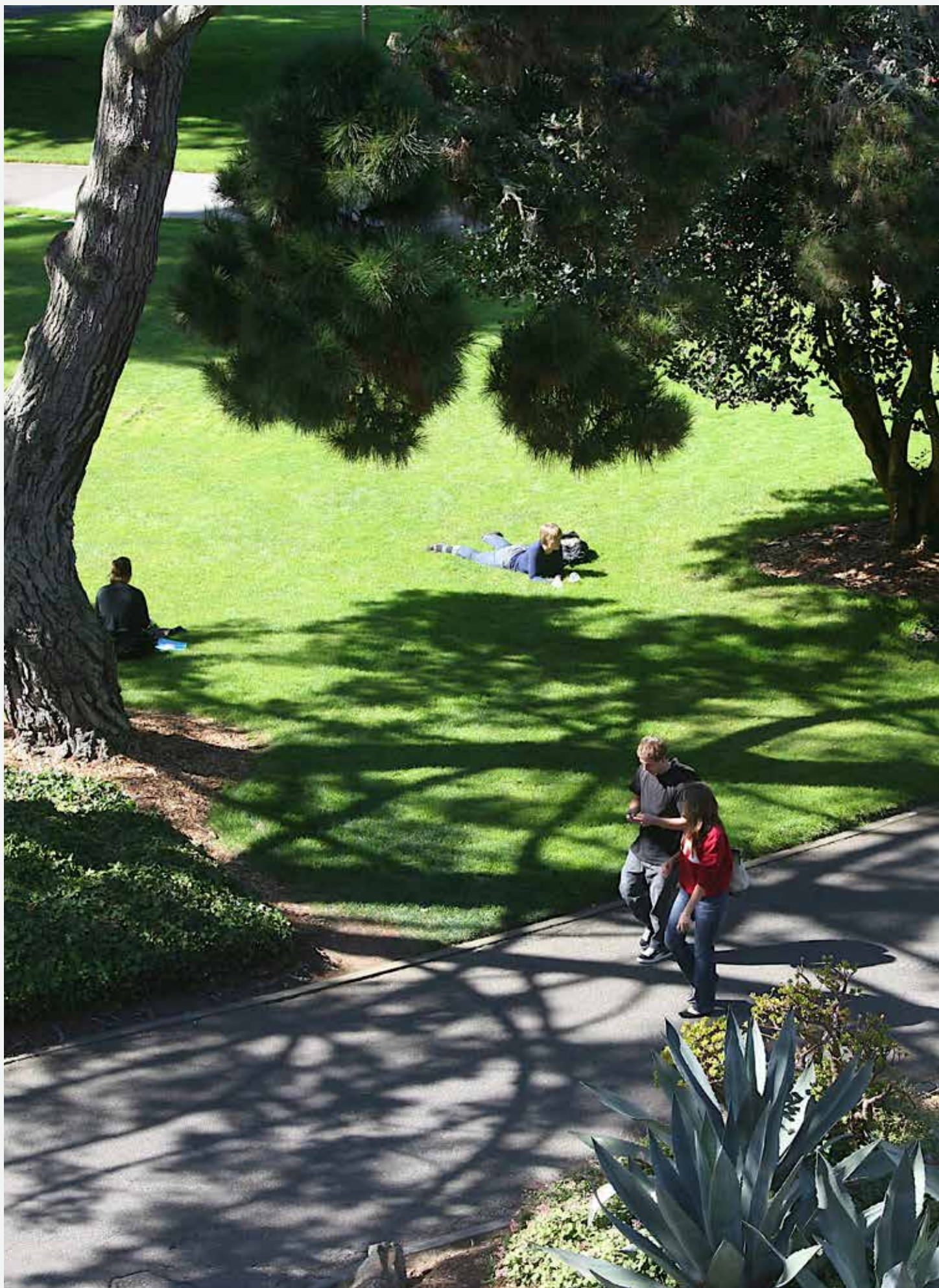




SAN FRANCISCO STATE UNIVERSITY COLLEGE OF BUSINESS
ANNUAL REPORT 2016-17 STUDENT SUCCESS





ANNUAL REPORT 2016-2017

LETTER FROM THE DEAN	4
STRATEGIC INITIATIVES	6
STUDENT SCHOLARSHIPS + CAREERS	8
FACULTY + ACADEMIC EXCELLENCE	22
LEVERAGING OUR BRAND	26
BUILDING CORPORATE CONNECTIONS	28
FRIEND-RAISING + FUNDRAISING	30
RESOURCES + INVESTMENTS	31
FACULTY	32
LEADERSHIP	33

COLLEGE OF BUSINESS

San Francisco State University's College of Business (CoB) is a leading institution of business education in the San Francisco Bay Area, preparing students to succeed in a global economy. The College of Business has more than 100 tenure-track and tenured faculty with doctorate degrees and a wide variety of research interests and expertise.

LETTER FROM THE DEAN

We are proud to open our new Student Success Center this Fall.

"I often tell people that my job is to develop the pipeline of future leaders who look like the world! As educators, every day begins and ends with our students."

AT THE COLLEGE OF BUSINESS at San Francisco State, we strive to ensure that every student graduates with the skills they need to be successful in their chosen profession. We recognize that a college education takes place both inside and outside the classroom, and so we work to bring the real business world into the classroom, and to offer our students opportunities for academic advising, supplemental instruction, and personal and career development that will enhance their future potential.

Launched in Fall 2016, the California State University Student Success and Graduation Initiative is a reaffirmation of our promise to our students. As part of this statewide initiative, each campus and each college has been challenged with improving graduation rates for all students. At the College of Business, we are meeting this challenge head-on by aligning our course

offerings and curriculum to student demand, by offering support outside of the classroom, and by providing opportunities for students to network and engage with faculty and with each other. As a visible example of our investment in students, we are proud to open our new Student Success Center this Fall. This one-stop shop for all business students is possible because of the hard work of our staff and faculty, and thanks to support from the university, donors, and alumni.



Dr. Linda S. Oubre
Dean, College of Business
San Francisco State University
loubre@sfsu.edu @lindaoubre





STUDENT SUCCESS & GRADUATION INITIATIVE

SAN FRANCISCO STATE University recently launched the Student Success Graduation Initiative. At the core of this initiative is holding our students to high expectations and offering them the support they need to learn and thrive.

As a campus with a social justice mission at our core, we hold excellence and equity to be fundamental and interlinking values: We want to see our students graduate with degrees that represent learning experiences of the highest possible quality, inclusive of all of our students.

As part of this initiative, the University and the College of Business (COB) focuses on creating a culture of excellence and conduciveness to learning for all students.

To this end, decision sciences professors Julia Miyaoka, Leyla Ozsen and Yabing Zhao completed a study on activity-based teaching. For their study, they chose one of the most challenging business core courses, DS 412: Operations Management.

The study identified and experimented with nine hands-on activities that are conducive to student learning. Professor Yabing Zhao also represented the college at the John N. Gardner Institute for Excellence in Undergraduate Education Conference and brought back recommendations for improving courses that have high failure rates. Associate Dean Yim-Yu Wong served on the Foundation of Excellence Committee to help make recommendations on enhancing the first-year student experience at SF State.



Thanks to their work, the COB has implemented several student success initiatives aimed at improving student attainment and providing a supportive environment for student learning and scholarly activities. They include new investments in more academic advisers, tutoring services, curriculum review, attention to high failure-rate courses and rebranding the Student Success Center and computer labs.

