CELEBRATING INNOVATION

ALSO INSIDE:

Remembering Louis D. Mallet: Visionary Entrepreneur

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Cover Design by David Pohl, an award-winning illustrator based in Pittsburgh.
Dear Alumni and Friends,

Welcome to the latest edition of the Duquesne Business Leader! In this issue, we are Celebrating Innovation. We congratulate our alumni, faculty, students, staff and industry partners who have supported the development, growth and promotion of our internationally recognized School.

Two of our distinctive programs are celebrating important anniversaries. We are celebrating the 25th Anniversary of the Supply Chain Management Program. Since the program launched, the School has garnered national recognition and continues to lead the way with a cutting-edge, comprehensive program and deep ties to corporate partners that greatly benefit our students.

This year also marks the 10th Anniversary of the MBA Sustainable Business Practices Program. Since being introduced in 2007, this remarkable program has consistently ranked as among the best MBAs in the world that emphasize the importance of sustainability. Indeed, in 2016 Corporate Knights ranked our MBA Sustainable Business Practices No. 3 worldwide and No. 2 among U.S. schools.

Our alumni and friends are helping us realize our vision for the future. The School is very grateful for the philanthropic support from Robert Mallet and the Mallet family in honor of Louis D. Mallet (B’40)—a visionary entrepreneur. Louis is the perfect role model for future generations of Duquesne students. We want to instill an entrepreneurial mindset in all of our students, something that will serve them whether or not they want to launch businesses of their own.

In another story, our young alumni and finance students are thankful to Adam Hieber, CFA (B’03), Managing Director of Cerberus Operations and Advisory Company Europe, for helping them jump-start their finance careers by establishing a CFA grant.

Our industry partners are enhancing our programs. We recently launched a new transformational BSBA-to-MAcc Cooperative (Co-op) Program. Strong students can now earn a BSBA in Accounting and a Master of Accountancy (MAcc) in five years. Students take nine semesters (4.5 years) of classes plus have a full-time, semester-long co-op at a top public accounting firm or other financial institution, earning excellent pay and enjoying a great career-enhancing experience.

We partnered with Steel Dynamics, Inc. (SDI), one of the largest domestic steel producers and metals recyclers in the United States, to develop and launch a sales competition. Planned for October 21, 2017, the Steel City Sales Challenge will be structured as a one-day, two-round sales role-play competition open to undergraduate students from Duquesne and other universities in the region.

Our faculty is extending the classroom into the community. The faculty created a unique opportunity for students in the Supply Chain Process Improvement class to work on a project with the Blind & Vision Rehabilitation Services of Pittsburgh. This experiential course allows all students to earn a Six Sigma Yellow Belt Certificate.

Our ambitious agenda to renovate Rockwell Hall is moving forward. Our most recent renovations include the ninth floor. While primarily a floor for faculty offices, we have also included innovative collaboration rooms for faculty, students and business partners to interact and work together.

The next phase of our Rockwell renovation efforts will focus on building Centers of Excellence—Centers that align very well with workforce trends and economic development needs in Pittsburgh and beyond.

You are the reason we have so much to celebrate! Your support of the Palumbo-Donahue School of Business is vital to our success. Indeed, we greatly appreciate your commitment and engagement, whether you are one of our alumni, a corporate partner, a faculty member or a professional in the School. I invite you to contact me to learn more about our vision for the future and how you can help us achieve our distinctive vision for excellence.

Thank you!

Dean B. McFarlin, Ph.D.
Dean and Professor of Management
Remembering Louis D. Mallet: VISIONARY ENTREPRENEUR

While still a student at Duquesne University, alumnus Louis D. Mallet (B’40) started a business developing new products for the baking industry. His company, the Home Kitchen Company, launched in 1939 with one truck and one employee, working out of his mother’s kitchen and a rented garage. Ten years later, Louis changed the name of the firm to Mallet & Company, Inc. Thanks to his tremendous entrepreneurial spirit, persistence and desire to succeed, Mallet & Company steadily grew into a multi-million dollar business, sourcing and selling products and equipment worldwide.

Duquesne saw the potential in Louis
The son of an immigrant family from Russia, Louis was the first in his family to speak English. Growing up in a household where Russian was spoken, Louis was not only determined to learn English but to seize new opportunities and to start a new life in America. He believed that the key to a better life was education and economic independence.

In 1931, Louis began his nine-year journey at Duquesne. His father gave Louis $40, which was Duquesne’s registration fee at the time, telling him that was the sum total of what he could afford to contribute toward Louis’ education. In short, the family had no other money to pay for tuition. But this didn’t deter Duquesne from recognizing that Louis had great potential and just needed some help—consistent with the assistance the university has provided to many sons and daughters of immigrants over the years.

So Duquesne worked out a “dollar-down and a-dollar-when-you-can-get-it” informal tuition plan and offered Louis a work-study program to boot. Louis attended classes in the morning, sold yeast to local bakeries in the afternoon and studied in the evening. In 1940, he earned a Bachelor of Science in Business Administration with a concentration in Economics.

