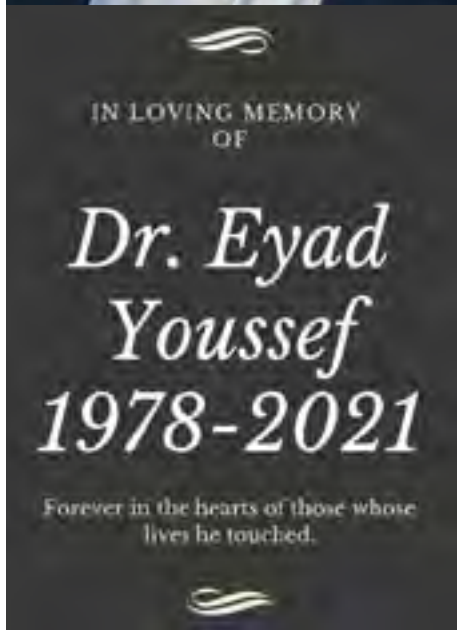




## IN MEMORIAM: DR. EYAD YOUSSEF



In September 2021, the College of Business suddenly lost beloved faculty member, Dr. Eyad Youssef, Assistant Professor of Marketing, who came to FSU in Fall 2016. An excellent teacher-scholar and mentor to his students, Dr. Youssef truly distinguished himself in the area of service to the Department, College, and University. He was appointed by the Dean to serve as the MBA Program Coordinator in May 2018 and remained in the role until his death. Under Dr. Youssef's excellent leadership, the MBA program experienced some of its most notable improvements, which included the implementation of new concentrations in Business Analytics and Health Care Management, the transition from a 15-week to a 7-week delivery model, as well as the launch of post-baccalaureate certificate programs in Business Analytics, Health Care Management, and Management. He served on the University's Graduate Council and chaired the College of Business's Graduate Policy Committee. An avid innovator and experimenter by disposition, Dr. Youssef created a new course in Digital Marketing that is among the best subscribed courses in the Department of Marketing and Finance.

According to College of Business Dean, Dr. Sudhir Singh, "Anyone who knew and worked with Eyad will recall the purpose, positivity, and unfailingly gracious and pleasant demeanor he exuded. He made too many wonderful contributions to enumerate but, suffice it to say our community has suffered a devastating loss. Eyad leaves a void that will be difficult to fill."

Dr. Carol Gaumer, Marketing & Finance Department Chair at the time of his death, said, "I think of Eyad as genuinely kind, witty, and humble. He loved to learn new things and wasn't afraid to reimagine his courses or our programs. He was collaborative and supportive as a colleague and friend. He was a family man, immensely proud of his wife, Janie, and his five children. He always shared pictures and videos, saying he was the 'cool dad.' He was that and more."

Dr. Youssef was in the process of applying for tenure and promotion to Associate Professor at the time of his death and, as a heartfelt tribute to his legacy of service, University bodies at all levels unanimously have approved his application for such award posthumously.



With the arrival of a new year and amid new renewed hopes for brighter times ahead, we are pleased to release the Fall 2021 / Winter 2022 Newsletter from the College of Business!

The College continued its journey in Fall by responding to persistent pandemic-induced uncertainties – and some of the attendant fiscal consequences - with nimbleness and resolve. Faculty, staff, students, alumni, and members of the Advisory Board worked individually and collectively to advance its vision, as always.

Some highlights follow --

First, on a sad note, the College suffered a major shock with the untimely demise of one of its most talented and dynamic teacher-scholars in Dr. Eyad Youssef early last semester. We mourn his loss as a community and will attempt to honor his legacy with a relentless pursuit of innovation in all that we do as a collegiate entity.

Reputationally, we are gratified to share that our MBA Program has been ranked in fifth place by the Baltimore Business Journal out of all programs offered by both public and private institutions in Maryland, and in the company of some of the State's flagship institutions.

Programmatically, the College's drive toward seeking interdisciplinarity in its programmatic growth continued with fervor, with the crafting of an interdisciplinary minor in Diversity Management in partnership with the Sociology department, and another minor in the area of Construction Management being developed in partnership with the Lifecycle Facilities Management Program.

In an ongoing effort to meet the needs of significant populations of working adults, the College has developed four new stackable certificate programs in the areas of: Crisis Leadership, Diversity Leadership, Human Resources and Telework Management, and Social Entrepreneurship. These programs await internal and external approvals. Likewise, new courses in the some of the topical areas of negotiation, health and wellness, business analytics, e-commerce, and the like are also being offered in Spring '22.