STRATEGIC INITIATIVES

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 keeps us active and relevant in the business community and allows us to provide transformative learning opportunities for our students.

INVEST IN

FACULTY & 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.

INVEST IN

OUR STUDENTS THROUGH SCHOLARSHIPS & 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.

INVEST IN

& 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.

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.

CULTIVATE

FRIEND-RAISING & 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.



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.

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.

CLASS OF 2017



SAN FRANCISCO STATE University's 116th Commencement ceremony was held Thursday, May 25. More than 5,000 students walked the line, and 12 of those graduates were on stage at AT&T Park to represent their fellow students in the class of 2017.

It is a longstanding tradition for each of the University's six academic colleges to select two students—one graduate and one undergraduate—for the honor of representing their fellow students as academic hoods. This year's College of Business hoods were Valerie Badua and Yasya Goretsky.



THE FOLLOWING STUDENTS received special recognition from the University during commencement week. In addition, Yasya Goretsky, the college's Graduate Hood Recipient, and Valerie Badua, the college's Undergraduate Hood Recipient, were recognized at Commencement.

Graduate Business Distinguished Achievement Honorees

YASYA GORETSKY, 2017 Graduate Hood Recipient, Master of Business Administration

ROBERT ALTMAN, Executive Master of Business Administration

JAYSON CHANG, Master of Business Administration, Emphasis in Information Systems

LAUREN HUEY, Master of Business Administration, Emphasis in Management

JOEL VOELZ, Master of Arts in Economics

CHARLES YEARY, Master of Business Administration

XITING ZHU, Master of Science in Accountancy

Undergraduate Honorees

VALERIE BADUA, College of Business Undergraduate Hood Recipient, Department of Information Systems

CHELSIE BATBOLD, Department of Accounting

XUEWEN ZHU, Department of Decision Sciences

PALOCH SUCHATO, Department of Economics

TRIEU NGUYEN, Department of Finance

SHUQING (SUE) LI, Department of Hospitality & Tourism Management

NIKI SHIZUKO HIROTA WONG, Department of International Business

QUINTON SILKET, Labor & Employment Studies Program

SUDHARMONO (SUDHAR) SIMAN, Department of Management

EMILY HOLTZ, Department of Marketing

FIRST PLACE IN STUDENT MARKET STUDY COMPETITION



HOSPITALITY AND TOURISM Management students Nikki Banks, Cheyenne Noell, Tracey Porras and Lauren Rojo competed in the Smith Travel Research Market Study International Competition, which took place in New York City in November at the Javits Center. They won first place, competing against 25 other teams from around the globe, including a team from Australia. They received a wonderful plaque and \$1,000 award.

WE HAVE AMAZING

VOLUNTEER INCOME TAX ASSISTANCE RECEIVES HONOR



BETA CHI'S Volunteer Income Tax Assistance (VITA) program was honored by the IRS as one of the nation's top VITA sites. The recognition took place at the Annual Beta Alpha Psi meeting held in Anaheim.

SF State earned awards for *Prepared More Than 1,000 Returns*, *Return Preparation for Chapters with Less Than 50 Members*, *Volunteerism*, *Alternative Method*, *Prepared 1040NR Returns*, and *Most Outstanding Chapter Award*. The program is an IRS initiative designed to help low- and moderate-income taxpayers complete their

annual tax returns at no cost. Gary Iskowitz, a former associate professor at CSU, Northridge, founded the program in 1971. The concept was to provide local taxpayers with free tax return preparation by accounting students, an effort to provide both a valuable community service and a powerful hands-on learning experience for the students. The program has grown to what is now a nationwide program that serves millions of taxpayers and (in many cases) still provides a valuable learning experience for future accountants.

DEVELOPING—AND HONORING— THE BUSINESS STARS OF TOMORROW

YASYA GORETSKY is the College of Business graduate hood recipient. Goretsky immigrated to the United States as a toddler with her family on a refugee visa from Ukraine. Her parents worked hard to provide for their family, which inspired her own strong work ethic.

Goretsky earned an MBA while working full time. She worked during the day and attended graduate school at night at SF State's Downtown Campus; She managed the grueling 14-hour days

thanks to a strong support system of classmates, colleagues, friends and family. During her studies at SF State, Yasya was a member of Net Impact and the College of Business Fellows Program. Additionally, she served as the VP of Marketing for the Women in Business Student Organization.



Yasya Goretsky, Graduate Hood
Master of Business Administration

ING STUDENTS!

CONGRATULATIONS to our Class of 2017 Undergraduate Hood Recipient, Valerie Badua. At age 10, Valerie and her family immigrated to the United States from Russia and moved to Sacramento. The move was a big adjustment, as she had to learn a new language and adjust to a new culture.

Badua doesn't shy away from a challenge. She was recognized for her ability to succeed despite the number of obstacles she had to overcome. Throughout her two years at SF State, she commuted from Murrieta in

Southern California where she lives with her husband. But the biggest challenge for Badua was becoming a new mom. She gave birth to her son Gabriel in January and says it was challenging balancing pregnancy and motherhood with school. Badua hopes to eventually get a master's degree and pursue a career in the tech industry.



Valerie Badua, Undergraduate Hood
B.S., Business – Information Systems



BLACK BUSINESS STUDENTS ASSOCIATION



FOUNDED IN 2016, the Black Business Students Association (BBSA) at SF State is an undergraduate organization with the purpose of cultivating an inclusive community for business students of color interested in business ownership, fostering creativity, and building a network of like-minded individuals. BBSA is dedicated to the success of black business students and to the representation of black professionals in corporate America.

On April 20, 2017, the BBSA held Representation Matters Speaker Series. The conference brought together black business professionals from diverse sectors.

The speaker panel included:

- Tarrell Gamble, Vice President, Baylock Beal Van, LLC
- Nate Oubré, California Vice President Medicaid, Kaiser Permanente
- Warren Jones, Co-Founder, Toasted Life, LLC
- Lenworth "Joonbug" McIntosh, Art Director, Bugs87 & Owner/Designer, Fresh Kaufee
- Evangeline Elder, Content Marketing Specialist, Shutterfly Inc. & Founder, REHAB Online Magazine, LLC
- Oscar Stewart, Ph.D., Assistant Professor for Ethical and Sustainable Business Management



Oscar Stewart, Ph.D.

Assistant Professor for Ethical and Sustainable Business Management and BBSA Faculty Adviser

Oscar joined the college in Fall 2016. He primarily teaches the seminar course Business and Society, and his research focuses on the intersection of organizational theory, strategy and business ethics. His research stream focuses on corporate irresponsibility and includes a theoretical account of corporate strategic irresponsibility, empirical exploration of corporate strategic irresponsibility's mechanisms, as well as an exploration of the determinants of corporate integrity violations in the pharmaceutical industry. Oscar earned his Ph.D. from the University of North Carolina Charlotte's Interdisciplinary Organizational Science Program. Prior to his doctoral work, Oscar worked at Travelers Insurance as a commercial insurance underwriter and as a program facilitator in talent management.





A first for SF State, students Andrey Klyuyev and Roland Fang received funding from University of Science and Technology of China (USTC) to collaborate with their students before co-presenting their Internet of Things (IoT) projects at Sugar Network Expo.