Louis risked everything to follow his passion
Louis became thoroughly familiar with the baking industry and studied the challenges facing his customers. He recognized various customer needs that the giant baking suppliers were simply failing to meet. For instance, when cellophane overwrap replaced the boxing of cake, it was a terrific invention. However, the cellophane caused significant problems with melting, sticking, and the breakdown of icing on baked goods.

Louis felt that “the icing sells the cake.” So he began experimenting and researching ways to enhance the appearance, texture and shelf life of icing. Seventy-seven experiments later, he solved the problem. He called it P.I.C. 77, which stood for “perfect icing conditioner” and the number of tests required to discover a solution.

A true visionary, Louis decided to take a huge risk and invest $900 to manufacture P.I.C. 77. The money came from his loving girlfriend who turned out to be his future wife, Dorothy. It was a prescient decision and his product was an immediate success! This move underscored one of the core principles that Louis built his successful business on—giving customers what they want.

Louis believed that failure was key to success
During World War II, Pittsburgh was filled with immigrants, mainly from Europe. The immigrant population in Pittsburgh wanted rye bread, but there was a domestic shortage of caraway seeds due to the war. Giving customers what they wanted, Louis decided to manufacture his own seeds since there were none available. The ingredients included flour, water, seasonings and black food coloring. The process involved using a high-pressure pump to push the mixture through little holes in a brass die that were then sliced and dried. One side of the brass die included round holes and the...
other side moon slivers to resemble the shape of caraway seeds. Ultimately, Louis produced seeds that looked and tasted authentic. However, during the mixing process, the seeds melted in the mixture and stained the bread black.

Disappointed in the outcome, Louis used this experiment as a valuable learning experience. He kept the brass die on his desk as a reminder that failure is a necessary part of growth. Indeed, the brass die sat on the desk of three family owners of Mallet & Company for a period of 77 years to remind each one that failures are valuable lessons that can lead to success.

Exemplifying integrity, Louis drove 40 miles to return 35 cents

Another core principle that Louis Mallet lived by was integrity. Robert Mallet recounts an incredible story about his father’s absolute integrity and unshakeable honesty. When he was ten years old, Robert remembers driving with his father from their farm in Ligonier to their home in Squirrel Hill. They took the turnpike from Irwin to Monroeville. Even though it was a school night and getting late, Robert persuaded his father to stop at Howard Johnson’s on the turnpike to buy him an ice cream cone, which cost 35 cents. Oddly enough, the turnpike toll was also 35 cents. Oddy enough, the turnpike toll was also 35 cents.

When they reached Monroeville, Louis had no change to pay the toll. He had spent the 35 cents in change on Robert’s ice cream. All Louis had was a $100-dollar bill which he gave to the man in the toll booth. The man waived him through and said, “I’m not giving you $99.65 change for the toll. You can go.” Robert saw that his father was upset. Louis drove home, got 35 cents and returned to Monroeville to pay the man who waived them through. Robert said, “This is a story I will never forget. We drove 20 miles each way to pay 35 cents to the Pennsylvania Turnpike Commission. This is the way the Mallets grew up. This is the way my father ran his life, his business and his family. Integrity, honesty and forthrightness were paramount. You could not look yourself in the mirror if you weren’t 100 percent honest.”

An incredible legacy

Louis was as successful a family man as he was a businessman. He and his wife, Dorothy, instilled in their four children a hard-work ethic and absolute integrity. Louis put his heart and soul into everything he did, including his children’s goals and ambitions. When his daughter Eleanor, who was 15 at the time, wanted riding lessons, he took lessons, too. And when she wanted a saddle horse, Louis bought two—one for her and one for himself! As he did in business, Louis became a knowledge-seeker. He enjoyed learning everything he could about horses. In time, he purchased enough horses to populate a farm in Ligonier and engage in harness racing.

Duquesne may have taken a chance on Louis, but in retrospect, the University was fortunate to have such an incredible graduate. Louis gave back to Duquesne by sharing his inspirational story with students. In 1955, Clarence Walton, dean of the Business School, invited Louis to speak and then followed-up with a letter that stated, “The very fact that you were an alumnus served as an inspiration for these young people. In talking with many of them, your name recurred frequently. It was the sort of theme which revolved around these words: If he could do it maybe so can I.”

“Louis is the perfect role model for future generations of Duquesne students. The School is very grateful for the philanthropic support from Robert Mallet and the Mallet Family. Their generous gift will be a dynamic force behind the School’s Center for Excellence in Entrepreneurship and the incredible transformation ahead of us.”

– Dr. Dean McFarlin
Teresa Anania: THE ART OF SELLING

Teresa Anania, B’88, MBA’96
Senior Director,
Subscriber Success at Autodesk, Inc.
If there’s a lesson to be learned from Teresa Anania’s career, it’s that accounting and information systems management, coupled with a passion for selling and driving results, are a winning combination.

