

2019-2020

transform

 Gatton College of
Business and Economics

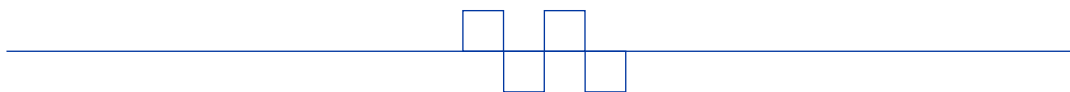


Building What's Possible

Meet Our Emerging Leaders



BUILDING WHAT'S POSSIBLE



I am delighted to share with you the 2019-2020 academic year issue of *Transform* magazine. As you will discover on the pages that follow, the University of Kentucky's Gatton College of Business and Economics continues to make remarkable progress toward our mission to prepare principled leaders for the global economy, produce influential research and support economic growth in Kentucky and beyond.

I am especially proud that an active and engaged alumni network, now totaling 35,000 worldwide, is building what's possible at Gatton. My travels have taken me around the world as we have hosted several Dean's Leadership Dinners in cities such as Atlanta, Louisville, Cincinnati, Birmingham, New York City, Shanghai and London. My listening tour has given me the opportunity to personally connect with alumni.

This year marks the 95th anniversary of our beloved college. As we journey to our centennial over the next five years, this issue spotlights the incredible leaders who are

helping us prepare future business leaders, including Victoria Russell, chief of diversity, equity & inclusion at Papa John's International; Scott Kiser, director of Air Force small business programs; Ruth Day, former logistics executive and chief information officer for the Commonwealth of Kentucky, and many others.

Continuously making our curriculum relevant and progressive is an important step towards our journey to becoming a Top 50 business school in the U.S. This academic year, we have launched several new programs – including a live online option for our MBA program, an online Bachelor of Science in Business Administration, and a Personal Financial Planning Certificate.

All of our efforts, past and future, are made possible by our generous alumni. We are grateful for the support they provide and the example they set as, together, we build what's wildly possible.


Simon Sheather, Dean

To see how the Gatton community is responding to COVID-19, visit gatton.uky.edu/alumni/transform-magazine



Dean Simon Sheather visits with Ruth Day, Chief Information Officer for the Commonwealth of Kentucky and Dean's Advisory Council member.



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GATTON AMBASSADORS ARE THE

Face

OF THE COLLEGE

You might see them handing out cookies during finals week, giving building tours, hosting networking events or having breakfast with the dean. Comprised of a diverse group of undergraduates, the Gatton Ambassadors are the face of the college. “The Gatton Ambassadors are instrumental in our recruiting efforts; they create programming to engage the student body, and they help build a bridge between the faculty, staff and students,” said Director of Leadership Initiatives & Living Learning Programs Shonta Phelps.

While doing so, they develop life long

friendships, pick up key career skills and get to know faculty, administrators and staff in a way few students ever do.

For management major Mohammad Shalash, participating in Gatton Ambassadors has provided a multitude of leadership skills he’ll take to the workplace. “I’ve learned how to manage my time, plan events, communicate with large teams and lots more,” he said. One of his favorite experiences so far was participating in the Ambassador’s annual retreat and getting to know his fellow ambassadors on a more personal level.

Marketing/management major Lauren Fox agrees that building community

is a top priority. “As college students, we know it’s sometimes difficult to find places on campus where you feel like you belong. As ambassadors, we strive to reach every student and make them feel connected,” she said.

To be considered for the program, students must complete an application with several essay questions. They must also submit a professional resume and participate in both group and individual interviews. “It is a rigorous process, but the goal is to select not only the best and brightest, but the most diverse and inclusive group of students to represent the Gatton student body,” Phelps said.



As ambassadors, we strive to reach every student and make them feel connected.



Your Degree, Your Schedule

gatton.uky.edu/bsba

Gatton's new Online Bachelor of Science in Business Administration (BSBA) prepares transfer students for entry level positions across a variety of industries. Graduates will gain a broad foundation of business concepts. The flexible online schedule enables students to complete coursework when it is convenient for them - and to transfer credit for the courses they have already completed. Gatton has many students who have successfully transferred to UK in various stages of their academic careers, and this fully online and flexible degree program is designed to meet the needs of new transfer students.

Gatton's new Real-Time, Online MBA option in the Professional MBA and Professional MBA for Leaders in Healthcare programs gives professional candidates the opportunity to learn and engage 100% online. Students can connect and participate with their faculty, classmates and project teams in a virtual classroom environment. The program provides students with the flexibility, support, collaboration and convenience needed for a high quality online MBA experience.

"This is an exciting opportunity for us and our students," Paul Childs, associate dean of graduate programs, said. "In 2020 and beyond, we certainly anticipate the future of our UK MBA program to be in the online space and will continue to deliver a quality online experience to our distance learners in real-time providing access to the highest ranked business college in the state."



Advance your Career with the New Real-Time, Online MBA

gatton.uky.edu/online-mba

New Certificate in Personal Financial Planning



gatton.uky.edu/cfp

Offered jointly by the Von Allmen School of Accountancy and the Department of Finance and Quantitative Methods, this new online certificate program in personal financial planning is the first offered in the state of Kentucky.

This program is open to students of all majors, CPA's or other professionals interested in a career in financial planning. All individuals must have completed 60 undergraduate credit hours to enroll.

Those who successfully complete the six-course (18 credit hour) program are then eligible to sit for the Certified Financial Planner (CFP) Exam.



We are excited to launch our very first MBA concentration in Entrepreneurship and New Venture Creation.

From the Top



MASTERING Entrepreneurship

Central Kentucky is producing a strong and vibrant entrepreneurial community. In response to this demand, the UK MBA introduced its first concentration in Entrepreneurship and New Venture Creation in Fall of 2019, which will deliver on the following core objectives:

- Understand business opportunity identification, concept development and validation;
- Practice hands-on development of a business concept, a business plan and perform a business pitch in a new venture competition;
- Research in-depth financial principles to both familiarize and discover ways to fund, scale and manage a new venture/small business, including managing intellectual property;
- Apply classroom knowledge and theory to real-world business problems in leading organizations of all types and sizes.

“We are excited to launch our very first MBA concentration in Entrepreneurship and New Venture Creation,” Harvie Wilkinson, University of Kentucky MBA program director, said. “As the flagship university in the state, we want to continue being the leaders in providing our MBA talent with the necessary skills and resources to expand their entrepreneurial capabilities in Kentucky and beyond.”

gatton.uky.edu/mba/entrepreneurship

As the flagship university in the state, we want to continue being the leaders in providing our MBA talent with the necessary skills and resources to expand their entrepreneurial capabilities in Kentucky and beyond.



VACE Bootcamp

Gives Entrepreneurs the Tools for Success



vace.uky.edu/venture-studio

In 2015, Mariam Gorjian, new ventures manager of the Von Allmen Center for Entrepreneurship (VACE) and VACE Director Warren Nash created an entrepreneurship bootcamp for students, alumni, and community members interested in learning about what it takes to run a business.