STUDENTS SHOWCASE THEIR TALENTS

STUDENTS REPRESENT AT SUGAR NETWORK EXPO

Students Majed Abuzahriyeh, Helena Chong, Roland Fang, Burek Keskin, Andrey Klyuyev, John Singh and Prilliana Yanuar joined students from University of Science and Technology of China (USTC) to co-present a project related to the IoT (“Internet of Things” — the inter-networking of devices). The project was presented at Sugar Network Expo, which took place from June 6-10, 2017, in Palo Alto.

THE SUGAR NETWORK platform enables students to form cultural, multidisciplinary teams and work together on exciting design challenges provided by corporate partners. This is the first time our students represented SF State at this event. They collaborated with USTC on technology challenges provided by IngDan, a company headquartered in both Shenzhen, China, and Santa Clara, California.

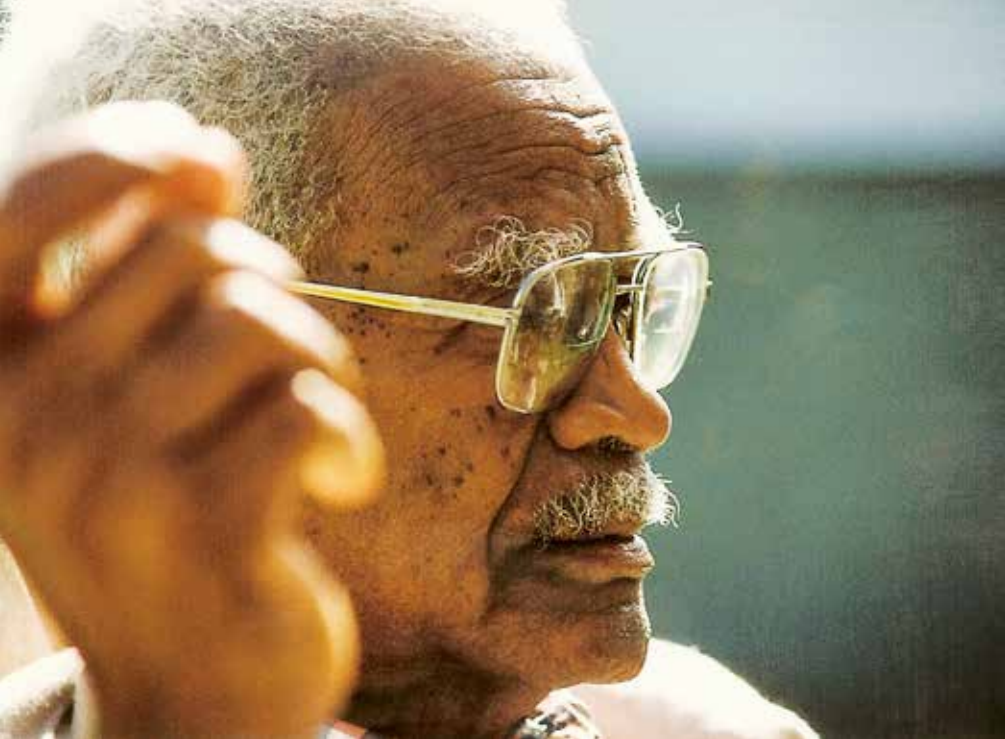
The USTC sponsored two of our students to visit their campus during the last week of May. Our students and Chinese students worked intensely to finalize their project solutions. The funding package provided by USTC includes up to 10,000 RMB (approximately \$1,500) for a roundtrip ticket between the U.S. and China per student, free boarding at USTC and a 500 RMB per student stipend for food and other expenses. The University of Science and Technology of China is a top engineering university and receives direct support and funding from the Chinese Academy of Sciences.

The sponsor company, IngDan, hosted D. Inno Show, a competition where USTC and SF State students presented their project once again. This was another great opportunity for our students to showcase their talents, as industry experts evaluated their projects.

MOBILE APPATHON CHALLENGE

THE MOBILE APPATHON CHALLENGE, co-sponsored by PG&E and the College of Business, explores innovative ideas for shaping tomorrow’s business, environmental, civic and social landscape through mobile technology. A panel of industry experts evaluates each entry. The winning idea should be realistic within the technology and economic landscape over the next one to three years.

The 2017 first prize winners were Joe Campos, Heather Do, Simon Hall, Lean J. Villamor and Hunter Wong. They were part of the “Batman Device” team: Their project idea looked to solve the challenges faced by the visually impaired community. On May 24, 2017, the winners were presented with a \$400 gift card and an award certificate by a PG&E representative at the Information Management Systems Association (iMSA) graduation celebration.



“This scholarship will enable students to spend more time on their academic work [while] gaining invaluable work experience.”

—John Logan, Labor & Employment Studies Chair

IN FALL 2016, Dean Linda Oubré and her family created the Ernest C. Dillard Sr. Endowed Scholarship in Labor Studies to honor her grandfather, Ernest C. Dillard Sr., who fought relentlessly and without recognition to improve the rights of workers with diverse backgrounds.

ERNEST C. DILLARD SR. ENDOWED SCHOLARSHIP



ROCSANNE BARRERA

CAREER GOAL: LABOR ATTORNEY COMPANY

“I am honored to be a recipient of this honorary scholarship. As a woman of Mexican American heritage and the first in my family to pursue higher education, I am determined to make a difference for people who face similar situations.”



TRANG NGUYEN THUY HUYNH

CAREER GOAL: LABOR ORGANIZATION

“Coming from a less developed country, I’ve observed many unjust labor practices & occupational accidents happen to working class people, some whom I personally know. This has motivated me to study labor and employment studies with the hope that I will one day be an expert in the field.”



QUINTON SILKET

CAREER GOAL: UNION ORGANIZER

“As a child I watched my mother on the picket lines fighting for good wages, health insurance, and worker’s rights. This instilled in me the importance of collective bargaining and worker solidarity. This is why I decided to major in Labor & Employment Studies.”

The Dillard scholarship supports full-time students majoring in labor studies with financial need and allows recipients to continue their pursuits of higher education while preserving Dillard’s legacy. “Because of our campus history of social justice, we are blessed to have a program in Labor Studies in the College of Business,” Oubré says. “The future leaders we train need to have a solid understanding of the history and mission of the labor movement.”

On November 16, 2016, the College of Business awarded three students with the Ernest C. Dillard Sr. Endowed Scholarship in Labor Studies. Rocsanne Barrera, Trang Nguyen Thuy Huynh, and Quinton Silket’s commitment to social justice exemplifies Dillard’s contribution to society. Their studies and future endeavors will build upon Dillard’s profound impact throughout the civil rights and labor movements.

