

International
Business
Institute

at the University of
Missouri–St. Louis

IBI NEWS

Exploring Business
Without Borders:
Breaking Down
Barriers, Building
Opportunities



UMSL | Business

RANKED IN THE TOP 25 FOR 21 YEARS BY US NEWS AND WORLD REPORT

FALL 2024

INTERNATIONAL BUSINESS SCHOLARSHIPS

NAME OF SCHOLARSHIP	REQUIREMENTS	VALUE*
David P. Gustafson Memorial Scholarship for Overseas Studies	<ul style="list-style-type: none"> Must use scholarship for an International Experience Enrolled in the College of Business Administration 	\$500 Non-Renewable
Messrs. Pang Yulam and Pang Kiyen Memorial Scholarship	<ul style="list-style-type: none"> Minimum GPA of 3.1 Junior or senior Enrolled as an undergraduate in the College of Business Administration and majoring in International Business 	\$1,500
International Business Scholarship	<ul style="list-style-type: none"> Full-time student Demonstrate need as determined by the FAFSA International Business Major 	\$2,000 Renewable
International Business Advisory Board Scholarship	<ul style="list-style-type: none"> A minimum GPA of 3.0 Must use scholarship for study abroad to meet International Experience requirement International Business Major or International MBA student 	\$2,000 Non-Renewable Multiple scholarships available each year
Steve and Barbara Burrows Endowed Scholarship in International Business	<ul style="list-style-type: none"> Must use scholarship for an International Experience Enrolled in the College of Business Administration 	\$1,500
International Business Studies Matching Scholarship	<ul style="list-style-type: none"> Missouri resident Demonstrate need as determined by FAFSA Full-time student Pursuing a bachelor's degree in the College of Business Administration with emphasis in International Business 	\$1,500
Smith Family Study Abroad Business Scholarship	<ul style="list-style-type: none"> CoBA Student Demonstrate need as determined by FAFSA Must use for an International Education Experience approved by UMSL 	\$1,500 <i>*Actual awards vary by semester</i>

To view a full list of scholarships and awards available through the College of Business Administration, please visit umsl.edu/sfs/scholarships-grants.

Students must apply online and have the application submitted to Dr. Joseph Rottman at rottman@umsl.edu.

Welcome to the Fall 2024 IBI Newsletter



DR. JOSEPH ROTTMAN
Director, International Business Institute
University of Missouri-St. Louis

It's an exciting time to be part of the International Business community at the University of Missouri-St. Louis (IB@UMSL). Over the past year, we have seen our partnerships flourish, new collaborations take root, and existing relationships deepen—all fueling the continued success of our program.

In April, we proudly welcomed Dr. Shu Schiller as the new Dean of the UMSL College of Business Administration. Her leadership and vision promise to make this coming year one of growth and innovation for the IB@UMSL program.

This edition of our newsletter celebrates the many ways we are building opportunities in international business. We spotlight the global connections our students are making, from studying abroad to engaging with executives on our IB Advisory Board. We also feature exciting new developments, including a special visit from a delegation from Nanjing, China, and highlight how our alumni are advancing international trade through their work with the World Trade Center in St. Louis.

With over two decades of success and our most recent US News and World Report ranking as No. 20 in the nation, IB@UMSL remains committed to student achievement. Our progress is made possible by the steadfast support of our IB Advisory Board, the dedication of our faculty, and the tireless efforts of our staff, all of whom are laser-focused on student success.

We are thrilled to see rising support for our scholarship funds, expanding study abroad opportunities, and a growing lineup of extracurricular activities, such as the IB Career Conference and IB Case Competition—all of which help our students build the connections and skills they need to thrive in the global economy.

Thank you for being part of our journey and for continuing to help us create opportunities that shape the future of International Business at UMSL.

**BEST
COLLEGES**

International Business

**21 YEARS
RUNNING**

UMSL Business
International Business Institute

named among the top 25
International Business
programs in the nation
for 21 years and counting.

U.S. News & World Report's 2023
"America's Best Colleges" goldbook

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International Business Advisory Board

The International Business Institute Advisory Board includes academic and business leaders who are St. Louis-based and global. Board members represent companies of various sizes. This linkage is critical to the ongoing development of the International Business degree programs at the University of Missouri–St. Louis. Business members of the advisory board provide valuable input about curriculum and internships for international MBA students, and participate in classes and other forums to share their experience and knowledge with our students.

Scott Bell

Independent Consultant,
Former Vice President of
Global Sales Operations,
Siemens

Steve Burrows

Principal, Red Spider
Consulting, LLC

Michael Costello

Founding Member,
Agreco, LLC

Lloyd "Henry" Evitts

Vice President,
Manufacturing, H-I
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Medimex

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Vice President, Marketing
at Bayer Crop Science

The International Business Institute at the University of Missouri–St. Louis publishes IBI News for alumni, faculty, students and staff. The newsletter highlights the people and programs that make the institute great.

