

THE MAGAZINE OF THE UNIVERSITY OF GEORGIA TERRY COLLEGE OF BUSINESS

TERRY

Big City Business

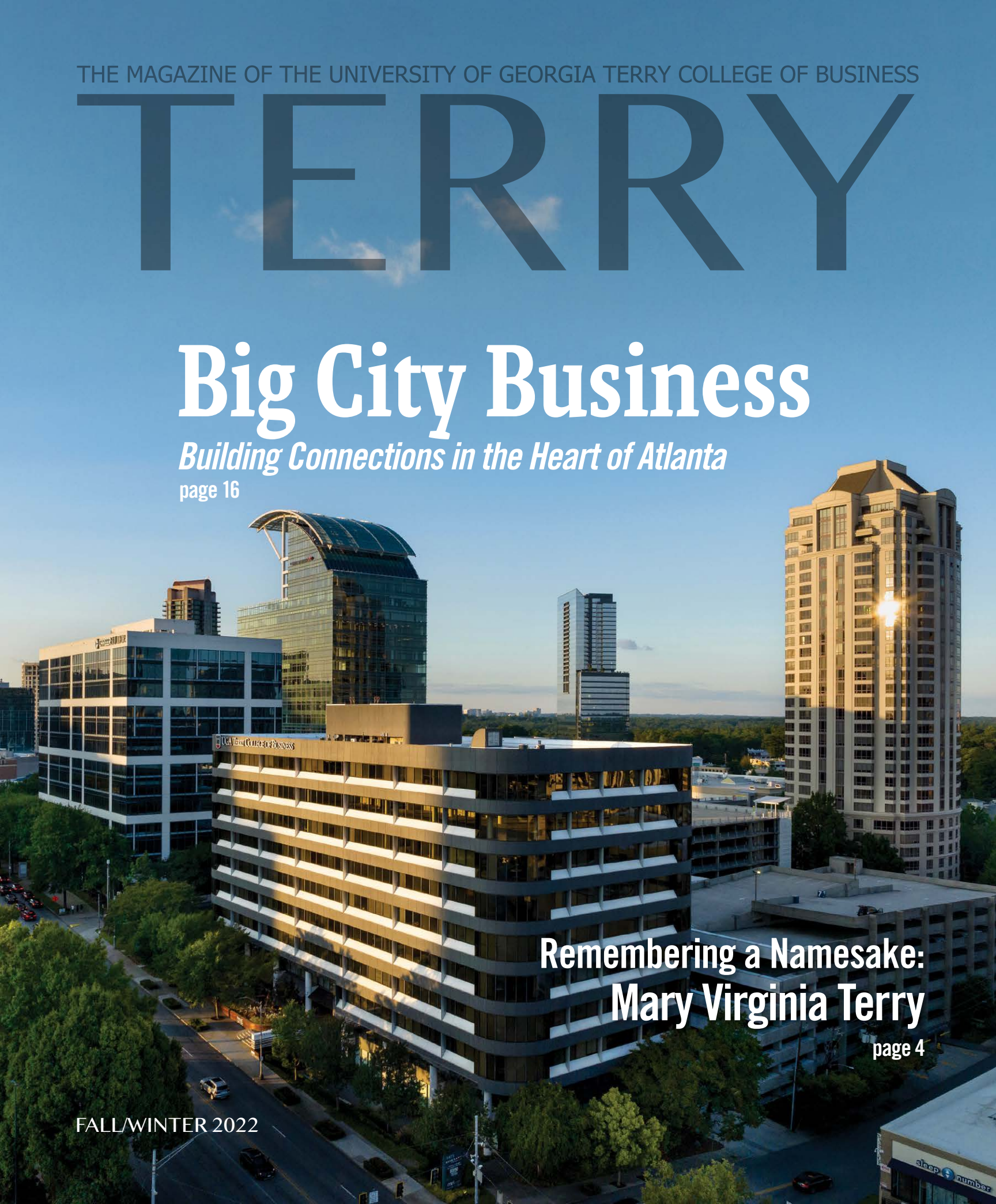
Building Connections in the Heart of Atlanta

page 16

Remembering a Namesake:
Mary Virginia Terry

page 4

FALL/WINTER 2022



SUPPORT GRADUATE STUDENTS AT TERRY

At Terry, we understand that leaders never stop learning.

Our top-ranked graduate programs in Athens and Atlanta enable students to grow personally and professionally to prepare them to lead in their organizations and communities.

But many students lack the resources to take full advantage of these opportunities.

- Terry has nearly 1,000 graduate students but has only 50 endowed graduate scholarships to offer.
- More than 60 student veterans are enrolled at Terry, many are attending without VA education benefits, yet the college offers only five endowed scholarships supporting student veterans.

Scholarships allow the college to recruit high-merit students, assist those with financial need, expand access to programs and engage students working in government and nonprofits.

Gifts of any size support scholarships, while gifts starting at \$100,000 create a named, endowed fund where the donor can specify some award criteria.

Your financial assistance supports our overall mission and bolsters the strength of the Terry brand. Please consider making a gift today.

To join us in our efforts, please contact Kathy Ortstadt:
ortstadt@uga.edu or 706-247-2627



UNIVERSITY OF
GEORGIA
Terry College of Business



Features

16 ATLANTA MEANS BUSINESS
The Terry Executive Education Center plays a key role in the state capital's business ecosystem.

31 SPOTLIGHT ON SCHOLARSHIPS
For these Terry students, financial aid opened up a whole world of possibilities.

24 SHINING BRIGHT
Juan Mencias is living his dream while paving the way for others to do the same.

36 HEALTHY LEADERSHIP
COO Min Lee is guiding UVA Medical Center out of the pandemic by creating community.

Departments

6 FROM THE DEAN

7 NEWS
Black-Diallo-Miller Hall opens; Entrepreneurship students study in Tel Aviv; Graffin named management head; MBA grad documents Chernobyl; Kickstart Fund companies raise millions in capital

35 COMMUNITY
Terry research about the 2008 housing bubble; Profile of alumnus Josh Sandler; Faculty accolades and recognition

43 CLASS NOTES

50 PASSINGS



A Lasting Legacy

Mary Virginia Terry, a leading University of Georgia supporter and surviving benefactor of the C. Herman and Mary Virginia Terry College of Business at UGA, died Saturday, Oct. 29, in Jacksonville, Florida.

"Mary Virginia Terry made a transformational and lasting impact on the University of Georgia and the Terry College of Business," said UGA President Jere W. Morehead. "She and her late husband, Herman, will be remembered for their inspiring generosity and loyalty. However, I will remember her as a dear friend who sat with me every year at the Georgia-Florida game, cheering on the Bulldogs to victory. She will be deeply missed."

A major supporter of education, children's charities and the arts, Mrs. Terry was awarded an honorary Doctor of Humane Letters degree by UGA in 2009, the highest recognition the university can bestow.

UGA's business school was officially named the C. Herman and Mary Virginia Terry College of Business in 1991, in recognition of their generous support of faculty and academic programs that facilitated the college's mission of educational excellence.

"Herman and Mary Virginia's landmark gift to the business school in 1990 was the catalyst for us to become the nationally ranked college of business we are today," said Dean Benjamin C. Ayers. "Her longstanding support has enabled us to make tremendous strides educating students and forging a better future for the college and university and the generations of students she benefited. We will miss her dearly and remember her always."

Mrs. Terry would make other major gifts to support faculty endowments, medical research and scholarship funds. She established a faculty chair in UGA's College of Pharmacy in honor of her husband's father.

"It's just a matter of need," Mrs. Terry said in 2001. "Where Herman and I saw a great need, we tried to do what we could to make things better. That's the motivation."

Her dedication to UGA and Terry College remained strong following her husband's death. In 2002, she received the Blue Key Service Award from the UGA chapter of Blue Key National Honor Society. A charter inductee of the Terry College's Pinnacle Society, Mrs. Terry received the Dean's Distinguished Service Award in 2008 and was the honorary chair of the successful Building Terry campaign that culminated in 2017, having raised \$121 million.

The Mary Virginia Terry Student Support Fund was established in 2013 to provide financial awards for study travel, books, conference fees, tuition, professional development and career advancement for Terry College students. In 2021, she made a major donation to the university's Georgia Commitment Scholarship Program to endow 24 need-based scholarships and support experiential learning. In recognition of Terry's generosity, the University System of Georgia Foundation awarded her the Regents' Hall of Fame Alumni and Distinguished Friends Award on Sept. 9.

Mrs. Terry was born in the south Georgia town of Quitman, where she grew up wanting to become a teacher. She studied social sciences at Valdosta State and earned her degree in 1940, going on to become a history and economics teacher in Miller County. During that time, she met Herman Terry, a native of Ray City and reared in Quitman, who graduated from UGA's School of Commerce in 1939. He was working for the Commercial Investment Trust Corp. in Thomasville when he married Mary Virginia on Oct. 2, 1941, in Brooks County. Mr. Terry was transferred soon after to the Commercial Investment Trust office in Jacksonville, where the Terrys would make their home permanently. Even as Mr. Terry held executive positions with insurance firms in Jacksonville, including serving as president of Dependable Insurance Co., he and his wife extended their philanthropic and civic commitments, both at UGA and in Jacksonville.

Mrs. Terry was a leading figure in the arts, education and health care in the Jacksonville community. She was on the women's board of directors of the Wolfson Children's Hospital, and the boards of the Ronald McDonald House, the Salvation Army, the Sulzbacher Center for the Homeless, the Women's Guild of the Jacksonville Symphony, St. Vincent's Healthcare Foundation and the Mayo Clinic Florida Leadership Council.

UGA remained a constant in Mrs. Terry's life. In 2012, she served as keynote speaker for the Terry College's graduation convocation while the college celebrated the centennial of its founding date.

"I have been very fortunate and happy to have continued my connection with the university, particularly this part of the university," she said. "It is rewarding to all of us to know that there are young women and men like you entering the world each year who can call themselves graduates of the Terry College of Business." ■



Dean Benjamin C. Ayers

Associate Dean for Research and Executive Programs Michael D. Pfarrer

Associate Dean for Undergraduate Programs Henry J. Munneke

Associate Dean for Diversity, International and Master's Programs Santanu Chatterjee

Senior Director for Finance and Administration Sarah J. Fraker

Senior Director of Development and Alumni Relations Katharine M. Ortstadt

Senior Director of Marketing and Communications Daniel W. Eggers

University Administration

President Jere W. Morehead

Senior Vice President for Academic Affairs and Provost S. Jack Hu

Terry Magazine Staff

Editor Gabe Vodicka

Art Director Marisa Castengera

Staff Photographer Brian Powers

Contributing Writers
Carolyn Crist, Ray Glier, Charles McNair, Merritt Melancon, Ed Morales

Contributing Photographer
Je'nine May

Contributing Illustrator
Shaw Nielsen

Contributing Designer
Leah Schumacher

Contact
Gabe Vodicka
Terry College of Business
The University of Georgia
E332 Ivester Hall
Athens, Ga. 30602-6269
(706) 542-8943
gvodicka@uga.edu

Terry magazine is published by the Terry College of Business Office of Marketing and Communications

Cover photo by Brian Powers



facebook.com/terrycollege
twitter.com/terrycollege
instagram.com/terrycollege
Find us on LinkedIn

FROM THE DEAN

Remembering a beloved friend

If we are fortunate enough, we can see the goodness and fullness of life through the actions of others. Throughout the life of Mary Virginia Terry, we saw a full measure of that goodness. Mary Virginia dedicated much of her life and her cause to education, and she left an indelible mark on so many young women and men. Thousands of students in the C. Herman and Mary Virginia Terry College of Business and many more across campus benefit each year from the generosity of Mary Virginia and Herman, who passed in 1998.

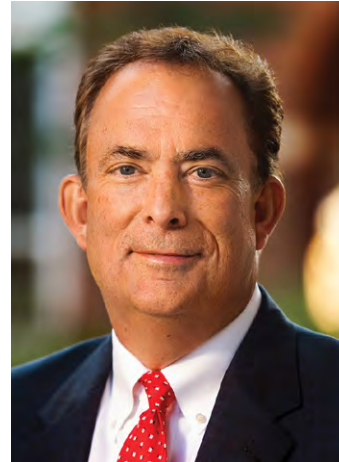
Mary Virginia Terry passed away on the morning of this year's Georgia-Florida football game, just as this magazine was to be printed. It has been one of the blessings of my time as dean to get to know Mary Virginia and count her as a beloved friend. Possessing a wonderful quick wit, Mary Virginia was always perfect in presentation and poise. Her love of the Georgia Bulldogs matched her keen interest in the accomplishments of our Terry College students. And her longstanding support enabled us to make tremendous strides in educating students and forging a better future for the college and the university. Considering how many people they impacted, the legacy of Herman and Mary Virginia's goodness is almost beyond comprehension.

This issue shines a light on the widening impact of Herman and Mary Virginia Terry's altruism. Our programs in Atlanta — the part-time Professional MBA and Executive MBA and our Executive Education offerings — have grown and matured, and their reputations have gained national prominence. We now have almost as many graduate students earning degrees in Atlanta as we do in Athens, and our diverse portfolio of executive programs designed to meet the needs of business leaders continues to adapt and expand. The skills and leadership development our students acquire as part of their learning experience pay immediate dividends.

Our ongoing engagement with Atlanta includes partnerships with local businesses, community groups and nonprofit organizations, mirroring the same commitment we bring to the city of Athens. Partnering with local communities was a passion for Mary Virginia as well — she was a leading figure in education, health care and the arts in Jacksonville, serving on the board of directors for several councils and foundations. Our aim to help students reach their full potential while offering them opportunities and encouraging a sense of responsibility to improve their communities fits perfectly with the goals and life of Mary Virginia.

Mary Virginia was a schoolteacher early in her life, and she valued the idea that we should never stop learning. She had a knack for making everyone feel special, and her advancement of the Terry College was based on a simple principle: to make things better.

In the truly wonderful life of Mary Virginia Terry, making things better is exactly what she did.



Sincerely,

Benjamin C. Ayers, *Dean*
Earl Davis Chair in Taxation
busdean@uga.edu

news



A Warm Welcome | Page 8

UGA's newest residence hall honors Harold Alonza Black (BBA '66) and two history-making classmates.



UGA dedicates Black-Diallo-Miller residence hall

The University of Georgia held a dedication ceremony Aug. 4 to celebrate the naming of Black-Diallo-Miller Hall. The residence hall, located on Baxter Street, is named in honor of Harold Alonza Black (BBA '66), Mary Blackwell Diallo (AB '66) and Kerry Rushin Miller (BS '66), the first African American students to enroll as freshmen and complete their undergraduate degrees at UGA.

Housing 525 first-year students in double occupancy rooms, the hall opened at the start of fall semester, marking the 60th anniversary of the year Black, Diallo and Miller enrolled as freshmen. Portraits of all three honorees are on display in the building's lobby.

"The three alumni we are honoring today faced challenging circumstances when they were here as students in the 1960s, but each of them persevered and went on to earn their degrees and make significant contributions to our society throughout their lives and careers," said President Jere W. Morehead. "The naming of this building is our way of ensuring that their stories are now forever a part of our institution's history."

Black, the university's first African American male freshman and the first African American graduate of the Terry College, reflected on his historic journey.

"It's going to be almost 60 years to the day that I walked into Reed Hall as a freshman that freshmen will enter this building. I can guarantee you one thing: the atmosphere will be a lot warmer, a lot more welcoming than it was 60 years ago," said Black. "It was an interesting time, an interesting experience, and I want to thank everyone past and present who helped make that possible."

An Atlanta native, Black retired as professor emeritus of the University of Tennessee after 24 years of service as the James F. Smith Jr. Professor of Finance.

He also served on the faculties of several universities and received awards for teaching and research as well as honors from the U.S. Department of the Treasury, National Credit Union and the National Urban League. Earlier this year, the Terry College established the Dr. Harold A. Black Distinguished Professorship to honor his impact on Terry and UGA, his career in business, government and academia, and his indelible mark on higher education, the study of financial institutions and the monetary system.



Harold Black and family pose in front of his portrait in the lobby of the new residence hall.



GRAFFIN

Graffin tapped to head management department

Scott Graffin, who holds the Synovus Chair in Servant Leadership, was appointed to head Terry's Department of Management. Graffin, who came to UGA as an assistant professor in 2006, succeeds Robert Vandenberg, who retired this summer. Vandenberg, the Robert O. Arnold Professor of Business, came to UGA in 1993 and served as department head since 2013.

"I would like to thank Bob for his years of service to the Department of Management and the college. The department's reputation flourished during his tenure," said Dean Ben Ayers. "I am confident the department will continue to excel in its research, teaching and service and grow its influence and impact in important ways under Scott's leadership."

Graffin has served as the department's Ph.D. coordinator since 2019. He has taught undergraduate and graduate courses in strategic management and is a sought-after instructor in the Terry MBA. As a researcher, he studies corporate governance structures and their impacts.

The Department of Management's faculty is distinguished for its research productivity. Faculty published the most papers in the field's top research journals in 2019 and 2020. And Terry was the only school in the TAMUGA Rankings to average more than one top journal publication per faculty member annually from 2016 to 2020.

