



SAN FRANCISCO
STATE UNIVERSITY

San Francisco State University
College of Business
Annual Report 2015-16



Contents

Strategic Initiatives	04	Faculty + Academic Excellence	06
Student Scholarships + Careers	15	Leveraging our Brand	26
Friend-raising + Fundraising	30	Resources + Investments	31
		Building Corporate Connections	29
		Faculty	32

LETTER FROM THE DEAN

"Some of the best advice I have ever received in business or life is to always be fair, nice, and respectful to everyone, because you never know the positive impact you will have on another person. Leadership is about doing what's right when no one is looking."



I am reminded of the woman I admitted to business school more than 30 years ago who recently told me my support and advocacy changed the entire trajectory of her life. The student intern I hired decades ago, a first generation college student, who "pays it forward" by fundraising so others can go to college.

Or, the undocumented student I met a year ago while having coffee in the Cesar Chavez Center, who said that just having a dean "who looks like me" shows her what is possible in her own life.

Sometimes we exhibit our best leadership skills when we're not even trying—when we're just doing what we're meant to do.

This is how I think about our role as educators at the College of Business at San Francisco State University. We sit in the honorable position of being able to change the world by being leaders who train future leaders.

Our strongest leadership comes through when we truly engage with our students in their learning, when we bring the real world into the classroom through alumni and business partners, or when we model what is possible by providing the academic and career resources they need to be successful. Because this is what we're meant to do.

A handwritten signature in black ink that reads "L. S. Oubré".

Linda S. Oubré, MBA
Dean, College of Business
San Francisco State University

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Leadership Made the Difference



Bonnie Li-Victorino

(B.A.'01; B.S.'03)

**Director of Finance
and Operations,
College of Business**

BONNIE LI-VICTORINO IS A FIRST-generation graduate of San Francisco State University. As Bonnie has transitioned to various roles within San Francisco State, she says she's had the opportunity to work with many distinguished men and women who held leadership roles that fostered change in the higher education culture. Bonnie strongly believes that one must have great leaders in their life to one day become a great leader. She says, "It is empowering as a minority and a woman to be in a setting where so many leaders are women."

Bonnie says that in her eyes what differentiates good leaders from everyone else is how they choose to challenge themselves, apply their vision, and accomplish their goals. She insists she is only as good as her team. She must know her staff, build trust, motivate, encourage, inspire, and give them the right tools to be successful. Acknowledging the impact the leadership of others has had in her life, Bonnie hopes to inspire others to grow and find their own inner leader. "We all have a voice; you just have to find it," she says.

“Those who are blessed with the most talent don't necessarily outperform everyone else. It's the people with follow-through who excel.” —*Mary Kay Ash*

San Francisco State University's College of Business has been an integral part of the Bay Area business community since 1947, with more than 35,000 local alumni in positions from entry level to CEO to founding entrepreneur.

OUR VISION

We aspire to be one of the best public urban business schools by applying sustainability and ethical perspectives to our understanding of business practice, global leadership, innovation, the economy and society.

OUR MISSION

We are San Francisco's public business school. We embrace the area's rich diversity and provide access to higher education. Our mission is to prepare students for professional success through high quality teaching, innovative and relevant courses, discipline-based and pedagogical scholarship, and engagement with the academic and business communities.



Strategic Initiatives



1

Invest in Faculty and Academic Excellence

At the College of Business, we pride ourselves on our world-renowned faculty and invest in their scholarly work. We uphold academic excellence and commend each of our faculty members for their contributions to the college and the impact they have on our students.

