smith, and Dan Vitale**). (See Appendix One.)
- Our newly formed School of Business and Entrepreneurship Scholarship and Research committee organized a series of workshops for faculty to present their current research to colleagues. **Chetan Chawla, Brian Glibkowski, Najrin Khanom, Brenden Mason, Robert Moussetis** and **Rhetta Standifer** each presented recent work. The events were a success with lively discussion amongst all in attendance.
- **Natalia Bracarense's** “Bolivia's Institutional Transformation: Contact Zones, Social Movements, and the Emergence of an Ethnic-Class Consciousness” was named the Outstanding Paper of 2018 by the Editor of the *Journal of Economic Issues*.
- **Sherry Chen** and **Donnavieve Smith** were selected for the Best Paper Award, 2018, by the *Academy of Business Research* for their article in “The Marketing Management Journal entitled Brand Experience, Flow and Brand App Loyalty: Examining Consumer Decision Making within Branded Mobile Apps.”
- Faculty led forty-seven presentations at academic conferences and local, national, and international events. (See Appendix One.)
- Grants for summer research were awarded to **Natalia Bracarense, Chetan Chawla, Tom Cavenagh, Ryan Decker, Brian Glibkowski, Brian Hanlon, Najrin Khanom, Brenden Mason, and Rhetta Standifer** from the Faculty Development and Recognition Committee.
- Eight faculty members (**Ryan Decker, Mary Galvan, Brian Glibkowski, David Gray, Brian Hanlon, Sarah Lureau, Najrin Khanom, and Robert Moussetis**) attended the Online Pedagogy Institute organized by our Center for the Advancement of Faculty Excellence (CAFÉ) to prepare for our new online graduate programs launching in fall 2019.



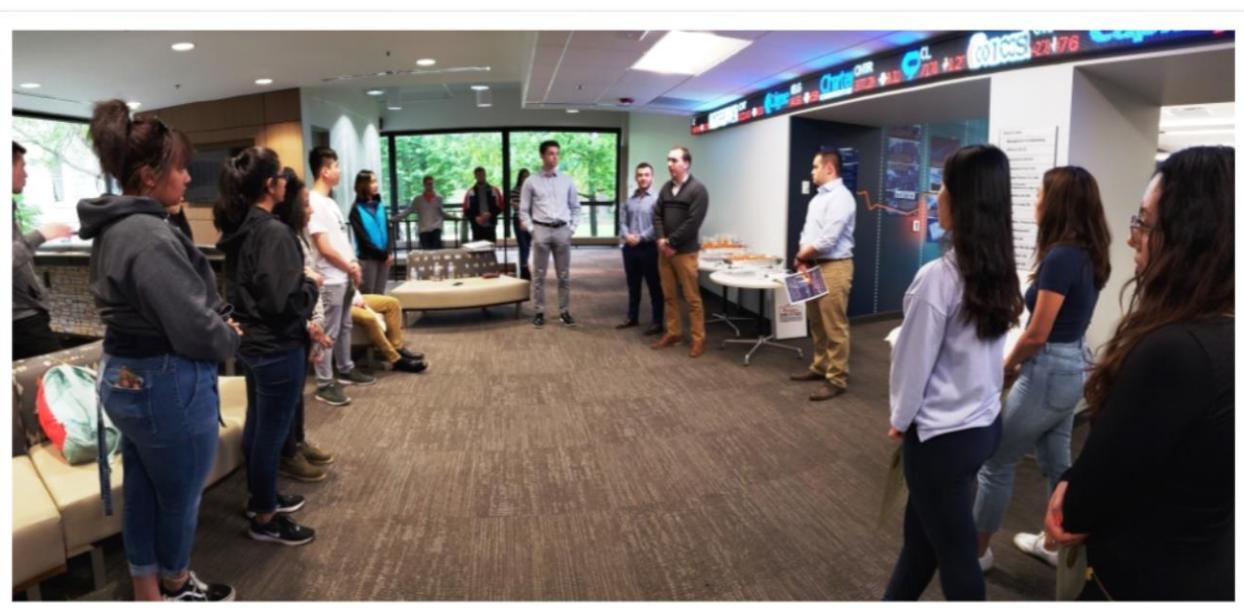
- **Brian Hanlon** and **Tom Cavenagh** completed the Entrepreneurial Mindset Profile (EMP) certification program. The EMP is a diagnostic tool that assists would-be and current entrepreneurs to assess their capacities in a range of skill and personality disposition scales.
- **Tom Cavenagh** earned a Certificate in e-Learning Instructional Design through Oregon State University to advance his ability to deliver high-quality blended course materials as we pivot to that mode of course delivery.
- **Ryan Decker** was interviewed by *West Suburban Living* about graduate programs in business, by the *Naperville Sun* relating to economics implications of various governmental requirements, and about financial literacy topics by *Wallethub.com*.

