

IBI NEWS

International Business

Institute at the University of Missouri–St. Louis Spring 2019



*UMSL International
Business Programs...
Transforming Lives*

UMSL Business
International Business Institute

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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.

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SWEET 16!

sweet adjective\ˈswet\
a : pleasing to the mind or feelings : agreeable,

gratifying — often used as a generalized term of approval how sweet it is. (Miriam Webster)

Sixteen consecutive years in the top 25 of US News and World Report's ranking of International Business Programs is indeed sweet!

The new mission statement of UMSL is encapsulated by "We Transform Lives." That transformation has clearly been evident over the last 16 years. During that time, over 500 College of Business Administration students have been transformed by study abroad, our faculty have informed and transformed the academy and industry with over 70 publications and 36,000 citations, and our Advisory Board has donated over \$175,000.



J. W. Rottman

Dr. Joseph W. Rottman

Associate Dean,
Graduate and
International Programs
Director, International
Business Institute

As this spring 2019 edition of our IBI Newsletter shows, that transformation is enabled by the research excellence of talented and world-renowned faculty; the accomplishments of our adventurous and driven students; the tireless efforts of our dedicated staff; and the generosity of our passionate and engaged Advisory Board.

We welcome you to peruse this edition of our newsletter and as you relive the last year, I am confident you will agree with us: **HOW SWEET UMSL IB IS!**

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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International volunteer missions spur MBA student's passion for teaching, research

By Sarah Bell

As Damon Walker prepared to teach his first class, he was nearly overcome with fear.

He wasn't a trained educator, so a series of doubts ran through his mind: Would his work make an impact? Would he be able to connect with the trainees? Was he armed with the right instructional strategies?

His inability to speak to the class without an interpreter only made the anxiety worse.

But when the morning came and he introduced himself, everything changed.

"Once the class started and I said, 'Hello and bonjour,' the anxiety left," said Walker, an MBA student at the University of Missouri–St. Louis. "It was game time. It was time to go. I was like, 'I came to help, so it's time to help.'"

Placed in Guinea on a volunteer mission, Walker pushed forward with his lesson following the stressful greeting, knowing that his work would enhance the West African community in which he found himself.

Walker, who graduated with a Bachelor of Science in Information Systems from UMSL in 2016, made the summer 2017 trip as a first-time volunteer for The John Ogonowski and Doug Bereuter Farmer-to-Farmer Program. Sponsored by Winrock International, Walker arrived in Guinea to teach an introduction to computers course to employees of the country's Department of Agriculture.

The skill level of the trainees varied – some had limited skill sets and others had no experience at all. In response, he began to form an individualized teaching method, meeting the trainees wherever their knowledge might be with internet usage and Microsoft programs Word, PowerPoint and Excel.

"I had to lean on my leadership and research skills to make sure I was communicating effectively," said Walker, who earned a bronze President's Volunteer Service Award for his work. "I would consider this experience to be diplomatic because there is a sense of pride knowing that I was able to assist the improvement of the local community there as well as the world. I'm eager about doing more volunteering endeavors."

He's also eager to continue teaching.

When he returned stateside, he became a tutor for other UMSL students and was recruited to teach a programming and coding course for elementary and middle school students in the Jennings School District. His time in Guinea also inspired his return to the Winrock volunteer program in May.

His second three-week trip sent him to Senegal, a country bordering Guinea, to work with two vocational schools on developing a website and alumni database.

The two schools lacked both of these infrastructures prior to Walker's arrival, so he hopes his time there will help the programs garner wider visibility and boost enrollment.

While the trainees were gaining new technical skills, Walker said he was learning alongside them about himself and the world around him.

When he would return to his hotel for the evening, Walker's day was just beginning. He spent significant time in his room reflecting on how to enhance his instruction as well as practicing French and Wolof, a native language for many in Senegal.

"I'm kind of an eager learner, so in the evenings I would go back to my room and I would try to learn a



MBA student and information systems graduate Damon Walker has been on two international volunteer trips with Winrock International. The experiences in Guinea and Senegal awakened his passion for teaching and research. (Photo by August Jennewein)

few words,” Walker said. “I was trying to learn French and Wolof at the same time. I would come back to class and I would try some of the words, and they would encourage me to try more and give me the right way to pronounce certain words.”

Walker’s always strived to be a continual learner.

He’d already developed a career in telecommunications when he decided to go back to school. As a data analyst at CenturyLink, he became interested in some of the technical elements of the company, so he began taking classes part time at St. Louis Community College–Florissant Valley.

When he was finished with his associate degree, Walker transferred to UMSL’s College of Business Administration, where he became particularly intrigued by his information systems coursework.

He enrolled full time upon his transition to UMSL while also maintaining his normal work schedule. He admits the experience was “an uphill battle” but that it also gave him a better

business perspective of his own company and others in the industry.

“It’s definitely a process,” Walker said while laughing. “It’s a lot of hard work, a lot of late nights, a lot of long weekends. It takes dedication. You just have to be dedicated to the process.”

He became so ingrained in the process that he decided to transition immediately into UMSL’s graduate program.

“I have a strong thirst for knowledge, and I didn’t feel complete after my bachelor’s,” Walker said. “I felt like there was more to learn.”

Now halfway through the MBA program, Walker’s determined that he’s still not done with his educational pursuits. He’s currently researching PhD programs across the globe with the hopes of eventually becoming a college professor.

“After the farmer-to-farmer experience, I would jump at almost any opportunity to help where I can,” Walker said. “That experience, along with the encouragement of the professors at UMSL, is really what pushed me toward researching a PhD program and getting into teaching and research.”

International MBA welcomes Qiaoni Linda Jing as the 2018-2019 executive in residence

By Renita Miller

The International MBA at the University of Missouri–St. Louis is a distinctive program for uniquely qualified individuals who are passionate about leading and transforming organizations in the global economy.

During this two-year, rigorous academic structure, students complete one year with UMSL and one year with a partner university. The dual-degree program consists of two components: academic and cultural. The academic component takes place in the classroom and in a series of customized, professional development workshops.