Toward student engagement and spreading new understandings of entrepreneurship and personal growth as well as adapting to the realities of telework, College faculty spearheaded two invited talks that were widely attended and appreciated. We will continue to offer new and impactful programming in the service of our students and the broader community. Another exemplar of engagement is the spirited new effort of Frostburg alumni to partner with us in mentoring current students and the launch of an Alumni Mentoring Program.

On a bittersweet note, the College bid a heartfelt goodbye to two of its longtime stalwart faculty leaders, Dr. William Anderson and Dr. David Kiriazis, both professors of Economics, with their retirement at the end of December '21. We thank them for their distinguished service at every level of the institution and wish them new joys and new successes as they embark on the next phase of their lives. We also eagerly await bringing in new faculty in the areas of Accounting, Economics, and Marketing disciplines with search processes underway.

These are times of immense uncertainty and change. As the College continues to embrace change in its march forward, we remain inspired by the inedible words of Charles Darwin: "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change."

In closing, we thank all friends of the College of Business for the unwavering contribution of their time, treasure, and talent in helping the College advance to be all that it can be – in its service to its students, its faculty and staff, to the institution at large, and to the wider community.

With warmest regards,

**Dr. Sudhir Singh**

*Dean, College of Business*

# WORDS from the DEAN

# GUEST SPEAKER MAKES ENCORE VISIT TO PROFESSIONAL DEVELOPMENT CLASSES

In Spring 2020, pre-pandemic, students in Ms. Heidi Shadel's Professional Development I and II classes (MGMT 110 and MGMT 310, respectively) had the opportunity to hear from guest speaker, Mr. Damon Lester, president of the National Association of Automobile Dealers (NAMAD). At Frostburg's invitation, Mr. Lester made his second visit to the campus in October 2021 and presented to the two classes again in Dunkle Hall.

Mr. Lester shared with the students about his work with NAMAD, an industry organization committed to increasing equitable access for minority entrepreneurs and employees in the automotive retail sales, supplier, manufacturing, and service sectors. As president, he is responsible for membership outreach and recruitment, industry relations, dealership development, and government and media affairs.

He also spoke about the automobile industry being a key driver of the economy as well as the challenges the industry is currently facing with a decline in technicians in auto factories and dealerships. Finally, he touched

on the various innovations that manufacturers are making such as autonomous vehicles, increasing the levels of vehicle connectivity, with an eye to both increasing affordability to the customer and enhancing environmental sustainability.

The students had the opportunity to ask several questions and Mr. Lester was gracious to answer them as well as provide advice to the students regarding future career endeavors and internship

possibilities. Later in the day, Mr. Lester, accompanied by Mr. John Seaton, Area General Manager, Nissan Northeast Region, met with President Nowaczyk, Provost Mathias, and the three Deans to discuss collaborative possibilities. Opportunities for both internships and career prospects for Frostburg students with the Nissan corporation and auto dealerships were discussed, along with possibilities for project-based consulting for FSU faculty.



*Dr. Sudhir Singh, Dean of the College of Business, presents guest speaker, Mr. Damon Lester, with a certificate of appreciation from the College.*



# COLLEGE OF BUSINESS HOSTS TWO MAJOR VIRTUAL EVENTS DURING FALL SEMESTER

The College of Business Student Engagement Committee spearheaded efforts to bring two very impressive virtual events to the campus during the Fall 2021 semester, each attended by well over 100 students, faculty, staff, and alumni.

The first of the two events, held on November 11, 2021, was organized by the FSU Marketing Club with sponsorship by the Direct Selling Education Foundation and the College of Business Dean's Office. This high-profile event was co-

headlined by Mr. Gordon Hester, who spent 25 years as former CEO of Roberti Enterprises, with \$10 billion in annual sales and 100,000 distributors in over 25 countries, and Mr. Connor Hester, a young entrepreneur, and CEO of ShapeTech Solutions.

Gordon and Connor discussed many different issues with the attendees, including the importance of having a college education, possessing an entrepreneur mindset, effectively managing personal branding, and examining different ways to build influence. The event was well received as "engaging, thought-provoking, and impactful" by many participants, marking an excellent start to a proposed regular CoB speaker series, which aims to bring influential speakers to have meaningful dialogue on relevant topics with members of the FSU campus community.