Engagement



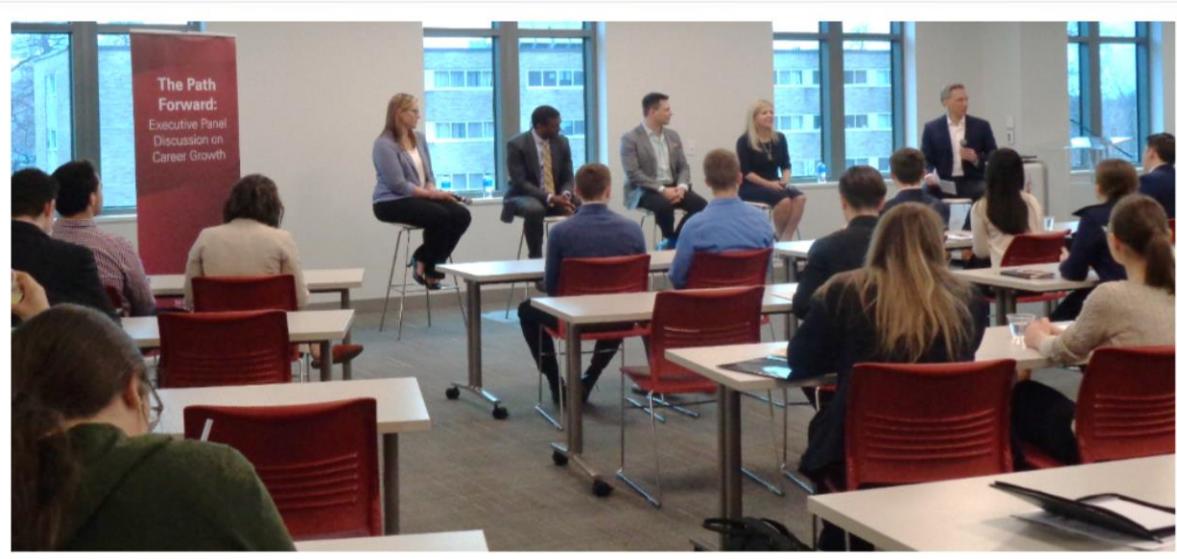
- **Brian Hanlon**, the Coleman Professor of Entrepreneurship, and **Amy Rogers**, NCC alum '95 and SEA Director, hosted the 19th annual Self-Employment in the Arts conference in March. This year the conference moved from its long-time home in Lisle to Chicago as part of the Coleman Foundation's expanded efforts to support self-employment in Chicago neighborhoods. North Central College received a two-year award to support a program transition of the annual conference to Chicago community-based venues and program partnerships. Through the transition, SEA will build stronger relationships with collegiate schools in Chicago; develop organizational event partners; create a destination event for schools outside the immediate region; and provide educational programming and unique experiential learning opportunities for artists and aspiring artists. [<https://www.selfemploymentinthearts.com/>]
- **Mary Galvan's** market research and marketing management courses continued her practice of working with external clients in order to additional skills for students. Teams of students conducted market research or developed marketing plans for 13 different organizations, ranging from the Naperville Alive Teen Center to Cantigny Golf to Goldfinger Brewing.
- Several faculty served as mentors for athletic teams:
 - **Chetan Chawla**, mentor for Men's & Women's Swimming & Diving
 - **Tom Clifton**, emeritus professor, mentor for Men's Football
 - **Brian Glibkowski** and **Najrin Khanom**, mentors for Men's Soccer
 - **Pat Gray**, mentor for Men's Cross Country and Track & Field
- New student groups were formed in various areas. **Donnavieve Smith** and **Rhetta Standifer** organized **Marketing First** and **Management First**, offshoots of the highly successful first-generation student "Cardinal First" program. **Rhetta Standifer** and **Brian Glibkowski** have restarted the **Student Human Resources Group** to launch in earnest in fall 2019 and continued the alumni advisory group to the human resources major as well.

- Finance professors **Doh-Khul Kim** and **Najrin Khanom** along with economics professors **Brenden Mason** and **Ryan Decker** worked with interested students to create the **Student-Managed Investment Fund**. Adjunct professor of economics **Mark Johnson** presented materials and websites that will help students with their research. Students have begun by researching firms and related exchange-traded funds and presented their findings at several meetings. Investing will begin during fall semester.



- Twenty-six finance alumni volunteered as mentors through the newly established **Alumni Mentorship** program to coach and mentor students through their college experience and transition to career life. Mentors provide advice on career development, necessary courses, internship opportunities, and job related skills. The goal is to help students grow their network and have reliable professional references. As the end of the year, several alumni returned to campus to be thanked by the students and faculty for their service in conjunction with the official launch of the Student Managed Investment Fund.
- **Brian Glibkowski** led a workshop for more than 20 students to lead them through a digital simulation for interview preparation of his Answer Intelligence or AQ process. The workshop helped students identify their strengths and to begin to learn how to answer the different types of questions in an interview setting in order to highlight these qualities.
- **David Gray** accompanied three students, **Greg Ciullo**, **Omar Simental**, and **Brian Ulteras** to the annual Institute of Management Accountants Student Leadership Conference in St. Louis, Missouri. Students attended sessions to learn about the latest trends in management accounting and networked with students and leaders in the area.

- On the far right, **Mike Soenke**, leads the discussion during the “The Path Forward: An Executive Panel Discussion on Career Growth in Business” held in Stevenson Hall. The panelists shared how they started and successfully managed their careers as well as provided advice on the qualities they look for in new hires. After the session, each participated in mentoring sessions with individual students.



The Path Forward panel (l to r): **Katie Dornan**, Corporate Controller and Chief Accounting Officer of Molex Electronic Technologies, **Frank Pettaway** '96, Northern Trust SVP Wealth Management, **Michael Gross** '10, President of Clutch Global Logistics, and **Leah Rippe**, VP of Marketing & Communications at Chicago Zoological Society Brookfield Zoo, and **Mike Soenke**.

- **Najrin Khanom** and the **Finance Club** organized the *Women in Wealth Management* panel to expose all students to the field and the challenges within as only 17% of wealth management professionals are women. Women in Wealth Management panel (l to r): **Kari Burg**, VP Branch Manager - Geneva, IL Morgan Stanley Wealth Mgmt.; **Anita Knotts**, Senior Vice President, Wealth Mgmt., Calamos Wealth Mgmt.; **Amber Holecek** '14, Wealth Management officer, First Midwest Wealth Management; and **Elizabeth Buffardi**, President, Certified Financial Planning Professional, Crescendo Financial Planners, Inc.



- **Accounting and Finance department** faculty, alumni and 2019 graduates met at Bar Louie for the annual end of year event to celebrate new graduates and to connect to recent alums. The **Student Accounting Society** also sponsored the CPA Ethics exam on campus and had a large student and alumni turnout at a Top Golf event in the spring.



The Center for Financial Literacy

The **Center for Financial Literacy**, under the leadership of **Ryan Decker**, really hit its stride this past year. The Center hosted seven events on campus with more than 300 in attendance from all areas of campus. Topics covered by the series included student loans, budgeting and credit cards, cryptocurrency, the state of the markets and how to plan one's career. Expert and author, **Dan Ryan** '74, jointly hosted a session with the department of education to discuss the Illinois teacher pension system and retirement savings for soon-to-be-educators.