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Dean Shu Schiller (Photo by Derik Holtmann)

Schiller, who has been a faculty member and administrator at Wright State University, assumed her new position on April 1.

The University of Missouri-St. Louis has chosen Shu Schiller, a faculty member and administrator at Wright State University, to serve as the new dean of the College of Business Administration.

Schiller, selected after a nationwide search, assumed her new position on April 1.

"I'm very pleased to welcome Shu Schiller to the UMSL community," said Steven J. Berberich, UMSL's provost and vice chancellor for academic affairs. "Shu will bring to UMSL a strong academic and administrative background to help guide the business college."

Schiller, who joined the faculty at Wright State in 2006, has served as interim dean of its College of Graduate Programs and Honors Studies since November 2022 and before that spent nearly four years as associate dean in the university's Raj Soin College of Business Administration.

Under her leadership, the College of Graduate Programs and Honors Studies realized a 3.8% enrollment

UMSL names Shu Schiller new dean of the College of Business Administration

BY STEVE VALENTIK

growth in new domestic students last fall. The college counts more than 2,200 graduate students spread among 150 doctoral, graduate, and certificate programs as well as more than 900 students in the University Honors Program.

Schiller recognizes the important role UMSL plays as the only public research university in the St. Louis region and as a key driver of workforce development – one that serves students from every socioeconomic background.

"UMSL's mission of transforming lives is so widely shared and powerful," Schiller said. "I am attracted to its passion and commitment to providing access and excellence through a transformative educational experience."

That was a focus of Schiller's work at Wright State. As associate dean, she recognized the struggles first-year students often faced and collaborated with the dean's student advisory board to create a student mentoring program that helped build connections and fostered a sense of belonging among new students on campus. She also managed the college's degree completion program, which helped remove financial barriers for nontraditional students, many of them first-generation, so that they could finish their business degrees. Those efforts paid off in increased credit completion and persistence rates among Wright State students.

She hopes to help build upon the strong reputation of the College of Business Administration throughout the St. Louis region, including strengthening partnerships with the local business community.

"The College of Business Administration has nationally renowned faculty and dedicated staff who care deeply about student success and work hard to help them achieve their dreams," Schiller said. "Many programs are highly ranked, drawing a wide range of learners from the region, the nation and the world."

"More importantly, the college is passionately engaged with the business community. It is truly phenomenal at producing impactful, cutting-edge research to solve real-world problems and linking applied research with teaching, creating unmatched talent for the workforce."

Before becoming associate dean, Schiller served more than four years as chair of the Department of Information Systems and Supply Chain Management.

She is a professor of information systems and earned her PhD in management information systems from the Fox School of Business at Temple University in 2007. She also holds a bachelor's degree in management engineering and a master's degree in management science from the Beijing Institute of Technology.

Her research has explored ways to improve and advance communication and collaboration in the highly networked world. She has also worked extensively in data analytics and led the design and construction of Wright State's Data Analytics and Visualization Environment lab in 2015. 📍

College of Business Administration celebrates long history of educating students at Dean's Mixer

BY WENDY TODD



"In many ways, CoBA has led the way in the successful development and evolution of our university."

— CHANCELLOR KRISTIN SOBOLIK

Former College of Business Administration Deans Charles E. Hoffman, Keith Womer and Robert Nauss attended a Dean's Mixer event at Glen Echo Country Club to celebrate the history of the college.
(Photoc by Wendy Todd)

As part of a campuswide celebration of the 60th anniversary of the University of Missouri-St. Louis, the College of Business Administration (CoBA) celebrated its own long history of educating business students at a Dean's Mixer event at Glen Echo Country Club October 07, 2023.

Nearly 100 people attended the elegant program, where former deans, alumni, faculty and staff highlighted the establishment of the college, its growth and its achievements over the past six decades. Digital photos of past eras were on display, chronicling the evolution of the college as attendees caught up with each other and reminisced about its journey and progression.

"It is wonderful to celebrate CoBA's long-term leadership during our 60th anniversary as, in many ways, CoBA has led the way in the successful development and evolution of our university as we have risen to be a Tier 1 national leader in educational relevancy, student success and social mobility," Chancellor Kristin Sobolik said while sharing remarks at the start of the event. "I join our colleagues as we celebrate and thank the astute leadership of the college that has truly set our pathway to success."

Other speakers included Interim Dean Michael Elliott, Chancellor Emerita Blanche Touhill, and former deans Charles E. Hoffman, Robert Nauss and Keith Womer. All of them reflected on the college's mission and successes.

"Similar to the entire university, the college has grown," Elliott said. "Over time, we reached a peak enrollment of 2,500 business students. Currently, we have 10 degree programs, and we've generated quite a few very innovative programs. We've been very responsive to the market and have programs like cybersecurity, fintech and supply chain."