In addition to the department playing a prominent role in Terry's MBA programs, management is one of the college's fastest-growing undergraduate majors with areas of emphasis offered in Human Resource Analytics and Operations/Supply Chain Management.



PAGNATTARO

Pagnattaro named VP for instruction

Legal studies professor Marisa Anne Pagnattaro, a distinguished scholar and academic leader who holds the university's highest teaching honor, was named UGA's vice president for instruction in June.

In her new role, Pagnattaro, a Meigs Distinguished Teaching Professor in the Terry College, provides strategic leadership for campus-wide initiatives that enhance teaching and learning and also oversees student recruitment, retention and financial aid.

Prior to leading the Office of Instruction, Pagnattaro was the university's vice provost for academic affairs.

In this role, she assisted with all matters of academic administration, policy and planning and acted on behalf of the provost when he was not available.

"Dr. Pagnattaro brings an extraordinary commitment to student success to the role of vice president for instruction," said S. Jack Hu, the university's senior vice president for academic affairs and provost. "Over the course of her career, she has exemplified innovative and engaging instruction and worked with units across our campuses to enhance teaching and learning."



CHATTERJEE

Chatterjee receives UGA award

Santanu Chatterjee, associate dean for diversity, international and master's programs, received the 2022 Richard Reiff Internationalization Award from the Office of Global Engagement. The award honors a tenured or tenure-track faculty member who has made major contributions to UGA's internationalization efforts.

During his time at Terry, Chatterjee has promoted the importance of international experiences for students. He's participated in study abroad programs eight times, including trips to China, South Africa, Spain and Latin America. He also supported the launch of exchange partnerships in France, Spain and Uruguay and the startup of several faculty-led study abroad programs.

Under Chatterjee's direction, the Full-Time MBA international residency program was redesigned in 2018 to focus on experiential learning through semester-long consulting projects. In 2022, 54 students participated in the residency.

"The Office of Global Engagement has been a vital partner on all of our international initiatives," said Chatterjee. "I am honored to receive this award and just as quick to acknowledge that a number of Terry faculty and staff deserve significant credit for their contributions to our international outreach and institutional reputation."

Six professors appointed to endowed faculty chairs

Santanu Chatterjee, Terry's associate dean for diversity, international and master's programs and director of the Full-Time MBA and MS in Business Analytics, is the first faculty member to hold the Dr. Harold A. Black Distinguished Professorship. Chatterjee joined the economics faculty in 2001 and has served as the director of the MBA and MSBA programs since 2014. He received a Josiah Meigs Distinguished Teaching Professorship in 2018.

Terence Saldanha, an associate professor of management information systems, is the first faculty member to hold the Becky and Howard Young Distinguished Professorship. Saldanha came to UGA in 2019 from the Carson College of Business at Washington State University. He serves as senior editor of *Production and Operations Management*, and his research interests include information technology's role in business innovation, its business value and its strategic impact.

New management information systems professor Gerald Kane was named to the C. Herman and Mary Virginia Terry Chair of Business Administration. He was recruited to UGA as part of the president's faculty hiring initiative in data science and artificial intelligence. Kane previously was a professor of information systems at Boston College and a visiting scholar at Harvard Business School.

Tim Quigley, a professor of management, was appointed to the Georgia Athletic Association Professorship. Quigley joined the management faculty in 2013. He serves as associate editor for *Strategic Management Journal*, and his research interests include corporate governance, the impact of CEOs and CEO succession.

John Campbell, a professor of accounting and director of the department's Ph.D. program, was awarded the Herbert Miller Chair of Financial Accounting. He joined Terry in 2010 and previously held the J.M. Tull Chair in Accounting. His research examines capital market consequences of accounting and tax information.

Accounting professor Margaret Christ was named to the J.M. Tull Chair in Accounting. She joined the Tull faculty in 2008 and was previously the department's PwC Faculty Fellow. Her research focuses on management control systems, including their effects and incentive compensation on employee behavior, implementation in inter-organizational collaborations and internal audit practices.

Entrepreneurship students study in Tel Aviv

The first cohort of UGA Entrepreneurship Program study abroad students flew more than 6,000 miles from Georgia to Tel Aviv, Israel, in May. They spent weeks studying the social and institutional infrastructure that supports one of the world's busiest startup hubs.

"I was struck by how adamant everyone was about leaning into the support systems and communities surrounding them," said Laura Neely, a third-year student studying management information systems. "Despite a competitive business environment, the community of entrepreneurs was eager to help and challenge one another."



Neely was one of 28 students who spent their Maymester in Tel Aviv. The students met with dozens of entrepreneurs, including people working in tiny cubicles at startup hubs and those who took companies public and run tech incubators.

"It seemed as though every speaker and company we met consistently told us their best advice was not to be afraid to fail," said Benjamin Abrams, a second-year student studying finance and economics.

The energy of the city, with a population of 500,000, attracts young people from around the world and creates a synergy fueling the entrepreneurial ecosystem, explained Don Chambers, a Terry senior lecturer and associate director of the Entrepreneurship Program.

Tax incentives and investments in research and development help entrepreneurship in Tel Aviv. But the community has developed its own entrepreneurial characteristics, said Amelia Milam, a fourth-year student studying management information systems and marketing.

"Learning about characteristics, like reliance on your network and the go-getter drive, are factors that you can implement in your own company or as you move into the corporate world on your teams," Milam said. "Understanding these and how to cultivate a culture around them allow you to create a mini-ecosystem like Israel's inside of your own company's walls."

\$1M gift to promote study abroad scholarships

The Terry College received a \$1 million gift to support students and faculty pursuing work and study abroad opportunities in the risk management industry.

The gift from the family of Scott and Linda Sink of Birmingham, Alabama, will help fund travel, research, internships and other expenses, with first priority supporting study abroad trips to Bermuda and London for students in Terry's Risk Management and Insurance (RMI) program. The endowment will also supply financial resources to bring visiting faculty and international scholars to UGA who provide a global perspective on risk management.

Scott Sink serves as Senior EVP and Energy Division Practice Leader at McGriff Insurance Services. He graduated from Terry in 1984 with a BBA in risk management and insurance, serves on the RMI Program Advisory Board and was named Terry's 2012 Risk Management Alumnus of the Year. The Sinks are members of the Terry College Shareholders' Society, which helps fund college initiatives to support students, programs and faculty teaching and research.

"We recognize the importance of international business experience and exposure to other cultures to cultivate a global mindset when starting your career," Scott Sink said. "Terry's RMI program has provided our family with an abundance of opportunities, and we are thrilled to make these experiences more accessible to Terry students."

Expanding study abroad is a key initiative for Terry, which seeks to promote access to international study and engagement to prepare students to succeed in a globally competitive business environment. The average cost for a study abroad experience is \$5,000, and the college is prioritizing growing endowed scholarships to expand access to these experiences.

"This important gift will open the doors in perpetuity for more Terry students to have the ability to learn and experience international business firsthand," said Dean Ben Ayers. "About a third of our students have financial need, and the Sinks' generosity helps the college lift that barrier to provide opportunities to study abroad to more of our students."

Ranked No. 1 overall by *U.S. News & World Report*, Terry's RMI program is the largest undergraduate program of its kind in the U.S., boasting more than 500 students.



SCOTT AND LINDA SINK

Terry programs earn top rankings

U.S. News & World Report ranked seven academic majors at the Terry College among the top 20 public business schools in their respective fields. The rankings tie a record set in 2021 when all seven of the Terry majors included in the *U.S. News* rankings were ranked in the top 20.

Collectively, Terry's undergraduate program was ranked No. 23 overall and 13th among public business schools in the U.S., marking the sixth straight year Terry is ranked among the top 25 programs in the nation and one of the top 15 among publics.

The Risk Management and Insurance program was ranked No. 1 for the third straight year (and the fifth time since 2014) among programs private and public.

The Real Estate program rose two spots to No. 3 among U.S. public business schools (No. 5 overall), while the J.M. Tull School of Accounting rose one spot to No. 8 among publics. Management Information Systems maintained its top 10 public status, coming in at No. 9.

Terry's Finance program was ranked No. 15 among public business schools. The Marketing Department was ranked in the top 20 for the fourth time in four years, at No. 16 among publics. The Management Department rose one spot to No. 17 among publics.

Additionally, Terry's Full-Time MBA program continues to earn top marks. The Georgia MBA ranks No. 12 among public universities in the U.S., No. 28 among all U.S. business schools and No. 36 in the world, according to *The Economist*, while *Bloomberg Businessweek* ranks the program No. 33 in the U.S. and No. 11 among public universities.

The *Bloomberg Businessweek* rankings are the program's highest ever in the publication's Best B-Schools survey, which has ranked the nation's best graduate business programs since 1988.

Finding 'the next unicorn'

Entrepreneurship Program supports student dreams, winning companies

By Merritt Melancon (ABJ '02, MA '19)



When Spencer Sutlive (BSFCS '20) came to the University of Georgia, he was an outdoorsy kid with an idea to build a better ice chest. Five years later, his Rugged Road coolers have grown from a dream to a specialty brand to a must-have for outdoors lovers.

Out of a small office in North Atlanta, Sutlive raised more than \$2 million in venture capital, allowing him to ramp up production of his lightweight, hyper-efficient coolers and get them into more retailers in 2023.

While his success is due in large part to the innovative nature of his product, it wouldn't have gotten off the ground without an early \$5,000 investment from the UGA Kickstart Fund — UGA Entrepreneurship's student-managed venture fund.

"Kickstart helped with our initial funding so we could start the patent process," Sutlive says. "It was a long, expensive process that I might have pushed off if it wasn't for the grant. When you get your start, you want every penny to go toward the product, but the patent is so important. But I didn't have any money. When I was in school, I was washing windows — hanging off buildings — to make the money we needed to get this started. So yes, Kickstart helped me out."

Sutlive isn't alone. Kickstart Fund alumni companies raised more than \$7 million in venture capital. Digital marketing firm Offbeat Media Group raised more than \$2 million from Atlanta Ventures and billionaire entrepreneur Mark Cuban. Ryze, a cryptocurrency bank, raised more than \$3 million from Village Global and Starting Line.

The fund not only gave these companies the early capital needed to start their businesses but also valuable experience pitching their brands. Both are vital to turning a great idea into an actual business, Sutlive says.

"I think the skill set you develop of being able to think on your feet is something you need when you start looking for funding outside of the UGA setting," Sutlive says. "UGA has

played a huge role in where we are today."

The Kickstart Fund was established in 2017 with the financial support of private donors, including a major gift from the SunTrust Foundation (now Truist Foundation). While only a few companies make it to the ranks of Offbeat Media or Rugged Road, the fund has more than met its goal of giving students the experience of starting or growing small businesses.

In the six years the student board has screened applicants and awarded grants, it has distributed more than \$160,000 to 49 student startups, says Garrett Williams (BBA '22), who served as managing partner of the fund during its 2021–2022 year. Grants range from \$500 to \$10,000, with the average just over \$3,000.

Still other companies emerge from UGA Entrepreneurship's multi-tier development process. The final event in the series is Summer Launch, an eight-week pitch contest that gives students \$5,000 in seed funding and one-on-one guidance to get them to the point where they bring in revenue, with the winner receiving an additional \$5,000. This summer, six teams brought in \$107,548, according to Jim Flannery, entrepreneurship lecturer and Summer Launch co-organizer.

The winner of this year's contest, Halle Bynum — a second-year student planning to study management at Terry — is the co-founder of H&L Marketing, a platform designed to streamline the fundraising process for schools and sports teams.

Of the 39 teams making it through UGA's multi-tier process over the years, about 55% are still in business. Nationwide only about 10% of startups make it past three years, Flannery says.

"I think our core mission is to identify and support the next unicorn at UGA," Williams says. "That's a high strategic priority for the Kickstart Fund, the UGA Entrepreneurship Program, the Innovation District and UGA at the institutional level. The fund is part of UGA's strategic advantage as a hub for innovation." ■



Discovering life in nuclear ruins

Philip Grossman (MBA '99) followed his curiosity to Chernobyl and found a passion for storytelling

By Merritt Melancon (ABJ '02, MA '19)

Some people turn 40 and get into yoga or buy a motorcycle. Philip Grossman went to Chernobyl.

Over the past 11 years, Grossman has documented the people and towns around the infamous Ukrainian nuclear plant. His passion project has become a second career for the media technology executive, hosting and producing a one-hour special on the Discovery Science Channel, having his photos displayed at the United Nations and footage used in the HBO miniseries “Chernobyl.”

“I turned 40, but instead of getting a Corvette, I went to Chernobyl,” he jokes.

Grossman, who works in Atlanta as vice president for media technology company Digital Glue, grew up in Harrisburg, Pennsylvania. He was in third grade when the nearby nuclear reactor at Three Mile Island suffered a near meltdown in 1979. The engineers narrowly avoided a tragedy, but Grossman grew up wondering how bad it could’ve been.

The Chernobyl nuclear power station catastrophe in 1986 always loomed large in his mind, but responsible adults don’t just run off to explore radioactive dead zones. Do they?

By 2011, Grossman pushed aside his dreams of international adventure and built a successful career as an IT executive. He had a great job managing IT solutions for the hotel chain IHG, but he needed something else.

“I was tired of my job. I had a great boss who I loved, but he retired early, and I was thinking, ‘Do I want to do this for the rest of my life?’”

His then-girlfriend and now wife, Elizabeth Hanson, encouraged him to go and spend time working on his photography, a hobby of his since childhood. He decided to investigate the place that captured his imagination since the 1980s, a place where almost no one else had been — Chernobyl.

It was the adventure he needed that turned into more.



“I thought it was going to be a once-in-a-lifetime opportunity,” he says, thinking back about the beginning. “I managed to bribe my way into the control room of Unit Number 4 (where the meltdown started), and I thought, ‘Well, I did that,’ and flew home.”

A few months later, he got a call from a travel buddy going back to Chernobyl who asked if Grossman was still interested.

“I said, ‘Yeah, but only if we go longer,’” Grossman says.

More than a dozen trips to Ukraine and countless camera bags later, Grossman’s photographs of Chernobyl made him one of the preeminent American experts on filming at the site.

He’s more interested in what has happened since the disaster than how the disaster happened. His photos and video tell the stories of nature reclaiming abandoned towns, people reclaiming their ancestral homes near the plant and the army of engineers and scientists who work to keep the area safe from another disaster.

So, in February 2022, when Russian troops sat poised to invade Ukraine just north of Chernobyl, he was worried about his friends working at the plant, the elderly women living in the nearby village and the safety of the whole region.

“In the U.S., we kept hearing on the news that ‘Russia’s going to attack. Russia’s going to attack,’” he says. “But all of my friends in Ukraine and Poland were like, ‘No, Putin is not going to do it.’”

“They had no idea this was going to happen,” he says of his friends at the plant.

They sent photos of tanks rolling through the exclusion zone toward the plant and engineers sleeping on the floor of their offices.

“They were prisoners of war at that time, and they were shocked,” he says.

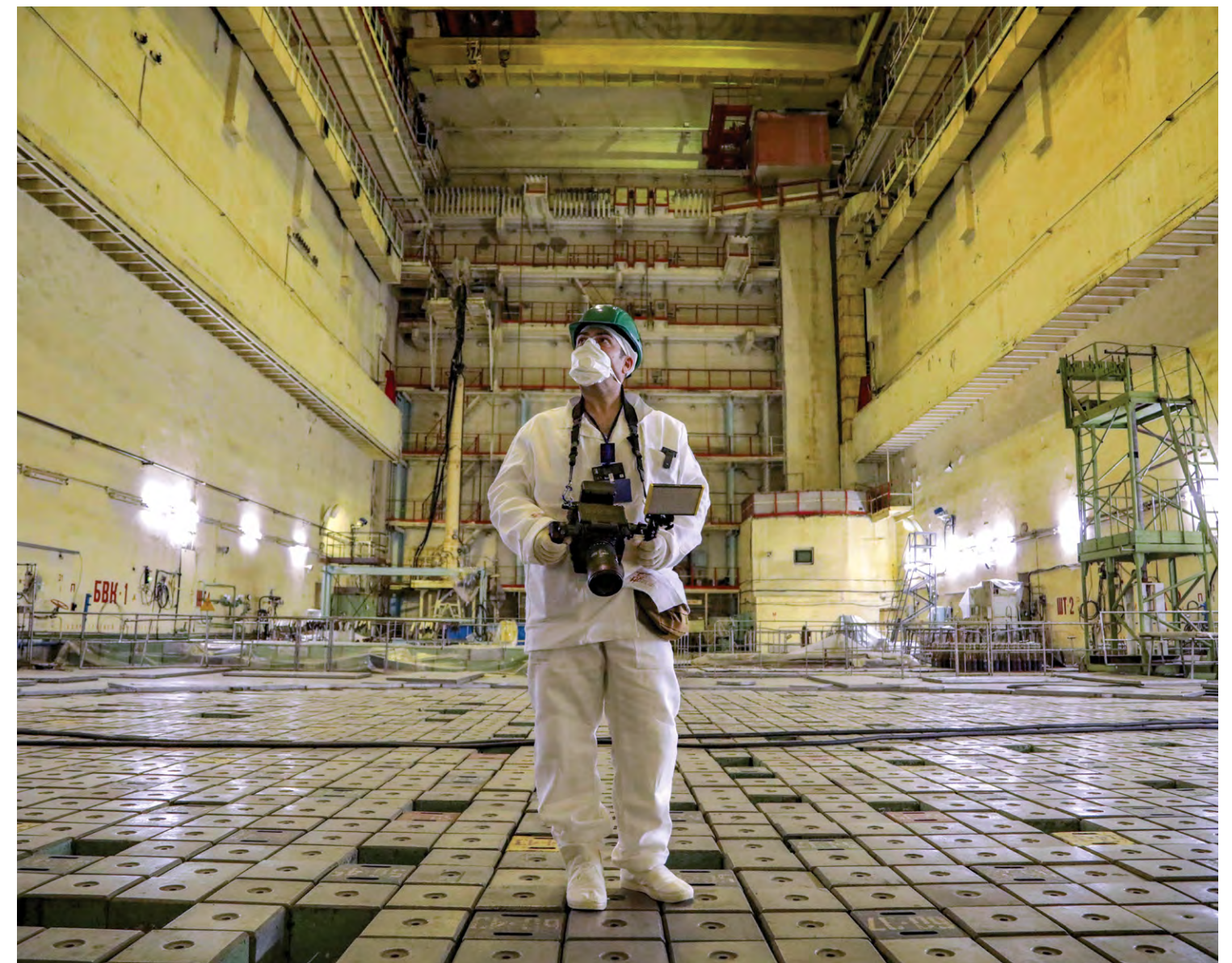
Russian soldiers occupied the plant for 35 days, ransacked many labs and facilities and took needed safety equipment. The soldiers caused millions of dollars in damage, but the plant’s caretakers kept the nuclear materials cooled and avoided disaster.