William Norris '96 CIO of CIBC Bank USA
presenting about the present state of the economy

As part of the curriculum redesign, the Center is also very excited to launch North Central College's first Personal Finance course this coming year aimed at all students. This course satisfies the Well-Being Cardinal Direction requirement, part of the College's General Education Curriculum.

Beyond North Central College, multiple DuPage area high schools are interested in the financial literacy programs for this coming academic year. The Center also run programs for Boy Scouts and Girls Scouts to obtain their personal finance badges. The Adult Education programs target both not-for-profit organizations and for-profit corporations. The Center expects to see substantial growth from this service offering this coming academic year.

From winning grants for high school programming and to developing financial literacy programs at other colleges around the nation to working with many alumni and friends of the College, the Center is off to a fantastic start.

If you are interested in getting involved, please reach out to the Director, Ryan Decker, at rmdecker@noctrl.edu or visit their website at <https://www.northcentralcollege.edu/center-for-financial-literacy>.

The Center for Financial Literacy Presentations

(Led by Ryan Decker with additional presenters as noted)

Date	Presentation Topic	Conference/Occasion
June 2018	Money and the Biased Mind	Keynote speaker at Iowa Jump\$tart Coalition's 18th Annual Conference for Personal Financial Literacy
September 2018	Behavioral Economics and Financial Education	Illinois Credit Union League Financial Education Forum
September 2018	Student Loans with guest speakers: Kristina Bonn , Director of Financial Aid and Jessica Holt , Student Accounts Supervisor from North Central College	North Central College Center for Financial Literacy speaker series
November 2018	Financial Fitness with guest speakers: Northwestern Mutual - Sydney Roti , Campus Recruiter, and Corey Quaglia , Financial Advisor College Unit Director)	North Central College Center for Financial Literacy speaker series
January 2019	Cryptocurrency with guest speakers: Chetan Chawla , Assistant Professor of Entrepreneurship, & Connor McGury '18, NCC Entrepreneur in Residence	North Central College Center for Financial Literacy speaker series
January 2019	Personal finances panel: Start "Adulting" By Building Your Financial Plan	Naperville Young Professional's Network speakers series
February 2019	Retirement savings for new educators with guest speaker Dan Ryan '74	North Central College Center for Financial Literacy speaker series, with the Department of Education
February 2019	Financial Literacy for Mentoring	Mentor University - for Bridge Communities (training the trainers to assist individuals)
April 2019	Financial Wellness talk with student, Jared Fritz '19	Navistar Inc.
April 2019	Credit Repair & Your Client	Mentor University - for Bridge Communities (training the trainers)
April 2019	Finance FAQ - What should you know before you graduate? With guest speaker, Keri Gaul , VP Investortools	North Central College Center for Financial Literacy speaker series
May 2019	A look at the present and planning for the future: Current state of the economy and careers in finance with guest speaker, Bill Norris '96, Chief Investment Officer and Head of Asset Management at CIBC Bank	North Central College Center for Financial Literacy speaker series

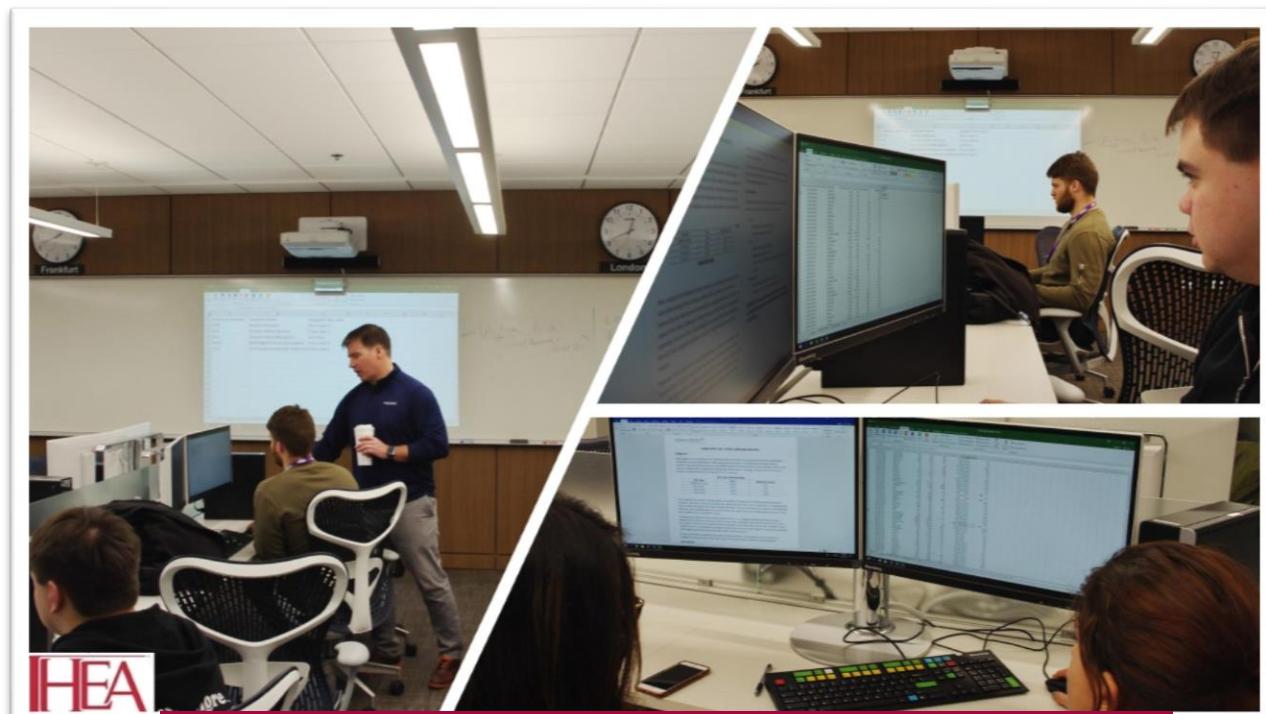
Sample of Guest Speakers on campus this academic year

