

THE MAGAZINE OF THE UNIVERSITY OF GEORGIA TERRY COLLEGE OF BUSINESS

# TERRY

## Business as UNusual

page 10

SPRING/SUMMER 2020





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24



Photo by Kayla Hittig

18



15

## Features

**10 TERRY RESPONDS**  
Faculty and staff used new tools and novel ideas to foster learning and unity during these challenging times apart.

**18 SEW IMPORTANT**  
A Terry Double Dawg co-founded a group making masks for Georgia health care workers battling on the pandemic's front lines.

**15 SPIRIT IN SANITIZER**  
A Terry alum redeveloped Old Fourth Distillery — his business based in Atlanta — to produce thousands of gallons of hand sanitizer to meet the growing demand.

**22 A LITTLE MYSTERY**  
Faculty research from Terry professor Julio Sevilla reveals how partial concealment of a product may generate more online sales.

## Departments

- 4 FROM THE DEAN**
- 5 NEWS**  
Top ranking for Department of Management; Terry alum tops Bulldog 100; Full-Time MBA moves up *U.S. News* ranks; Trio of economics students win NSF Fellowships
- 19 COMMUNITY**  
Profile of Terry professor Laura Little; Faculty research about product information online and how negative news benefits stock options of departing CEOs
- 27 CLASS NOTES**
- 34 PASSINGS**



# TERRY

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**On the cover:** Illustration by Eleanor Davis, an award-winning cartoonist and illustrator who lives in Athens, Ga. She has written several books and graphic novels, and collections of her stories have been published around the world. She has previously taught comic book storytelling classes at UGA.



Terry College of Business  
UNIVERSITY OF GEORGIA



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## FROM THE DEAN

# Rising through adversity

**COVID-19 has challenged all of us** to adapt in ways we could hardly have imagined in 2019. At the Terry College of Business, as spring break approached we were nearing the homestretch of our first year in the newly completed Business Learning Community. It was a spring break from which we would not return as usual. Instead of classes in residence punctuated by study breaks in Casey Commons, the college had to transition quickly to remote instruction and virtual exams. The sense of purpose and unity displayed by our students, faculty and staff in the face of so much uncertainty is a memory that I will recall with gratitude.

Though the disruption to our daily lives has dramatically altered our customs and routines, the mission of our great university carries on. Teaching and learning using the safest and best methods available to us continues, as research and public outreach seeks out new ways to address workplace issues and the economic toll brought on by the pandemic.

Likewise, many of our students had to forgo summer internships, study abroad opportunities and other experiential learning programs. But our faculty made the necessary adjustments to open new online courses, add virtual seats to classes that were already on the schedule and develop new opportunities for experiential learning. Their rapid response is helping our students stay engaged throughout the summer and on track for graduation.

We also have our alumni to thank for helping us weather this storm. Your generous support of the recent Commit to Georgia campaign to the present day is making a tremendous difference in galvanizing opportunities that we're able to offer our students. Likewise, your willingness to mentor and engage our students virtually has also benefitted them greatly. We're reminded in these more challenging times how much we value your partnership. You have my assurance we will be good stewards of your talents, annual gifts and endowment support to further the education of Terry students.

All of us await the return of our vibrant campus. Over the summer, we will take a phased-in approach to gradually reopen the college, following the guidance of state, local and university leadership. As we approach the new academic year, we look forward to working together to further the mission of the University of Georgia and Terry College of Business to the benefit of our students, community, state and beyond — both with great appreciation for the inherent importance of face-to-face interaction and new opportunities to leverage technology. As long as we remain steadfast in our commitment to our mission and focused on finding innovative solutions, we can count on the spirit of the Bulldog Nation to prevail. ■

Sincerely,

Benjamin C. Ayers, *Dean*  
*Earl Davis Chair in Taxation*  
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# news

ALUM LEADS BULLDOG 100 6

MBA MOVES UP IN RANKINGS 7

ECONOMICS STUDENTS WIN  
NSF FELLOWSHIPS 8



# Terry alum’s firm LeaseQuery tops Bulldog 100

LeaseQuery LLC, an Atlanta-based firm headed by Terry College alumnus George Azih (BBA '03) and Chris Ramsey, who earned a psychology degree from UGA in 2005, took the top spot in the 2020 Bulldog 100 ranking of fastest-growing companies owned or operated by UGA alumni.

“I’m so proud to be recognized by the UGA Alumni Association. The reason LeaseQuery exists is because of UGA and the professors I had here,” says Azih, who is LeaseQuery’s CEO and earned his degree in accounting.

LeaseQuery helps more than 10,000 accountants and finance professionals eliminate lease accounting errors through its lease accounting software — the first of its kind built by accountants for accountants. The company also provides specialized consulting services and facilitates compliance with regulatory reform for companies across all sectors.

This year, 51 businesses on the Bulldog 100 list included graduates from Terry College, including seven in the top 10.

During the event, the UGA Alumni Association also presented the third annual Michael J. Bryan Award to Terry alumnus **Bonneau Ansley** (BBA '99), CEO and founder of Ansley Atlanta Real Estate.

Bryan (BBA '89), co-founder and managing partner of Vino Venue and Atlanta Wine School in Dunwoody, passed away in 2017 after a long battle with cancer. The award recognizes a returning Bulldog 100 honoree whose business has not only sustained growth but also demonstrates entrepreneurial spirit and commitment to UGA, which was a hallmark of Bryan.

Ansley’s company has appeared on the Bulldog 100 every year since 2014.

**George Azih (at right), CEO of LeaseQuery, and Chris Ramsey, CFO of LeaseQuery, join Hairy Dawg to celebrate taking the top spot in the 2020 Bulldog 100 rankings. Azih graduated from Terry in 2003 with a degree from the J.M. Tull School of Accounting.**



## Terry Department of Management ranks No. 1 for research productivity

2019 was a very good year for the Department of Management.

The college’s management faculty was ranked No. 1 for research productivity in its field out of 150 U.S. business schools, tied at the top with Michigan State University.

“The Terry College is incredibly proud of the relevance and impact of the research conducted by our management faculty,” says Dean **Benjamin C. Ayers**. “Having one of the premier management departments in the country bodes very well for the opportunities afforded Terry undergraduate and graduate students, as well as the state of Georgia and beyond.”

The TAMUGA Rankings — named that because the research rankings are compiled every year by scholars at Texas A&M University and the University of Georgia — provide a survey of the articles published in eight top-tier management research journals.

Faculty members at UGA’s Department of Management have been ranked among the top 10 most productive schools for four of the past five years, but this is the first year the department has been ranked No. 1.

The ranking reflects an academic culture that supports and

values the research of its faculty members and graduate students and the impact that research has on the world.

“We work to sustain a culture that supports research by removing or reducing any barriers that get in the way of our faculty achieving their research goals,” says **Robert Vandenberg**, the Robert O. Arnold Professor of Business and head of the Department of Management. “This includes helping them to navigate hurdles they encounter, but also making sure that they have the funds to conduct their research and have opportunities to present their research findings. The ability to exchange ideas with peer researchers plays an important role here.”

The TAMUGA Rankings include the 150 most productive management departments in the country, though the number of schools included can vary due to ties in the rankings. The eight top-tier journals included in the ranking are: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Journal of Applied Psychology*, *Strategic Management Journal*, *Organization Science*, *Personnel Psychology*, and *Organizational Behavior and Human Decision Processes*.

# Terry’s Full-Time and Professional MBAs climb to new heights

Terry’s full-time and part-time MBA programs reached new heights in the latest graduate school rankings from *U.S. News & World Report*, with the full-time program earning its highest ranking ever from the top college guide.

The Full-Time MBA Program rose four spots to No. 33 in the nation. The program topped its previous best ranking from *U.S. News*, dating back to 2002 when it was ranked 34th. Among public business schools, the Georgia MBA is ranked No. 12 — also a record best — up from 16th last year.

“We have been purposeful about keeping our curriculum market-driven, and we vastly expanded our applied and experiential learning opportunities,” says **Santanu Chatterjee**, director of the Full-Time MBA and MS in Business Analytics programs. “Our primary focus has been to educate future business leaders by helping them to apply what they learn, and then learn by doing.”

In addition, Terry’s Professional MBA Program jumped 16 spots to No. 36 in *U.S. News’* part-time MBA ranking. Among public business schools, the PMBA ranked No. 23, up six spots. The rankings appear in the 2021 edition of *U.S. News & World Report’s* Best Business Schools guidebook, which was available in March.

*U.S. News’* full-time MBA ranking is based on surveys of 477 MBA programs accredited by the Association to Advance Collegiate Schools of Business International. The methodology includes an assessment of quality (40%), placement success (35%) and student selectivity (25%). Terry’s Full-Time MBA Program ranked in the top 12 among all schools for employment rate, at 95% within three months of graduation.

The part-time MBA ranking methodology is based on five factors: peer assessment (50%), standardized test scores (15 percent), percentage of MBA enrollment in the part-time program (12.5 percent), student undergraduate grade point average (12.5 percent) and number of years of work experience (10 percent). For its academic reputation among peers, Terry’s Professional MBA Program ranked in the top 20 among public business schools.



## New senior director of finance takes over at Terry

**Sarah Fraker** was named the Terry College’s new senior director for finance and administration, taking over for **Don Perry** who is retiring after nearly 35 years with Terry.

Fraker is a Double Dawg, earning a bachelor’s degree from the Franklin College of Arts and Science in 1994 and an MBA from Terry’s MBA Program in 2011. She previously served as Terry’s administrative financial director and a senior manager in its Office of Information Technology. She has spent the past four years as change management lead with UGA’s OneSource Project and as a program director in the finance division. She took over the position in mid-April.

Perry has been part of the UGA family for more than 40 years. He earned a bachelor’s of science in the College of Agriculture in 1980 and his MBA in 1985. He has served as the senior director for finance and administration since 2008, and previously was the director for the Evening MBA Program (2000–2007), and director of MBA Admissions and Student Services (1985–2001).

## TOP 5 Master of Business and Technology ranked a Top 5 online graduate business program

A key ranking of the Online Master of Business and Technology degree at the University of Georgia rose sharply this year, landing in the top 5 of specialized master’s programs (non-MBA) ranked by *U.S. News & World Reports*.

The Online MBT program at the Terry College of Business is ranked No. 2 among public universities in the U.S. and No. 4 among all U.S. business schools, up from No. 17 overall in the same survey last year. The latest ranking is the highest the Terry College has recorded in the *U.S. News’* annual survey of the Best Online Programs for college graduates interested in furthering their education.

The MBT degree is taught entirely through online courses,

and working professionals can complete the part-time program in two years. Students learn graduate-level information systems management and leadership development.

“We geared this master’s program to prepare students to operate at the intersection of business management and information technology,” said **Craig Piercy**, director of the MBT program and senior lecturer in Terry’s Management Information Systems Department. “Our graduates are capable of leading teams that build technology-based solutions for companies, and they are highly sought after by employers with 100% of last year’s class employed when they completed the program.”

The 30 credit-hour curriculum is delivered over five semesters of scheduled and self-paced coursework. Each new cohort begins classes in August, and the application period for fall is open every spring and summer.

The 2020 rankings evaluated more than 1,600 distance education bachelor’s and master’s degree programs. For more information, visit Best Online Programs at [usnews.com](https://usnews.com) and UGA’s Office of Online Learning.





## NSF Graduate Research Fellowships awarded to three UGA economics students

Each year the National Science Foundation supports the best and brightest of the nation's young researchers with grants from the NSF Graduate Research Fellowship Program to help fund their research and education.

This spring, three students who received their undergraduate degrees in economics from UGA were awarded the prestigious fellowship. **Bailey Palmer**, originally from Atlanta, **Jordan Peeples** of Griffin, and **Zach Weingarten** of Acworth are among the 10 UGA undergraduates and alumni awarded graduate fellowships this year by the NSF.

The NSF fellowships, which recognize and support outstanding graduate students in science, technology, engineering and mathematics, are among the most competitive in the United States. The three fellowships awarded to students from UGA's Department of Economics were among only 44 granted to students in the field of economics nationally. And no degree-granting institution produced more than three in the field.

Each of the students started their research careers as undergraduates, with support from the UGA Honors Program, and will continue to produce new scholarship as they pursue their doctoral research.

