

THE MAGAZINE OF THE UNIVERSITY OF GEORGIA TERRY COLLEGE OF BUSINESS

TERRY



On the Move

Alumni help keep the supply chain rolling

page 14

SPRING/SUMMER 2023

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Benson Hall and Correll Hall in full bloom.

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FROM THE DEAN

A global stage

Every five years, the Terry College of Business undergoes a rigorous accreditation review process with AACSB International, an organization that champions quality and excellence in business education. While less than 6% of the world's business schools meet its accreditation standards, the Terry College has the distinction of being continuously accredited since 1926. I am pleased to report that Terry's accreditation was approved for another five years. The AACSB review team commended the quality of our students, faculty and staff, our prominent programs and student outcomes, and strong alumni engagement. As this issue of *Terry* magazine shows, the Terry College continues to grow its impact on the Georgia economy and global business community.

With the world's busiest airport in Atlanta and two of the nation's top commercial ports in Savannah and Brunswick, the state of Georgia is an essential hub of business activity in the U.S. and abroad. For several years running, Georgia has been named the No. 1 state for business, and the contributions of Terry College alumni and faculty play an integral role in that ranking. Throughout the state, Terry alumni are leaders in the logistics industry (page 14) — Georgia's supply chain produced a \$23 billion jump in sales impact between 2018 and 2021. The ports, which employ many Terry graduates in key roles, maintained strong operating capacity despite the recent pandemic. With Operations and Supply Chain Management as an added area of emphasis, Terry produces top graduates prepared to make a difference in the workforce.

Through Global Georgia (page 24), a weeklong field study where Terry students visit international companies throughout Georgia and learn how the state does business with the rest of the world, our students develop a global mindset and cross-cultural competence to succeed in an international environment. This program serves as an excellent primer for Terry's many faculty-led study away programs held across five continents, where students learn about different cultures, economies and business practices while discovering the challenges of doing worldwide business. Our alumni help us continue to grow our international programs, with proceeds from this year's Alumni Awards and Gala (page 28) supporting scholarships to ensure Terry students with financial need can participate in the life-changing opportunity to study abroad. At the Gala — an annual highlight for the college — we were thrilled to honor three accomplished alumni who have made a remarkable impact through their careers and service (pages 31-39).

Prominently among programmatic initiatives this year, we launched an Online MBA program, offering the same world-class faculty, curriculum, career services, networking and opportunities for international study as our highly regarded Professional MBA program. Our first cohort of students, starting in fall 2023, will be able to experience our rigorous and dynamic business education from anywhere while maintaining the flexibility to balance their personal and professional lives.

It's an exciting time at the Terry College of Business. Our pursuit to educate and inspire future leaders continues to expand and reach globally, preparing our graduates to lead in their professions and communities.

Sincerely,

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



news

Business travel

Terry students explore sustainability in Costa Rica

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

What does a sustainable business look like? In Costa Rica, it can take the form of an organic farm or ecotourism lodge — but there's an equal chance it's a medical device manufacturer or major financial firm.

Terry students traveled to the Central American country during winter break to see how it fostered big business while promoting a green economy.

"I knew Costa Rica was a leading economic hub in Latin America," said Harrison Russ, a second-year finance major. "Observing firsthand how they protect and interact with their natural environment was incredibly impressive, and I am motivated to learn about how corporations reduce their carbon footprint with profitable solutions."

Russ was one of 16 students who spent eight days between Christmas and the start of the spring semester in and around San José, Costa Rica's political and economic capital.

It was the second year Terry's Office of International Business Programs organized the study away trip. As part of the international business course focused on sustainable business practices, site visits included international firms based in Costa Rica because of the country's commitment to sustainability and free trade.

"This is a good trip because there's not the commitment of a whole semester, but students are able to make personal connections

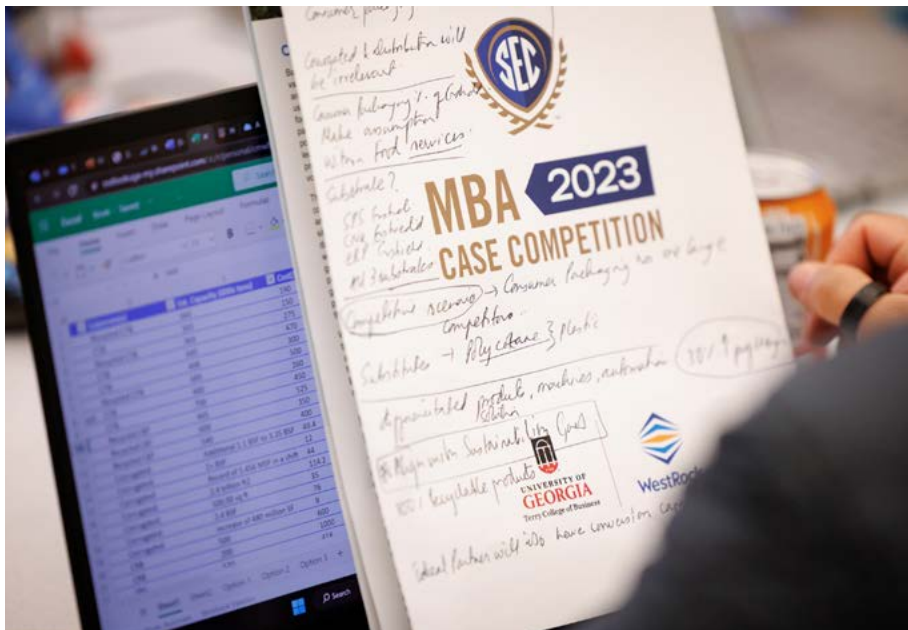
with people outside the States and learn to appreciate other cultures and other approaches to business," said Holly Alderman, associate director of international business programs at Terry. "In Costa Rica, that approach leans heavily toward sustainability."

Students visited San José markets and the La Paz waterfalls but spent most of their time visiting businesses. The itinerary included stops at an organic farm and a Starbucks sustainable innovation demonstration farm, with additional trips to Abbott Medical laboratories and Equifax in the country's free-trade development zones.

They talked to representatives from the Costa Rican Investment Promotion Agency, which built a business recruitment strategy around the country's highly educated workforce, sustainability and quality of life. The result has been a self-regulated commitment to sustainability.

Russ said when students visited Florex, a Costa Rican-founded green cleaning company, the owner explained how his grandmother instilled a respect for the environment when he was growing up. It was always part of his company and expected, Russ said.

Seeing the companies' commitment to sustainable practices in person helped Russ envision the job he wants after graduation. And in addition to a bachelor's degree in finance, Russ has decided to build a Sustainability Certificate into his UGA education. ■



Terry hosts SEC MBA competition

The Terry College of Business hosted the 10th annual Southeastern Conference MBA Case Competition from March 30–April 1.

Vanderbilt University won first place, marking the first time a team from the Owen Graduate School of Management captured the SEC competition title.

The case competition, established in 2013, provides opportunities for SEC business schools to showcase their students' skills at solving simulated, real-world problems faced by a large corporation. WestRock, a leading provider of sustainable paper and packaging solutions, served as this year's case company.

"It's really exciting and certainly gratifying," said Caleb Petersen, one of Vanderbilt's four team members. "We spent a lot of time in a conference room, but it was with some great classmates thinking about a really fun problem. Having the payoff of winning and placing is really exciting and certainly a nice culmination to an amazing weekend in Athens."

The teams had approximately 24 hours to prepare their recommended solutions, which they presented to a panel of company executives in divisional and final rounds of competition. WestRock executives were tasked with considering each presentation, identifying four teams to advance to the finals and ultimately ranking the final four. The students' identities and university affiliations were kept anonymous to ensure the judges' impartiality.

The winning team received a \$10,000 prize, second place received \$6,000, third place received \$3,000, fourth place received \$1,000, and individual division winners for best presenter and best Q&A — including Georgia MBA student Lauren Earle — were awarded \$250 each.