In August, nuclear regulators finished inspecting the plant, documenting that the plant’s ability to operate and monitor the cores was restored, according to the World Nuclear Association, a nuclear energy trade group.

Despite the relative calm around the plant, Grossman is not sure when he’ll be able to return. One thing he learned is his friends in the Chernobyl region know how to rebuild and persist, and he can’t wait to see them again.

Grossman’s documentary is available as part of the Discovery Science Channel’s “Mysteries of the Abandoned.” He is working on another documentary on the abandoned Soviet Space Shuttle Program in Baikonur, Kazakhstan. ■

Grossman has made more than a dozen trips to the Chernobyl nuclear power station, including a visit to Unit Number 4, the site of the 1986 meltdown.



Naming Opportunities at the Terry Executive Education Center

The Terry Executive Education Center (TEEC) is Terry's "home away from home" in Atlanta. Designed to maximize the educational experience, employers and professionals utilize the TEEC year-round to take courses, become industry certified, attend forums and conferences and participate in executive programs.

To maintain first-class facilities and accommodate growth, the TEEC underwent a renovation project to better serve the needs of executives, students and alumni. These updates made the building more collaborative and flexible while creating additional spaces for personalized interactions.

The Terry College offers naming opportunities for key areas within the TEEC. Gifts recognized through the naming of these spaces support Terry's educational mission in Athens and Atlanta, as well as ongoing expansion costs.

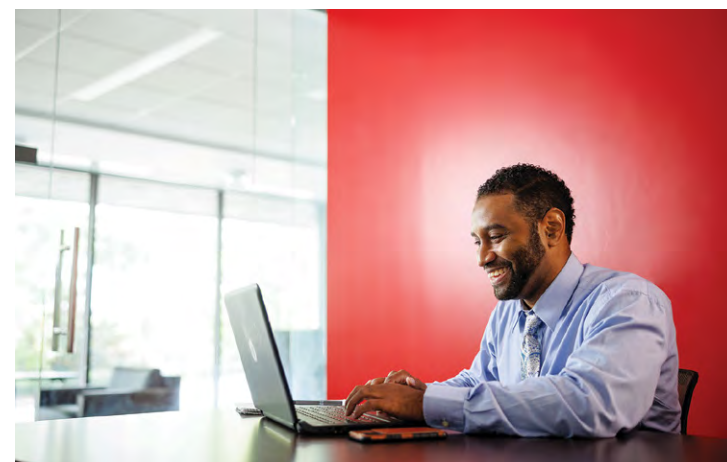


Executive Hall

The Executive Hall hosts a variety of high-exposure events, such as the monthly Terry Third Thursday breakfast series and quarterly CFO Roundtable events.

Student Collaboration Space

The student collaboration space is a dedicated study area and lounge. With six adjoining team rooms, this high-visibility area is an essential space for MBA students and professionals.



Executive Classroom

Used by MBA students and executive education clients, the classroom features versatile, flat-flex space designed to facilitate teamwork and aid in creative processes.

Executive Team Rooms

Located adjacent to the student collaboration space, a suite of six executive team rooms offers quiet spaces to study, work on projects or have a private conversation.

For more information on naming opportunities, please contact Kathy Ortstadt: ortstadt@uga.edu or 706-247-2627

profiles



Shine a Light | Page 24

Georgia Diamond Corp. CFO and UGA 40 Under 40 recipient Juan Mencias leads by example.

Photo by Brian Powers

An aerial photograph of the Atlanta skyline at sunset. The sun is low on the horizon, casting a warm orange glow over the city. Several skyscrapers are visible, including the Bank of America Tower. The foreground shows a large, modern building with a flat roof and a parking lot. The sky is a mix of orange, yellow, and blue, with a few clouds.

Welcome to Atlanta

*In the heart of the city, the Terry Executive Education Center
is a dynamic hub for working professionals*

Story by Gabe Vodicka (ABJ '08)

Photos by Brian Powers



At the intersection of Lenox and Peachtree roads, the city pulses. A steady flow of traffic whirs by as executives make business deals over working lunches and shoppers browse the upscale boutiques at Phipps Plaza and Lenox Square.

Inside the Terry Executive Education Center, the atmosphere is no less electric. It's the first full day of orientation for the incoming Executive MBA cohort, and several dozen students pour in to meet their classmates, hear from their instructors and get a feel for what the next 18 months will be like.

Following an introductory session, management professor Jessica Rodell sorts the students into small teams for an icebreaker thought experiment: together, each group must design an imaginary dream house with a \$10 million budget and a 25-minute time limit.

Home to Terry's Executive MBA, Professional MBA and Executive Education, it's no coincidence that the TEEC sits at the center of Atlanta's Buckhead district, amid the high-rises and power-lunchers, a few miles from Fortune 500 companies such as Coca-Cola, Delta Air Lines, UPS and The Home Depot. The programs cater to working professionals from those firms, as well as entrepreneurs from the city's thriving startup ecosystem.

For these professionals, the TEEC can serve as an oasis in a competitive world, a space to learn but also to commune and connect with leaders from various industries — all different, but all eager to expand their horizons.

As the MBA students discuss their ideal homes, they learn about one another. One team earnestly debates the merits of solar power. Another group laughs as they put an extravagant finishing touch on their outdoor living area. "The hot tub overflows into an infinity pool," exclaims one student. "Energy," her classmate agrees. "Positive energy."

Terry's Atlanta headquarters is built to facilitate such connections, offering the cachet and collegiate spirit of the UGA brand with a big-business, big-city twist.

On their way back into the classroom, a pair of executives pause to take stock of their situation. "I traded my briefcase for a backpack," one man says to the other with a smile. "I guess I'm a real student."

Earning an MBA in ATL

Why Atlanta?

Boasting one of the country's most productive economies, the world's busiest airport and a metro population of more than 5 million, the city is recognized internationally as a business-friendly, culturally rich urban center.

The better question might be, why *not* Atlanta?

Though it's only 70 miles down the road from the Business Learning Community, Terry's Buckhead campus is equally essential to the college's pursuit of excellence in teaching, research and service, says Susan Brown, director of the Professional and Executive MBA.

"The TEEC gives the state's flagship university a presence in the business capital of the Southeast," says Brown. "It gives us access to major companies, and it gives our faculty access to research data."

While the immersive nature of a Full-Time MBA may be right for students ready to pause and pivot, part-time programs allow seasoned professionals to advance in their careers while continuing to work.

"Mid-career professionals from a variety of industries will benefit greatly from an executive or professional MBA," says Caryn Beck-Dudley, president and CEO of AACSB International, a business-school accreditation nonprofit. "Generally, those with managerial experience are the strongest candidates. They are able to look at their current and past career experiences and relate them to the business concepts taught in their program."

After deciding to pursue an MBA there is the matter of choosing which programs to apply to. "Professionals need to consider what type of program will help them reach their personal goals," says Beck-Dudley. "Many programs have specific focus areas based on what job discipline learners are interested in developing."

Brad Beckman, a senior vice president at Truist and second-year Executive MBA student, says he chose Terry for "the success and name recognition, the structure and course selection, the number of alumni located in the Atlanta area and the passion of the alumni base."

It's not only Bulldog pride that draws students to the TEEC. Armed with a deep well of connections and a strong understanding of the city's business culture, Brown and her team strive to create a learning environment that blends academic theory with real-world practice.

TEEC Glossary

CFO Roundtable

Quarterly invitational for the region's finance leaders, bringing together senior executives to discuss best practices and develop strategies.

Executive Education

Custom and open-enrollment programs helping professionals develop capabilities, build leadership strengths, solve business problems and drive growth.

Executive MBA

18-month part-time master's program for experienced professionals delivered through weekend instruction, online learning and immersive residency weeks.

Leadership Dawgs

12-month leadership development program offered by the Institute for Leadership Advancement that equips UGA alumni to lead teams and organizations.

Online MBA

17-to-23-month online version of the college's Professional MBA program, delivered through 100% asynchronous online learning for maximum flexibility.

Professional MBA

17-to-23-month cohort-based, part-time master's program for professionals looking to change paths or accelerate their careers.

Terry Executive Education Center (TEEC)

38,000-square-foot facility in the heart of Atlanta with state-of-the-art conference rooms, a special events space, interview suites, private break-out rooms and tiered executive classrooms.

Terry Third Thursday

Monthly breakfast speaker series for the Atlanta business community that features influential speakers providing local and global perspectives on business and innovation.





As business evolves, so does the curriculum. In addition to Lean Six Sigma and diversity certifications, Executive and Professional MBA students can earn a certificate in Leading Change, and a mergers and acquisitions class or workshop explores a crucial aspect of modern business: navigating growth, consolidation and divestiture. “That’s something most executives will face at some point in their career,” Brown says. “We want to give them a baseline understanding and experience with it.”

One of the most popular components of the Executive MBA occurs not in Atlanta but around the world in the form of a 10-day international residency. In 2022, students visited Vienna and Prague, where they participated in a business challenge. A similar opportunity within the Professional MBA emphasizes cross-cultural collaboration. Next spring, students can travel to Costa Rica to work on a project with students from a host school or to Portugal for a business immersion residency.

Yet, for many students, the most memorable moments take place between the TEEC’s walls. Building relationships with a diverse group of classmates was important for Judy Ware (MBA ’22), chief financial officer for Macon-based roofing company L.E. Schwartz & Son, as she worked to finish her Executive MBA.

“Hearing members of my cohort’s stories and learning from their experiences was very rewarding,” says Ware. “Also, going through the program with individuals my age and at the same trajectory in their career helped keep me focused to complete the program.”

Building business solutions

“The TEEC is our heart of business education in Atlanta,” says director of executive programs Linda Read. With her staff, Read connects with company leaders to pinpoint specific inefficiencies and build client-focused programs to help address them.

“We develop relationships with the executives, and we offer programs informed by our experiences with leading companies across the Southeast,” she says. “We find there’s a lot of consistency in the problems the companies bring up, and we’re able to provide good solutions.”

Because of UGA’s brand name and academic reputation, many of these companies opt for a Terry program versus a private consultant that may advertise a different set of bells and whistles but lack educational substance.

“Working with Terry is a great solution, not only for the company but also for the employees who earn credentialed certificates from the university upon completion,”

Read says. “There are tremendous benefits to working with an institution like UGA.”

“Bridging the gap between (business and education) allows innovation and new ideas to shine,” explains AACSB’s Beck-Dudley. “Business schools are creating the leaders of tomorrow, and business firms are well aware of what the needs of tomorrow look like. By coming together, they can help create dynamic and agile leaders.”

To add another layer to the learning experience, these programs often feature faculty teaching alongside company leaders to demonstrate business principles in practice. Sharon Noble, vice president of human resources for Huber Engineered Materials, speaks highly of Terry’s Leadership Accelerator program.

“Participants network with one another to build working relationships and tackle team-based projects under the guidance of the UGA professors,” says Noble. “Our senior executives enjoy partnering with the faculty to develop tailored content for the classes and many times co-present the sessions in a leaders-teaching-leaders approach.”

Mike Pfarrer, Terry’s associate dean for research and executive programs, says the executive teaching experience benefits both clients and the college itself.

“Terry faculty are award-winning scholars and instructors,” Pfarrer says. “Our research is actionable, which allows us to bring it into the classroom and affect current business practices. In turn, faculty enhance their research by interacting with business leaders.”

This harmony is on display at events like the quarterly CFO Roundtable, which has proven an important career tool for executives such as Brinks CFO Ron Domanico.

“The roundtable has been a valuable experience for me, as it combines thought and practice leadership from business and academia, addresses the most relevant topics of the day and provides a professional and efficient networking experience,” says Domanico.

In addition to custom programs, Executive Education also offers industry certification and exam preparation programs and open enrollment courses in innovation, strategy, leadership and change.

“In today’s environment, it’s so important to develop professionals in order to retain them,” says Read. “We are focused on preparing leaders for the future, keeping them skilled with solutions to current challenges, providing them with communication skills, operation skills and business and industry knowledge.”



Remembering Rich Daniels

After Rich Daniels, the longtime director of Terry’s Executive and Professional MBA programs, passed away early last year, the college launched a campaign to name a TEEC space in his honor.

Formerly Daniels’ office, the room was renovated and converted into a dynamic collaboration space, offering MBA students a comfortable area to study, work on projects or simply catch up with one another.

“When I think about Rich Daniels, I think of commitment,” says Jim Martin (MBA ’09), who studied under Daniels during his time in the Atlanta program. “Rich was committed intellectually and personally to the University of Georgia, the Terry College of Business, his team of associates, his students and his family.”

Daniels, a professor of management, joined Terry in 2000 and led the formation and growth of the EMBA program. Under various titles, he also directed Executive Education, the Full-Time MBA and the PMBA, making his mark on hundreds of students during his two-decade tenure with the college.

“As one of many who were inspired by Rich, both personally and professionally, I am proud to have participated in this successful campaign,” says Martin, a financial advisor at Baird in Charlotte, North Carolina. “Rich’s commitment is clearly reflected in the devotion of the campaign team and the generous donations from his supporters.”





Whether professionals are working toward earning an MBA, an executive certification or attending a networking event, the TEEC's programs are designed to facilitate learning and collaboration.

Driving personal growth

In sync with its backdrop, Terry's Atlanta headquarters is a bustling hub for continuing education. In addition to the degree and certificate programs, the TEEC – which recently underwent an extensive ground-floor renovation – hosts networking and leadership training events throughout the year.

Terry Third Thursday, a monthly breakfast series, features accomplished speakers serving up a jolt of inspiration to accompany attendees' cups of Joe. Chick-fil-A CEO Andrew Cathy, Synovus CEO and president Kevin Blair and U.S. Paralympic track athlete Jarryd Wallace are among those who recently shared words of wisdom.

Leadership Dawgs, a yearlong program sponsored by Terry's Institute for Leadership Advancement, debuted in 2022 and introduces participants to management principles while challenging them to complete a project supporting local nonprofits.

Together, these programs do more than pad résumés. Ware, who participated in the CFO Roundtable while pursuing her MBA, credits the sum of both experiences with prompting her to take chances: "To hike a glacier, to explore a cave, and to leave a job and industry to start a new career after 20 years at one company," she says. "To believe in myself, and to be willing to take a chance on myself."

That adventurous spirit is expanding to the digital realm. Beginning in fall 2023, Terry is offering an Online MBA, allowing more students to earn the same degree remotely. "The Online MBA is a game-changer," says Brown, explaining it is an online version of the Professional MBA with more flexibility.

"It's very much the same caliber and standard," Brown says. "We are reimagining and rebuilding every class so it can be done in a series of 10-to-15-minute increments on the student's time, but the classes move in lockstep with the Professional MBA cohort and students enjoy the same opportunities for networking, career services and domestic and international residencies."

Brown and her team are bullish on this new offering for good reason, as their programs continue to attract motivated professionals from across the region, with a record-setting 58 students beginning the Executive MBA this fall. The milestone is reflective of Terry's growing reputation in Atlanta, driven by the symbiosis between the city's business leaders and the educators who help spark growth and innovation and draw from it in return.

As the executives break for lunch, it's clear they have already begun to form bonds. Streaming from the classroom in groups of twos and threes, they debrief about the morning's activities, discuss what lies ahead and revel in the first-day-of-school vibes.