The professional development workshops, called IMBA Information Sessions, are specially tailored for each incoming cohort. Planned and facilitated by Renita Miller, program manager for the International Business Institute, the information sessions provide ‘tools for success’ through a series of presentations and exercises which are led by invited faculty and subject matter experts. These workshops, along with company visits, prepare students for entry into international enterprises by enabling a comprehensive understanding of the intricacies of international markets and industries.

The International MBA program is proud to announce that Qiaoni Linda Jing accepted the invitation to be the first Executive in Residence for the IMBA program. Linda has agreed to present a sequence of workshops (“Cross-Cultural Effectiveness,” “How Things Work in Corporate America,” and “Networking, Job Search Strategies, and Tactics”) and mentor IMBA students on cross-cultural communication and leadership.



Qiaoni Linda Jing,
Chief of Staff, Senior Director of Global Affairs,
Bayer Crop Science

Currently, Linda serves as chief of staff, senior director of global corporate affairs at Bayer Crop Science (formerly Monsanto). However, Linda has worn many hats since she joined the company in 2009. Her previous roles include: director of strategy & operations - Global R&D; global operations manager - Vegetables Supply Chain; distribution strategy lead - Latin America South Commercial; regional operations lead - U.S. Northwest; and strategic planning lead - U.S. Commercial.

Linda’s passion for the promotion of cross-culture understanding and leadership is evident throughout her professional journey and in servicing the community. Linda is a cabinet co-chair for the United Way Multi-Cultural Leadership Society; vice president and board member for the Asian American Chamber of Commerce, St. Louis. Linda was a recipient of the 2018 Most Intriguing Award, presented by Who’s Who Diversity in Color; and featured in an article in the St. Louis Business Journal for her personal and professional achievements in cultivating global

connections. Linda was recently recognized by the White House Initiative on Asian Americans & Pacific Islanders at its 2018 Leadership Summit.

Linda holds a BE in industrial engineering from Soochow University, an MA in economics from Fudan University, both in China, and an MBA from Kellogg School of Management at Northwestern University in Evanston, IL.

"I connect the dots," Linda says when describing her passion, "solving complex cross-function business challenges and building high-performance multicultural teams."

Linda's international professional networking skills and connections are an exciting addition to the IMBA program. The College of Business and the International Business Institute are truly fortunate to have Linda on board this year.

The International MBA is just the program for those seeking a rewarding, challenging and exciting way to obtain two high-quality MBA degrees and valuable international experience. To learn more about the IMBA program, explore our website or, better yet, stop by the campus and talk with current IMBA students, staff and faculty who make up this outstanding international experience.

Linda Jing interacts with students from the 2018-2019 IMBA cohort.



Sweet 16

UMSL's international business program celebrates 16 years in US News rankings

By Sarah Bell

The winning streak continues for the international business program at the University of Missouri–St. Louis. For the 16th consecutive year, U.S. News & World Report ranked the College of Business Administration program in the Top 25. UMSL earned a No. 20 national ranking, up four spots from the previous year.

"Year after year, UMSL offers exceptional education and programs to bright, globally minded students," said Joe Rottman, associate dean and director of the International Business Institute. "Being recognized as one of the best colleges for international business for the past 16 years is a testament to the world-class faculty and staff who fully prepare students for their careers and lives in an increasingly global society."

During the 16-year reign, UMSL awarded 994 international business degrees and hosted 475 study abroad trips. The program has also ranked eighth nationally for faculty research productivity and received \$3.5 million in research grants.

"UMSL's international business program just keeps getting better," Dean of the College of Business Administration Charlie Hoffman said. "We are honored to receive these high marks, which reflect the success of our graduates and the dedication of our talented UMSL team. We look forward to advancing the next generation of graduates who will go on to transform our world."

Teaching Professor John Palmer (at front) leads a College of Business Administration course in the Dave Ganz Room of Anheuser-Busch Hall. (Photo by August Jennewein)



Return to UMSL opens world of opportunity for international MBA student

By Sarah Bell

Kristina Medvedeva's positive experience in a year-long international exchange program at UMSL motivated her return to the MBA program. (Photo by August Jennewein)

Kristina Medvedeva was ready for her solo intercontinental move to St. Louis well before booking a plane ticket in 2014. She had done her homework. A master's degree in North American studies, fluency in English and an independent spirit – one cultivated after leaving home at the age of 16 to pursue a bachelor's degree – primed her for the transition. But even with a resume full of preparatory experiences, the Russia native says no amount of time or research could have fully readied her for life as an international student in America.

"When you are in a different country, you are out of your comfort zone constantly," Medvedeva said. "All the time – every single moment – you are out of your comfort zone. It doesn't matter how comfortable you get, at points there will be situations that will be unusual for you."

Now, the University of Missouri–St. Louis MBA candidate thrives in new and occasionally uncomfortable situations. A lifelong learner of languages and business practices, Medvedeva traded her professional job and life in Nizhny Novgorod, Russia, in 2012 for a graduate program at the University of Bonn in Germany – the first of a series of international moves.

"I have always wanted to live abroad because I think that is how you can broaden your horizons," she said. "I have traveled a lot in my life as well, but traveling and living in a different country are completely different things. "That is why I always tell students I work with to go abroad not just to visit a country for a week or so, but try to spend a little more time there because this is how you see how people live from a completely different perspective."

As she learned about international relations, economic policies in North American countries and many other topics while centered in Germany, Medvedeva seized an opportunity to apply that research in the U.S. The University of Bonn offered a one-year exchange program at UMSL, and although she previously had never heard of the university, Medvedeva applied after researching UMSL's College of Business Administration.

The year allowed her to integrate into American culture while developing relationships with several faculty members and students. Two semesters went by quickly, but the people she met and experiences she had left a lasting impression – one that would prompt her return to UMSL upon completing her master's thesis in Bonn.