SCHOLARSHIPS

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

Aaron Anderson Memorial Scholarship:

Ryana Barbosa, recipient

Agid Family Scholarship Endowment:

newly endowed

Bear Family Endowed Scholarship:

Daniel Deiters, Hanna Monservas,
Kieu Ngo, recipients

BOMA SF Foundation Scholarship

**Kaiser Permanente Business Certificate
in Ethics & Compliance Scholarship:**

Natalia Gunn, Lindsey Zaiger, recipients

Chevron Scholarship Fund

CIO Scholarship Fund: Alex Ruvalcaba,
recipient

Dale McKean Memorial Scholarship

Don Scoble Endowment Scholarship:

Olga Petrovska, recipient

Ernest C. Dillard Sr. Endowed Scholarship

for Labor Studies: Rocsanne Barrera,
Trang Nguyen Thuy Huynh, recipients

**Hong Kong Association of Northern
California Scholarship:** Shiyuan Zhang,
Yuzhen Zhong, Haiyin Huang, recipients

**Janice & John Gumas Endowed Marketing
Scholarship:** Monserrat Gonzalez,
Jessica Dzuranyi, recipients

Jeff Clavin Memorial Scholarship by
InterContinental Hotels Group

**Legal Marketing Association Erick Vargas
Scholarship:** Daniel Deiters, recipient

Leona Bridges Scholarship:

Kim Bruckman, recipient

**Linda & Nathaniel Oubré Leadership
Scholarship:** Yuzhen Zhong, recipient

Manny Mashouf Endowed Scholarship:

Jessica Dzuranyi, recipient

Martinelli Family Scholarship

Endowment: newly endowed

Michael Jon Alton Scholarship

Endowment: newly endowed

Mitsuko Duerr Endowed Scholarship

Nancy Lee Mar Vista Room Scholarship

**Nikon Precision College of Business
Scholarship:** Christopher Henderson

Ramona K. Award Scholarship:

Ceren Dogan, recipient

SF State College of Business Scholarship:

Tsung-Han Chu, recipient

SKAL International Scholarship: Han Tran, recipient

The George Feliz Memorial Scholarship:

Patrick Sarmiento, Xijun Zhang, recipients

Valerie Hashimoto Scholarship: newly
endowed

Wallace Fund for Diversity Scholarship:

Amy Tran, Donte Doiron, Majed Abuzahriyeh,
Nishan Meric, Jose Armando Perez Vega,
recipients

Yetta K. Zetooney Scholarship:

Alisa Pokrovsky, recipient

Yumi Satow Vista Room Scholarship:

Mona Oussou, recipient



MEET THE STUDENT SERVICES SUCCESS TEAM

**WE HAVE
AMAZING
STAFF!**

(From left) Kevin Connor, Lupe Ramos, Jeff Chun (Assistant Dean), Yim-Yu Wong (Associate Dean), Danielle McHugh, Albert Koo (COBSSC Director), Marcus Corra, Hanh Tran, Chris Kingston, Heidi Yu

The staff advisers in the College of Business Student Success Center (COBSSC) are the unsung heroes in the success of our students. Last year alone, our academic advisors had over 12,000 in-person academic counseling meetings to support students in their efforts to make progress towards graduation.



THE COBSSC IS OPEN year-around and works with our students throughout the entire student lifecycle, from new student orientation to graduation. Our advisers engage in continuous training and have each taken on projects to better support our students. These include streamlining the student registration process, updating course articulations, redesigning and conducting graduation workshops, updating the online advising resources, and piloting a degree planning tool and an online change of major tool on behalf of the campus.

To help alleviate the large volume of students we serve and deliver the quality advising our students deserve, the University provided three new shared advisers to support the COBSSC. They function as college specialists and graduation specialists and share their time equally with the Undergraduate Advising Center (UAC) to help bridge the gap between General Education advising and business major advising. These shared advisers were in charge of the High Unit Project (HUP), which targeted student with high units and provided customized advising services to facilitate graduation.

“Student Success at San Francisco State University means holding our students to high expectations and offering the support they need to reach them.”

studentsuccess.sfsu.edu

STUDENT SUCCESS BY THE NUMBERS

IN-PERSON
SESSION
VISITS

12,135

as of June 23, 2017

6,105

FALL 2016
BUSINESS
UNDERGRADUATE
ENROLLMENT

REASON FOR VISIT TO THE COBSSC

Course Planning	30 %
Graduation Application	21 %
Other*	20 %
Quick question	14 %
Change of Major	10 %
Probation	2 %
Study Abroad	2 %
Petition	1 %

* includes prerequisite clearance and signatures

1,494

B.S.B.A. graduates with concentrations in accounting, decision sciences, finance, general business, information systems, international business, management and marketing

153

B.S. graduates in Hospitality and Tourism Management

60

B.A. graduates in Economics

16

B.A. graduates in Labor and Employment Studies

Data on College of Business students who graduated in fall 2016, and who applied for spring 2017 or summer 2017 graduation, is from the Registrar's Office as of April 26, 2017.

THE GUIDING PRINCIPLES OF THE STUDENT SUCCESS CENTER TEAM

Student success
is my passion
and my priority

~Marcus Corra

Helping Students

ACHIEVE
SUCCESS
AND
EARN
THEIR
DEGREE

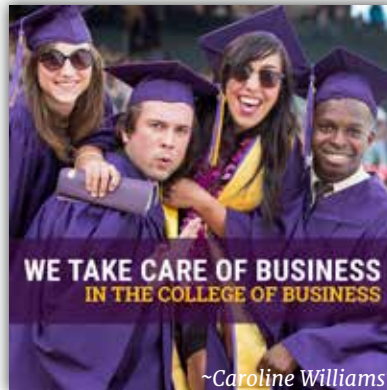
~Chris Kingston



~Kevin Conner

Students
are our
priority

~Albert Koo



~Caroline Williams

Going
Above
and Beyond

~Hanh Tran

BELIEVING
IS THE
FIRST STEP
TO
ACHIEVING

~Henry Ta

AS ADVISERS,
WE STRIVE TO
LISTEN MORE
and talk less.

~Jeff Chun

Counsel students
holistically &
towards fulfilling
personal, academic &
professional goals

~James Aganon

FROM
ORIENTATION
TO
GRADUATION

**WE
SEE
YOU**
THROUGH IT

~Lupe Ramos

We Really
Care

~Danielle McHugh

We are here
FOR YOU,
YOUR SUCCESS
& YOUR DREAM

~Grace Yuan

Career Services AND Professional Development Center

1,187

student contacts
since August 2016

Companies
Where
Students
Were Hired

38

Workshops and
Events Held

TOP Appointment Topics

3

- ✓ Résumé + Cover Letter
- ✓ Job + Internship Search
- ✓ Career Exploration

Student Contacts

Drop-in Hours, In-person and Video + Phone Appointments

Seniors 55%

Juniors 32%

Alumni 6%

Graduate Students 3%

Sophomores 3%

Freshmen 1%

- ✓ AXA Advisors
- ✓ Chase
- ✓ CA Franchise Tax Board
- ✓ CBRE
- ✓ City & County of SF
- ✓ Cushman & Wakefield
- ✓ Genentech
- ✓ Hubert's Lemonade
- ✓ Jones Lang LaSalle (JLL)
- ✓ Kilroy Realty
- ✓ New York Life
- ✓ Port of San Francisco
- ✓ PWC
- ✓ SAP
- ✓ Sportique
- ✓ Wells Fargo
- ✓ Yelp

Workshops and Events include career information sessions, employer-led workshops, skills-building workshops, and classroom presentations.

Participating Employers and Organizations

- ✓ Building Owners and Managers Association (BOMA) San Francisco
- ✓ COOP
- ✓ Genentech
- ✓ Google
- ✓ Institute of Real Estate Management (IREM)
- ✓ Marcus & Millichap
- ✓ Marriott
- ✓ New York Life
- ✓ Sherwin-Williams
- ✓ Sportique
- ✓ Yelp

COMMERCIAL REAL ESTATE PROGRAM

The Building Owners and Managers Association, San Francisco Foundation (BOMA SF Foundation) in partnership with San Francisco State University is committed to expanding and diversifying the commercial real estate workforce by recruiting, training and retaining top-quality talent. The BOMA SF Foundation has provided support for courses in commercial real estate. Students can earn a certificate in commercial real estate while earning a B.S. degree in business administration with a concentration in finance.