"It's an exciting weekend," says Brown, looking on during a brief interlude between emails, phone calls and introductions. The incoming Professional MBA class soon arrives for its own orientation, and there are last-minute details to iron out.

Of course, she adds, this is just the tip of the TEEC's iceberg. "We're serving students in Atlanta," she says, "but we're also serving the business community. Our students go out, they move up, and they lead big things in the business world. If Terry wasn't there, we'd be missing a whole lot of that." ■



Covering all the bases

Insurance Professional School shows power of Executive Education

By Ed Morales

Like every good insurance professional, Dominique Norton made sure to double-check his numbers.

"It will be 10 years coming up. Wait ... actually, ha-ha, it has been 10 years," he says. "Ten years in the business."

Working in the fast-paced and unpredictable business of risk management and insurance can make you forget how long you've been at it. Norton's decade-long journey in the discipline has taken him to companies big and small with notable leadership experience. He's learned plenty in his career, including the important lesson that it's essential to always learn more.

So when he saw The Council of Insurance Agents & Brokers was offering a rigorous program to help brokers better understand real-world scenarios through collaborative learning, he was intrigued. When he saw the instructors were from the Terry College of Business, he was sold.

"UGA has a very reputable name in the insurance and risk management world, being top ranked if not the number one program in the country. So when I heard they were involved with it, that made me jump," he says.

The program is the Insurance Professional School (IPS), and the reward for completing the intensive nine-month course is earning Accredited Professional in Risk & Insurance (APRI) designation, a status that solidifies knowledge of the industry.

"We're offering students a competitive advantage around core knowledge fundamentals taught by a professional set of educators that have an appreciation for the importance of application," says Rob Hoyt, IPS academic director and the Dudley L. Moore Jr. Chair of Insurance and head of the Department of Insurance, Legal Studies, and Real Estate.

Two members of Terry's risk management faculty – Jennifer Atkinson and Daniel Brown – are the program's lead instructors. With Hoyt and Linda Read, Terry's director of executive programs, the team offers a rigorous online course using practical and experiential learning.

Broken into two modules, the IPS pairs online learning lessons and activities with live virtual sessions to apply the material to real-world settings. The first four months are heavy on fundamentals, with weeks devoted to a different topic – analyzing contracts, coverage of commercial property and liability, marine, crime, auto, business income and workers' compensation.

"This program is meant for somebody newer in their insurance career, and it will provide them with a broad scope of industry fundamentals and standard commercial policies," says Atkinson. "Participants can get this foundational information in an organized and efficient manner by completing the APRI. If they want to drill down into a certain subject matter, we've given them the tools to handle that."

"We're helping them look at a business, identify the risks associated with the business, determine which risks are appropriate for insurance and which of those risks can be treated through other mechanisms," Brown says.

The second module dives into more niche coverages – including cyber and international insurance – while also focusing on carrier operations, agency markets, claims and surety. It's a lot to throw at the class, but knowing a little something about everything can help them as they advance in their careers. The anchor of the module is the capstone case study, challenging the participants' ability to problem-solve, collaborate and present.

"This program gives people a leg up in getting started and provides the opportunity to be more successful quicker, so they don't start questioning whether to change to something different," Hoyt says. "One of the positives we market to employers is that these students have focused on core skills oriented toward a particular career path or industry, and as a result, they tend to be stickier in the industry." ■

THE DREAMER

*Juan Mencias (BBA '15) is diamond-bright,
multifaceted and a light for students and alums*

Story by Charles McNair
Photos by Brian Powers





Juan Mencias has always been a dreamer.

The Mencias family worked a small farm owned by Juan's grandfather in San Gabriel, Ecuador, near the Colombian border. Scrimping and saving, the family managed to find money for a bicycle ... for Juan's older brother, Pedro.

"I clearly remember asking for permission to push it by the handlebars," Mencias recalls. "I was way too small to ride it, but the joy I got from simply pushing the bike along was enough for me. I knew I was one step closer to the day when I would have my very own bike to ride.

"That mindset of dreaming and not letting anything hold me back has stayed with me throughout my life."

Today, Mencias pedals a top-flight Scott CR1 road bike. In 2020, he got out of bed at 5 a.m. for five straight months to train for a Half Ironman event in Augusta. He spent three hours a day biking, swimming and running, racking up more than 3,700 miles. He finished his race in under five hours, remarkable for a first-timer.

"I tend to operate at one speed, and that's 120 miles per hour," Mencias says with a smile. "My mindset, whether on the job or exercising, stays the same: Work to the best of my ability and never give up."

That mindset catapulted Mencias from the mountains of Ecuador through a challenging immigration experience as a child in the Atlanta suburbs and into an illustrious undergraduate career at the Terry College.

It propelled him into positions of rising responsibility and growing recognition at Wells Fargo and then, at the tender age of 28, into his current post as chief financial officer of Georgia Diamond Corporation and Ascot Diamonds.

Mencias mentions accomplishments modestly, quoting a personal hero.

"Success isn't measured by the car you drive, the home you own or how you compare to the person next to you," he recites. "Success is about seeing where you started and how far you've come."

Mencias has come far thanks to that hero: his big brother, Pedro. Pedro let little Juan push that first bicycle. Pedro blazed a trail through Fulton County schools ahead of Juan. Pedro learned English first and helped guide the Mencias family into a new culture. Pedro (BBA '14) studied finance and international business at Terry, earning a place in the Jere W. Morehead Honors College.

Pedro Mencias, who works at Bridge Investment Group in Atlanta, holds unbounded pride for his *hermano*.

"Juan has surpassed every single expectation that anybody ever had of him — even his own expectations," Pedro says. "He's living his dream every single day. To see him become the man he has become completely fills my heart."

ENTERING THE AMERICAN DREAM

The Mencias family immigrated to Sandy Springs in 2000. Juan was 6, starting first grade.

"Culture shock," he recalls. "Every day my mom would drop us off at the school bus stop. I would cry, telling her I wanted to go back home to Ecuador. I got on the bus with my brother holding my hand."

But Mencias proved adaptive and precocious. In months, he spoke English. His school work glowed. His parents, Pedro and Lorena, made education a priority, as they cleaned houses, worked at Publix, landscaped and did whatever they could to afford their two-bedroom apartment where their boys slept under the same covers.

With his parents' hard work as a model, Mencias cruised through high school. He made test scores high enough for a HOPE Scholarship and UGA, but ran into family issues that detoured him to a community college for two years. He worked full-time at a diamond and jewelry company while he earned basic college credits.

In 2013, Mencias arrived at Terry to study finance, following in his brother's footsteps.

"Oh man," Mencias recalls. "Terry, UGA — it was a whole different animal, the course loads, getting to classes, the entire university experience."

A singular talent came to the rescue: Mencias knew how to adapt. In no time, Terry helped him excel.



"What stood out to me were the great professors. Class A professors, the best at what they do," Mencias says. "And I was surrounded by students just as brilliant — I met someone smarter every single day. Having successful people around me made me want to be more and reach higher."

He reached plenty high. On his transfer to UGA, Mencias earned a Goizueta scholarship and later became president of the Goizueta Ambassador Program, leading mentoring for minority students.

In 2014, he secured a summer internship with Wells Fargo and an apprenticeship through Harvard Business School to its competitive Summer Venture in Management Program. Back in Athens, he was tapped as a Terry Ambassador, representing the college to prospective business students.

His name appeared repeatedly on the Dean's List. He, too, earned his way into Morehead Honors College and graduated cum laude.

Then the world called. "It's unbelievable, the opportunities Terry brings, the doors it opens," Mencias says. "The network is so extensive, you can literally go anywhere."

He saw the possibilities firsthand when an ambassador friend gave a campus tour to an executive from a big accounting firm. "He offered her a job on the spot," Mencias remembers. "She got a full-time job after graduation from that meeting. It's what Terry does."

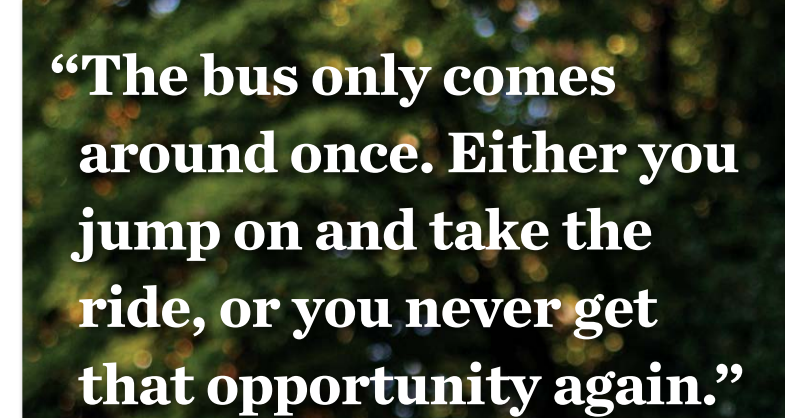
A door opened for Mencias, too: a bank vault. He walked right through.

DOLLARS AND DIAMONDS

The nation's fourth-largest bank saw talent in the young man from Sandy Springs and hired him after an impressive internship.

Mencias began at Wells Fargo as a financial analyst in the company's middle market banking division. He spent his first three years in the beverage finance specialty group in Atlanta, getting bank-smart. He analyzed companies' strengths and weaknesses, spotted credit issues and partnered with bankers to structure multimillion-dollar transactions.

Company leaders saw enough potential in Mencias to select him in 2018 for a special residency program in San Francisco focused on credit analysis. The four-month assignment took him the farthest from home since the move from Ecuador 18 years earlier.



Mencias was able to persevere through the challenges of an immigrant childhood and rise to remarkable career heights at a young age with the support of his family, including his older brother, Pedro.

Good Dawgs

If Juan Mencias sounds full of Bulldog pride, you'd be right.

In fact, you'll find it hard to out-Bulldog Mencias and his family. Juan's parents and he and his fiancée, Alina, who works with a microbusiness accelerator program at Emory University's Goizueta Business School, have three in all.

Bulldogs, that is.

They befriended M.J. Squiggles, Bentley and Margie over the past 11 years. Two of the purebreds are family rescues, and one came from a flea market. Huddled together, they weigh about as much as a cornerback on the defending national champion UGA football team.

"Honestly, sort of like a nice bicycle, bulldogs aren't something I ever dreamed I'd have," Mencias says with a laugh. "But they love us, and we love them. We all look out for one another."



Mencias returned to Atlanta with a promotion in the beverage group to assistant vice president and portfolio manager, and a year later he transitioned to underwriter in the capital finance division. Another year of experience there added to a formidable portfolio for a young professional still in his mid-20s.

But he felt something missing. Mencias dreamed of more, as on the day he pushed his brother's bike so long ago.

A CFO AT 28

During community college, Mencias made pocket money working at a wholesale diamond company, Georgia Diamond Corporation, and its retail branch, Ascot Diamonds. He stayed in touch with the good people there. He liked the business, and he'd made an impression.

He heard the owners were looking for someone to come in, learn the business and handle the finance side of the operations. Intrigued, Mencias met for a talk.

We'd like to hire you, the diamond merchant said after their first conversation. We probably can't afford you, but we'd give you the chance to take the reins at the company and run with it.

Mencias had heard all he needed.

"The work challenged me to step outside my comfort zone," he says. "There's a lot more personal touch in this business. You have to figure out how to make things work. There's nobody above you to make a decision. The interactions are completely different, no two days the same. It's exhilarating."

The company had about 20 employees when Mencias started as vice president of operations in 2020. Today, the payroll is over 30.

The growth drivers? The COVID-19 pandemic left couples more determined than ever to buy rings and marry. Eco-friendly diamonds, flawlessly grown in labs, have made a strong market entry.

Mencias hit the ground running. Year one, he defined roles and streamlined processes. By 2022, his good work brought the reward of a new title: CFO.

"It took about eight months to get comfortable with everything, including new systems," he says. "When the old bookkeeper left, I had to dig and dig to figure out how to do things. I'm glad I'm young. It's been a lot."

Was leaving Wells Fargo the right move? "Absolutely. The bus only comes around once," Mencias says. "Either you jump on and take the ride ... or you never get that opportunity again."

GETTING HONORS AND GIVING BACK

In April, UGA presented Mencias with its Young Alumni Award, bestowed on individuals who bring recognition and honor back to the university through outstanding leadership. In July, he was named to the 2022 class of 40 Under 40, which honors graduates for personal, professional and philanthropic achievements.

Mencias characteristically shares credit. "While my work ethic and dedication have helped me reach a lot of my goals," he says, "none of it would have been possible if there hadn't been others there to break down walls and clear a path for me."

Mencias now helps clear paths for others. In 2017, he founded the UGA Latino Alumni Affinity Group. He serves as president of this organization dedicated to promoting networking, collaboration and development for UGA students of Latino descent.

"It's personal," he says. "I want the group to be a welcoming environment for all, including prospective students, current students and alumni."

Celene Cervin was a close friend of Juan's at UGA — she studied to be a teacher — and she works with him at Georgia Diamond and Ascot Diamonds. She's Mexican-American, a first-generation graduate. She says inclusion motivates Mencias.

"He wants to be a role model for the community and uplift people through his service with the alumni association and in other ways," says Cervin. "He cares so much about our community. He wants to lead by example."

Rosa Arroyo Driggers is UGA's associate director of admissions for access and inclusion and founder of the Goizueta Ambassador Program. She met Mencias during his ambassador interviews and, after his graduation, helped him set up the Latino alumni group.

Driggers calls up a quote often attributed to Harriet Tubman: "Every great dream begins with a dreamer."

"During an evening in Atlanta, Juan and I met over dinner with other alumni to discuss the possibility of starting this inaugural group," Driggers says. "One conversation was all it took for Juan to dedicate the next several years to making the UGA Latino Alumni Affinity Group a reality."

"He really has a Bulldog spark. With Juan, a spark of a dream is all it takes for him to work tirelessly and tenaciously to make it a reality ... Juan is a natural-born leader. He has the vision, curiosity, intentionality, empathy and innovation to inspire generations to come."

There he goes again, that dreamer. With his dreams so real. ■

40 UNDER 40

In addition to Mencias, UGA's 40 Under 40 Class of 2022 honored 11 Terry graduates.

They include:

Nathan Bruno (BBA '09) of Spring, Texas, is executive vice president for sales and commercial excellence at Mattress Firm.

Lael Chappell (BBA '06) of New York City is director of insurance distribution at Coalition.

Dr. Jake Goodman (BSA '15, MBA '20) of Miami, Fla., is the psychiatry resident doctor at Jackson Memorial Hospital and Veteran Affairs Hospital in Miami. He is also a mental health advocate and educator on social media.

Kristen Henderson (BBA '11) of Atlanta is vice president at Goldman Sachs.

Shayla Hill (BBA '08) of Tucker is senior design program manager at MongoDB.

Leo Chris Kasuya (BBA '14) of Marina Del Ray, Calif., is director of strategy and new ventures for Irresistible Foods Group.

Min Y. Lee (BBA '06) of Charlottesville, Va., is COO of the University of Virginia Medical Center (see page 36).

Brandon Martin (BBA '14) of Atlanta is founder and CEO of Close Ties Leadership Program, which connects middle schoolers to mentors.

Andrew Rasmussen (BBA '05, MED '09) of Atlanta owns Rasmussen Wealth Management.

Jhonnelle Simpson (AB '16, BBA '16) of Athens is an attorney with Fortson, Bentley and Griffin.

Grant Thomas (AB '15, MBA '20) of Chamblee is director of the Governor's Office of Health Strategy and Coordination.