Palmer completed her bachelor's degrees in both Arabic and economics in 2018. Palmer's undergraduate research as a UGA Foundation Fellow scholarship recipient focused on the impact of drought on upsurges in violence among terrorist groups. She has been studying in a predoctoral program at Princeton University since her graduation from UGA and plans to study labor and development economics as she begins her Ph.D. program this fall.

Peeples completed her bachelor's and master's degrees in 2019 and is pursuing a doctoral degree in economics at the University of Pennsylvania. She plans to study the way human capital affects a nation's education policies and long-term development.

Weingarten graduated in May with bachelor's and master's degrees in economics and began a doctoral program at the University of Pennsylvania. He plans to use the NSF fellowship to pursue research into the economics of education policy. Specifically, he wants to study the long-term educational impacts of attention deficit hyperactivity disorder diagnoses, known as ADHD, on elementary-age students.

In addition to the prestige of the award, fellows earn a three-year annual stipend of \$34,000 along with a \$12,000 tuition allowance.

## Terry taps Double Dawg to lead development and alumni relations department

Kathy Ortstadt joined the Terry College as senior director of development and alumni relations on Dec. 1, succeeding **Martee Horne**, who retired after holding the position since 1999.

Ortstadt is a Double Dawg, earning a bachelor's degree from the College of Education in 2008 and an MBA from Terry's Professional MBA Program in 2012. She comes to Terry from the University of Colorado, where she was director of development at the Leeds School of Business since 2016. She previously served as executive director of Ian's Friends Foundation, an Atlanta charitable foundation funding pediatric brain tumor research from 2012–2016, and a project manager for Care Solutions Inc. from 2007–2012.

"Her experience leading teams, working with individual and corporate donors plus her collaboration with various volunteer boards makes Kathy a great addition to Terry and UGA," says Terry College Dean **Benjamin C. Ayers**.

As senior director Ortstadt serves as the Terry's chief development officer, sets annual fundraising goals, and leads the alumni relations team.

Originally from Atlanta, she has been recognized as a "30 Under 30" honoree by the Georgia Center for Nonprofits and the *Atlanta Business Chronicle's* "40 Under 40." She graduated from the community leadership development program Impact Denver in 2017.



## Terry's Risk Management and Insurance Program ranks No. 1 for research in top journal

Risk management and insurance faculty at Terry have been No. 1 in the nation for research productivity for the past five years in the field's top scholarly publication.

Between 2015 and 2019, Terry's RMI faculty authored or co-authored the most research papers published in the *Journal of Risk and Insurance*. For the same time period, Terry's RMI faculty ranked No. 2 among business schools worldwide for publications in the JRI. The ranking was released at the beginning of March by the University of Nebraska-Lincoln Global Research Rankings of Actuarial Science and Risk Management & Insurance.

The Actuarial Science Program in the College of Business at the University of Nebraska has tracked publications in the leading risk and insurance research journal and the four leading actuarial journals since 1990.

"The Terry RMI faculty conduct important and impactful research that has significant implications for the scholarly and business communities," says **Rob Hoyt**, head of the Department of Insurance, Legal Studies and Real Estate at Terry. "We are honored to be recognized as thought leaders nationally and internationally, garnering high acclaim for the Terry College and our program."

In addition to their national No. 1 ranking in the *Journal of Risk and Insurance*, the RMI faculty were ranked No. 2 when publications were tallied in all five top journals: *Journal of Risk and Insurance*, *Insurance: Mathematics and Economics*, *North American Actuarial Journal*, the *ASTIN Bulletin: The Journal of the International Actuarial Association* and the *Scandinavian Actuarial Journal*.

The full set of worldwide and North American rankings are available online at the University of Nebraska-Lincoln Global Research Rankings of Actuarial Science and Risk Management & Insurance.





# DIFFERENT METHOD, **SAME MISSION** By Ed Morales

*The Terry College quickly pivoted to remote instruction, using new tools and novel ideas to foster learning and unity during challenging times*







**April was to be the busiest month.**

The Terry College had prepared a packed calendar for this first spring with the Business Learning Community complete. Guest speakers and Employers of the Day were scheduled to dole out career advice (and sometimes chicken biscuits). Pitch competitions were on deck, study rooms were booked, and Honors Day was primed to fête some 70 students. Close to 9,000 Terry students had classes and recruiting events to attend, student organizations meetings to go to, and mentors to meet.

But none of that happened. What was to be a bustling campus was quieted by the coronavirus pandemic, the only movement coming from the flourishing flora in the bright spring sun. Instead the purpose of the place — the mission to educate future business leaders — moved to living rooms, kitchens, and bedrooms in the homes of Terry students, faculty, and staff at all points of Athens, the state of Georgia, and beyond.

“The Terry College strives to provide students with the best possible education to prepare our graduates to lead in their professions and serve in their communities, and that mission doesn’t change,” says Terry Dean Benjamin C. Ayers. “We were in an environment where we had to transition to remote instruction in a short time, and we had much to accomplish in an adverse situation. Like many businesses navigating the pandemic, we made a quick pivot to continue serving our community. Different method, same mission. We focused on two priorities — the health and safety of our students, faculty, staff, and larger community, and our mission — which helped foster unity and clarity during a challenging time.”

Since March 30, when Terry joined the campus community in moving all courses to online instruction, much was accomplished to make the school year’s final month as seamless as possible. It hasn’t been without glitches, and it revealed the disparate access

to Internet and technology imperfections, which occurs when the college population is located all over the map.

But with online instruction slated for summer classes as well, the process has been pretty smooth for such a large undertaking.

“It’s been positive, Terry has done a good job with the cards it’s been dealt,” says Emily Bauer, a fourth-year student double majoring in finance and risk management. “It’s not a situation anyone wanted to happen, and I think everybody at Terry would rather be there in person. But it hasn’t been a disadvantage at all, everyone has been open and willing to work with you.”

While Terry’s Office of Information Technology gave faculty guidance for online instruction and working from home, the college’s academic advisors were at the forefront. Spring is a busy time for advisors as students register for fall and clear up schedules for summer, and having all advising appointments handled remotely is no easy feat.

“When the decision was made to move to online instruction, our advisors were some of the first UGA staff members to immediately switch from on-campus to working at a distance,” says Laura Clark, Terry’s director of undergraduate programs. “UGA’s Office of Academic Advising and Terry’s Undergraduate Programs Office provided suggestions for best practices regarding remote advising, and the advisors quickly pivoted. They set up home offices, using their computer equipment from campus, and sometimes supplementing with items from home. They established a plan that would work well for them and their students, advising via email, phone, Zoom — or sometimes a combination.”

Diana Beckett, an academic advisor in the Department of Economics, says it’s been hectic from the get-go with a pace that doesn’t seem to wane.

“It’s been very busy, we hit the ground running right after spring break, trying to get a handle on how many students we needed to see and what methods would work for us,” Beckett says. She advises about 400 students each semester. “It was important for us to quickly pivot. If we weren’t able to conduct our academic advising until they were back in school, we wouldn’t have been able to meet the registration deadline for fall classes.”

Beckett found some benefits in the remote system, as she was able to send her students information to prepare them for their appointments, more so than she was able to in person.

“The students were much more engaged and had better questions about their own choices, that’s a big plus and I want to keep doing that,” she says.

With students shoring up their future academic plans, faculty worked through what to do about planning their academic present. Beyond the concept of leading an online lecture and working through a multitude of Zoom options, there were considerations on what to do about online quizzes and exams, uploading video, and finding additional tools through eLearning Commons.

“We took a step back and looked at all the options available for online delivery, looking at the constraints and figuring out what the best thing is for the students,” says Henry Munneke, associate dean for undergraduate programs and the Roy Adams Dorsey Distinguished Chair in Real Estate. “The easiest thing would be to do synchronous lectures, where everybody shows up to class at the same time. But the fear was students lived in places where they wouldn’t be able to do it, or lived in apartment buildings that would overrun the network at certain times because synchronous means students are required to be there at that time.”

Munneke, who taught three real estate courses in the spring, had to alter the tempo of his lectures because they rely on students asking questions he answers during class. “When you’re doing lectures asynchronously, you have to think of the questions your students asked in the past and incorporate those into a lecture in an interesting way. In a classroom, it’s usually a back-and-forth conversation, and that’s lost. You have to find ways to replace that.”

Bauer watched as professors found fresh ways to solve these problems. Her classes were uploaded recorded lectures where she watched and absorbed lessons at her own pace. But to get questions answered, one of her classes created a discussion forum in eLC where posted queries awaited her professor’s response.

“The professor was good at answering them quickly,” she says. “I could go there if I have a question and see if it’s already answered. It also gives a place for students to collaborate, interact, and learn. It’s something we hadn’t used before. Hopefully, they can use this in the future to go along with in-class learning. If you’re working on something late at night and it’s not an appropriate time to email a professor, it’s a great way to connect.”

Munneke heard from professors that using the new set of tools enhanced their teaching.

“Jeff Netter [head of the Department of Finance] quoted himself that he will be a better teacher moving forward because it made him look at other tools to use with students,” Munneke says. “I thought it was interesting he said he’ll be a better professor. That’s a strong statement, he’s a really good teacher already.”

While Munneke discovered ways to get undergraduate learning on track, his counterpart in graduate instruction was dealing with other quandaries.

Mike Pfarrer, Terry’s associate dean for research and graduate programs, oversees a variety of units including the MBA, Ph.D., and specialized master’s programs, international business, study abroad, and faculty research. As the move toward online instruction approached, Pfarrer found himself helping units prepare remote learning for current students, checking on applicants and prospective students for master’s and doctoral programs, keeping consistent contact with Ph.D. coordinators and students, and making sure students in the International Business co-major were offered alternatives for courses lost to canceled study abroad trips.

Pfarrer, whose research specializes in crisis management and social perceptions about an organization, says Terry is handling the situation well.

“Terry has done a good job in having a singular and consistent message and that’s crisis management 101,” he says. “It’s important to be consistent in what we say and do, and the university and college have done a great job at that.”

Pfarrer’s role in faculty research and the promotion and tenure process are also components with many moving parts. Faculty have continued to push forward with their research, albeit subject to the same disruptions associated with instruction and daily routines. The promotion and tenure process is continuing this summer, with the university offering extensions to junior faculty adversely impacted by the pandemic, Pfarrer says.

Continuing research at the same pace has been a struggle for faculty sheltered at home, but Pfarrer sees opportunities where research can develop from the crisis.



**Tim Chester, an adjunct professor in Management Information Systems, readies for one of his many Zoom meetings.**





EMILY BAUER

“We’re appreciative of the support of the university in understanding the impact on the lives of the people that deliver that research knowledge, which includes Ph.D. students,” Pfarrer says. “Coming out of the pandemic, there will be opportunities in multiple disciplines at Terry and across the university to study how the current situation affects business practice.”

Bauer’s senior year was going so well. Co-winner of the Terry Student of the Year honor, joining fellow students Jasmine Chen, Akhil Hazari, Kometh “Tony” Thawanyarat, and Logan Vanderbilt, Bauer was also a Terry Ambassador, Leonard Leadership Scholar, and recipient of risk management’s Leverett Excellence Award. Her final semester consisted of finishing her capstone project, and heading off to graduation before embarking on her career — she has a job lined up as an analyst in Willis Towers Watson’s graduate development program, set to start in September.

Part of the first graduating class to have the full use of the Business Learning Community, she laments not being able to finish the year on campus, “but I got 75 percent of my senior year, so I can’t complain,” she says, adding that the university made the right decisions with the students as the outbreak spread.

“Everyone has been adaptive, understanding, and empathetic with all the different elements going on that we didn’t foresee,” she says. “They understood they didn’t know all the struggles some students were going through and what challenges they may now have that they didn’t originally have.”

Though Terry’s Graduation Convocation and UGA’s Commencement were postponed in May, both are rescheduled for Oct. 16, assuming it is deemed safe to do so. That will give Bauer and her fellow graduates their well-deserved moment to walk across the stage in cap and gown, as every class has done before them.

It all falls in line with an important value Bauer learned during her time in Athens.

“I can always come back,” she says. “The culture of Georgia and Terry is that you can always come back.” ■

TERRY HONORS

More than 70 students won accolades from Terry departments and programs for their achievements in the 2019-20 school year.