"I met really great mentors at UMSL," Medvedeva said. "I took some business classes while here on exchange, and I really enjoyed how the business school operates and how the classes are taught. The system is really different from

Germany and Russia, but I like the environment. From my point of view, it's really diverse. I am foreign here, but I have never considered myself an outsider."

Since returning for the MBA program in 2016, Medvedeva has fully embraced life in St. Louis, particularly on campus. She holds graduate assistantships with the business college and the College of Education while also teaching English to native Russian speakers through online platforms. These responsibilities keep her schedule unpredictable, but she believes the varying experiences will have long-term benefits.

"I think being at UMSL in such a diverse workplace, I have become a more mature person, and I have broadened my outlooks so much," she said. "I will never be the same person again."

One of these key changes includes a newfound interest in digital and social media marketing. Medvedeva has professional marketing experience from working for an IKEA-owned shopping center in Russia and for DHL while she studied in Germany. However, she hadn't considered this area of marketing as a potential career path until taking a few UMSL classes and then serving as a teaching assistant for Perry Drake, an assistant teaching professor of digital and social media marketing.

"When I came here and started learning a completely new aspect of marketing, I started to think that it was interesting, and I realized that this is where the world is going right now," she said. "We are all on digital. We are all on social media. A lot of funds are placed into social media and digital marketing, so I will most likely continue that path or something related to that."

On track to complete the MBA program in May, Medvedeva is ready to trade her textbooks for a full-time marketing position. While she is unsure where geographically this career will lead her, she continues to live by a belief that "the world is open."

Life in Malawi inspires Annie Mbale's goal to empower women

By Sarah Bell

Annie Mbale was organizing a few of her belongings earlier this year when a piece of paper she didn't recognize fell to the floor. Curiosity drew her to pick up the note and begin to read through the bulleted list: graduate from high school, wait until at least 30 to get married, leave the village. The list continued on with 27 more self-imposed challenges for Mbale, a Malawi native, to meet by the time she was 30. Some of the checklist items were frivolous goals her 15-year-old self had composed after flipping through magazines. Eating pizza with her hands and resembling Beyoncé were a few such items. Others were loftier career and educational ambitions she wasn't sure she'd ever be able to accomplish.

Fifteen years later, the University of Missouri–St. Louis graduate and current MBA student has crossed off all but three items and expanded on many of the goals. But until recently, Mbale wasn't particularly proud of what she had accomplished thus far.

"I wish I was proud," she said. "That's one of my struggles. I don't get satisfied that easily, and maybe that's because I've always said I needed to do better. I didn't feel very accomplished until I found the list I wrote myself when I was 15. When I read through it, I finally felt like I had done well."

Until the list reappeared around her 30th birthday, Mbale had never discussed or shown it to anyone. Even she had forgotten about it. But she does remember drafting it at a tearful moment in her teens and then tucking it away, somewhat embarrassed about its contents and also unsure that anyone would care to hear about her dreams.

Growing up in Malawi, Mbale's main ambitions were to acquire a strong education, get out of the village and then empower other women through her knowledge and experiences. None of those goals were simple. Mbale's parents, who were educated professionals, died when she was 11.

The couple had invested their life savings to start a business a year earlier, leaving Mbale and her three siblings with no financial stability. The children then left their comfortable life in the city to live with extended family in a small village. Mbale's strained financial circumstances particularly plagued her high school education. All students pay for high school in Malawi. If students don't pay tuition after three weeks, they're sent home. At points when Mbale didn't have the financing, she still tried to find ways to educate herself and stay out of the village, where she would be repeatedly encouraged to stop going to school and just get married. When she couldn't be in the classroom, she would spend time reading in the school library or peeking through windows attempting to listen in on lessons. She was one of the top students in the class and had no intention of slipping behind. Even the walks to school could be physically and emotionally draining. Girls were expected to wake up early to help with household chores. By the time they got to school, many were already tired and found it difficult to concentrate. Female students were also repeatedly harassed on their walks. Among other things, they were asked to take their tops off and told they could not proceed down a path until men had groped their breasts.

"It got to a point where I thought, 'OK. Whatever. They can beat me up. I am still going to go to school. I'm still going to make it,'" Mbale said. "It was a tough ride, but I knew that the only way I could get out of that was to get an education. It wasn't easy. I won't lie. It didn't feel hard until now that I think about it and see American culture. I wasn't supposed to be going through that s—, but I did."

Luckily, Mbale found someone who took a vested interest in her education during her junior year. Alexis Denny, an American Peace Corps volunteer, arrived at her school as its first female instructor. Other teachers directed Denny to Mbale since she was the highest achieving female in the class and founder of the school's Girls Club. The pair began to build a strong rapport until Mbale started missing school. Denny caught Mbale peering through a window one day and reprimanded her for missing class. Mbale explained that her absence wasn't her choice: She simply didn't have the money to continue going to school. Denny then gave Mbale a life-changing proposal. She offered to pay for Mbale's education if she came to live with her and helped her navigate Malawian culture, cook on an open fire and live without electricity. Mbale agreed hesitantly.

"I was scared at first," she said. "But I told my friends and family, 'This is an opportunity, and I need to go.' We became friends, and now we are sisters." The assistance helped Mbale finish high school and also provided an introduction to the American education system. At the time, there was only one university in Malawi, and Mbale had little hope that she would gain admission. She mentioned the dilemma to Denny, who encouraged Mbale to apply for a student visa to study in the U.S. It took three years, but Mbale



MBA student Annie Mbale grew up in a culture where educational and promising career opportunities weren't guaranteed, especially for women. She's hopeful that a bachelor's and forthcoming MBA degree from UMSL will propel her career as well as the career outlook for other women in her home country of Malawi. (Photo by August Jennewein)

eventually acquired a visa and admission into Jefferson College, a community college near Denny's family in Hillsboro, Missouri.

Now that she was continuing her education and out of the village, Mbale had one major goal remaining – develop a meaningful career working with women. Elements of that vision have evolved over the years, but Mbale traces the ambition to grade school.