MIS student wins Next Top Entrepreneur Competition

Matt Tesvich's mission is making the world smell better, one pair of socks at a time.

Since launching his line of odor-killing Ox Sox, the management information systems major sold nearly 4,400 pairs and grossed \$63,000.

Judges at the UGA Next Top Entrepreneur Competition, hosted by the UGA Entrepreneurship Program, were impressed by his use of social media and word-of-mouth marketing to propel the brand and awarded him the \$10,000 first prize.

"It's well marketed and you're on the right path," Teak Shore, principal at Southern Lighting Source and contest judge, told Tesvich. "The one thing we would ask you to think about is that socks are fun and cool and will make you popular, and I think that's important. But you should really consider using that technology in other products."

The contest attracted more than 50 student entrepreneurs from across the country, said Bob Pinckney, the Milton Anthony (Tony) Greene Director of Entrepreneurship at UGA. Ten finalists pitched their products to a panel of seasoned entrepreneurs and investors at Studio 225 on April 20.

Judges also recognized Georgia MBA student Kristen Dunning's sensitive skincare line, Gently Soap, with a third-place prize and \$2,500.



Sommer recognized as Student of the Year

If she's not helping younger students find their path or crunching numbers for the Student Managed Investment Fund, you might find Savannah Sommer building a canvas for her next masterpiece or trekking through the rainforest. In recognition of her curiosity, drive and dedication to help others, the Terry College of Business Alumni Board named Sommer the 2023 Terry College Student of the Year.

Sommer, from John's Creek, graduated in May with a degree in finance, a minor in studio art and a certificate in personal and organizational leadership from the UGA Institute of Leadership Advancement. She served as co-president of the Kennedy Society, industrial sector leader for the Apollo Society, equity strategies analyst for the SMIF and as a Terry College Ambassador. She is in the Blue Key Honor Society and was selected as a Deer Run Fellow and Sea Island Scholar.

In addition to Sommer, the board recognized four other outstanding seniors as finalists:

Patrick Gentry, from Valdosta, graduated with degrees in finance and economics. He co-founded the Magellan Program, focused on equipping intended business students with the skills necessary to succeed at the Terry College and beyond.

Elise Karinshak, from Lawrenceville, graduated with degrees in marketing and data science. She dedicated four years to the Paw Print Agency, a student-run agency developing marketing campaigns for local nonprofits, and co-founded Code Hub, an interdisciplinary organization connecting students interested in technology, computer science and data analysis.

Joslyn McKlveen, from Snellville, earned an undergraduate degree in economics and a Master of Science in Business Analytics. She served as president of Terry Student Researchers, vice president of finance for Women in Economics and was a member of The Corsair Society, Terry Student Consulting and the Blue Key Honor Society.

Morgan Nascone, from Austin, Texas, graduated with a finance degree. She served as the consumer discretionary sector leader for the Apollo Society and vice president of The Corsair Society.



Grad programs among nation's best

Graduate programs at the Terry College continue to earn top rankings from *U.S. News & World Report*, with the Full-Time MBA earning its highest *U.S. News* ranking ever, rising seven spots to No. 31 in the nation. Among public business schools, the Georgia MBA is ranked No. 11, up from 16th last year.

Survey data from the Class of 2022 reported that 98% of Full-Time MBA students received job offers consistent with their career aspirations within three months of graduation.

"Our curriculum is market-driven and flexible to provide MBA students with the kind of specialized knowledge that aligns with their career goals," said Santanu Chatterjee, director of the full-time program and associate dean for diversity, international and master's programs. "And we continue to enrich our experiential learning opportunities to prepare our students to be leaders by helping them apply what they're learning and then learn by doing."

For the fourth straight year, Terry's Online Master of Business and Technology was ranked by *U.S. News* among the top five online specialized master's programs in business. The program ranked second among public universities in the U.S. and No. 4 overall.

"Our graduates are capable of leading teams at the intersection of business innovation and information technology," said Craig Piercy, director of the MBT program and a senior lecturer in management information systems. "Every year our faculty enhance the quality of the program, and we're very proud of the career outcomes for our graduates as they re-enter a work environment that is constantly changing and evolving."

In addition, Terry's Professional MBA ranked 35th in *U.S. News'* part-time MBA ranking. Among publics, the PMBA ranked 22nd.



L-R: Joslyn McKlveen, Morgan Nascone, Savannah Sommer, Patrick Gentry, Elise Karinshak

Terry alum tops Bulldog 100

Bitcoin Depot, the largest cryptocurrency ATM operator in the world and led by a Terry College graduate, placed first in the 2023 Bulldog 100 ranking of fastest-growing businesses owned or operated by University of Georgia alumni.

Brandon Mintz, who earned his marketing degree at UGA in 2016, is the CEO of the company he founded in the same year. The company operates more than 7,000 ATMs across the United States and Canada.

The UGA Alumni Association recognized Mintz during the 14th annual Bulldog 100 Celebration on Feb. 18 in Sanford Stadium. This year, 53 businesses on the list included graduates from all majors in the Terry College, including three in the top 10. This marks the seventh consecutive year that a business run by a Terry College alum ranked first in the annual list.

UGA received 281 nominations for the 2023 Bulldog 100. Each organization must have been in business since 2019, experienced revenues over \$100,000 for the calendar year 2020, and be owned or operated by a former UGA student who owns at least half of the company or is the CEO, president or managing partner.

Also at the celebration, the sixth annual Michael J. Bryan Award was presented to Biren Patel (MBA '12), founder and president of Biren Patel Engineering. The award, named for the co-founder and managing partner of Vino Venue and Atlanta Wine School who passed away in 2017, recognizes a returning Bulldog 100 honoree who demonstrates the entrepreneurial spirit and commitment to UGA that was Bryan's hallmark.



Five were honored with Outstanding Faculty Awards in December for their contributions to the Terry College's teaching, research and public service missions:

Tricia Hackleman, a senior lecturer in legal studies, received the 2022 Instructional Excellence Award. She is known for her unique ability to incorporate current events and the state of case law into her courses. She participated in the UGA Teaching Academy's Fellows Program and created the Legal Studies Speaker Series to offer students a real-world perspective on their coursework.

Jackie Hammersley, the Harold M. Heckman Chair of Public Accounting, received the 2022 Distinguished Research Award, which honors a faculty member who displays a history of excellence, longevity and impact within the discipline. Her body of work earned her a reputation as one of the top 25 most productive audit researchers since the early 2000s and the sixth most productive since 2016.

Fadel Matta, who serves as Terry Dean's Advisory Council Distinguished Professor in the Department of Management, received the 2022 Research Excellence Award for his prolific and impactful research program. During his six years at Terry, 25 of his 27 journal articles appeared in top-tier management journals, placing him in the upper echelon of young researchers in quality and quantity of work.

New department heads announced

In May, Dean Ben Ayers announced the appointment of three new academic department heads. The appointments will take effect on July 1.

John Campbell, who holds the Herbert E. Miller Chair in Financial Accounting, will succeed Jeff Netter in the Department of Finance. Jim Carson, who serves as the Daniel P. Amos Distinguished Professor of Insurance, will succeed Rob Hoyt in the Department of Insurance, Legal Studies and Real Estate. And Josh Kinsler, associate professor of economics, will succeed Chris Cornwell in the Department of Economics.

"First of all, we are deeply grateful to Jeff Netter, Rob Hoyt and Chris Cornwell for their many years of dedicated service and leadership as department heads," Ayers said. "I want to thank John, Jim and Josh for their willingness to take on their new responsibilities, and with the support of their departmental colleagues I am confident each of them will provide effective leadership and direction for their departments."

Campbell, who joined the Terry College in 2010, has taught financial accounting to undergraduate and graduate students in the J.M. Tull School Accounting, but his research interests have always been at the intersection of accounting and finance.