After graduating from Duquesne with a double major, Teresa’s expertise in accounting and information systems proved invaluable when she started working for Ernst & Young. “I joined Ernst & Young at the perfect time. The Big Eight were getting involved in information systems auditing. I was able to differentiate myself from all of the other staff accountants because I had a unique mix of both areas,” she says. Teresa received great visibility from management for her ability to interpret data, utilize technology and improve business processes, which was a solid base for networking.

**Teresa goes high-tech**

Teresa's passion for business turned high-tech. While working at Ernst & Young, Teresa was sought-after by one of her clients and a founder of Algor, a software finite element analysis business. She started working for Algor in the accounting operations area and ultimately became the COO. Then Algor was acquired by Autodesk, and Teresa continued on and has moved up in diverse company sectors to obtain her current position as Senior Director of Subscriber Success.

Autodesk makes software for people who make things. If you've ever driven a high-performance car, admired a towering skyscraper, used a smartphone or watched a great film, chances are you've experienced what millions of Autodesk customers are doing with their software. Autodesk is truly global, with more than 9,000 employees in 100 offices across 37 countries.

**Teresa drives results**

"I have a passion for the art of selling, negotiating, influencing and empathizing. At Autodesk, I am influencing and organizing resources outside my control all of the time."

Teresa drives the Global Subscriber's Success Organization for Autodesk, which follows the entire customer lifecycle for its volume business of over two million subscribers. The lifecycle begins with a zero touch (digital) personalized onboarding, introduction to the basics of the software, and then continues through product adoption, and ultimately to a deeper learning where the customer hopefully becomes a loyal advocate of the technology. "It is really about the whole journey. We want to make our customers successful and get them deeper engaged in the software so that they are more likely to renew and then buy more of our products," she explains.

Teresa’s team develops a global framework for learning and then leverages local teams in the broader marketing organization to adapt, countrify and localize, making the learning experience even more relevant. "Leveraging the broader global organization in country has enabled us to tailor the programs, the content and the message to the culture. The diversity of the people who are not only using our software—our customers—but also our employees, and how we engage with them, has really enabled us to create efficiencies of an adoption/retention program at scale," says Teresa.

**Duquesne left a powerful imprint**

Duquesne’s Career Services was instrumental in Teresa’s ability to connect with others, and she continues to network with Duquesne alumni. "Many of my colleagues that I still interact with graduated from Duquesne and started in the Big Eight, now the Big Four, like I did," she says. Teresa recalls participating in a company merger where a number of the participants were Duquesne alumni. "I'm learning, interacting and doing business with these same people." She also compliments Pittsburgh and Duquesne for providing students with internships and networking opportunities, contributing to successful job placement.

**Teresa learned sales through trial and error**

Teresa is excited about Duquesne’s future Center for Leadership in Professional Selling. “Having that kind of a Center available to students will expose them to skills that play a major role in driving a business forward. Having resources that pull it all together—leadership, research, technology and salesmanship—are critical elements of not only starting a business, but sustaining and growing a business,” she asserts.

"For many years, I learned through trial and error. This interdisciplinary approach to business that the Center will provide is rare in schools, yet it applies so much to the business world."

**Watch the video: duq.edu/Autodesk**
The Palumbo-Donahue School of Business is internationally recognized for distinctive and innovative education in sustainability and supply chain management. We created a dynamic approach to business education, adapting our curricula to exceed emerging trends while equipping students with the leadership skills necessary to succeed. Our programs are world class and offer students opportunities to tackle important business challenges that few programs anywhere can match. We congratulate our faculty and industry partners who have supported the development, growth and promotion of these programs.

25TH ANNIVERSARY
Supply Chain Management Program

Our School of Business established a Supply Chain Management (SCM) Program in 1991. Fast forward 25 years, the School has garnered national recognition and continues to lead the way with a cutting-edge program and deep ties to corporate partners. Our hands-on curriculum cuts across disciplinary boundaries and imparts the “practical wisdom” students need to add sustainable value to any company’s supply chain.

The SCM program has never been stronger. Our students won first prize in a prestigious national competition. Students—and their future employers—also benefit from the comprehensive scope of SCM content and best practices provided by passionate faculty who bring strong academic and professional experiences to a program based on a foundation of ethics, collaboration, globalization, technology and sustainability. And looking ahead, we will be building a new Center for Excellence in Supply Chain Management that will take our program to new heights.
MAJOR ACCOMPLISHMENTS

Supply Chain Management (SCM) Program

Listed among the top 25 SCM programs in the nation
Camcode named the School of Business in its list of Top 25 programs. Duquesne was one of the few private schools included on the list.

Captured first-place prize in prestigious team competition
A Duquesne team of students walked away with the top spot in Michigan State University’s sixth annual Donald J. Bowersox Undergraduate Supply Chain Challenge. The team competed against large public schools and other private universities, including Ohio State University, West Virginia University, Arkansas State, Michigan State University, University of Dayton, and Miami University, Ohio. The winning team, advised by Dr. John Mawhinney, assistant professor and director of the Supply Chain Management Program, included Julie L. Wetzel, David J. Eich and Joshua Lang.

