

IB

International Business
NEWS

Institute at the University of Missouri–St. Louis

Spring 2016



Building Global Leadership

Students pursuing an MBA degree at the University of Missouri–St. Louis have the option to experience and see business through a global lens. MBA students can take two-week courses in Germany, Finland or both, and apply it toward their UMSL degree.

In addition to the intensive instruction provided by international faculty, students will participate in corporate visits, networking opportunities and cultural activities. Evenings and weekends are open for a variety of cultural excursions, tours and social activities offered by the host university.

The IMBAⁱ is an excellent addition to the College of Business Administration IB offerings and helps to fortify UMSL's strong international partnerships, including those in the IMBA program.

3 graduate credits per course • program flexibility • 2-week courses • free time to explore

UMSL IMBAⁱ (intensive) Program

May 2017
GERMANY

University of Applied Sciences Aschaffenburg
Focus on global management
Company tours and cultural activities



November 18-27, 2016
USA

University of Missouri–St. Louis
Focus on global diversity of services
Company tours and cultural activities

May 14-22, 2016
November 2017
FINLAND

Seinäjäoki University of Applied Sciences
Focus on international marketing
Company tours and cultural activities

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Click! All the pieces are fitting together!
Snap! 13 years of success!

Global Leadership and Management Advisory Board

The Global Leadership and Management (GLAM) Advisory Board includes academic and business leaders based in St. Louis and around the world. Board members represent companies and industries 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 to the curriculum, internship opportunities for international MBA students, and participate in classes and forums to share their experience and knowledge with our students.

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Principal, Red Spider Consulting, LLC

Ross Bushnell
President, Mondri Jackson

Michael Costello
Founding Member, Agreeco, LLC

Gilles Cottier
President, Pharmaceutical Development Services, Pantheon Inc.

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

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Norihito Furuya
CEO, IGB NETWORKS Co., Ltd.

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Associate Provost, University of Missouri–St. Louis

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Independent Consultant, John Guckes & Associates, LLP

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International Counsel, Novus International

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Michael Kelley
Vice President of International Business Development, Metal Exchange Corporation

Timothy Nowak
Executive Director, World Trade Center Saint Louis

Kei Pang
CEO, Nidec Motor Corporation

Rodolfo Rivera
Director, Business Development Fidelity Title International

Joseph Rottman
Director, International Business Institute/Department Chair, Global Leadership & Management, University of Missouri–St. Louis

Shaker Sadasivam
CEO, SunEdison Semiconductor

Jennifer Schwesig
International Attorney, Partner, Armstrong/Teasdale

Jay Shekelton
President, H-J International Inc.

Torbjorn (Turbo) Sjogren
Vice President, Global Modernization and Sustainment, The Boeing Company

Peter A. Smith
Vice President, Global Franchising Enterprise Holdings, Inc.

Jorge Toro
COO, Medinexo

Tom Wilson
Vice President, Global Communications & Corporate Marketing, Monsanto Company

*GLAM Advisory Board president

Welcome to the Spring 2016 Newsletter! In each newsletter we try to highlight one theme that contributes to the success of the International Business program. In this issue, we focus on building global leadership. We will look at the recent restructuring of the Management department into Global Leadership and Management (GLAM), the growth of the leadership skills of our students as they lead the Career Conference, the ability of our students to succeed globally, and the engagement of our GLAM Advisory Board.

As the efforts of our advisory board and faculty show, 13 years in the top 20 takes passion and dedication. We have risen to number 12 in the country and we are still building the IB program at UMSL.

This spring, we welcome Mr. Pete Smith from Enterprise Holdings Inc. to the advisory board and Dr. Ofem, Dr. Dawson and Dr. Pathak to the growing list of IB Research Associates.

New scholarships have been added to help UMSL students travel abroad, and new executives have joined the advisory board. Our 2016 International Business Career Conference set records for sponsorships and registrants, our three-university IMBAⁱ program partnership enters a new circuit in Finland, we will compete in our fourth Case Competition soon, and our faculty continues to conduct ground-breaking and impactful research.

As you read through this issue, I hope you see how each new piece of the puzzle adds value to the whole enterprise as we continue to enhance student performance, engage the community, and advance the study of International Business.

Enjoy!



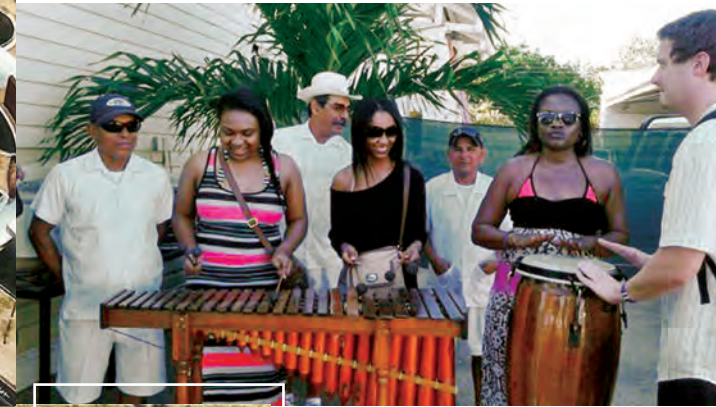
J. W. Rottman
Dr. Joseph W. Rottman
Department Chair, Global Leadership and Management
Director, International Business Institute

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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Nour Salmeen continues her journey at UMSL as an MBA candidate pursuing her marketing degree. Ms. Salmeen wants to contribute to the field of digital marketing upon graduating in May 2017. Her first study abroad trip was to Dubai, U.A.E. That opportunity encouraged her to apply for the China study tour as a business course.



Costa Rica winter intersession

By Brianne Clemons, BSBA 2016

My decision to participate in the faculty-led program to Costa Rica during the 2015 Winter Intersession came as a surprise to my family and friends, but I was determined to have an adventure that I would remember long after my time here at the University of Missouri–St. Louis ended. I was invited to join the International Business Club by a friend who had just returned from Tokyo. After attending one of the International Business Club's meetings where everyone gave presentations about their experiences in different countries, I wanted to have a story of my own.