REGISTER NOW

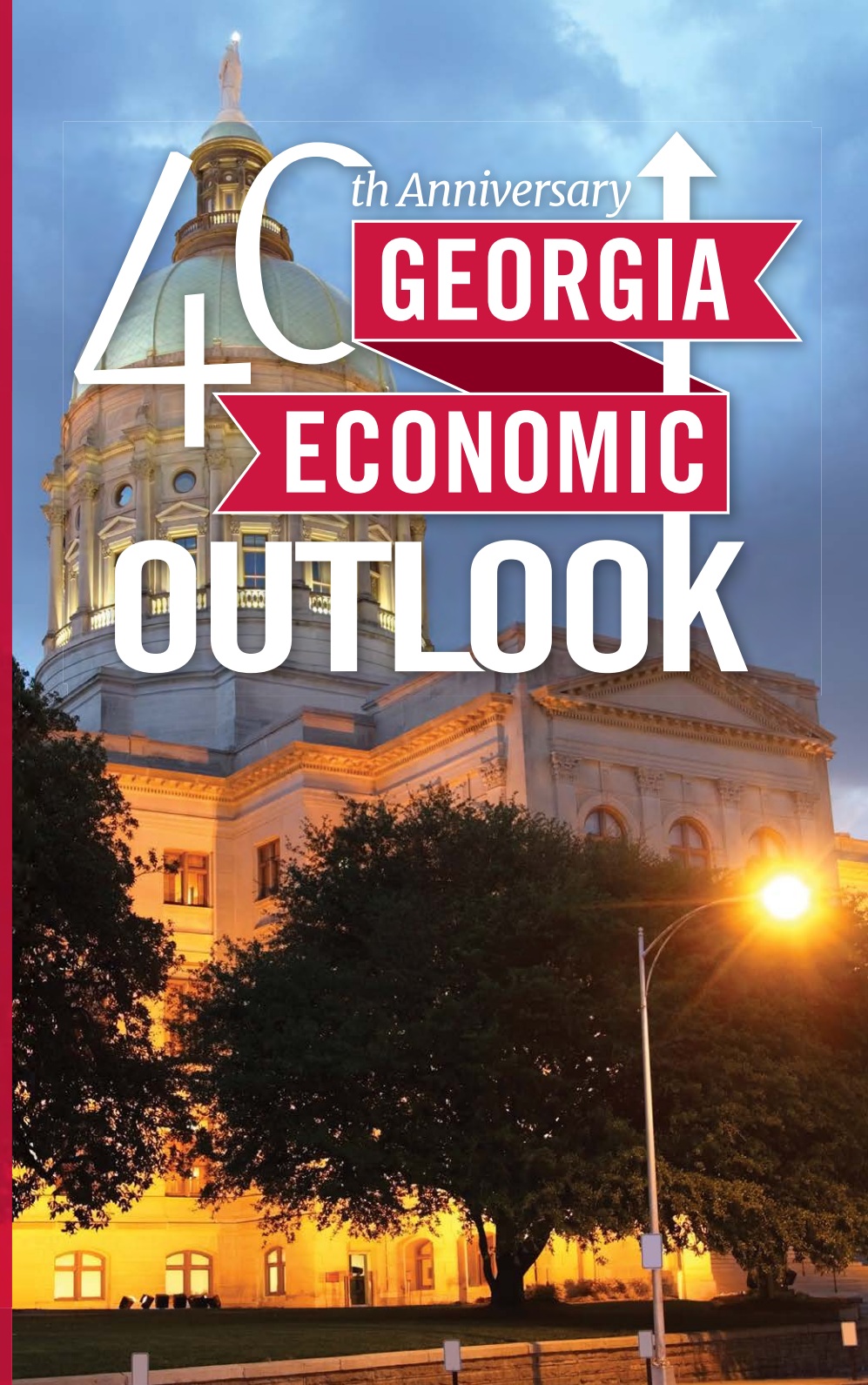
terry.uga.edu/eo

- ATLANTA DEC 9, 2022
- MACON JAN 13, 2023
- SAVANNAH JAN 18, 2023
- AUGUSTA JAN 19, 2023
- COLUMBUS JAN 25, 2023
- ALBANY JAN 26, 2023
- ATHENS FEB 1, 2023
- JEKYLL ISLAND FEB 8, 2023

Attend the *Georgia Economic Outlook* luncheon to learn about the nation's economic trajectory, the trends shaping our state's fiscal outlook, and what to expect in your local area.



Terry College of Business
UNIVERSITY OF GEORGIA



Spirit of Opportunity

For many Terry students, scholarships redefine what is possible

Story by Gabe Vodicka (ABJ '08)
Photos by Brian Powers

Gold Sponsors



Silver Sponsors



Bronze Sponsors



T. R. Reddy Foundation



Media Sponsors





LANGDON DIAL

Langdon Dial has been a Georgia football fanatic since he was barely into double digits. “Since I was 10 years old, I’ve been the biggest, craziest, most passionate fan of the Bulldogs,” he says.

But unlike many young fans, Dial didn’t fantasize about lighting up the gridiron on fall Saturdays. Rather, his was a more melodic aspiration.

“I dreamed of being in the Redcoat Band,” he says.

A decade later, Dial got his wish. As a trombonist for the Redcoats, he helped contribute a spirited soundtrack to the Dawgs’ historic championship season in 2021. “I don’t know that anyone will ever fully understand what it has meant to me to be a part of this journey with them,” he says.

Dial, a fourth-year management information systems major from Tyrone, is adding value to his degree while living out his childhood dream, due in no small part to the Lee and Linda Butts Terry-Redcoat Scholarship. The award, created by former Redcoats Lee (BBA ’71) and Linda Butts (BBA ’71), is given to a Terry student and Redcoat member who displays outstanding leadership skills.

Thanks to the scholarship covering the cost of a final semester of classes, Dial says he will complete the college’s new area of emphasis in data analytics, something he says is critical to helping him realize his next goal of becoming a statistical analyst for a pro sports team.

“One of the most rewarding parts of my Terry experience has been the challenge it provided my peers and me not only in learning but in finding new ways to learn,” says Dial. “The professors I’ve met in the MIS Department truly are some of the best at their craft,

and it’s been an honor to learn from them.”

For Dial, his UGA tenure is a dream realized and a validation of a long-held understanding.

“This scholarship provides me with the opportunity to show new and upcoming students that there does not have to be a line that separates art from business,” he says. “I am a firm believer that you can be analytically-minded while also having a strong passion for athletics and the arts, and I’m so glad I can represent Mr. and Mrs. Butts’ belief in that as well.”

Dial is one of hundreds of bright, deserving students impacted by donor-funded scholarships during their time at Terry. These scholarships pave the way for life-altering experiences on campus — and around the world.

454 Terry undergraduates received need-based scholarships in FY22

197 Georgia Commitment Scholarships awarded to Terry students

\$1.6 million in need-based scholarship aid

Source: UGA Office of Student Financial Aid



JORDANN BARROW

Business without borders

Jordann Barrow expected a Terry education would take her places. She didn’t necessarily think her business studies would land her aboard a transpacific flight to Seoul, South Korea.

“I have a big family, so I was not able to do much traveling by plane before (college),” explains Barrow, a fourth-year marketing major from McDonough. “So I was very excited!”

Barrow participated in Terry’s Business in South Korea trip — a “once-in-a-lifetime” opportunity — thanks to the Lisa Sarajian Study Abroad Scholarship, created by Sarajian (BBA ’82), a retired finance professional. The award is part of Passport Terry, an initiative aiding the college’s effort to broaden student participation in its various study away programs, including trips to Europe, Chile, Mexico and Tanzania, among other destinations.

During the Maymester program, Barrow worked at a couple of marketing internships, gained a feel for East Asian business culture and learned a bit more about her own ideals and aspirations. “As I’m applying for jobs, I have a better understanding of what kind of work I do and don’t want to do in my career,” she says.

Another Sarajian scholarship recipient, Bushra Huque, planned to study abroad in 2020. Then COVID happened. With her plan for global study wiped out by a global pandemic, Huque thought the opportunity to learn abroad passed her by — until she heard about Passport Terry.

“I was at a point where many of the study abroads did not offer courses I needed, and this scholarship allowed me to pick one that would help me advance in my college career,” says Huque, a fourth-year management information systems major from Woodstock.

“The most rewarding experience was visiting the cool companies like Hyundai and Samsung and getting a VIP tour, which they apparently don’t give out to just anyone,” she says. “It was super educational and (held) all my classmates’ attention because we got to see a lot of behind-the-scenes magic.”

In addition, Huque says the trip energized her entrepreneurial spirit.

“In 10 years, I hope to be running my own business and use all the knowledge I learned from all the startups and small businesses we met in South Korea to help guide and further my business,” she says. “I hope to be an inspiration to others that you can have fun in life while working for what you strive for.”

Barrow plans to pay it forward after graduating by serving as a guide and mentor to younger students. “Without the scholarship, I would not have been able to participate in the program,” she says. “It gave me the opportunity to learn about myself and other cultures, and will guide me in my career.”

Continuing to serve

For Gabriel Shaber, a fourth-year finance major from Peachtree City, scholarships allowed him to focus on his education — and take a more widescreen approach to imagine what might come next.

As a non-commissioned officer in the U.S. Marine Corps Reserve, Shaber was awarded the Fitzgerald Family Veteran Scholarship and Kropp Student Veterans Scholarship through UGA’s Student Veterans Resource Center (SVRC), which provides information about services and offers support, advocacy and a central location for student veterans to gather.



BUSHRA HUQUE

“The weight it lifts off my shoulders is enormous.”

“These scholarships allowed me to cover heavy academic expenses such as student fees and textbooks,” says Shaber. “This allows me to spend less time working outside of class to cover my expenses, focus more of my cash flow to things like a healthier diet, and frees bandwidth for studying and recruiting for my career after college. The weight it lifts off my shoulders is enormous.”

Shaber, who is also pursuing academic certificates in FinTech and legal studies at Terry, says the SVRC has been integral to his UGA experience.

“Connecting with the center and the Student Veterans of America chapter has been a special privilege,” he says. “I enjoy being able to spend time with other student veterans between classes during the week to connect and decompress.”

These connections, and the financial acumen he gained from his Terry classes, helped to shape a commendable long-term goal.

After his business career, “I plan to run for public office,” says Shaber. “The experience I gained in the military and financial sector will enable me to push for positive policies which will enshrine our nation’s drive for betterment and responsibility.”

Closer to home

Not all study-away experiences occur in exotic overseas locales. Global Georgia, a weeklong field study, gives Terry undergraduates exposure to international business without ever leaving the state.

The program, which began in 2021, introduces students to global business concepts through corporate site visits and curriculum. This past spring break, participants made trips to Fortune 500 headquarters in Atlanta, the Port of Savannah and Kia’s Columbus-area assembly plant.

Esther Lasiy, a fourth-year accounting and international business major from Stone Mountain, says the trip opened her eyes to how a state such as Georgia conducts business with the rest of the world.

“(The program) expanded my understanding of international business within the scope of legal studies,” she says. “The most rewarding experience was talking to Gulfstream and learning about how they reach and market to international clients and where they maintain liability outside U.S. borders.”

Lasiy funded her Global Georgia jaunt with support from the Bobby Friedmann Passport Terry Scholarship, created by Friedmann’s son, Nick (BBA ’06), and daughter-in-law, Ashley (ABJ ’06). The endowment honors the longtime marketing professor, who passed away in 2011 and was integral to expanding Terry’s international business programs.

The stateside experience made an outsize impression. “I plan to be a partner at one of the Big Four (accounting firms),” says Lasiy. “I hope to carry this passion for international business into my career and use the fundamentals I learned from this trip to guide me in those advancements.” ■



GABRIEL SHABER



ESTHER LASIY

community



THE MUSIC OF LOGISTICS

Lori Systems founder Josh Sandler (BBA '09) is on a quest to cut cargo costs on his home continent

Page 38



Photo by Kay Taylor

LEADING WITH *Heart*

Min Lee (BBA '06) builds relationships as COO of a major academic medical center

By Carolyn Crist (ABJ '10, AB '10, MA '14)

As chief operating officer for the University of Virginia Medical Center, Min Lee knows strong relationships underpin every aspect of a viable health care system. Without trust and transparency, there's no point in focusing on key performance indicators or strategic decision-making. It all begins with the people.

Lee sees these relationships at play on a daily basis as she connects with all departments across the medical center. Some days, she's on the hospital floor during rounds, talking to team members and patients to understand how frontline operations are running. Other days, she speaks with facilities employees about new construction projects, pharmacists who are driving the health

system forward and data scientists doing cutting-edge research.

"Many people find health care to be a calling — to be able to help people in their greatest need when they are at their most vulnerable," she says. "Direct health care providers are truly heroes in that regard, and I'm there to care for the people who take care of people."

For Lee, leading in operations means focusing on community and mentorship. She takes time to listen to people and emphasizes the common values, guiding principles and supportive work environments that encourage people to be their best.

"It doesn't happen overnight, but when you're intentional about leading with values, being consistent and being accountable, people feel like they can give their best ideas and best selves to the work," Lee says. "That's the most important work we do as leaders."

Pairing Business and Health

Hailing from the Marietta and Kennesaw areas, Lee was drawn to UGA because of the Terry College. She dropped out of high school to help her mother financially, and after obtaining a GED and attending college elsewhere in Georgia, she transferred to UGA to focus on business administration.

"To this day, I remember classes that emphasized the importance of critical thinking," she says. "That sticks with me now when talking with team members about problem-solving. I try to take the same spirit and ask the second or third follow-up questions to encourage them to think critically."

While working in banking and finance after graduation, Lee looked for a role that would bring human connection into her work. She had a positive experience with a health care administrator and realized people with business backgrounds could make a profound impact on the industry. She decided to simultaneously pursue master's degrees in business administration and health administration at Georgia State University while also seeking a fellowship with Emory Healthcare.

During her time at Emory, Lee moved from an unpaid intern position in market strategy to communications specialist and then program manager. After participating in the Emory Healthcare Administrative Fellowship Program, she launched a career in operations, ultimately becoming vice president of operations at Emory University Hospital Midtown.

Lee then served in the same role at Reading Hospital in Pennsylvania, where she oversaw more than 1,600 full-time employees and \$1.6 billion in revenue. She enjoyed working in close partnership with the chief nursing officer, chief medical officer and chief financial officer as they focused on creating a better patient experience.

"At the height of the pandemic, the health care workers at Reading talked about how this was their hospital and their community — the place where they were born and where their families received health care," she says. "That ideal and love for community was so inspiring, which I carry with me."

As part of her leadership roles, Lee highlights the importance of mentorship, empowerment and recognition of others, which she

credits to fellow Terry alumna Kelly Frazer Johnson (BBA '97), who mentored Lee at Emory and now serves as a health care marketing consultant for Crystal Lake Marketing.

"The health care industry can be challenging, with passionate leaders who bring heartfelt views and strong opinions," says Johnson. "Min is now in a position where she is making massive strides in changing the culture with her focus on developing relationships, her positive attitude and encouraging and empowering others. Not only is she increasing productivity and job satisfaction for everyone she works with, she is developing future leaders who will follow her example."

Looking Ahead

When Lee joined UVA Health in June, she wasn't sure where the industry and her new institution would be along the journey of recovering from COVID-19. Many health care organizations are still grappling with the ongoing effects of the pandemic, she says, and some haven't had the opportunity to lift their heads above the fray to see what's on the horizon. However, Lee is excited to play a role in making proactive plans.

"I'm incredibly impressed with UVA's journey through the pandemic and how we're poised for the next evolution of health care," she says. "We're focused on growing our way through the impact of the pandemic and redesigning several aspects to meet the new demands of the industry."

From the organizational side, Lee hopes to provide the operational infrastructure that helps providers transform health in the aftermath of the pandemic. She wants the UVA Medical Center to be a top place to work, both in terms of workplace culture and as an institution with outstanding research, patient outcomes and worker safety.

"I want people to be aware and mindful of the toll the pandemic has had on the health care industry. One of the biggest challenges is workplace violence, where patients are aggressive toward their providers," she says. "Health care providers are tired, and many have

left the industry. For those who are still here, they need grace, kindness and recognition for what they've endured."

This year, Lee received recognition for her many roles in health care, as she was named to UGA's 40 Under 40 Class of 2022.

"She's a strong advocate for others and for doing the right thing. She has a true north and focuses on developing all of her people, including the top performers, which sets her apart from other leaders," says Shailly Shah, inpatient director of pharmacy for Emory University Hospital Midtown.

When Lee left Emory, Shah gifted her a wooden block inscribed with a quote from Mahatma Gandhi: "A sign of a good leader is not how many followers you have, but how many leaders you create." Lee keeps the gift in her office as a daily reminder.

"Many people step into leadership roles and don't fully understand the obligation of being a leader, which is to change the trajectory of someone's life," Lee says. "Some leaders don't want their top performers to leave, but instead, we should support them to grow and thank them for being part of the journey with us." ■

"Many people don't fully understand the obligation of being a leader, which is to change the trajectory of someone's life."

LONG-HAUL HARMONY

Josh Sandler (BBA '09) finds a sweet spot in Africa's supply chain

By Ray Glier



Photo by Je'nine May

The stirring of data with digital communication is beautiful music to Josh Sandler. His cool jams are those virtual flows to the cloud that show cargo moving efficiently throughout sub-Saharan Africa.

“I understand — people don’t find logistics very sexy,” admits Sandler. “But logistics, to me, is extremely sexy.”

It is this enthusiasm for what some consider a leaden business practice that drives Sandler’s business in Kenya, Uganda, Nigeria and 10 other countries. He is the founder of Lori Systems, a transportation management system for cargo that covers thousands of miles across East Africa, much of it what we consider “frontier.”

Sandler, 35, says he always knew he wanted to come back to the continent where he was born to participate in its rapidly emerging economies. He has done that by finding his sweet spot: the logistics of moving cargo.

“The continent contains a lot of diverse communities and languages, and I’m constantly learning and trying to be aware of my innate ignorance of just not knowing things,” Sandler says. “And I think that’s the beautiful part of the journey, just learning and meeting people and connecting.

“There is a lot of growth happening on the continent. For a while, seven out of the top 10 fastest-growing economies were (here). The continent has the world’s youngest population and exponential growth potential.”

Africa, which has 17% of the global population, has more than 400 companies with \$1 billion in earnings, according to the Brookings Institution. There are 46 countries in sub-Saharan Africa with about 1.2 billion people. Sandler says \$180 billion is spent on the continent in annual logistics costs.

Lori Systems has tapped into a spigot that is wide open for commerce. After just six years, his company is one of the largest technology platforms in Africa, recognized as the fastest-growing startup on the continent by Fast Company and the winner of TechCrunch Battlefield Africa.