STUDENTS OF THE YEAR

- Emily Bauer
- Jasmine Chen
- Akhil Hazari
- Kometh “Tony” Thawanyarat
- Logan Vanderbilt

FIRST HONOR GRADUATES

- Malan Anderson
- Sean Balliew
- Harrison Bocook
- Maggie Carr
- Edwin Stander
- Jonathan Stang
- Kometh “Tony” Thawanyarat
- Phillip Walker III
- John Zapata Mantilla

ACCOUNTING

- Federation of Schools of Accountancy Award
- John Zapata Mantilla
- Tull Excellence Award
- Maggie Carr
- Lara Kruger

ECONOMICS

- Terry Excellence Award for Outstanding Achievement in Economics
- Caroline Kracson
- Sebastian Puerta
- Kathleen Reynolds
- Andrew Schmitt
- Edwin Stander
- Kometh “Tony” Thawanyarat

FINANCE

- Excellence in Finance Award
- Harrison Bocook
- Alexander Burgess
- Jasmine Chen
- Sarah Dixon
- Gianfranco Giannoni
- Tanner Hull
- William O’Gorman
- Noah Powell
- Natalie Strandquist
- Samantha Trent

INTERNATIONAL BUSINESS

- Academic Achievement in International Business
- Isabel Florentino
- Kathleen Kish
- Excellence in International Business
- Marion Cassim
- Lauren Klass
- Madhuree Patel

MANAGEMENT

- Excellence in Management
- Grace Bridges
- Excellence in Management with an Area of Emphasis in Human Resource Analytics
- Donald McArthur
- Excellence in Management with an Area of Emphasis in Operations and Supply Chain
- Sydney Hasler
- Daniel Wilson

MANAGEMENT INFORMATION SYSTEMS

- Excellence in MIS
- Malan Anderson
- Kathleen Kish
- Olivia Profita
- Benjamin Starks
- Timothy Uher

MARKETING

- Marketing Academic Excellence Award
- Tony Dang
- Carolyne Eith
- Lindsay McSwigan
- Marketing Leadership Award
- Catherine-Anne Organ
- Amanda Scalise
- Outstanding Marketing Student Award
- Marion Cassim
- Tanner Award for Outstanding Sales Performance
- Maxwell London

REAL ESTATE

- Real Estate Academic Excellence Award
- Caroline Ford
- Real Estate Faculty Choice Award
- Julianna Lashley
- Real Estate Leadership Award
- Hannah Martin

RISK MANAGEMENT

- Leverett Excellence Award
- Anna Baker
- Lauren Baltz
- Emily Bauer
- Paria Esmaelzadeh
- Alexis Isom
- Kirsten Nichols

ACTUARIAL SCIENCE

- Actuarial Science Academic Excellence Award
- Ryan Butterfield
- Actuarial Science Faculty Choice Award
- Katelyn Maner

ENTREPRENEURSHIP

- Entrepreneurship Achievement Award
- Spencer Sutlive
- Entrepreneurship Leadership Award
- Meriah Grove
- Student StartUp Award
- Baylee Marsh

INSTITUTE FOR LEADERSHIP ADVANCEMENT

- Live the Coin
- Samira Parsa
- Adam Prusiecki

LEGAL STUDIES

- Legal Studies Academic Excellence Award
- Shelby Boykin
- Michael Lehmann
- Legal Studies Faculty Choice Award
- Natalie Strandquist

MUSIC BUSINESS

- Excellence in Music Business Award
- Joseph Hohenstein
- John Morris
- Taylor Tucker

MASTER OF BUSINESS ADMINISTRATION

- Honor Graduate
- Samuel Burgh
- James Grabowski
- Minh Nguyen
- Marjorie Rheney
- Brenna Tudor
- Alisa Zezetko

MASTER OF SCIENCE IN BUSINESS ANALYTICS

- Honor Graduate
- Aedan Radvanyi
- Nathaniel Kelley

PROFILES: ALUMNI



Jeff (at left) and Craig Moore at Old Fourth Distillery.

The coronavirus should have been noxious to a business that depends on elbows resting on bars, revelers standing closer together than six feet and marketing tours that help drive business.

But Craig Moore (BBA ’00) has been an entrepreneur since he was 7 years old. He wasn’t going to allow the original sin of entrepreneurs — failure to adapt — spin him into a hole during the pandemic.

Over a weekend in early March, when the coronavirus was tipping over the hospitality industry, Moore and his brother, Jeff, took Old Fourth Distillery, a bourbon/vodka/gin maker and bar, and redeveloped their enterprise.

Instead of booze, they made bubbly ... gallons and gallons of hand sanitizer with their 95 percent alcohol.

During the virus outbreak in Atlanta, they were working with a co-packer to produce 20,000 gallons of sanitizer a week for 8-ounce bottles, gallon jugs, or 5-gallon containers. It is an employee-owned business — William Broder (BSA ’14) is part of the 10-person team — and Old Fourth thrived in the downturn.

“We saw the entrepreneurial spirit of our mother (Pat),” Craig Moore says. “With two young children, she was let go from a job in the 1980s and the next day started her own software business, which is still going. She inspires us.”

Moore says Old Fourth was the first “legal” distillery in Atlanta since 1906. He says Jeff is the company’s ingenious engineer — without formal college training — and together they birthed not only the distillery but another business that manufactures a type of hardware for mobile computers.

At Old Fourth, the Moores used the alcohol as a mix with aloe

Terry alum’s distillery finds the spirit in sanitizer

Craig Moore (BBA ’00) has Old Fourth Distillery responding to a need during the pandemic

By Ray Glier

to make hand sanitizer for the community around their Edgewood Avenue bar because store shelves were emptied of handwashing items. The Moore brothers filled the void by giving their sanitizer away.

It was apparent to Craig the goodwill would eventually bankrupt the distillery, so he and his brother retooled. Their fermenters and stills cranked out alcohol, and their crew and a co-packer mixed it with tubs of aloe. They industrialized their product. The Southern Company, a colossus in Atlanta with thousands of employees, wanted it for their offices. Delta and Comcast signed contracts. The Moores did a deal with the Georgia Emergency Management and Homeland Security Agency.

The new business model not only allowed Old Fourth to keep paying employees, but also allowed it to give away product to needy customers in the community.

One month into the new enterprise, Moore’s entrepreneurial gears were still whirring. He was thinking about a vending machine of PPE inside the door of the distillery. Masks, sanitizer, electronic cleaning wipes, all falling out of a machine like a candy bar.

Moore has something else besides a salesman’s savvy: empathy. It is why so many bought into the new-look Old Fourth.

“The president of Georgia Power called me to say thank you for making the hand sanitizer, and I found myself talking with him with the same level of respect I had for the UPS driver,” Moore says. “There’s nothing I believe in more strongly as an entrepreneur than treating all people with the same level of respect.

“If you do that, whether it’s with customers, employees, vendors, it’s going to come back and help you someday, like it is now and all we’re going through.” ■



# What the 2020 stimulus plan can do for the economy

*Federal emergency relief package touted as the largest the U.S. has ever had*

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

The U.S. Congress passed a \$2 trillion emergency relief bill in March to expand unemployment insurance, provide \$1,200 stimulus checks in emergency financial relief to most American adults and provide life preservers to distressed businesses affected by the COVID-19 pandemic. The bill is touted as the largest economic stimulus package in U.S. history.

William Lastrapes, the Bernard B. and Eugenia A. Ramsey Chair of Private Enterprise in the Department of Economics, argues Congress had to take action.

## What has this pandemic done to the U.S. economy?

The coronavirus that causes COVID-19 has inflicted two negative shocks on the U.S. economy. One is a “supply” shock – much of what the economy produces depends on face-to-face human interaction; the social distancing deemed by experts as needed to slow the spread of the virus reduces our capacity to produce goods and services. The other is a “demand” shock – laid-off workers and falling output cause incomes to fall, which in turn constrains the ability of households and businesses to spend. These distinct shocks clearly reinforce each other in a downward spiral of economic activity. And they tend to do greater harm to lower-income families and small businesses, who heavily depend on in-person labor, than to those who can work from home.

## What is the objective of Congress’ stimulus plan?

The U.S. federal government acted to stabilize the economy, provide a sense of security to the nation’s citizens, and help the unemployed and those most in need. The \$2 trillion CARES Act passed by Congress is an unprecedented amount – the Recovery Act of 2009

in the midst of the financial crisis entailed around \$831 billion in spending – and we should think of it as an insurance payment made by the government to U.S. households and businesses in light of a massive, harmful and unpredictable event, one so big and systematic that private insurance cannot cover it. But the federal government can, through its ability to tax and spread tax burdens across people and time. The government’s stimulus check puts money in people’s pockets for them to spend now, when spending is needed, even though incomes are falling. It also aims to protect private credit markets to keep money flowing between borrowers and lenders. The federal injection of cash can prevent a self-fulfilling decline in the economy by coordinating a rise in overall spending. It is unlikely that even with this fiscal stimulus a recession will be avoided – we’ve already seen large increases in the unemployment rate and declines in the nation’s output – but perhaps a long-lasting and deep depression can be avoided.

## Can the federal government afford a \$2 trillion stimulus plan?

Most of the March stimulus package came in the form of “transfer

payments” from one group of individuals to another. For example, the plan allocates \$250 billion to boost unemployment insurance for those losing jobs, \$301 billion in direct cash transfers to individuals, and \$349 billion in loans to small businesses to help make payroll, rent and utility payments. Another \$150 billion flows as direct aid to states, while almost half a trillion dollars will be set aside to support the Federal Reserve System’s new lending facilities, aimed at providing needed liquidity to the banking and business sectors. None of these programs entail direct spending by the government (like, say, building a road or a dam). Congress has taken additional action since the CARES act to add even more assistance.

There is no question of affordability here. The federal government must of course pay for these transfers, but its ability to borrow cheaply now, by issuing debt at current low interest rates, lowers any real resource constraints. (And the Federal Reserve can help by printing money, although this power held by our central bank should be used cautiously to avoid inflation.) Additional debt allows the government to give to those in need and take from future taxpayers when the economy returns to normal. As long as the

country remains productive in the long run – which it surely will – and maintains healthy fiscal institutions, those taxes will not be an excess burden to future generations, and the federal government need not default on the national debt.

## What should we do once we recover from this crisis?

It is painfully clear that the federal government was caught off guard by the coronavirus despite having ample warning that an epidemic of its kind was likely to happen, sooner rather than later. We also should not have been surprised at how quickly the virus has spread across the world given the pace of globalization. Macroeconomic policy mechanisms are in place – like the Federal Reserve’s ability and willingness to provide liquidity and stabilize credit markets – to respond to an economic crisis by softening the blows. Yet the country needs to be better prepared for the next epidemic, which will surely come, to help prevent a crisis in the first place. We are now observing firsthand how shortcomings in our public health system can have drastic, and possibly dire, consequences for our economy and our well-being. ■



LASTRAPES



## Terry grad rallies sewing community to combat COVID-19

*Kayla Hittig co-founded group making masks for Georgia health care workers on the pandemic's front lines*

By Ed Morales

In times of crisis, inspiration comes from a variety of sources. Kayla Hittig (BBA '11, MBA '15) found hers in the Atlanta sewing community and a call to arms (and hands) to sew for health care workers.

The Terry College of Business graduate joined Gina Rubano Livingston and Kirsten Hawkins to co-found Sewing Masks for Atlanta Hospitals (COVID-19), a group that is getting homemade protective face masks to Atlanta-area health care workers during the coronavirus pandemic. Backed by a legion of more than 100 volunteer sewers, the group produced 888 masks in the first five days, with two of those days being drop-off/intake days, after the Facebook group sprung to life March 21. By the middle of May, it made and delivered more than 45,000 masks.

"Within the social media sewing communities there was a lot of circulation of certain hospital systems accepting fabric masks because they were getting critically low on their supplies," she says. "The way this virus spreads it was due to hit us, so we needed to get ahead of the game."

The masks, double-layered and made of cotton, are not to be used instead of N95 respirators, but are meant to extend the life of those respirators when they run out of surgical masks.