Established a SCM Health Care track
The program’s goal is to contribute to improving the effectiveness and efficiency of the health care supply chain, bringing to the health care industry significant cost-reducing and service-improving benefits that have been realized in top-notch supply chain management systems in the non-health care sectors.

Celebrated 10 years of Supply Chain Connection
The success of the SCM program and its students can be attributed to three things: engagement, innovation and impact. Each year, students have the opportunity to engage with more than 25 corporations and 60-75 of their corporate representatives at the Supply Chain Connection, a networking event hosted by the Duquesne Supply Chain Council.

Achieved APICS gold status
The Duquesne Student Chapter of APICS, the premier professional association for supply chain management, achieved gold status for 2013-2015 and platinum status for 2016.

Continued growth in enrollment and internship opportunities
Enrollment has increased from 19 undergraduate students to nearly 240. About 80 percent of SCM juniors participate in internships and most graduates secure full-time positions within four months of graduation.

Recognized for prestigious student scholarship
Duquesne student Matthew Christiansen received the R. Gene Richter 2015 Scholarship. The scholarship is presented annually to the top supply management students from around the United States. This is the fifth time a Duquesne student achieved this national honor in the past eight years.

Impacted faculty research with the Harry W. Witt Faculty Fellowship
The Harry W. Witt Faculty Fellowship is open to faculty from any discipline and provides salary augmentation, research support and curriculum development funding. The inaugural holder of the Witt Fellowship is Dr. Matthew Drake, an associate professor of supply chain management and a Duquesne alumnus.

“‘For years, I have wanted a career in the luxury fashion industry. Thanks in large part to my education from Duquesne, I am now realizing that goal. My employer was immensely impressed with my educational background, specifically the supply chain management courses. She said that she had never seen such a comprehensive curriculum that encompassed so many aspects of the supply chain in-depth.”

– Matthew Felix, B’16
Assistant Buyer, Neiman Marcus Group, Dallas, Texas
Innovations

CELEBRATING INNOVATION (cont’d.)

10TH ANNIVERSARY
MBA Sustainable Business Practices

Sustainability is intrinsic to Duquesne University’s mission—a charge that encompasses what our Spiritan sponsors call the “integrity of creation,” a profound respect for God’s gift of the world. One of the many ways that Duquesne advances this mission is through its academic programs. Duquesne’s full-time, one-year MBA Sustainable Business Practices (MBA-SBP) degree emphasizes the integrated management of financial, social, environmental and informational resources within the decision-making process. In addition, students develop leadership skills through consulting projects, ethical decision-making, global study trips and capstone practicums.

Introduced in 2007, this program consistently ranks as one of the best in the world. Our MBA-SBP has jumped seven spots on a list of the world’s best MBA programs for future leaders. Corporate Knights, a quarterly international publication focused on social, economic and ecological benefits and costs, released its 2016 Better World MBA ranking, listing the Palumbo-Donahue School of Business as No. 3 among MBA programs worldwide and No. 2 among U.S. schools just behind MIT.

This amazing accomplishment is a testament to our faculty’s creative efforts to integrate sustainability principles across the curriculum as well as their impact as thought leaders addressing issues at the intersection of business and society. Moreover, our plans to create a comprehensive Institute for Sustainable Business Innovation underscores our desire to take things to the proverbial next level.

MAJOR ACCOMPLISHMENTS
MBA Sustainable Business Practices (MBA-SBP)

Ranked #3 in the world!
Corporate Knights, a quarterly international publication focused on social, economic and ecological benefits and costs, ranked our MBA-SBP #3 among 2016 MBA programs worldwide and #2 among U.S. schools for best equipping graduates to change the world for the better.

A well-known scholar in sustainability, Dr. Sroufe was honored as an Aspen Institute Faculty Pioneer Award Finalist and MBA Roundtable Innovator Award Finalist, received a Decision Sciences Institute Instruction Innovation Award, and is a recipient of Duquesne University’s Creative Teaching Award.

Placed second in inaugural world competition in Davos, Switzerland
A Duquesne team had the opportunity of a lifetime at the World Economic Forum in Davos, Switzerland. Alison Etheridge, Laura Monahan, Jana Disanti and Stephen Sumpter won second place in the “Business for a Better World” MBA case competition.

Impacted faculty research related to sustainability
Thanks to the Eugene P. Beard Faculty Resource Fund in Sustainability, Dr. Robert Sroufe, Murrin Chair of Global Competitiveness, was able to seize a significant opportunity to develop his scholarship and teaching in support of sustainable business practices. From January through July 2016, Dr. Sroufe was a visiting researcher at the Blekinge Institute of Technology (BTH) in Karlskrona, Sweden.
Impacted student research related to sustainability
Thanks to the Eugene P. Beard MBA Sustainability Research Fellowships, two incoming MBA-SBP students each receive $20,000, along with an opportunity to work on groundbreaking research and publication projects related to the management of financial, social, environmental and informational resources.