Associate Dean Emeritus David R. Ganz, who began his career at UMSL in 1966 as an accounting professor and went on to hold several administrative positions, lent his historical perspective to the development of the college, which was formally established in 1967.

"It's just been exciting to see it happen, and then to be a part of it," Ganz said. "It started out almost as a department in the College of Arts and Sciences because we only had one college in the inception of the campus. Then we ultimately became a division and then a school and now a college. As I look back on it now some 57 years later, I take a great deal of pride in and gratitude for having been a part of it." 🍷

2024 UMSL-CUIBE International Business Case Competition

NURTURING TOMORROW'S GLOBAL LEADERS

BY RENITA MILLER

The weekend of April 18-20th witnessed a thrilling showcase of talent and innovation as the College of Business Administration and the International Business Institute hosted the 11th annual International Business Case Competition. Students from prestigious institutions across the nation, including Bryant University, Commonwealth University of Pennsylvania, Illinois State University, Loyola Marymount University, Michigan State University, Missouri Valley College, Texas A&M University, University of Missouri-St. Louis, University of San Diego, University of Tennessee, University of Washington, and Washington University-St. Louis, gathered to put their skills to the test over the two-day event.

What sets the UMSL International Business Case Competition apart is its focus on real-world business challenges. In this year's competition, sponsored by Reimagine Resources, students tackled the case titled "Global Expansion: A Strategic Decision-Making Model to Guide the Expansion Phase of Reimagine Resources." The case presented the dynamic landscape of the professional fitness solutions market, urging participants to devise a strategic decision-making model for Reimagine Resources' global expansion endeavors.

Throughout the competition, teams researched, developed, and presented actionable plans for Reimagine Resources. A distinguished panel of judges, comprised of area executives and consultants, examined each solution based on criteria

including quality of analysis, recommendations, and the ability to address in-depth questions.

After intense deliberation, the top three teams were selected: University of Washington claimed the coveted first place, followed by Bryant University in second place and University of San Diego securing the third position.

The International Business Institute takes immense pride in facilitating this event, which bridges the gap between academia and industry. It provides an invaluable platform for students to interact with seasoned professionals, honing their problem-solving abilities and presentation acumen in a competitive environment.

Special thanks are extended to the Consortium of Undergraduate International Business Education (CUIBE) for their continuous support and co-sponsorship of the event. CUIBE, a consortium of schools and universities with undergraduate International Business programs, plays a vital role in benchmarking programs and facilitating the

sharing of best practices in International Business education.

As the curtains draw on yet another successful event, the International Business Institute extends its gratitude to all participants, sponsors, and supporters. Here's to another year of fostering innovation, excellence, and cross-cultural understanding in the realm of International Business education. 🌟

For more information about CUIBE and its initiatives, please visit www.cuibe.net.



Eye on UMSL: Global exchange

BY UMSL DAILY

Provost Steven J. Berberich presents an UMSL sweatshirt to Han Liming, who visited St. Louis over the weekend of April 20 as part of a delegation from its sister city in Nanjing, China.



Steven J. Berberich, the provost and vice chancellor for academic affairs at the University of Missouri–St. Louis, presents an UMSL sweatshirt to Han Liming, who was visiting St. Louis over the weekend as part of a delegation from its sister city in Nanjing, China. (Photos by Derik Holtmann)

Liming, who serves as a member of the Standing Committee of the Jiangsu Provincial Party Committee and Secretary of the Nanjing Municipal Party Committee, led the delegation, which had the opportunity to explore the Gateway Arch, visit the Missouri Botanical Garden for a dragon dance ceremony, tour the Cortex Innovation District and get introduced to St. Louis Mayor Tishaura Jones.

The delegation stopped at UMSL's Anheuser-Busch Hall for about an hour on Sunday afternoon and met with Berberich, College of Business Administration Dean Shu Schiller, UMSL Global Executive Director Liane Constantine and Professor Joseph Rottman, the director of the International Business Institute and chair of the College of Business Administration's Strategic Planning and Innovation Committee. They also heard from current MBA student and China native Xiaoyo Pan about her experience studying at the university. 🌟



MBA student Xiaoyo Pan, International Business Institute Director Joseph Rottman, UMSL Global Executive Director Liane Constantine, College of Business Administration Dean Shu Schiller, and Provost Steven J. Berberich met with a delegation from Nanjing, China, on Sunday afternoon in Anheuser-Busch Hall.



60 for 60

ANNIE MBALE HONORED AS EXCEPTIONAL ALUMNI

BY UMSL DAILY

ANNIE MBALE

BSBA 2017, MBA 2019

To celebrate its anniversary, UMSL is spotlighting 60 alumni who apply one or more of the university's core values in the world and help to make it a better place.