Professor	Date	Course	Speaker Info
Najrin Khanom	Fall 2018	Wealth Management	Kari Burg , VP and Branch Manager of Morgan Stanley Geneva Branch, and Cristine Spencer , VP and Associate Complex Manager of their Oakbrook Complex.
Robert Moussetis	Fall 2018	International Business	Michael Gross , '10, president of Clutch Global Logistics
Danielle Langford	Winter 2019	Business, Ethics, Government and Society	Jonny Boucher , Founder & CEO of Hope For The Day https://sipofhope.com/
Brian Glibkowski	Winter 2019	Human Resource Management	Joseph Gasper , Center for Healthcare Innovation, CEO
Najrin Khanom	Winter 2019	Advanced Corporate Finance	Exec. in residence, Mike Soenke discussed different applications of Financial Valuation methods
Brian Hanlon	Spring 2019	Business Plan Development	Vinnie Sapienza , Account Manager for Impact Networking, LLC
Necati Celik	Spring 2019	Principles of Macroeconomics	Harris Hadzic '18, field economist in the Department of Labor
Rhetta Standifer	Spring 2019	Management of Organizations	Ashley Veldman , Exelon Corp,
Rhetta Standifer	Spring 2019	Compensation and Performance Management	Elizabeth Supple , Praxair Distribution Inc. and Caitlin McBrien , '13, Edwards Hospital
John Colletti	Spring 2019	Corporate Finance	Gerald Rixie , CFP from Private Bank, a division of Bank of America/ Merrill Lynch
Rick Fobes	Spring 2019	Market Research	Bridget Brennan , Partner and Julia Nestler , Senior Strategist at Hall and Partners, one of the country's largest consumer Marketing Research firms.



Michael Gross, '10, visits
Robert Moussetis's class

Professor	Date	Student Group	Speaker Info
Necati Celik	Winter 2019	Invisible Hand Economics Association (IHEA)	Ryan Kane , '01, senior manager for Insight2Profit, a B2B consulting company. Presentation and Workshop
Brenden Mason	Winter 2019	IHEA	David Rivait , '82, Retired Deputy CFP – Department of Transportation. <i>Economics in the public sector</i>
Dan Vitale	Winter 2019	Student Accounting Society	John Mann , the current DVP of Global Tax Planning at Abbott
Rhetta Standifer & Donnavieve Smith	Spring 2019	Marketing First and Management First	Deidre Ewers , '17, Associate / Marketing Coordinator, Hitchcock Design Group; Elizabeth Halbmaier , '14, E-Commerce Associate Buyer, Ulta Cosmetics; Oscar Sylvester-Garcia , '18, Graduate Assistant North Central College, Office of Alumni Engagement; Janel Webster , '15, Talent Acquisition Specialist, KeHE Distributors



Invisible Hand Economics Association sponsored pricing workshop with Ryan Kane, '01, senior manager for Insight2Profit.

Students

- Our **American Marketing Association** Case Competition team was one of the ten finalists presenting at the American Marketing Association International Collegiate Conference Case Competition. They traveled to New Orleans for the International Collegiate Conference to present their marketing plan for the Wall Street Journal's theme of "Market Ambitiously" to industry executives. The team finished tied for third place. Following the competition, the team also presented their integrated marketing research plan at the Rall Symposium. This work for this competition was part of **Donnavieve Smith's** BUS 370 Case Competition course.



Students pictured are: (l to r) Jared Collier, Laura Ringo, Julia Pachla, Lucas Carr, Anna White, Jimmy Bright and Makayla Syrstad with Dr. Smith (far right).

- During tax season, fourteen students led by **Dan Vitale** became certified and participated with the **Volunteer Income Tax Assistance Program (VITA)**, working at various locations across the Chicagoland suburbs and gaining valuable career experience while helping low-income residents file tax returns.
- Marketing major **Alice Zordan** '19 was the project lead for the **Cardinal Career Closet**, a new initiative co-sponsored by the Offices of Student Affairs and Career Development, to assist our students by providing professional attire for when they attend career fairs or job interviews.

- Twenty-nine students presented posters, papers or other research at the annual **Rall Symposium** celebrating undergraduate student research. Topics as diverse as “The Impact Intangible Assets have on a Firm” to “A Second Wirtschaftswunder, Thirty Years Later Examining the Economic Disparity within Germany” to “Community and Commerce: Polish and African-American Businesses in Early Twentieth Century Chicago.” A complete list of all students and their presentations is available in Appendix Two.
- The Certified Management Accountant (CMA) Program Scholarships awarded the cost for taking the CMA examination and receiving access to study materials for ten highly qualified accounting students. Together, the value of each scholarship and the materials is \$1,500.
- Nonprofit organization Future Founders selected **Moe Mitchell** ‘20, Entrepreneurship, as one of 18 Future Founders fellows for 2019. **Mitchell** and his company **Moe Mow’s Lawn Care**, which he began at age 15 and still runs while enrolled at North Central, stood out among a pool of 18- to 30-year-old entrepreneurs from across the country.

As part of his Future Founders work, he served as a pitch competition judge for their April 2019 conference organized by the Future Founders who collaborated with Google to host a free weeklong camp for middle school girls.

Mitchell also takes part in the North Central Enactus’ mentoring program, competes on the Cardinal men’s wrestling team and is studying for his real estate license as well.



- The 2019 induction class for the National Football Foundation's (NFF) Hampshire Honor Society included **Jake Rogers**, '19, international business and entrepreneurship major, and **DJ Warkenthien**, '19, marketing major. The Hampshire Honor Society is comprised of college football players from all divisions of play who have maintained a cumulative grade point average of 3.2 or better during their collegiate football careers.
- Seventy-three SBE student-athletes were named College Conference of Illinois & Wisconsin (CCIW) All-Academic honorees meeting the following criteria: must be enrolled as a full-time student; must have earned a letter during the past season; and must carry a 3.30 cumulative grade-point average.