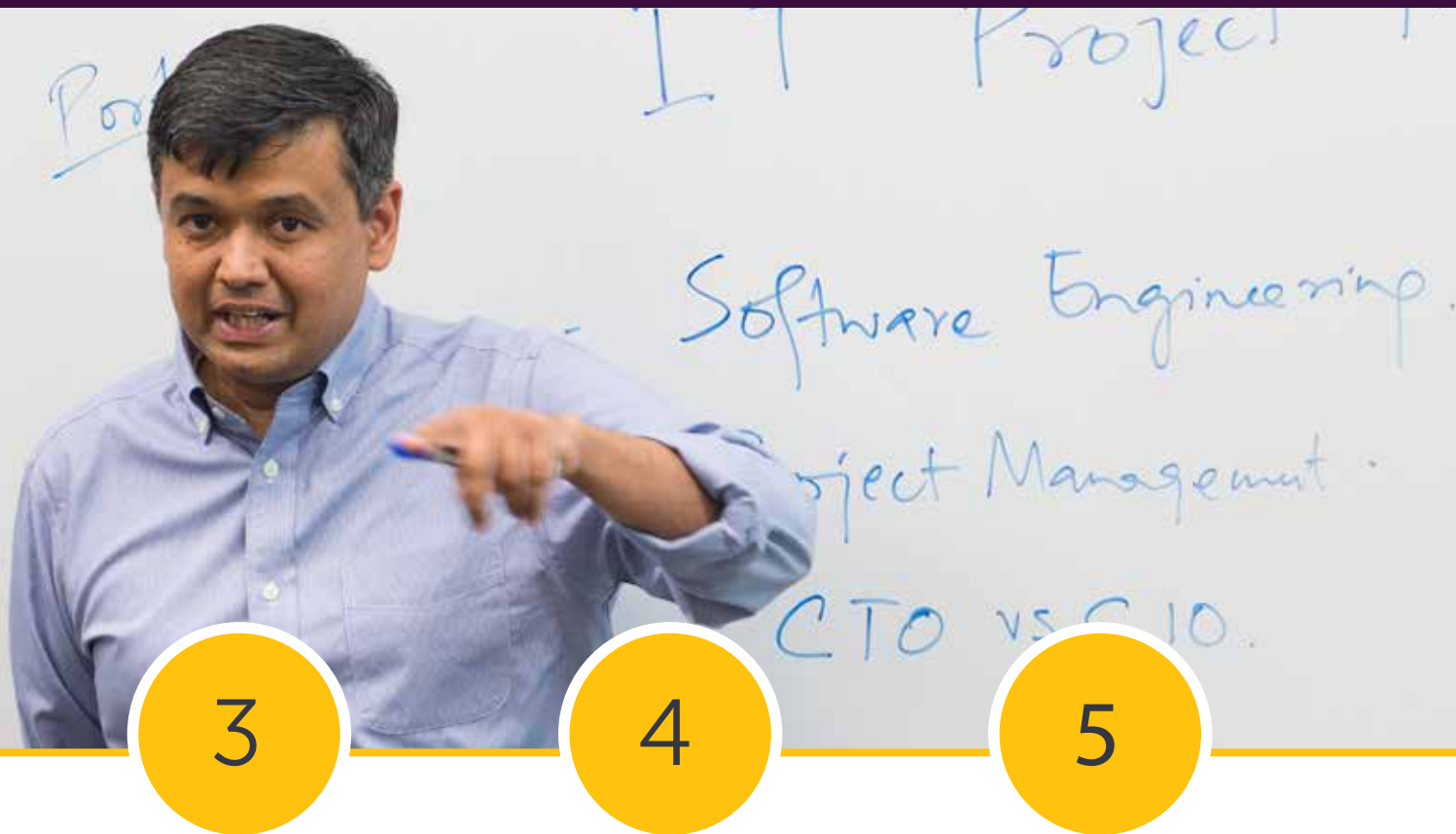
2

Invest in our Students through Scholarships and Careers

The College of Business guides students as they grow as leaders and contributors in the Bay Area and beyond. We acknowledge students' academic and personal achievements and encourage continuous progress toward learning and career opportunities.

As a college, our story is constantly evolving.

We continue to invest in the quality of our faculty, our students and the visibility of our brand. Cultivating strong industry connections and advancing our friend-raising and fundraising efforts keep us active, relevant in the business community and allow us to provide transformative learning opportunities for our students.



3

Invest in and Leverage our Brand to Sustain Competitive Advantages

The College of Business consistently invests in its brand to sustain a competitive advantage in the dynamic market. Brand visibility is key to growing new revenue from graduate enrollment, corporate partnerships, and executive education.

4

Build Corporate Connections

The College of Business reaches out to the corporate community in order to build a cohesive connection between industry and academia. The College of Business Enterprises (COBE) is the platform that allows our partners to connect with the college, faculty and our students.

5

Friend-raising and Fundraising

The College of Business cultivates relationships with alumni and friends and values their enthusiasm to connect students to industry. These unique partnerships allow the college to make philanthropic investments that drive fundraising initiatives.

Invest in Faculty and Academic Excellence

New Faculty



Shih-Chu Chou, Ph.D.

Assistant Professor
Accounting

Academic Interests:
Financial reporting,
corporate diversification,
network centrality



Xi Han, Ph.D.

Associate Professor
Finance

Academic Interests:
Corporate finance,
empirical asset pricing,
entrepreneurship



Xue (Snow) Han, Ph.D.

Assistant Professor
Finance

Academic Interests:
Behavioral finance,
individual trading,
corporate finance



Sergey Lebedev, Ph.D.

Assistant Professor
International Business

Academic Interests:
Strategic management,
international business,
entrepreneurship



Chenwei Li, Ph.D.

Assistant Professor
Management

Academic Interests:
Organizational behavior



Sepideh Modrek, Ph.D.

Assistant Professor
Economics/Health
Equity Institute

Academic Interests:
Social determinants of
health, women's health,
behavioral economics



Lufei Ruan, Ph.D.

Assistant Professor
Accounting

Academic Interests:
Accounting standards,
executive compensation,
corporate governance



Nasser Shahrabi, Ph.D.

Assistant Professor
Information Systems

Academic Interests:
Information technology



Manely Sharifian, Ph.D.

Assistant Professor
Management

Academic Interests:
Business



Oscar Stewart, Ph.D.

Assistant Professor
Management

Academic Interests:
Intersection between
business and society



Yi Zhou, Ph.D.

Assistant Professor
Finance

Academic Interests:
Finance, financial
economics

2015-2016 Faculty Highlights

- ➔ **John Logan**, Ph.D., associate professor and chair of the labor and employment studies program, gave a presentation on “Collective Bargaining and the Future of Workers’ Voice in the United States” to the Organisation for Economic Co-operation and Development (OECD) Expert Meeting on Collective Bargaining and Industrial Relations in Paris, France.
- ➔ Associate Professors of Management **Antoaneta Petkova**, Ph.D., and **Eric Lamm**, Ph.D., together with Management major graduate Monique Domingo, won the prestigious Best Paper in Management Education Award for their paper “Let’s Be Frank: The Real Improvement in Student Teamwork Effectiveness Following Peer Feedback.”
- ➔ Professor of Management **Mitchell L. Marks**, Ph.D., received the Pasmore-Woodman Award from the Organization Development and Change Division of the Academy of Management for his work in organizational change and development.
- ➔ Professor of Information Systems **Robert C. Nickerson**, Ph.D., named senior scholar of the Association for Information Systems (AIS), the leading international association for academics in the information systems (IS) field, which has nearly 4,000 members. Senior Scholars, who are appointed for life, meet at the annual International Conference on Information Systems (ICIS), where they hold an open forum to discuss issues that affect the IS discipline and IS issues.
- ➔ Associate Professor of Management and Ethics **Denise Kleinrichert**, Ph.D., director of the Center for Ethical and Sustainable Business (CESB), is interviewed about the High School Student Summer Sustainability Workshop initiative, “Engaging High School Students in Sustainable Business—San Francisco State University College of Business,” *PRIMEtime*.
- ➔ Associate Professor of Marketing **Minu Kumar**, Ph.D., finds that, when making a purchase, customers also value how a product will make other people view them and how good it is for the environment. *Science Blog*.
- ➔ College of Business Dean **Linda Oubré**, MBA, created the Ernest C. Dillard Sr. Endowed Scholarship in Labor Studies in honor of her grandfather, Ernest Dillard. This recognition not only celebrates Ernest’s 100th birthday, but also highlights the profound impact he has made throughout the civil rights and labor movements.
- ➔ A new study by Marketing Professors **Kathleen O’Donnell**, Ph.D., and **Judi Strebel**, Ph.D., and Queensland University of Technology Business School Professor Gary Mortimer has identified a unique “sports shopper” profile, whose motivations and behaviors relate directly to that of a sports athlete. *Huffington Post*
- ➔ Associate Professor of International Business **Lihua Wang’s**, Ph.D., article, “Outward internationalization of private enterprises in China: The effect of competitive advantages and disadvantages compared to home market rivals,” *Journal of World Business*, 2012, was selected for an Emerald Citations of Excellence 2015 award.
- ➔ A new research study titled “Bubbling with Excitement,” co-authored by **Shengle Lin**, Ph.D., assistant professor of finance, found that emotional excitement not only creates stock market bubbles but also shows that the frenzy actually causes them to grow. *PhysOrg*.
- ➔ Marketing Professor **Subodh Bhat**, Ph.D., comments on the use of controversial advertising tactics pertaining to the “Dump Trump” petition. *San Francisco Chronicle*.