"We understand our mask is not an N-95. It's not a guarantee against someone getting sick, but it still follows CDC recommendations in a time of crisis," Hittig says. "Their website recommends in a crisis to use a homemade mask, bandana or scarf. We think a homemade mask is better than a bandana or scarf. We're trying to fill a supply gap. We understand it's not the best option, but we are filling a need with an ever increasing list of facilities requesting homemade cloth masks."

Applying her experience in operations management and distribution, Hittig serves as the volunteer group's facility coordinator. She's in contact with medical facilities in Georgia—including Grady and Emory hospitals—determining specifications on the masks they need while getting fabric and materials out to the dedicated sewers. The key is to create a system with the least human contact, so the group uses limited drivers, plastic bins and a central distribution center to streamline the production process and reduce the risk of spreading the virus.

The Facebook group serves as a way to recruit sewers, but offers motivation as well. Several health care workers have written advice and words of gratitude. "The things they write give us more energy, and when they saw us mobilizing it gave them hope," Hittig says.

A recent battle with septic shock sent Hittig to the hospital last year, so she has fresh memories of the daily stresses health care workers go through. Her work through Sewing Masks for Atlanta Hospitals is a way for her to give back.

"Last May I was near death in ICU at Emory, and my nurse was with me most of the time," she says. "Health workers are all saints at what they do, and I can't imagine what they are going through. Hospitals are full of people with other illnesses as well—it's not just an issue for people with the coronavirus. It's an issue for everybody who gets sick or has something happen to them."

The group is working with local authorities to continue their distribution while Atlanta residents are ordered to stay-at-home. Hittig says the movement is gaining traction outside Atlanta, as individual Facebook sites to make masks were created for the Athens and Oconee County area, Northeast Georgia (Habersham, Rabun and Stephens counties), Burke County and the northern arc of metro Atlanta (Cherokee, Cobb, Bartow counties).

The enthusiasm for the project has both surprised and encouraged Hittig.

"It's grown more than we expected, which is fantastic," she says. "The fact that people are banding together and doing this gives me hope for humanity in this crisis." ■



# community



Photo by Cassie Wright





# You are what you research

Terry professor Laura Little researches workplace behavior while teaching effective leadership as director of the Institute for Leadership Advancement

By Ed Morales

When Laura Little sits at her desk in Moore-Rooker Hall, she's researching.

When she's teaching a class on leadership and personal development, she's researching.

She's researching when she goes to lunch with colleagues, meets with students or simply walks through the halls of the Terry College Business Learning Community.

Because Little, an associate professor of management and Synovus Director of the Institute for Leadership Advancement, specializes in organizational behavior — why people react a certain way at work and how that affects performance, motivation, communication and well-being.

She does what she studies.

"The students, the environment here is where my research informs my life, and my life informs my research," Little says. "It's called 'mesearch,' trying to better understand the things I'm dealing with, and what the people around me are dealing with as well."

A psychology undergrad at Vanderbilt, Little "loved trying to figure out why people do the things they do," but felt the need to add a business focus to her skill set. She earned an MBA at the University of Texas at Austin, and the merging of psychology and business pointed her to Oklahoma State to pursue a Ph.D. in organizational behavior.

During her doctoral program, she hit upon a topic that would remain central to her research agenda — pregnancy in the workplace. She has written several papers, which have won awards and appeared in top management journals, about the difficulties women have while navigating pregnancy and employment.

"As soon as I told people I was pregnant, they thought I wasn't serious and seemed less likely to want to work on research with me," Little says. "When I told one of my professors that I was pregnant the second time, he says, 'Well, you'll never get tenure now.' I think he meant it in a playful way, but I was taken aback. So I started looking at how pregnant women

manage this idea that people don't take them seriously at work."

After Oklahoma State, she moved to UGA as an assistant professor.

Little continued publishing papers about emotional management, stressful demands in the workplace and work-family issues, all while teaching courses in organizational behavior, human resources and management performance. Along the way, she started teaching graduate-level classes on effective leadership. Her knowledge of leadership development opened a new door in 2014 when Dean Ben Ayers asked her to direct the Institute for Leadership Advancement. She welcomed the opportunity.

ILA is a university-wide program that develops values-based leaders to serve their organizations and communities. Students take courses that focus on gaining leadership skills beyond the classroom, and those who complete the curriculum earn a Certificate in Personal and Organizational Leadership. One of Little's main jobs as director is to ensure the program's longevity.

"ILA is privately funded, so there's a focus on aligning our program's strengths with the private support to endow and sustain them," says Little, who has seen the program's endowment quadruple in the last three years. "ILA faculty and staff have worked very hard and made great progress. Now, because of their dedication, we are looking at possible growth."

Beyond her teaching and administrative duties, Little's professional activities include being an editorial board member for *Personnel Psychology* and the *Journal of Applied Psychology*. She also presents and serves at meetings and consortiums around the country. Her involvement in so much only helps to bolster her research, which aims to understand the workplace problems people face every day.

"My students were talking about how women are penalized for being aggressive, and yet, they pointed out, you have to be aggressive to get anywhere," Little says. "How do you handle that? How can I help them do this? The things they struggle with inform what I study. And I love what I do." ■



Laura Little, meeting with students in January (at left), uses her home and work environment to better inform her academic research.



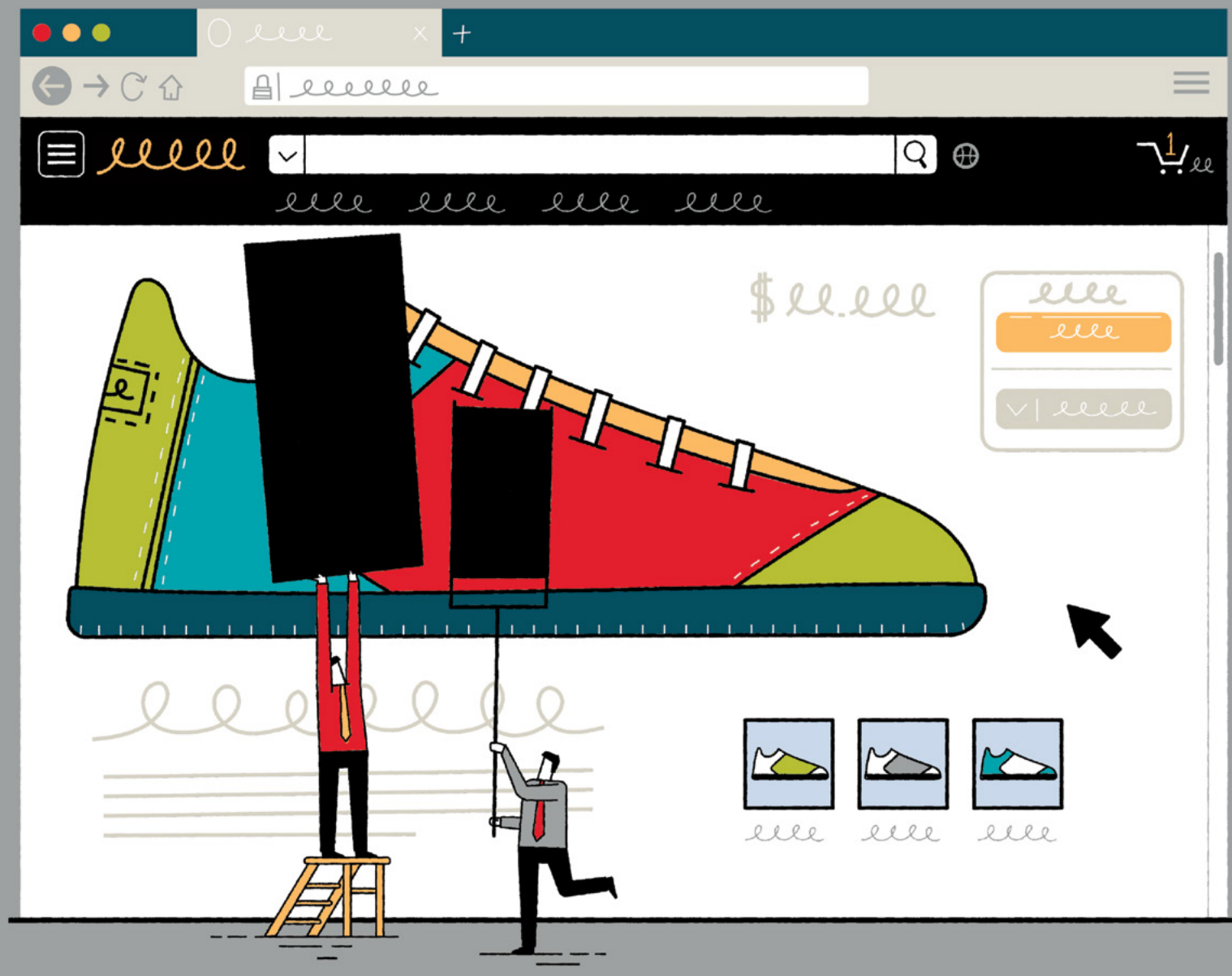


Illustration by Shaw Nielsen

# Leave something to the imagination

New research shows partial concealment of a product may generate more online sales

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

In a marketplace overflowing with product information, especially online, new University of Georgia marketing research found that consumers crave a little mystery.

In a study published February 2020 by the *Journal of Marketing*, Terry College of Business marketing professor Julio Sevilla reveals that concealing a portion of a visually attractive item may make it more appealing.

"One of the main takeaways from this research is that we have more technology now, and retailers are using it to supply more information like 360-degree views of their products," Sevilla says. "However, showing more is not always better. If we give consumers less information to make their decisions, surprisingly, it can generate higher preferences."

In the new paper, "Leaving Something for the Imagination: The Effect of Visual Concealment on Preferences," Sevilla and his co-author, Robert Meyer of the Wharton School at the University of Pennsylvania, focused on what effect the amounts of visual information provided had on viewers' perceptions of both objects and people. Whether it was a tennis shoe or a member of the opposite sex, people responded best when part of the image was obscured.

They found that people reacted most favorably when about one-third of an image was obscured.

In one part of the study, Sevilla and Meyer looked at the effect concealment had on general appeal. They showed computer-generated "appealing faces" of men and women to participants of the opposite sex with different levels of concealment. The faces rated most favorably, by both male and female participants, were those that had the middle third of the face – part of the eyes and the nose – obscured.

"We would show two-thirds of the face omitting parts of

the eyes and the nose, which have been shown to be the most important part, but people still rated those partially concealed pictures the most attractive," Sevilla says.

For Sevilla's work studying consumer behavior and retail packaging, the effect carried over to products.

"Back in the day, before online retail had progressed, you may have had access to a few snapshots of a product. Today, consumers can see images showing every angle of a product," he says. "Do you always want to see all of the information, or is there a sweet spot? Does it always generate higher preference when you have 100% of the information about a product?"

Products that featured photos from every angle in their online presence were routinely rated as less desirable, Sevilla says.

For the second part of the study, the researchers conducted an experiment with athletic shoes and cars and came away with closely similar results. They showed photos of shoes and cars from every angle – leaving nothing out – to one set of study participants. Other participants were shown incomplete visual information of the same items – fewer photos and fewer angles. The participants who were shown two-thirds of the product, meaning a third of the visual information was concealed, reported the highest intention to buy the products.

"It's usually good to show about two-thirds of a visually appealing item," he says. "We were surprised. It makes sense to hide something unattractive about a product but in this case, we were using visually appealing products, and there was still a benefit to a little bit of concealment."