One can routinely gauge the substance of a company by the long-hold of its investors, and Lori Systems’ include DST, Hillhouse, Google and other leading venture capital firms.

Born in Johannesburg, South Africa, before moving to Savannah with his

family — his father is a doctor — Sandler acquired an ethos of entrepreneurship and community from two South African-born uncles, Michael Sandler and Steve Jacobs.

“They were both very non-traditional in their business approach,” Sandler says. “Michael created a large hedge fund, and he taught me how to just go in and grind it out. Steve talked about the importance of working with the community.”

The Terry College also played a significant role in the development of his business ethos. Sandler says the college etched a sense of enterprise and valuing the community into his psyche. His classmates came from a variety of social and economic backgrounds, and he recognized the benefits of the competing thought they brought with them.

Sandler also says in Athens there was an energy to do more — an energy he carried with him to Harvard

for his graduate studies. His dissertation was on the fundamental challenges the private sector can address in emerging economies.

In 2016, Sandler began addressing one of those issues, logistics, by creating Lori Systems, where he now serves as chairman after handing off CEO duties in 2021.

In the U.S., the supply chain is dominated by the brown truck (UPS) and the white truck (FedEx) and the crowd-sourced methods for moving packages the last mile. The logistics costs associated with the sale of a bag of rice in the U.S. can be 6% to 8%. In Kenya, Sandler says, it can be 25% to 40%.

Lori’s task is to find ways to make the market more efficient and reduce the costs of moving that bag of rice while keeping it “visible” in the supply chain to customers shipping cargo.

“We started out with a basic marketplace — finding cargo, finding trucks and helping manage the trucks — but we have progressively tied in more comprehensive technologies,” Sandler says. “We created a new platform that

allowed you to manage all the long haul you are moving with payments, visibility and alerts all built in — a one-stop solution. It is quite effective.”

Sandler says the continent is rapidly driving supply chain improvements in part for two reasons. First, there is high technology adoption across markets. Second, supply chain management companies such as Lori learned from and adapted to the pandemic. They were knocked back on their heels, but they recovered.

“The pandemic forced a lot of tech companies to make an analysis and see how they could be more efficient because they had more limited resources,” Sandler says. “We had to optimize with limited resources and drive as much efficiency as possible.”

There is another riveting aspect to Sandler’s quest, something that

embodies Lori’s ethos.

“In order to build this business, we rode around with (truckers) and saw how it really is on a day-to-day basis,” Sandler says. “It helped to get their perspective by embedding ourselves with them. It was not solving a theoretical problem — it was solving a problem that is tangible and real.”

It was that level of commitment allowing Lori to jump in and help East Africa navigate COVID. Sandler says great customer service translated well to supporting the ecosystem that arose to deal with the pandemic.

“There were many fewer cash injections than in the U.S., and we were well placed to help coordinate relief efforts. For example, we worked with our network of truckers to deliver containers donated from Maersk to support disbursement of donated food through (the nonprofit) Somo and connected them with SafeBoda motorcycles to help disperse the food.

“I think that was quite a beautiful thing, just seeing communities work together.”

For Sandler, that’s the beautiful music of logistics. ■

“IT WAS NOT SOLVING A

THEORETICAL PROBLEM —

IT WAS SOLVING A

PROBLEM THAT IS

TANGIBLE AND REAL.”



What's behind the bubble?

Illustration by Shaw Nielsen

Terry research questions whether subprime borrowers really caused the 2008 housing crash

By Merritt Melancon (ABJ '02, MA '19)

It's been 15 years since the housing bubble burst and sent the American economy into a tailspin, but pundits and academics are still trying to get a full picture of the cause.

With housing prices at record highs, researchers continue to debunk common misconceptions about the 2008 boom and bust. James Conklin, an associate professor of real estate at Terry, wanted to test a common perception about the crisis — that the prevalence of subprime loans led to unwarranted and unsustainable housing values.

“I think a lot of people have the scenario in their head that there was this big pool of people with low credit scores who couldn't buy before this time,” Conklin says. “Then there was an inflow of easy credit, and it allowed those people to push prices up to unsustainable levels. That doesn't seem to be the case.”

Conklin and his coauthors, Federal Reserve Bank economists W. Scott Frame, Kristopher Gerardi and Haoyang Liu, published their findings in “Villains or Scapegoats? The Role of Subprime Borrowers in Driving the U.S. Housing Boom.” The paper appeared in the July 2022 edition of the *Journal of Financial Intermediation*.

“Our take is the people with low credit scores don't seem to be driving the housing boom,” Conklin says. “There's no doubt people with lower credit scores defaulted more, but they weren't driving up prices.”

Conklin's team looked county by county at the percentage of loans issued to borrowers with credit scores below 660 across the U.S. between 2000 and 2006. Then they looked at the average percentage increase in housing prices in every county. The areas with the largest price increases had the lowest growth in subprime mortgages.

“We looked at the areas where house prices grew and the areas where the number of subprime mortgages grew,” Conklin says. “They're not the same places at all. If subprime lending was the driver of the housing boom, you would think that where houses went up a lot you would see the largest growth in subprime lending, and that's just not what we find.”



CONKLIN

Subprime borrowers were more likely to take out loans to buy entry-level or moderately priced houses in the overheated market, says Conklin.

“The places where we saw prices rising quickly, that's where we saw prime borrowers were a larger part of the market,” he says. “(Well-qualified) borrowers were probably able to bid more than people we would consider marginal borrowers.”

“The marginal buyers were priced out of the market. They didn't get a chance to help house prices blow up because the borrowers with better credit scores and bigger incomes could bid the highest prices.”

Many factors led to the crash. Loans that required little documentation or featured variable interest rates helped people buy homes they didn't have the income to afford. Homeowners defaulted on their loans. Rapidly rising prices fueled a “buy now or miss out” mentality among families and investors. Conklin says it's vital to know

how each factor fed into the crisis so policy can be accurately crafted to prevent another collapse.

Tightened lending standards have kept homebuyers from becoming overly leveraged and lessened the risk they'll find themselves with an underwater loan, even if prices level off or shrink from today's historic highs. That's a good thing, says Conklin.

But the common assumption that subprime borrowers helped fuel the housing bubble led government loan underwriters such as Freddie Mac to require much higher credit scores in addition to larger down payments and proof of income. That has the side effect of cutting some would-be buyers out of the market.

“One of the things people took away from the crisis is that we need to be careful with giving loans out to people with low credit scores,” Conklin says. “If (lending guidelines) are based on incorrect information or assumptions, there could be lots of people who would be good borrowers who won't be able to get credit, and they won't be able to buy homes.”

“We often think of homeownership as a path to wealth, and if people are kept out of this market who shouldn't be, we're handicapping those people in terms of wealth creation.”

“If people are kept out of this market who shouldn't be, we're handicapping them in terms of wealth creation.”



COHEN



DAY



HE



JEONG



LAM



RAGIN



RODELL



SALDANHA



SKIRA



TOWERY



WATSON



ZIMMERMANN

Susan Cohen, assistant professor of management, will split a \$400,000 Ewing Marion Kauffman Foundation Knowledge Challenge grant with researchers from Georgia State University and Georgia Tech. The team will assess the impact the HOPE Scholarship program had on the rate of business startups in Georgia since its inception in the 1990s.

The Academy of Legal Studies in Business recognized **Greg Day**, assistant professor of legal studies, with its Early Career Achievement Award at the academy's national conference in August. The award recognizes researchers whose careers show exceptional promise based on early accomplishments.

Jie "Jack" He, the Mercer W. Hull Professor in Finance, received the 2021 *Asia-Pacific Journal of Financial Studies* Best Associate Editor Award. The journal aims to encourage and share international research that aids the development of capital markets and the financial services industry in the Asia-Pacific region.

Seung-Hwan Jeong, assistant professor of management, won the Academy of Management's 2022 Best Paper Award in the strategic leadership and corporate governance track for his paper "Bottom-Up Effects of Female Executives: Firm Performance Effects through Middle and Lower Management."

The American Marketing Association recognized **Son Lam**, Terry Dean's Advisory Council Distinguished Professor in Marketing, with the 2022 Excellence in Research Award. Lam's research focuses on the organizational and personal performance factors that lead sales professionals to be successful.

Marc Ragin, assistant professor of risk management and insurance, co-authored the article "As Climate Risk Grows, So Will Costs for Small Businesses," published in August by the *Harvard Business Review*. The editorial argues that government agencies should incentivize businesses to financially prepare for natural disasters in addition to having systems in place to respond after disaster strikes.

Jessica Rodell, William Harry Willson Distinguished Chair and professor of management, received the Cummings Scholarly Achievement Award for early- to mid-career scholars from the Organizational Behavior Division of the Academy of Management.

Terence Saldanha, the Becky and Howard Young Distinguished Professor in MIS, was named senior editor of the management information systems journal *Production and Operations Management*.

Meghan Skira, associate professor of economics, was a visiting researcher at the Leibniz Institute for Economic Research

as part of a Raoul Wallenberg Institute of Human Rights and Humanitarian Law (RWI) research exchange during summer 2022. The Leibniz Institute is a leading European center for economic research focused on health economics.

The European Institute for Advanced Studies in Management (EIASM) invited **Erin Towery**, KPMG Faculty Fellow and associate professor of accounting, to deliver a keynote address at the 2022 EIASM Conference on Current Research on Taxation hosted by the University of Munster in Germany.

Regents Professor and J. Fuqua Distinguished Chair for Internet Strategy **Rick Watson** and **Xia Zhao**, an assistant professor in management information systems, received \$80,000 from the Alfred P. Sloan Foundation to develop a data mining method and coding protocol for social science research data.

Laura Zimmermann, an associate professor of economics who has an appointment at UGA's School of Public and International Affairs, was invited to join both the International Science Council, an international group of researchers who coordinate the review process for the United Nations 2023 Global Sustainable Development Report. ■

class notes



Jonah Allen (BBA '16) in his fine art photography studio and gallery in Santa Rosa Beach, Florida.

Where did Terry take you?

Submit your class notes online, upload photos, share a promotion.

terry.uga.edu/news/terry-magazine

1970-74

Bill Flowers (BBA '72) of Raleigh, N.C., retired from River Bend Studio Inc., a North Carolina-based firm he founded in 1994 and ran for 27 years. The company engaged in repairing, restoration and refinishing wooden furniture and antiques.



Jim Hardman (BBA '72) of Gainesville celebrated the 40th anniversary of the founding of Jim Hardman Buick GMC, the oldest established Buick GMC dealership in Georgia. He is the company's founder and serves as dealer and CEO.

1975-79

Bruce Brown (MBA '75) of Alexandria, Va., was sworn in as chairman of the City of Alexandria Electoral Board, on which he has served for 10 years. Previously, he served as a senior management consultant with government services company STG Inc., after a career at the U.S. Department of State, where he retired as deputy assistant secretary for legislative affairs.

Jeffrey Coats (BBA '79) of Las Vegas, Nev., was named chief strategy officer and executive chairman of holding company Majic Wheels Corp. In addition, he assumed the same role at ICOA Inc., which acquires and operates blockchain ventures. A managing partner for two investment firms, he previously served as president and CEO of Autobytel/AutoWeb.

Peter Stoddard (BBA '79) of Cumming was named official spokesperson for the Lewis Grizzard Museum in the celebrated late writer's hometown of Moreland. He has authored two books on Grizzard and is a public speaker.

1980-84

Frank Eldridge (BBA '81) of Newnan was named manager of client strategy for commercial insurance brokerage Sterling Seacrest Pritchard. A seasoned veteran of the insurance industry, he was previously a branch manager at Palmer & Cay.

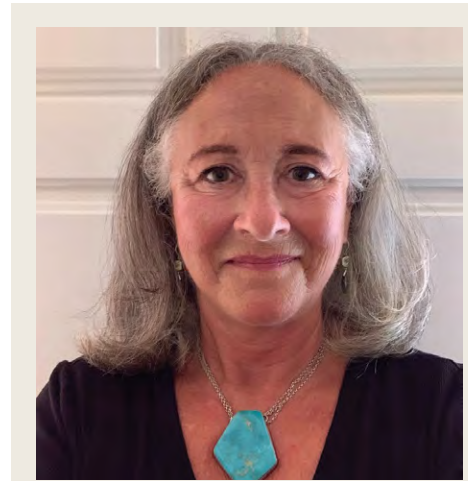
Duane Still (BBA '81) of Powder Springs retired from his position as SVP and CFO of Coca-Cola Beverages Florida. He joined Coke Florida as CFO in May 2019 after retiring from CSM Bakery Solutions and previously spent more than 30 years with the Coca-Cola System.

Eddie Ausband (BBA '82) of McDonough was appointed to the Clayton State University Foundation Board of Trustees. He is a managing partner at Revanta Financial Group and principal at The Ausband Agency. A member of the National Association of Insurance and Financial Advisors, he also chairs the finance committee for First Baptist Church of McDonough.

Dan Forsman (BBA '82) of Lawrenceville was named executive chairman of Berkshire Hathaway HomeServices Georgia Properties. Widely recognized as an industry leader in real estate brokerage, he served as the firm's president and CEO for 37 years.

Peter Hjort (BBA '82) of Rome was named CEO of Epi Breads, which bakes custom bread for the food service and retail industries. He has four decades of experience in food manufacturing and spent the past 23 years with Summit Hill Foods, where he was most recently president, and earlier COO and CFO.

Seth Knight III (BBA '82) of Columbus was named operational vice chair of the University of Georgia Foundation Board of Trustees. He co-founded Knight-Rawls, an insurance brokerage firm that specializes in executive and employee benefits.



Sue Monkman (BBA '82) of Lawrenceville was appointed board treasurer for the Bermuda National Gallery, which houses Bermuda's national art collection. She works as an investment manager for Clarien Bank.

Alan Masarek (BBA '82) of Milford, Conn., was hired as president and CEO of Avaya Holdings Corp. He most recently served as CEO of Vonage Holdings, where he led the company through an era of transformation from a VoIP-based residential phone provider into a global cloud communications enterprise.

Howard Young (BBA '82) of Atlanta was named strategic vice chair of the University of Georgia Foundation Board of Trustees. He is the president of General Wholesale Co., a multi-generational family beer, wine and spirits wholesaler, and serves as chair of the Terry Dean's Advisory Council.

Brian Lane (BBA '84) of Marietta was named COO of Visioneering Technologies, a medical device company engaged in the design, manufacture, sale and distribution of proprietary contact lenses. He continues to serve as CFO, a role he has held since 2018.

1985-89

Karen Bennett (BBA '85, MBA '11) of Brookhaven was named EVP and chief people officer for Cox Enterprises. She has been with the organization since 2015 and previously held the same position with Cox Communications.

Carol Yancey (BBA '85) of Atlanta joined the board of directors for Oxford Industries, a company specializing in high-end clothing and apparel. She retired

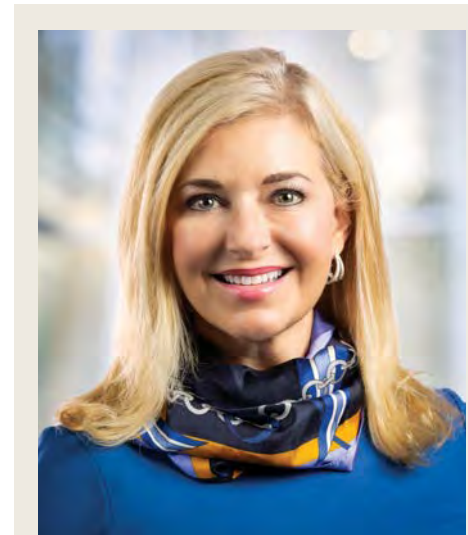
as EVP and CFO of Genuine Parts Co. in June after serving more than 30 years in various executive and senior financial roles at the firm.

Brandt Herndon (BBA '86) of Savannah was elected vice chairman of the Savannah Technical College Local Board of Directors. He is CEO of the Effingham County Industrial Development Authority.

Dean Mitchell (BBA '86) of Dothan, Ala., was hired as director of HudsonAlpha Wiregrass, a biotechnology firm. He was formerly executive director of the Dothan Area Chamber of Commerce and was named the 2022 Chamber Professional of the Year by the Chamber of Commerce Association of Alabama.

Patrick Jones (BBA '87) of Waycross was appointed by Gov. Brian Kemp to serve on the Board of Regents of the University System of Georgia, representing the 1st Congressional District. He is board chairman of PrimeSouth Bank and president of The Jones Co. and Walker Jones Automotive.

Lisa Sams (BBA '87) of Louisville, Ky., completed a 50K in August as part of the annual Run For Dreams trail race in Shelbyville, Ky. An accomplished long-distance runner and cancer survivor who has completed multiple marathons, triathlons and Ironman competitions since turning 50, she has worked for more than 25 years as an insurance and financial services agent for State Farm.



Mary Elizabeth Sadd (BBA '87) of Johns Creek joined Modern Executive Solutions as a senior partner, overseeing the company's manufacturing practice as well as commercial and operations functions. She was recently a senior client partner for Korn Ferry.