"When I was in fourth grade, I said, 'I'm going to be a police officer, and I'm going to beat up all the men who are beating their wives,'" she recalled. "I seriously said that. Then in sixth grade, I was going to be a human rights lawyer helping women. It has always been about women. I realized a few years ago that I've been a feminist for a long time."

Mbale's attitude toward advancing women's rights and interests is based on the plight of those in her home country and the strength of the females in her family.

"My family is influenced by women," she said. "But growing up in an environment that as a woman you are less, I think that's what inspired me. I won't lie that it has made me the person I've become today. I've been seen as less and less and less, but I've believed in myself. I'm not less. I can be more."

When she arrived at Jefferson College, Mbale still maintained her desire to become a human rights attorney. She eagerly navigated her way through school and life in America with the assistance of her newfound family, adding a term as Jefferson College's Student Senate president to her résumé. As her graduation approached, Mbale began researching institutions where she could finish her bachelor's degree. She stumbled upon UMSL and its high-ranking international business program. It was then that she realized a business degree could better serve her interests in advancing the lives and careers of women.

Mbale enrolled at UMSL and quickly became involved in a variety of international student and College of Business Administration activities. By 2016, she had earned her long-awaited college degree with an added

certificate from the Pierre Laclède Honors College. She's the first woman in her high school class to earn a bachelor's degree. Mbale now expects to graduate with an MBA and certificate in digital marketing in May. Until then, she's keeping busy as a graduate research assistant for UMSL's International Business Institute, digital marketing teaching assistant and virtual mentor for girls in Malawi. She's also interning this summer for Odd Couples Housing, a service company that pairs healthy seniors with young professionals or college students for shared housing. As a digital and social media manager for Odd Couples, Mbale is helping enhance the online presence of the fledgling company. But with Odd Couples' two distinct demographics, she's also offered input on traditional marketing methods.

"The internship has been a challenge, which is good for me," she said. "It's challenged me to think beyond. When I came in, I had this proposal of what I was going to do. Now that I'm doing the internship, it's changing every day." With two semesters left and professional experiences underway, Mbale is looking ahead to the future. She's not sure where she'll be in a year, but she's creating a new checklist to help guide her.

"Honestly, I've gone through a lot, and I've survived it all," she said. "That's something that I'm proud of about myself. I know that no matter what life throws at me, I'll be able to handle it."



A group of study abroad students from the University of Missouri–St. Louis met the chef at a sushi restaurant in the Tsukiji district in Tokyo last summer on the Japan Study Tour. Seated at the counter are, from left: Assistant Professor Hiroko Yoshii, Harper Wieldt, Danielle Toney, Lana Aleksandrova, Fatima Omerovic, Molly Motes and Erikah Taylor-Allen. Standing in the back are, from left: Melinda Yarber, Emily Mixson, Kevin Flood and Brittany Henry. (Photo courtesy of Hiroko Yoshii)

UMSL students dip their toes into international travel with faculty-led trips

By Jessica Rogen

Drake Anderson spent most of his nights in Spain getting lost – on purpose. The University of Missouri–St. Louis senior was in Spain last summer on a two-week, study abroad trip led by Assistant Professor of Psychology Bettina Casad and Curators’ Professor of Comparative Politics and Gender Policies Joyce Mushaben. He took pleasure wandering the streets, eager to see where he might end up and what he might stumble upon. Thanks to the logic of city planning, he always found his way back.

“In the United States, I’ve always lived in the suburbs, so I don’t have a lot of experience being in cities and exploring,” Anderson said. “I had the realization that cities are all kind of built the same way. It’s really valuable to go and see that and experience the world more than your own backyard.”

The previous summer, Anderson had gone on a trip to Italy with Casad, but it was not until he was walking around Madrid that the similarities among most cities struck him. The unexpected bit of insight was one of the biggest takeaways Anderson brought back from his study abroad experience, but it certainly wasn’t the only thing he learned.

Experiencing new places, gaining confidence, meeting new people – all are frequently cited reasons to study abroad. UMSL offers three types of study abroad programs: exchange, where students attend foreign universities; affiliate or provider programs, which are led by private organizations or other universities; and faculty-led programs, which are created and taught by UMSL faculty. The last are also known as short-term because the trips run from two to six weeks and take place over the summer or winter intersession. There are approximately 25 such programs with most occurring every other year. About 200 students study abroad every year, which comes out to about 2 percent of UMSL’s full-time, degree-seeking population.

“Given the large commuter demographic, the large Pell Grant demographic and that almost all of our students work full time or nearly full time, I think that’s not bad,” said Nathan Daugherty, senior study abroad and international exchange coordinator in International Studies and Programs. “We’re not happy with those numbers in the sense that we want to make them better.”

In his quest to recruit more students and faculty leaders, Daugherty finds himself myth-busting obstacles that he says are “more in the mind than reality.” The top myth concerns cost.

“Students often think we make money, but we don’t,” he said. “I run everything at exactly zero, but if we have more students, I can divide expenses by more people.”

On UMSL’s study-abroad portal, the Triton Globetrotter, Daugherty breaks down costs for every program and stresses that students can find airfare deals. Location determines cost, and there are some trips, such as the Lithuania exchange, that are less expensive than a semester at UMSL’s campus. Students can use their financial aid, and there are scholarship options internally from ISP and select departments as well as external options such as Rotary International. Other commonly cited obstacles include the challenge finding courses that work for students’ degrees and graduating late because of study abroad.

“Nursing majors always tell me, ‘Oh, I can’t study abroad – I’m a nursing major,’” Daugherty said. “Well, that’s not true. Engineers, same thing. ‘It won’t go for my degree.’ Well, that’s not true. A lot of our students get classes abroad that they can’t get here. If anything, it helps you go faster, especially for the students that take the faculty-led programs. They earn credits in the summer when they may not have taken any classes at all.”

The faculty-led programs include a plethora of options, such as designing posters in Amsterdam, Netherlands, learning about international business in the United Arab Emirates or touring China.

Or they can research attitudes toward immigrants across Europe like Anderson did on Casad’s trips. In Spain, he was in a group of six that learned about the history of the Muslim empire in Spain, current gender issues and domestic violence. They had the chance to witness attitudes toward immigration firsthand when Spain accepted a boat of stranded immigrants from Libya.