- **Hayley Dammeier**, '19, Accounting, won the pentathlon at the CCIW Indoor Championship, with the second highest points ever by a NCC athlete. She is a four-time Academic CCIW recipient, was the CCIW Jack Swartz Academic All-Conference Award winner for the indoor seasons of 2017 and 2019, and was named to the Google Cloud Academic All-District First team.

Her success in the classroom has translated to her post-graduate plans as **Dammeier** landed a job at Plante Moran after working as an intern there last summer.

- The North Central College became the NCAA Division III Men's Cross Country National Championship team for the 19th time in program history and was recognized for their commitment to academic success by the United States Track and Field and Cross Country Coaches Association (USTFCCCA). North Central was honored as the USTFCCCA's NCAA Division III Scholar Team of the Year, while senior **Dhruvil Patel**, '19, Accounting, has been named the Scholar Athlete of the Year as well as National Athlete of the Year. Patel is one of four Cardinals to earn All-Academic Individual honors from the USTFCCCA, joining teammates **Al Baldonado**, '19, Actuarial Science, **Zach Hird**, '18, Accounting, and **Matt Norvell**, '19, History and Finance.
- **Dhruvil Patel** followed his success in cross country with titles in indoor (5,000 meter) and outdoor track and field (5,000 and 10,000 meters), winning six career national titles. **Patel** was named the USTFCCCA Co-Outstanding Track Performer for the indoor national championship and the USTFCCCA Division III Track Athlete of the Year for the indoor and outdoor seasons. **Patel** will run professionally after graduation.



Hayley Dammeier



Men's Cross Country National Championship team, fall 2018 (Patel center.)

- The **Department of Economics and Invisible Hand Economics Association** recognized the winners of the Best Student Paper in Economics contest. **Lauren Richardson**, '19, won first place for her paper, *"Sustainability and the Free Market: The Limitations of the Neoclassical Model in Addressing Anthropocentric Climate Change and Political-Economic Prescriptions for a Sustainable Future."* Second place went to **Jeffrey Reid**, '19, for his paper, *"China: A Structuralist Disaster, or a Keynesian Dream."* **Ayisha Kecht**, '19, received third place for her paper, *"Post-Keynesians through the Lens of a Feminist Economist."*



Best Economics Paper awards. L to R: Dr. Decker, Dr. Celik, Lauren Richardson, Ayisha Kecht, Jeffrey Reid, Dr. Bracarensen, Dr. Mason



Our Enactus team prior to competition in Kansas City.

- Our **Enactus** team presented their projects at the Enactus national competition in Kansas City. The projects included the coffee partnership with Guatemalan small-plot farmers' association that has expanded into our new on-campus Coffee Lab. Nineteen students visited Guatemala this year along with faculty from various disciplines as well as college trustee and board chair **Jim McDermet** M '92. The Ask-a-mentor program that assists high school students in developing entrepreneurial business practices expanded by 125% over the previous year, with fifteen students serving as mentors. Enactus also hosted a Project Showcase bringing teams from Valparaiso, the Universities of Illinois at Champaign and Chicago, Loyola and St. Francis to campus to present their work and build relationships with other local Enactus chapters.



- Our **American Marketing Association** chapter received the 2018-2019 Student Organization of the Year Award at the Student Leadership awards in spring 2019.
- The **Invisible Hand Economics Association** has been active, hosting recent economics alumni to network with students in the lobby of the SBE building as well as a series of speakers to present alternative career paths to students. The club also sponsored a talk led by **Necati Celik** and **Natalia Bracarense** to explain Modern Monetary Theory attended by more than 50 students, faculty and staff. Economics and finance students also visited the Federal Reserve Bank of Chicago and the Chicago Board of Trade led by **John Colletti**.



Krystian Pierwola, Alex Fonseca, Ryan Krynicki, Jared Fritz (bell)
Elena Shvetsova, Professor Colletti, and Kvaw Soe (Phillip) Htike.

Honors Day events – May 2019

- Outstanding majors awards 2019 presented on Honors Day in May:
 - **Emily Adams**, '19, Economics
 - **Tyler Bussell**, '19, Marketing
 - **Hailey Dammeier**, '19, Accounting
 - **Alyssa Feuerbach**, '20, Human Resource Management
 - **Jared Fritz**, '19, Finance
 - **Kaci Howard**, '19, Management
- Honor Society inductions held on Honors Day:
 - IMA Accounting Honor Society – 17 inductees
 - Omicron Delta Epsilon Economics Honor Society – 8 inductees
 - Sigma Nu Tau Entrepreneurship Honor Society – 2 inductees
 - Financial Management Association Honor Society – 15 inductees
 - Sigma Beta Delta Management Honor Society – 16 inductees
 - Mu Kappa Tau National Marketing Honor Society – 7 inductees



Tyler Bussell and Dr. Mary Galvan



IMA Accounting Honor Society inductees
with professors David Gray, Suzanne Seymour and Dan Vitale

Study Abroad

- Thirty-one SBE students studied abroad for at least one semester in countries far and wide including Australia, New Zealand, Japan, Spain, China, and Italy. **Jeff Anstine** taught a group of 14 students in Costa Rica for Fall term 2018.
- An additional thirty-two undergraduate students traveled to Greece and Italy with **Robert Moussetis** and **Suzanne Seymour** during D-term 2018.