In addition to teaching graduate and undergraduate courses on employee benefits, principles of life insurance and risk management fundamentals, Carson is an award-winning researcher who focuses on the economics of risk and insurance, insurer pricing and solvency, insurer operations, regulatory and ethical issues and financial planning.

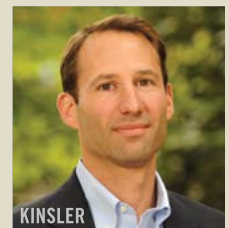
Kinsler, who came to UGA in 2015, served for eight years as an assistant professor of economics at the University of Rochester. He has taught undergraduate and graduate courses on econometrics, labor economics and the economics of education.



CAMPBELL



CARSON



KINSLER

Kristy McManus, a senior lecturer in the Department of Marketing, received the 2022 Outstanding Faculty Service Award. McManus, who serves as Terry's undergraduate program coordinator for marketing, has taught marketing at Terry since 2015. She has won numerous awards, including the college's Instructional Excellence Award in 2020.

Ben Whipple, an associate professor at the J.M. Tull School of Accounting, received the Teaching Excellence Award. Whipple joined the Tull School in 2013 and earned a reputation for successfully guiding students through some of the most challenging material in the accounting major.



Building community in the workplace

Terry Trailblazers highlight purpose, authenticity

Photo by Brian Powers

L-R: Ameet Shetty, Chloe Kelley, Kim Adams, Lael Chappell

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

For the four Terry College alumni recognized as 2023 Terry Trailblazers, achieving success in their careers isn't a reward for the hard work and dedication they've put into their jobs. It's a call to action, a responsibility to create the community they needed when they were starting out.

"There's a responsibility not to be afraid to speak up, and to challenge why things are the way they are," said Lael Chappell (BBA '06). "Just taking the time to think how something may feel for someone else isn't as bold as having those (hard) conversations and let people know they're not alone."

"That is such an important part of the journey. I'm grateful to have had individuals around who provided that chance for me, and I always do my best to try to pay it forward for future generations."

Chappell, chief marketing and business development officer at cloud-based underwriting IT system Desq, was on a panel of four Terry Trailblazers who gathered on Feb. 23 to answer questions from Terry students.

He was joined by fellow Trailblazers Chloe Kelley (BBA '06), executive vice president and account manager with PIMCO; Ameet Shetty (BBA '96), chief data officer for the Pilot Corp.; and Kim Adams (BBA '99), vice president for diversity, equity and inclusion and talent acquisition at Ulta Beauty. In addition to the roundtable discussion, each Trailblazer had flash mentoring appointments with several Terry students.

Each year the Terry College recognizes a group of distinguished alumni who reached new heights in their careers, mentored young people, created inclusive communities at work and fostered the next generation of leaders.

For Chappell and Shetty, that work has taken the shape of mentoring students and young professionals in their fields. For Kelley, it means sponsoring other young women in the finance industry and building employee resource groups and support systems inside PIMCO. For Adams, it means being cautious about where she puts her time and talent to work.

She took her position with makeup retailer Ulta because of the value it places on a diverse workforce, the way it fosters growth in its employees, and its embrace of diverse representations of beauty.

"I joined Ulta because their values align with mine and wouldn't work for a company whose values didn't align with mine," Adams said. "Live out your core values and your purpose."

For these Trailblazers, part of that purpose is building pathways so companies have the talent needed to solve tomorrow's challenges. They urged students to build inclusive communities as they move into the workforce and never forget to reach out to those behind them.

"You can't control the date you're born, and you don't know when you'll leave," Chappell said. "But you have the opportunity to know what work you've put in, the lives you've impacted and the people you've motivated during your time on Earth." ■

TERRY STUDY AWAY

HELP STUDENTS GO FARTHER

Study away experiences can be transformative, giving students meaningful learning opportunities while preparing them for the international marketplace. However, many Terry students face financial barriers that prevent them from taking advantage of such programs.

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- Terry offers only 20 endowed donor-supported study away scholarships
- The average cost of study away participation for a student is \$5,000

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Want to learn more?

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**UNIVERSITY OF
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profiles



Photo by Brian Powers

Ripple effect | Page 24

The Global Georgia field study illustrates the state's far-reaching international impact.

Here



*Terry alumni are leaders in the nation's supply chain.
Terry students are right behind them.*

Story by Ray Glier | Photos by Brian Powers

to There



In the whirlwind of the supply chain, there is no standing still. To keep from being swept up, there must be constant movement by logistics caretakers: the operations bosses, the technology builders, the data miners, the finance experts and, of course, the higher-education scholars who prime the pump with talent.

After COVID-related disruptions tipped over the global economy in 2020 and 2021, there arose a newfound urgency to keep the supply side push-button functional. In Georgia, a state whose economy is growing at a rapid pace and on a global scale, this need is especially acute.

But where there is a business need, there is a Terry alum — or a whole network of them — ready to step in and lead.

“What the pandemic did was it made some of the supply chain conversations more mainstream,” says Paul Bunn, president and COO of Covenant Logistics, one of the largest supply chain firms in the U.S.

“When everybody’s getting everything they order on time, supply chain is an afterthought,” says Bunn (BBA ’01, MAcc ’01). “It’s not something you see on the news. Now it is.”



“In our world, nothing ever stays the same.”

Logistics leap

Maintaining Georgia’s supply chain is especially important considering the state’s remarkable growth in the area. Data presented at a sold-out Georgia Logistics Summit in March showed a state skyrocketing to the top of the logistics sphere, with a \$23 billion jump in sales impact between 2018 and 2021.

One piece of infrastructure was particularly essential to this growth.

“The pandemic really exposed the crown jewel of transportation in Georgia, which is the Port of Savannah,” Bunn says. “They were already ahead of the curve in labor and real estate. They were able to meet the demand better than some ports in other markets.”

That ability was the product of effective planning, says Ryan MacDonald, the port’s grants manager, who previously oversaw strategic operations and planning.

“In our forecasting, we maintain a 20% margin between operating capacity and the maximum capacity of the terminal,” explains MacDonald (BBA ’95). “That’s the safety net. Without this kind of foresight, which is part of our culture, we would no doubt have been buried. It wasn’t without a lot of challenging hard work and determination, but (that’s) why we were successful during the most trying time in our living history.”

Meanwhile, company leaders looked for ways to streamline operations. “The pandemic was kind of like a stress test,” says Frank Anderson (BBA ’96), president and CEO of Augusta-based RBW Logistics. “We realized the supply chain as a whole was not as healthy as we originally thought.”

Students who complete Terry’s area of emphasis in operations and supply chain management are well prepared to diagnose problems and prescribe solutions. Marty Parker, a senior management lecturer who oversees Terry’s Supply Chain Advisory Board, says his students are bright, energetic and mindful of the role of logistics, and as driven as the trucks rolling down I-75.

“What I tell prospective employers is that all you need to do is just hire one of ours,” Parker says. “If you hire one, you’re going to want to hire others. Companies are actively recruiting our students, and it has become highly competitive to hire them.”

Jobs galore

The Georgia ports in Savannah and Brunswick support more than 500,000 jobs, or one in nine jobs statewide, according to a study by Terry’s Selig Center for Economic Growth. In addition, Parker estimates there are between 15,000 and 20,000 specialized logistics jobs in Georgia, and Terry is increasingly known as a workforce dynamo.

Triple Dawg Matt Clark (BBA '92, MAcc '93, MBA '04), a fractional CFO for as many as six supply chain firms, says his accounting degree is “a key skill to know” because he has to understand financial statements and how his decisions impact them.

But a logistics CFO also needs to know, for instance, if the technology a company is buying and implementing will provide a return on the investment.

“We went through that step-by-step with one client, a trucking company, installing some software that will help alleviate or reduce some of its administrative work,” says Clark, founder of Atlanta-based Veritas CFO. “It allowed the company to increase billing procedures without adding headcount. That is a key skill of somebody working in finance in the supply chain.”