Brianne Clemons (center) in a music session with Costa Rican locals.

Traveling to Costa Rica presented me with seemingly endless possibilities to explore. It did not matter that none of the students knew each other beforehand, because we were all excited to have an adventure like no other. We became fast friends as we took excursions and classes together. On the weekends, we traveled to different parts of Costa Rica including Tortuguero and the Punta Coral. We visited the beautiful rainforests, climbed mountains and volcanoes, felt the power of the waterfalls, and had fun on the beaches. For the first time in my life I went hiking, zip-lining, and even jet-skiing!

During the week, we took Spanish classes at the Costa Rican Language Academy (CRLA), which we all absolutely loved. My class had only 3 students, including myself, so our professor really took the time to understand each of us individually. We became very close after having critical conversations about the world as it is and how it should be. Learning another language meant gaining a new perspective.

My Spanish improved through all the activities and experience we had both in and out of class. In the afternoon, many of us took advantage of the free Latin dance, cooking, conversation and yoga classes that the school offered. They even took us on a tour of downtown San Jose where we learned about Hispanic literature, art, and the history of that beautiful city. While in Costa Rica, I stayed with a host family who made me feel right at home. We shared many great moments, priceless memories, and wonderful meals. Having a support system while going on this journey helped me fully experience the Costa Rican lifestyle. I still talk to my family in San Rafael, my professor from CRLA, and the friends I made who had traveled there from all over the world. Studying abroad not only changed the way I view the world around me, but the role I can play. My experience in Costa Rica was incredible and I would do it again in a heartbeat. I only wish that I could have stayed longer.

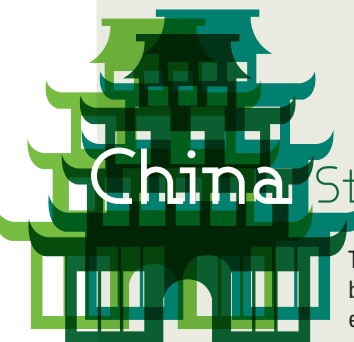


Brianne is a senior with a double major in International Business and Marketing, and a minor in Spanish. She will graduate this summer and pursue a career in International Market Research. By helping companies establish their business in various parts of the world, she hopes to create opportunities for other people to achieve their dreams.



Above: 2015 China Study group listed alphabetically: Ala Al-Lozi, Run Cha, Xiaye Chen, Hung-Gay Fung, Zichao He, Jonnalyn Jakubowski, Shoujian Liu, Alexandra Loehr, Eric Mayfield, Renita Miller, Nour Salmeen, Doug Smith, Ruth Smith, Mengfan Tong, Betty Vining and Yilun Wang.

Top: View from the observation deck in Oriental Pearl Tower in Shanghai.



China Study Tour

By Nour Salmeen, MBA 2017

There is no better way to learn about international business concepts than to have a hands-on travel experience, and engage in discussions with government leaders, businesses, and educators to better appreciate the cultural and business environment in that country.

China is one of those experiences that I was part of; two phenomenal weeks of summer that I will forever remember.

Our first stop: Beijing! My friends and I roamed through the Summer Palace, walked the Great Wall, discovered Forbidden City, experienced Tiananmen Square and wondered at Bird's Nest Stadium. The Great Wall cannot be defined with words, and is too huge of a wonder to be confined within a photograph. This was truly a once in a lifetime experience.

During the institutional part of the trip we had the chance to speak with many international business people. On the Ali Baba tour visit, one of the UMSL students acted as a translator at the meeting. It was an interesting spin to the way typical informational tours are conducted.

For the majority of the trip, we remained in Nanjing where we met students in the large and beautiful campus of UMSL's partner school, Nanjing University. We took walks around gardens and museums available to us in the city. We stumbled upon a café one evening where we were joined by good friends, a deck of cards and playful kittens. The last day was spent on lectures about China's demographics, statistics on development, information about its infrastructure, changing trends, and reforms.

Our next stop was Suzhou: the City of Silk. We were happy to eat duck and do a little shopping on this part of the trip. We then boarded the bus to our next stop in Hangzhou, which is the capital of China's Zhejiang province. We saw the ancient Grand Canal waterway which originated in Beijing. Our professor of Finance and insightful tour guide, Professor Hung-Gay Fung, took us to Shanghai as our last stop. We toured the amazing Oriental Pearl Tower in the Pudong district, and finally caught a river cruise on that rainy evening.

Food was my favorite part about the trip. My motto was, "Let me try it." Cuisine never tasted so good. Some regions are known for their duck, certain provinces cook with more spicy flair. Interesting foods included liver, hearts, brains, blow fish, and blood sauce. Overall, if I could not find it in the United States. I was keen to try it. Breakfast street food was fresh, and late night food was the best.

Here are some tips for your trip to China:

You should know a few words of the language before you arrive. Be open to try all the food.

Try karaoke; you have not been to China unless you karaoke. There are four different sounds to every letter in the country's spoken language. More than likely you are pronouncing the word completely wrong.

Scholarships are available through the Study Abroad office that helped me with the expenses of the trip. The office also helped with pre-departure orientation and prepared students for the trip.

If you are someone who would like to experience something unique, make life-long friends, try amazing food while also learning interesting lessons, this trip is for you.



Left: IMBAⁱ students enjoying Miltenberg, Germany during a company visit.
 Top (from left): UMSL IMBAⁱ students Kelly Kreps, Matthew Ernst and Amy Comrey enjoy a döner and local beer in Aschaffenburg, Germany.
 Right: IMBAⁱ students in Frankfurt during a trip to the European Central Bank.
 Lower right (from left): The Pompejanum and the picturesque Schloss Johannisburg Castle in Aschaffenburg, Germany.