While in Barcelona, Spain, the travelers met with students from the Goethe-Institut, a German cultural-relations center, to meet and speak with the German students interning there. Next May, Casad heads to the United Kingdom for part two of a Brexit study just as the UK formally separates from the European Union.

“Getting the students involved in the research strengthens the academic component of the program, and then, depending on the students’ level of involvement, they can present at conferences, they can get publications,” Casad explained. “A couple of my students have gotten their own grants. It’s nice that students can get involved at a high level.”

Anderson will be attending the UK trip, and his collective study abroad experience has helped shape his ambitions.

“I want to be a professor and do research,” Anderson said. “If I would be able to do study abroad trips, that would be cool or even just travel on my own, but in some way I’m sure I’ll be traveling for a long time.”

Japanese-language student and sophomore Molly Motes agrees with Anderson. Her trip made her want to travel and study abroad again, maybe for a whole year. Last summer, Motes attended a two-week trip to Japan led by Assistant Teaching Professors Keiko Ueda and Hiroko Yoshii and faculty member Norihito Furuya.

The biannual trip, which offers culture, business or non-credit tracks, is UMSL’s largest, with 24 attendees. The travelers spent nine days in Tokyo and then moved west for the remaining five. They visited shrines, attended an expat panel and visited businesses and universities to talk and exchange ideas with their peers. They also made traditional buckwheat noodles known as soba and visited Nagano’s Jigokudani Monkey Park, where macaque monkeys bathe in the area’s hot springs.

“I got interested in the program because I’ve never been abroad before, and I really wanted to go to Japan since that’s a good way to get immersed in the language,” Motes said. “I was scared to just jump right in and go for a semester or whole year since I had no clue what I was doing.”



UMSL students made soba, a traditional Japanese noodle made out of buckwheat. From left, in red: Cameron Jensen and Emily Mixson. (Photo courtesy of Hiroko Yoshii)



Associate Teaching Professor Michael Costello led a two-week study abroad trip to Oxford, England. (Photo by Bobby Nickel)



Drake Anderson snapped this shot in Granada at the Alhambra, one of the last Muslim held fortresses in Spain. (Photo by Drake Anderson)

The students dubbed Ueda and Yoshii “okaa-sensei” or mother-teacher. The nickname reflects a wider sense of how faculty-led trips are a safe way to experience international travel for the first time, which is not unique to the Japan trip.

For seniors Bobby Nickel and Megan Baskin, their Oxford, England, pre-law trip led by Associate Teaching Professor Michael Costello was the first time either had traveled internationally, and both had trepidation about the long plane ride.

“I took a photo of the food on the overnight flight because I had never seen that before,” Nickel said. “The first time you fly over there you feel like it is taking forever, and on the way back, even though it’s a longer flight, technically, it felt like nothing.”

The trip was the inaugural collaboration with the University of Missouri–Kansas City School of Law’s Oxford Continuing Legal Education. Costello attended as a CLE student, then started thinking about how undergraduates would benefit. “I envisioned what a wonderful opportunity it would be for undergraduate students thinking about a pre-law or an international affairs career to spend time with 25 lawyers and business people being taught by British lawyers, judges and professors from Oxford,” he said. “The students got mentorship out of it. The lawyers enjoyed interacting with them socially and professionally.”

Costello received permission to make it an intercampus course, and the first cohort of five included students from UMSL, UMKC and the University of Missouri–Columbia. They attended lectures in the morning then toured in the afternoon, visiting the Supreme Court and Parliament and hiking to Arthur’s Seat in Edinburgh, Scotland. On free days the students and lawyers took other trips, visiting Wales and Bath and even going as far as Florence, Italy. They supped in the Great Hall at Christ Church, the Harry Potter dining hall film site. English food, such as the full English breakfast, clotted cream and fresh smoothies, impressed Nickel, and Baskin was amused to learn that Winston Churchill invented the romper during World War II. Both were struck by the differences between American and English culture, such as how fashionable and formal everyone in the UK dressed. “It was an extraordinary experience, and I’m so glad I went,” Baskin said. “It’s a great opportunity to network and meet people and learn about different culture and people from different nations and how they go about their lives. I think I am a lot more independent and a lot more open-minded and understanding now.” Nickel feels similarly and he plans to return to Oxford soon, possibly as a student. “I’m applying to three UK law schools,” he said. “Mostly for kicks, but you never know.”



From left: Richard Phan from MU, Megan Baskin and Bobby Nickel from UMSL and Kris Sturm and Landon Volkmann from UMKC. (Photo by Michael Costello)

SCHOLARSHIPS

Name of Scholarship	Requirements	Value*
Robert B. Vining Jr. Memorial Scholarship	<ul style="list-style-type: none"> • Must have a minimum GPA of 2.5 • Must be an IB Major or Minor • Must use scholarship for an Intl. Experience • Must be an active member of the IB Club or IB Honor Society 	Up to \$3,500.00 Renewable Multiple scholarships available each year
David P. Gustafson Memorial Scholarship For Overseas Studies	<ul style="list-style-type: none"> • Must be enrolled in the CoBA • Must use scholarship for study • Must use scholarship for study abroad to meet International Experience requirement 	\$500 Non-Renewable
Messrs. Pang Yulam & Pang Kiyam Memorial Scholarship	<ul style="list-style-type: none"> • Must be enrolled as an undergraduate in the CoBA and majoring in IB • Must be a junior or senior • Must have a minimum GPA of 3.1 	\$1,500
International Business Scholarship	<ul style="list-style-type: none"> • Must be a full time student • Must be an IB Major • Must demonstrate need as determined by the FAFSA 	\$2,000 Renewable
International Business Advisory Board Scholarship	<ul style="list-style-type: none"> • Must have a minimum GPA of 3.0 • Must be an IB Major or International MBA student • Must use scholarship for study abroad to meet International Experience requirement 	\$2,000 Non-Renewable Multiple scholarships available each year
International Business Fellows Scholarship	<ul style="list-style-type: none"> • Must have a minimum GPA of 3.2 • Must be an IB Major • Must use scholarship for study abroad to meet International Experience requirement 	\$500 Non-Renewable
International Business Studies Matching Scholarship	<ul style="list-style-type: none"> • Must be Missouri resident • Must demonstrate need as determined by FAFSA • Must be a full-time student • Must be pursuing a bachelor's degree in the CoBA with emphasis in International Business 	\$1,500
Smith Family Study Abroad Business Scholarship	<ul style="list-style-type: none"> • Must be a student in the CoBA • Must be used for an Intl. Education Experience approved by UMSL • Must demonstrate need as determined by FAFSA 	\$1,500