2014 Students Enrolled in Commercial Real Estate Courses, F2016-SP2016

1,049 Students Enrolled in Commercial Real Estate Certificate Courses, 2012-2017

BOMA SF Foundation Scholarship

BOMA SF Foundation has worked to fund 14 scholarships totaling \$51,000 to provide support for students who wish to pursue the Commercial Real Estate Certificate. In partnership with the BOMA SF Foundation, scholarships for the 2017-2018 academic year were made possible by:

- Skyline Construction
- Kilroy Realty
- BCCI Construction
- Hathaway Dinwiddie

David Hysinger Award

BOMA SF Foundation provided funds of \$2,000 for the David Hysinger Award to recognize an exemplary student in Commercial Real Estate in honor of David Hysinger, who was

instrumental to the development of the commercial real estate program at SF State. Commercial real estate faculty selected Cameron Sardi, who graduated in spring 2017, for this year's award.

The Commercial Real Estate Alliance for Tomorrow's Employees (CREATE)

CREATE is a collaborative effort by major professional associations, including the Building Owners and Managers Association, San Francisco (BOMA SF), leading commercial real estate companies, and service firms to address the industry's growing workforce challenges throughout the San Francisco Bay Area. CREATE and BOMA SF have provided internship opportunities for SF State students at major commercial real estate companies.

43 Students Participated in Commercial Real Estate Internships (2014-Present)

CREATE Fellows Program

CREATE is now helping the College of Business develop future global leaders through its brand new CREATE Fellows Program. The program will prepare students to be job-ready in the commercial real estate market.

The CREATE Fellows Program is a one-year program that will launch in September 2017 and run until May 2018. There will be eight classes each semester, covering topics like leasing and marketing, asset management, and construction and project management. The first cohort of students will include 25 fellows.

Students will learn about crucial commercial real estate principles and real world applications; strengthen professional skills that are in demand for any workplace environment including communication, critical thinking and problem-solving skills; and develop and network with a community of peers, mentors and leaders in the commercial real estate industry.



Heidi Yu

Career Services & Professional Development Center

GUIDING PRINCIPLE

Connecting students to **opportunities** for their personal & professional development

MEET OUR NEW FACULTY



Yifan Li, Ph.D.
Assistant Professor
Accounting
Academic Interests:
AIS, Managerial
Accounting



Jung Hoon Kim, Ph.D.
Associate Professor
Accounting
Academic Interests:
Auditing, Financial
Accounting



Rex Cheung, Ph.D.
Assistant Professor
Decision Sciences
Academic Interests:
Analytics



Stewart Lui, Ph.D.
Assistant Professor
Decision Sciences
Academic Interests:
Analytics



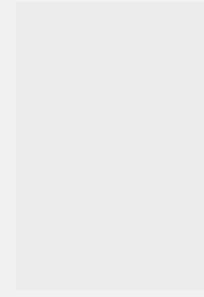
Ryan Smith, Ph.D.
Assistant Professor
Hospitality
& Tourism
Management
Academic Interests:
Business



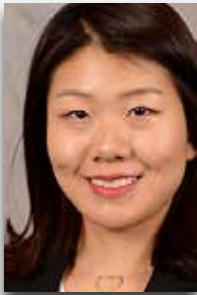
Ian M. Dunham, Ph.D.
Assistant Professor
Management
Academic Interests:
Business & Society/
Sustainability



Veronica Rabelo, Ph.D.
Assistant Professor
Management
Academic Interests:
Organizational
Behavior



Au Vo, Ph.D.
Assistant Professor
Information
Systems
Academic Interests:
Business



Nara Jeong, Ph.D.
Assistant Professor
Management
Academic Interests:
Strategic
Management



Priyanka Joshi, Ph.D. *(starting Fall 2018)*
Assistant Professor
Management
Academic Interests:
Organizational
Behavior



Chris Yost-Bremm, Ph.D.
Assistant Professor
Finance
Academic Interests:
Financial economics

WE HAVE AMAZING

PROMOTION TO FULL PROFESSOR



Bo Ferns, Ph.D.

Hospitality & Tourism Management

Research: organizational processes between young entrepreneurial firms and their stakeholders



Bruce Heiman, Ph.D.

International Business

Research: international aspects of innovation and creativity



Leigh Jin, Ph.D.

Information Systems



Theresa Roeder, Ph.D.

Decision Sciences

Research: Discrete-event simulation, Modeling heuristics for simulation with limited information



Tom Thomas, Ph.D.

Management

Research: corporate environmental management, sustainable business strategies



Gulnur Tumbat, Ph.D.

Marketing

Research: intersections of risk discourses, consumer culture, marketplace dynamics, & technology

ING FACULTY!

FACULTY AWARDS

Sabbatical Awards

George Frankel, Ph.D., Accounting

Yuli Su, Ph.D., Finance

Lihua Wang, Ph.D., International Business

Colin Johnson, Ph.D., Hospitality & Tourism Management

Yikuan Lee, Ph.D., International Business

Lisa Takeyama, Ph.D., Economics

Gulnur Tumbat, Ph.D., Marketing

DEVELOPMENT OF RESEARCH AND CREATIVITY GRANTS (funded by CSU Chancellor's Office Finance Department)

- Yi Zhou, Ph.D., Finance ("Funding Support of the Mark-it Credit Default Swap (CDS) Dataset")
- Minu Kumar, Ph.D., Marketing ("Structuring Drug Development Partnerships to Create Valuable Drugs for Patients")

2017 OFFICE OF RESEARCH & SPONSORED PROGRAMS SMALL GRANT

- Su-Jane Hsieh, Ph.D., Accounting ("New Perspective on the Earnings Management of Initial Public Offerings Firms")
- Xue Han, Ph.D., Finance (Research: "New Perspective on the Earnings Management of Initial Public Offerings Firms")

FACULTY RESEARCH FUNDING AWARDS

- Yabing Zhao, Ph.D., Decision Sciences (Performance Effects of Accounting Restatement in Dyadic Supply Chains)
- Venoo Kakar, Ph.D., Economics (Does Google search data improve macroeconomic forecasts?)
- Monica Shariff, Ph.D., Management (Biculturals in the Interview Process: The Impact of Individual Perceptions on Evaluations)
- Minu Kumar, Ph.D., Management (Research: Wait, wait, please tell me what is the risk of the drug in that commercial?)
- Deanna Wang, Ph.D., Marketing (Research: Modeling Information Diffusion in Social Networks using Big Data: An Interdisciplinary Study)