Aschaffenburg – The Bavarian Nice

By Alexandra Loehr, MBA 2016

The Bavarian Nice is a town with about 70,000 inhabitants, located at the border of Bavaria and Hesse, around 40 minutes away from Frankfurt am Main. The city got its nickname due to its mild climate. Driving into Aschaffenburg by car, the first thing that caught my eye was the majestic red sandstone Johannisburg Castle that reigns over the Main River. Another site is the Pompejanum, a Roman-style house that is connected to the Johannesburg Castle by a beautiful promenade that runs along the river.

During my stay at the Hochschule Aschaffenburg, one of the partners of UMSL's IMBAⁱ program, I could explore the city center with its various shopping opportunities (the City Galerie is one of the biggest malls in the region), museums and Biergärten. Why not? We are in Bavaria! In the summer, people have picnics along the river or take walks in one of the two parks in the city.

Park Schönthal is in the center of the city and includes beautiful ruins. We were told that during big soccer events, when everyone in Germany cheers for the national team, the games are shown on big screens in bars, Biergärten, and the Park Schönthal. Park Schönbusch is located a little outside of the city but is much bigger. It is a great place to go for walks, ride boats or get lost in the scenic nature.

As soon as the sun was out, it seemed as though all of Aschaffenburg was outside, sitting in the parks, lounging along the river, hanging out in one of the Biergärten, enjoying some ice cream, people watching, or visiting one

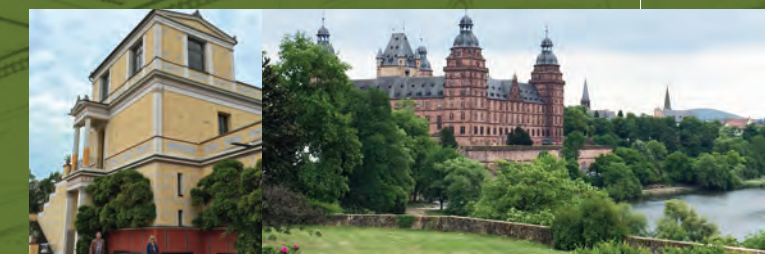
of the various festivals around the city like the Africa-Caribbean-Festival. Even if the weather was not that nice, there was always a bar around the corner where we could enjoy one of the numerous local beers. Aschaffenburg has the highest amount of bars and restaurants per capita in Bavaria. With it being so close to Hesse, we were still able to try some local Hesse specialties like Apple wine.

During my time in the IMBAⁱ program, we visited several local companies that operate worldwide. In Aschaffenburg, you find Linde, producer of forklifts, as well as Takata, a Japanese company that got some negative attention due to its failing air-bags. We also visited the European Central Bank in Frankfurt am Main. We combined this visit with a city tour through the area around the historic main station and along the other historic parts of Frankfurt (Old Stock Exchange, the Römer, the Pauls Kirche and so on). We finalized our visit by getting some Hesse cuisine (Green sauce with potatoes and schnitzel, as well as Apple Wine) in Frankfurt's old Sachsenhausen; a part of the city known for its small old Apple Wine pubs.

Another attraction of my stay was the visit of the Faust Brewery in Miltenberg, a city about 40 minutes away by train. Miltenberg

itself has a beautiful old city center. The Faust Brewery is well known for its beer in the region.

Classes were held on the Hochschule Aschaffenburg's campus, which is a historic site itself. The older part of the campus is located in an old Hunters Casern, which was built in 1896 for a Bavarian emperor. In general, you can find a lot of historic buildings in Aschaffenburg and the region. The mix of historic and modern is quite impressive. Due to Aschaffenburg's central location and the well-developed public transport system in Germany, it was easy to extend the stay for a few days and explore some other cities in Germany or even the countries close by.



Do you want to see this jewel with your own eyes? The next round of the IMBAⁱ partnership courses start soon. In May 2016, our partner in Seinäjoki, Finland, invites students from all three universities to a two-week course with a marketing focus. UMSL hosts their courses this Thanksgiving break and Aschaffenburg will welcome you in 2017.



H-J International offers enhanced cultural experience to UMSL IMBA program

By Nour Salmeen, MBA 2017



The International Master of Business Administration, offered through UMSL's College of Business, is a rigorous and innovative program. The IMBA Program allows students to spend one year in their home school, and one year abroad at one of UMSL's partner schools, earning students a dual degree.

Part of this program enables students to interact with industry leaders throughout

St. Louis. Recently, a group of IMBA students was given an opportunity to experience daily operations in an international manufacturing facility. H-J International, Inc. supplies electronic components to the worldwide original equipment manufacturer (OEM) market using the latest technology production processes. H-J International is one of the many companies that have a strong relationship with UMSL's international business program. Founded in 1993, H-J International was created as a means to differentiate between the domestic sales of parent company H-J Enterprises and the company's growing international sales division. Located in High Ridge, Mo., H-J International is a leading manufacturer and supplier of transformer components, switchgear apparatus, porcelain and epoxy bushings and insulators, distribution and power transformers, and electrical connectors for the world market.

Henry Evitts, VP of Manufacturing, conducted the tour. He led the group through two of the company's major operating facilities. Mr. Evitts explained the company's global holding in the OEM market. He was careful to provide students with the full experience and helped them understand the company and its objectives. As one of the leading manufacturers and suppliers for the electrical industry market throughout the world, this company visit was great exposure for students interested in operations and logistics, quality management, and international business.

Throughout the tour, Mr. Evitts' son and HR manager, Jeffrey Evitts, chimed in on HR practices and strategic changes towards atomization for further accuracy. Following the tour the company's marketing manager David Stockton gave some humorous encounters on his business trips to South America and some of the obstacles he had to overcome to achieve successful deals with clients. The day concluded with an in-depth Q&A with Henry Evitts and company President Jay Shekelton.