Promoted to Full Professor



Anoshua Chaudhuri, Ph.D.
Economics

Research: Health, development and family economics with a focus on evaluating impacts of health policies and programs on household behavior towards elderly and children



George Li, Ph.D.
Finance

Research: stock price momentum, growth options, and noisy information and its impact on stock returns



Antoaneta Petkova, Ph.D.
Management

Research: organizational processes that take place at the interface between young entrepreneurial firms and their stakeholders



Hui-Ming (Deanna) Wang, Ph.D.
Marketing

Research: pharmaceutical marketing, retail management, corporate social responsibility and application of Bayesian models to marketing problems

Faculty Awards

Sabbatical Awards

- ➔ **Paul Beckman**, Ph.D., Information Systems, Fall 2016 (Research: Collecting and analyzing data about residential wireless networks in seven different socio-economic level neighborhoods across the City of Oakland)
- ➔ **Geoffrey Desa**, Ph.D., Management, Fall 2016 (Research: Resource mobilization and venture development in the technology and social entrepreneurship sector)
- ➔ **Su-Jane Hsieh**, Ph.D., Accounting, Spring 2017 (Research: Impact of off-balance sheet pension liabilities on firms' cost of equity)
- ➔ **Zuzana Janko**, Ph.D., Economics, Fall 2016 (Research: Relationships between mortality and the business cycle, interventions time series analysis in competitive sports, open economy model with involuntary unemployment)
- ➔ **Leigh Jin**, Ph.D., Information Systems, Fall 2016 (Research: The Best Practice of Adopting Design Thinking in the IT industry)
- ➔ **Shuming Liu**, Ph.D., Finance, Spring 2017 (Research: Institutional Herding: A Study of REITs)
- ➔ **John Logan**, Ph.D., Labor and Employment Studies, Spring 2017 (Research: Labor relations at multinational corporations under global framework agreements, and secure scheduling legislation in the United States)
- ➔ **Ian Clark Sinapuelas**, Ph.D., Marketing, Fall 2016 (Research: Adoption and Disadoption of Sustainability Packaging Claims)
- ➔ **Mehmet Ergul**, Ph.D., Hospitality & Tourism Management, AY 2016-17 (Research: Eating habits of the elderly and its effect on the restaurant industry)

Office of Research and Sponsored Programs 2015 Award

- ➔ **Sudip Chattopadhyay**, Ph.D., Economics

Difference in Pay Award

- ➔ **Julia Miyaoka**, Ph.D., Decision Sciences, AY 2016-17

Development of Research and Creativity Awards

- ➔ **Anoshua Chaudhuri**, Ph.D., Economics (Research: "Experiences of Chinese, Filipino, Indian and Korean H1B Visa Workers in the United States: Caring for Family Abroad," co-authored with Yeon-Shim Lee and Grace Yoo)
- ➔ **Antoaneta Petkova**, Ph.D., Management (Research: "The Innovators' Dilemma: Turbulent Trajectories of Prominent Startups in the Emerging Clean Technology Sectors")

2015–2016 New Programs



1

MBA Emphasis in Healthcare Administration

Healthcare is a thriving industry with the promise of future employment both locally and globally. This new emphasis provides graduates with the knowledge and skills necessary to understand the health care industry and health policy in the United States. The curriculum is designed to prepare students to apply business skills and succeed in supervisory or managerial positions in both for-profit and not-for-profit health care organizations.



Revised MBA Program

The MBA curriculum has been streamlined to help students graduate faster without compromising their busy schedules. Addressing employers' needs, the Business Foundation courses have been restructured to include soft skills development and application.

2 MBA Emphasis in Tourism and Hospitality Management

San Francisco State University's Graduate Business Program is the first in Northern California to offer a Master of Business Administration degree with an emphasis in Hospitality and Tourism Management (HTM). Students and working professionals learn innovative concepts and practices that guide hospitality & tourism organizations in a dynamic and multi-cultural world.

3 Certificate in Accounting

A graduate-level academic certificate in accounting is offered to those wishing to reach the eligibility requirement of 150 credits of coursework to practice as a Certified Public Accountant (CPA) in California.

History Lesson in Leadership



“SF State is a safe environment for everyone, particularly students, to expand their leadership capabilities without fear of failure.”

Yim-Yu Wong, Ph.D.

Associate Dean
and Professor of International Business

IN HIGH SCHOOL, Yim-Yu’s favorite subject was history. She discovered that history is a series of interconnected stories, each offering lessons to be learned over time. She was most intrigued by why empires in China rose and fell, time after time, dynasty after dynasty. She wondered why some leaders gained early success, but only to falter later; or why some promising and emergent leaders never arrived. “If history offers a lesson to be learned, why did these leaders fail to learn from early events?” It is now widely acknowledged that history does not deliver a simple takeaway for aspiring leaders.