This effect held across different demographics, he added. Men and women of varying ages all preferred products that concealed about one-third of the visual information about the products. ■



SEVILLA



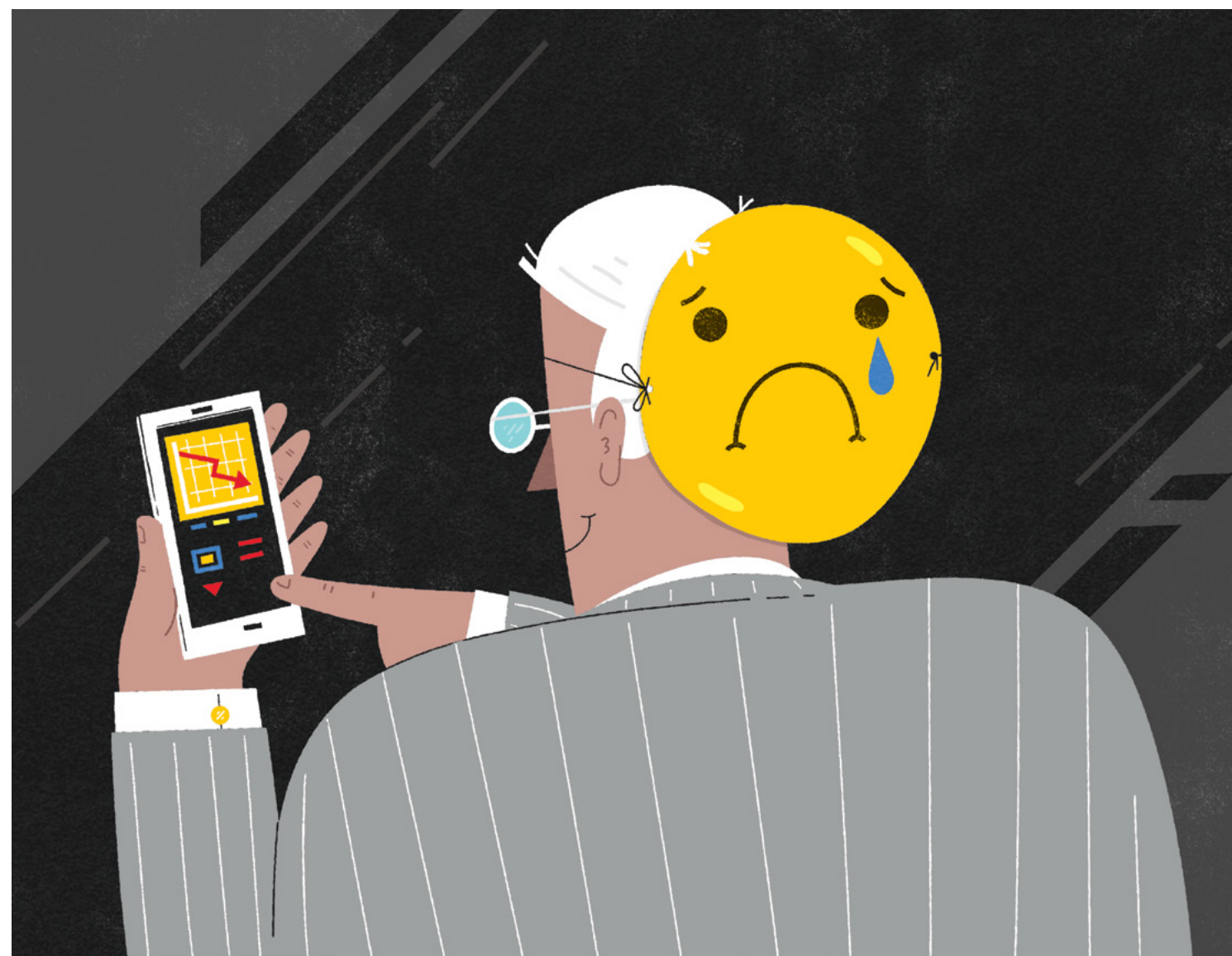


Illustration by Shaw Nielsen

# When a negative turns into a positive payout

*UGA research indicates rogue CEOs time negative news to benefit their stock options*

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

Executives who receive stock options as part of their pay packages can't control the date when their options are granted, but they can — and often do — control the environment that affects the value of those shares.

A recent study from management researchers at the University of Georgia Terry College of Business found a pattern of executives issuing negative press releases about their companies before their scheduled stock option grants. The practice, which is seen as unethical and sometimes illegal, allows the executives to increase their compensation by temporarily driving down the price of the stock when they are given the options.

"We can't say with certainty that a given CEO is doing this," says Tim Quigley, who studies CEO behavior and effectiveness at UGA's Department of Management. "But we can look at the population and say, these trends would be very unlikely if a large number of CEOs were not purposely working to reduce the stock price before their option grants."

Quigley and his colleagues tracked four years of stock option grants to look for abnormally low prices correlated with negative press releases. Out of the 1,753 grants given to a cast of 460 CEOs, they found about 55% of option grants were given at abnormally low price trough preceded by negative releases. In about 11% of cases, CEOs had this happen more than once, and those troughs seemed to be triggered by negative press releases.

The researchers found that the price trough for shares was, on average, 13% lower than the price just a few weeks before the options were exercised. These differences can add up to a million dollars of ill-gotten compensation if the situation is right, Quigley says. Also, the practice leaves shareholders on the hook for money lost when the stock dips and causes a larger charge to income when the options are granted.

The phenomenon of stock options being recorded at abnormally low prices is not new. Researchers in the early 2000s found evidence that executives were backdating their stock option grants to a point where the granting price would be most advantageous. The average discount that CEOs saw through backdating was about 12%.

"It was unethical, unsavory at best, and in some cases it was illegal," Quigley explained. "It's not illegal to do it, but it's illegal to not disclose it. After the practice was uncovered, there were some criminal investigations that caused some companies some strife."

The practice of backdating was eliminated by the Sarbanes-Oxley anti-fraud law in 2002, but academics who study market trends

are still observing that CEOs receive stock options at statistically unlikely low prices, Quigley says.

To investigate the latest stock option maneuver, Quigley worked with Tim Hubbard, a Terry Ph.D. graduate who is now an assistant professor at Notre Dame University, Scott Graffin of UGA, and Andrew Ward of Lehigh University. Using publicly available data collected by the Securities and Exchange Commission to track recorded stock options, they reconstructed all of the press releases issued during the study period.

Publicly traded companies are required to make public releases of information that may impact the value of the company, but CEOs have tremendous discretion on what constitutes material information, when those releases are made, and the tenor of the releases.

"We saw a pattern of firms releasing more negative news leading up to stock option grants than at any other time of the year," Quigley says. "And the timing of the release of news from the company is something these executives can manipulate."

For management scholars, the phenomenon illustrates an ongoing problem with information asymmetry — the concept that CEOs will always have more information than their shareholders or board, and therefore will have an advantage over them, Quigley says. Stock options were one mechanism the business world has found to align the interest of executives and their shareholders, but the UGA study shows that stock options aren't silver bullets. Some CEOs are still going to behave unethically and use their information advantage to profit at the expense of shareholders.

While Quigley's study doesn't pinpoint individual bad actors, some specific circumstances seem to be connected to this behavior. They found that CEOs who are underpaid, in comparison to their peers, are more likely to work to fix their stock option values. CEOs who have more discretion, due to diversity in their lines of business or lack of regulation, are also more likely to engage in this practice.

The researchers suggest the practice could effectively be curbed by issuing stock options throughout the year as part of the executives' pay package. Multiple stock option grants rather than just one annual grant would make it much more difficult to manipulate the stock price for the CEO's advantage, Quigley says.

"Unintended Consequences: Information Releases and CEO Stock Option Grants" appears in the February 2020 issue of the *Academy of Management Journal*. ■

*"It was unethical, unsavory at best, and in some cases it was illegal," Quigley explained. "It's not illegal to do it, but it's illegal to not disclose it. After the practice was uncovered, there were some criminal investigations that caused some companies some strife."*





CHRISTENSEN



FREEMAN



KARAHANNA



PARKER



SAMPLES



SCHUSTER



SHEDD



VANDENBERG

**Ted Christensen**, director of the J.M. Tull School of Accounting who holds a Terry Distinguished Chair of Business Administration, was named a member of the Financial Accounting Standards Advisory Council. FASAC advises the Financial Accounting Standards Board on strategic and technical issues, project priorities, and other matters that affect standard setting. FASAC members are appointed to a one-year term and are eligible to be reappointed for three additional one-year terms.

Assistant professor of finance **Kayla Freeman**'s paper "The Economics of Trade Credit: Risk and Power," won the 2019 award for Best Paper in Corporate Finance at the Financial Management Association annual meeting. The award is sponsored by Association of International Certified Professional Accountants.

**Elena Karahanna**, the L. Edmund Rast Professor of Business and a UGA Distinguished Research Professor, won the best theory paper at the International Conference on Information Systems. Her paper, "Tension Resolution and Sustaining Knowledge Flows in Online Communities," explores social norms and best practices necessary for online forums to be sustainable and beneficial in health care settings.

**Marty Parker**, a lecturer in the Department of Management, is the recipient of the 2020 Lee Anne Seawell Faculty Recognition Award from the University of Georgia Career Center. The award recognizes faculty members who positively influence student career development. He teaches students in the supply chain management program and created the Supply Chain Advisory Board, a student-administered organization that works with 20 member companies to improve course curriculum.

**Tim Samples**, associate professor of legal studies, is one of three UGA faculty members to receive the Richard B. Russell Award for Excellence in Undergraduate Teaching, the university's highest early career teaching honor. Samples was previously chosen to be a fellow of the UGA Teaching Academy and later was named a Lilly Teaching Fellow by the Center for Teaching and Learning at UGA. He has been honored as one of Terry's Outstanding Teaching Faculty and received the Core Fulbright U.S. Teaching Scholar grant to conduct research in Argentina.

**Mike Schuster**, assistant professor of legal studies, won the Junior Scholar Award at the 65th Annual Conference of the Southeastern Academy of Legal Studies in Business. The award recognizes a mem-

ber of the academy whose career shows exceptional promise based on their early accomplishments. He also won the Best Proceedings Paper at the conference for "An Empirical Study of Patent Grant Rate as a Function of Race and Gender."

**Peter Shedd** received the University of Georgia 2020 Faculty Service Award, presented by the Alumni Association to current or former faculty or staff who demonstrated loyalty and service to UGA through outstanding leadership in higher education. He is the University Professor Emeritus of Legal Studies and received his undergraduate degree from Terry in 1974 and a JD degree from UGA law school in 1977.

**Robert Vandenberg**, the Robert O. Arnold Professor of Business and head of the Department of Management, was elected to the Fellows Group of the Academy of Management, the leading professional group for management and organization scholars. AOM fellowship recognizes members of the Academy of Management who made significant contributions to the science and practice of management. Vandenberg is the fifth individual from UGA to be inducted into the Fellows Group since its founding. ■

# class notes



Left to right, top row: Margaret Jones (BBA '03), Amber Guyton (MBA '14), Patrick Allen (BBA '00)  
Bottom row: Nipul Patel (BBA '05), Louis Alterman (BBA '99), Rebecca Lerner (BBA '93)

**Where did Terry take you?** Submit your class notes online, upload photos, share a promotion. [terry.uga.edu/alumni/resources](http://terry.uga.edu/alumni/resources)



## 1960-64

**Arnold Young** (BBA '63, LLB '65) of Savannah was named in *The Best Lawyers in America* 2020 edition. He is a partner and general counsel at HunterMaclean.

**Henry Duggan** (BBA '64) of Albany released his book *Silver's Odyssey*. He is a freelance writer and retired banker from Regents Bank.

## 1965-69

**John Tatum** (AB '65, LLB '68) of Savannah was named in *The Best Lawyers in America* 2020 edition. He is a partner and special counsel at HunterMaclean.

**John McGarity** (BBA '68) of McDonough received the 2019 Renaissance Award from the Georgia Cities Foundation. The Renaissance Award recognizes an individual who made a significant contribution to the revitalization of one or more of Georgia's cities. He is a principal at Greensboro City Development LLC.



**Sen. Johnny Isakson** (BBA '66) of Atlanta is the winner of the UGA Alumni Association's 2020 Alumni Merit Award. It is the Alumni Association's oldest and highest honor and presented to individuals who bring recognition and honor back to the University of Georgia through outstanding leadership and service to the university, the community, and his or her profession. He served in the U.S. Senate from 2005 to 2019.

## 1970-74

**Cliff McCurry** (BBA '71) of Savannah was inducted into the Junior Achievement Savannah Business Hall of Fame. He is director of community development at Sterling Seacrest Partners, and an emeritus trustee of the UGA Foundation and the Terry College Alumni Board.

**Steve Rogers** (BS '71, MBA '73) of Fairfax, Va., retired from his position as business development manager at Mercedes-Benz USA in Alexandria, Va.

**Richard Taylor** (BBA '73) of Kennesaw was included in *Marquis Who's Who*. He is president of AVID Wealth Management Group LLC, a registered investment advisory firm. He is the managing member of Hearthstone Development LLC, a developer of residential subdivisions in Greenville, S.C. He previously served as a client services shareholder at HLB Gross Collins for more than 45 years, working as its international practice leader from 1989 until 2018.