Jay Shekelton and Lloyd "Henry" Evitts both serve on the Global Leadership and Management (GLAM) Advisory Board for the College of Business. H-J International's involvement with UMSL extends well beyond sponsoring internships. As board members, Shekelton and Evitts use their industry expertise to enrich the learning experience in the IMBA program, providing students with the knowledge and skills necessary to succeed in their own careers.

Top: IMBA 2015-2016 participants

Bottom: Henry Evitts (center) engaging with IMBA students.



8th annual International Business Career Conference exceeds its goals again

By Abdul-Kariem Matteuzzi, BSBA 2016

This year's 8th Annual International Business Career Conference, "Your Connection to a Global Future," did not disappoint. It was the biggest conference to date, breaking last year's record by more than 100 registrations. Year after year, this conference has continued to grow connections between students and business professionals in an interactive setting.

The committee of students involved in organizing the conference worked under the direction of Professor Elizabeth Vining. She has been advising student organizers since the establishment of the conference in 2009. For this year's conference students completed a crowd-funding project, generated interest on many campuses, communicated with all of the speakers and donors, and worked as a team to put together a premier event for UMSL's International Business Institute.

The conference began with a warm welcome from UMSL alumnus Dr. Joseph Rottman. He is the Department Chair of Global Leadership and Management and Director of the International Business Institute. Dr. Rottman introduced Dean Charles Hoffman. This was followed by the introduction of Scott Bell, keynote speaker and Vice President of Global Sales Programs at Siemens SISW. The conference committee changed things up this year by moving the executive panel to follow the keynote speaker on the schedule in order to accommodate students who could not attend events happening later in the day. When Safia Madani, a master's student at UMSL, was asked how she liked the schedule change, she replied "I missed out on the



executive panel last year, because I wasn't able to stay the entire time. Having them back to back was a great addition for me." On the executive panel was Turbo Sjogren, Vice President of Air Force Fighters and Aircraft Sustainment at Boeing; Peter Smith, Vice President of Global Franchising at Enterprise Holdings; Shaker Sadasivam, President and CEO of SunEdison Semiconductor; and Amber Simpson, Vice President of Multicultural Strategy at US Bank. Our panel moderator was Tom Wilson, Vice President of Global Communications and Marketing at Monsanto. It is a tradition for students to have to catch a stress ball when they want to ask a question during the Q & A portion of the discussion. This helps students to loosen up while also revealing the fun side of the executives. Students had the opportunity to ask the panel questions while getting a souvenir in the process.

Following the executive panel, attendees were able to break away to workshops covering many topics. The speakers included Nestlé Purina's Katie Malke, who gave the ins and outs of "Connecting with the World around You"; The St. Louis Mosaic Project's Betsy Cohen, who discussed "Connecting the World to St. Louis"; Masterclock's John Clark explored "The New Generation Takes Off"; and Zoltek's Ric Baldini explained "Your Ticket to Connecting with International Customers." Furthermore, UMSL alumnus Sheena Crompton from Boeing, Carlos Suarez from JCI, and Samantha Greminger from Thomson Reuters collaborated to discuss "From Departure to Destination." There was also a "Lunch and Learn" opportunity where Theresa Carrington from The Blessing Basket Project presented "Connecting People for a Better World." Alexandra Loehr,

Left: John Clark (center) of MasterClock with conference participants.

Top (from left): IBCC Project Manager Abdul-Kariem Matteuzzi, Director of Career Services Teresa Balestreri, and Program Manager for IBI Renita Miller.



an UMSL student from Germany, participated in two of the six workshops. "I really enjoyed learning from Theresa Carrington how it is possible to combine entrepreneurship and making the world a better place," she explained. "It is also good to know that St. Louis has a helping hand for international students to land a job and start a career here." In addition to the informative workshops, there was a networking luncheon where students could interact with representatives of over 30 companies. This year's International Business Career Conference provided a unique educational experience to more than 600 registered people and was free to all who attended. Students were introduced to business professionals with real world experience in a way that would not have been possible without the dedicated International Business Career Conference Committee, International Business Institute, all the volunteers, speakers, and donors.

Middle: Attendance was high at the 2016 IBCC.

Bottom: Dean Charles Hoffman (center) with conference participants.



Top-tier students take on global challenge

By Peter Wilson, BSBA 2015

It was the end of quarter three for seniors at UMSL, and it was hard to believe that we only had two months left of classes in our business-school lives. I was asked to join UMSL's team and compete in the International Business Case Competition. Of course, I said yes because I enjoy a good challenge. When I told family and friends that I would be participating in the competition reactions were along the lines of "Huh?" or "What's that?" So I think it's probably best to define what the competition is before I go on.

A case competition begins with the presentation of a business problem, usually in the form of a short story with data to display key aspects of the situation. Teams of students are then tasked with solving the problem and presenting their solution to a panel of judges who then evaluate the analysis and effectiveness of the presentation. It is important to note that this all must be done within a predetermined time constraint, and the time allotted is usually far too short. Essentially, it is designed to simulate an actual business issue that one would face as a chief executive or a board of directors member in a company. With an overload of data, ambiguous facts, and no clear solution, it truly takes a lot of practice, effort and skills to come out on top.

The UMSL International Business Case Competition, hosted by the College of Business and the International Business Institute, took place on April 17th and 18th, 2015. A company formerly known as Brown Shoe, now rebranded as Caleres, provided the case to us. The challenge we were tasked with solving was how to increase penetration in the European market. To prepare for the competition, we met roughly three times a week starting about three months prior, and we practiced our methods with previous cases. Without a doubt, this competition was one of the most grueling 24-hour experiences I have had.

We kicked it off at the Friday brunch hour with the introduction of the business problem: analyze the European market and decide which operational strategy (wholly-owned subsidiary, licensee, distributor, etc.) would make the best investment.