Modern leadership is made more complex by today’s multi-dimensional global environment. Leaders are expected to possess intellectual, social, cross-cultural and emotional competencies. Among these competencies, Yim-Yu believes that empathy and caring for others are the two most important leadership qualities needed in SF State’s diverse environment. During her years as the Chair of the International Business Department, she has seen her role as a facilitator and supporter for faculty members.

Invest in our Students through Scholarships and Careers

SCHOLARSHIPS

Twenty of the University's strategic partners sponsored 37 prestigious scholarships in support of the exceptional and diverse population of undergraduate and graduate students in the College of Business.

Sponsored Scholarships

- ✓ **Aaron Anderson Memorial Scholarship:**
Ryana Barbosa
- ✓ **Bear Family Endowed Scholarship:**
Cody Kho, Jennine Reyes, Cuong Tang
- ✓ **BOMA SF Foundation Scholarship:** *Zeynep Citaci, Qixing Miao, Yiquan Xiao, Danyal Chaudhry*
- ✓ **Chevron Scholarship:**
Jennifer Chan, Veronica Hernandez
- ✓ **CIO Scholarship Fund:** *Ryan Albee, Sheena Lal*
- ✓ **Dale McKeen Memorial Scholarship:** *Jennine Reyes*
- ✓ **Don Scoble Endowment Scholarship:** *Chen Chen*
- ✓ **Hong Kong Association of Northern California Scholarship:** *Cody Kho, Sumei Wu, Minghe Zhou*
- ✓ **Janice & John Gumas Endowed Marketing Scholarship:** *Itzel Rodriguez Flores*
- ✓ **Legal Marketing Association Erick Vargas Scholarship:**
Cuong Tang
- ✓ **Leona Bridges Scholarship:** *Cuong Tang*
- ✓ **Linda & Nathaniel Oubré Leadership Scholarship:** *Jennine Reyes*
- ✓ **Mitsuko Saito Duerr Scholarship:**
Cassie Forte, Leon Lau, Jun Ooi
- ✓ **Nancy Lee Mar Vista Room Scholarship:**
Haley Knoblauch, Carolin Maier
- ✓ **Nikon Precision College of Business Scholarship:**
Fion Hu
- ✓ **Ramona K. Award Scholarship:** *Daniel Dubrovsky*
- ✓ **SF State College of Business Scholarship:** *Eliot Harvey*
- ✓ **The George Feliz Memorial Scholarship:**
Julisa Franco, Kyaw Hein
- ✓ **Wallace Fund for Diversity Scholarship:** *Trizzia Guevarra, Hyunsook Ko, Lihua Li, Sina Riahi, Johanna Sy*
- ✓ **Yumi Satow Vista Room Scholarship:**
Lisa Hamilton

Careers



Fellows Program

The Fellows Program provides students with the professional development tools, skills, and resources to help prepare them for successful interactions with employers and colleagues in the workplace. Fellows receive professional coaching sessions on topics including leadership skills, critical thinking and problem-solving, communication skills, business etiquette, networking, interview techniques, resume-writing, and professionalism and accountability.

Fellows also take the Belbin Team Roles assessment tool and receive consultative feedback to assist in their development. Since its inception in 2014, 1,285 students have applied for the 275 slots that were available and 234 have completed at least one semester of the program.

The Eustace-Kwan Family Foundation's generous support of the College of Business Career Services and Professional Development (CSPD) helps equip students with the skills, knowledge and resources to remain competitive in today's business world.

The College of Business Fellows Program, a marquee offering within CSPD, instills students with key competencies that employers look for in career-readiness including leadership, collaboration, problem-solving, and communication.

The CSPD experienced tremendous growth this year, with 143 students completing the Fellows Program, employer relations activities resulting in 63 new graduate hires, and the successful hosting of 33 events and workshops.

Corporate Fellows Programs are in development, offering cross-functional training programs that will help companies mitigate recruiting costs while identifying Fellows as prospective employees.



**Kathy Kwan, Co-Founder,
Eustace-Kwan Family Foundation**

“The College of Business has far exceeded my expectations.”

Three years ago, College of Business leadership partnered with the Eustace-Kwan Family Foundation to pilot the College of Business Fellows Program. Since then, more than 230 participants have developed and refined the soft skills most often associated with success: professionalism, leadership, collaboration, problem solving, and communication.

“As a result of my experience with this exciting program, the Foundation has committed to help SF State further expand the College of Business Career Services and Professional Development. Ultimately I hope that every College of Business student will take advantage of these services in order to become outstanding employees in today's competitive business world.”



Citibank seeks Millennial Wisdom

Citibank leaders wanted to learn more about Millennials' consumer behavior and the technologies they use.

So the company challenged our students with researching questions such as:

- ✓ How do Millennials learn about banking?
- ✓ What do millennials expect from their bank?
- ✓ What are banks not doing for millennials?
- ✓ What do millennials think of Citi and what can Citi do for them that Citi isn't already doing?

Assistant Professor of Management **Monica Sharif**, Ph.D., in collaboration with Citibank, added an innovative Reverse Mentoring Program as part of the MBA curriculum. MBA students Caelin Boman, Tim Toy and Leo Yang were selected to participate in the semester-long project.

The students were paired with Citi senior leaders in Commercial Banking, including Thierry Jenar, Group Head of Citi's Middle-Market Technology Banking; Brian Hepburn, Division Manager, Northern California; and Lisa Deloney, Managing Director & Division Manager, Southern California.

Throughout the semester, the students learned about the responsibilities of Citi's senior leaders and the challenges they face.

Caelin, Tim and Leo combined their own observations with extensive secondary research and surveys to execute an hour-long presentation of their findings for 10 Citi senior leaders and three SF State faculty at the Citigroup Center. The team received a standing ovation from the audience for their excellent insights.



Commercial Real Estate Certificate Program

The College of Business, in partnership with the Building Owners and Managers Association SF Foundation, offers a certificate in commercial real estate (CRE) to currently enrolled undergraduate business students in the finance concentration. Forty students have earned the CRE certificate since the program began in 2013.

Ten students completed the four required courses in Spring 2016, bringing the total number of certificates earned to 50. Thirty-four students have participated in the CRE paid summer internship program and 13 scholarships have been funded to date, totalling \$47,500.