Frédéric Leguay (MBA '89) of Paris, France, was named head of equities for Ostrum Asset Management, an institutional investment management firm. He has nearly 30 years of experience in the European financial sector, having held various positions at AXA Investment Managers and HSBC Global Asset Management.

Robert Plummer (BBA '88) of Pelham, Ala., rejoined McGriff as SVP and senior marketing construction account executive. He previously spent 19 years with McGriff as a risk management expert and returned to the company after a short time at Insurance Office of America.

Brenda Wells (BBA '88, PhD '92) of Winterville, N.C., was promoted to department chair of the Department of Finance and Insurance at the East Carolina University College of Business. She serves as a private consultant and corporate trainer with her firm Risk Education Strategies.

Laura Brightwell (BBA '89) of Newport Beach, Calif., joined the board of directors for commercial insurance company Builders. She is a corporate officer emeritus at Coca-Cola Enterprises, where she held several leadership roles over the past two decades, including SVP for public affairs and communications.

Cindy Robinett (BBA '89) of Savannah was appointed campaign chair for the United Way of the Coastal Empire Board of Directors. A partner at Sterling Seacrest Pritchard, she has been involved in the insurance industry since 2000.

John Turner (AB '89) of Birmingham, Ala., was elected to serve on the University of Georgia Foundation Board of Trustees. He is president and CEO of Regions Financial Corp., where he previously served as head of corporate banking and South Region president.

1990-94

Julie Schertell (MAcc '92) of Alpharetta was named president and CEO of Mativ, a global manufacturer of specialty materials. She has more than 30 years of experience in the commercial products and specialty materials industry and previously held the same role at Neenah.

Angela Tolliver (BBA '92, MBA '14) of Marietta was hired as director of global services portfolio management for Johnson & Johnson. She joins the company after more than 20 years with Cox, where she most recently served as engineering strategic programs leader.

Trevor Burns (BBA '93) of Marietta was named SVP of corporate investor relations for Equifax, where he was formerly senior financial officer for global consumer solutions. He joined Equifax in 2005 and has held a number of finance and investor relations leadership positions.

Scott Kiser (BBA '93) of Marietta joined Oakbridge Insurance Agency as SVP and private client group practice leader. Prior to joining the company, he led regional sales and marketing efforts for Donegal Insurance Group.

Perry Moore (PhD '93) of Brentwood, Tenn., received the Mark Chain/FSA Innovation in Graduate Teaching Award from the Association of International Certified Professional Accountants. He is the Charles E. Frasier Professor of Accountancy and director of accreditation at Lipscomb University's Pfeffer Graduate School of Business.



Arthur Johnson (BBA '92, MED '94) of Philadelphia, Pa., was named VP and athletic director at Temple University. He previously spent seven years on the athletics senior leadership team at the University of Texas at Austin and served six years as UGA's associate athletics director for internal operations.



Brent Yamaato (BBA '93) of Atlanta joined Fieldpoint Private as COO overseeing the firm's service and technology sectors. He has more than 25 years of financial services experience working with Truist and the Federal Reserve Bank of Atlanta, among other organizations.

Al Parker Jr. (BBA '93) of Atlanta was elected to serve on the University of Georgia Foundation Board of Trustees. He is a managing director and private wealth advisor for Morgan Stanley Private Wealth, as well as a four-time NCAA All-American singles tennis player and member of the UGA Circle of Honor.

Rachel Perry (BBA '93) of Mableton was promoted to chief innovation officer for commercial risk in North America for Aon, where she was previously Atlanta market leader. In addition, she was appointed chair of the board of directors for OnBoard, which advocates for women in executive leadership and on corporate boards.

Victor Segrest (MBA '93) of Atlanta joined Brennan Investment Group as SVP, where he is responsible for acquisitions and developments in Atlanta, Savannah and Memphis. He was previously a senior director in Franklin Street Atlanta's industrial group.

Holly Martin (BBA '94) of Roswell was named CFO of Wise, an Alpharetta-based firm providing business forms, labels and digital printing. A veteran of the manufacturing and paper and packaging industries, she previously held the same position at Huber Engineered Materials.

Rhodes McLanahan (BBA '94) of Athens was elected chairman of the Georgia Bankers Association. He is CEO of First American Bank & Trust Co. and has been with the company for 24 years, previously serving as COO.

Richard Stratton (PhD '94) of Detroit, Mich., was named dean of the Bob Jones University School of Business. A BJU alumnus, he served as president of Clearwater Christian College and executive pastor at Heritage Bible Church. He was most recently director of talent acquisition for Jackson Dawson.

1995-99

Chad Bonney (MBA '96) of Portland, Maine, was appointed as CEO of XanEdu, a provider of higher education and K-12 custom educational materials. He previously held numerous leadership positions at Cengage, including, most recently, SVP and general manager for international higher education.

Jennifer Boyd (BBA '96) of Mableton was hired as principal accounting officer of Professional Bank. Prior to joining the company, she served for eight years as Atlantic Capital Bank's SVP and controller.



DeAnn Golden (MBA '95) of Roswell was promoted to president and CEO of Berkshire Hathaway HomeServices Georgia Properties, leading more than 1,600 associates with 29 locations across the state. Previously SVP and regional manager, she has worked in many roles with the firm since joining the brokerage in 2004. She is a former president of the Atlanta REALTORS® Association.

Janie Evans (BBA '96) of Griffin was appointed to the Gordon State College Board of Trustees. She is involved in the daily management and operation of two companies, Lucon Inc. and JME Sales Inc., which specialize in design, production and sales of trailers and other heavy equipment.

Chad Whittemore (BBA '96, MBA '00) of Candler, N.C., was named commercial banking market executive for Farm Bureau Bank's Western North Carolina region. He has 22 years of financial services experience. Prior to joining Farm Bureau Bank, he was VP of business banking for First Citizens Bank in Asheville, N.C.

Erik Bykat (BBA '97) of Sandy Springs joined American Pride Bank as North Metro Atlanta Market Executive and SVP. He was formerly SVP and senior lending officer for Coastal States Bank.

Chuck Marshburn (BBA '97) of Valdosta was named CIO of South Georgia Medical Center. He has been with SGMC for nearly 25 years and previously served as director of information services.

Bo Hatcher (AB '98) of Albany joined Colony Bank as SVP and financial advisor in the bank's new Colony Financial Advisors division. He has more than 24 years of experience in the financial services industry and most recently served as financial advisor for Renasant Bank.

Melissa Smith (BBA '98) of McLean, Va., joined Pinnacle's team in the National Capital Region as a senior credit officer. She was previously a senior credit manager at Truist in Alpharetta and spent 21 years in various positions at BB&T.

Keith Soldan (BBA '98) of Atlanta was named CFO of American Broadband, a provider of broadband access in markets across the U.S. He has more than 20 years of telecommunications experience and was most recently EVP and CFO of Fusion Connect.

Leslie Larkins (BBA '99) of Woodstock joined Insurance Office of America as an underwriter. She previously spent nine years as an account manager for InsuranceHub Leavitt Agency in Lawrenceville.

2000-04

Chassica Braynen-Thomas (BBA '00) of Snellville was promoted to senior business management, operations strategy at AT&T. She also co-authored a book with her husband, Kenneth Thomas Sr., titled *Essentials of (good) Leadership*.



Tripp Owings (BBA '02) of Palm Harbor, Fla., was appointed CEO of HCA Florida Brandon Hospital. He previously served in the same role at HCA Florida Trinity Hospital, where he led a successful expansion of the hospital's clinical programs and services.

Casey Hartley (BBA '01) of Peachtree Corners was named SVP and head of U.S. wholesale casualty for Everest Insurance. She joined the company in 2021 as a chief underwriting officer and has more than two decades of technical industry experience, including a decade at Liberty Mutual and roles at St. Paul Travelers.

Matt Clements (AB '02) of St. Simons Island was appointed president of convenience store chain Enmarket, overseeing operations, marketing, construction, real estate, accounting and fuel pricing. He joined the company, which employs more than 1,300 people and operates 129 convenience stores, 14 quick-serve restaurants and two fast casual restaurants, as director of marketing in 2012 and became VP of marketing in 2019.

Rachel Hanke (BBA '02) of London, England, joined Europa Capital as managing director. She has nearly 20 years of portfolio and asset management experience, previously serving in leadership roles at FREO Group and Revetas Capital and as a VP at AIG.

Cliff Williams (BBA '02) of Atlanta was promoted to the position of law clerk in Hunker Appeals' Atlanta office. He joined the firm earlier in 2022 as a paralegal and previously worked as a legal clerk for the Georgia Court of Appeals.

Michael Patrick (BBA '03) was elected to serve on the University of Georgia Foundation Board of Trustees. He leads menu strategy for Chick-fil-A, where he previously worked in marketing operations and innovation.

Matt Stafford (BBA '03) of Smyrna was named SVP of sales for OmniLife, a health technology company. He has more than 15 years of SaaS and IT industry experience focused on sales leadership in health care and formerly served as national sales director for pulseData.

Benjamin Brown (BBA '04) of Canonsburg, Penn., became director of client experience and innovation for Community Bank, overseeing strategy, planning and execution of the bank's client experience initiatives. He previously served as CEO and director of operations of the Mon Valley Alliance.

Mike McBride (MBA '04) of Atlanta was named VP of maintenance operations for Delta TechOps Services Group and Delta Material Services. He is a 32-year veteran of the aviation industry, including 22 years at Delta Air Lines and 10 years in the aviation consulting business.

B.J. Schaknowski (MBA '04) of Westminster, Colo., joined the Susan G. Komen Board of Directors. He is CEO of Symplr, a health care operations software and services company, and was chief sales and marketing officer at insurance technology firm Vertafore.

2005-09

Anne Hawkins (AB '05) of Nashville, Tenn., was hired as COO of Merit Hill Capital, which acquires, owns and manages self-storage facilities across the U.S. She previously served as COO of self-storage for Morningstar Properties and was EVP at STR Inc.

Matt Herriot (MBA '05) of Roswell was named president and CEO of Pro-Link, a national janitorial supply organization. A seasoned business professional with

decades of experience, he most recently served as CEO of WhiteShell Co. in Atlanta.

Joshua Stallings (BBA '05) of Washington, D.C., was named deputy director for the Federal Housing Finance Agency's Division of Bank Regulation. He was previously examiner in charge for the Office of Fannie Mae Examinations within the agency's Division of Enterprise Regulation.

Brooks Zeigler (BBA '05) of Savannah received the 2022 Edgar Dunlap Award at the Independent Insurance Agents of Georgia's annual convention, recognizing outstanding community service by a member agent. He is a producer at Morris & Templeton.

Jeff Baker (BBA '06) of Charlotte, N.C., was promoted to director of sales for the southeast region at Keyence Corp. of America, which specializes in automation solutions for the manufacturing industry. He was previously a sales representative.

Mike Bucklin (BBA '06) of Marina Del Rey, Calif., was named to L.A. TV Week's 40 Under 40. He is SVP of digital content for Fox Sports, where he manages production, distribution and strategic integration of content across platforms.

Jay Thaw (BBA '06) of St. Simons Island joined the executive board of the Boy Scouts of America Coastal Georgia Council. He is chief strategy officer and general counsel at Portum, an IT company based in Indianapolis, Ind.

Kristen Beckham (MBA '09) of Columbia, S.C., joined Pine Gate Renewables, a renewable energy company, as director of government and external affairs. She was previously Southeast external affairs director for BHE GT&S.



Chloe Kelley (BBA '06) of New York, N.Y., was named to the 2022 Black Women in Asset Management 40 Under 40 list, which recognizes women worldwide for their leadership and career achievement. She is SVP in account management for international investment management firm PIMCO and serves on the University of Georgia Foundation Board of Trustees.

CLASS NOTES

Brian Leaf (BBA '09) of Atlanta was named VP, capital markets and head of internal sales at Peachtree Hotel Group. He joined the company in 2017 after four years with Inland Securities Corp.

Taylor Mongin (BBA '09, MAcc '10) of Guyton was appointed to serve on the Savannah Technical College Foundation Board of Trustees. She is a partner with Holland, Bromley, Barnhill & Brett.

2010-14

Jason Cuevas (MBA '10) of Augusta was appointed to the Augusta Technical College Foundation Board of Trustees. He is VP of Georgia Power's East Region, overseeing the company's operations, customer experience, external affairs and economic and community development initiatives across a 39-county region.

Sharon Grant (MBA '10) of Midlothian, Va., joined Chesapeake Utilities as assistant VP and diversity officer overseeing equity, diversity and inclusion strategy while collaborating with teams responsible for the company's environmental, social and governance plan. She recently held the role of VP and chief diversity officer at the Virginia Economic Development Partnership.



Justin Erwin (BBA '11, MBA '21) of Monroe, N.Y., was promoted to the U.S. Army rank of major. He is director of the Principles of Economics course at the United States Military Academy West Point. Prior to returning to Terry to earn his MBA, he served in several roles for the Army, including as a coach/trainer at the Joint Readiness Training Center and company commander for the 205th Military Intelligence Battalion.

Mary Lowell Pettit (BBA '10) of Atlanta was elected to serve a three-year term on the Georgia Trust for Historic Preservation Board of Trustees. She is a wealth advisor for Truist Wealth.

David Scharfstein (MBA '10) of Alpharetta was appointed CFO of Hotel Equities, a hotel owner, operator and development firm. In his role, he leads and supports all functions and go-forward financial strategy for HE's finance and accounting discipline with a focus on mergers and acquisitions. He was previously a VP at EmployBridge.

Michael Bowen (BBA '11) of Enigma was hired as a part-time business instructor at Abraham Baldwin Agricultural College. He is a commercial real estate broker for KW Commercial and co-founded 31 North Capital Partners, a private equity firm.

Thomas Cox (BBA '11) of Atlanta joined JAS Worldwide Inc., an international freight forwarder, as corporate counsel. He previously held a position as corporate associate at MendenFreiman LLP.

Chris Godfrey (BBA '11) of Atlanta received the Global Sean Faught Emerging Leader Award from Avison Young. He joined the company as a senior associate in 2019 and was promoted to VP in February.

Taylor Pike (BBA '11) of Brookhaven joined Stonehill, a commercial real estate direct lender, as SVP. He most recently served as executive director of private equity firm The Ardent Companies.

William Drought (BBA '12) of Savannah joined the executive board of the Boy Scouts of America Coastal Georgia Council. He is an associate in the litigation department at Oliver Maner LLP.

Matthew Hobert (BBA '12, MAcc '13) of Brookhaven was named EVP and CFO for South Atlantic Bank. He previously served as director of investment banking at FIG Partners/Janney Montgomery Scott in Atlanta.

Chuck Hoppenrath (MBA '12) of Knoxville, Tenn., joined Accscient Digital as modern applications and cloud partner focusing on strategic consulting services. He previously worked for AHEAD Technologies and Discovery Communications.

Emily Nerland (MBA '12) of Whitechapel, England, was named head of global sales for NS1, a leader in smart network control solutions. She joins the company from Masergy, where, as managing director, she was responsible for growing the EMEA region.

Ashton Pellicano (BBA '12, MAcc '13) of Roswell was named partner at accounting and advisory firm Mauldin & Jenkins, where he has worked since 2013. He focuses on tax planning and preparation of tax returns, and audits of financial institutions and employee benefit plans.

Chris Burnette (BBA '13) of Atlanta was promoted to senior team leader, new restaurants at Chick-fil-A. He has been with the company for three years and was previously a senior new restaurant specialist.

Keanan Gomez (BBA '13) of Atlanta joined The RADCO Cos. as an investments VP overseeing investment opportunities in the multifamily, industrial and development space. He previously worked as an acquisitions VP at Passco Cos. and as a relationship manager for Wells Fargo.

2015-19



Bryan Wish (BBA '15) of San Francisco, Calif., founded Arcbound, a full-service personal branding platform for thought leaders that provides message, website and podcast development, among other services. Over the past year, the company has grown to encompass 20 full-time employees and nearly 40 active clients.

Jonah Allen (BBA '16) of Santa Rosa Beach, Fla., published *Where Waters Meet*, a coffee table book that chronicles his five-year photographic study of the coastal waterways of South Walton County and the surrounding area. He is the owner of Jonah Allen Studio & Gallery, a fine art gallery.

Julia Aman (BBA '16, MPA '20) of Washington, D.C., started a job as an associate analyst in the Budget Analysis Division at the Congressional Budget Office, where she covers the banking portfolio consisting of FDIC, NCUA and



Johnelle Simpson (BBA '16) of Athens was named to the Athens Area Chamber of Commerce's inaugural Gamechangers class, which recognizes people under 40 who lead by example and seek to improve the local community. He is employed as an attorney with Fortson, Bentley and Griffin.

OCC. She was previously a research professional in UGA's Carl Vinson Institute of Government.

TaylorMarie Beck (BBA '16) of Atlanta earned her Chartered Property Casualty Underwriter (CPCU) designation and is working as a commercial insurance underwriter for Travelers.

Patrick Norris (BBA '16) of Asbury Park, N.J., was named to the *Mid Atlantic Real Estate Journal's* 30 Under 30 2022. He serves as director for capital markets and investment services at Colliers.