Overwhelmed with data and with a 30-minute presentation to make the next morning, my team and I entrenched ourselves in our room and got to work. Using Brown Shoe's flagship brands and their current European footprint, we decided to pitch a perfect mix of selective distribution and a licensing strategy to minimize capital required while maximizing profit. Our thoughts were this would be a great marketing tool and be the building blocks for superior brand recognition in the region.

At 3:00 AM, supported by energy drinks and M&Ms, my team and I finally concluded our slide deck. We each took a nap to rejuvenate ourselves, then put on our suits, and practiced our delivery. We ended up taking fourth place out of twelve teams. We were proud to represent a University with a proven track record in preparing students from all backgrounds with the skills needed to succeed in their future careers.

By now you are probably thinking "Jeez Peter, why would I ever want to put myself through something like this? I have too much going on already."



Left: Case Competition team UMSL (from left to right) Peter Wilson, Darryl Sanchez, Donté Tamprateep and Caleb Plante

Bottom: Judges Kei Pang (Nidec), Tim Heard (Caleres), and Judy Burns (Patriot Engineering) with the winning team from Truman State University

I will be the first to tell you that yes, the cases are demanding. However, I will also tell you that these contests are a great way to apply what you have learned in the classroom. At the end of the day, you will have demonstrated various competencies that make you more marketable when it comes to seeking employment opportunities. I am tasked with creating cases every month at the company I am working for right now. I research companies to understand their strategy and industry in order to position myself as a credible individual. I collaborate with specialists in the company to develop cases. So I actually use these skills, and I am glad I started building my case competition muscles while still in school.

I had a blast participating in UMSL's 3rd annual International Business Case Competition. I gained unforgettable memories and made new friends. I was particularly proud of the efforts to reach out to prospective schools and the student community in the Midwest region. With 12 judges, 12 teams, and more than 60 students attending, it was truly a great success. It is important to note that this competition is a student-run project, and their efforts helped pull off a successful event. Professor Gupta, who provided our team with his professional advice leading up to the competition, acted as our mentor and a coach. Everyone in the International Business Institute office make opportunities like this possible. It is an experience unlike anything else you will get to do while in college, and a unique opportunity for students to tackle a "real world" challenge.

Scholarships make a difference in the lives of students

By Jen Hatton

Emerson Scholarship, Enterprise Opportunities and Paz Scholarship recipient, Devin Billups. (photo by August Jennewein)

If you ask Devin Billups about his path to higher education, he will tell you his mother really does know best.

"She was the biggest contributor for me coming to UMSL," says Billups, a freshman majoring in business administration with an emphasis in international business.

It was during his years at Hazelwood (Mo.) Central High School that his mother began putting the university on his radar.

"She got me involved in UMSL's Bridge Program, which gave me a taste of college life before college," he says.

When it came time for him to apply to colleges, his mother informed him of UMSL's nationally ranked International Business program and outstanding business partners.

"She showed me that for my field of interest, UMSL really was the best place for me," he says.

After applying to UMSL's nationally ranked International Business program, he received a total of six scholarships, including the Emerson Scholarship, the Enterprise Opportunities Scholarship and the Paz Scholarship.

"I chose UMSL because it was the best fit for me. I love the campus. I love the energy," Billups says. "And UMSL chose me. They gave me more scholarships and financial aid than any other college. For me personally, it's the best place for a quality education."

Visit UMSL's YouTube page to watch an "I Chose UMSL" video featuring Billups.

Excerpt from original story in UMSL Daily.



It is an experience unlike anything else you will get to do while in college, and a unique opportunity for students to tackle a "real world" challenge.

► Peter Wilson

International Business Club networks with area executives

By Kourtney McKinney, BSBA 2016

On a chilly November evening, students, faculty and members of UMSL's Global Leadership and Management Advisory Board gathered at Cantina Laredo in downtown Clayton for the International Business Club's happy hour event. Like the other students, I was excited to mingle with business professionals across all industries. A casual environment was the goal of the event, providing students with an informal way to network with successful executives. It can be intimidating for students to approach professionals, but the format of the happy hour helps take the pressure off when starting a conversation.

During the event, students at both the undergraduate and graduate level mingled with UMSL faculty from the GLAM department, as well as members of the advisory board. The refreshments were the perfect accompaniment to conversations about world travel, different cultures and business. This was the club's third happy hour event, and has yet again proved to be an enriching experience for students, faculty, and advisory board members alike.

One of the most important aims of the event was for the students to learn about working in international business from the advisory board members.

I received some great tips, from how to adjust to a new culture when you move abroad, to how to work with co-workers of different nationalities. Our advisory board is full of friendly and talented business executives who are genuinely interested in talking with students. You may even receive some advice about learning new languages. I was amazed when I heard the list of languages advisory board members can speak.

The happy hour is one of many activities the International Business Club hosts during the school year. We also hold meetings where American speakers share their study abroad experiences, and international students discuss their respective home countries. Additionally, we have speakers who discuss the necessary skills to be successful in international business. This semester, stay tuned for meeting dates and a trivia night! For more information on the International Business Club, please visit ib.umsl.edu.



IBC students enjoy happy hour with Ekin Pellegrini (right).



New cybersecurity lab opens

By Jen Hatton

Several dozen faculty and staff gathered Nov. 13 for the grand opening of the Cybersecurity and IT Innovation Lab at the University of Missouri—St. Louis.

The lab, located on the second floor of Express Scripts Hall, is a collaboration between the Department of Information Systems in the College of Business Administration and the Department of Math and Computer Science in the College of Arts and Sciences.

"The creation of this lab has been an ongoing effort between the two colleges," said Charles Hoffman, dean of the College of Business Administration. "In addition, we've received help from Information Technology Services on campus, friends and donors.

"With this learning studio setup, this lab will provide a sandbox where the students can safely learn and practice things like ethical hacking and penetration testing, and have an opportunity to discover and understand the various types of threats to businesses. This will be a centerpiece for the two departments."

College of Arts and Sciences Dean Ron Yasbin said this is an exciting partnership.