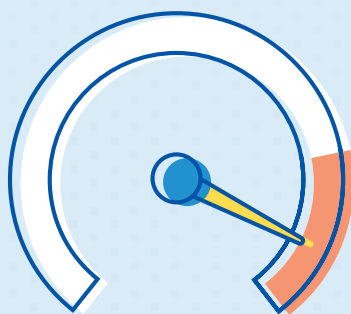
The bootcamp was popular from the beginning. People would come in to learn for about an hour on a certain topic, and since then, the program has grown into a huge success. What used to be an organization constructed of 12 teams has now grown into 24. A group of student entrepreneurs have even gone on to win the Georgia Bowl intercollegiate entrepreneurship competition.

Gorjian has found that the program has greatly benefited students. "Every year, our highest enrollment is always from the business school. I think the college sees a direct impact. This is something that students want to learn, and they get back what they put in."

This is something that students want to learn, and they get back what they put in.



From 0 TO 60: Business Analytics Minor Takes Off!



Gatton is off to the races with a popular new Business Analytics Minor that has grown from zero to more than 60 students who are learning to transform data into decisions. Students are becoming business experts who can partner with data scientists and data engineers to harvest, clean and structure data to create compelling stories that inform business decisions. The capstone class, Business Analytics Strategy and Applications, launches this fall, and Gatton is looking for alumni industry speakers who can join us to talk about how analytics is applied in their organizations. Our first students will be graduating in December 2020, so get ready to hire!

gatton.uky.edu/bizanalytics

EMERGING LEADERS BOARD



Expands Opportunities Strengthens Partnerships



Top Row:

Chris Johnson, Lauren Fritz, Courtney Rosenberger, Zachary K. Travis, LaShawn Evans Jr., Nicholas Zellich, Kezia Ramsey, Xeenia Tariq, Chris Collins

Second Row:

Alexander Wilken, Dean Simon Sheather, Adam Mowbray

Third Row:

Associate Dean Jennifer Siebenthaler, William Sanders, Hannalore Clouse, Taylor Amerman, Ameet Patel, Evan Knowles, Rachael Waddell, Marc Schuler, Angus McKenzie, Vice Dean NicoleThorne Jenkins

Bottom Row:

Nick Phelps, Blake B. Willoughby, Donna Brown, Mark McCord, Matie Carey

Not Pictured:

Joyce Gilfillan, Steven Jesse, Katti Nash, Kendall Pennington, Jason Rainey, Sarah Sanders and Donald "D.C." Storm

The University of Kentucky Gattton College of Business and Economics is continuing to ask the question:

WHAT'S POSSIBLE?

Not only for students, but also for alumni and the the Commonwealth and beyond.

The Gattton College is inspiring the next generation of business professionals and expanding our blueprint for the future of the Commonwealth and beyond.

It's here where dreams are realized, and skills are perfected; where our wildly ambitious scholars ask hard questions and press on to discover answers alongside world-renowned faculty and business leaders.

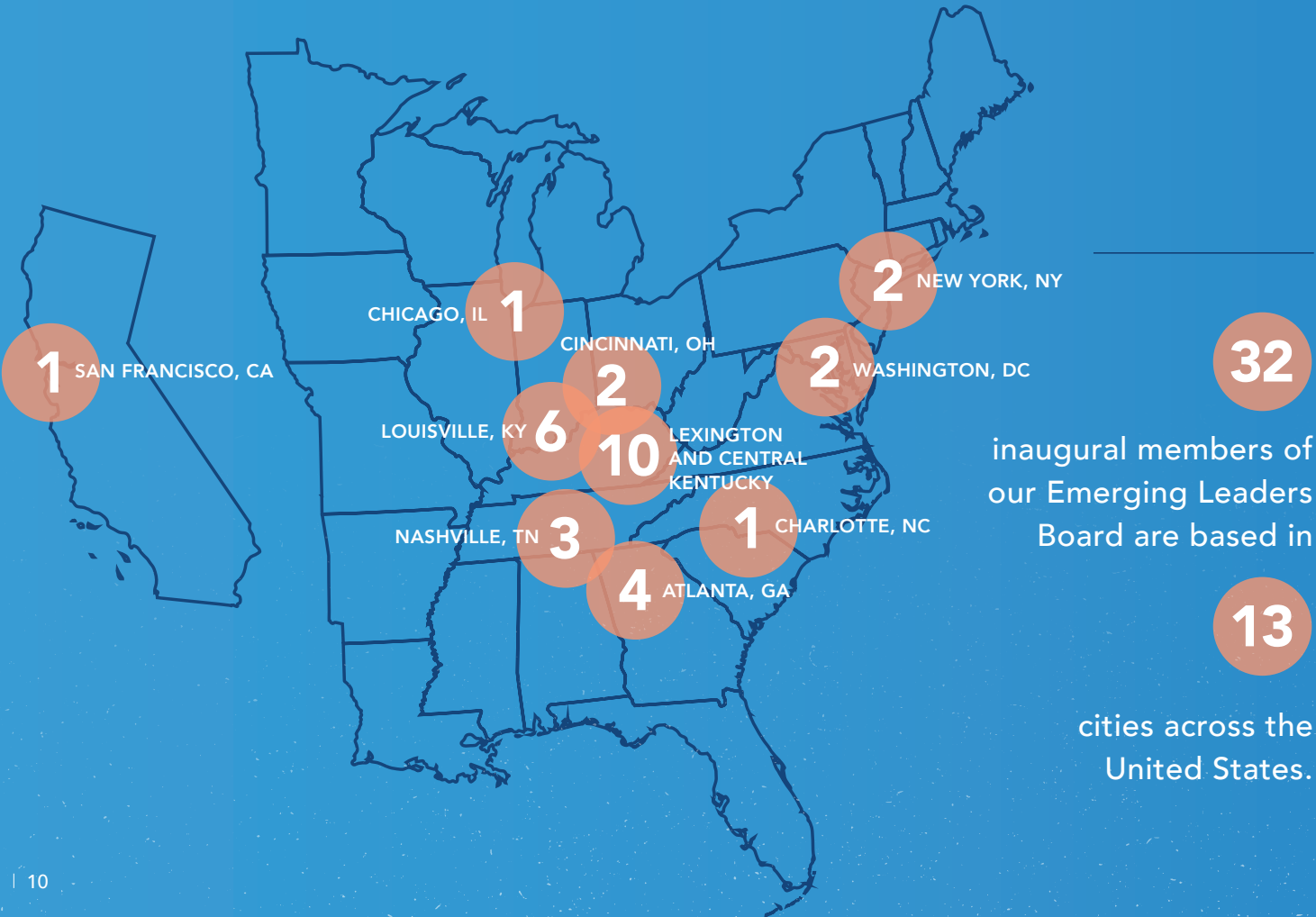
To foster this culture of engagement, belonging and support, Gattton created the Emerging Leaders Board in 2019, consisting of 32 members, all age 40 and under.