Clark says a logistics CFO, on a basic level, can help a company with planning and analysis and review financials to spot trends and figure out when things are going right, wrong or sideways.

“The job requires you to spot that downward trend and what business decisions need to be made to reverse that trend so that costs are going down and revenues are going up,” Clark says. “And then you figure out how to help get the business back on track.”

Finance is just one pathway. Supply chain jobs can plug into transportation management systems, warehouse management systems, inventory management systems and the many verticals within trucking.

Because of the increased volume of shipments coming in and out of the state, the ports require a steady stream of talent. The Georgia Ports Authority has 1,500 employees and continues to grow, with \$4.5 billion invested in expanding and enhancing its facilities over the next decade.

And it's increasingly common for goods to be “transloaded,” or transferred from truck to rail or vice versa, which has led to the creation of warehousing and transportation infrastructure throughout the state, including several “inland ports” operated by the GPA.

There is plenty of opportunity in the supply chain for the worker who is “inquisitive of what makes the world go 'round and 'round,” says Bunn. “An inquisitiveness and entrepreneurial wisdom combined with a strong work ethic will make it easy to get a job.”

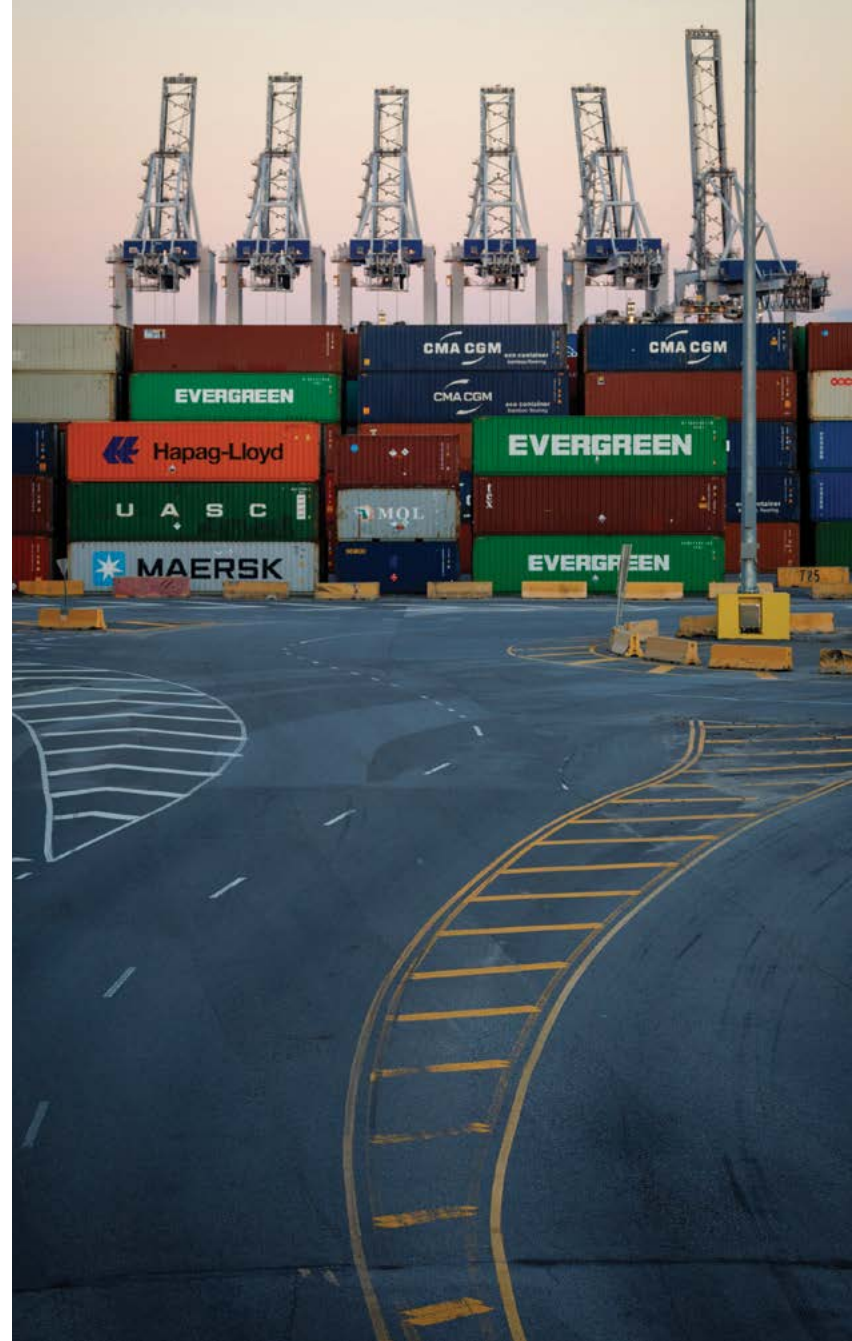
Unbroken chain

When COVID hit, the importance of logistics was made painfully clear.

“When everybody else was home, the truck drivers made sure the food got delivered to the store shelves and the toilet paper got to where it needed to be,” says Bunn, whose company maintains a national footprint in expedited, dedicated, brokerage and warehousing services.

To maintain an unbroken supply chain, Bunn and other company leaders had to be innovative, nimble and responsive to their employees. As president and CEO of RBW for 27 years, Anderson knows the power of human connection.

“We couldn't take a blanket approach to labor issues,” Anderson says. “We really had to make sure we were very much engaged with our team members because, on an individual basis, the pandemic affected each one of them differently.”





MCMILLAN



Contributed photo



Contributed photo

RBW began in 1954 in an old train depot brokering sugar and chocolate for a local cookie manufacturer. These days RBW works with a large majority of the area's industrial manufacturers, operating nearly 3 million square feet of space in and around Augusta and Savannah, with multiple locations and trucks and 350 employees.

The company's growth stemmed in large part from its willingness to evolve. Anderson says he charges his teammates daily to be adaptable. "What our customers tend to appreciate the most, and what sets us apart, is our flexibility and adaptability to an ever-changing environment," he says. "In our world, nothing ever stays the same."

That, it seems, is the foundation of supply chain success: problem solving.

"We try to keep a very strong focus on anticipating the things that can go wrong — or anticipate that things are going to go wrong — and get ahead of it," Anderson says. "This is the nature of the beast in our industry. You have to be a good problem solver. Otherwise, you're not going to survive."

Tomorrow's leaders

Terry supply chain graduates enter the workforce ready to solve problems. Many are in top-shelf internships before they leave college. Jacob McMillan, a fourth-year student from Collins, is gliding right into a position with Zion Solutions Group, a fast-growing full-service supply chain integration group based in Athens.

"Companies want to have access to students at Terry, and I think that's amazing," says McMillan, who serves as vice president of the Supply Chain Advisory Board, a network of industry leaders, faculty and students. "It gives opportunities for students to build connections. We have Home Depot, Georgia-

Logistics in Georgia

Source: Georgia Logistics Summit/Area Development

\$83.4 billion
Sales impact in 2021

93% *Warehousing services growth since 2018*

No. 1 *For infrastructure and access to global markets*

Pacific and King's Hawaiian on our board. A lot of these brands are in Georgia. Terry has these connections, and students are able to capitalize on that."

Parker, who in addition to his faculty role at Terry consults as a fractional C-suite executive for TechCXO, says he has hired many Terry grads and is unafraid to put them in front of clients and customers.

"Our students are different in that they're really, really good in leadership skills and working with others," he says. "They have a broad business background from marketing classes, finance classes and leadership classes in organizational behavior."

And a new course ensures students have the technical skills to thrive in an increasingly data-centric sector. "Supply chain roles involving data analytics are becoming more common, and luckily, we are prepared and qualified thanks to the Supply Chain Analytics class," says Supply Chain Advisory Board president Julia Randolph, a fourth-year student from Eatonton.