"This is a really wonderful time for interdisciplinary collaboration and will give our students a wide range of knowledge and skills," he said.

Shaji Khan, assistant professor of information technology, spearheaded the creation of the lab and establishment of the new Cybersecurity Certificate program at UMSL. The 18-credit-hour undergraduate certificate program combines courses from both IS and computer science.

Top: Shaji Khan demonstrates capabilities of the new cybersecurity lab. (Photo by Jamillah Boyd)

Bottom (from left): Ribbon-cutting ceremony participants Jianli Pan, Dinesh Mirchandani, Cezary Janikow, Haiyan Cai, Sanjiv Bhatia, Chancellor Tom George, Provost Glen Cope, Dean Ron Yasbin, Shaji Khan and Dean Charles Hoffman. (Photo by Jen Hatton)

2015-16 IB scholarship recipients

Through the generosity of the International Business Institute Advisory Board, UMSL faculty and friends of the university, we were able to award \$24,250 in scholarships this year to assist students. Such financial support ensures that capable and motivated students will have an opportunity to earn international business degrees by subsidizing the cost associated with the required overseas travel and study.

INTERNATIONAL BUSINESS ADVISORY BOARD

Kelly Kreps • \$1,500
Alexandra Loehr • \$1,500
Kelly Kunkel • \$1,500
Matthew Ernst • \$1,500

DAVID P. GUSTAFSON
Jacob Tucker • \$500

ROBERT B. VINING, JR.
Kourtney McKinney • \$3,500
Lyndsey McKinney • \$3,500
Wendy Topliffe • \$1,000

16 SCHOLARSHIPS



\$24,250

MESSRS. PANG YULAM AND PANG KIYAN
Brianna Clemons • \$1,500

INTERNATIONAL BUSINESS FELLOW
Elizabeth Snowden • \$250
Abdul-Kariem Matteuzzi • \$1,500
Dallas Selle • \$2,000

SMITH FAMILY STUDY ABROAD
Ryan Barton • \$750
Nathaniel Marlette • \$1,500
Giuseppa Munaco • \$750
Jasmine To • \$1,500

International Business Fellows Scholarship

Business major with IB emphasis
Minimum cumulative GPA of 3.0
Must use scholarship for study abroad to meet the international experience requirement

International Business Studies Matching Scholarship

Business major with IB emphasis
Demonstrated financial need (as determined by FAFSA)

International Business Scholarship

Business major with IB emphasis
Missouri resident
Demonstrated financial need (as determined by FAFSA)

Messrs. Pang Yulam and Pang Kiyon Memorial Scholarship

Business major with IB emphasis
Minimum cumulative GPA of 3.1
Junior or senior standing

Robert B. Vining, Jr. Memorial Scholarship

Business major with IB emphasis, or IB minor
Minimum cumulative GPA of 2.5
Must use scholarship for study abroad to meet the international experience requirement
Participation in International Business Club or International Business Honor Society

Smith Family Study Abroad Business Scholarship

Business major
Studying abroad
Demonstrated financial need (as determined by FAFSA)

David P. Gustafson Memorial Scholarship for Overseas Study

Business major
Studying abroad

International Business Advisory Board Scholarship

Business major
IB emphasis
Minimum cumulative GPA of 3.0
Must use scholarship for study abroad to meet the international experience requirement

FACULTY

ACCOMPLISHMENTS

IBI RESEARCH ASSOCIATES

IBI FELLOWS

MICHAEL J. COSTELLO

Associate Teaching Professor of Law & International Business

Coordinates and drives inter-college faculty, student and community participation in the Rotary International Ethics Panel held each semester.

The Rotary Ethics Panel format has been adopted as a model by three other universities and Rotary chapters.

Will organize and lead second international business study tour to Abu Dhabi and Dubai.

Selected by the Chinese Academy of Social Sciences for a grant to update knowledge of the transparency and independence of the Chinese dispute resolution systems, 2014.

HUNG-GAY FUNG

Curator's Professor of Finance

"A Citation Analysis of Business Ethics Research: A Global Perspective," with Chan, K., Fung, A. and Yau, J. (2015). *Journal of Business Ethics*, January.

"Return Skewness, Real Options, and Corporate Governance," with Lin, C., Chen, H. and Wang, L. (2015). *Journal of Financial Studies*, December, 23(4), 1-39.

"Governance Mechanisms and Downside Risk," with Wang, L., Lin, C. and Chen, H. (2015). *Pacific-Basin Finance Journal*, Volume 35, 485-498.

"Asset Volatility in the Financial Market," with Li, S., George, T. and Cai, H. (2015). *International Journal of Theoretical Physics, Group Theory and Nonlinear Optics*, 17(3), 147-175.

GERALD GAO

Associate Professor of Marketing

"How Does Technological Diversity in Supplier Network Drive Buyer Innovation? Relational Process and Contingencies," with Xie, E. and Zhou, K. *Journal of Operations Management*, forthcoming.

"Technological Capability Growth and Performance Outcome: Foreign Versus Local Firms in China," with Ju, M., Zhou, K. and Lu, J. *Journal of International Marketing*, 21(2), 1-16.

"Foreign Market Entry Timing Revisited: Trade-off between Market Share Performance and Firm Survival," with Janet Y. Murray and Min Ju, (2012). *Journal of International Marketing*, 20(3), 50-64.

"The Pace of MNEs' Sequential Entry Activities: Cumulative Experience and the Dynamic Processes," with Pan, Y. *Journal of International Business Studies*, forthcoming.

MARY LACITY

Curators' Professor of Information Systems

"Review of the Empirical Business Services Sourcing Literature: An Update and Future Directions," with Khan, S., and Yan, A. (2016). *Journal of Information Technology*, forthcoming.

"Transaction Cost Economics on Trial Again: A Commentary," with Khan, S. (2016). *The Journal of Strategic Information Systems*, Volume 25, forthcoming.