"The Gattton Emerging Leaders Board is, to me, an opportunity not

only to reconnect with the school but to connect with other strong business leaders that are growing their careers, and most importantly, a way to give back," said Nick Phelps, '08 finance & economics graduate of the Gattton College who now works for JPMorgan Chase & Co. "There's no question that the university as a whole, and the Gattton College, is a launch pad."

This particular launch pad - aimed to provide students a strong foundation in 21st Century business fundamentals - connects students with alumni with varied experiences to learn, grow and launch their careers.

Members of the board work with senior administration to improve



Gatton's standards, keep curriculum up to date, and brainstorm programming that improves student outcomes.

"It's a huge responsibility, as a board member, when we're trying to define the direction that UK wants to take in the next few years," said Xeenia Tariq, '14 MBA graduate who now works as a consultant for Federal Advisory Partners. "As a board member, I really want to emphasize diversity when it comes to recruiting methods, and I also want to make sure we are creating new opportunities for developing mentor/mentee relationships with current students as well."

Looking forward, the Emerging

Leaders Board will continue to connect the Gatton College to corporate partners to support student placement in both internships and full-time positions.

Chris Collins, '14 MBA graduate who works for 1792 Whiskeys at Sazerac Company, is grateful to have the opportunity to create a better experience for students and emerging leaders at Gatton.

"As a student at the university, I didn't know of all the opportunities that were out there to connect me to alums and mentors, and I want to make that more visible for current students at UK," he said.

To further engage with the community, the Emerging Leaders Board actively promotes events, research and accomplishments to the larger alumni network, and members are encouraged to participate in college programming.

Nominations for the Emerging Leaders Board are accepted annually, and interested candidates are encouraged to submit the online form at gatton.uky.edu/emergingleaders

Our members are employed at a variety of companies:

- The KY Cabinet for Economic Development
- The Home Depot
- Delta
- Bank of America
- Brown-Forman
- Tempur Sealy
- JP Morgan Chase
- Lockheed Martin
- And many more



As a board member, I really want to emphasize diversity when it comes to recruiting methods, and I also want to make sure we are creating new opportunities for developing mentor/mentee relationships with current students as well.

Xeenia Tariq `14 MBA
Consultant, Federal Advisory Partners

MBA Advisory Council

Gatton's MBA Advisory Council ensures the program provides our candidates with the necessary tools to excel in the workplace, mentors and develops our MBA candidates through offering functional and career advice and places our MBA candidates through networking as well as internship opportunities.

gatton.uky.edu/mba-advisory-council

Staff Council

The Gatton College Staff Council functions as an advisory group to the college's administration. The Council advocates and provides an operational framework for the communication of issues, policies and activities related to the staff of the Gatton College.

gatton.uky.edu/staff-council

Finance Advisory Board

The Finance Advisory Board aims to elevate the Department of Finance & Quantitative Methods to national prominence. Members contribute their time and counsel to meet the needs of the growing student population within the finance field.

gatton.uky.edu/finance-advisory-board

GATTON BOARDS AND COUNCILS OVERVIEW



Clockwise from left: Walter Ferrier, Professor of Management, Faculty Council; Jami Foster, Events Director, Staff Council; Jason A. Jacobson, Founder & CEO, Precari Capital, Dean's Advisory Council; Serenity Wright, Director of Honors Pathway Programs, Diversity Council; Stephen C. Jennings, Office Managing Partner, Crowe Horwath Accounting Advisory Board

Faculty Council

Gatton's Faculty Council provides a forum for feedback and discussion in addition to working to improve communication throughout the college, acting as a voice for the college's faculty in university-level matters and encouraging dialogue regarding academic issues and other concerns of faculty members.

gatton.uky.edu/faculty-council

Accounting Advisory Board

The Accounting Advisory Board serves to advance the mission of the Douglas J. Von Allmen School of Accountancy to prepare graduates for leadership roles within the accounting profession. The board will influence the field of accounting through the expansion of knowledge and research pertaining to the practice.

gatton.uky.edu/accounting-advisory-board

Diversity and Inclusion Committee

The Diversity and Inclusion Committee is composed of both faculty and staff who actively embrace diversity — in all of its forms — so that the college can lead in the development and implementation of multi-dimensional solutions to complex problems.

gatton.uky.edu/diversity

DEAN'S ADVISORY COUNCIL

The Dean's Advisory Council includes leading business executives from throughout the Commonwealth as well as successful Gatton College alumni at major corporations. Members provide counsel to the Dean on topics such as community partnerships, college programming, and philanthropic endeavors and more.

gatton.uky.edu/deans-advisory-council

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Senior Managing Director, NXT Capital
Nashville, TN

Gerald R. Benjamin

Partner, Atlanta Equity Investors, LLC
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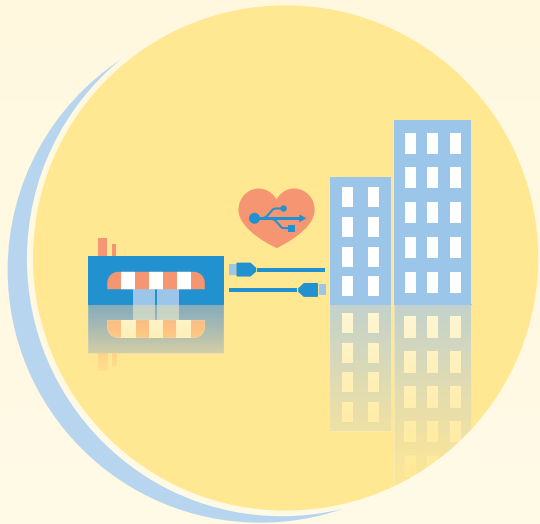
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Lexington, KY

D. Michael Richey

Vice President for Philanthropy
and Chief Philanthropy Officer
University of Kentucky
Lexington, KY



Exiting Employees: Traitor or Trailblazer?

Meet Bob. He was a software engineer at Google, but he had a great idea for a new venture, and he left to pursue his dream. Is he a traitor to Google?

This question got Assistant Professor of Management Ji Youn (Rose) Kim thinking, and the result is a research article titled “Employee Mobility, Spin-outs, and Knowledge Spill-In: How Incumbent Firms Can Learn from New Ventures,” published in the *Strategic Management Journal*.

“Existing research suggests that employee mobility has a negative impact on prior firms because mobile employees leave with their existing social capital or knowledge,” Kim said. “Consequently, the relationship between parent firms and spinouts is frequently described as negative. However, I thought there can be some positive long-term effect.”

In fact, she said, some scholars have begun to suggest the theoretical possibility of a win-win relationship where both the established firm and the new venture learn from each other. “We found that incumbent firms are more likely to learn and build on the technology of their spinouts,” she said.