The University of Missouri-St. Louis is proud of the economic and philanthropic reach of its programs and partnerships, but it's the people UMSL most wants to honor as it celebrates its 60th anniversary. Throughout the year of celebration, UMSL will be spotlighting 60 alumni who apply one or more of the university's core values in the world and help to make it a better place.

Annie Mbale has always had the spirit of an entrepreneur. Born in Rumphi, Malawi, her passion was ignited during childhood, when she lived in the city with her parents and helped them with their various small businesses before they both passed. Mbale took up arts and crafts based on her mother's interest in knitting.

But by 2011, Mbale decided to expand her world experience and immigrated to the United States. She attended Jefferson Community College in Missouri before transferring to UMSL, where she graduated from the Pierre Laclède Honors College with a BSBA in 2017 and an MBA in 2019. Additionally, she earned a graduate certificate in digital and social media marketing from the College of Business Administration.

Mbale says the global community she discovered at the International Student House was one of her defining experiences at UMSL. She continues to apply the knowledge she gained from her UMSL international business and marketing education in her current role at the World Trade Center St. Louis.

"It was more than just a place to live," Mbale said. "It was a vibrant hub where American and international students came together, forming deep connections and lifelong friendships."

She also credits UMSL for empowering her to be brave and take chances, something she says she could never have imagined as a village girl from Malawi. The result? Mbale put herself out there to run for and win student officer positions while creating opportunities to strengthen student experiences.

"Creating the Women Empowering Women organization at UMSL and witnessing its continued growth is incredibly rewarding," Mbale said. "Knowing that I have a lasting university legacy fills me with immense pride and gratitude."

Her involvement in UMSL's Women's Empowerment Network also inspired her to help initiate a movement among African women in the diaspora, aimed at giving back to others in the continent called ACAFE – A Community for African Female Entrepreneurs.

After completing her master's, Mbale became project manager for both World Trade Center St. Louis and the St. Louis Mosaic Project. She says working with international students at UMSL helped shape her commitment to supporting immigrants in St. Louis through the Mosaic Project.

She has integrated skills in event management, marketing, communications and stakeholder management to strengthen the brands of both organizations. In 2023, she was named an emerging leader by Vitendo 4 Africa and an honoree of the St. Louis American Foundation Salute to Young Leaders. She is also on the board of the African Chamber of Commerce St. Louis and the Immigrant Home English Learning Program Young Friends Board. 🌟



Incoming College of Business Administration Dean Shu Schiller welcomes students to the International Business Career Conference.
(Photos by Derik Hultmann)

15th annual International Business Career Conference expands students' understanding of global business

BY STEVE VALENTIK

Alum Steve Hamilton, the chairman and CEO of CSI Leasing, delivered the keynote address at the conference held March 1 at Anheuser-Busch Hall.

Professor Joseph Rottman welcomed more than 150 registered students from the University of Missouri–St. Louis and other schools across the region to Anheuser-Busch Hall Friday morning for the start of the 15th annual International Business Career Conference.

"Today, we have alumni, we have executives, we have students, we have faculty and staff to share what it is like to have an international career," said Rottman, the director of UMSL's International Business Institute, as he set the stage for what was to come throughout the daylong conference. "From the keynote to the panels to the breakout sessions, we hope that you walk away from today having a better picture of what an international career looks like, and how to get it started."

Shu Schiller, incoming dean of the College of Business Administration, was also on hand – one month ahead of her official start date – to offer some opening remarks.

"I know you're in for a treat today, to be able to listen to these experts from industry, to learn from them, to hear their life stories and how they have been changing the world," Schiller said. "The world is big today. ... Technology and innovation continue to connect the world and level that playing field. I think all of you, your innovative ideas, will be able to expand it further, so down the road, when you open your business – on the moon or Mars or anywhere you'd like to get it started – please remember this place, right here and right now, and a beautiful, brilliant idea from one expert or speaker at this International Business Career Conference."

As has been the custom since its inception, the conference was planned and led by UMSL students. Business majors Kimberly Barrera Gonzalez, Kate Nelson and Peter Tran had been working to organize the event since last year with guidance from Renita Miller, the program manager for the International Business Institute.

They invited Steve Hamilton, the chairman and CEO of St. Louis-based CSI Leasing, to deliver the keynote address.

Hamilton, a native of Northern Ireland, spent his teenage years in St. Louis and earned his BSBA at UMSL in 1977 before moving to Washington University in St. Louis, where he earned his law degree in 1980. He used his talk to describe how CSI Leasing – which was founded as a business to lease technology equipment in 1973 in Oklahoma City – has grown into a global enterprise with offices in 37 countries and equipment located in 50 countries.

Hamilton has had a front-row seat and played role in that growth. He joined the company as a corporate attorney in 1983, serving as general counsel from 1988 until 1999, and eventually moving into the C-Suite.