Similarly, with an eye for providing some current best-practices to the FSU campus community, the College of Business Dean's Office, along with the CoB Student Engagement Committee, partnered with FSU's Office of Diversity, Equity, and Inclusion (ODEI) jointly hosted a second event on December 6, 2021. Mr. Jay Morwick presented a virtual session titled "The Future Workplace."

-CONTINUED ON NEXT PAGE

**FSU MARKETING CLUB PRESENT**

## ENTREPRENEURSHIP AT THE DISRUPTIVE SUPPLY CHAIN, DIALOGUE WITH MARKETING GURUS

**GORDON HESTER**

- Transformation Specialist, Entrepreneur, Consultant, Trainer and Author
- Former CEO of 25 years at Roberti Enterprises, with **\$10 Billion sales** and **100,000 distributors** in over **25 countries**
- Launched a global technology business ShapeTech
- Coached thousands of entrepreneurs in North America, 15 European member countries, Israel, and Australia.
- Author of the Book "**Positioned Right**"

**CONNOR HESTER**

- Co-Founder and CEO of ShapeTech Solutions
- Young Entrepreneur

**NOVEMBER 11, 2021 6PM**

JOIN IN US ONLINE: [HTTPS://LINKS.FROSTBURG.EDU/DISRUPTIVE](https://links.frostburg.edu/disruptive)

SPONSORED BY FSU COLLEGE OF BUSINESS AND DIRECT SELLING EDUCATION FOUNDATION  
SPECIAL THANKS TO MR. BRIAN WILSON FOR TECH SUPPORT

**FROSTBURG** **DSOF** DIRECT SELLING EDUCATION FOUNDATION

Morwick, an accomplished author and consultant for such organizations as the U.S. Patent and Trade Office (USPTO) and Internal Revenue Service (IRS), offered key insights from his research on how to better work from home and engage in remote work.

Given the overwhelming nature of the pandemic and the recent surge in the Omicron variant, Morwick believes that the traditional workplace is likely gone forever and impressed upon our students their need to be prepared to work virtually within decentralized arrangements. He also touched on how a new virtual normal can shape an organization's initiatives on diversity, equity, and inclusion (DEI).

In feedback gathered after the event, students shared their appreciation for the investment the College was making in keeping them current with best practices and notable trends. They also expressed a better understanding of the importance of staying connected in remote work arrangements. One student also reflected that she would definitely lead differently based on insights from this presentation.

Both events were unique and timely and reaffirmed the College's role in preparing our existing students, along with alumni, for continued success in the future.



**THE FUTURE  
WORKPLACE**  
*Remote and  
Hybrid Organizations*  
Monday, Dec. 6, 6:30-7:30 p.m.  
Online

*A one-hour virtual presentation by Jason “Jay” Morwick, expert in remote work who has helped organizations transition into hybrid and remote work models*

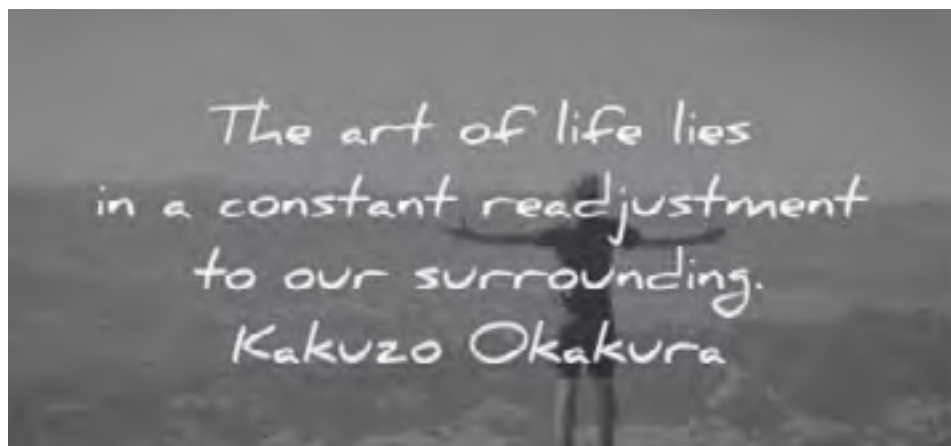


Jay Morwick's one-hour virtual presentation will address the changing nature of work. Learn best practices from how leading companies are addressing hybrid and remote work as well as the diversity, equity, and inclusion issues related to a distributed workforce. COVID-19 has forced organizations to rethink how they work. The experience of the past 18 months showed that employees want more flexibility, while employers realized they are no longer restricted to local talent pools. Despite the promising opportunities, hybrid and remote models are fraught with challenges, including managing performance, collaborating at a distance, and maintaining a diverse, equitable and inclusive workplace. Leaders in the “new normal” will need new competencies – and a different way of thinking – to be successful.