To view a full list of scholarships and awards available through the College of Business Administration, please visit umsl.edu/services/finaid/scholarships/. Students must apply online and have the application submitted to Dr. Joseph Rottman at ROTTMAN@umsl.edu.

**Actual awards vary by semester.*



IBCC

2019

UNIVERSITY OF MISSOURI-ST. LOUIS

The 11th
annual
International
Business
Career
Conference

Global Disruption: Pushing the Limit

By Emily Lane

The International Business Career Conference success story started in 2009. Since then, the conference has been offering opportunities to inquisitive students who want to test the waters of their potential career paths. Every year, this student-run event draws participants from universities all across the country – as far as Texas and California.

The conference is an ideal mix of learning and networking opportunities. It gives business students the opportunity to connect with professionals in their field of study. Participants are able to interact with organization executives, career professionals and academic leaders who address the concerns of today's students preparing to enter the international business workforce. This helps students get a clearer picture on the types of career opportunities available and the path to seek and attain international business objectives.

The conference schedule includes a keynote address, workshops and a panel discussion, all of which are led by business executives and career professionals who are experts in their field. The workshops, which are divided into two sessions with each lasting forty minutes, offer students an opportunity to get answers about what they could do with a degree in international business. During each session, students choose one of the available concurrent workshops which contain various international business topics. To not waste any

opportunity for networking, there is a networking lunch. Instead of walking around to each executive, students sit down and eat with them. This portion of the conference provides a superb and informal networking environment that allows students an opportunity to engage with more than 30 companies from a variety of industries. By giving a platform for interaction between students and business professionals from different regions and business backgrounds, students are able to learn about internships at the companies and seek career advice.

The IBCC is organized by two student organizations (the International Business Honor Society and the International Business Club with the guidance of the International Business Institute.) This year's theme of Global Disruption: Pushing the Global Limits focused on the impact of geo-political challenges on global business. The following executives graciously joined the Executive Panel: Charles Allen (Bunge); Qiaoni Linda Jing (Bayer Crop Science); Mike Kelley (Metal Exchange Corporation); and John Guckes (John Guckes & Associates, LLP). With a repeat performance of a fabulous Executive Panel Moderator Tim Novak of The World Trade Center–St. Louis and an exciting Keynote from David Stockton of H J Holdings, there was a lively discussion regarding the very real-time challenges facing the global market.



PANEL MODERATOR
TIMOTHY NOWAK
Executive Director
 World Trade Center Saint Louis



MICHAEL KELLEY
Vice President, International Business and Development
 Metal Exchange Corporation



QIAONI LINDA JING
Senior Director, Global Corporate Affairs
 Bayer Crop Science



JOHN GUCKES
Independent Consultant
 John Guckes & Associates, LLP



CHARLES ALLEN
The Global IT Infrastructure Program Director
 Bunge

EXECUTIVE PANEL

FACULTY

MICHAEL COSTELLO

Associate Teaching Professor,
Department of Finance and Legal Studies

Successful study abroad course to United Arab Emirates;

UM System Inter-campus course approval for Study Abroad at Oxford;

Presentation on EU after Brexit to St. Louis Chapter of English Speaking Union;

Honored by student athlete at Basketball game.

Member Board of Directors of Schaeffer Manufacturing and Masterclock;

Organized and Led Study Abroad Course to Benelux with visits to businesses and governmental institutions, such as Emerson, DeRuiter division of Monsanto, Sonaca and EU, ICCJ, ICJ, SHAPE, US Consulate and Embassy;

Organizing to lead a summer pre-law Honors College Study Abroad to Oxford

HUNG-GAY FUNG

Dr. Y.S. Tsiang Professor in Chinese Studies,
Curators' Professor of Finance,
Department of Finance and Legal Studies

Publications

"Advancing learning in international business related to global mindset: An introduction," (Kam C. Chan, Hung-Gay Fung, and Jot Yau), *Journal of Teaching in International Business*, 2018, 29(1), 1-3.

"A conceptual framework for teaching international business," (Kam C. Chan, Anna Fung, Hung-Gay Fung and Jot Yau), *Journal of Teaching in International Business*, 2018, 29(1), 4-19.

Idiosyncratic Volatility and Excess Return: Evidence from the Greater China region," (with Li-Hsun Wang, Chu-Hsiung Lin, Jui-Heng Kang, and Hung-Gay Fung), *Finance Research Letters*, 2016, 19, 126-129.

"The Effect of Nighttime-Trading of Futures Markets on Information Flows: Evidence from China," (Hung-Gay Fung, Liuqing Mai, and Lin Zhao), *China Finance and Economic Review*, 2016, 4(7), 1-16.

"A Risk-Return Explanation of the Momentum-Reversal Anomaly" (Geoffrey G. Booth, Hung-Gay Fung, and Wai K. Leung), *Journal of Empirical Finance*, 2016, Volume 35, January, 68-77.

"The Performance of Taiwanese Firms After a Share Repurchase Announcement," (Chuan-Hao Hsu, Hung-Gay Fung and Yi-Ping Chang), *Review of Quantitative Finance and Accounting*, 2016, 47, 1251-1269.

"The Offshore Renminbi Bonds: The Dim Sum and Formosa Bonds," (Hung-Gay Fung, Glenn Ko, Teresa Ling & Jot Yau), *Chinese Economy* 2016, 49, 289-299.