"Robotic Process Automation at Telefónica O2," with Willcocks, L. (2016). *MIS Quarterly Executive*, 15(1), forthcoming.

"Bring Your Own Device: Charting Your Organization's Voyage," with Steelman, Z. and Sabherwal, R. (2016). *MIS Quarterly Executive*, 15(2), forthcoming.

"Rethinking Legal Services in the Face of Globalization and Technology Innovation: The Case of Radiant Law," with Willcocks, L. (2016). *Journal of Information Technology Teaching Cases*, Volume 5, forthcoming.

JANET MURRAY

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

"Examining Complementary Effect of Political Networking Capability with Absorptive Capacity on the Innovative Performance of Emerging-Market Firms," with Kotabe, M. and Jiang, C. *Journal of Management*, forthcoming.

"Strategic Guanxi Orientation: How to Manage Distribution Channels in China?" with Fu, F. *Journal of International Management*, forthcoming.

Joined the Journal of the Academy of Marketing Science editorial review board.

Participated in the United Nations Conference on Trade and Development (UNCTAD)-WAIB Panel, "MNCs, Gender Equality and Development," 2015 Academy of International Business Annual Meeting, Bangalore, India.

EKIN PELLEGRINI

Associate Professor of Management

"Paternalistic leadership," R. W. Griffin (Ed.), *Oxford Bibliographies*. New York: Oxford University Press, forthcoming.

"Global Talent Hiring in St. Louis: Current Challenges and Recommendations to the Region for Retaining International Students Post-graduation," with Morton, J. (2015).

"Relational Leadership Through the Lens of International LMX Research," T. N. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-Member Exchange* (351-379). Oxford, England: Oxford University Press.

"Using a Trust Framework to Examine Job Engagement in China," with Morton, J. (2014). *International Conference on Multinational Business Management*, Nanjing, China.

"Measurement Invariance in Mentoring Research: A Cross-Cultural Examination Across Taiwan and the U.S.," with Hu, C. and Scandura, T.A. (2011). *Journal of Vocational Behavior*, 78(2), 274-282.

Teaching Awards

National Society of Leadership and Success Excellence in Teaching Award (2015)

Anheuser-Busch Excellence in Teaching Award (2014)

JOSEPH ROTTMAN

Professor of Information Systems
Department Chair, Global Leadership and Management

Director, International Business Institute
Conference co-chair, *The 2nd Annual IAOP Research Workshop*, Orlando, Florida, 2015.

"The Impact of Impact Sourcing," with Lacity, M. and Carmel, E. (2015). *The First Annual IAOP North American Outsourcing Research Workshop*.

"MISQE Theme Book: Outsourcing," with Willcocks, L. and Oshri, I. (2014). *MIS Quarterly Executive*.

"Prison Sourcing: 'Doing Good' or 'Good for Business?'," with Lacity, M., and Carmel, E. (2014). *Journal of Information Technology Teaching Cases*, Volume 4, 99-106.

L. DOUGLAS SMITH

Professor of Management Science

"Assessing the Risk of Hospital Readmissions for Improving Medical Practice," with Kulkarni, P. and K. Woeltje (2015). *Health Care Management Science*, 9 pp.

"Application of Discrete-event Simulation to Capacity Planning at a Commercial Airport," with Xu, L., Wang, Z., Pan, D., Hellmann, L. and Ehmke, J. F. (2015). *Computational Logistics* (Springer International Publishing), 719-733.

"Decision Support for Strategic Planning at Commercial Airports," with Xu, L., Wang, Z. and Pan, D. (2015). *Proceedings of the 2015 Annual Meeting of the Decision Sciences Institute*, 17 pp.

"A Mathematical Programming Model for Matching Sequential Activities in Logistics Systems with Tolerance for Erroneous or Missing Data," with Ehmke, J. F. (2016). *Proceedings of the 49th Hawaii International Conference on Systems Sciences*, 10 pp.

International Presentations

"Modeling Airline Activity in Staged Queues for Airport Capacity Planning," (2015). *International Conference on Operations Research*, University of Vienna, Vienna, Austria.

"Application of Discrete-Event Simulation to Capacity Planning at a Commercial Airport," (2015). *International Conference on Computational Logistics*, Delt TU, Netherlands.

Grants

"Modeling Airside Operations at Major Airports for Strategic Decision Support," U.S. Department of Transportation, \$50,000 for 2015-2016.

ELIZABETH W. VINING

Teaching Professor of Marketing

Received a \$3,000 grant to participate in the Faculty Development International Business program in Brussels, Belgium. This prestigious program coordinates the efforts of faculty in international business programs worldwide to improve instruction.



BINDU ARYA

Associate Professor of Management

"Global Integration Strategies of Taiwanese SMEs: An Empirical Examination," with Johnson J. and Mirchandani, D. (2013). *Journal of World Business*, 48(1).

"Institutional Reforms and Investor Reactions to CSR Announcements: Evidence From an Emerging Economy," with Zhang, G. (2009). *Journal of Management Studies*, 46(7), 1089-1253.

JAMES CAMPBELL

Professor of Management Science and Information Systems

Named Associate Editor of Transportation Research Part B: Methodological.

"Spatial Analysis of Single Allocation Hub Location Problems," with Peker, M., Kara, B.Y. and Alumur, S.A. (2015). *Networks and Spatial Economics*, DOI 10.1007/s11067-015-9311-9.

"Continuous Approximation Models for Mixed Load School Bus Routing," with Ellegood, W.A. and North, J. (2015). *Transportation Research Part B* 77, 182-198.

THOMAS EYSSEL

Associate Dean and Director of Graduate Studies
Chair and Professor, Department of Finance and Legal Studies
Director, UMSL Financial Planning Programs

"Credit Usage, Payment Behavior and Credit Files of U.S. Consumers: Keeping Records Straight at the Major Credit Bureaus," with Smith, L.D., Staten, M., Karig, M., Feinstein, J. and Johnston, C. (Apr. 2015), under review.