CSI launched its first international subsidiary in Canada in 1995 and moved into the United Kingdom in 1999 with the acquisition of McKenzie-Hughes Computers Ltd. in Sheffield, England in 1999.

The company has kept up steady international expansion over the past 25 years, moving into Mexico and Central and South America, spreading across Europe and into Asia. In 2016, it was acquired by Japanese parent company Tokyo Century.

International expansion can't be done haphazardly.

"Before we go to any place, we need to have some expertise about the local culture," Hamilton told the students.

It's key to understand the language and customs in any country before engaging successfully with clients. Hamilton shared pictures of some of his own meetings with Japanese colleagues from Tokyo Century to reinforce the point. He also discussed other factors that can make global business a challenge, from currency exchange to tax laws and their implications, international trade regulations, human resource laws, different time zones, the condition of local economies, foreign policy and geopolitics, and supply chain and distribution mechanisms.

Students – including a group of high school students from St. Joseph's Academy – also heard from a panel of St. Louis-based business leaders – Brian Garcia, the vice president for global franchise support at Enterprise Holdings; Ashley Shepherd, the director of P-8 & C-40 program management at Boeing Global Services; and Al Li, the founder and managing director of Artis Commercial Capital – moderated by Tim Nowak, the executive director of World Trade Center St. Louis.

They talked about their unexpected paths into international business and offered encouragement for students to seek out opportunities abroad.

"I would encourage all of you as you're listening right now not knowing maybe what you want to do, go and explore and then go explore again and again and again," Shepherd said. "I earned a finance degree with my education and never would have thought I would have gone from a finance career to do a strategy-type role and now as a program manager leading an organization. You never know where you're going to go, so take some of those strange opportunities that get thrown at you."

Li described the experience of going to China and how it changed his perspective.

"I think for me, if you look through the lens of opportunity and possibility, you will inevitably go international," he said.

"When I went to China for the first time, I was realized this economic world is just way larger than I thought, I started thinking about the opportunity and possibilities."

The conference also featured workshops on topics such as technology and sustainability and that showcased the experiences of expatriates as well as UMSL alumni working abroad.

There was also a networking lunch that gave students a chance to meet and ask questions of the practitioners. 🍽️



EXPLORE AND EXCEL: STUDY ABROAD IN

BREMEN GERMANY



Participants of the 2024 study abroad program in Bremen, Germany.

BY RENITA MILLER

Are you ready to expand your academic horizons and immerse yourself in a vibrant international experience? Look no further than the picturesque city of Bremen, Germany. The International Business Institute at the College of Business Administration is thrilled to offer students an unparalleled opportunity to study abroad in this dynamic city.

Each summer, the International Business Institute leads a group of adventurous students on an unforgettable journey to Bremen. Whether you're passionate about international business, eager to learn about German culture, or simply seeking a transformative academic experience, our program has something to offer everyone.

Students have the flexibility to enroll in one or two courses, allowing them to tailor their academic experience to suit their interests and goals. With a diverse range of courses available, covering topics such as international marketing, global economics, and cross-cultural management, students can gain valuable insights into the intricacies of the global marketplace while earning academic credit.

But studying abroad is about more than just academics. It's an opportunity for personal growth, cultural exchange, and exploration. Bremen, with its rich history, charming architecture, and welcoming atmosphere, provides the perfect backdrop for such an adventure. From strolling along the scenic Weser River to exploring the historic Old Town, students will have endless opportunities to immerse themselves in German culture and create memories that will last a lifetime.

To learn more about this exciting opportunity and how you can join us in Bremen, contact Joseph Rottman (rottman@umsl.edu) or Renita Miller (millerr@umsl.edu) at the International Business Institute. Don't miss out on this chance to broaden your horizons, expand your global perspective, and make memories that will last a lifetime. Study abroad in Bremen – your adventure awaits! 🌟



H-J International, Inc.

A PILLAR OF INTERNATIONAL CUSTOMER SERVICE

BY RENITA MILLER



Lloyd "Henry" Evitts, Vice President of Manufacturing, H-J International, Inc.

Every year, students from China, Taiwan, and South Korea seize the opportunity offered by the University of Missouri–St. Louis's College of Business Administration, International Master of Business Administration (IMBA) program. This transformative curriculum, comprising a year at the home institution, a year abroad, and an immersive internship at a premier global enterprise or startup in St. Louis, redefines the path to

earning a dual degree. The program's success is facilitated through networking activities, professional development workshops, and exposure to local-global organizations.

During a company visit and networking activity, IMBA students gained invaluable insights into the operations of H-J International, Inc., a global leader in the transformer, switchgear, and breaker industry. With headquarters in St. Louis and offices spanning Brazil, Canada, China, Colombia, India, Mexico, and Spain, H-J is renowned for its distribution transformer bushings and connectors, serving both domestic and international markets.