Testimonials



Jake McQueen
Finance and 2015 Fellow

“I was just offered the position at Capital Building Maintenance. I will be the summer intern to help them with budgeting! You are a great resource that I tell all my friends to utilize. Thank you so much!”



Mickkail Cain
Finance and 2015 Fellow

“I got the job with Cushman & Wakefield! I’m interning at a startup called Ziero Finance.”

Commercial Real Estate Program

College of Business Fellows Program

Rita Killilea
Marketing and
2016 Fellow

“The Fellows Program was a wonderful opportunity and I feel fortunate to have been a part of the program in my final semester.”





Hristina Bencheva

Marketing and
2014 Fellow

“I couldn’t have gotten this position without the opportunity you gave me! I am so grateful to you and thankful to SF State for the great education it has given me. I will put it to good use!”

College of Business Fellows Program

Career Services and Professional Development



Alexis Yules

International Business
and Spring 2015 Fellow

“Wow! Thank you so much for all of the time and effort you took to create this comprehensive guide, Melanie. I will be sure to utilize it to my best advantage.”

Networking Works

Daniel Dieters

B.S. Business Administration,
Concentration in
Management ('16)



“No skill has been more important to me than learning the power of networking.”

MY UNDERGRADUATE JOURNEY

began as a statistics major at Cal Poly San Luis Obispo in 2010. After an unfulfilling freshman year, I knew I needed more time to develop and figure out what I was passionate about. With a friend's suggestion I took a gap year to serve as a mentor and tutor at City Year, a non-profit organization in Los Angeles. Working with my students and watching them succeed gave me energy, passion, and direction. With a greater focus in mind, I returned to community college the following year determined to pursue a bachelor's degree in Business Administration Management.

I transferred to San Francisco State University in fall of 2015, and was accepted into the Fellows Program that same semester. Unlike my year at Cal Poly, I came to SF State with a set of goals; get involved in on-campus organizations, graduate in two years, and most importantly line-up a job before graduation. I knew the Fellows Program would help me achieve those goals. The program has given me the opportunity to polish my professional business skills and make invaluable connections. No skill has been more important to me than learning the power of networking. The same week I found an internship with Kaiser Permanente.

2015–2016 Student Highlights

- ➔ At the Hotel and Restaurant Foundation (HARF) Scholarship awards dinner, San Francisco State University's **Hospitality and Tourism Management Department** had 10 scholarship recipients—the highest number of SF State student recipients on record!
- ➔ **Fion Hu** received top honors with the Hilda Watson Gifford Memorial Award. This is given to the top scholarship applicant. Fion was chosen to receive this prestigious award from among 150 applicants and 70 scholarship recipients.
- ➔ **Hospitality and Tourism Management student** is recipient of the San Francisco Bay Area NEWH Scholarship.
- ➔ SAP integrated courses earn **MBA student** internship at PG&E.
- ➔ MBA student **Micky Jhawar** secured a summer internship at PG&E where he will work with enterprise software applications.
- ➔ **Hospitality and Tourism Management students** achieve second best team in the nation for Smith Travel Research (STR) Student Market Study Competition.
- ➔ Students **Lauren Ung**, **Mia Voight**, and **Kevin Ng** were among the five finalists in the student's track of the SAP InnoTakeoff Competition for their project SmartCan.
- ➔ College of Business students **Ryan Alizaga**, **Lilian Ruiz**, **Alberto Rivera** and **Hem Pandey** participated in the SAP Project Dream Election 2016 contest with an entry focused on issues regarding diversity and millennials in the upcoming 2016 presidential election.
- ➔ Alumna **Cassandra Carrillo** ('14) was awarded the Joseph S. Murphy Diversity Scholarship for Labor Studies at Graduate Center of the City University of New York. Cassandra begins her graduate studies this fall at the Murphy Institute for Worker Education and Labor Studies, where she will focus on labor policy.
- ➔ SF State's **Net Impact MBA student organization** achieves gold status.
- ➔ 2016 Hospitality and Tourism Management student **Jillian Sobol**, who was born and abandoned by her mother at the University, graduates. "It's a huge part of my heart. I would walk onto campus and say to myself, 'I was born to be here'" Jillian told InsideEdition.com. Her story was highlighted on both local and national news.
- ➔ 2016 Labor Studies graduate **Lydia D'Angelo** was hired by the 2.4 million member California Labor Federation in the Communications Department.



THANDIWE CATO ('16)

Thandiwe Cato, a recent graduate of San Francisco State University, is passionate about learning and developing new skills within the realm of finance. This Canadian-born student set out to seek educational opportunities on the international stage. Her efforts resulted in attending an exchange program at the National Cheng-Chi University in Taiwan in Fall 2015. She has earned scholarships such as the Schwab-Rosenhouse Scholarship and the 100 Black Women scholarship, along with being honored on the College of Business Dean's List. For three years of her college career, she was part of the college outreach program for high school students where she became very involved in providing community support. After graduation, she plans to work abroad to build on the strong foundation she received when studying for a degree in International Business.

Class of 2016

These students received special recognition from the University during commencement week.

In addition, **Amie Lewis**, the college's Graduate Hood Recipient, and **Danh Nguyen**, the college's Undergraduate Hood Recipient, were recognized at the Commencement ceremony held May 27, 2016, at AT&T Park.



