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. Oubré
Dean, College of Business
San Francisco State University
loubre@sfsu.edu  @lindaoubre
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.
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.

**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.

**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.

**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.

**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.

**& 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.
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.
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 STUDENTS!

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.

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. 
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.
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 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.

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.
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 to honor her grandfather, Ernest C. Dillard Sr., who fought relentlessly and without recognition to improve the rights of workers with diverse backgrounds.

“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 McKeen 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
WE HAVE AMAZING STAFF!

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.

MEET THE STUDENT SERVICES SUCCESS TEAM

(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
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

The COBSSC is open year-round 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 BY THE NUMBERS

IN-PERSON SESSION VISITS 12,135 as of June 23, 2017

FALL 2016 BUSINESS UNDERGRADUATE ENROLLMENT 6,105

REASON FOR VISIT TO THE COBSSC

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Planning</td>
<td>30%</td>
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<tr>
<td>Graduation Application</td>
<td>21%</td>
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<tr>
<td>Other*</td>
<td>20%</td>
</tr>
<tr>
<td>Quick question</td>
<td>14%</td>
</tr>
<tr>
<td>Change of Major</td>
<td>10%</td>
</tr>
<tr>
<td>Probation</td>
<td>2%</td>
</tr>
<tr>
<td>Study Abroad</td>
<td>2%</td>
</tr>
<tr>
<td>Petition</td>
<td>1%</td>
</tr>
</tbody>
</table>

* includes prerequisite clearance and signatures

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.

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

1,494

B.S. graduates in Hospitality and Tourism Management

153

B.A. graduates in Economics

60

B.A. graduates in Labor and Employment Studies

16
THE GUIDING PRINCIPLES OF THE STUDENT SUCCESS CENTER TEAM

Helping Students

ACHIEVE SUCCESS AND EARN THEIR DEGREE

~Marcus Corra

~Chris Kingston

~Kevin Conner

Students are our priority

~Albert Koo

WE TAKE CARE OF BUSINESS IN THE COLLEGE OF BUSINESS

~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

~Danielle McHugh

We Really Care

~Grace Yuan

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 3 Appointment Topics
- 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

Student Contacts
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.

294 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.

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

43

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.

Heidi Yu
Career Services & Professional Development Center

GUIDING PRINCIPLE

Connecting students to opportunities for their personal & professional development
WE HAVE AMAZING FACULTY!

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

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

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

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

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

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

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

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

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

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

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

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

Chris Yost-Bremm, Ph.D.
Assistant Professor
Finance
Academic Interests: Financial economics
WE HAVE AMAZING FACULTY!

**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

**Gulnur Tumbat, Ph.D.**
Marketing
Research: intersections of risk discourses, consumer culture, marketplace dynamics, & technology

**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

PROMOTION TO FULL PROFESSOR
**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

**FACULTY RESEARCH FUNDING AWARDS**
- Yabay 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., Marketing (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. & Brahmbhatt, 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. & Kerbach, L. “Inventory Allocation Models for a Two-Stage, Two-product, Capacitated Supplier and Retailer problem with Random Demand.”)
- Hamed Hasheminia, Ph.D., Decision Sciences (Publication: Hasheminia, H. & Jiang, C.” Strategic Trade-off between Vessel Delay and Schedule Recovery: An Empirical Analysis of Container Liner Shipping”)
- Anousha Chaudhuri, Ph.D., Decision Sciences (Publication: Zieff, S.G., Chaudhuri, A. B Musselman, E.”Creating neighborhood recreational space for youth and children in the urban environment: Playing in the streets in San Francisco”)
- Anousha 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?”)
- 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.”)

**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")

**PRODUCTIVITY AWARDS**
- Hamed Hasheminia, Ph.D., Decision Sciences
- Venoo Kakar, Ph.D., Economics
- Monica Shariff, Ph.D., Management
- Min Chen, Ph.D., Accounting

**PRESIDENTIAL AWARD**

- **Hamed Hasheminia, Ph.D., Decision Sciences**
- **Venoo Kakar, Ph.D., Economics**
- **Monica Shariff, Ph.D., Management**
- **Min Chen, Ph.D., Accounting**

**EXEMPLARY RESEARCH AWARDS**
- Hamed Hasheminia, Ph.D., Decision Sciences (Publication: Gillen, D. & Hasheminia, H. ‘Measuring Reliability of Transportation Networks Using Snapshots of Movements in the Network – An Analytical and Empirical Study.’)
- 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. & Kurnar, M. (2017) “Yes, but this one looks better/works better: When might consumers choose superior sustainability despite the trade-off with other valued product attributes?”)
### Accounting


### Decision Sciences


### Economics


### Finance


### Information Systems


### Management


### Marketing

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.