*This online presentation is meant to better prepare our students for the workplace of the future.*



Morwick is author of *Remote Leadership: Successfully Leading Work-from-Anywhere and Hybrid Teams* (2021), *Workshift: Future-Proof Your Organization for the 21st Century* (2013) and *Making Telework Work: Leading People and Leveraging Technology for High-impact Results* (2009). Clients have included the U.S. Treasury, the IRS and U.S. Patent and Trade Office.





# VENEZIA COMPLETES SABBATICAL IN TAIWAN



*Dr. Chiulien Venezia (ACCT)*

Dr. Chiulien Venezia, Professor of Accounting, took a semester-long sabbatical leave to Taiwan during Fall 2021 and offered reflections on her experiences in her native country.

"I knew taking a sabbatical during a pandemic would be a challenge, but I have learned over the years, when faced with adversity, it is better to face the challenge than hide and wait another day. After going through an extensive

quarantine, I began to arrange for meetings with our sister universities in Taiwan. Since I am a native Taiwanese, I hoped they would be more open to meeting and fostering a bridge between our two countries.

I first met with the faculty and Dean of Southern Taiwan University of Science and Technology. Their business school was awarded AACSB accreditation in 2017. Fortunately, they were holding their 17th Annual International Conference on Knowledge-Based Economy, November 25-26, 2021. Having taught there for twelve years prior to joining Frostburg State University, I got to network and greet fellow colleagues and introduce them to Frostburg. That afternoon, the Dean, Dr. Chou Te-Kuang, and I met privately to go over the plans for a possible 2+2 program, opportunities for exchange study and other ideas for building a relationship between our two schools. His initial reaction was favorable with more detailed conversations to follow.



*Dr. Venezia with Dr. Chou Te-Kuang at Southern Taiwan University of Science and Technology.*

On December 1, I visited National United University (NUU) and met with Dr. Hu, Vice President, Dr. Wu, Dean of Research and Development, and Dr. Chen, Dean of the College of Management. We discussed the possibility of renewal of the Memorandum of Understanding between NUU and FSU, which was initially signed in 2017, and would cover a 2+2 program and possible exchange study. We also discussed a possible 2+1 program for Frostburg's MBA. I also had the chance to meet with faculty and students that afternoon and present a PowerPoint presentation with Q&A introducing Frostburg State University and its programs."

Welcome back, Chiulien!



*Dr. Chiulien Venezia meets with faculty, staff, and students from the College of Management at National United University in Taiwan on December 1, 2021.*

# DECEMBER COMMENCEMENT CEREMONY: AN EAGER RETURN TO IN-PERSON CELEBRATION

Frostburg State University celebrated student achievements in two ceremonies on Saturday, December 18, 2021. Fall 2021 graduates were honored at 9:30 am and, at 2:00 pm, a ceremony for graduates from the Spring 2020, Fall 2020 and Spring 2021 semesters, postponed due to the pandemic, was held.

The faculty of the College of Business selected Mr. Trent Keller as speaker for December 2021. Keller, of Hagerstown, Maryland, graduated with a bachelor's degree in Business Administration with a concentration in General Management and a minor in Human Resources Management. He was a proud member of the Dean's List every semester throughout his Frostburg career since transferring from Hagerstown Community College in Spring 2020. He maintained his high academic status while working consistently as a certified guest services professional by the American Hotel & Lodging Association. In addition, Mr. Keller holds a Level One Certificate in the Foundations of Restaurant Management & Culinary Arts by the National Restaurant Association and is certified as a ServSafe Food Protection Manager. "Trent represents the best character of our students as he embodies the qualities of perseverance, hard work, and dedication to turning his goals into reality," said Dr. Sudhir Singh, Dean of the College of Business. "He is universally respected by the faculty who have stated he is a terrific student who is highly supportive of others." Congratulations, Trent!