Undergraduate Honorees

- ➔ **Danh Nguyen**, College of Business Undergraduate Hood Recipient, Department of Decision Sciences
- ➔ **Jonathan Liu**, Department of Accounting
- ➔ **Estevan Lopez**, Department of Economics
- ➔ **Randy Lloyd**, Department of Finance
- ➔ **Fion Hu**, Department of Hospitality & Tourism Management
- ➔ **Rongguan Huang**, Department of Information Systems
- ➔ **Nana Okuyama**, Department of International Business
- ➔ **Michelle Flores**, Labor & Employment Studies Program
- ➔ **Elena Marie Roldan**, Department of Management
- ➔ **Olivia Dippon**, Department of Marketing





Graduate Business Distinguished Achievement Honorees

- ➔ **Amie Lewis**, Graduate Hood Recipient, MBA with a Concentration in Sustainable Business
- ➔ **Anton Li**, Master of Arts in Economics
- ➔ **Ryana Barbosa**, MBA with an Emphasis in Non-profit and Social Enterprise Leadership
- ➔ **Elizabeth Hamm**, MBA with a Concentration in Sustainable Business
- ➔ **Conlan Shiono**, Master of Science in Accountancy
- ➔ **Karolina Zosicz**, Master of Science in Accountancy
- ➔ **Yuan Feng**, Master of Business Administration

College of Business Hood Recipients



Amie Lewis

**Graduate Hood
Recipient, MBA with
a Concentration in
Sustainable Business**



Danh Nguyen

**Undergraduate Hood
Recipient,
Department of
Decision Sciences**

Invest in and Leverage our Brand to Sustain Competitive Advantages

Meeting the demands of an increasingly competitive graduate enrollment environment, expanding corporate outreach and creating revenue generating non-academic initiatives is paramount to our success. The college must continue to leverage its strong brand and keep momentum going.

EXECUTIVE EDUCATION

The College of Business continues to create industry related programs that have an impact on our clients, partners, students, alumni, faculty and staff. With the capability to construct custom-tailored programs, we can specifically align with the requirements of our customers. All Executive Education programs are held at the SF State Downtown Campus at 5th and Market, conveniently located in the heart of San Francisco's business district. Programs offered in fall 2016 include the 3rd Annual Women's Emerging Leadership Forum and the Achieving Leadership Presence.

Programs include but are not limited to:

- **IT Leadership**
- **Entrepreneurship**
- **Achieving Leadership Presence**
- **Finance for Non-Financial Professionals**
- **Women's Emerging Leadership**

Dean's Development Council

The Dean's Development Council supports the College of Business by identifying sources of investments, connecting talented students to promising career opportunities, having members speaking to students about their career path, and developing business partnerships.

Members include:

Kimberly Brandon, Senior Vice President/Financial Adviser, Morgan Stanley Smith Barney; SF State Alum

Loretta Doon, Chief Executive Officer, California Society of CPAs and Cal CPA Education Foundation; SF State Alum

Mary Huss, Publisher, *San Francisco Business Times*

Eric L. Kelly, Chairman and CEO, Sphere 3D Corporation; SF State Alum

Gilman Louie, Partner, Alsop Louie Partners; SF State Alum

Barry Mainz, President and CEO, Mobile Iron; SF State Alum

Nanette Miller, Director, Assurance West Coast and LGBT Service Line, Markum LLP; SF State Alum

Okorie L. Ramsey, Vice President, Finance Compliance Officer and SOX, Kaiser Permanente; SF State Alum

Joel R. Redmon, Managing Director, METLIFE Real Estate; SF State Alum

Christopher Wagner, First Vice President, Wealth Management, UBS Financial Services Inc.; SF State Alum

Tim Yamauchi, Executive Vice President and CFO, PRIDE Industries



Edward Cox MBA '09

Director, Global Head of Partnering Quality, Genentech, Inc. (a member of the Roche Group Management)

ED COX'S DESIRE TO HELP OTHERS and his entrepreneurial spirit have been the foundation of his remarkable tenure at pharmaceutical giant Genentech, Inc. Ed has grown with the company from start-up in 1982 to the global company it is today, serving for 33 years in myriad roles. Learning and applying new concepts—including those he studied as an Executive MBA student—has increased his effectiveness in varied roles.

Ed says it's important to find a career that you are passionate about—once you have, putting in the time to be successful won't feel like work.

Ed found his passion for biotechnology two years after his mother died from melanoma. As a sophomore in college he learned of a new company called Genentech that was developing novel cancer treatments. Ed's sense of larger purpose has been crucial to his success. The reward of serving patients to treat their diseases has been incredibly his motivator.

As the first in his family to graduate from college, Ed is committed to helping others reach their full potential. To this end, Ed loves returning to SF State to speak with students at every opportunity. In addition, Ed serves on Genentech's Helix Cup Advisory Committee, which provides STEM education to middle-school students in South San Francisco. Ed also sits on the Board of Directors of the Salesian Boys' and Girls' Club, a non-profit corporation that provides a safe place for kids to learn life skills through after-school tutoring, sports, musicals as well as art and cooking classes.

Building Corporate Connections

The College of Business has maintained consistent and relevant relationships with the Bay Area business community since the launch of our Business Partner Program two years ago. These relationships have enabled us to substantially increase our internships and job placements for our students with global brands such as Google and Genentech.

First Fridays Fun

Dec. 2, Feb. 3, Mar. 3, Apr. 7, & May 5

AGENDA

4:30 - 5:30 p.m. Networking

5:45 p.m. Topic discussion begins

ROOM DTC 597

Please join us for all or part of the evening.
Let's make this a community event in a relaxed atmosphere.
RSVP to sengupta@sfsu.edu so we have enough snacks and drinks for you!

On the first Friday of every month, graduate business students, faculty, alumni and staff come together in an informal social + educational setting—one that supports many interests, perspectives and schedules to promote curiosity in a continuous learning environment.