**Jack 'Al' Butler** (BBA '74) of Winter Garden, Fla., released the Applications of Enterprise GIS for Transportation Guidebook, which was issued by the U.S. Department of Transportation.

## 1975-79

**Tom Schulte** (BBA '76) of Ball Ground is president and CEO of Your Family's Table, a nonprofit that builds kitchen tables for Habitat for Humanity families.

**Jack Gibson** (BBA '77, MBA '79) of Dallas, Texas, received the Gottheimer Malecki Memorial Award from the Society of Chartered Property and Casualty Underwriters for his outstanding contribution to the field of risk management. He is president and CEO of the International Risk Management Institute and CEO of WebCE.

**Steve Korb** (BBA '77) of Alpharetta retired as VP of Siemens after 25 years with the company and 38 years working in the supply chain industry. At Siemens he was responsible for directing all sales activities of the company's construction product categories. Prior to his employment at Siemens he spent 13 years at General Electric's Lighting Business Group as the national account manager responsible for The Home Depot.

**Trip Taylor** (BBA '78) of Sharpsburg retired from Philips Healthcare, where he served as its SVP of corporate alliances.



**Sandy Dittus** (BBA '81, MAcc '82) of Chattanooga, Tenn., joined True North Advisors at Raymond James. Previously she worked in the trust departments at Pinnacle Financial Partners, FSGBank, Pioneer Bank, First American Bank and AmSouth Bank.

**John Wilbanks** (MBA '79) of Jacksonville, Fla., retired as EVP and COO of Baptist Health. He worked at Baptist Health since 1986, when he joined as VP of professional services. He served as the organization's COO for the previous 15 years.

## 1980-84

**Allen Ryan** (AB '80, BS '81, BBA '02) of Baton Rouge, La., received his doctorate from Louisiana State University. He is an assistant professor at the University of New Orleans.

**Richard Morgan** (BBA '84, JD '87) of Alpharetta was named in *The Best Lawyers in America* 2020 edition. He is an attorney at Morgan and DiSalvo PC.

**John Neel Jr.** (BBA '84) of Macon was appointed by Gov. Brian Kemp to the Georgia Film, Music, and Digital Entertainment Commission. He is CEO of The Sanford Co.

**Greg Peters** (BBA '84) of Atlanta was named president and COO of Bright Mountain Media Inc. He is also CEO of MediaHouse, which syndicates and distributes broadcast video content to publisher sites throughout the U.S.

## 1985-89

**Kelly Fogarty** (BBA '85) of Southold, N.Y., was voted as receiver of taxes for the town of Southold. She has been a CPA for 29 years.



**Manilka Fernando** (MBA '85) of Colombo, Sri Lanka, was named to the board of directors at Softlogic Finance PLC. He is joint managing director of the Pership Group. He has more than 40 years of management experience in Sri Lanka and overseas, and held senior management positions in the banking/financial services sector and commercial establishments.

**Lisa Laube** (BBA '85) of Atlanta was appointed president of Floor and Decor Holdings Inc. She previously served as the company's SVP and chief merchandising officer.

**George Monk** (BBA '85) of Macon was named general manager of Georgia Farm Bureau Mutual Insurance Co. He was previously the executive director of insurance company operations at the Georgia Farm Bureau.

**Christie Copeland** (BBA '86, MBA '87) of Sharpsburg is a buyer at Yamaha Motor Manufacturing Corp. of America in Newnan. She previously served as a store manager at Uniforms Plus Embroidery and More.

**Zack Jones** (BBA '88) of Lexington, S.C., is founder of CottonTown Brew Lab in Columbia, S.C. He also serves as president and chief architect at Q1 Technology.

**Thomas Ondrof** (MBA '89) of Isle of Palms, S.C., was named EVP and CFO of Aramark. He previously served as CFO with Performance Food Group.

## 1990-94

**Maria Perry** (BBA '90) of Roswell was named director of talent acquisition at Mark Spain Real Estate. She previously was the director of talent acquisition at AmTrust Financial.

**Margaret Caldwell** (AB '91) of Atlanta was named managing director at Stan Johnson Co.

**Mike Wilbert** (BBA '91) of Philadelphia, Pa., was named chief revenue officer at Purchasing Power LLC, a voluntary benefits company. He will be responsible for leading sales and account management. He recently served as SVP of sales for Reliance Standard Life, a provider of group benefits.

**Brad Ferguson** (BBA '92) of Atlanta was named CFO of Stratix Corp., a provider of managed mobility services in the U.S. He recently worked as SVP and CFO with Cotiviti.

**Diane Edwards** (BBA '93) of Braselton was promoted to president of Roper Pump Co., a provider of displacement pumping solutions. She previously served as the company's VP of finance and strategic sorting.

**Rebecca Lerner** (BBA '93) of Brooklyn, N.Y., was recently recognized in both *Forbes'* 2019 Best-In-State Wealth Advisors and Top Women Wealth Advisors lists. She is a wealth management advisor and managing director at Merrill Lynch Wealth Management.

**Paige Collier** (MBA '94) of Atlanta was named a senior lender and corporate real estate manager at Pinnacle Financial Partners. She previously worked as a senior director, market corporate real estate at Synovus.



**Rep. Tom Graves** (BBA '93) of Rome announced he will retire after his current term in Congress. He has been an elected public official since 2003, having previously served as a member of the Georgia House of Representatives. He was elected to the U.S. House in June 2010, after winning a special election in Georgia's 9th Congressional District.

**Mandy Shaw** (BBA '94) of Pasadena, Calif., was named president and CEO of Blaze Pizza, a restaurant chain. She has been with Blaze since 2018 as its COO. She previously worked in a number of roles at Bloomin' Brands for 12 years, including serving as CIO and chief accounting officer.

**Brian Shulstad** (BBA '94) of Cumming was named SVP of business development at Triad Advisors. He previously served more than 12 years as VP of business development at LPL Financial.

**Mary Upshaw** (MBA '94) of Roswell was named head of professional service-EMEA at Origami Risk, a risk, safety, and insurance Software as a Service technology firm. Previously she managed several of Origami's UK- and EMEA-based accounts and will continue leading those client relationships.

## 1995-99

**Richard Courts IV** (BBA '95) of Atlanta was named to the board of directors at the Community Foundation for Greater Atlanta. He is principal with Atlantic Realty Co., a privately held commercial real estate firm providing real estate investment, development, brokerage and advisory services.

**Jon Higbie** (PhD '95) of Austin, Texas, was named chief scientist at Zilliant, a company that works in intelligent B2B price optimization, price management and sales guidance software. He was previously managing director at DataPrime, and has served on the Terry College MIS Advisory Board since 2000.

**Michele Reddick** (BBA '96) of Marietta joined Burr & Forman on the food and beverage team as part of the corporate and tax practice group. She previously served as in-house counsel for Bickers Consulting Group LLC.

**Richard Becker** (MBA '97) of Greensboro was appointed CEO of DIGARC, a provider in higher education curriculum management software. He previously served as COO at Stack Sports.

**Jim Chasteen** (BBA '98) and **Charlie Thompson** (AB '99, MBA '03, JD '03) of Atlanta, founders of ASW Distillery, expanded their business to join the food and beverage lineup at the Battery Atlanta development in Cobb County, which is anchored by the Atlanta Braves' Truist Park.





**Edward Cochran** (BBA '00) of Valdosta was named a partner at Coleman Talley LLP. He concentrates his practice in commercial real estate, commercial transactions, affordable housing and banking.

**Jennifer Mier** (BBA '98) of Dallas, Texas, was elected president of the Texas Surplus Lines Association. The TSLA is a nonprofit, trade association of excess and surplus lines brokerage and underwriting professionals. She is EVP with AmWINS Brokerage of Texas.

**Max Richardson** (BBA '98) of Charlotte, N.C., was named EVP of business insurance in the Mid-Atlantic region at Marsh & McLennan Agency. He has been with MMA for 15 years.

**Louis Alterman** (BBA '99) of Marietta was named president, CEO and member of the board of directors at Stratix Corp. He served recently as CFO of Rackspace and prior to Rackspace spent 14 years at Earthlink

**Ian Mackay** (MBA '99) of Brookhaven was named managing director at BlackArch Partners, a middle-market investment bank. He will serve as head of BlackArch's Financial Sponsors Group. Prior to joining BlackArch, he was a managing director at Raymond James.

**Ashlei McAleer** (BBA '99) of Canton was named one of Mortgage Banking's Most Powerful Women by the *National Mortgage Professional Magazine*. She serves as chief of staff-lending and is senior general point of contact for Angel Oak Home Loan LLC and with the Angel Oak asset management team. Honorees were selected based on their accomplishments where they were instrumental to a major industry innovation, the number of social media followers, or have overcome some insurmountable obstacle in their career to rise to the top.

**J.J. Seman** (BBA '99) of Cataula was promoted to EVP of Kinetic Credit Union. He worked at Kinetic for the last 14 years and served as the chief strategy and lending officer for the last six years.

## 2000-04

**Patrick Allen** (BBA '00) of Dallas, Texas, was named a senior asset manager at Preston Hollow Capital, an independent specialty municipal finance company. Prior to joining the PHC team, he was a VP of asset management with Deutsche Bank.

**Eric Huff** (BBA '00) of Roswell was promoted to VP, manager research and senior consultant at LCG Associates, a national, independent investment consulting firm. Huff joined LCG in 2006.

**Craig Marbach** (BBA '00) of Atlanta was named EVP at Hilltop Residential, a Houston-based multifamily real estate investment company. He will help lead the firm as it extends its portfolio into the southeastern USA, specifically focusing on Georgia and Florida markets. He joins Hilltop Residential from Venterra Realty Management, where he served as managing director.

**Scott Spence** (MBA '00) of Bell Buckle, Tenn., was named president and CEO of Duck River Electric Membership Corp. in Tennessee. He previously served as general manager and CEO at Arab Electric Cooperative Inc.



**David Walker** (BBA '00, MAcc '01) of Atlanta was named business assurance director at Moore Colson. He previously served as a partner at GreerWalker CPAs and Advisors in Charlotte, N.C.

**Claire Chotiner** (BBA '01) of Marietta was promoted to VP, senior consultant at LCG Associates Inc., a national, independent investment consulting firm. She joined LCG in 2007.

**Zack Deming** (BBA '01) of Atlanta was named a consultant in the industrial practice and will serve as executive director of global transportation and logistics as well as civil aviation at Russell Reynolds Associates advisory and executive search firm. He previously worked as an operating partner and board advisor at Material Capital.



**Liz Perkins** (BBA '04) of Henrico, Va., was promoted to SVP and CFO at Apple Hospitality REIT Inc. She joined the company in 2006 and recently served as SVP of corporate strategy and reporting.

**Sara Hornbuckle** (BBA '01) of Woodstock is operating systems director at Turf Masters Lawn Care in Roswell.

**Cade Joiner** (BBA '01) of Brookhaven was appointed a member of the Board of Regents for the University System of Georgia. He is chairman of the National Federation of Independent Businesses of Georgia.

**Shelton Wilder** (BBA '01) of Santa Monica, Calif., joined Haute Residence, an invitation-only real estate network. She is CEO of Shelton Wilder Group at Compass, specializing in residential and commercial real estate in Malibu, Santa Monica, Beverly Hills, and Pacific Palisades.

**Lance Einstein** (BBA '02) of Brookhaven is a partner at MendenFreiman in Atlanta.

**Benjamin Graham** (BBA '02) of Littleton, Colo., is the growth groups pastor at Foothills Bible Church in Littleton. He is also the co-owner of PB&J Properties in Chattanooga, Tenn.

**Sarah Heath** (BBA '02, MEd '05, PhD '11) of Denver, Colo., was named secretary of the SkillsUSA board of directors. SkillsUSA is a nonprofit focused on workforce training. She is Colorado state director of career and technical education.

**Thaddeus Kwiatkowski** (BBA '02) of Alpharetta was named CFO of Advanced Medical Pricing Solutions. He joins AMPS from Cotiviti, where he was VP of global financial planning and analysis.