PRODUCTIVITY AWARDS

- Ramesh Bollapragada, Ph.D., Decision Sciences (Publication: Bollapragada, R., Poduval, S., Chetty, B. & Brahmabhatt, B. "Solving Traffic Problems in the State of Kerala: Forecasting, Regression and Simulation Models.")
- Ramesh Bollapragada, Ph.D., Decision Sciences (Publication: Luo, K., Bollapragada, R. & Kerbache, L. "Inventory Allocation Models for a Two-Stage, Two-product, Capacitated Supplier and Retailer problem with Random Demand.")
- Hamed Hashemina, Ph.D., Decision Sciences (Publication: Hashemina, H. & Jiang, C. "Strategic Trade-off between Vessel Delay and Schedule Recovery: An Empirical Analysis of Container Liner Shipping")
- Robert Saltzman, Ph.D.; Theresa Roeder, Ph.D., Decision Sciences (Publication: Saltzman, R., Roeder, T., Lambton, J., Param, L., Frost, B. & Fernandes, R. "The Impact of a Discharge Holding Area on the Throughput of a Pediatric Unit")
- Robert Saltzman, Ph.D., Decision Sciences (Publication: Saltzman, R. & Bradford, R., "Simulating a More Efficient Bike Sharing System")
- Anoshua Chaudhuri, Ph.D., Decision Sciences (Publication: Zieff, S.G., Chaudhuri, A. & Musselman, E. "Creating neighborhood recreational space for youth and children in the urban environment: Play(ing in the) Streets in San Francisco")
- Anoshua Chaudhuri, Ph.D., Decision Sciences (Publication: Kubo, M. & Chaudhuri, A. "Gender gap in health status of children in the context of one-child policy in China: is it sibling rivalry or son preference?")
- Lihua Wang, Ph.D., International Business (Publication: Wang, L. & Liang, X. "Profit or Legitimacy? What Drives Firms to Prioritize Social Stakeholders Over Economic Stakeholders?")
- Todd Feldman, Ph.D., Finance (Publication: Feldman, T. & Jung, A. "VIX Christmas Effect.")
- Todd Feldman, Ph.D., Finance (Publication: Liu, S. & Feldman, T. "A New Predictive Measure using Agent-Based Behavioral Finance.")
- Brenda L. Mak, Ph.D.; Robert C. Nickerson, Ph.D., Information Systems (Publication: Mak, B. L., Nickerson, R.C. & Sim, J. "Mobile Technology Dependence and Mobile Technostress.")

PRESIDENTIAL AWARD

Hamed Hashemina, Ph.D., Decision Sciences

Venoo Kakar, Ph.D., Economics

Monica Sharif, Ph.D., Management

Min Chen, Ph.D., Accounting

- Robert C. Nickerson, Ph.D., Information Systems (Publication: Hanelt, A., Kolbe, L.M., Nickerson, R.C., & Re-mane, G. (2017). "Discovering digital business models in traditional industries." *Journal of Business Strategy*, 38(2): 41-51)
- Subodh Bhat, Ph.D., Management (Publication: Bhat, S., Myers, S., Royne, M.B. "Interracial Couples in Ads: Do Consumers' Gender and Racial Differences Affect Their Reactions?" *Journal of Current Issues & Research in Advertising*, Accepted for publication, March 2017)
- Eric Lamm, Ph.D., Management (Publication: Lamm, E., Thomas, T.E., & Tosti-Kharas, J. (2016). "Organization OR Environment? Disentangling employees' rationales behind organizational citizenship behavior for the environment." *Organization and Environment*.)
- Chenwei Li, Ph.D., Management (Publication: Duan, J, Li, C., Xu, Y., & Wu, C. (2017). "Transformational leadership and employee voice behavior: A Pygmalion mechanism.")

EXEMPLARY RESEARCH AWARDS

- Hamed Hashemina, Ph.D., Decision Sciences (Publication: Gillen, D. & Hashemina, H. "Measuring Reliability of Transportation Networks Using Snapshots of Movements in the Network – An Analytical and Empirical Study.")
- Sepideh Modrek, Ph.D., Economics (Publication: Rehkopf, D.H., Modrek, S., Cantley, L., & Cullen, M.R. "Social, Psychological, and Physical Aspects of The Work Environment Could Contribute To Hypertension Prevalence")
- Yi Zhou, Ph.D.; Bing Han, Ph.D., Finance (Publication: Han, B., Subrahmanyam, A. & Zhou, Y. "The term structure of credit spreads, firm fundamentals, and expected stock returns")
- Mitchell I. Marks, Ph.D., Management (Publication: Marks, M.I., Mirvis, P., & Ashkenas, R. "Making A Merger Work for You,")
- Minu Kumar, Ph.D., Marketing (Publication: Luchs, M. & Kumar, M. (2017) "Yes, but this one looks better/works better: When might consumers choose superior sustainability despite a trade-off with other valued product attributes?")

SELECT FACULTY RESEARCH

Accounting

Hammond, T., Book chapter. "Oral History," Routledge Companion to Qualitative Accounting Research Methods (Routledge, forthcoming 2016; Covalleski, M., Haynes, K., Hoque, Z., and Parker, L., eds.)

K., Kimberly, Lightner, T., & Luo, B. (2016). "The Effects of Property Taxes and Public Service Benefits on Housing Values: A County-Level Analysis", *Advances in Taxation*, 23.

Decision Sciences

Atkins T. & Cholette, S. (2016) "Rough Seas Ahead: Quality Concerns for China-bound Wine Shipments." *The Wine Value Chain in China: Global Dynamics, Marketing and Communication in the Contemporary Chinese Wine Market*, eds. Capitello, R., Charters, S., Menival, D., and Yuan, J. (Elsevier/Chandros).

Bollapragada, R., Poduval, S., Chetty, B., & Brahmbhatt, B. (2016). "Solving Traffic Problems in the State of Kerala: Forecasting, Regression and Simulation Models." *Vikalpa: The Journal for Decision Makers*, Indian Institute of Management, Ahmedabad, India, SAGE publishing.

Fernandes, R., Frost, B., Lambton, J., Param, L., Roeder, T. & Saltzman, R. (2017). "The Impact of a Discharge Holding Area on the Throughput of a Pediatric Unit. *Service Science* 9(2):121-135.

Gillen, D. & Hasheminia, H. (2016). "Measuring Reliability of Transportation Networks Using Snapshots of Movements in the Network – An Analytical and Empirical Study." *Transportation Research part B: Methodological*, Elsevier publishing.

Saltzman, R. & Bradford, R. (2016). "Simulating a More Efficient Bike Sharing System." in *Journal of Supply Chain and Operations Management*, Wiley publishing.

Economics

Kubo, M. & Chaudhuri, A. (2016). "Gender gap in health status of children in the context of one-child policy in China: is it sibling rivalry or son preference?" *Journal of Family and Economic Issues*, Springer publishing.

Zieff, S.G., Chaudhuri, A., & Musselman, E. (2016). "Creating neighborhood recreational space for youth and children in the urban environment: Play(ing in the) Streets in San Francisco." *Children and Youth Services Review*.

Finance

Li, G. (2016), "Growth options, dividend payout ratios and stock returns." *Studies in Economics and Finance*, 33(4): 638-659.

Information Systems

Beckman, P. (2017). "Knowledge Transfer and Refinements to Connection-Based Employee Work Experience Measures." *Proceedings of the 2017 Hawaii International Conference on System Sciences*.

Hanelt, A., Kolbe, L.M., Nickerson, R.C., & Remane, G. (2017). "Discovering digital business models in traditional industries." *Journal of Business Strategy*, 38(2): 41-51.

International Business

Chathoth, P.K., Ungson, G.R., Harrington, R.J., & Chan, E.S.W. (2016). "Co-creation and higher order customer engagement in hospitality and tourism services." *International Journal of Contemporary Hospitality Management*, 28(2): 222-245.

Im, S., Vorhies, D., Kim, N., & Heiman, B. (2016). How Knowledge Management Capabilities Help Leverage Knowledge Resources and Strategic Orientation for New Product Advantages in B2B High-Technology Firms. *Journal of Business to Business Marketing*, 23(2), 23.

Park, S.H., Ungson, G.R., & Francisco, J.P. (2016). *ASEAN Champions: Emerging stalwarts in regional integration*. Cambridge: Cambridge University Press (in press).