Completed over 125 sustainability projects for organizations
Our faculty has established partnerships with numerous multinational corporations, regional leaders, entrepreneurs and not-for-profit organizations resulting in significant sustainability project experiences for our students and high visibility for our program. Since its launch in 2007, the program has completed well over 125 projects. Clients have included Alcoa, Bayer, PPG Industries, PNC Bank, Carnegie Museums, Green Building Alliance, Highmark, Phipps Conservatory, UPMC and many others.

Gained an edge with MBA international case competitions
Competing against over 1,000 students from 25 schools at the Aspen Institute’s Business & Society MBA Case Competition, our students took 2nd place in 2014 and 3rd place in 2013 at the international finals. Duquesne was the only school to advance to the world finals for two consecutive years.

Learned about best practices through studying abroad
Our global study course explores the factors that drive social, environmental and economic practices in foreign countries through field work, classes and dialogue with corporate, academic and governmental partners abroad. In recent years, students have traveled to Asia, South America, Central America, the Nordic countries, Central Europe and Central America.

Achieved gold status Net Impact
Duquesne’s Net Impact Chapter was awarded the 2016 gold standing. These standings, based on the chapter’s performance this past academic year, represent the most outstanding chapters in the Net Impact network. Just 38% of over 300 Net Impact chapters worldwide achieved gold standing.

Ranked a top 10 graduate program for environmental sustainability
The MBA-SBP was selected by Certified B-Corporation (bcorporation.net)—one of the most widely read websites on ethical, sustainable and profitable business, with more than 450,000 unique monthly readers—as one of the Top 10 Graduate Programs for Environmental Sustainability. Net Impact also ranks us among the world’s top 10 environmental sustainability graduate business programs.

Selected by the MBA Roundtable as an innovation finalist
The MBA-SBP was selected as an international finalist for a 2015 Innovation Award from the MBA Roundtable, a global group of 160 business schools collaborating to advance curricular innovation in MBA education.

Earned student-learning assessment award
The MBA-SBP was recognized by Duquesne University for its Collaborative Assurance of Learning Model for Curriculum Integration.

Assessed energy use of Rockwell Hall
We are using Rockwell Hall and the development of an energy management system for integrated curriculum, data analytics and decision analysis modeling. Student learning about this building has the potential to be applied to 4M buildings of the same size and age in the U.S.

“As a software engineer, the knowledge I gained in the MBA Sustainable Business program allows me to communicate more effectively with management as well as other engineers and business analysts.”

– Rudy Molero, MBA’12
Software Engineer Randstad Technologies
STEEL CITY SALES CHALLENGE
Launching This Fall

Duquesne University and Steel Dynamics, Inc. partner to introduce regional sales competition for undergraduates

Many college graduates already pursue careers with sales responsibilities. Indeed, the Sales Education Foundation has recognized Duquesne’s sales program for several years, one of fewer than 100 in the nation. Hiring college graduates who have had some professional training in sales can save companies thousands of dollars by avoiding ill-fitting hires, improving performance and reducing turnover rates in sales positions by 30-40 percent.

Demand for sales professionals, particularly in the business-to-business space, is expected to grow dramatically and our sales program is taking steps to seize this opportunity. Specifically, Duquesne University’s Palumbo-Donahue School of Business has partnered with Steel Dynamics, Inc. (SDI), one of the largest domestic steel producers and metals recyclers in the United States, to develop and launch a regional sales competition.

“The Steel City Sales Challenge supports our growing focus on business-to-business professional selling and is in keeping with our goal of offering compelling programs to students seeking distinctive, transformative business education. And looking ahead, we will be building a new Center for Leadership in Professional Selling that will help give our program national visibility in this important area,” says Dr. Dean McFarlin. “By making this multi-year partnership commitment, SDI demonstrates its support of our sales program and the development of educated sales professionals.”

Planned for October 21, 2017, the Steel City Sales Challenge will be structured as a one-day, two-round sales role-play competition open to undergraduate students from Duquesne and other universities in the region. Students will play the role of sales professionals in this tournament-style competition, initially capped at 30 students.

“Duquesne continues to bring value to our students and the marketplace,” notes Dr. Dorene Ciletti, assistant professor of marketing in the School of Business. “This competition will provide students with the opportunity to showcase their sales skills with a business-to-business sales scenario co-developed by Duquesne and SDI.”

Registered student competitors will compete in a preliminary sales role-play competition round, with top scorers moving on to a final sales role-play round. Professionals with significant sales experience will serve as judges and evaluate student sales role-plays. There is an added incentive for the students to participate and perform. In addition to building their sales skills, up to $5,000 in scholarship prizes will be awarded.