Internship Opportunities and Beyond

- Twenty-five students have completed internships for academic credit at various companies including Aldi Inc., Dynamic Flexible Packaging, Porte Brown LLC, Precision Brand Products Inc., and Silicon Valley Microelectronics.
- In our annual survey, several SBE majors reported on the job positions they have accepted:
 - Finance and Accounting Leadership Development Program at Navistar
 - Corporate Management Training Program at Consolidated Electrical Distributors
 - Audit staff at Plants Moran
 - Tax accountant at Aldi, Inc.
 - Digital Marketing Associate at SWC Technology Partners
 - Staff Auditor at Klein Hall CPAs
 - Marketing Manager at Optimum Safety Management
 - Tax accountant at Ernst & Young
 - Sales Development Program at Wesco Distribution

Student Success beyond North Central College

- **Jon DeSouza**, '98, International Business major, received the Outstanding Alumni award at Homecoming 2018. He is the President and CEO of HARTING Inc. of North America.
- **Mary Jackson**, '18, Human Resource Management and Marketing major, began the Masters of Human Resources Management Program at the University of Southern California in Spring, 2019. **Jean Clifton**, associate professor of management emerita, assisted Mary in her application process.
- **Matthew Dixon**, '15 Finance and Economics major, began attending the University of Limerick for the Masters of Science in Economics and Policy Analysis in September 2018.
- **Ryan Walsh**, MBA '14, helped invent the Smart Drone Delivery Mailbox, a box that can accept packages, food or medicine delivered by drones.

Outcomes for School of Business and Entrepreneurship Majors from 2018

- Information from the North Central College Class of 2018 First Destination report collected by the Office of Career Development for 2018 School of Business and Entrepreneurship graduates.

Academic Program	Total Number Graduated	Knowledge Rate	Outcome Rate	Salary Median	Internship
Accounting: CPA Track	32	97%	97%	\$ 50,000.00	15
Accounting: Corporate Track	3	100%	100%	\$ 33,800.00	2
Economics	16	94%	87%	\$ 39,000.00	5
Entrepreneurship	12	100%	75%	\$ 33,000.00	12
Finance	27	93%	88%	\$ 48,500.00	12
Human Resource Management	21	86%	94%	\$ 37,000.00	19
International Business	14	93%	85%	\$ 38,000.00	7
Management	35	80%	100%	\$ 35,000.00	7
Marketing	43	88%	84%	\$ 41,500.00	17

Key to table: Knowledge Rate is percentage of graduates in each major who responded to survey. Outcome Rate is the percentage of respondents employed or continuing their education.

Internship tracks how many students graduating in the major reported having completed an internship related to their major.

Appendix One: Faculty Scholarship, 2018-2019

Publications – 2018-2019			
Name	Date	Publication Title	Journal/ Text
Natália Bracarense	September 2018	Bolivia's Institutional Transformation: Contact Zones, Social Movements, and the Emergence of an Ethnic-Class Consciousness <i>Outstanding Paper of 2018 by the Editor of the Journal of Economic Issues</i>	<i>Journal of Economic Issues</i> , 2018, 52:3, 615-636.
Xiaoye (Sherry) Chen and Donnavieve Smith	Fall 2018	Brand Experience, Flow and Brand App Loyalty: Examining Consumer Decision Making within Branded Mobile Apps <i>Best Paper Award, 2018 by Academy of Business Research.</i>	<i>The Marketing Management Journal</i> , Volume 28, Issue 2, Pages 145-160.
Xiaoye (Sherry) Chen	Fall 2018	The Impact of Diverse Corporate Social Responsibility Practices on Consumer Product Evaluations (with R. Huang)	<i>Journal of Product and Brand Management</i> , 2018, Vol. 27 Issue: 6, pp.701-715.
Xiaoye (Sherry) Chen	Fall 2018	CSR Types and the Moderating Role of Corporate Competence (with R. Huang, Z. Yang, & L. Dube)	<i>European Journal of Marketing</i> , 2018, Vol. 52 Issue: 7/8, pp.1358-1386.
David Gray	Fall 2018	Are Gift Cards Really Liabilities? A Class Exercise Exploring Starbucks Corporation (with Brian Huels)	<i>The North American Accounting Studies</i> , Volume 1, Number 1 Inaugural Issue. Pages 1-16
Doh-Khul Kim	April 2019	The Dogs of the Dow Theory – Is It Valid?	<i>International Journal of Economics and Finance</i> , Vol. 11, No. 5, Pages 43-49.
Dan Vitale	May 2019	Flip the tax return with a professor-prepared tax return	AICPA <i>The Tax Advisor</i> , May 2, 2019. Also linked on the <i>AICPA Extra Credit Newsletter</i> , 6/11/2019



Brian Glibkowski giving a TED^x presentation on Answer Intelligence (AQ).

Academic Presentations 2018-2019

Name	Date	Presentation topic	Conference/ Occasion
Esen Andic-Mortan	November 2018	Awareness Through Sustain-Tainment: Is It Possible to Internalize Sustainability Premises Through the Use of Serious Games?	Decision Sciences Institute 2018 Annual Meeting, Chicago, Illinois
Jeff Anstine	May 2019	How Much, If Any, Do High Impact Practices (HIPs) Increase Graduation Rates at Colleges and Universities?	Global Conference on Business and Finance, San Jose, Costa Rica
Natália Bracarense	June 2018	Economic Development and Historical Specificity in Late Karl Marx?	European Society of the History of Economic Thought, Philadelphia
Natália Bracarense	July 2018	Ecological Economics and Confucianism.	French Association of Political Economy, China
Natália Bracarense	August 2018	Green Jobs in the Heart of the Employer-of-Last-Resort Program	International De-Growth Conference, Malmo, Sweden
Natália Bracarense	August 2018	Mexico and Economic Development: A De-growth Approach.	International De-Growth Conference, Malmo, Sweden
Natália Bracarense	March 2019	De-Growth and Mexico's Indigenous Women: A Tale of Institutional Resistance	45th Eastern Economic Association Annual Meetings, New York
Natália Bracarense with student, Emily Adams '19	March 2019	Ecological Economics and Confucianism in China	45th Eastern Economic Association Annual Meetings, New York
Tom Cavenagh, Brian Hanlon, Robert Moussetis	August 2018	Protecting Privacy in the Age of Digital Marketing	Academy of Legal Studies in Business, Portland, Oregon
Tom Cavenagh, Brian Hanlon, Robert Moussetis	Feb 2019	Global Entrepreneurship and Geopolitics	USASBE 2019 Annual Conference, Florida
Tom Cavenagh, Brian Hanlon, Robert Moussetis	April 2019	Development Opportunity Recognition & Validation: An Entrepreneurial Approach (with J. Samson)	American Real Estate Society Annual Conference, Paradise Valley, Arizona
Chetan Chawla	Fall 2018	Capital Structure Heterogeneity and Firm Strategic Actions: a Transaction Cost Lens	Academy of Management Annual Conference Chicago, Illinois