Returning to the Google example, perhaps Bob maintains his relationship with other software engineers at Google, or uses his social networks to solve a problem or to advertise. Similarly, Bob’s old friends at Google can stay in the loop and may even incorporate new knowledge into their research and development.

Can a Busy Hedge Fund Director Be Effective?

While some people discuss the latest movie or upcoming weekend plans, Gattton College Associate Professors of Finance Chris Clifford and Will Gerken are busy contemplating the structure of hedge fund boards—and whether directors are serving on too many to be successful.

“I mentioned the topic to Will, and he asked if these busy directors were so bad, why were funds continuing to hire them?”

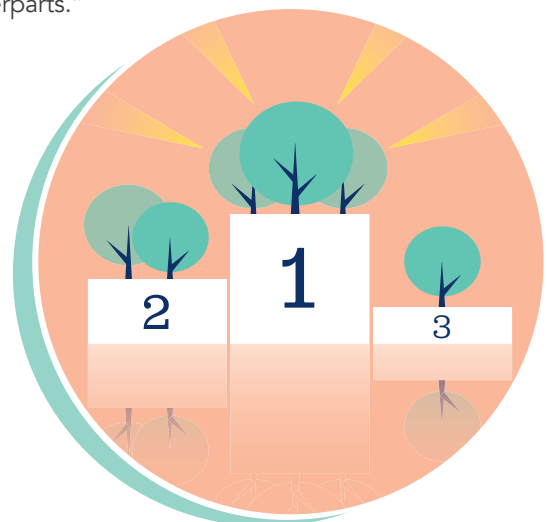
That’s how one lunchtime discussion became the fodder for the pair’s research article, titled “Hedge Fund Boards and the Market for Independent Directors,” published in the *Journal of Financial and Quantitative Analysis*.

For those not familiar with hedge funds, here’s a quick primer from Clifford: Due to complicated tax rulings, hedge funds often house at least a portion of their business in a lightly regulated offshore country. These funds are legally structured as a corporation and therefore require a board of directors. That makes understanding what role, if any, these boards play in the governance of the fund important.

To collect their data, Gerken took advantage of the 2009 switch to electronic filing of the U.S. Securities & Exchange Commission Form D, which provided detailed information about its board of directors. Gerken highlighted two key findings.

“First, most hedge funds have a board that is majority outside directorships. This suggests that investors in these funds demand regulatory oversight, despite no formal requirement to do so,” Gerken said.

Second—and directly related to their lunchtime question—the busiest directors in their study were the most effective at governance. “Funds that employ busy directors commit less fraud and engage in less nefarious activities than their less-busy counterparts.”





Does a Corporate Crisis Affect Your Firm Value?

Remember in Spring 2018 when a Starbucks manager called the police after two black men asked to use the store’s restroom without making a purchase, and the men were arrested?

This incident triggered a public outcry, but how did it affect firm value?

That’s what Haipeng (Allan) Chen, professor and Gatton endowed chair in marketing, studied in his research titled “Well Known or Well Liked? The Effects of Corporate Reputation on Firm Value at the Onset of a Corporate Crisis,” published in the *Strategic Management Journal*.

Chen’s research suggests that loyal customers may filter crises through rose-colored glasses while continuing to support the company. As a result, if the company is well-liked by the public, the stock price may not fall after a crisis, he said. This positive halo effect, however, may not protect another type of firm, i.e., those that are well known, after a crisis.

This research has implications for how firms should use their marketing dollars, Chen said. “Companies may not want to spend a lot of their resources on improving their recognition with the general public—because that carries a higher burden if a crisis happens,” he said. “Rather, companies should make sure that the stakeholders who know them like them a lot as this could help protect their stock price in the event of a crisis.”

12 Kentucky School Districts Named ‘Bright Spots’

Twelve Kentucky school districts have been labeled “bright spots” in a report released by the Center for Business and Economic Research (CBER) in the Gatton College of Business and Economics.

Researchers from CBER, with support from and in partnership with the Prichard Committee for Academic Excellence, analyzed 2012-2017 education data from the state’s 173 school districts. They identified key factors affecting academic achievement and constructed statistical models to predict an expected level of performance on state assessments.

The 12 districts below performed at significantly higher levels than predicted and are considered “bright spots.”

- Barbourville Independent
- Fleming County
- Grayson County
- Hazard Independent
- Hickman County
- Jenkins Independent
- Monroe County
- Paintsville Independent
- Pineville Independent
- Robertson County
- Somerset Independent
- Woodford County

Two key findings of the analysis, consistent with others across the nation, are that teacher experience and the socio-economic status of students have a significant impact on achievement levels.





Victoria Russell

*Chief of Diversity,
Equity & Inclusion,
Papa John's
International*

Along with learning from her bachelor's degree and UK MBA classes and some wonderful mentors, Victoria Russell '01 says campus life taught her another skill — how to be “scrappy.”

Juggling her undergraduate studies at UK, a job and being a resident assistant, Russell says she learned to be resourceful and determined. She took classes over the summer and graduated in three years.

After receiving a UK MBA in 2003, the Louisville native became the first person to hold the position of vice president of diversity, equity & inclusion at Papa John's International Inc., writing strategy and fostering understanding of how the effort affects the brand as a whole. “It's the most challenging role I've had and absolutely the most rewarding,” she said.

Don't get a seat at the table and get too comfortable. Slide over and make room for others. We're all in this journey together.



Russell was honored as the Gatton College's 2019 alumni recipient of the Lyman T. Johnson Torch of Excellence Award for the Gatton College of Business and Economics, given to an African American alum whose faith, hard work and determination has positively impacted the lives of people on campus, the city, state or nation.

Russell challenges others to find their voice, research their cause, and join the discussion. But she advises, “Don't get a seat at the table and get too comfortable. Slide over and make room for others. We're all in this journey together.”

Ruth Day

*Chief
Information Officer,
Commonwealth
Office of Technology*

Ruth Day '85 has always been committed to giving back. She says, "My siblings and I worked, saved for college, and got student loans. But deep down we knew our family would find a way to send us to college one way or another. But, not every Kentuckian has that same opportunity, and early on I felt it would be my responsibility to give back."

Even in her new role heading up the Commonwealth Office of Technology as chief information officer, Day still finds the time to share her experience and expertise with both students and faculty by serving on the Gatton Dean's Advisory Council. Her experience includes 30 years as a public accountant and the former vice president for administrative services at Landstar System, Inc.

Currently, as a member of the Governor's executive cabinet, Day provides counsel to the new governor, Andy Beshear. As a member of the Dean's Advisory Council, she provides counsel to Dean Simon Sheather.

Day is also a mentor with the Gatton Women Business Leaders program. The program gives Gatton undergraduates the opportunity to engage with and be guided by prominent business leaders. There, she encourages young women to reach their full potential with advice such as "Push yourself beyond your comfort zone in your goals, studies, and extracurricular activities. Aim high and don't worry if you have to retreat a bit or redirect. Don't be afraid to fail, and try not to let constructive criticism derail you. Think of it as a learning opportunity and not a personal affront."