For more information about the Steel City Sales Challenge, visit: duq.edu/sales
Supply Chain Students Change Lives through PROJECT-BASED LEARNING

Duquesne is committed to helping students develop their ability to work collaboratively with others to build a more just and equitable world. In the Business School, students are engaged in community-based experiences that put the knowledge, skills and values learned in their majors into action.

Extending the classroom into the community

Dr. Kathryn Marley, associate professor of supply chain management, created a unique opportunity for students in her Supply Chain Process Improvement class to work on a project with the Blind & Vision Rehabilitation Services of Pittsburgh (BVRS). This organization empowers people who are blind or vision impaired to become independent through employment opportunities.

In collaboration with other faculty members, Kathryn designed this experiential course so that all students would earn a Six Sigma Yellow Belt Certificate. Those holding this certificate have mastered skills that include process improvement, project facilitation and data collection.

Nearly 50 students, assigned to small groups, worked with BVRS employees and the executive management team to develop better supply chain processes for manufacturing road signs. The groups tackled issues related to the shipping process, textile production and sign production. At the end of the project, students presented their findings and recommendations to the BVRS management team. In doing so, they offered BVRS a variety of best practices for speeding up sign production while maintaining efficiency and streamlining shipping procedures.

Making a real difference

Students were thrilled that the BVRS management team immediately implemented some of their recommendations while studying others for future implementation. Some of the other suggestions will require a longer implementation period. Overall, BVRS was very pleased with students' recommendations and places great value on its relationship with Duquesne.

According to Kathryn, “Students are able to talk about opportunities like this in an interview. Employers value this experience and it helps students build self-confidence. The students not only learned theories, but they also applied the concepts to better meet customer expectations and bottom-line objectives of the organization. Most importantly, the students contributed to helping people with vision loss find their way to independence.”

“This project was great! We solved real-world problems. We brainstormed and used all the tools we learned about in class to make these improvements,” says Alex Ulatowski (B’18).

“I am grateful for the experience and the support of BVRS in helping prepare me for working with others in the future. I feel like I made a real difference,” says David Haus (B’18).
Alumnus Adam Hieber Helps Finance Students Pursue the CFA

Adam Hieber, CFA, B’03
Managing Director of Cerberus Operations and Advisory Company Europe

The gold standard of investment credentials
Adam earned a BSBA in finance and investment management from Duquesne and subsequently earned the Chartered Financial Analyst (CFA) designation awarded by the CFA Institute. Currently, Adam is the Managing Director of Cerberus Operations and Advisory Company Europe. In addition, he serves as a senior advisor to the boards of multiple portfolio companies. Prior to joining Cerberus, he was the head of international finance for Valco Melton, a privately held global manufacturing company.

The CFA is widely respected as the highest credential anyone can earn in finance. It signifies someone has met global standards for integrity and dedication and has the advanced skills needed to build a stronger, more accountable financial industry.

Earning the CFA designation: A tough and expensive process
On average, it takes four years to obtain a CFA, as candidates must pass three separate six-hour exams and accumulate four years of work experience in the financial sector. The rigorous program follows a self-study curriculum administered by the CFA Institute. Students in our finance major can enroll in the CFA process during the spring semester of their senior year. But while our students are eligible, the exam entry fees and materials are quite expensive and many simply often cannot afford the cost.

Seeing the value of the CFA, Adam stepped in on behalf of students
While a student at Duquesne, Adam seized the opportunity and began the difficult process of earning a CFA. But Adam felt he was well-prepared, noting, “The faculty, curriculum and technology at Duquesne were foundational factors in the start of my professional career. Professor Bhaskar and others pushed me to think bigger, to take risks, to explore professional opportunities beyond the traditional route, and to further my education.”

Once Adam earned his CFA, he realized how useful the designation was for enhancing his career. He also realized that cost was precluding some students from attempting to earn the CFA. So Adam decided to help Duquesne finance students jump-start their careers by establishing a CFA grant. “My goal in establishing this grant was to support those students who want to differentiate themselves in the marketplace and further their education. I also wanted to showcase the amazing talent that is developed in the Duquesne School of Business,” says Adam.

“We could not have done it without you!”

- Thomas Cochenour, B’16, is an analyst for Wilshire Associates. Thomas credits Adam with helping him procure a financial position. “Anybody that has gone through the CFA process knows the challenge involved and people who respect you for putting in the work. Adam really helped to make that possible from the start.”

Thomas hopes he will be able to contribute to the CFA grant that Adam started. “I see Adam’s success and I want to be part of it. Adam is in Europe, but he has not forgotten about Duquesne. He wants to see the students at Duquesne be successful. That is a motivation factor! I want to do something for Duquesne, just like Adam did.”

- Jeff Rogers, B’16, is a finance and accounting development program analyst for PNC. Jeff received the CFA grant his senior year. He successfully completed the program’s level one exam and plans to take the level two exam this summer. According to Jeff, “Being a young professional, it’s easy to get lost in the shuffle. But being able to have the CFA designation after your name gives you instant credibility, and people take you seriously! Without the grant, I could not have afforded the test. It’s able to turn many heads. When I go into a new rotation, my managers already know what to expect from me because of the CFA designation.”