For the afternoon commencement ceremony, Ms. Noelle Otto, who graduated with a Bachelor's degree in Business Administration with a concentration in General Management, and commencement speaker for the May 2020 ceremony, represented the combined set of College of Business students for the preceding semesters. Noelle's accomplishments were noted in the Spring/Summer edition of the CoB Newsletter, released in August 2020. Congratulations, again, and continued best wishes, Noelle!



*Fall 2021 CoB Commencement Speaker, Trent Keller (BUAD)*



*Above: Faculty Members from the College of Business don their academic regalia to support their graduates from Fall 2021. From right: Dr. Thuong Harvison (MKFI), Dr. Amit Shah (MGMT), Dr. Kenneth Levitt (MGMT), Dr. Lei "Lilly" Ye (MKFI), and Dr. Yiming Zhuang (MGMT).*

*Below: Several faculty members from College of Business attended the President's Freshman Convocation, held in September, 2021. From right: Dr. Kenneth Levitt (MGMT), Dr. Lei "Lilly" Ye (MKFI), Dr. Michael Monahan (MGMT), Dr. Shakil Rahman (MGMT), Dr. Dong Wook Huh (MGMT), and Dr. Ali Ashraf (MKFI).*





# MARKETING AND FINANCE GETS A NEW CHAIR



*Dr. Ali Ashraf (MKFI)*

Dr. Ali Ashraf, Associate Professor of Finance, has been appointed as Chair of the Department of Marketing and Finance beginning Spring 2022. Dr. Ashraf came to FSU in Fall 2014. He succeeds Dr. Carol Gaumer, Professor of Marketing, to serve in this role.

Additionally, upon the sudden death of Dr. Eyad Youssef in September 2021, Dr. Ashraf stepped into the role of the MBA Program Coordinator and will remain in that role in addition to fulfilling Department Chair duties at the present time.

Dr. Carol Gaumer has served as Chair of Marketing and Finance since Summer 2004. As the longest serving Chair in the College and recipient of multiple awards and recognitions including the 2015 President's Distinguished Faculty Award, Dr. Gaumer has served her department, the College, the University, and broader community in a staggering number of ways over all these years.



*Dr. Carol Gaumer (MKFI)*

Thank you, Dr. Gaumer, for your dedicated service during your tenure as Chair and best wishes as you return to a full-time faculty role!

## BRADLEY EARNS DOCTORATE DEGREE

Dr. Kiersten Bradley, Instructor in Accounting, successfully defended her dissertation and was awarded her Doctor of Business Administration Degree from University of Maryland Global Campus in December 2021.

A native of Garrett County, Maryland, Dr. Bradley started

as an undergraduate student at Frostburg in Fall 2012 and completed her MBA with FSU in 2017 and began teaching as a full-time instructor the same year.

Congratulations, Dr. Bradley!



*Dr. Kiersten Bradley (ACCT)*



# COB FACULTY PRESENT AT STUDENT LIFE-SPONSORED LEADERSHIP EVENT

Office of Student Life  
**FROSTBURG**  
STATE UNIVERSITY  
LIGHT REFRESHMENTS WILL BE PROVIDED

## UNLEASH YOUR INNER LEADER

**Basic Professionalism**  
November 18, 2021  
Atkinson at 5PM  
Heidi Shadel, MBA  
Lecturer  
Management Department

**Building Leadership Confidence**  
November 18, 2021  
Lane 108 at 5PM  
Mrs. Amy Shimko  
Career Development Director

**Conflict Management**  
November 18, 2021  
Lane 108 at 5PM  
Dr. Michael Monahan  
Professor  
Management Department

**COME ENHANCE YOUR LEADERSHIP SKILLS!**

In November, The Office of Student Life hosted a trio of presentations under the banner “**Unleash Your Inner Leader**” with two of the three spots held by CoB faculty. Dr. Michael Monahan (MGMT Chair) engaged in an interactive session on Conflict Management. Attendees learned what it really is and how to deal with it. They were also able to discover their preferred conflict style. Perhaps most importantly, they learned that, while conflict is often a maligned word, some levels of conflict are necessary and beneficial to any endeavor.

Professor Heidi Shadel (Lecturer, MGMT), who teaches the College’s signature Professional Development classes, presented the main tenets of basic professionalism to attendees.

Both presentations were very well received by the participants.

## NEW INTERDISCIPLINARY MINOR COMING

What began as a casual conversation between two department chairs, Dr. Robert Moore (Sociology) and Dr. Michael Monahan (Management), soon blossomed into a new combined minor, **Diversity in Management**. This minor will help students better understand the importance of diversity in the workplace as well as help them gain knowledge about an organization and how to align its culture with the changing demographics in the United States.