Try not to let constructive criticism derail you. Think of it as a learning opportunity and not a personal affront.



Meet Gatton Executives in Residence

The new Executives in Residence program at the Gatton College of Business and Economics welcomes a set of highly successful business professionals—usually alumni—who share their expertise with Gatton business students.

“We have found that so many of our alums have an interest in coming back to campus and getting reconnected or more connected to the college and helping our students,” said Rich Brown, Gatton senior director of philanthropy and alumni relations. “Students enjoy making connections to alumni and the chance to tap into their wisdom.”

The program fosters a unique opportunity for mentoring and also offers a glimpse into the heart and soul of the successful people who are Gatton Executives in Residence.

gatton.uky.edu/executive-residence



Scott Kiser

Director, Air Force Small Business Programs

One piece of career advice Scott Kiser offers is to “choose wisely”—both in a life’s work that sparks inner meaning – and a life mate. His wife Dorothy has been with him across 15 addresses in multiple countries, and he credits her for helping him thrive in servant leadership and as a father to their four daughters.

Kiser, who was commissioned in the U.S. Air Force in 1985, served 27 years of active duty and continues to serve as a civilian employee, was promoted last year to director of Air Force Small Business Programs, located in the Pentagon. He oversees the development of connections with small businesses across America whose innovation, technology, and efficiency can ultimately benefit the nation.

“Directly contracting with small businesses is vital as many innovative ideas and economical, technical solutions come from small businesses,” said Kiser, who regularly meets with his U.S. Army and U.S. Navy counterparts to evaluate business opportunities.

Kiser, who earned both his bachelor’s and master’s degrees in business administration from UK, credits his success to professors with great advice. “They advised me to get my MBA degree before I started a family. It was the best idea to keep going to class while I was in the routine of studying and researching.”

Looking back, he feels fortunate to have many people who inspired him to succeed. They include a family friend who encouraged him to look into serving with the U.S. Air Force, a colonel who challenged him to excel and, most importantly, his wife. “Without Dorothy, I don’t know where I would have been,” he said.

Kiser enjoys the opportunity to “give back” as a Gatton Executive in Residence. He added, “I was so impressed with these outstanding, insightful students, and I undoubtedly got more out of our time together than I gave.”



Rex Tibbens

President and CEO, Frontdoor

Rex Tibbens '95 admits that it's pretty cool to see an Amazon Prime Now one-hour delivery truck on the road, or notice someone reading from a Kindle with the knowledge that he contributed to making it possible.

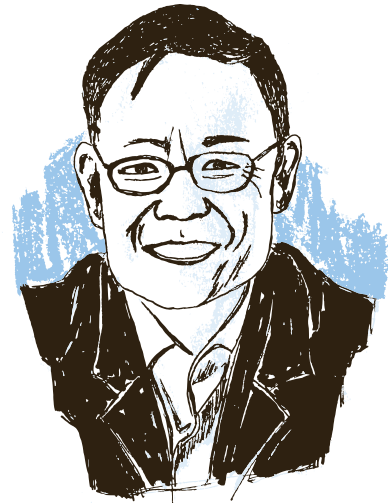
The Gatton alum has worked for some of the nation's most recognized companies, and he says the breadth of things he learned on campus — from accounting and management to marketing and operations — prepared him well.

"A lot of college is about exploring things you don't know about and fostering curiosity that you should always have," he said. "Expectations are changing rapidly, and technology makes them change even faster. You can either resist it or join it."

Tibbens not only joined it, but drove it right to Frontdoor, the nation's largest provider of home service plans for homeowners. Previously, he was COO of the on-demand transportation company Lyft, a vice president at Amazon, and in leadership at Dell.

"Always take the job that makes you feel a little queasy," he advises. "Risks and failures are what make a leader because they stretch you."

As a Gatton executive in residence, Tibbens said he wants to show students who perhaps grew up poor in Kentucky like he did, that success is possible. "I want to take away any preconceived notions that they don't have what it takes to succeed."



Huaming Gu

Partner, Baird Capital

As a private equity investor, Huaming Gu MBA '93 meets many different entrepreneurs, but he sees a common trait among those who succeed.

"What impresses me most is how driven and self-disciplined many of them are," the Gatton alum said. "They set a vision for their business and go after it relentlessly."

As a Gatton executive in residence, Gu advises students to aim high and keep stretching their targets. "The world is full of opportunities — explore them while you are young. If you work hard, stay humble and keep learning new skills, career opportunities will come along."

Gu took his own advice as he advanced up the career ladder, from his first job after graduation as an investment banking associate in Louisville to his current position as partner at Baird Capital, which he joined as a co-founding partner of its China fund. Currently based in Shanghai, Gu monitors and manages Baird Capital's portfolio companies in Asia.

As a Chinese American who has spent much of his career working for U.S. companies in China, Gu imparts a unique understanding and hope that the two countries will learn to truly coexist. "Much progress has been made over the last 30 years or so, but I still see lack of understanding in various areas that is hindering the relationship and collaboration between the two countries," he said.



Through a
Newly Established
Fellowship,
**NATE MORRIS
PASSES
THE TORCH**

The mission of The Morris Foundation, established in 2012 in the partnership with the Bluegrass Community Foundation, is “to provide access to the American Dream for all those who seek it.” Founder and native Lexingtonian Nate Morris is accomplishing this in a number of ways, including through the Nate Morris Fellowship, which affords a UK student the opportunity to attend The Presidential Fellows Program at the Center for the Study of Presidency and Congress in Washington, D.C.

The inaugural recipient was Mikayla Mitchell, a senior economics major and Global Scholars Honors Pathway student. Through the program, students learn about policy making by developing a research paper, then traveling to Washington to present their work at leadership conferences, and vie for monetary awards and publication. According to Mitchell, “When I came across this opportunity, I knew it fit perfectly with my personal and career goals. I’ve always been interested in a career in public service. It was instilled in me at a young age through my mom, a Navy veteran. Serving your country is one of the most meaningful things you can do with your life.”



**To provide
access to the
American Dream
for all those who
seek it.**

Morris knew the value of the program firsthand. While attending Princeton University’s Woodrow Wilson School, he was also named a Presidential Fellow. Currently, Morris serves as the CEO of Rubicon, a technology company providing recycling, waste management and smart city solutions with a mission to end waste. In 2019, Morris became the youngest person ever inducted into the Kentucky Entrepreneur Hall of Fame. He has also been named to *Fortune’s* Under 40 List. As a member of the Dean’s Advisory Council of the Gatton College of Business and Economics where he is the entrepreneur in residence, Morris continues to play a role in the school’s success.