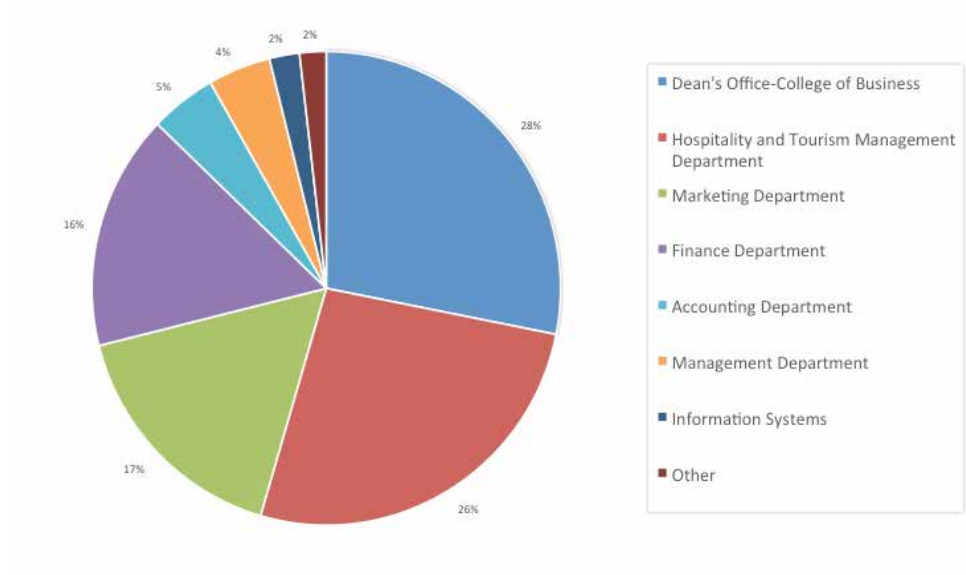
Marketing Professor and Graduate Program Director **Sanjit Sengupta**, Ph.D., created First Fridays Fun, an event held on the first Friday of the month. At the event, graduate students, alums, faculty members, and business partners engage in networking followed by a thought provoking industry speaker.

Friend-Raising and Fundraising

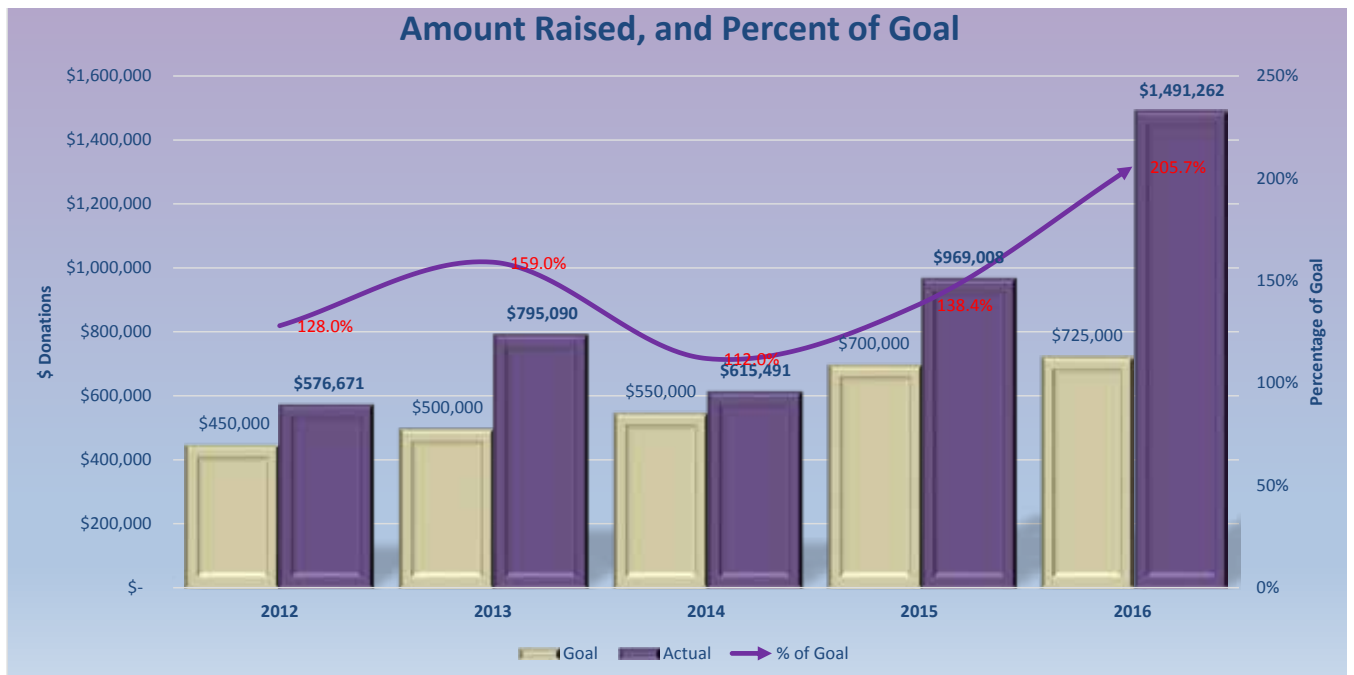
WE APPRECIATE THE CONTINUOUS SUPPORT of our generous donors who help establish the College of Business as an elite institution. With over 424 gifts received during the 2015-2016 academic year, the college can pursue a wide variety of programs from career services, hospitality, and emerging markets and economies to new ventures. We thank our donors and look forward to the exciting future ahead.

FY 2015-2016 Fundraising by Department

Total Raised: \$1,491,262



College of Business Fundraising Amount Raised, and Percent of Goal



Resources and Investments Report

THE COLLEGE OF BUSINESS receives the majority of its funding in the form of state support and student fees, only a portion of the full cost of delivering a high quality education. In addition to campus and college reserves, the College is also funded by non-state sources, such as graduate student professional fees, non-degree programs, and philanthropy. State funding has declined or remained flat over the last six years. As this trend continues, the College of Business is implementing new initiatives that focus on expanding non-state revenue sources.