EXECUTIVE EDUCATION PROGRAM

Even if you have earned at least one degree, in this competitive business environment, You can’t stop there!

TO BE SUCCESSFUL, whether you are in mid-career or pursuing a spot in the C-suite, those who continue their education through Executive Education programs allows you to stay on top of the latest in market trends and enhance your management acumen. The world of business and education are constantly changing, and the Executive Education program allows you to keep your pulse on the changes, expand your mindset, and continuously improve your management knowledge. The programs give you exposure to emerging educational needs and diverse offerings in an Executive Education format. CoB's Executive Education programs is taught by renowned faculty and industry experts, working together to bring theory and practice. This combination allows participants to walk away with actionable tools day one back on the job.

Join Us and Our Distinguished Speaker Lineup at this Year’s Event: Jennifer Cabalquinto, CFO, Golden State Warriors; Terri Kalsen, 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, Drysdale Properties; Christina Bui, VP, Robert Half; and Jessica Weatherford, Director of Organizational Development, Girls Scouts of Northern California.
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.

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.
JOEL REDMON
B.S., ’81, Accounting
MetLife
Managing Director, Portfolio Manager and San Francisco Regional Director, Real Estate

“I believe I would not be where I am in my career today without SF State. The university provided me an opportunity to get involved 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.”

Alumni Profile
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
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
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.

### 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.

<table>
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<tr>
<th>Fiscal Year</th>
<th>2016-17</th>
<th>2015-16</th>
<th>2014-15</th>
<th>2013-14</th>
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<tr>
<td><strong>Sources of Funds</strong></td>
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<td>General Fund</td>
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<td>CSU MBA/MSA Professional/DTC Rent Fees</td>
<td>757,195</td>
<td>715,198</td>
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<td>Extended Education</td>
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<td>Executive Education/COBE</td>
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<td>Donations/Fundraising - Current use</td>
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<td>746,100</td>
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<tr>
<th>Fiscal Year</th>
<th>2016-17</th>
<th>2015-16</th>
<th>2014-15</th>
<th>2013-14</th>
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<tr>
<td><strong>Uses of Funds</strong></td>
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<td>Salaries and Benefits</td>
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<td>Marketing and Advertising</td>
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<td>Research and Development</td>
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<td>808,844</td>
<td>694,966</td>
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<td>Computers and Equipment</td>
<td>102,610</td>
<td>204,182</td>
<td>36,441</td>
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<tr>
<td>Scholarships</td>
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<td>67,350</td>
<td>72,500</td>
<td>89,084</td>
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<tr>
<td>Other</td>
<td>2,127,251</td>
<td>7,957</td>
<td>139,450</td>
<td>23,297</td>
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</table>
**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
- Theresa Hammond, University of Wisconsin
- Katherine Hetherington, University of Florida
- Su-Jane Hsieh, Purdue University
- Jiunn Huang, University of North Texas
- Scott Jeffes, Purdue University
- Jai Kang, Texas A&M University
- Jung Hoon Kim, 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 Linn, 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

**Finance**
- Daniela Balkanska, University of California, Irvine
- Yea-Mow Chen, Ohio State University
- Todd Feldman, University of California, Santa Cruz
- Sepeideh Modrek, University of California, Berkeley
- Michael Potepan, University of California, Davis
- Lisa Takeyama, Stanford University

**Hospitability 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 Wallis, 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
- Robyn 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

**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 Kleinichert, 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
- Foon-Nio 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

**Decision Sciences**
- Ramesh Bollapragada, Carnegie Mellon University
- Rex Cheung, University of California, Davis
- Susan Cholette, Stanford University
- Jamie Eng, Harvard University
- Hamed Hashemnia, University of British Columbia
- Stewart Lui, University of California, Berkeley
- Julia Miyaoaka, Stanford University
- Leyla Ozsen Intrevado, Northwestern University
- Theresa Roeder, University of California, Berkeley
- Robert Saltzman, Stanford University
- Sada Soorapanth, University of Michigan
- Vaidyanathan Udayabhanu, Carnegie Mellon University
- Yabing Zhao, University at Buffalo—The State University of New York

**Economics**
- Michael Bar, University of Minnesota
- Sudip Chattopadhyay, University of Illinois, Champaign-Urbana
- Anoshua Chaudhuri, University of Washington
- Kirill Chernomaz, The Ohio State University
- Zuzana Janko, University of California, Riverside
- Venoo Kakar, University of California, Riverside
- Philip King, Cornell University
- John Logan, London School of Economics and Political Science

**Labor and Employment Studies**
- John Nicholson, Florida State University
- 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 Strelab, 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, delivers 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 Klein-richert, 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
We make engagement, innovation, and impact happen.

Business Education
Executive Education
Sponsorships
Partnerships
Consulting