As the first in their respective families to attend college, David Thurston '81 and Rosemarie Thurston '86 credit the University of Kentucky and the Gatton College of Business and Economics with their success. To show their appreciation, in 2018, the couple established the Thurston scholarship. According to the Thurstons, "We feel strongly that the educational opportunities that UK provided to us were the key to transforming our lives and the lives of the generations in our family to follow. With our philanthropy, our primary focus is enabling first-generation college students to attend and persist at UK, so that other lives can be changed through the limitless opportunities that an education at UK can provide."

David is the owner and key principal of NetMOVE, a moving and storage company with locations in both Atlanta, Georgia and Charlotte, North Carolina. Rosemarie is a partner in the national law firm of Alston & Bird LLP, where she is a member of the management committee and heads the national REITs (real estate investment trust) and real estate funds practice.

Their contribution is already changing student lives. Dalton Harris, a current Thurston Scholar, is majoring in finance with a minor in business analytics. Upon graduation, he hopes to return to his hometown and serve his community as a financial advisor. Harris said, "Being chosen as a Thurston Scholar has allowed me to solely focus on my academic work during my time at the University of Kentucky. I do not have to stress over the financial challenges of attending college as many students unfortunately have to do in this day and age. Being awarded the Thurston Scholarship will also have a drastic impact far beyond my time at the University of Kentucky. After I graduate, I will be able to begin my career with little to no student debt."

The Thurston Scholarship

CHANGING THE LIVES OF FIRST-GENERATION STUDENTS





For most recent graduates, their first real job means putting on a suit and heading to an office. For Alex Francke '19, it means putting on a crown and hopping in her car to travel throughout the state where she may speak at a school assembly or sing the National Anthem at an inauguration in Frankfort. Shortly after graduation, Francke won the title of Miss Kentucky 2019, and now represents the Miss Kentucky Scholarship Organization and the Kentucky Department of Agriculture.

Of her new role, she said, "Every single day as Miss Kentucky is different, as I have a couple of different hats I get to wear. My primary job is being the spokesperson for the Kentucky Department of Agriculture, but I'm also the CEO of my own arts education non-profit, the state ambassador for Children's Miracle Network Hospitals, and the state representative for the Miss America Organization."

Originally from Lexington, Francke, a Social Enterprise Scholar, graduated with a major in management and minor in international business, but took a wide array of classes. "I'm really thankful that I was challenged to take classes 'outside my wheelhouse.' Taking introductory courses in finance, economics and accounting was especially helpful to me, I want to own my own business one day and will certainly need to utilize more skills than just management and marketing."

But the most valuable thing Francke will take with her from Gatton is the relationships she forged. She said, "Some of the most important people in my life were once just my Gatton classmates. My professors and advisors are now trusted mentors and friends who have been able to give me career and life advice, and some of them even helped me get ready for the pitch I got to give when I applied for the job of Miss America."

As for the future, Francke stated, "Professionally, I am looking to work for a socially responsible company that 'does well by doing good,' as the token phrase goes. I've worked in marketing for the past two years and enjoyed it, but I hope that in five to 10 years I have a job where I get to be an encourager to people every day, by inspiring and empowering the people I work with."

Alex FRANCKE

Miss Kentucky 2019

The career path of Gilmore Achenjang's '16 has taken him across the globe and back again. After spending his early years in Cameroon, Africa, Achenjang moved to Barbourville, Kentucky, where he soon became a devoted Wildcat fan. This led to attending Gatton College. Upon graduating with a degree in accounting, he took a position in Citigroup's Power and Alternative Energy Group in New York City as an investment banking analyst. He says, "Investment banking isn't rocket science, but it requires intellectual endurance and a high level of attention to detail."

At Citigroup, Achenjang often worked long hours packed with challenging assignments. Despite the difficult schedule, he is grateful for the experience, especially "the exposure it provided at such an early stage in my career, and being able to interface with management teams of billion-dollar companies, leaders of industry and knowing that the financial analyses you produce helps them make strategic decisions."

Now, he has returned to his home continent and taken on the role of investment analyst with the Africa50 Infrastructure Fund, an African-focused infrastructure investment fund based in Casablanca, Morocco. In this position, a typical day might involve evaluating potential investment opportunities, managing portfolio assets, working with lawyers to negotiate transaction documentation, conducting market research and speaking to industry experts, as well as communicating with external stakeholders, recruiting and other firm-wide initiatives.

Achenjang relishes the opportunity to shape Africa's growth story. He explained, "Being able to interface with management teams and leaders of industry on a regular basis and knowing that the work that we do is positively affecting the lives of so many people across the African continent is very humbling and a unique position to be in as a young professional."

He also looks back fondly on the time he spent at the Gatton College and would offer this advice to other students: "Try to invest in yourself as much as possible and as early as possible in your educational and professional career. Develop skills that you can apply in the future."

For his future, Achenjang said, "I would like to remain in a role in finance that allows me to continually learn and develop as an investment professional, as well as contribute to a mission much larger than myself: working at Africa50 allows me to do just that."



Gilmore

ACHENJANG

Investment Analyst
Africa50 Infrastructure Fund



Ta'Neile SIMMONS

MIT Buyer
Seattle Nordstrom

As the first in her family to attend college, Ta'Neile Simmons '19 feels that with opportunity comes responsibility. Simmons states, "Being a first-generation student, I have learned that people truly look up to me and that I have a responsibility, now more than ever, to lead by example and to help when I can. I've noticed 'simple' things people did for me made a huge impact on my life, and I will try to do the best I can for others."

Many of the people who most impacted Simmons were the faculty and staff at Gatton. "The people that make up this school made such a difference in my life because they wanted me to be successful. They gave guidance, mentorship, worked overtime for me, or even got mad at me if I did something poorly that they knew I could do better," she said.

In 2019, Simmons, who is originally from Louisville, graduated with a degree in marketing, and is now a merchant-in-training with Nordstrom in Seattle. According to Simmons, "My focus is on learning my customer and determining what the Nordy girl/guy wants from me as a future buyer — how they buy, what they buy for, the different types of customer dynamics. The most rewarding part of my job is finding out the true details of a customer's problem and solving it through fashion. It's a dream."

Last summer, Simmons fulfilled another dream by interning at the French fashion house Kilometre Paris and sitting in the front row at Couture Paris Fashion Week. Simmons feels this experience gave her the knowledge and tools to manage a start-up luxury company. "Due to this internship, I taught myself how to code. I utilized accounting skills I wasn't even aware I had," she said. "I even did some nice work in journalism. I used every skill I had to give this company the best I could, and I couldn't be happier about the result."

Simmons highly recommends other students look for similar opportunities. To them, she said, "Traveling enables you to broaden your spectrum of knowledge; teaches you how to collaborate and to relate better with others. Interning gives you experience in the field and puts you in touch with mentors that want to help you succeed."

Success knows no time zone. So, as the director of investor relations with Bluegrass International Fund, Zhizhi “Wit” Wang ‘17 may have to join a conference call in the middle of the night, work on holidays or suffer from jetlag as he explores new markets and maintains current finder/broker relationships with his clients around the world.