Park, S.H. & Ungson, G.R. (2016). "Blind Spots in Global Strategy: Applications to Emerging Markets, Cross-Cultural and Strategic Management, 23(4): 531-550.

Management

Duan, J, Li, C., Xu, Y., & Wu, C. (2017). "Transformational leadership and employee voice behavior: A Pygmalion mechanism." *Journal of Organizational Behavior*, 38: 650-670.

Lamm, E., Thomas, T.E., & Tosti-Kharas, J. (2016). "Organization OR Environment? Disentangling employees' rationales behind organizational citizenship behavior for the environment." *Organization and Environment*.

Marks, M.I., Mirvis, P., & Ashkenas, R. (2017) "Making A Merger Work for You." *Harvard Business Review*, HBS publishing.

Marketing

Kumar, M. & Noble, C.H. (2016). "Beyond form and function: why do consumers value product design?" *Journal of Business Research*, 69(2): 613-620. doi: <http://doi.org/10.1016/j.jbusres.2015.05.017> ? This project was funded by Marketing Science Institute through their competitive research grants.

INVEST IN and LEVERAGE our BRAND to SUSTAIN COMPETITIVE ADVANTAGES

MEETING THE DEMANDS of an increasingly competitive graduate business environment, expanding corporate outreach and creating revenue-generating non-academic initiatives are all vital to our success. The college must continue to leverage its strong brand and keep momentum going.



Dean Linda Oubré; Keynote Speaker Kristen Sze, ABC 7 News (San Francisco); and Jessica Weatherford, Girl Scouts of Nor. Calif., at Women's Emerging Leadership 2016.

CoB SF State
College of Business
Executive Education

**Women's Emerging Leadership
Forum November 2 & 3, 2017
Why Is Equity Still So Elusive?**

Join our Keynote Speaker
Sheila Stanziale
at the **Fourth Annual
Women's Emerging
Leadership Forum**
November 2 & 3, 2017 in San Francisco

The Women's Emerging Leadership Forum hosted by San Francisco State University's College of Business allows women leaders to come together, share knowledge, enhance their leadership skills and expand their professional network.

Register Now!

Sheila Stanziale
CEO of Mighty Leaf

Join Us and Our Distinguished Speaker Lineup at this Year's Event: Jennifer Cabalquinto, CFO, Golden State Warriors; Terri Kallsen, CFP®, Executive VP, Charles Schwab; Rachel Haruwitz, President and CEO, Caribou Biosciences; Nanette Lee Miller (BA, '71), Partner, Marcum LLP; Alice Katwan (BS, '97), Senior VP, Genesys; Eileen Rinaldi, Founder and CEO, Ritual Roasters; Janet Reilly, Co-Founder, Clinic by the Bay; Gretchen Pearson, President, Berkshire Hathaway, Drsydale Properties; Christina Bui, VP, Robert Half; and Jessica Weatherford, Director of Organizational Development, Girls Scouts of Northern California.

SAN FRANCISCO STATE UNIVERSITY COB EXECUTIVE EDUCATION PROGRAM

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CoB SF State
College of Business
Executive Education

**Finance for Non-Financial
Professionals** Oct. 27 & 28, 2017

**Women's Emerging Leadership
Forum** Nov. 2 & 3, 2017

**Ethics, Compliance, Risk—
What are the Trends?**
Nov. 9, 2017

**Entrepreneurship One-Day
Forum** April 5, 2018

VISIT execed.sfsu.edu
CONTACT execed@sfsu.edu

GRADUATE PROGRAM HIGHLIGHTS

MASTER OF BUSINESS ADMINISTRATION (MBA)

COB FACULTY WILL IMPLEMENT TWO curricular innovations in the MBA program starting Fall 2017. First, in response to employer and alumni feedback, 9 soft skills will be incorporated into the prerequisite (basic) courses: (1) research skills; (2) brainstorming and creativity; (3) data literacy; (4) ethical awareness and reasoning; (5) oral presentation skills; (6) written communication skills; (7) problem formulation and solving; (8) self-awareness and professionalism; (9) teamwork. Second, the number of courses to earn an MBA has been reduced from 18 to 16 without compromising quality of program. This allows for a more competitive program in a very crowded Bay Area MBA marketplace. With the reduction in course requirements, the new program can be completed by a full-time student in about 4 semesters and by a part-time working professional in approximately 8 semesters.

EXECUTIVE MBA

SINCE THE EXECUTIVE MBA RELAUNCH, two cohorts consisting of 21 and 19 students each have been recruited in Fall 2015 and Fall 2016 respectively. The Fall 2015 cohort will graduate this August. EMBA students appreciate the face-to-face weekend (Friday-Saturday twice a month) classes, the 23-month timeframe, the opportunity to network with classmates who have, on average, 13 years of business experience, the rigor and relevance of the coursework, and the high-level of service (including catered meals and textbooks). Program staff and faculty have observed deep camaraderie among cohort students. The program is on track to recruit another sizable EMBA cohort for Fall 2017 and plans further curricular innovations in the near future. [about the program is available at: cob.sfsu.edu/economics/graduate-programs.](http://cob.sfsu.edu/economics/graduate-programs)

MASTER OF ARTS IN ECONOMICS

A PROGRAM NEW TO THE COLLEGE OF BUSINESS, but ongoing since the 1950s to SFSU is the MA in Economics. The MA in Economics provides students with a solid foundation in economic theory, quantitative methodology and analysis, and their real-world applications. The applied orientation of the program allows recent students to successfully compete for analytic jobs at Wells Fargo, Kaiser Permanente, the California PUC, Alaska's Dept. of Natural Resources, and the US Department of Transportation. Graduates also find teaching jobs at community colleges, such as CCSF and Diablo Valley College. The program also offers a solid foundation for students to continue their graduate studies in Ph.D., MBA or Law programs. Recent students have entered Ph.D. programs at UC Berkeley, Davis, Santa Cruz, the University of Washington, University of Wisconsin, and the University of Rochester. Although a background in economics is desirable for the program, many successful graduates have undergraduate degrees in business, mathematics, engineering, international relations, and science.



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.



Alumni Profile

JOEL REDMON B.S., '81, Accounting

MetLife

Managing Director, Portfolio Manager and San Francisco Regional Director, Real Estate

JOEL REDMON is the managing director, portfolio manager and San Francisco regional director of Real Estate at MetLife. Mr. Redmon is responsible for managing the region's commercial mortgage portfolio, including origination and loan management, and real estate equity portfolio. Additionally, he has been involved in over \$800 million of equity acquisitions and dispositions.

Prior to his current position, he was responsible for overseeing the asset management for the Atlanta Regional Office. During Mr. Redmon's 38-year career with MetLife, he has also served in various leadership capacities in Internal Audit and Investment Accounting within the Financial Management Group.

Mr. Redmon earned a BS in accounting from San Francisco State University. He is a member of the Real Estate Executive Council in San Francisco and Lambda Alpha International, a real estate development group. Mr. Redmon is also active in several community organizations, including the United Way, and is a member of the Dean's Development Council for the College of Business at SF State.

"I believe I would not be where I am in my career today without SF State. The university provided me an opportunity to get involve with excellent study groups, help me find a career, and prepared me to enter the accounting profession. I feel a strong sense to give back to my alma mater where I realized I can make an impact on future students," said Mr. Redmon.