CFA Grantees include:
- Tyler Petit, B’13
- Will Wighton, B’13
- Jordan Oeler, B’14, MBA’16
- Richard Robbie, B’15
- Ryan Skirtich, B’15
- Thomas Cochenour, B’16
- Jeff Rogers, B’16
- David Nist, B’16
- Vincent Tumminello, B’17
- Xania Li, B’17

Watch the video: duq.edu/CFA
Alumni Basketball Game


2016 Accounting CPE Conference

More than 300 people attended last year’s conference. This year’s Accounting CPE Conference will be held Thursday, Nov. 16, 2017, at Duquesne University. Earn up to 8 hours of CPE credit.

Eugene P. Beard Honorary Reception

Eugene P. Beard, B’59 and MBA ’61, was recently honored for his generosity and contribution to Duquesne and the Beard Faculty Resource Fund in Business Ethics and Beard Faculty Resource Fund in Sustainability, during an event at Pittsburgh’s Duquesne Club.
This is truly an exciting time to study accounting at Duquesne. We recently launched a new transformational BSBA-to-MAcc Cooperative (Co-op) Program. In this program, academically strong students can now earn a BSBA in Accounting and a Master of Accountancy (MAcc) in five years. Students will also develop the skills necessary to pass the CPA Exam.

The program includes a built-in, full-time co-op during the spring semester of the senior year during which students would take no classes and pay no tuition while still enjoying all the privileges of being a full-time Duquesne student. Instead, students would work full-time at a top public accounting firm or other financial institution, earning excellent pay and enjoying a great career-enhancing experience.

“I spend a great deal of time talking with accounting firm representatives, many of whom are our alumni. We already have an outstanding record placing accounting students, but our new co-op program is cutting-edge and taps into evolving trends. Accounting firms are increasingly recognizing that having employees with a MAcc is a competitive differentiator,” notes Dr. Dean McFarlin.

Accounting firms are finding that students with a MAcc are better able to hit the ground running in their first job. According to Jeffrey Ford, B’83, partner, Grossman Yanak & Ford, “The co-op program will facilitate a student’s transition from academic studies to a professional career. Such real-world work experience will provide students with opportunities to learn valuable skills as they are required to manage large amounts of information and varied responsibilities across multiple client engagements.”

Students will develop strong attention to detail, successfully prioritize and multi-task, and hone their skills in communicating and presenting information. They will also be expected to work independently as well as part of a team while demonstrating competence and professionalism. The co-op program will give students the opportunity to learn the required skills and to network with those in the profession, ultimately leading to a full-time career.

For more information, contact:
Jefferson Jewett
Director of Admissions and Enrollment Management
412.396.6244
jewettj@duq.edu
duq.edu/bsba2macc

New BSBA-to-MAcc Co-op Program

We are grateful to our participating co-op partners, including:
- BDO
- Deloitte
- Ernst & Young
- FedEx
- Grant Thornton
- Grossman Yanak & Ford LLP
- Hill, Barth & King
- KPMG
- PNC
- PricewaterhouseCoopers
- Schneider Downs

“Grossman Yanak & Ford LLP will benefit from the program by being able to utilize talented and highly motivated co-ops during busier periods of time for our firm. The hiring of these co-op graduates increases our firm’s retention and productivity. This program will enable us to recruit and invest in a future workforce without the risk and expense of hiring an inexperienced full-time employee.”

— Jeffrey Ford, B’83, Partner, Grossman Yanak & Ford LLP
Welcome New Faculty

At the Palumbo-Donahue School of Business, we transform students’ lives. Our classroom and experiential learning opportunities, coupled with an entrepreneurial and ethical mindset, are part of what we call the Duquesne Experience.

A vitally important element of this experience is the opportunity for students to interact with our distinctive faculty. These outstanding faculty members bring with them expertise and research interests ranging from entrepreneurship to ethics to sales.

Our newest faculty members include:

**Peter T. Gianiodis**
*Merle E. Gilland Professorship in Entrepreneurial Finance and Associate Professor of Management*

Peter is the inaugural holder of the Merle E. Gilland Professorship in Entrepreneurial Finance. Peter spent the past 10 years at Clemson University. His research is at the intersection of entrepreneurship, technology management and strategy. Peter has taught capstone courses in entrepreneurship and strategic management at both undergraduate and graduate levels as well as courses on innovation management.

**Mark Geiger**
*Assistant Professor of Management*

Mark recently received his Ph.D. in organizational behavior. Mark’s research focuses on entrepreneurs as individuals (entrepreneurship education and entrepreneurial passion) as well as small business management (human resource practices in small and new businesses).

**Christopher A. Nelson**
*Assistant Professor of Marketing*

Christopher’s research explores initial trust development in marketing exchange relationships and salesperson competitive intelligence. Christopher’s dissertation is “Developing and Defending Trust in the Buyer-Seller Relationship,” which examines trust formation during the initial sales encounter and considers the impact of trust repair strategies after a breach of trust. Prior to his doctoral studies, Christopher worked in professional selling for two years and in marketing research for five years.