The work ethic he learned through the Gatton College has helped him maintain his challenging schedule, which involves spending time in Lexington and Louisville, as well as extensive travel. “In professional life, it is always about time management. I always remember to relax and take time for myself because it will boost my productivity. Because I am young, I can take a little more work than life,” Wang said.

Wang, who received his undergraduate degree in business management and is now a student in the Master’s in Finance program, began as a real estate analyst before transitioning into this new position. Of his current role, he stated, “I manage overseas relationships with immigration agents, family offices and direct investors in China, including Hong Kong and Taiwan, India, the Middle East and Mexico. I help agencies to market our real estate projects to investors, and I directly work with investors along with their immigration attorneys and banks to file their investment paperwork. I get to work with people across all backgrounds, especially people with high net worth.”

As an immigrant who came to the U.S. at the age of 16, he offers this advice, “For all international students, immigrating is never an easy journey. The key is to plan ahead, not only for one month or year, but for the next two to three years. You will get discouraged and mistreated, but set your mind straight and you will achieve your goals. All the tough challenges will just be another story in your biography.”

Wang says the most important lesson he has learned is “ABN, which stands for Always Be Networking.” He elaborated, “I have run into many people in our industry that I have previously established relationships with. It helped me to build trust with the connection and get a head start over competitors. In the business world, especially in a very specific industry, the network is much smaller than everyone thinks.”



ZHIZHI “Wit” WANG

Director of Investor Relations
Bluegrass International Fund

Thank you

668

Spring 2019



GRADUATES



TOP 12
EMPLOYERS
RECRUITING

at Gatton:

- PwC
- Bank of America
- Dell
- Deloitte
- Crowe
- Enterprise
- Fifth Third Bank
- Aramark
- Cintas
- Fidelity Investments
- General Electric
- Lockheed Martin

In the 2018-2019
Academic Year

4,125

STUDENTS

participated in:

87



CAREER
PREP

Programs offered by
Gatton's Graham Office
of Career Management



More than

650



INDIVIDUAL
INTERVIEWS

hosted in the Graham Office

**\$8.5
MILLION**



total gifts received
in the 2019 Calendar Year



Where the gifts
came from

**592
TOTAL
DONORS**

507
Alumni & Friends
85
Foundations &
Corporations



Gifts, including endowment
funds, helped provide

\$735,730
**IN SCHOLARSHIPS
AND FELLOWSHIPS**



to Gatton students in 2019

KENTUCKY CAN.



Kentucky Can: The 21st Century Campaign is a historic \$2.1 billion fundraising effort to ensure that more students attend the University of Kentucky without incurring debt. It also ensures more research is created to address our state's most pressing needs and supports the individuals who make our work possible. Specifically, the Kentucky Can campaign focuses on three major areas of support. The first is funding 2,100 UK LEADS and other scholarships to ensure that more Kentuckians have access to a UK education. The second is endowing efforts focused on solving Kentucky's most urgent challenges. The third is growing the university's endowment from about \$1.5 billion to \$2.1 billion in gifts, future commitments and investments. This is part of an effort to fund the recruitment and retention of leading scholars and continue to support development programs and initiatives that provide a foundation for the work of faculty, staff and students. This campaign will build bridges for students to receive an affordable education; and for faculty to teach and conduct research that inspires, heals, and impacts the quality of life for all Kentuckians.

gatton.uky.edu/kentucky-can



New Wall Street Scholars Program CREATES A SIGNATURE EXPERIENCE for First Year Students

Wendy Liu (right) and Wall Street Scholars students at the New York Stock Exchange

gatton.uky.edu/wall-street

Gatton's Department of Finance and Quantitative Methods has launched an exciting program for high achieving, first-year students: Wall Street Scholars. The program accepts no more than 30 students annually and includes an accelerated finance curriculum, career development activities, and high-impact learning. The initial 2019 cohort has a median ACT score of 31 and high school GPA of 3.9.

Wall Street Scholars was inspired by the Pelissier Scholars Wall Street Experience, made possible by the generous support of Marguerite Pelissier and Bill Seale. Gatton finance lecturer Wendy Liu has recruited and led the Pelissier Scholars to visit more than 15 Wall Street firms annually since 2017. Pelissier Scholars have entered the most competitive fields in finance such as investment banking, private equity, asset management, and financial management leadership programs at major firms.



With the help of the Gatton community, We look forward to building a platform for more finance students to succeed.

To support the students, the department has launched two philanthropy initiatives - the Finance Advisory Board, comprised of high-level finance executives, and the UK Finance Alumni Network, comprised of recent graduates. Both groups help to fund scholarships, support career development, and provide networking and mentoring opportunities. Collectively, these groups work to strengthen Gatton's alumni network and magnify the Gatton College brand.

"We are very thankful for the financial support and mentoring help from alumni and friends of the university," said Liu. "We have seen impressive career success of recent finance students, especially the Pelissier Scholars. With the help of the Gatton community, We look forward to building a platform for more finance students to succeed."

MAKING A

career

PIVOT?

Gatton's professional programs prepare leaders to make a difference in the world of business and beyond. Our entrepreneurial spirit, combined with a strong connection to business ethics and a global perspective, prepares our graduates to face the world's greatest challenges. Here, you will be challenged to learn by doing, to look beyond the bottom line, and to lead across cultures. Most of all, when you join our community you are joining a global network of accomplished leaders deeply invested in Gatton's success and yours.