The minor will be listed in both departments and aims to spur interest in this topical subject among students in both disciplines who may not have ordinarily considered such pathways as part of their academic program of study.



# MID-YEAR RETIREMENTS IN ECONOMICS



*Dr. Bill Anderson (ECON)*

In December 2021, The College of Business wished a warm, yet bittersweet, goodbye to two distinguished faculty colleagues in the Department of Economics. Dr. William “Bill” Anderson and Dr. David Kiriazis both retired after careers spanning over 20 years each with Frostburg State University.

During Dr. Anderson’s 21-year tenure, he has proven to be an outstanding colleague, teacher, mentor, and friend to so many within the College community.

He served as MBA Program Coordinator in the 2012-13 academic year and led the increase in course offerings in the then, still new at the time, online modality at the Frostburg and Hagerstown locations. His writing ability was heavily relied upon in the CoB as he oversaw collecting data and writing the final self-study report that was submitted to AACSB for FSU’s initial accreditation in 2005. He worked on the report for reaffirmation in 2010 and contributed to the most recent continuous improvement report, which resulted in reaffirmation of accreditation in 2020.

Bill has been an enthusiastic supporter of Frostburg’s landmark partnership with Hunan University of Technology and Business (HUTB) in China, having traveled several times to Changsha to teach onsite as well as virtually.



*Dr. David Kiriazis (ECON)*

Dr. David Kiriazis has been an outstanding colleague, teacher, and mentor in the Economics Department over the past two decades. David served as Chair of Economics for a remarkable 18 years! In the history of the department, no other Chair has served even a third of that duration. As Chair, he did so many things for the department. He represented the department at all the Open Houses and conducted all the transfer advising. He also chaired the Department Evaluation Committee, as well as several search committees for new hires in his department over the years.

Since 2015, David was instrumental in shepherding Frostburg’s participation in the dual degree program with HUTB in China. He himself traveled several times to Changsha to teach onsite in China and, more recently taught virtually because of the pandemic. More generally, he led major staffing, logistical, curricular, and assessment efforts towards the success of this flagship international partnership.

Both dear colleagues will be greatly missed within the Economics Department, the College of Business, and the Frostburg State University campus community. Congratulations and our very best wishes, Bill and Dave!

# ANDERSON INDUCTED INTO HIGH SCHOOL HALL OF FAME

This past October, the Baylor School (Chattanooga, TN) Class of 1971 celebrated its 50th high school class reunion and part of the festivities involved inducting former students into their Athletics Hall of Fame. Dr. Bill Anderson (ECON) was included in the 2021 prestigious group for his performance in Track and Field. Baylor included the following profile of him for the ceremony:

"In any discussion about distance running at Baylor, it seems that one name will be forever mentioned very early in the conversation. It is not an overstatement to call Bill Anderson ('71) the athlete that laid a foundation for the tradition of excellence in distance running that Baylor has been known for in the decades since his graduation.

A great cross-country runner, Anderson set numerous course records (including the McCallie course as a sophomore), was a Mid-South champion with a course record at St. Andrews in 1969 and was second at Baylor's first appearance in the TSSAA state meet in 1970.

Anderson's career on the track was even more remarkable as he set school records in the mile run in 1968, 1970, and 1971, the 880-yard run in 1970 and 1971, and the two-mile run in 1971. Those performances remained in the

Baylor record books until the mid-to late-1990s. He was a Mid-South champion in the mile and the 880 in 1970 and was third in the mile at the TSSAA state meet the following year.

At the University of Tennessee (UT), Anderson was part of SEC outdoor championship teams in 1973 and 1974, competing in the 880, the 1,000-yard run, the mile, the two-mile, and the three-mile run. In 1973, he set a UT record in the 1,000-yard run and was part of a two-mile relay team that won the SEC indoor championship and was runner-up at the NCAA indoor championships. He also went All-American that year. In 1974, his two-mile relay team won championships at the SEC indoor meet and the Penn Relays. UT also won the NCAA Outdoor Track Championship that year.

Anderson posted his best mile time in 1975, running a 4:03.3 for second place at the SEC outdoor championships. His career goal of breaking the four-minute mile was on track but was derailed by a back injury.