"I'm going to be working at Target as an inventory analyst, so I'm sure I'll be applying these data analytics skills in my career as well," adds Randolph.

Above all, students benefit from the fact that companies no longer take for granted their supply chain talent.

"When I go to conferences I hear stories that the supply chain used to be that person in the basement, it was kind of pushed to the side — and then COVID hit," says McMillan. "Supply chain got put in the spotlight, and UGA has really capitalized on that and has been able to provide a lot of resources.

"Terry students have high expectations for themselves, and then we go into these work environments and hold ourselves to high standards," he adds. "That's the big thing with this group: the environment that we build in Terry helps us to succeed after we leave." ■



Contributed photo



A portrait of Dr. Jake Goodman, a man with short brown hair and a light beard, smiling at the camera. He is wearing a light-colored crewneck sweater. The background is dark with a blurred bokeh light source in the upper left.

The doctor is (PLUGGED) in

Terry alum and social media star Dr. Jake Goodman speaks up about mental health and the medical field

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



Contributed photo

When Jake Goodman took the TEDxUGA stage on March 31 and stepped onto the iconic red circle, he felt a decade-long dream become a full-circle moment.

Looking into the audience, he remembered attending the inaugural TEDxUGA event in 2013 — as an undergraduate at the University of Georgia with plans to become a doctor and someday develop a message worthy of a TED talk.

As the first speaker at this year's event at the Morton Theatre in downtown Athens, Goodman (BSA '15, MBA '20) worked all his interests into his talk. He spoke about the archaic medical training system in the U.S., the long hours endured by resident doctors, the need for improved access to mental health services for medical students, and the necessary steps to improve patient care.

In a brief but gripping 18 minutes, Goodman also shared his own mental health struggles during medical training and the moment that launched his advocacy work on TikTok while enrolled at Terry in the dual MD/MBA program. Now with more than 2 million followers across his social media channels and media appearances on NBC, Today.com and in *Men's Health*, he considers it a privilege to speak with people worldwide about their mental health concerns and what they can do to seek care.

These "ideas worth spreading," as the TED slogan goes, also led to Goodman being named to UGA's 40 Under 40 last year.

"If someone had told me as an 18-year-old walking onto campus for the first time that I would become a doctor, come back to UGA for my MBA, get inducted into 40 Under 40 and then go on to give a TEDxUGA speech, I would have fainted," he says. "What makes me even more proud is that I was selected for these opportunities due to my advocacy work around mental health, and that's one of the biggest honors of my life."

Partnering medicine and business

Goodman has wanted to be a doctor for as long as he can remember. He points to his childhood pediatrician as inspiration, recalling that during each visit, he was taken care of, his worries were alleviated, and he felt safe. Those moments sparked a desire to choose medicine.

As a pre-med undergraduate studying biological sciences at UGA, Goodman found his focus turning to mental health. A friend died by suicide, and Goodman wished he had the understanding at the time to recognize what his friend was feeling and talk with him about it. The experience opened his eyes to the worst-case scenario that could occur with mental health issues, and he wanted to learn how he could help others in the future.

Later, during one of his medical school rotations, Goodman worked in an outpatient substance use disorder clinic serving patients with opioid use disorder. He saw people seek help at the lowest point in their lives — sometimes after losing jobs and falling out of touch with family members — and find recovery with the help of a team of psychiatrists, nurses, social workers and mental health professionals.

“They were able to turn their lives around,” he says. “To meet people at rock bottom and help them rebuild their lives is the dream job for me.”

While in medical school, Goodman realized he’d like to reach more people by working outside the traditional hospital setting, whether that meant correcting deficiencies in the health care system, improving access to care or eliminating barriers for people to afford health care. To do that, he knew he needed additional

training — and a business degree would equip him with the skills to tackle complex challenges. When he learned about the dual MD/MBA option at Terry, it was a “no-brainer.”

“The program gave me the confidence to launch an idea and move forward with it,” he says. “It gave me the building blocks to take the necessary steps to grow, and when I didn’t know something, I could bring in somebody with that expertise and learn from them.”

During his first semester in the program, Goodman met fellow student Sam Hinson (MBA ’21), now a program manager in the revenue protection unit at Delta Air Lines. They quickly became good friends and roommates, and Hinson was with Goodman during the early days of launching his social media platform at the beginning of the pandemic.

“Even back then, you could see that he had this drive to share knowledge,” Hinson says. “Jake is a fantastic representation of someone who is a lifelong learner and who aims to share his experiences and the lessons he’s learned, both professionally and personally.”

Although Goodman lives in Miami, where he is a resident physician in psychiatry, and Hinson lives in Atlanta, the two remain close friends. Hinson participated in Goodman’s wedding in May 2022 and sat with Goodman’s family in the TEDxUGA audience in March.

“No matter what you do in life or what your professional interests are, there’s something you can learn from Jake, simply by the way he teaches and communicates with people,” Hinson says. “The term ‘influencer’ gets thrown around in a joking way, but if there’s one person who can have a good influence on you, that’s Dr. Jake Goodman.”

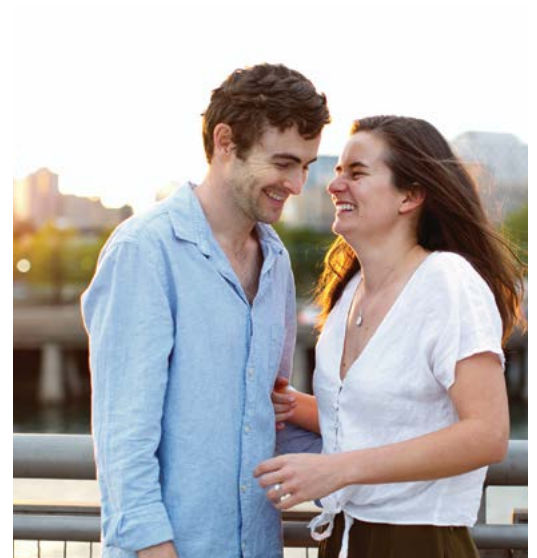




Photo by Brian Powers

“There are so many tools we can utilize to improve our mental health, and I want to pass that on to the next generation.”

Growing social media for good

One of Goodman’s most memorable and pivotal social media moments came in December 2021, when he posted an image of himself facing the camera in blue scrubs, a light blue pill resting on his outstretched tongue. He spoke about the stigma around mental health challenges, both across society at large and among medical professionals in particular.

“I’m a physician who treats mental illness, and I take medication for my mental health. And by the way, I’m proud of it,” he wrote. “Medications aren’t for everyone, but they can be a powerful tool in combination with therapy and other self-care techniques to treat mental health issues.”

Since then, Goodman has inspired other doctors to post about their personal experiences and mental health expertise on social media. In May, he led a panel at the American Psychiatric Association’s annual conference to discuss how mental health professionals can use social media to advocate for their patients, and he hopes to speak at more medical conferences to spark thoughtful conversations around social media use, mental health stigma and better solutions in health care.

Goodman encourages his fellow medical professionals on a personal level. Anton Lima, a first-year psychiatry resident at the University of Miami, worked alongside Goodman during rotations last fall and saw the potential of his own social media presence after participating in one of Goodman’s videos. Lima, who hails from Brazil, is now creating video content in Portuguese to reach Brazilians — both at home and in southern Florida.

“Immigrants face many hardships when they move to a different country and away from their families,” Lima says. “I talk about the daily stressors, anxiety and depression they may face when adapting to a new country and culture. I want people to understand that this is normal and part of life.”