Olivia Allen (BBA '17) of Atlanta joined the executive staff of event planning and design firm WM Events. She worked in marketing and cultural event planning in Spain and Malaysia before returning to Atlanta.

Dylan Davis (BBA '17) of Oak Harbor, Wash., received the U.S. Navy's Wings of Gold, earning naval aviator designation. He is stationed at Naval Air Station Whidbey Island, where he flies the P-8 Poseidon aircraft.

Sam Frihart (BBA '17) of Atlanta joined Breckenridge Insurance as a commercial property underwriter with its specialty property program team. Previously, he was property facility underwriting director at Arch Reinsurance and an underwriter in the wholesale property division of Berkshire Hathaway Homestate Companies.

Reed Turry (BBA '17, JD '20) of Alpharetta joined Chamberlain, Hrdlicka, White, Williams & Aughtry as an associate attorney. He was most recently an associate at Winter Capriola Zenner.

Zander Mason (BBA '18) of Athens was named to the Athens Area Chamber of Commerce's inaugural Gamechangers class. He is a financial advisor with Raymond James.

Megha Patel (AB '18) of Marietta was hired as an associate at Weinberg Elder Law. Previously, she completed a legal internship with the U.S. Equal Opportunity Commission.

2020-

Alex Borges (MBT '20) of Athens was named to the Athens Area Chamber of Commerce's inaugural Gamechangers class, which recognizes people under 40 who lead by example and seek to improve the community. He is an interpreter and translator for the Clarke County School District.

Cody Ellis (AB '20) of Oxford was named economic development director and zoning officer for the City of Forsyth, where he is the primary contact for new businesses and responsible for guiding business owners and others through zoning ordinances. He was previously a project manager for MM Systems.

Jennifer Fennell (MBA '20) of Lilburn became Gwinnett district manager for Jackson EMC. She joined the utility in 2014 as a commercial and industrial marketing representative and was promoted to senior business development manager in 2020.



Philippa Ellis (MBA '18) of Stone Mountain joined Black In-House Counsel's Rise Up professional development program. She is assistant general counsel at The Home Depot. Black In-House Counsel is an engagement platform designed to identify, qualify and celebrate Black attorneys.



Tucker Shields (BBA '22) of Atlanta received the Carnegie Medal from the Carnegie Hero Fund Commission. While working a summer 2021 internship in Washington, D.C., he tackled and disarmed a gun-wielding assailant, restraining the man until police arrived. He recently served as a regional field director for Kemp for Governor.

Ellis Gill (BBA '20) of Albany was promoted to associate II in the health care practice at Draffin Tucker, where he assists with audits. He was previously an associate.

Jake Lee (BBA '20) of Savannah was hired as portfolio manager for BankSouth's Savannah market. He was previously a credit analyst for the bank.

John Morris (BBA '20) of Athens was named to the Athens Area Chamber of Commerce's inaugural Gamechangers class. He is team lead for THRIVE Community Programs at Advantage Behavioral Health Systems.

William Dickinson (BBA '22) of Cape Charles, Va., joined Colliers' Norfolk, Va., office as a financial analyst, where he provides advisory services for office, industrial, retail and multifamily assets.

Zack Kalet (BBA '22, AB '22) of Marietta was named an account administrator in RT Specialty's environmental and construction professional practice. He was previously a risk management intern at BMW and risk analyst at Hope Haven of Northeast Georgia.

Lana Waschka (PhD '22) of Athens joined the Elon University Martha and Spencer Love School of Business as an assistant professor of marketing. Her scholarly interests include prosocial behavior, cognitive processing, digital marketing and consumer perception. ■

1940s

Burt H. Gershon (BBA '42), Atlanta, May 7. **Mary 'Kathryn' B. Carey** (BBA '45), Wilsonville, Ala., July 25. **Virginia W. Gerrett** (BBA '46), Winterville, N.C., Sept. 8. **Gerald 'Jake' N. Herring Jr.** (BBA '47), Tifton, June 15. **Donald 'Don' F. Bracewell** (BBA '48), Decatur, July 8. **Robert 'Bob' L. Blumberg** (BBA '49), Athens, July 18. **Evan 'E.B.' B. Stubbs Sr.** (BBA '49), Lansing, Ill., Aug. 27. **Lenore C. Tuggle** (BBA '49), Dunwoody, May 14. **H. Buford Warren Jr.** (BBA '49), Decatur, Aug. 13.

1950s

Raymond 'Ray' F. Munson Jr. (BBA '50), Reynoldsburg, Ohio, Sept. 16. **Dumah A. Walker** (BBA '50), Doraville, April 1. **Martin W. Wolfe** (BBA '50), Roswell, April 24. **H. Eugene 'Gene' Ethridge** (BBA '51), Marietta, July 11. **Rev. Charles 'Charlie' E. Hoover** (BBA '51), St. Simons Island, June 18. **Albert 'Herman' H. Jansen Jr.** (BBA '51), Augusta, Aug. 9. **Morton 'Morty' P. Levine** (BBA '51, LLB '53), Atlanta, April 26. **Walker P. Inman Jr.** (BBA '52), Port St. Lucie, Fla., June 23. **Betty Wiggins** (BBA '52), Augusta, Sept. 8. **Gary L. Pleger** (BBA '54, JD '57), Athens, May 23. **Phillip 'Phil' L. Donaldson** (BBA '55), Savannah, Aug. 18. **Archibald 'Archie' L. Griffin** (BBA '55), Valdosta, July 6. **W. Waldo Bradley** (BBA '56), Savannah, April 11. **J. Johnson Hall** (BBA '56), Hawkinsville, Aug. 8. **J. Michael 'Mike' Harrold** (BBA '56), Goldsboro, N.C., July 10. **Paul 'Jack' J. Murdock** (BBA '56), Cumming, June 26. **Curtis V. Crocker** (BBA '57), Madison, Miss., Sept. 16. **Samuel 'Sam' L. Hagerman Sr.** (BBA '57), Marietta, April 8. **Robert 'Bob' J. Ryan Sr.** (BBA '57), Atlanta, Aug. 20. **Dr. Chester W. Leathers** (BBA '58, EdD '71), Gainesville, Fla., June 9. **Brittain 'B. Lloyd' L. Woodall Jr.** (BBA '58), Savannah, April 20. **Clarence 'David' D. Bell** (BBA '59), Athens, Sept. 26. **William 'Bill' T. Collins** (BBA '59), Decatur, May 25. **Eric E. Hall Jr.** (BBA '59), Bell Buckle, Tenn., Sept. 4. **Patrick 'Joe' J. McGee** (BBA '59), Atlanta, June 23. **Stephen 'Steve' M. Waters Jr.** (BBA '59), Blackshear, May 31.

1960s

Dr. Robert 'Bob' N. Carter Sr. (BBA '60, MBA '62), Columbus, April 3. **Alton 'Al' E. Kitchens** (BBA '60), Warrenton, April 18. **Julian K. Ulmer** (BBA '60), Colorado Springs, Colo., July 7. **Morris S. Boyer** (BBA '61, JD '64), Jonesboro, June 30. **William 'Bill' E. Frantz Jr.** (BBA '61), Marietta, June 1. **Frank E. Guthrie** (BBA '61), Augusta, May 6. **Frank J. Hanna Jr.** (BBA '61), Summerville, April 11. **Benjamin 'Ben' C. Plant II** (BBA '61), Oak Ridge, Tenn., April 23. **James 'J.L.' L. White Jr.** (BBA '61), Ochlocknee, July 18. **Rodney 'Rod' E. Daniel** (BBA '62), Elberton, Aug. 16. **Robert 'Rob' P. Gamester** (BBA '62), Lutz, Fla., May 28. **James 'Jimmy' D. George** (BBA '62), Greensboro, Aug. 20. **John 'Bucky' R. Webster Jr.** (BBA '62), Atlanta, July 15. **Randolph 'Randy' C. Willingham** (BBA '62), Marietta, July 30. **John 'Klenke'**

H.K. Bredenberg (BBA '63), Dunwoody, June 29. **Gary S. Faulkner** (BBA '63), Memphis, Tenn., July 6. **Mary 'Ruth' R. Kramer** (BBA '63), Rockville, Md., April 3. **Arthur 'Art' A. Scott Sr.** (BBA '63), Stone Mountain, July 7. **Francis R. Alward Jr.** (BBA '64), Pickens, S.C., June 29. **George B. Brooks Jr.** (BBA '64), Cleveland, April 21. **Carleton S. Fuller** (BBA '64), Knoxville, Tenn., July 11. **William 'Bill' H. Presley** (BBA '64), Locust Grove, May 21. **Col. William 'Billy' H. Collins Jr.** (BBA '65), Lincolnton, June 11. **Clarence M. Crews Jr.** (BBA '65), Spartanburg, S.C., July 17. **Benjamin 'Ben' M. Garland** (BBA '65), Macon, April 10. **Willie C. Houston** (BBA '65), Dothan, Ala., June 21. **Larry K. Hughes** (BBA '65), Waycross, June 19. **Robert 'Bobby' W. Chambers Jr.** (BBA '66), Gainesville, April 15. **Patricia 'Tricia' C. Ellington** (BBA '66), Charleston, S.C., Sept. 14. **Wiley C. Evans III** (BBA '66), Bartow, July 9. **George H. Law Sr.** (BBA '66), Murfreesboro, Tenn., Aug. 24. **Lee W. Martin** (BBA '66), Perry, Sept. 19. **James 'Buddy' H. Rentz** (BBA '66), Albany, May 4. **James 'Jim' A. Tucker** (BBA '66), Jacksonville, Fla., Sept. 21. **Russell 'Russ' A. Coles III** (BBA '67), San Francisco, Calif., Aug. 6. **Jimmy D. Conner** (BBA '67), Trion, May 16. **Oscar 'Kim' A. Kimball** (BBA '67), Greensboro, Aug. 24. **Larry W. Kinney** (BBA '67), Abbeville, Ala., May 18. **Dwight H. May** (BBA '67), Moultrie, Sept. 21. **Lt. Col. Luther B. Bridgers III** (BBA '68), Auburn, Ala., May 5. **Joseph 'Jodie' H. Folk Jr.** (BBA '68), Nashville, Tenn., July 12. **Charles T. Frampton** (BBA '68), North Charleston, S.C., April 30. **Timothy 'Tim' M. Furlow Jr.** (BBA '68), Athens, Aug. 12. **Richard 'Dale' D. Grainger** (BBA '68), New Smyrna, Fla., May 19. **S. Marvin Hurst Jr.** (BBA '68), Blackshear, May 8. **Marvin W. Roberts** (BBA '68), Macon, May 6. **Ronald 'Ron' W. Tidmore** (BBA '68, MBA '70), The Hills, Texas, Aug. 10. **Joel A. Wise** (BBA '68), Dillard, June 14. **Alwyn 'Al' T. Wyche Jr.** (BBA '68), LaGrange, June 22. **Gary A. Hawkins** (BBA '69), Greenville, S.C., May 12. **Thomas 'Tom' B. Kimber** (BBA '69), Canton, July 4. **Foster 'Rawlings' R. Peavy** (BBA '69), Woodstock, Aug. 11. **Randall 'Randy' B. Poole** (BBA '69), Winder, April 8. **James 'Kenneth' K. Sanders** (BBA '69), Elberton, April 4. **Vincent 'Vince' M. Sugrue** (BBA '69), Warner Robins, May 29. **Charles 'Ken' K. Wood** (BBA '69), Carrollton, Sept. 19.

1970s

Carl A. Beavers (BBA '71), Morgantown, May 5. **Hsien S. Chen** (MBA '71), Alpharetta, July 9. **Curtis S. Collins** (BBA '71), Oakwood, July 8. **Johnny M. Flynn** (MBA '71), Greenville, S.C., April 9. **Tony L. Howell** (BBA '71), Hildebran, N.C., June 18. **Phil M. Johnson Jr.** (BBA '71), Macon, Aug. 8. **Arthur 'Artie' C. McCall Jr.** (MBA '71), Greenville, S.C., July 2. **J. Elbert Rivers Jr.** (BBA '71), Houston, Texas, July 25. **C. Alvin White Jr.** (BBA '71), Madison, June 13. **Doyle W. Griffith** (BBA '72), Winder, May 5. **William 'Bill' J. Boswell Jr.** (BBA '73), Greenville, S.C., May 7. **Michael K. Floyd** (BBA '73, MBA '74), Marietta, July 28.

William 'Bill' W. Ingram III (BBA '73), Savannah, July 19. **James 'Jim' H. Biggers Jr.** (MBA '74), Greenville, S.C., Aug. 9. **Ted Jones** (BBA '74), Athens, Aug. 9. **Gary T. Morgan** (BBA '74), Atlanta, July 17. **Richard D. Restagno** (BBA '74, MBA '76), Atlanta, June 22. **Jesse 'Lou' L. Bennett** (BBA '75), Big Canoe, June 17. **Rowland 'Buster' P. Bolton Jr.** (BBA '75), Bainbridge, Aug. 7. **Roy 'Dusty' M. White Jr.** (BBA '75), North Little Rock, Ark., June 27. **Thomas 'Tommy' D. Adams** (BBA '76), Albany, June 6. **James L. Carey** (MBA '76), Gaithersburg, Md., June 11. **Joel M. Eubanks** (BBA '76), Leesburg, July 21. **Alden MacArthur Jr.** (BBA '76), Atlanta, Aug. 8. **Thomas 'Tom' C. Ruska** (AB '71, BBA '76), Atlanta, Sept. 1. **Brenda L. Voss** (BBA '76), Greensboro, May 6. **Capt. Barry A. Boland** (BBA '77), Athens, April 4. **Seth 'Ray' R. Davidson** (BBA '77), Barnesville, Sept. 1. **Floyd E. Read** (BBA '77), Comer, May 22. **J. Christopher 'Chris' Brown Jr.** (BBA '78), McDonough, Aug. 26. **Randall 'Randy' G. Porch** (BBA '78), Mineral Bluff, Sept. 22. **James 'Jim' E. Rubenstein** (BBA '78), Houston, Texas, June 17.

1980s

William 'Billy' O. Walker (AB '80), Macon, July 3. **Isaac 'Jeff' J. Mulling** (BBA '81), Midville, June 16. **Robert 'Rob' H. McConnell Jr.** (BBA '82), Fort Valley, July 1. **Roger G. Dunn** (BBA '83), Shelburne, Vt., April 9. **George 'Tripp' E. Wade III** (AB '83), Columbus, Aug. 31. **Bryan 'B.B.' J. Fasick** (BBA '86), Woodstock, Sept. 28. **John S. Davenport** (AB '87), Brookhaven, May 19. **Kelvin G. Evans** (BBA '87, MAcc '89), Stone Mountain, Aug. 27. **F. Ward Karsman** (AB '88), Cumming, June 17. **Scott E. Kelly** (BBA '89), New York, N.Y., May 20.

1990s

Wendy S. Fitchjarrell (BBA '92), Marietta, June 6. **Christopher R. Sartain** (BBA '92), Comer, July 28. **Kenneth 'Jeff' J. Tanner** (BBA '93), Baxley, June 17. **Kimberly L. Avant** (BBA '94), Macon, Aug. 16. **Michael 'Shan' S. Helton** (BBA '94), Ogden, Utah, July 3. **Edwin 'Derrick' D. Orlando** (BBA '95), Jacksonville, Fla., April 18. **Stacey D. Jordan-Rudeseal** (BBA '96), Jackson, June 26. **Jason E. Phillips** (BBA '96), Cumming, June 21. **Jill Middleton** (BBA '98), Buford, July 22.

2000s

Richard P. Hamilton (BBA '01), Tucker, June 21. **Andrew 'Drew' J. Toney** (BBA '01), Hilton Head Island, S.C., Sept. 5. **James 'Jay' L. Kimbro** (BBA '02), Albany, July 13. **Lawrence 'Wes' W. Rogers Jr.** (BBA '02), St. Simons Island, July 14. **Claire J. Goodman** (MA '04), Chicago, Ill., May 21. **Andrew 'Drew' B. Williams** (BBA '05, MAcc '06), Braselton, Sept. 1. **Kristopher 'Kris' J. Prickett** (BBA '09), Calhoun, Sept. 10.

2010s

Bradley 'Brad' H. Taylor (BBA '17), Athens, May 2.

Banking that moves you toward what's next.

Whatever you envision, we're inspired to help you get going. Let's think beyond tomorrow and discover what's next. Let's see opportunities and seize them. Let's work together to make your vision real. When you're ready to go where potential leads, we'll help you get there.



Start your journey at synovus.com.

SYNOVUS
get there



UNIVERSITY OF
GEORGIA

TERRY COLLEGE OF BUSINESS
600 South Lumpkin Street
Athens, Georgia
30602

NON-PROFIT
ORG.
U.S. POSTAGE

PAID
University of
Georgia



UNLOCK YOUR POTENTIAL

UGA[®] ONLINE MBA

Starting Fall 2023

APPLY NOW

terry.uga.edu/mba



Terry College of Business
UNIVERSITY OF GEORGIA