Led by Lloyd "Henry" Evitts, VP of Manufacturing, the students toured H-J's facilities in High Ridge, Missouri, witnessing the company's history, clientele, and international expansion. They observed the thorough process of manufacturing insulators, terminals, and other products, from inception to completion. Over lunch, H-J executives emphasized the company's philosophy of exceptional customer service and responsiveness to consumer needs, explaining why



H-J stands as a market leader.

For many IMBA students, this tour marked their introductory exposure to a manufacturing plant. They marveled at the facility's scale and the diverse departments housed within, including shipping, human resources, and production. It became evident that H-J's services play a key role in sustaining the global electrical grid.

H-J Enterprise's steadfast support of the College of Business Administration IMBA program emphasizes its commitment to grooming future global leaders. Serving on the International Business Institute Board since 2010, H-J continues to enrich the International Business program at the University of Missouri–St. Louis with its expertise and dedication to excellence. 🌟

To learn more about the IMBA program, visit:
umsl.edu/business/graduate/imba



2023-2024 IMBA students attending a workshop and company visit at H-J International, Inc.

UMSL gets high marks for supporting social mobility in latest US News 'Best Colleges' rankings

BY BURK KROHE

The publication ranked UMSL first in Missouri on its list of "Top Performers on Social Mobility," which highlights how well universities graduate students who receive Pell Grants.



The University of Missouri–St. Louis continues to excel at helping students improve their socioeconomic status by achieving a college degree.

In the latest U.S. News & World Report "Best Colleges" rankings, the publication ranked UMSL first in Missouri and No. 84 nationally on its list of "Top Performers on Social Mobility," which highlights how well universities have graduated students who receive federal Pell Grants.

UMSL has made the list every year since it debuted in the 2020 rankings, and it has been first in Missouri each of the past two years.

Nearly 46% of UMSL students were Pell Grant-eligible in the 2022-23 academic year. Those recipients come from households whose family incomes are less than \$50,000 annually. However, most Pell Grants are awarded to students with a total family income below \$20,000, so a college degree can be instrumental in helping them increase their earning potential and improve their socioeconomic status.

"UMSL was founded 60 years ago to be an institution that helped make

a college education attainable to students of every socioeconomic background so that they had the opportunity to transform their futures," Chancellor Kristin Sobolik said. "That remains a central part of our mission today, and we are proud that U.S. News & World Report's rankings continue to recognize that vital role."

UMSL remained a Tier 1 research university in the overall rankings and was No. 141 on the list of top public universities.

Additionally, several academic programs fared well in the rankings, including the undergraduate international business program, which ranked 21st nationally, marking the 20th time in the past 21 years that it finished in the Top 25.

Undergraduate business program rankings are based on the judgment of deans and senior faculty at peer institutions who have participated in a peer assessment survey.

"Being ranked in the top 25 undergraduate business programs by U.S. News & World Report for the 20th time represents two decades of

success in transforming the lives of our students," said Joseph Rottman, director of UMSL's International Business Institute and chair of the College of Business Administration's Strategic Planning & Innovation Committee. "This legacy is due to our faculty, our staff and our International Business Advisory Board. Our curriculum, our extracurricular events like our IB Career Conference and our IB Case Competition and our study abroad opportunities all contribute to our peers across the country recognizing the excellence of our IB program for the last 20 years. All of those events are supported by the time and treasure provided by our IB Advisory Board.

"For example, this last summer over 25 students studied abroad and each student received more than \$2,000 in scholarships to support tuition and travel expenses. That is just one summer. For two decades, we have enabled students to develop a global mindset through coursework, events and study abroad. All of this enables our students to succeed in an increasingly competitive global market, and this ranking highlights our success."

UMSL climbed five places in the undergraduate business overall rankings to land at No. 159. It also improved three places in the undergraduate engineering rankings, coming in at No. 107. 📈

FACULTY ACCOMPLISHMENTS

Bindu Arya

Department Chair, Global Leadership
and Management Professor of Management

Significant Publications

- S. Horak, A. Klein, M. Aht, B. Arya, T. Xia (2024). "Co-worker relationship quality: The role of commitment and trust in China", *European Journal of International Management*, 23(1): 31-59.2
- B. Arya, S. Horak, S. Baccoul-Hentjens, X. Ismail (2023). "Leading entrepreneurial sustainability initiatives in emerging economies", *International Journal of Emerging Markets*, 18(1): 64-85
- S. Salasratanam, B. Arya, K. V. Mukundan (2022). "Dual institutional embeddedness and home country CSR engagement: Evidence from Indian MNCs", *Journal of Business Research*, 141: 163-174

Awards

- 2024 COBA Faculty Advisor of the Year, UMSL
- 2023 UMSL Global Fellow Award
- 2022 McExcella Grant

Michael J. Costello

Associate Teaching Professor of Legal Studies

- Led first joint Political Science and Business Law Study abroad trip to Belgium and Netherlands with Professor Bagwell
- Guest lecturer on law and ethics at UMKC School of Law CLE program at Oxford University.