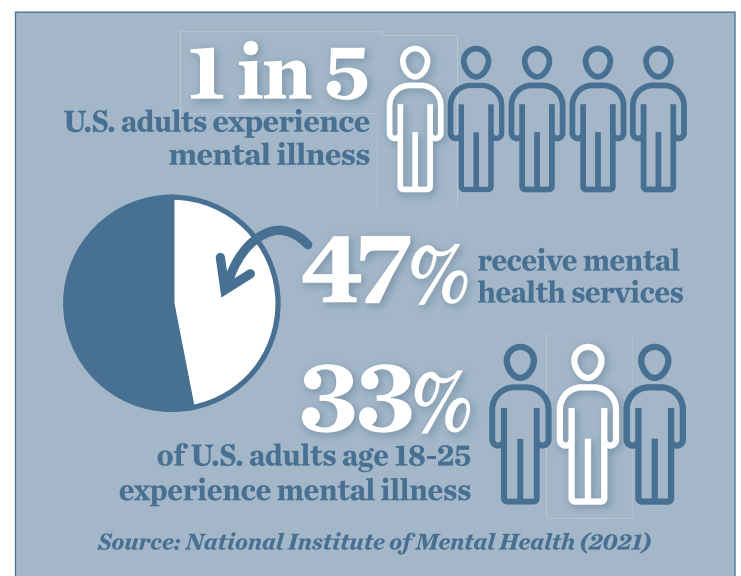
Lima also plans to team up with a psychiatrist in Brazil to write an e-book about ways to handle anxiety in the modern world. He credits Goodman with building the self-confidence to see that he could be a positive influence on others — the idea that he could “be the Jake Goodman for the Brazilian community.”

“Jake faces his own internal battles, and being able to do residency and create content and do everything he does is impressive,” Lima says. “You might think that he wouldn’t have enough time to be dedicated to the residency program, but it’s the opposite. He’s a role model as both a content creator and a resident and is always very caring with his patients.”

This summer, Goodman will complete his second year of residency and transition into his third, which includes more outpatient training. He ultimately wants to work in an outpatient setting, so he’s particularly excited to see what the next two years add to his lifelong love of learning.

And, of course, he plans to continue his mental health advocacy, tirelessly spreading a message of hope.

“I hope to continue to speak with teens and young adults about mental health and teach them what I wish I had known in high school and college,” he says. “There are so many tools we can utilize to improve our mental health, and I want to pass that on to the next generation.” ■





STATE OF THE WORLD

Global Georgia program offers a domestic crash course in international business

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



You can't miss it heading down Interstate 16 toward Savannah.

Staggering in scale, it comes into view slowly: nearly 2,000 acres, flat and seemingly endless, barren but for the occasional bit of heavy machinery. It could be the film set for a post-apocalyptic thriller (*Mad Max: Bryan County*, perhaps?). Instead, it's the future site of the Hyundai Metaplant, a massive electric vehicle factory set to begin operating as soon as 2024.

A group of 13 Terry College of Business undergraduates saw firsthand how the project came together during Global Georgia, a spring break field study administered by the college's International Business Programs office. Students traveled the state visiting Kia, Coca-Cola and Synovus, among other companies, and learning from civic and government leaders about how Georgia does business with the rest of the world.

The program pairs off-campus learning with a crash course in global business, says Terry legal studies lecturer Jason Epstein, who led this year's trip. "International business occurs everywhere," he says. "There's a common misbelief that you have to go abroad, but there's tons of international business being done every day in Georgia."

In a conference room overlooking verdant Forsyth Park, the Global Georgia group hears from World Trade Center Savannah vice president Leigh Ryan and Jennifer Collins of the Savannah Economic Development Authority about how Georgia paired aggressive tax incentives with a growing international reputation to beat out neighboring states in landing the Hyundai facility.

The largest economic development project in state history — touted by Gov. Brian Kemp as "transformational" — the Metaplant broke ground last fall and is positioned to generate more than \$5.5 billion in investment from Hyundai and its suppliers and create approximately 8,000 jobs. The South Korean company expects to produce upward of 300,000 EVs each year at the southeast Georgia hub.

For business majors, interacting with those directly involved in such efforts can be motivating, says Epstein. "Students are hearing about these big projects. They know something about Kia, they know something about SK Battery, they may have heard of the Hyundai project. Going out and hearing from people who are making that happen, I think, is very exciting for the students. It gives them a charge of energy."

Now in its third year, Global Georgia arose as a convenient study away alternative with the goal of exposing more undergraduate students to international business fundamentals. Participants earn experiential learning and international immersion credits along with credit hours toward their degrees.

"Global Georgia accomplishes multiple goals," says Jennifer Chapman, Terry's director of international programs. "It highlights the importance of the state to the global economy as well as the diversity of businesses in Georgia. And it offers students a study away option that is more accessible from a time and financial perspective, while ensuring they can translate what they learn in the classroom to real-world business scenarios."

During the week, students witnessed lawmaking in action at the state Capitol (left) and visited the World Trade Center Savannah and Gulfstream Aerospace (right), among other company headquarters.





For third-year management information systems major Anh Nguyen, the program was eye-opening. “There is a lot of thought that goes into international business, (particularly) how much consideration you must put into where and how you expand internationally to reduce risks,” says Nguyen.

It’s also wide-ranging, providing students with an overview of many aspects of international business, including legislative, trade and investment issues, while allowing them to network with C-suite executives and other company leaders.

“Most of the students are from Georgia or potentially will end up working in Georgia,” says program coordinator Kathleen Meehan. “It gives them a way to connect with people from companies big and small that are doing international business within the state.”

This year’s road trip provides distinct opportunities to learn and connect. At Gulfstream Aerospace, the group hears a marketing presentation, tours a service hangar and gets a rare peek into the company’s research and development lab. In a luxe showroom, the students board decked-out models of the company’s newest jets.

Assembling in the marbled rotunda of the state Capitol, the students sit in on a legislative session and gather with Athens Rep. Houston Gaines (AB ’17) to discuss bills being debated by lawmakers, including one written to accommodate the rise in ground freight by increasing the trucking weight limit on state highways.

During a stopover at UGA’s coastal Marine Extension and Georgia Sea Grant, hatchery manager Justin Manley shows off his elaborate oyster seeding operation. From a floating dock on the crystalline Skidaway River, Manley explains how the university’s Shellfish Research Laboratory is helping to sustainably support the state’s re-emerging aquaculture industry.

A few miles upriver, research analyst Taylor Worley (AB ’05, MPA ’21) details the intricate process that ensures goods flow seamlessly into and out of the Port of Savannah. The third-busiest container port in the U.S., the facility saw rapid expansion over the past decade, with Georgia ports accounting for 11% of total employment, or one out of nine jobs statewide, according to a study from Terry’s Selig Center for Economic Growth.

It’s one thing to hear such statistics; it’s another to witness them in action. On a sun-soaked morning, the Global Georgia bus glides through the port’s Ocean Terminal, where the scene is one of highly controlled chaos. Cranes tower over rows of containers stacked five- and six-high. Machines load boxes onto freight cars as tractor-trailers perform balletic maneuvers on all sides.

When the bus reaches the river’s edge, the students hop off. Standing in the shadows of mammoth container ships, they snap selfies and marvel at the spectacle. As other spring breakers soak up the sun on nearby Tybee Island, the Terry travelers soak in the sights and sounds of global commerce.

Reflecting on this year’s program, Chapman says it’s only the tip of the iceberg for her office’s ambitions. “We are really trying to make study away as available as possible to every Terry student,” she says. “Programs like this are a great way to do that, and the more support we get, the more students we can provide these opportunities.” ■

On the coast, UGA’s Marine Extension and Georgia Sea Grant provides vital support for the state’s marine industries, while the Port of Savannah saw remarkable growth over the past decade.

community



All together

Pages 28-29

Celebrating connections at the Alumni Awards and Gala



COMMUNITY: ALUMNI



Going places

Photos by Brian Powers

No passport was required for entry, but among the 650 attendees at the 2023 Terry College Alumni Awards and Gala on April 29, spirits were as high as an overseas flight.