FRANK Q. FU

Associate Professor of Marketing

"Strategic Guanxi Orientation: How to Manage Distribution Channels in China?" with Murray, J.Y. (2016). *Journal of International Management*, forthcoming.

"Improving Retail Sales Performance by Integrating HPT with Marketing Strategies," with Tan, X. and Yi, H. (2016). *Performance Improvement*, forthcoming.

"Motivate to Improve Salesforce Performance: the Sales Training Perspective," (2015). *Performance Improvement*, 54(4), 31-35.

"Bridging Research and Practice: How Sales Training Can Contribute to New Product Launch Success," with Jones, E. (2015). *Performance Improvement*, 54(2), 29-36.

"Better Together: Trait Competitiveness and Competitive Psychological Climate as Antecedents of Salesperson Organizational Commitment and Sales Performance," with Schrock, W., Hughes, D., Richards, K. and Jones, E. (2015). *Marketing Letters*, forthcoming.

"The Behavioral Consequences of Service Quality: An Empirical Study in the Chinese Retail Pharmacy Industry," with Chen, Y. (2015). *Health Marketing Quarterly*, 32(1), 14-30.

SEEMANTINI PATHAK

Assistant Professor of Management

"The Impact of CEO Successor Origin on Corporate Divestiture Scale and Scope Change," with Chiu, S., Johnson, R.A., Hoskisson, R.E. and Pathak, S. (2016). *Leadership Quarterly*, in press.

"When do International Human Capital Enhancing Practices Benefit the Bottom Line? An Ability, Motivation, and Opportunity Perspective" with Kim, K.Y., Pathak, S. and Werner, S. (2015). *Journal of International Business Studies*, 46(7), 784-805.

BRANDON OFEM

Assistant Professor of Management

"The Collaboration Networks of Economic Development Organizations in Eastern Kentucky" with Compion, S., Ferrier, W.J., Borgatti, S.P., Cook-Craig, P., Jensen, J. and Nah, S. (2015). *Journal of Appalachian Studies*, 21(1).

"Imaginary Worlds: Using Visual Network Scales to Capture Perceptions of Social Networks," Mehra, A., Borgatti, S.P., Soltis, S., Floyd, T., Halgin, D. and Kidwell-Lopez, V. (2014). *Research in the Sociology of Organizations* series, Volume 40. *Contemporary Perspectives on Organizational Social Network Analysis*, Emerald Group Publishing Ltd.

MAURICE E. DAWSON JR.

Assistant Professor of Information Systems

Received second Fulbright Scholar Specialist Project #6296 to Bangladesh in 2016. Will serve as visiting faculty in the Faculty of Engineering at the University of Rajshahi and conduct a cybersecurity seminar.

"Understanding User's Acceptance of Personal Cloud Computing: Using the Technology Acceptance Model," accepted at the 13th International Conference on Information Technology: New Generations. Proceedings to be published by Springer. Published edited book, *New Threats and Countermeasures in Digital Crime and Cyber Terrorism*, (2015). Indexed by ACM Digital Library.

Named Senior Research Fellow with the American Leadership & Policy Foundation (ALPF) with a focus on cybersecurity.

Hosted the *West African Symposium on Technology Science, Sustainability, and Computing* at the University of The Gambia in Serrekunda, Gambia.

Received Fulbright Scholar Specialist Project #5824 to Russia in 2014. Served as visiting member in the Faculty of Computational Mathematics and Informatics at South Ural State University.

CHIKAKO USUI

Associate Professor of Sociology

A Touch of Japanese Tradition, (Winter 2015, e-Journal). Theme: Japanese Aesthetics and Botany.

"Bridge Jobs: Solution to Job Mismatch of Older Workers in Japan," (2015). Presented at the 28th Annual Conference of the Association of Japanese Business Studies in cooperation with the Academy of International Meeting, Bengaluru, India.

Chair and moderator, Panel 23 China and the Investment in Education. 64th Annual Meeting of the Midwest Conference on Asian Affairs, (October 2015). Washington University in St. Louis. Grants

"Japan Update: Japan's Visions in Asia," \$20,000 (PI). Sasakawa Peace Foundation (coordinated by the National Association of Japan America Societies).

"Japan Update: History and Innovation in Beer and Sake Making," \$10,000 (PI). Sasakawa Peace Foundation (coordinated by the National Association of Japan America Societies).

Panel Discussion, Feb 17, 2016, Urban Chestnut Grove Brewery Beer Hall.

G. D'ANNE WEISE

Associate Professor of Finance

"Volatility ETNs: Do They Deliver?" with Hancock, G.D. (2013). *Journal of Investing*, 22(3).

"VIX Futures ETNs: Three Dimensional Losers," with Hancock, G.D. (2013). *Accounting and Finance Research*, 2(3), 53-64.

"Inverse VIX Futures ETNs: Caveat Emptor," with Hancock, G.D. (Fall 2013). *Journal of Index Investing*.

"Hedging with VIX Futures: What is the Optimal Hedge Ratio?" with Hancock, G.D. (Fall 2013). *Review of Futures Markets*.

GAIYAN ZHANG

Associate Professor of Finance

"CDS Pricing and Accounting Disclosures: Evidence from U.S. Bank Holding Corporations around the Recent Financial Crisis" with Kanagaretnam, K., and Zhang, S. (2016). *Journal of Financial Stability*, 22, 33-44.

"Return Predictability in Corporate Bond Market along the Supply Chain" with Chen, L., and Zhang, W. (2016). *Journal of Financial Markets*, forthcoming.

"Determinants of Global Bank Credit Default Swap Spreads" Hasan, I. and Liu, L. (2016). *Journal of Financial Services Research*, forthcoming.

"Financial Firm Bankruptcy and Contagion" with Helwege, J. (2016). *Review of Finance*, forthcoming.



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