**Wendy Frost Martin** (BBA '02) of Louisville was named CEO of Jefferson Hospital. For the last nine years she served as CFO at Shands Starke Regional Medical Center in Starke, Fla.

**Derek Norton** (BBA '02) of Smyrna was sworn in as mayor of Smyrna. He is director of government relations for the Medical Association of Georgia.

**Trea Pipkin** (BBA '02) of McDonough was appointed to a seat on the Georgia Court of Appeals by Gov. Brian Kemp. He serves as a judge for the Henry County Superior Court.

**Daniel Cooper** (BBA '03) of Buford was promoted to SVP of multifamily and commercial construction at Crescent Communities. He will oversee all preconstruction and construction operations for both multifamily and commercial businesses. Previously he led the multifamily construction team for Crescent, which he joined in 2016.

**Amy Ellis** (BBA '03) of Roswell was named SVP of commercial lending at Hyperion Bank. She previously served as VP commercial lending at The Piedmont Bank.

**Margaret Jones** (BBA '03) of Atlanta joined Cushman & Wakefield as a senior director with the firm's Southeast retail investment advisors team. Prior to joining Cushman & Wakefield, she was a VP in the JLL Capital Markets Group.

**Frank Marley** (MBA '03) of Jacksonville, Fla., was appointed chief administrative/governmental affairs officer and general counsel for River of Grass Technologies, an L3Harris-licensed dealer in South Florida.

**Ben Fry** (BBA '04) of Atlanta was named campaign manager for Sen. David Perdue. He recently served as Perdue's state director, as well as chief of staff for Georgia Lt. Gov. Casey Cagle.



**Sravanthi Meka** (ABJ '00, MBA '07) of Atlanta is a marketing and business development manager at Story First Creative. She previously worked as a marketing manager at the Georgia Institute of Technology department of housing.

**Mark Harris** (BBA '04) of Austin, Texas, was named SVP at JLL. He previously served as VP at Avison Young and has been in commercial real estate for seven years.

**Shannon Versaggi** (MBA '04) of Davidson, N.C., was appointed SVP and chief marketing officer at SiteOne Landscape Supply, a national wholesale distributor of landscape supplies. She previously served as VP of integrated marketing and VP of targeted marketing at Lowe's Companies Inc.

## 2005-09

**Major Dan Hudalla** (BBA '05) of Bolling Air Force Base, Washington D.C., received a master's degree in operations research from the Naval Postgraduate School in Monterey, Calif. He is an analyst at the Defense Intelligence Agency.

**Nipul Patel** (BBA '05) of San Francisco, Calif., was named a consultant in the consumer practice at Russell Reynolds Associates, a leadership advisory and search firm. Previously he served as co-founder of Townsquared, a private business network.

**Jackson 'Jad' Dial** (BBA '06) of Marietta was selected as a 2019 Georgia Rising Star by *Super Lawyers* magazine. He is a partner at Weinberg, Wheeler, Hudgins, Gunn & Dial LLC.

**Michael Paupeck** (BBA '06) of Atlanta was selected as a 2019 Georgia Rising Star by *Super Lawyers* magazine. He is a partner at Weinberg, Wheeler, Hudgins, Gunn & Dial LLC.

**Justin Cates** (BBA '07) of Clermont, Fla., was named publisher of *Club Insider*, a publication about the health and fitness club industry. He has been with the publication since 2008.

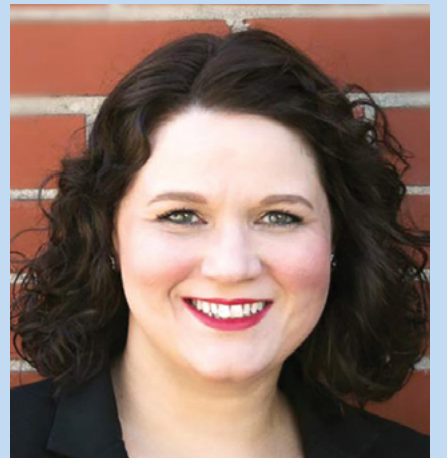
**P.J. Zonsius** (BBA '07) of Peachtree City was promoted to director of C&I Sales and Business Development at Gas South LLC.

**Sean McGuire** (PhD '08) of College Station, Texas, received a Distinguished Achievement Award in the category of teaching by Texas A&M University and the Association of Former Students. He is an associate professor of accounting at the Mays Business School at Texas A&M.

**Jasmine Atherton** (BBA '09) of Roswell was named VP of marketing for etúHOME, an Atlanta-based and European-inspired lifestyle brand. She recently managed social media content and creative at Delta Air Lines.

**Brynton Lett** (BBA '09) of Arden, N.C., is pursuing a doctorate at the University of North Carolina at Charlotte.

**Amanda Sheneman** (BBA '09, JD '12) of Atlanta was recently elected a partner at Nelson Mullins. She previously worked as an associate at the firm.



**Lindsey Neal** (MBA '11) of Atlanta was promoted to VP of client serves at Depth Public Relations LLC, a provider of consultative marketing, public relations and reputation management services for the mortgage lending and residential finance industry. She has been with the company full-time since 2015.



## 2010-14

**Matt Gaziano** (BBA '10) of Alpharetta joined Cushman & Wakefield | Thalhimer, where he will specialize in industrial sales and leasing. He previously served as a law enforcement officer and in the U.S. Army.

**Jillian Multari** (BBA '10) of Atlanta was named a business development specialist at WM Events, an event planning and design firm. She previously served as an event manager at Rivertown Lodge in Hudson, N.Y.

**Joe Wytanis** (MBA '10) of Boston, Mass., was named CEO of Zoom Telephonics Inc. He joined the company as president and COO in 2018, serving as principal at High Tech Associates LLC before coming to Zoom.

**Ryan Miller** (AB '11, BBA '11) of Brooklyn, N.Y., was promoted to the group data strategy director at Droga5. He previously served as the company's data strategy director.

**Trevor Booth** (BBA '13) of Nicholson was named VP and director of business services of the Bogart branch of the Oconee State Bank. He previously served as the bank's AVP-financial center manager.

**Katie Colucci** (BBA '14) of Roswell was named a senior communications specialist at the National Christian Foundation in Alpharetta. She was previously the foundation's marketing coordinator.

**Amber Guyton** (MBA '14) of San Francisco, Calif., is a lead product marketing manager at Affirm Inc. and home stylist and social media manager at West Elm.



**Sina Iranikhah** (BBA '16) of Chicago, Ill., was named a senior strategist at AnalogFolk, an independent digital creative agency. Recently he was a strategist at MKTG in Chicago.

**Cory Yost** (BBA '14) of Atlanta is an underwriter at the Beazley Group.

## 2015-

**Stephen DePaul** (MBA '15) of Dallas, Texas, is an attorney and counselor at law at the Scroggins Law Group. He was previously a lead attorney at The DePaul Law Firm PC.

**Megan Sullivan** (BBA '15) of Richmond, Va., was promoted to AVP at the Richmond office of Colliers International. She came to Colliers in January 2019, and before that was a senior associate at CBRE.



**Abby Dudman** (BBA '18, MMR '19) of Athens joined MMR Research Associates as project manager/analyst for client services.

**Christal McCamy** (BBA '15) of Brooklyn, N.Y., is pursuing a Juris Doctor at Brooklyn Law School in New York. She previously was an AVP commercial leader at Bank OZK in Tampa.

**Byron Stufken** (BBA '15) of Los Angeles, Calif., is an AVP in the entertainment practice group at Marsh & McLennan Companies.

**Sean Spellman** (BBA '16) of Savannah was named a business development officer at BankSouth. He previously worked as a staffing manager at TMX Finance Family of Companies.

**Noah McCutcheon** (BBA '17) of Atlanta was named a winner of the 2019 Elijah Watt Sells Award by the American Institute of CPAs. To qualify for the award, CPA candidates must obtain a cumulative average score above 95.50 across all four sections of the Uniform CPA Examination, pass all four sections on their first attempt and have completed testing in 2019.



**Dr. Madhurima Uppalapati** (MBA '18) of Marietta was named the new president and medical director at the NorthWest Georgia Oncology Centers PC. She has worked for the organization since 2006.

**Mikaela Canty** (BBA '18) of Atlanta is a senior analyst at The Home Depot headquarters in Atlanta. She previously served as a logistics analyst at The Home Depot.

**Amber Diver** (MBA '18) of Cumming was appointed CFO of AmeriPro EMS, a medical transportation and emergency services provider. She previously served as a senior manager of business transformation services at Bennett Thrasher.

**Holly Haynes** (BBA '18) of Atlanta was named to the 20 under 40 Cobb Life List, created by *Cobb Life Magazine*. She is a marketing coordinator at Atlanta Fine Homes Sotheby's International Realty.

**Campbell O'Steen** (BBA '18, MAcc '19) of Surrency was named an associate in the healthcare division at Draffin Tucker LLP.

**Jordan Einstein** (BBA '19) of Philadelphia, Pa., is pursuing a law degree at the University of Pennsylvania Law School.

**Reed Ferguson** (AB '19) of Washington, D.C., is a legislative correspondent in Rep. Ben Cline's office.

**Chanmeet Narang** (BBA '19) of New York City is an investment banking analyst at B. Riley Financial.

**Jonny Sharpton** (BBA '19) of Orem, Utah, is a sales development representative for Qualtrics.com. ■



# Join The Circle

The Dean's Circle of Giving recognizes individuals, corporations, and foundations who made substantial gifts to the Terry College during the most recent academic year. Dean's Circle members enjoy the privilege of being recognized as a member of UGA's Presidents Club as well as being invited to exclusive events hosted by the dean.

For more information, visit [gail.uga.edu/deanscircle](http://gail.uga.edu/deanscircle).



1930s

**Sara N. Jacobs** (BSC '39), North Augusta, S.C., Nov. 7

1940s

**A. Travis Jackson Jr.** (BSC '40), Carrollton, Jan. 10. **Floyd M. Turk** (BBA '42), Waycross, Oct. 17. **George C. Slickman** (BBA '43), Rome, March 22. **Ellen L. Council** (BBA '44), Duluth, Jan. 1. **Rose M. Roland** (BBA '44), Ponte Vedra, Fla., Oct. 23. **Dr. Bonnie Bellamy Howard** (BBA '47, MBA '50), Lawrenceville, Nov. 16. **Herman L. Fishman** (BBA '47), Brookhaven, Feb. 26. **Charles T. Battle Jr.** (BBA '48), Snellville, Jan. 9. **John M. Burch** (BBA '49), Kingston, Jan. 25. **Judge Allen L. Chancey Jr.** (BBA '49, LLB '51), Atlanta, Jan. 1. **Dr. W. Davis Fort** (BBA '49, BA '57), Albemarle, N.C., Oct. 18. **Richard M. Harris** (BBA '49), Gainesville, Feb. 8. **O. Crawford Jenkins** (BBA '49), Stone Mountain, Feb. 2. **Jack M. Johnston Sr.** (BBA '49), Grayson, Dec. 8. **James R. Lewis** (BBA '49), Decatur, Oct. 9. **William M. Seitz** (BBA '49), Daytona Beach, Fla., March 20. **Janet Fortson Walthall** (BBA '49), Macon, Jan. 20. **John 'Herb' H. Wheeler** (BBA '49), Homerville, March 3.