Fiscal Year	2015-16	2014-15	2013-14
Sources of Funds	16,703,005	15,916,427	15,968,537
General Fund	14,828,864	14,136,098	13,922,558
CSU MBA/MSA Professional/DTC Rent Fees	715,198	958,000	1,373,664
Extended Education	412,843	446,879	479,777
Executive Education/COBE	0	3,768	41,788
Donations/Fundraising - Current use	746,100	371,682	150,750

Fiscal Year	2015-16	2014-15	2013-14
Uses of Funds	16,703,005	15,916,427	15,968,537
Salaries and Benefits	14,954,452	14,448,900	14,148,306
Marketing and Advertising	368,097	295,621	426,477
Research and Development	190,631	156,491	164,098
Travel	101,492	72,058	91,496
Rent	808,844	694,966	914,930
Computers and Equipment	204,182	36,441	110,849
Scholarships	67,350	72,500	89,084
Other	7,957	139,450	23,297

Faculty

TENURED & TENURE-TRACK, FALL 2016

Accounting

Shih-Chu Chou, The University of Texas at Austin, McCombs School

Amy Chun-Chia Chang, University of Houston

Min Chen, Kent State University

Frederick Choo, University of New South Wales

Kenneth Danko, Indiana University

Joanne Duke, Pennsylvania State University

George Frankel, New York University

Theresa Hammond, University of Wisconsin

Katherine Hetherington, University of Florida

Su-Jane Hsieh, Purdue University

Jiunn Huang, University of North Texas

Scott Jerris, Purdue University

Jai Kang, Texas A&M University

Bing Luo, University of North Texas

John O'Shaughnessy, Golden Gate University

Lufei Ruan, Carnegie Mellon University

Mohsen Tavakolian, University of Missouri

Decision Sciences

Katy Azoury, University of California Los Angeles

Ramesh Bollapragada, Carnegie Mellon University

Susan Cholette, Stanford University

Jamie Eng, Harvard University

Hamed Hashemina, University of British Columbia

Julia Miyaoka, Stanford University

Leyla Ozsen Intrevado, Northwestern University

Theresa Roeder, University of California, Berkeley

Robert Saltzman, Stanford University

Sada Soorapanth, University of Michigan

Vaidyanathan Udayabhanu, Carnegie Mellon University

Yabing Zhao, University at Buffalo—The State University of New York

Economics

Michael Bar, University of Minnesota

Sudip Chattopadhyay, University of Illinois, Champaign-Urbana

Anoshua Chaudhuri, University of Washington

Kirill Chernomaz, The Ohio State University

Zuzana Janko, University of California, Riverside

Venoo Kakar, University of California, Riverside

Philip King, Cornell University

Donald Mar, University of California, Berkeley

Sepideh Modrek, University of California, Berkeley

Michael Potepan, University of California, Davis

Lisa Takeyama, Stanford University

Finance

Daniela Balkanska, University of California, Irvine

Yea-Mow Chen, Ohio State University

Todd Feldman, University of California, Santa Cruz

Xi Han, University of Washington

Xue (Snow) Han, University of Georgia

Ping Hsiao, University of Southern California

Alan Jung, University of California, Berkeley

Donglin Li, University of California, Berkeley

Gang Li, University of California, Berkeley

Ming Li, University of California, Los Angeles

Shengle Lin, George Mason University

Shuming Liu, University of Texas at Austin

Yuli Su, University of Wisconsin, Milwaukee

Yi Zhou, University of California, Los Angeles

Hospitality and Tourism Management

James Brian Aday, George Mason University

Mehmet Ergul, Texas Tech University

Bo Ferns, Purdue University

Colin Johnson, Fribourg University

Susan Roe, University of Nevada, Las Vegas

Janet Sim, University of San Francisco

Andrew Walls, University of Central Florida

Sybil Yang, Cornell University

Information Systems

Paul Beckman, Purdue University

David Chao, University of Washington

Lei Jin, Georgia State University

Brenda Mak, Northwestern University

Robert Nickerson, University of California, Santa Cruz

Lutfus Sayeed, Georgia State University

Nasser Shahrasbi, HEC Montréal

Sameer Verma, Georgia State University

International Business

Bruce Heiman, University of California, Berkeley

Sergey Lebedev, University of Texas—Dallas

Yi-Kuan Lee, Rensselaer Polytechnic Institute

Joel Nicholson, Florida State University

Roblyn Simeon, University of California, Berkeley

Gerardo Ungson, Pennsylvania State University

Lihua Wang, Northwestern University

Yim-Yu Wong, University of Nebraska—Lincoln

Nini Yang, University at Buffalo—The State University of New York

Labor and Employment Studies

John Logan, London School of Economics and Political Science

Management

Michael Albert, Georgia State University

Sally Baack, University of Southern California

Geoffrey Desa, University of Washington

Sylvia Flatt, University of California, Berkeley

Connie Marie Gaglio, University of Chicago

Denise Kleinrichert, University of South Florida

Eric Lamm, Boston College

Chenwei Li, University of Alabama

Mitchell Marks, University of Michigan

Antoaneta Petkova, University of Maryland

Ronald Purser, Case Western Reserve University

Monica Sharif, University of Miami

Manely Sharifian, University of Alberta

Oscar Stewart, University of North Carolina at Charlotte

John Sullivan, University of Florida

Caterina Tantalo, Luiss

Guido Carli University

Tom Thomas, University of California, Berkeley

Smita Trivedi, George Washington University

Marketing

Subodh Bhat, University of Georgia

Sina Damangir, University of Houston

Foo-Nin Ho, University of Mississippi

Nga Ho-Dac, University of Utah

Mahmood Hussain, University of Colorado at Boulder

Minu Kumar, University of Mississippi

Kathy O'Donnell, Kent State University

Veronika Papyrina, University of Western Ontario

Bruce Robertson, University of Cincinnati

Sanjit Sengupta, University of California, Berkeley

Ian Clark Sinapuelas, Purdue University

Judi Strebel, University of California, Berkeley

Gulnur Tumbat, University of Utah

Hui-Ming Wang, Purdue University



CoB SF State
College of Business

Sanjit Sengupta, Faculty Director, Graduate Business Programs (*University of California, Berkeley*)

Orlando Harris, Executive Director for Business Development and Marketing (*Alabama A & M*)

Bonnie Li-Victorino, Director of Finance and Operations (*San Francisco State University*)

Linda S. Oubré, Dean (*Harvard Business School*)

Yim-Yu Wong, Associate Dean (*University of Nebraska—Lincoln*)

Jeff Chun, Assistant Dean (*University of Michigan-Ann Arbor*)

Timothy Anderson, Senior Director of Development (*Harvard Business School*)

We make
engagement,
innovation,
and **impact**
happen.

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College of Business

San Francisco State University

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