Frank Q. Fu

Associate Professor of Marketing

Significant Publications

- Q.A. Alsafar, M.T. Elliott, R. Thakur (2019). "Cross-cultural Differences in the Adoption of Social Media", *Journal of Research in Interactive Marketing*, 11(3), 119-140
- J.J. Phillips, F.P. Phillips, H. Yi (2020). "ROI in Marketing: The Design Thinking Approach to Measure, Prove, and Improve the Value of Marketing", New York, NY: McGraw-Hill

Hung-Gay Fung

Dr. Y.S. Tsang Professor of Chinese Studies
and Curators' Professor of Finance

Significant Publications

- Li-Huan Wang (2022). "The effect of female CEO and CFO on tail risk and firm value", *Finance Research Letters*, 47, 102683
- Hongxin Jin, Lu Wang, Zuoping Xiao (2022). "What firm risk factors drive bank loan pricing and other terms? Evidence from China", *Accounting & Finance*, September 1-26
- Penghui Qiao, Anna Fung, Xianan Ma (2022). "Resilient leadership and outward foreign direct investment: A conceptual and empirical analysis", *Journal of Business Research*, 144, 729-739
- Xue Tan, Lin Yu (2022). "Firms with short-termism: Evidence from expatriate controlling shareholders", *Pacific Basin Finance Journal*, 73 (3), 101770
- Penghui Qiao, Yang Long, Erni Hui-Chuan Kao (2022). "Narcissistic Leaders and Corporate Cash Holdings: Evidence in China", *North American Journal of Economics and Finance*, 59

Gerald Yong Gao

Associate Dean of Research and Faculty Affairs,
Professor of Marketing

Editorial Boards

Journal of International Business Studies,
Global Strategy Journal, *Journal of International Marketing*

Conference Preceding

"Cultural Microaggression in Multinational Enterprises: Impact of Organizational Inclusivity and Employee Coping Strategies", 2024 Academy of Management Conference Proceedings

Significant Publications

- M. Ju (2022) "Performance Implication of Exploration and Exploitation in Foreign Markets: The Role of Marketing Capability and Operational Flexibility", *International Marketing Review*, 35 (4): 785-810
- M. Ju, K.Y. Murray, M. Kotabe (2019) "Concurrent Sourcing Strategy of Multinational Firms in China: Drivers and Performance Implications", *Journal of World Business*, 54(6), 101015

Steve Moehrle

Professor of Accounting

Significant Publications

- B. Wood et al. (2023) "The Chat GPT Artificial Intelligence Chatbot: How Well Does It Answer Accounting Assessment Questions?", *Issues in Accounting Education*
- M. Mockkessul, I. Reynolds-Moehrle, P. Storkie, J. Wen (2018) "Developments in Accounting Regulation: A Synthesis and Annotated Bibliography of Evidence and Commentary to the 2017 Academic Literature", *Research in Accounting Regulation*, 30(2), 138-147

Awards

American Institute of Certified Public Accountants (AICPA) Distinguished Achievement in Accounting Education Award (2019)

Janet Y. Murray

E. Desmond Lee Professor for Developing
Women Leaders and Entrepreneurs in
International Business

Significant Publications

- M. Kotabe, D. Aychale (2023) "Relationship Multiplicity, Multiple Resource Acquisition and Export Performance of Emerging-Market Firms", *Journal of International Management*
- R. Parente, Y. Zhao, M. Kotabe, R. dos Santos (2020) "Relational Resources, Tacit Knowledge Integration Capability, and Business Performance", *Journal of Knowledge Management*
- M. Ju, G. Y. Gao, M. Kotabe (2019) "Concurrent Sourcing Strategy of Multinational Firms in China: Drivers and Performance Implications", *Journal of World Business*, 54(6), 101015

Activities

- Consulting Editor, *Journal of International Business Studies* (JIBS), 2022 - 2025
- Co-chair, International Marketing Track, AIB-SE Annual Conference, Panama City Beach, FL, October 27-28, 2022

Ekin Pellegrini

Associate Dean, College of Business
Administration, Associate Professor of Global
Leadership and Management