Academic Presentations 2018-2019 (cont'd)

Name	Date	Presentation topic	Conference/ Occasion
David Gray	October 2018	Have U.S. Companies Reduced Debt in Anticipation of a New Leasing Standard?	American Accounting Association 2018 Midwest Region meeting, Indianapolis, Indiana
Brian Hanlon	Fall 2018	Entrepreneurship and the Creative (with J. Shields and A. Rogers)	Global Consortium of Entrepreneurship Centers Annual Conference, Chicago, IL: DePaul University & Illinois Tech
Najrin Khanom	June 2019	Bias Reduction in Predictive Regression using Nonparametrics	Western Economic Association International Annual Conference, San Francisco, California
Brenden Mason	July 2019	The Effect of Interest Rate Caps on Bankruptcy: Synthetic Control Evidence from Recent Payday Lending Bans	2019 APPAM International Conference, Barcelona, Spain
Robert Moussetis	November 2018	The Development of the International Business Professional: The Case of Curiosity, Engagement and Success	Academy of International Business Southeast meeting, Nashville, Tennessee
Robert Moussetis	March 2019	Global Competition - The strategic Imperative of Higher Education Institutions; A research Proposal. (with T. Karavokiris)	MBBA International, Chicago, Illinois
Robert Moussetis	June 2019	Foreign Policies of Multinationals Firms: The Case of Strategic Fit for Geopolitical Performance (with V. Vracheva)	Academy of International Business - Annual Global Meeting, Copenhagen



Campus and Community Presentations – 2018-2019

Name	Date	Presentation topic	Conference/Occasion
Natália Bracarense and Necati Celik	May 2019	ECON TALK: Modern Monetary Theory	Sponsored by North Central College Invisible Hand Economics Association, Naperville, Illinois
David Gray	December 2018	The Scholarship of Teaching and Learning	Center for the Advancement of Faculty Excellence (CAFÉ) New Faculty Academy Internal Presentation, Naperville, Illinois
Brian Glibkowski	Summer 2018	Answer Intelligence (AQ)	TEDx presentation at Georgia Tech, Georgia
Brian Glibkowski	September 2018	Answer Intelligence (AQ) for Employee Engagement Workshop	Vistage - executive team of a construction company to improve Employee Engagement, Toledo, Ohio
Brian Glibkowski	February 2019	Answer Intelligence & Sales	ConVerge workshop, at North Central College, Naperville, Illinois
Brian Glibkowski	February 2019	Explore a tool that helps facilitate collaboration (Slack)	North Central College Center for the Advancement of Faculty Excellence (CAFÉ), Naperville, Illinois
Brian Glibkowski	March 2019	Answer Intelligence (AQ) for Innovation	Chicago Innovation Roundtable, Chicago, Illinois
Brian Glibkowski	April 2019	Answer Intelligence (AQ) for Culture Competency of Patient Care	Healthcare Leaders Workshop. Austin, TX: Center for Healthcare Innovation, Dell Medical School, The University of Texas at Austin
Brian Glibkowski	May 2019	Answer Intelligence (AQ) for ethical leadership	FREMD high school students and FRED executive members, Chicago, Illinois
Brian Glibkowski	May 2019	Sales Answer Intelligence (AQ) training	sales organization at Showpad.com, Austin, Texas
Pat Gray	February 2019	Finances after graduation: Life Skills Workshop	North Central College senior student-athletes, Naperville, Illinois
Steve Shamrock	February 2019	"How to Choose Your Business Entity and Accounting Software" for pre-start and startup businesses	Business Booster Workshop – Center for Innovation and Entrepreneurship at North Central College, Naperville, Illinois



Appendix Two: Student Research, 2018-2019

*College Scholars Honors Thesis

Student Research 2018-2019		Rall Symposium – Oral Presentations	
Name	Research Topic	More info	
North Central AMA Case Competition Team 2018/2019 Members: Carolyn Bania '19, Marketing Jared Collier '19, Marketing, Management Alexandria Kappel '19, Marketing Laura Ringo '19, Marketing Anna White '18, Marketing, International Business	The Wall Street Journal "Read Ambitiously Campaign" Jimmy Bright '19, Marketing, Management Jack Dibble '19, Marketing, Management Kevin Lewis '19, Marketing Makayla Syrstad '20, Human Resource Management	Oral Presentation Advisor: Donnavieve Smith Lucas Carr '19, Marketing, Political Science Michael Dieckman '19, Marketing Julia Pachla '19, Marketing Derrek Warkenthien '19, Marketing	
Upasna Barath '19, Economics, Theatre	Failure is How You Frame it: Activism Against Honor Killings in Tamil Nadu, India*	Oral Presentation Advisor: Alyx Mark	
Lucas Carr '19, Marketing, Political Science	The Business of Politics: Consumer Behavior Theory in the 2016 United States Presidential Campaign*	Oral Presentation Advisor: Suzanne Chod 2 nd Reader: Donnavieve Smith	
Hailey Dammeier '19, Accounting	An Analysis of Scoring Methods for the Women's Heptathlon*	Oral Presentation Advisor: David Schmitz 2 nd Reader: Diane Anstine	
Victor Krueger '19, Chinese, International Business	First Encounter with Hong Lou Meng (Dream of the Red Chamber) and a Study of Its Leadership Practices	Oral Presentation Advisor: Jinai Sun	
Vik Nagendran '19, Finance	Illiteracy: America's Dirty Little Secret	Oral Presentation Advisor: John Stanley	
Audel Ochoa '20, Finance, Economics	Investor Sentiment and Cryptocurrency Prices: A Longitudinal Exploration	Oral Presentation Advisor: Chetan Chawla	
Laura Seiberlich '20, Management Samantha Sowa '21, Actuarial Science	The Impact of Over Tourism on Greece's Economy, Social Issues, and Politics	Oral Presentation Advisor: Robert Moussetis	