With the theme of “Adventure Awaits,” this year’s Gala at the Intercontinental Buckhead Atlanta showcased international business education at Terry and raised funds to support study away scholarships, faculty research, academic programming and other initiatives.

As Dean Ben Ayers told the audience, Terry students account for one-third of all UGA study away participants, yet “we’ve only begun to put a dent in the need to support our students,” he said.

Ed Bastian, CEO of Delta Air Lines, discussed the importance of international exposure to personal, professional and cultural development and detailed ways his Atlanta-based carrier navigated the pandemic. Explaining that the company continues to hire many Terry graduates, Bastian said, “The talent the school is producing is really world-class.”

That Terry talent was on full display during the awards presentation, where Waterford Crystal trophies were presented to Distinguished Alumni Award recipients Sam Holmes (BBA ’87) and Karen Bennett (BBA ’85, MBA ’11) and Outstanding Young Alumni Award winner Rennie Curran (BBA ’17).

The three spoke about the opportunities their business degrees afforded them, the communities that helped them thrive and the connections they are building for others, including a study away scholarship created by Bennett.

As spirits soared, so did the fundraising total, with more than \$800,000 generated through corporate sponsorships and a silent auction including art, Bulldogs memorabilia and, of course, travel packages galore.

Read more about this year’s honorees on pages 31-39. ■



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**UNIVERSITY OF
GEORGIA**
Terry College of Business

HE DOES IT ALL

Sam Holmes receives Distinguished Alumni Award

By Ed Morales

Photo by Brian Powers



If you ever had the good fortune to meet Sam Holmes — and many, many people have — there’s no doubt he remembers you.

Don’t believe it? Ask John Shlesinger, Holmes’ business partner and friend of more than 35 years, who attests to this talent. It happened the first time he recalls meeting Holmes (BBA ’87), which was, in fact, not the first time.

“I was in Rio Bravo (in Atlanta) with Andy Ghertner (BBA ’65) after work one night, and Sam comes up out of nowhere and says, ‘Hi, John and Mr. Ghertner,’” Shlesinger says of a memory over three decades ago. “In business, the hardest thing you have to do is go up and talk to somebody you don’t know, and while I had met Sam, it was once, and while Andy had met Sam, it was once. And here is this 21-year-old coming straight up to us with hand out — breaking into the conversation and remembering our names. To be honest, I didn’t remember his. It was a big impression point.”

So big the conversation turned into a job offer, one Holmes took despite already accepting another job at a large Atlanta bank. When he called the bank president to tell him he was turning down their offer, Holmes told Shlesinger the conversation left “a big sweat stain on the back of his shirt.”

“Someone at 21 who can do that has something special,” Shlesinger says. “Even today, he has friends from all walks of life, and he’ll introduce me to somebody, and I’ll look at him afterward and say, ‘How do you know this person?’ and he tells me. Then I ask, ‘When did you do that?’”

There’s so much that Sam Holmes has done, or is doing, it’s hard to believe he shares the same calendar day as the rest of us. As vice chairman of CBRE, he’s partnered with Shlesinger (MBA ’83) to negotiate more than 100 million square feet of leases and

sales and 8,600 acres of commercial real estate valued at more than \$24 billion. When he’s not building his business, he’s helping others as a commissioner of the Georgians First Commission, a task force aiming to make Georgia the best state for small business.

As a Regent for the University System of Georgia, Holmes is often visiting one of the system’s 26 higher education institutions, broadening his vision about the state’s educational needs. His passion for education is why he’s a trustee at the Georgia Research Alliance and served on UGA’s Foundation Board of Trustees for 15 years — including two as its chairman — as well as the boards of The Baylor School, The Atlanta Speech School and the Terry





Sam Holmes' father, John Paul Holmes (far left), played football at Georgia – one of Holmes' many lifelong connections to the university.



College. He also serves on the UGA Athletic Association's board of directors.

He coaches youth basketball, teaches Sunday School, has been married to his wife Lara (BBA '88) for 33 years and attended (or coached) the athletic pursuits of his three children.

"I am amazed at the number of things he does," Shlesinger says, "and I don't even know all the things he does."

"I've got two wonderful parents, and they gave me the best lesson they can give you, and that is pure old-fashioned work ethic," Holmes says. "My father put 50,000 to 60,000 miles a year on a car; he's the only guy I know who could be in a morning meeting in Valdosta, another in Columbus at noon, and make it back for a kid's event in Monticello that afternoon. My mother is amazing, and candidly if she was my generation there's no doubt she would be CEO of a public company. She is the most talented person I have ever been around. She can do more things well than anyone I have ever known."

Holmes' talent for engaging people developed from an expanding sense of place. He grew up on his mother's family farm 13 miles outside of Monticello, a central Georgia town of 2,500 in the heart of Jasper County, where he was "active, always got in a little trouble and probably talked a tad too much." While his father Paul (whom everyone knows as Chief, BBA '63) was a traveling insurance salesman who carefully kept journals documenting the names and details of every person he met, his mother Susan (BSEd '63) was extremely active civically. After her three children graduated from UGA, she spent 12 years as mayor of Monticello and 12 years as a Georgia representative.

When he was 16, his parents thought it best he was exposed to a new environment and sent him off to The Baylor School, a boarding school in Chattanooga. "It was eye-opening to me. I got to meet young guys from all over the Southeast looking to try and expand their horizons like I was," Holmes says, adding he also realized a future career in the National Basketball Association was not forthcoming. "A 6-foot-2 shooting guard who is slow with no hops doesn't have a bright future in basketball past high school."

What he did have was the University of Georgia, whose athletics he spent his adolescence fiercely supporting. "It was the only place I wanted to be," he says.

**When I was at
Georgia I remember
my dad saying that
business is a contact
sport, so you better
have contacts.**

Once in Athens, Holmes learned, as most collegiate 18-year-olds do, what he didn't want to do. After struggling through Accounting 110 and 111 and MIS 209 and 312, he settled on finance as a major. But it wasn't until he took an introductory course in real estate, taught by the "legendary" James Kau, where a career plan materialized.

"I knew little about real estate," he says. "I knew sales, I knew business, I knew numbers, but I didn't know much about real estate. It was the class where I learned the most. ... I also felt the best route was to meet as many people as I could, be as involved as I could. When I was at Georgia I remember my dad saying that business is a contact sport, so you better have contacts."

His ever-widening lens served as a cornerstone for what he would do in the professional world. With Shlesinger, he created an adaptable business built on trust and customer service. The two have never had a contract because "we trust each other and understand what each likes to do," Shlesinger says. "We both know if one of us says we're going to do something, we do it."

They have daily interactions with many clients, supplying not just real estate brokerage but also project management, facility management and analytics. Consistently ranked among the top five office leasing brokers in Atlanta, including 15 times as No. 1, their business was awarded the deal of the year six times and the deal of the decade in 2010.

The enthusiasm Holmes has for his job carries to the many public service roles. His appointment to the Board of Regents allows him to address a cause close to his heart — offering a hand up to young people who grow up in economically challenging households.

"Sam Holmes is a great friend and a man of integrity who has committed himself to serving his community and his state," Georgia Gov. Brian P. Kemp says. "I am grateful for his work on the Georgians First Commission as we continue working to make Georgia No. 1 for small business.

Sam Holmes is a great friend and a man of integrity who has committed himself to serving his community and his state.

Sam has demonstrated a deep commitment to higher education in our state through his service to the University of Georgia and on the Board of Regents.”

“I don’t know if there’s a better person than Sam,” Shlesinger adds. “Most people don’t see what he does outside of real estate and the people who do see it are lucky because he does plenty.”

In the spirit of someone who gives much of himself, he never expects recognition for it. Being honored by the Terry College was a surprise, merely because graduating from Terry was, in his life, its own reward.