This year, we highlight Mr. Redmon who has included a provision for SF State in his trust, and added a specific bequest to support the College of Business. He and his wife Jo are also longtime annual supporters to SF State.



"The planned gift created by Joel and Jo will provide support by enhancing the areas of greatest needs in the College of Business," said Dr. Linda Oubre, the CoB dean. "We are grateful for these generous contributions, which show Joel and Jo's dedication to education."

First Fridays Fun

Sept. 1, Oct. 6, Nov. 3, Dec. 1, and Feb. 2, Mar. 2, Apr. 6, & May 4

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, staff and prospective students come together in an informal social and educational setting—one that supports many interests, perspectives and schedules to promote curiosity in a continuous learning environment.

CoB SF State
College of Business

First Fridays Fun

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.

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 K. Brandon, Senior Vice President, Wealth Management, Morgan Stanley; SF State Alumna

Loretta Doon, Chief Executive Officer, CalCPA and CPA Education Foundation; SF State Alumna

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, MobileIron; SF State Alum

Nanette Lee Miller, Partner, Markum LLP; SF State Alumna

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

Joel R. Redmon, Portfolio Manager and San Francisco Regional Director, Real Estate, MetLife; SF State Alum

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

Tim Yamauchi, Former Executive Vice President and CFO, PRIDE Industries

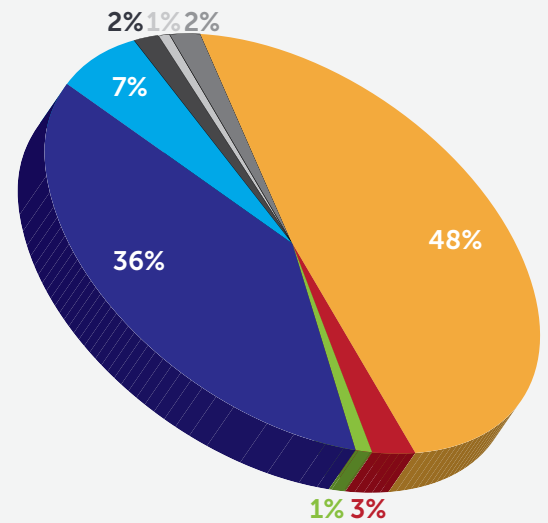
FRIEND-RAISING and FUNDRAISING

We appreciate the continuous support of our generous donors who help maintain the College of Business as an elite institution. With over 432 gifts received during the 2016-2017 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 2016-2017 Fundraising by Department

Total Raised: \$1,647,998

- Dean's Office, College of Business 48%
- Accounting Department 3%
- Economics Department 1%
- Finance Department 36%
- Hospitality & Tourism Management Department 7%
- Labor & Employment Studies Department 2%
- Management Department 1%
- Marketing Department 2%



College of Business Fundraising Amount Raised and Percent of Goal



RESOURCES and INVESTMENTS

The College of Business receives the majority of its funding in the form of state support and student fees, but this covers 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	2016-17	2015-16	2014-15	2013-14
Sources of Funds	18,533,366	16,703,005	15,916,427	15,968,537
General Fund	15,874,719	14,828,864	14,136,098	13,922,558
CSU MBA/MSA Professional/DTC Rent Fees	757,195	715,198	958,000	1,373,664
Extended Education	483,203	412,843	446,879	479,777
Executive Education/COBE	0	0	3,768	41,788
Donations/Fundraising - Current use	1,418,249	746,100	371,682	150,750

Fiscal Year	2016-17	2015-16	2014-15	2013-14
Uses of Funds	18,533,366	16,703,005	15,916,427	15,968,537
Salaries and Benefits	14,910,570	14,954,452	14,448,900	14,148,306
Marketing and Advertising	229,679	368,097	295,621	426,477
Research and Development	230,938	190,631	156,491	164,098
Travel	78,288	101,492	72,058	91,496
Rent	792,988	808,844	694,966	914,930
Computers and Equipment	102,610	204,182	36,441	110,849
Scholarships	61,042	67,350	72,500	89,084
Other	2,127,251	7,957	139,450	23,297

FACULTY

Tenured & Tenure-Track, Fall 2017

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
Jung Hoon Kim, University of California, Berkeley
Yifan Li, University of California, Irvine
Bing Luo, University of North Texas
John O'Shaughnessy, Golden Gate University
Lufei Ruan, Carnegie Mellon University
Mohsen Tavakolian, University of Missouri

Decision Sciences

Ramesh Bollapragada, Carnegie Mellon University
Rex Cheung, University of California, Davis
Susan Cholette, Stanford University
Jamie Eng, Harvard University
Hamed Hashemina, University of British Columbia
Stewart Lui, University of California, Berkeley
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 Udayabhana, 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

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
Chris Yost-Bremm, Texas A&M University

Hospitality and Tourism Management

James Brian Aday, Texas Tech 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
Ryan Smith, The Hong Kong Polytechnic University
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
Au Vo, Claremont Graduate 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
Ian M. Dunham, Temple University
Connie Marie Gaglio, University of Chicago
Nara Jeong, Washington State University
Priyanka Joshi, USC, Marshall School of Business
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
Veronica Rabelo, University of Michigan
Monica Sharif, University of Miami
Manely Sharifian, University of Alberta
Oscar Stewart, University of North Carolina at Charlotte
John Sullivan, University of Florida
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



LEADERSHIP

Dr. Linda S. Oubre, Dean, (*Harvard Business School, University of Pennsylvania*)

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

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

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

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

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

FACULTY IN THE NEWS

Connie Marie Gaglio, associate professor of management, is interviewed about credit cards for new business owners. *WalletHub*, 5/17/17

Sally Baack, professor of management, comments on boycott of products linked to the Trump brand. *KCBS*, 1/30/17

Professor of Management John Sullivan comments on the effect President Trump's travel ban is having on Silicon Valley jobs. *Wired*, 2/3/17

Subodh Bhat, professor of marketing, offers insight to assessing value of frequent flyer programs. *WalletHub*, 1/19/2017

Mitchell Marks, professor of management, has written an opinion piece regarding coming out—this time for Trump. *The Wall Street Journal*, 1/19/17

John Logan, professor of labor and employment studies, writes an op-ed on Trump's Secretary of Labor Nominee. *The Hill*, 12/11/16

John Logan, professor of labor and employment studies, delivered a plenary paper at International Labour and Employment Relations conference. *The Hill*, 11/2/16

Sally Baack, professor of management, commented on the community service philosophy of *Salesforce.com* and its employees. *KCBS*, 10/3/2016

Venoo Kakar, Assistant Professor of Economics discusses California State Treasurer's announcement about suspending business relationships with Wells Fargo. *NBC Bay Area*, 9/28/16

John Logan, professor of labor and employment studies, agrees that the National Labor Relations Board (NLRB) is correct that graduate student workers are employees. *The Hill*, 8/24/16

The Center for Ethical and Sustainable Business, directed by Denise Kleinrichert, is now listed among 120 international sustainability centers. *NBS.net*

Congratulations to Kristine "Tina" Caratan for being honored by Beta Alpha Psi with an Outstanding Faculty Advisor Award for her going "above and beyond the requirements" and contributions as a faculty advisor of the Beta Chi chapter at SF State. Tina was recognized at the national annual meeting. 8/2017

Marketing Professors Sanjit Sengupta and Ian Sinapuelas explain why retail shops are falling out of fashion. *SF State News*, 07/12/17





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Partnerships
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