Significant Publications

- C. Hu, G.W. Cheung (2023) "Measurement equivalence/invariance across groups, time, and test formats", *The SAGE Handbook of Survey Development and Application*
- L. Yao, M. Xu (2021) "The boss's long arm: The differential impact of authoritarian and benevolent leadership on spousal family satisfaction", *Frontiers in Psychology*, 12, Article 780030
- C. Hu, S. Zhang, J.C. Huang (2020) "To mentor or not to mentor: A job demands-resources perspective", *Journal of Management and Business Research*, 37(4), 349-366. Best Paper of the Year Award for Practical Value
- S. Burwell, T. Eyssell (2021) "CEO narcissism and firm performance: Exploring moderated and curvilinear relationships", Proceedings of the Southern Management Association Annual Conference, New Orleans, LA. Organizational Behavior Division Best Paper Award
- J.E. Jordan (2021) "Talent retention: An empirical examination of a 21st century United States Department of Agriculture", Proceedings of the Academy of Management Annual Meeting

Joseph W. Rottman

Director, IBI and Chair of the
COBA Strategic Planning Committee
Professor of Information Systems

International Business Activities

- "Global Expansion: A Strategic Decision-Making Model to Guide the Expansion Phase of Reimagined Resourcing", 2024 IB Case Competition Case
- "Digital Transformation of the Global Grocery Industry - A Strategic Response to a Disruptive Threat", 2023 IB Case Competition Case
- "Bayer: The Right to Win: Strategies and Models for Success for the Bayer Carbon Initiative", 2022 IB Case Competition Case
- Chancellor's Award for Excellence in Teaching to a Tenured or Tenure Track Faculty Member, 2021

L. Douglas Smith

Professor Emeritus, Supply Chain and Analytics

International Workshops

Workshop on Applied Statistical Modeling and Discrete Event Simulation, presented to faculty and graduate students at the University of Western Cape, Cape Town, South Africa, Fall 2022

Refereed Publications

- P.S. Kokkani (2022) "Strategic Procurement of High-Cost Medical Devices", *International Journal of Strategic Decision Sciences*, 13, No. 1, 1-20
- C. Bilek (2022) "A Study of the Potential Effects of Gate-Hold Strategies on Arrival and Departure Operations at Charlotte Douglas International Airport", *Transportation Research Record*, Vol. 2676 No. 6, 640-658
- C. Bilek (2023) "Modelling Airline Operations at Major Commercial Airports for Strategic Decision Support", *Transportation Development Research*, Vol. 1, No. 1, 1-29

- M.R. Wasick, S. R. Stout (2024) "Prediction of Service Utilization and Related Financial Risk for Healthcare of Medicare Beneficiaries", Proceedings of the IJSE Annual Conference, A. Brown Greer, C. Contardo, J.-M. Frayret, eds., Montreal, Canada

Gaiyan Zhang

Finance Board Scholar and Professor of Finance

Significant Publications

- I. Hasan, L. Liu, A. Saunders (2022) "Effects of Deposit Insurance on Bank Lending: Evidence from Global Banks during the 2008 Financial Crisis", *Journal of Financial Intermediation*
- Y. Tse, Y. Zhang (2022) "Return Predictability between Industries and the Stock Market in China", *Pacific Economic Review*
- W. Zhang, J. Helwege (2022) "Cross-Country Linkages and Transmission of Sovereign Risk: Evidence from Global Credit Default Swaps Markets", *Journal of Financial Stability*, Volume 58: 100838

George A. Zsidisin

John W. Darringer III Professor of Supply Chain
Risk and Resilience

Significant Publications

- M. Enz, S. Ruel, J. B. Bracy, S. Jazebowski, P. P. Rodriguez (2024) "Supply Chain Strategies in Response to a Black-Swan Event: A Comparison of U.S., French, and Polish Firms", *International Journal of Logistics Management*, Vol. 37, No. 7
- R. Pellegrini, B. Gaudenzi (2023) "Mitigating Foreign Exchange Risk in the Supply Chain: A Real Options Approach", *Journal of Business Logistics*, Vol. 45, No. 1, pp. 1-27
- B. Gaudenzi, R. Pellegrini (2024) "Strategic Sourcing: Approaches for Managing Supply Chain Risk", *Polytechnic Studies in Logistics and Supply Chain Management*, Cham, Switzerland, ISBN 978-3031525915
- R. Pellegrini, B. Gaudenzi (2023) "Mitigating Foreign Exchange Risk in the Supply Chain: A Real Options Approach", *Journal of Business Logistics*
- D. Khan, M. Huth, M. Henke (2022) "Supply Chain Resilience: Re-conceptualizing Supply Chain Risk Management in a Post-Pandemic World", *Springer Series in Supply Chain Management*, Vol. 21, Springer, New York, NY, ISBN 978-3031164880
- B. Gaudenzi, R. Pellegrini (2021) "Estimating the Financial Effects of Mitigating Commodity Price Volatility", *Supply Chain Management: An International Journal*, Vol. 26, No. 1, pp. 17-31
- A. Bruster, B. Hazen, K. Snider, T. Wilkerson (2022) "Research in Defense Logistics: Where Are We and Where Are We going?", *Journal of Defense Analytics and Logistics*, Vol. 4, No. 1, pp. 3-17



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