1950s

**Albert R. Coram Jr.** (BBA '50), Pawleys Island, S.C., Oct. 6. **Howlett 'Hal' C. Irvin** (BBA '50), Alpharetta, Feb. 23. **Frank M. 'Marvin' Lazarus** (BBA '50), Tallahassee, Fla., Jan. 20. **Robert 'Mac' A. McFeely** (BBA '50, MPA '71), Augusta, Dec. 16. **Hugh M. McRae Jr.** (BBA '50), Rockmart, Oct. 16. **Harold E. Pinson** (BBA '50), Gainesville, March 29. **Fred B. Rooney Jr.** (BBA '50), Washington, D.C., Dec. 23. **George M. Banks** (BBA '51), Lakeland, Feb. 29. **Richard M. Cofer** (BBA '51), Columbus, N.C., Nov. 6. **Leon A. Marsha Jr.** (BBA '51), Columbia, S.C., March 13. **Charles H. Mott** (BBA '51), Albany, Feb. 14. **Jacques J. Grougrou** (BBA '52), Burlington, Ontario, Jan. 15. **Ed K. Lindorme Jr.** (BBA '52), Homer, Jan. 5. **W. Howard Norris** (BBA '53), Bishop, Nov. 11. **Edmund 'Zeke' R. Bratkowski** (BBA '54), Santa Rosa Beach, Fla., Nov. 11. **Paul C. Cushman** (BBA '54), Wilmington, N.C., Dec. 17. **William E. Drew Jr.** (BBA '54), Mobile, Ala., Dec. 21. **Donald A. Farrell** (BBA '54), Staten Island, N.Y., March 19. **Clinton 'Alex' A. Roane** (BBA '55, MEd '56), Clayton, Jan. 13. **Cecil B. DeLorme** (BBA '56), Thunderbolt, Jan. 12. **Jo Ann Harrell Flanagan** (BBA '56), Woodbine, Jan. 12. **Dennis N. Steele** (BBA '56), Savannah, March 28. **J. Russell Cates** (BBA '57), Albany, Dec. 11. **Lyman A. Johnson Jr.** (BBA '57), Hoschton, Oct. 8. **Troy M. Walden** (BBA '57, MBA '58), Jacksonville, Fla., Feb. 17. **Gene 'Ray' R. Benton** (BBA '58), Tucker, Nov. 27. **Cone M. A. Maddox III** (BBA '58), Atlanta, March 19. **Frank A. Davis** (BBA '59), Maryville, Tenn., Dec. 31. **Gordon A. Franklin Jr.** (BBA '59), Statesboro, Nov. 6. **William W. Gilbert** (BBA '59), Dothan, Ala., Dec. 18. **Jimmy McCants** (BBA '59), Pawleys Island, S.C., March 9. **William G. Roe** (BBA '59), Bluffton, S.C., Feb. 17. **Robert 'Don' D. Sikes** (BBA '59), Clio, Dec. 18.

1960s

**Joe H. Bates** (BBA '60), Evans, March 9. **Robert R. Caswell** (BBA '60), Myrtle Beach, S.C., March 8. **Bruce A. Donnigan** (BBA '60), Jackson, Dec. 30. **Ralph L. Hall** (BBA '60), Guyton, March 15. **Fambro 'Bill' W. Knight Jr.** (BBA '61), Midlothian, Va., Dec. 18. **Kenneth A. Livingston** (BBA '61), Marietta, March 14. **Thomas H. Payne** (BBA '61), Jonesboro, Jan. 2. **Clifford D. White Jr.** (BBA '61), Atlanta, March 23. **Thomas M. Willingham II** (BBA '61), Jacksonville, Fla., Jan. 11. **Brown 'Wain' W. Brooker** (BBA '62, BSFR '62), Nahunta, Nov. 30. **Henry C. Griffeth Jr.** (BBA '62), Colbert, Dec. 1. **Jo Anne Mathis Foster** (BBA '62), Wilmington, N.C., Oct. 26. **George C. Bugg** (BBA '63), Hull, Oct. 20. **William E. Gleaton Jr.** (BBA '63), Arlington, Feb. 16. **Dennis J. Sink** (BBA '63), Birmingham, Ala., Jan. 4. **Norman 'Lange' L. Taylor Sr.** (BBA '63), Hamilton, Jan. 26. **Oliver W. Owens** (BBA '64), Augusta, Nov. 6. **Tate A. Shiver Sr.** (BBA '64), Savannah, Dec. 9. **James R. Westbury Sr.** (BBA '64), Griffin, Dec. 13. **James L. Bracewell Jr.** (BBA '65), Griffin, Dec. 23. **William 'Wally' W. Clarke** (BBA '65), Atlanta, Oct. 24. **Tracy A. Dixon** (BBA '65), Bainbridge, Nov. 16. **Jack H. Sussman** (BBA '65), Jacksonville, Fla., Nov. 18. **James W. Brock** (BBA '66), Saint Peters, Mo., Dec. 24. **Jack T. Chastain** (BBA '66), Rochelle, Oct. 10. **Cassell W. Griffin** (BBA '66), Leary, March 31. **P. Jackson Kiser Jr.** (BBA '66), Watkinsville, Oct. 7. **Steve W. Latham** (AB '66), Lilburn, March 12. **Samuel H. Morgan Jr.** (BBA '66), Savannah, Feb. 15. **Johnny H. Nix Sr.** (BBA '66), Gainesville, Dec. 21. **Charles M. Smith** (BBA '66), Newnan, Feb. 21. **Frederick R. Smith** (BBA '66), Peachtree Corners, Nov. 25. **Robert L. Wells III** (BBA '66, MBA '68, PhD '74), Tuscaloosa, Ala., Dec. 13. **Richard L. Whitmire** (BBA '66), Thousand Oaks, Calif., Nov. 29. **Robert W. Henson** (BBA '67), Jacksonville, Fla., Nov. 2. **Timothy R. Childs** (BBA '68), Ashboro, N.C., Dec. 23. **Hugh A. Fleming Jr.** (BBA '68), Fredericksburg, Va., Oct. 15. **Jesse 'Dave' D. Hudson** (BBA '68), Aiken, S.C., Dec. 11. **Roy L. Stewart** (BBA '68), Lyons, Oct. 4. **Terry R. Barnick** (BBA '69, JD '72), Adel, Oct. 13. **Pauline 'Carol' C. Burt** (MAcc '69), Saint Simons Island, Dec. 8. **Wayne T. Inman** (BBA '69, MAcc '75), Dalton, March 20. **Lt. Gen. Glynn C. Mallory Jr.** (MA '69), San Antonio, Texas, Feb. 20.

1970s

**William F. Brown Jr.** (BBA '70), Columbus, Oct. 23. **Alvin C. Fowler** (BBA '70), Cumming, Nov. 10. **Robert 'Emmet' E. Howe Jr.** (BBA '70), Blacksburg, Va., Jan. 16. **George H. Lane III** (BBA '70), Atlanta, Feb. 17. **H. Daniel Lovern Jr.** (BBA '70), Atlanta, Dec. 18. **W. Steve Beckham** (BBA '71), Marietta, Nov. 6. **C. Gilbert Duncan III** (BBA '71), Atlanta, Feb. 1. **Robert 'Glenn' G. White** (BBA '71), Boerne, Texas, Feb. 15, 2019. **Robert 'Larry' L. Kinney** (BS '70, MBA '72), Charleston, S.C., Oct. 21. **Terry H. Tuck** (BBA '72), Clayton, Feb. 17. **Robert M. 'Mike'**

**Arnold** (BBA '73), Charlotte, N.C., Nov. 7. **Thomas W. Barge** (BBA '73, MBA '74), Atlanta, Dec. 6. **Kenneth P. Conners** (BBA '73), New Smyrna, Fla., Oct. 13. **Malcolm D. Davies** (MBA '73), Macon, Feb. 26. **John C. Davis Jr.** (BBA '73), Vidalia, Dec. 3. **James W. Rewis Sr.** (MBA '73), El Paso, Texas, Feb. 12. **Charles S. Roddenbery** (BBA '73), Cairo, Nov. 10. **James H. Shepherd Jr.** (BBA '73, HON '11), Atlanta, Dec. 21. **David E. Trussell** (BBA '74), Sandersville, March 11. **Jerry W. Bishop** (MBA '75), Destin, Fla., March 3. **John 'Jay' R. Hawkins Jr.** (BBA '75, JD '78), Macon, Feb. 13. **Howard W. Jordan** (BBA '75), Brandon, Miss., March 4. **Donald L. Moore** (BBA '75), Macon, Oct. 27. **Ned W. Schmidt** (MA '75), Jacksonville, Fla., Dec. 28. **Hon. Benjamin P. Brinson** (BBA '76, JD '79), Claxton, Oct. 23. **John B. McGowan Jr.** (BBA '76), Whitesburg, Dec. 4. **Larry H. Neal** (BBA '76), Columbus, Oct. 14. **Jack Dimling** (BBA '77), Duluth, Jan. 23. **Michael G. Harry Sr.** (BBA '77, MBA '78), Charlotte, N.C., March 6. **Asa G. Candler VI** (BBA '78), Atlanta, Feb. 24. **Charles H. Heinz** (BBA '78), Atlanta, March 3. **Thomas R. Ragland** (BBA '78), Atlanta, Jan. 7. **William L. Smith** (BBA '79), Carrollton, Jan. 17.

1980s

**Dr. Jim Carr** (PhD '80), Carrollton, Oct. 2. **Bonnie L. Duvall McWhorter** (BBA '80), Greensboro, Jan. 18. **Robert B. Walker** (BBA '83), Cumming, Feb. 20. **William L. Tilley** (AB '84), Athens, Feb. 2. **Timothy L. Sams** (BBA '86), Powder Springs, Dec. 13. **Michelle Mann Flint** (AB '88), Cumming, March 4.

1990s

**Gregg J. Lamb** (BBA '90), Atlanta, Oct. 1. **Charles A. Lindsey** (AB '90), Marietta, Oct. 21. **Kristi Kicklighter Lynes** (BBA '91), Savannah, Nov. 14. **William L. Ronning** (BBA '93), Savannah, Oct. 5. **Craig Medlin** (BBA '94), Mount Airy, Dec. 3. **Lovic J. Marbury** (BBA '96), Albany, Jan. 2. **William 'Jay' D. Fulwiler** (BBA '98), Hilton Head, S.C., Dec. 30. **Julia A. Pettit** (BBA '98), Davie, Fla., Feb. 25.

2000s

**Erik C. Larsen** (MBA '00), Salt Lake City, Utah, Dec. 9. **Horace 'Race' P. Reed III** (BBA '06), Alpharetta, Oct. 13. **Ryan J. G. Owens** (BBA '09), Boca Raton, Fla., Oct. 22.

2010s

**Rachel E. Britain** (BBA '11), Decatur, Oct. 1. **Scott N. Dean** (BBA '12), Acworth, Nov. 7. **Justin F. Griffith** (BBA '13), Athens, Feb. 14. **James R. Sullivan** (AB '13), Mexico Beach, Fla., Feb. 12. **Taylor A. Scott** (BBA '16), Atlanta, Oct. 24.

FORMER FACULTY

**Asterios G. 'Stell' Kefalas**, Department of Management, April 29. **Richard H. Timberlake Jr.**, Department of Economics, May 22.

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With today's My Synovus<sup>1,2</sup>, banking from the comfort of home has never been easier or more practical. Pay and manage bills<sup>3</sup>, move money<sup>4</sup> between accounts, and make mobile deposits<sup>5,6</sup> with just a few simple clicks.

Download the My Synovus app or visit [synovus.com](https://synovus.com) to enroll today. We're here to help if you need us at 1-888-SYNOVUS (796-6887).

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Important Disclosure Information

1 Your use of My Synovus online banking, mobile banking, and other account access services is governed by the My Synovus Agreement and Digital Banking Schedule of Fees and Charges.

2 Minimum system requirements: For mobile apps, iOS® 11 and above or Android™ version 5 and above. My Synovus supports the most recent versions of Internet Explorer, Microsoft Edge, Chrome, Firefox, and Safari and any previous versions that are still supported by Microsoft, Google, Mozilla, and Apple respectively.

3 Bill Pay requires enrollment through My Synovus.

4 **Account Transaction Limitations for Savings and Money Market Accounts** — Savings and Money Market accounts may have no more than six (6) debit transactions per month or monthly statement cycle. A debit transaction is a check, debit/check card transaction, transfer, or pre-authorized transfer, including those made by phone or modem. Unlimited transactions are permitted if made by the customer in person, by mail, through an ATM or by phone if the check is mailed to the customer. If an account continually exceeds the allowed debit transactions, we may convert it to a checking account.

5 Mobile Deposits: There is no limit on the number of checks that can be deposited through Mobile Deposit. Deposit amount limits apply and are described within the My Synovus Agreement. Deposits may not be available for immediate withdrawal. Deposits made before 7 p.m. ET on business days are generally available the next business day, but may take up to three business days depending on weekends and holidays. Your device must have a camera with at least two megapixels in resolution. Not all checks are eligible for mobile deposit. Please see your My Synovus Agreement or the FAQ for a list of ineligible checks.

6 Use of the My Synovus mobile app requires your mobile service provider's data and /or text plan. Message and data rates may apply.

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