MBA

- Professional MBA
- One Year MBA
- MBA for Leaders in Healthcare

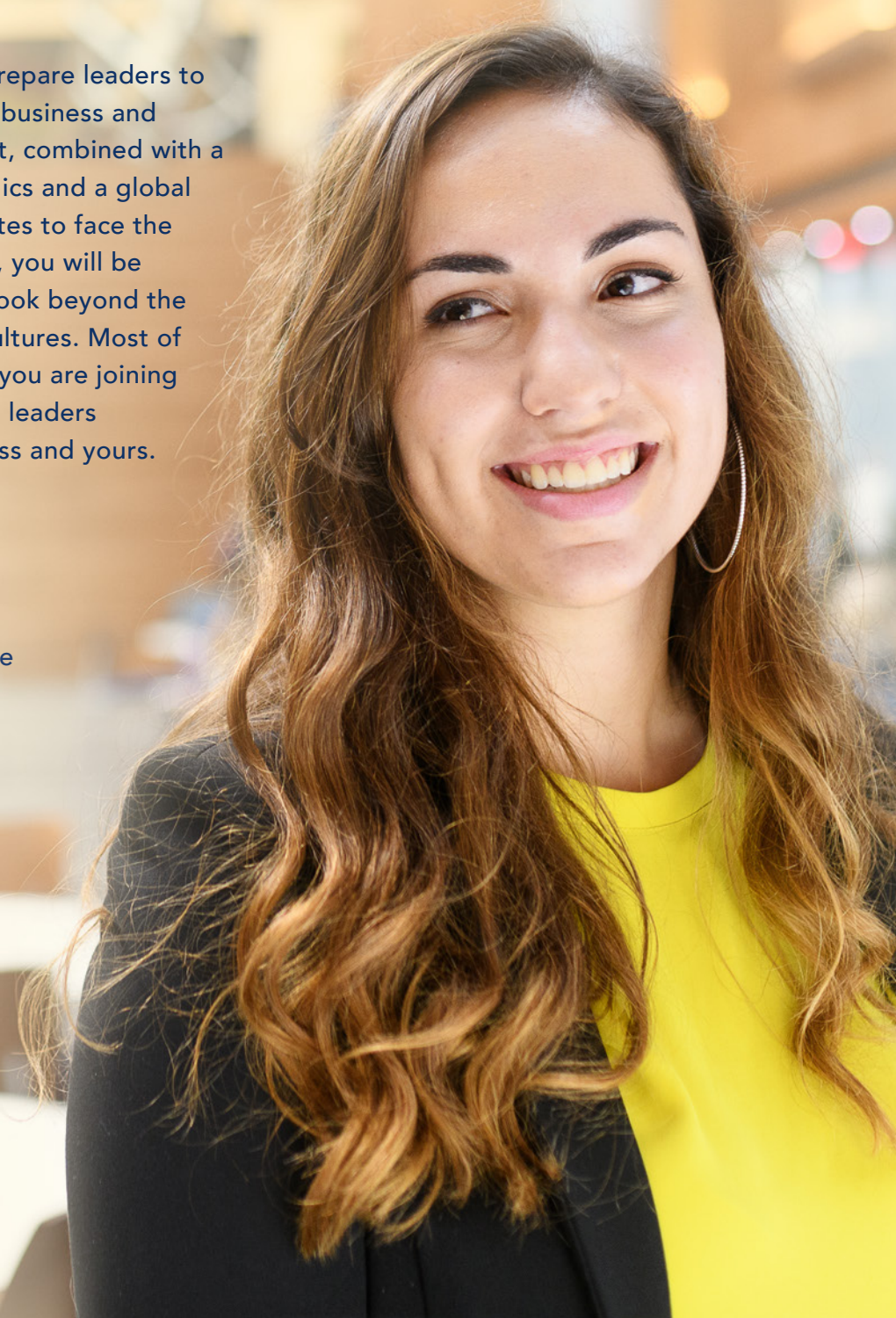
Master's of Science

- Accounting
- Finance
- Supply Chain Management

Certificates

- Personal Financial Planning
- Business Administration

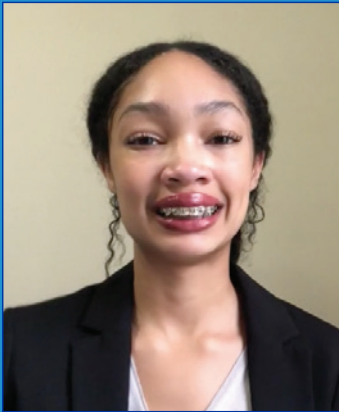
For more information, visit
gatton.uky.edu/pro





This year, Dean Simon Sheather and the Gatton College recognized six "Outstanding Seniors". These students consistently delivered above-and-beyond performance in academics, service, and leadership. Two students from that group received the Dean's Award for Excellence - an honor that celebrates the power of innovative thinking, hard work, and dedication. In a special online ceremony on May 9, Dean Sheather announced the news directly to the winners over a live video call.

Dean's Award for Excellence Winners



**Lauryn
McNair**

Lexington, KY
ACCOUNTING



**Mikayla
Mitchell**

Lexington, KY
**ECONOMICS /
INTERNATIONAL
BUSINESS**

Lauryn McNair is a Presidential Scholar and the 2018 recipient of the Lyman T. Johnson Torch Bearer Award, which honors high-achieving African American students at the University of Kentucky. Her professional experience includes a Research Assistant Coordinator for Central Kentucky Research Associates, a Launch Intern for Ernst & Young, and a Political Science Student Worker for the University of Kentucky.

Mikayla Mitchell is UK's first recipient of the Nate Morris Presidential Fellowship and a Global Scholars Honors Pathway student. As part of her fellowship with the Center for the Study of the Presidency and Congress, she wrote a research paper that analyzes the effect of welfare-to-work programs on economic mobility that was selected to be published.



**Immanuel
Aleman**

Louisville, KY

FINANCE

Peer Advisor - Graham Office of Career Management

William C. Parker Diversity Scholarship recipient



**Nicole
Fautsch**

Rochester, MN

**MARKETING /
PSYCHOLOGY**

Marketing Department's Outstanding Senior

Silver/bronze medalist, UK Track and Field



Jada Green

Alton, IL

ECONOMICS / FINANCE

2019 Lyman T. Johnson Torch Bearer Award Winner

Working for Goldman Sachs in New York after graduation



**Colby
Minear**

Marietta, GA

**MARKETING /
MANAGEMENT
INTERNATIONAL
BUSINESS**

Global Scholars Honors Pathway student

Working for tech startup Hippo Manager after graduation



Judith Milburn Haywood Staff Award

Judith "Judy" Milburn Haywood was employed at the Gatton College of Business and Economics for nearly 40 years. Upon her retirement, she presented the College with the Judith Milburn Haywood Staff Award Endowment. Each year, the award is presented to two staff members who have gone above and beyond in terms of job performance and interpersonal skills.



Meg Marquis

Assistant Dean for Student Services and Success



Michelle Baker

Administrative Support for Finance and Management

SGO Above and Beyond Award



Tony Day

Facilities Planning Director



Darshak Patel

Economics



Allan Chen

Marketing and Supply Chain

2020 UK Outstanding Teacher Award

The Outstanding Teaching Faculty Award annually recognizes faculty who demonstrate special dedication and outstanding performance in the classroom or laboratory.

University Research Award

A university-wide honor for a select few faculty members who have demonstrated excellence in scholarship and creative work that addresses scientific, social, cultural and economic challenges regionally and around the world.

Faculty of the Year

Gail Hoyt, Economics

Teaching Excellence Award

Valbona Sulcaj, Accounting PhD Student

Teaching Excellence Award

Olivia Davis, Accounting

Teaching Excellence Award

Dan Halgin, Management

Junior Faculty Research Productivity Award

Igor Cunha, Finance and Quantitative Methods

Research Productivity Award

Allan Chen, Marketing and Supply Chain

High Impact Research Award

John Peloza, Marketing and Supply Chain

University of Kentucky
Gatton College of Business and Economics

2019-2020

Office of the Dean

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University of Kentucky
Lexington, KY 40506-0034

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Gatton's

95th

ANNIVERSARY
CELEBRATION

In the 2019-2020 academic year, the Gatton College of Business and Economics is celebrating its 95th anniversary. We have hosted a series of events to commemorate this special occasion. One of our greatest strengths here at Gatton is our strong community. We invite you to share your Gatton memories with us by visiting gatton.uky.edu/alumni.