Student Research 2018-2019		Rall Symposium – Poster Presentations	
Name	Research Topic	More info	
Emily Ann Adams '20, Economics, German, Chinese	A Second Wirtschaftswunder, Thirty Years Later Examining the Economic Disparity within Germany	Poster Presentation Advisor: Gregory Wolf	
Ian Brugman , '19, Psychology	Understanding Virality in a Small World*	Poster Presentation Advisor: Jon Mueller 2 nd Reader: Donnavieve Smith	
Jared Fritz '19, Finance, Economics	The Impact Intangible Assets have on a Firm	Poster Presentation Advisor: Ryan Decker	
Allyson Hahn '21, Mathematics, Economics	Cops and Robbers on Toroidal Chess Graphs	Poster Presentation Advisor: Neil Nicholson	
Kaylee Lessen '19, Marketing	Millennials: Matters of Life and Death*	Poster Presentation Advisor: Perry Hamalis 2 nd Reader: Donnavieve Smith	
Matthew Norvell '19, History, Finance	Community and Commerce: Polish and African-American Business in Early Twentieth Century Chicago*	Poster Presentation Advisor: Ann Keating 2 nd Reader: David Gray	
Lauren Weil '19, Accounting	Examination of Study Abroad Requirement*	Poster Presentation Advisor: Kristin Geraty	
Alexandra Wilkinson , '19, Accounting	Corporate Tax Cut: Where Has the Money Gone?*	Advisor: David Gray 2 nd Reader: Ryan Decker	



Kaylee Lessen '19, Marketing



Jared Fritz '19, Finance & Economics

Appendix Three: Scholarship Awardees, 2019-2020

Scholarships	2019-2020 Recipients
BARUS SIFE Scholarship	Justin Simbol , '20, Economics and Finance
HEINMILLER BAUERNFEIND Scholarship	Eric Letterer , '21, Management and Marketing
CHICK-FIL-A ENTREPRENEURIAL LEADERSHIP Scholarship	Jacqueline Delara , '20, International Business Warner Hellyer , '21, Entrepreneurship Tyler Jones , '21, Entrepreneurship Jordan Miller , '22, Marketing
Adam CICCONE SCHOLARSHIP	Brian Ultreras , '20, Accounting
Dr. Gary ERNST Entrepreneurial Scholarship Presented by www.qualitylogoproducts.com	Maurice Mitchell , '20, Entrepreneurship
F. A. HAYEK Memorial Scholarship	Ismael Sebastian , '20, Economics and Finance
HEELEY Scholarship	Cameron Teel , '21, Accounting
LENERT Scholarship	Michael Longworth , '21, Human Resource Management
McKAY Scholarship	Gillian Croasdale , '21, Entrepreneurship
YENERICH Scholarship	Jacqueline Delara , '20, International Business



- **Dr. Gary ERNST Entrepreneurial Scholarship Presented by** www.qualitylogoproducts.com is a new scholarship created this year. The scholarship pays tribute to Gary Ernst (center), professor of international business and marketing emeritus at North Central. Michael Wenger '04 and Bret Bonnet '05, founders of Quality Logo Products®, credit Ernst's mentorship as a guiding force in their growth as entrepreneurs.

Appendix Four: 2019-2020 School of Business & Entrepreneurship Faculty

ACCOUNTING AND FINANCE DEPARTMENT



David Gray
Professor of Accounting;
Department Chair



Najrin Khanom
Assistant Professor of
Finance



Doh-Khul Kim
Associate Professor of
Economics and Finance



Sarah Lureau,
Associate Professor of
Accounting



Suzanne Seymour
Associate Professor of
Accounting



Jerry Thalmann
Associate Professor of
Accounting



Dan Vitale,
Assistant Professor of
Accounting

Half-time Faculty



John Colletti
Half-time Assistant
Professor of Economics
and Finance



Pat Gray
Half-time Assistant
Professor of Economics and
Finance

ECONOMICS DEPARTMENT



Diane Anstine
Dean of the School of
Business and Entrepreneurship;
Professor of Economics



Natália Bracarense
Associate Professor of
Economics



Ryan Decker
Assistant Professor
of Economics



Brenden Mason
Assistant Professor of
Economics



Gwendolyn Tedeschi
Professor of Economics;
Chair of Economics

MANAGEMENT AND MARKETING DEPARTMENT



Esen Andiç-Mortan
Assistant Professor of
Management



Yimai Lewis
Assistant Professor of
Management



Jeff Anstine
Professor of Management



Robert Moussetis
Professor of International
Business



Tom Cavenagh
Schneller Sisters Professor of Leadership,
Ethics & Values;
Professor of Law & Conflict Resolution



Donnavieve Smith
Associate Professor of
Marketing



Chetan Chawla
Assistant Professor of
Entrepreneurship



Rhetta Standifer
Associate Professor of
Management



Xiaoye (Sherry) Chen
Associate Professor of
Marketing

Half-time Faculty



Rick Fobes
Half-time Assistant
Professor of Marketing



Josh Seago
Half-time Instructor of
Management



Carly Drake
Assistant Professor of
Marketing



Mary Galvan
Associate Professor of
Marketing;
Department Chair



Brian Glibkowski
Associate Professor of
Management



Brian Hanlon
Coleman Foundation Professor of
Entrepreneurship; Associate
Professor of Law and
Entrepreneurship

THE COFFEE LAB

NORTH CENTRAL COLLEGE



Entrepreneur in Residence Connor McGury '18 joins Jerry Thalmann at the coffee roaster donated by Probat, Inc. The Coffee Lab, the first laboratory on a campus with a primary focus on the business of coffee is now open. Visit <https://www.northcentralcollege.edu/coffee-lab> more information on the lab or to purchase coffee.



David Gray visits with graduates at Homecoming. Please come visit us at our tent in the Merner lot on Saturday, September 28th prior to the 2019 Homecoming football game against North Park.