**EDUCATION**

- Ph.D., Business Administration, University of Georgia
- M.B.A., Queens University of Charlotte
- B.A., Political Science, Dickinson College

**EDUCATION**

- Ph.D. Candidate, Marketing, West Virginia University
- M.M.R., Southern Illinois University Edwardsville
- B.S., Marketing, Gardner-Webb University
Welcome New Faculty (cont’d.)

Akwasi I. Opoku-Dakwa
Assistant Professor of Management

Akwasi earned a bachelor’s degree in Civil Engineering from Brown University and an MBA from the International Institute for Management Development in Switzerland. Through his experience of managing others and training employees, he developed an interest in the people side of organizations. Specifically, he has focused on how the psychology and social context of work influence employee engagement. Akwasi has taught principles of management, human resources, organizational behavior and business ethics at the undergraduate and MBA levels.

EDUCATION
• Ph.D. Candidate, Organizational Management, Rutgers University
• M.B.A., International Institute for Management Development, Switzerland
• B.Sc., Civil Engineering, Brown University

Pamala J. Dillon
Visiting Assistant Professor of Management

EDUCATION
• Ph.D., University of Massachusetts Amherst
• M.B.A., Organizational Studies, University of South Florida
• M.A., International Affairs, American University
• B.A., Political Science, Eckerd College

Kelly J. Moore
Visiting Assistant Professor of Marketing

EDUCATION
• Ph.D., Marketing, Iowa State University
• M.B.A., Drake University
• B.B.A., Accounting, University of Iowa
• B.A., Journalism & Mass Communications, University of Iowa

Access to the Global Gold Standard for Business Research

Faculty and students in the Palumbo-Donahue School of Business will soon have access to one of the most powerful resources available for conducting and managing business research. Thanks to support from the PNC Foundation and a distinguished alumnus, the School will be subscribing to the Wharton Research Data Services (WRDS), a premier internet-based data research service from the Wharton School at the University of Pennsylvania.

In addition to the launch of WRDS in July, the School will have access to CRSP (Center for Research in Security Prices) and Compustat, the top-rated databases for financial research on the U.S. market.

“Acquiring WRDS as well as the CRSP/Compustat Merged Database will elevate the impact and credibility of our research and academic programs,” says Dr. Dean McFarlin. “It will also help recruit accomplished researchers. Indeed, it already has in our recent faculty search where we landed our top choices for finance professors.”

Rising Editorial Stars

Dr. Matthew Drake, associate professor of supply chain management and inaugural holder of the Harry W. Witt Faculty Fellowship in Supply Chain Management, was named editor-in-chief of the Decision Sciences Journal of Innovative Education (DSJIE). The Decision Sciences Institute, the leading academic organization in the field of Supply Chain Management, publishes this peer-reviewed journal.

Dr. David Wasieleski, professor of management and chair of the management and marketing department, joined the editorial team at Journal of Business Ethics, recognized as the top journal in the ethics/CSR space. He is the Associate Editor for JBE’s new track in Behavioral Ethics.
Rockwell Hall: Our Bridge to the Future

As a School of Business, we must have cutting-edge facilities that attract students and faculty as well as engage our alumni and business partners. Rockwell Hall can be a bridge to the future for Duquesne, Pittsburgh and beyond. Indeed, transforming Rockwell is imperative for our future success as a School.

Our vision takes us from static classrooms to learning spaces that engage all our constituencies and that support innovation, capability building and collaboration. Consequently, we are reshaping our floors in Rockwell to support this agenda, which will also help us more directly serve businesses, entrepreneurs and the region.

Our most recent renovations include the 9th floor. While primarily a floor for faculty offices, we have also included innovative collaboration rooms for faculty, students and business partners to interact and work together. While a big step forward, these improvements are just the beginning.

Our ambitious agenda for Rockwell
The next phase of our Rockwell renovation efforts will focus on building Centers of Excellence—Centers that align very well with workforce trends and economic development needs in Pittsburgh.

Later in 2017, construction will begin on the 4th floor, where we will build three Centers of Excellence in Entrepreneurship, Professional Selling and Supply Chain Management. In 2018, we plan to build three Centers of Excellence on the 6th floor in Ethics, Investment Strategy and Sustainable Business Innovation.

One of the most exciting aspects of our vision for Rockwell is an expanded bridge to the bluff. The idea would be to treat the bridge as an extension of the Institute for Sustainable Business Innovation and the School of Business with an atrium and expanded gathering spaces. This will give us a true front door and underscore our commitment to green innovation.

Please help us make our vision for Rockwell come alive
If you would like to make a gift commitment, please contact Adam Viers.

412.396.1322 | viersa@duq.edu
duq.edu/make-a-gift

Watch the video: duq.edu/renovating-rockwell