"The ranking of institutions and academic journals: A selective review and a conceptual framework," (Kam C. Chan, Anna Fung, Hung-Gay Fung, and Jot Yau) *Managerial Finance*, 2016, Volume 42, No. 4, 292-302.

"Ranking of finance journals: A Stochastic Dominance Analysis," (Erin Kao, Chuan-Hao Hsu, Yunlin Lu, and Hung-Gay Fung), *Managerial Finance*, 2016, Volume 42, Issue 4, 312-323.

"A citation analysis of business ethics research: A global perspective," (with K.C. Chan, Anna Fung, Hung-Gay Fung, and Jot Yau), *Journal of Business Ethics*, 2016, 136, 557-573.

GERALD YONG GAO

Professor,
Department of Marketing

Publications

"Impact of Historical Conflict on FDI Location and Performance: Japanese Investment in China", with Danny Wang and Yi Che (2018), *Journal of International Business Studies*, 49(8), 1060-1080.

"State Ownership and Firm Innovation in China: An Integrated View of Institutional and Efficiency Logics", with Kevin Zhou, and Hongxin Zhao (2017), *Administrative Science Quarterly*, 62(2), 375-404.

"Relational Governance and Control Mechanisms of Export Ventures: An Examination across Relationship Length", with Min Ju (2017), *Journal of International Marketing*, 25(2), 72-87.

Award

Douglas E. Durand Award for Research Excellence, 2017

JANET Y. MURRAY

E. Desmond Lee Professor for Developing Women
and Entrepreneurs in International Business,
Professor,
Department of Marketing

Publications

Usui, Tetsuya, Masaaki Kotabe, and Janet Y. Murray (2017), "A Dynamic Process of Building Global Supply Chain Competence by New Ventures: The Case of Uniqlo," *Journal of International Marketing*, 25(3), pp.1-20. Received the 2018 Japan Academy of Multinational Enterprises Best Paper Award.

Masaaki Kotabe, Crystal Jiang, and Janet Y. Murray (2017), "Examining Complementary Effect of Political Networking Capability with Absorptive Capacity on the Innovative Performance of Emerging-Market Firms," *Journal of Management*, 43(4), pp. 1131-1156.

Masaaki Kotabe and Janet Y. Murray (2017), "Global Sourcing Strategy: An Evolution in Global Production and Sourcing Rationalization," in *Advances in Global Marketing: A Research Anthology*, L.C. Leonidou, C.S. Katsikeas, S. Samiee, and B. Aykol, eds., Springer, pp. 365-384.

Janet Y. Murray and Yingying Zhang (2018), "Insights on Women's Labor Participation in the Gulf Cooperation Council Countries," *Business Horizons*, 61(5), pp. 711-720.

Organized and co-chaired a panel titled, "Women in Business: Evidence from Around the World," 2018 Academy of International Business Annual Meeting, Minneapolis.

Janet Y. Murray and Frank Q. Fu (2016), "Strategic Guanxi Orientation: How to Manage Distribution Channels in China," *Journal of International Management*, volume 22, issue 1, pp. 1-16. This paper was the 2nd most cited Journal of International Management paper in 2017.

Recipient of the 2018 Douglas E. Durand Award for Research Excellence, College of Business Administration, UMSL.

EKIN PELLEGRINI

Associate Professor,
Global Leadership and Management

Publications

Paternalistic Leadership, R. W. Griffin 9Ed.0, *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.

JOSEPH W. ROTTMAN

Professor,
Department of Information Systems,
Associate Dean, Graduate and International Programs
Director, International Business Institute

Presentations

"Engaged Scholarship", Modern College of Business and Science, Muscat, Oman 12/17

"Project and Team-Based Service Learning", Modern College of Business and Science, Muscat, Oman 12/17

"Increasing student engagement through student activities", Consortium for Undergraduate Business Education, St. Louis MO, 10/17.

L DOUGLAS SMITH

Founders Professor and Director,
Center for Business and Industrial Studies

Publications:

Rust, Daniel L., L. Douglas Smith, Dana L. Ryan, and Juan Zhang. "The other side of revenue management: managing airport infrastructure and airside operations." *International Journal of Revenue Management* 10, no. 3-4 (2018): 189-215.

Smith, L. D., Staten, M., Eysell, T., Karig, M., Feinstein, J., & Johnson, C. (2018). Credit usage, payment behavior, and the accuracy of consumer credit files. *Financial Services Review*, 27(1) (2018).

Xu, L. & L.D. Smith, "Combining Traditional Accounting and Value-Added Activity Measures to Maximize Supply Chain Performance", *Journal of Accounting and Finance*, (2018), 18(3) 80-93.

Kulkarni, P., L.D. Smith,, "Application of MILP to Strategic Sourcing of High-Cost Medical Devices and Supplies", *Computational Logistics: Proceedings of the 9th International Conference, ICCL, Vietri sul Mare, Italy, LCNS 11184*, Springer, 2018.

"Simulation modeling for collaborative planning of airport infrastructure and flight operations", (L.D. Smith, D. Rust, D. Ryan, J. Zhang), Transportation Engineering Research Symposium, Pontificia Universidad Católica de Valparaíso, Valparaíso, Chile, March, 2018

"Managing Airside Facilities and Operations: Collaborative Planning with Historical Perspective", (L.D. Smith, D. Rust, D. Ryan, J. Zhang) AGIFORS (Aviation Group of the International Federation of Operational Research Societies), Honolulu, HI, 2018.

"Modeling Flight Operations at Major Airports for Strategic Decision Support", (L.D. Smith, D. Rust, D. Ryan, J. Zhang), *Canadian Operational Research Society*, Halifax, Canada 2018.



IBI FELLOWS

ACCOMPLISHMENTS

IBI RESEARCH ASSOCIATES


BINDU ARYA

Associate Professor,
Department of Global Leadership and Management

Publications

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 Zhand, G. (2009). *Journal of Management Studies*, 46(7), 1089-1253.