In addition to his bachelor's degree in communications earned at the University of Tennessee, Anderson holds an M.A. in Economics from Clemson University and a Ph.D. in Economics from Auburn University."



*Dr. Bill Anderson (ECON) at the Baylor School in 1971.*



*Dr. Bill Anderson (ECON) receives his membership certificate for Beta Gamma Sigma (BGS) from CoB Dean, Dr. Sudhir Singh in December 2021. BGS is the international Business honor society associated with AACSB International.*



# COB ADVISORY BOARD WELCOMES NEW LEADERSHIP



*Mr. Wayne Scott*

The Advisory Board of the College of Business elected Mr. Wayne Scott '89 (ACCT) as its new Chair and Mr. Jason VanSickle '98 (SOCL) as Vice Chair at its most recent meeting, held in December 2021.

Mr. Scott, who joined the Board in Fall 2017, previously served as Vice Chair under outgoing Chair, Mr. Stacey Bingaman '97 (MBA), whose term of leadership had expired. Mr. VanSickle joined the Board in Fall 2018.

Thank you, Stacey, for your service, and welcome aboard, Wayne and Jason. We wish you much success in your new roles!



*Mr. Jason VanSickle*

## FSU ALUMNI BOARD AND SBLC ESTABLISH MENTORING PROGRAM

In December of 2020, several alumni from the Student Business Leadership Committee (along with the founding members of this group who originally came together to start a scholarship for the College of Business) had a casual reunion over a zoom call. As a result, the group reconnected to form the Student Business Leadership Council (SBLC). Their mission is to support networking and mentoring and create student-alumni connections for the College of Business so that students transition to their role as alumni with the desire and motivation to become volunteers and donors in support of the growth and success of the College of Business.

Ed Herold '83 of the FSU Alumni Association was invited to one of the first SBLC meetings as he was putting together a mentoring program as part of the efforts of the Student Outreach Committee of the Alumni Association. Seven out of the 10 mentors who volunteered were part of SBLC. Between the Alumni Board and the SBLC, the 10 alumni mentors were paired with 10 student leaders in CoB who were nominated by the faculty advisors of the various student organizations.

From the perspective of the Office of University Advancement, the SBLC

and its mentors represent the ideal structure for students to create a life-long relationship with FSU. Students are taught the meaning and impact of philanthropy by building mentor relationships with former graduates, developing a career network to find jobs, and learning transferable skills through the generous contributions of time and treasure of alumni willing to invest in their future. The envisioned outcome is the next generation of alumni willing to do the same for the students who follow them.

The SBLC was founded by a group of students desiring to support a student scholarship and many of the founders continue to support FSU financially. They have also donated their time as volunteers and became leaders on the Alumni Association Board of Directors. All these alumni graduated within the last 10 years and are committed to developing a lasting legacy. Jenna Puffinburger, Class of '20, lives locally and has volunteered to chair the SBLC initiative along with Aaron Webb '13 (Founder) and Mary Kehoe Link '15/ MBA '20. SBLC has already provided the conduit for job opportunities for both students and alumni. The group will continue to develop their list of objectives and goals for the coming

year and how they can connect with and meet the needs of the students as they prepare for a career. They have established a giving page with the FSU Foundation and have begun to raise funds in support of SBLC initiatives.

One hundred percent of the students in SBLC have gone on to a successful career. This group of alumni is a perfect example of transformative relationships in the College of Business. With the support of the Dean, faculty, and staff in the College, the SBLC will continue to build these relationships and support the College of Business.

Participating Alumni Mentors: Mr. Trevor Devore, Mr. Glenn Wayson, Ms. Mary Kehoe-Link, Mr. Aaron Webb, Ms. Cady Rankin, Mr. Jason VanSickle, Mr. Anthony Carlisi, Mr. Abiodun Olojo, Ms. Jenna Puffinburger, and Mr. Steven Glasbrenner.

Participating Student Mentees: Mr. Sean Mullaney (ACCT), Mr. Alan Chambers (BUAD/GLOB), Ms. Anhai Allen (BUAD/FINA), Dr. Davon Parker (BUAD/FINA), Ms. Megan Meeker (BUAD/MKTG), Mr. Zach Ruppenkamp (MBA), Mr. Ryan Dunn (MBA), Ms. Amanda Borsa (BUAD/MKTG), Ms. Alyssa Barkdoll (BUAD/MKTG), and Ms. Jenna Griffith (ACCT).