JAMES F. CAMPBELL

Professor & Chair,
Supply Chain & Analytics Department

Publications

Campbell, J.F., Corberan, A., Plana, I., Sanchis, J.M. "Drone Arc Routing Problems", *Networks* 72(4), 543-559, 2018.

Otto, A., Agatz, N., Campbell, J., Golden, B., Pesch, E. "Optimization approaches for civil applications of unmanned aerial vehicles (UAVs) or aerial drones: A survey", *Networks* 72(4), 411-458, 2018.

Millstein, M.A., Campbell, J.F. "Total Hockey Optimizes Omnichannel Facility Locations", *Interfaces* 48(4), 340-356, 2018.

Guest Edited the special issue of *Networks* on "Drone Delivery Systems", *Networks* 72(4), 2018. Co-editor with Niels Agatz of the Rotterdam School of Management (RSM), Erasmus University, Netherlands.

Presented the webinar "Strategic Design for Hybrid UAV-Truck Delivery Systems", for the UAV Payload Delivery Working Group (UPDWG) Roundtable Discussion Webinar, June 26, 2018.

THOMAS EYSSSELL

Professor,
Department of Finance and Legal Studies

Publications

Eyssell, Thomas, and L.D. Smith. "CSAs, Seniors, and the Integrity of Their Credit Files: Now More Than Ever." Forthcoming: *Journal of the Society of Certified Senior Advisors*. (cover story)

Smith, L.D., Staten, Michael, Eyssell, Thomas, Karig, Maureen, Feinstein, Jeffrey, and Cathleen Johnston. "Credit Usage, Payment Behavior, and the Accuracy of Consumer Credit Files." *Financial Services Review* 27:1 (Spring, 2018):1-28 (lead article).

Rottman, J., and Thomas Eyssell. Case: "Edward Jones and the Client of the Future." Used in 2017 UMSL International Business Case Competition.


FRANK Q. FU

Associate Professor,
Department of Marketing

Publications

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.

BRANDON OFEM

Assistant Professor,
Department of Global Leadership and Management

Publications

Uzuegbunam, I., Ofem, B., Nambisan, S. "Do corporate investors affect entrepreneurs' IP portfolio? Entrepreneurial finance and intellectual property in new firms." *Entrepreneurship Theory and Practice*, (forthcoming).

Ofem, B., Arya, B., & Borgatti. "The relational drivers of collaborative success between rural economic development organizations." *Academy of Management Best Paper Proceedings*, 2017.

Grant

"A research study of teacher retention and network formation in Noyce communities of practice." National Science Foundation: Division of Undergraduate Education. \$1,026,372. (Co-PI, April 2017 to March 2020).

SEEMANTINI PATHAK

Assistant Professor,
Department of Global Leadership and Management

Publications

Shi, W., Pathak, S., Song, L., & Hoskisson, R. The adoption of Chief Diversity Officers among S&P 500 firms: Institutional, resource dependence, and upper echelons accounts. In Press at *Human Resource Management Journal*.

Chiu, S., Johnson, R., Hoskisson, R., & Pathak, S. 2016. An Examination of Scale and Scope Change in Corporate Divestiture Based on CEO Succession and Successor Origin. *Leadership Quarterly*, 27(4): 617-633.

Banks, M.A, Vera, D., Pathak, S., Ballard, K. 2016. Stakeholder Management as a Source of Competitive Advantage: A Relationship and Portfolio Perspective. *Organizational Dynamics*, 45(1): 18-27.

2017 Conference Acceptance

Evans, K., Vera, D., & Pathak, S. 2017. Directors' professional devaluation: The effects of stigma of incompetence and stigma by association. Accepted for presentation at the Strategic Management Society Special Conference, Milan, Italy.


CHIKAKO USUI

Associate Professor,
Department of Sociology

Publication

Usui, C (2018, forthcoming). "Gender Equality in the Japanese Workplace: What has Changed since 1985?" In Mehrangiz Najafzadeh and Linda L. Lindsey (eds.) *Women of Asia: Globalization, Development, and Gender Equity*. New York: Routledge.

Usui, C and RA Colignon (2017). "Lessons in Japanese Leadership: If the bird does not sing"
Presentations at Leadership Meetings

2017 "Lessons in Japanese Leadership: If A Bird Does Not Sing" Presented at the 30th Annual Conference of the Association of Japanese Business Studies in cooperation with the Academy of International Meeting, July 1-5, Dubai, United Arab Emirates.

G. D'ANNE WEISE

Associate Professor,
Department of Finance

Publications

Hancock, G.D., "Behind the Volatility Index Levels: The Paradox of 2016," *International Research in Economics and Finance*, Vol. 1, No. 1. Dec. 2017, pp. 44-53.

Hancock, G.D., and Mbodja Mougoue', "The Impact of *Financial Factors on Proxy*

GAIYAN ZHANG

Department Chair & Professor,
Department of Finance

Publications

"Lock-In Effects in Relationship Lending: Evidence from DIP Loans", with Gabriel Ramirez and Iftekhar Hasan, *Journal of Money, Credit and Banking* (2018).

"Deposit Insurance and the 2008-2009 Global Financial Crisis," with Hasan, Iftekhar, Yiwei Fang, and Liuling Liu(2017), *Financial Stability Studies*, 18, 1-19.

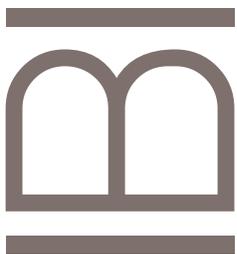
Awards

The 2018 Chancellor's Award for Excellence of Research and Creativity, University of Missouri–St. Louis

Keynote panelist for 2017 Canadian Deposit Insurance Corporation (CDIC) 50th Anniversary Meeting.

"Effects of Deposit Insurance on Bank Lending: Evidence from Global Banks during the 2008 Financial Crisis", with Iftekhar Hasan and Liuling Liu, Best paper Award, the 2018 the Society of Interdisciplinary Business Research (SIBR) Conference





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