“I’m grateful. I can’t stress enough the importance the school has meant. Not only did all of my family go there, but all of us met our spouses there. The best decision I ever made was marrying Lara,” Holmes says. “My grandfather and namesake, my mom and dad, brother and sister, my two oldest children, Sam Jr., and Susan, are both proud Terry alums, the vast majority of my friends and my clients — it’s amazing, the impact. To get an award from a school that has had as much of an impact positively in my family is humbling.

“And I’m so humbled to get any award my father got. I have never and I will never think I have anything close to the impact he has had in this state. My first thought when I got the news was, ‘My gosh, I never thought I’d get any award my father received.’” ■

Sam Holmes and his wife, Lara, have three children, two of whom are Terry graduates.



SHE ACHIEVES AND UPLIFTS

*Karen Bennett receives
Distinguished Alumni Award*

By Gabe Vodicka (ABJ '08)



Photo by Brian Powers

Karen Bennett is, to put it plainly, a people person. Sure, it's right there in her job title: as executive vice president and chief people officer for Cox Enterprises, Bennett is responsible for making sure the company's nearly 50,000 employees have the resources they need to do their jobs and the support to avoid burning out.

But spend any amount of time with Bennett (BBA '85, MBA '11) or those who know her best, and it's clear her affinity for her fellow humans doesn't stop at the C-suite door.

"Being around people is what I do for a job, and I'm very passionate about it, but it's also what I do in my life," says Bennett. "I love being around my neighbors, I love being around my friends. I have a big and beautiful family that I love being a part of."

And in the workplace, Bennett is not exactly your average HR boss. "She's somebody I can go to for anything," says Ashley Peterson, Cox Enterprises' VP of people solutions. "Whether it's a work issue or something I'm grappling with personally, she's just a caring individual. And I appreciate that."

Bennett took that approach to shaping the employee experience first at Cox Media Group and then at Cox Communications. Last year she was promoted to oversee human resources for the parent company, where she

made an immediate impact, says chairman and CEO Alex Taylor.

"One of the most important aspects of being a leader is being a good teammate," says Taylor. "And I don't think there's a better teammate."

Bennett makes a point to ensure employees feel seen and, more importantly, heard. At a Coffee with Karen event in the Atlanta campus' expansive cafeteria in March, a table of Cox staffers discussed various topics, including career hopes and concerns, workplace culture, and what they happened to be binge-watching that week.

**I love being around
my neighbors, I love
being around my
friends. I have a big
and beautiful family
that I love being a
part of.**

"You can be exactly who you are around Karen," says Kia Painter, who occupies the EVP-CPO role at Cox Communications. "She welcomes everybody in their exact uniqueness. That's what I love the most about her personally. But that's also why I love working with her."

Bennett grew up in Atlanta, the daughter of native Atlantans Joel and Patricia, the middle child of five and the oldest daughter. Her father owned and operated a string of small businesses, and everyone in the family helped out in one way or another. The importance of work was ingrained in her from a young age.

"When I got my first summer job where I drew a paycheck, I pretty quickly realized, 'Wow, input equals output,'" says Bennett.

"I went on to have jobs where I realized I enjoyed helping in the business side of things, much like I helped in the family business."

Her outlook on work continued to develop during her time at UGA, where Bennett was determined to "set my own future," she says — a future that began to form thanks to a Terry class then called Personnel Management.

"It was an obligatory class, but to me it was the 'a-ha,'" says Bennett. "I could understand how to count the numbers, I could understand how to woo the consumer, and I could understand how to operate efficiently. But the one thing that is wildly variable is human behavior. So how can you effectively lead a large group of individuals? I was totally taken with that aspect of business."

To help finance her degree, Bennett held an on-campus job working to administer a study abroad program offered through the Department of Student Affairs. Surprised by Bennett's professionalism and attention to detail, the program's director, Jenny Best (ABJ '60, MA '61, EdD '88), gave her responsibilities beyond those of the typical student worker.

"She gave me full latitude," says Bennett. "I felt like I had a mini business. That made a huge impact on me, because it not only made me realize I had those skills, but I was young, I was a student, yet I was being entrusted to run this. She would trust and verify, but it helped me a great deal."

Bennett carried that experience through her early career and into her executive roles. A deep believer in the power of self-confidence and gifted at spotting potential in those who may not see it in themselves, she has helped countless others advance in their professional journeys.

"I feel very strongly about trying to identify opportunities for people," says Bennett. "There's the expression 'bloom where you're planted,' but sometimes you need to move to a different garden."

This passion even birthed an office nickname.

"We call her the Oprah of succession planning," laughs Painter, who succeeded Bennett at Cox Communications. "She's like, 'You get a CPO job, you get a CPO job, you get a CPO job.'"



**There's the
expression 'bloom
where you're
planted,' but
sometimes you
need to move to a
different garden.**

"She is known for finding talent, giving them opportunities so they can continue to grow," Painter adds. "She has a unique ability to bring others along and allow them to achieve their dreams."

Bennett is particularly dedicated to elevating women, recalling Best's influence as well as challenges she overcame in her own career. Angela Tolliver, who spent 22 years at Cox before moving into a leadership role at Johnson & Johnson, wonders at her former colleague's impact.

"Karen is an outstanding leader and has been an inspiration for thousands of female professionals," says Tolliver (BBA '92, MBA '14). "(She) has achieved incredible heights while continuing to uplift others along the way."

For Bennett, inspiration starts with understanding. "Being a leader is not just leading the work, it's leading people to want to do the work," says Bennett. "So I try to show up as that leader, but more importantly, train and develop others to be empathetic leaders who will always do the right thing, and who will always treat people with respect."

Empathetic leadership is essential during a crisis. COVID posed challenges for most executives. For Bennett, it first meant figuring out how to keep frontline workers safe.

Karen Bennett followed her older brother to UGA for her undergraduate degree and didn't stop there, returning to earn her Executive MBA in 2011.



“Broadband infrastructure was one of the most important things we all had to rely on,” says Bennett. “Your cable guy had to continue working. And we had to figure out smart and safe ways they could do that, because it’s our responsibility.”

The pandemic also illuminated the importance of having an adaptable HR strategy. “I think the last three years re-shaped what human resources is and where it fits in in a company’s pecking order,” Bennett says.

While companies slow to respond to the growing demand for flexible work arrangements struggled to hire and retain employees, Cox pivoted quickly to offering remote schedules, wellness programs and other benefits.

Taylor says Bennett makes sure her employees still feel connected.

“Coming out of COVID and returning to work, with things being more remote, what does togetherness mean, and how do we make sure that we’re not losing something?” says Taylor. “She’s the one I talk with most about that.”

For as diligently as she works to improve others’ lives, Bennett also takes care to show herself grace. Most weekends you can find her relaxing with her spouse at her north Georgia lake house, surrounded by tall trees and still water, a pair of attentive, “inordinately spoiled” dogs at their side.

“It’s beautiful, it’s quiet. The outdoors is very restoring to me,” she says. “There’s something about the beauty in things you have absolutely no control over that grounds you, that reminds you where you fit in this world.”

Ultimately, though, there’s no un-peopling a people person.

“I am wildly optimistic about people,” Bennett says. “We all have opportunities; we just have to decide which ones we want to take and which ones we don’t. And that doesn’t mean they all work out. But the courage to take advantage of the opportunity is everything for a person.” ■

Being a leader is not just leading the work, it’s leading people to want to do the work.

Karen Bennett learned the importance of community from her close-knit family and carried it throughout her professional career.

HE HAS THE DESIRE TO INSPIRE

*Rennie Curran receives
Outstanding Young Alumni Award*

By Gabe Vodicka (ABJ '08)

Photo by Brian Powers



The atmosphere was electric at Truist Park. Heading into the late innings, the Braves held the lead. Atlanta, which won the previous night, needed a series victory against the New York Mets to chase down a fifth straight division title.

On the warning track, another contest was set to take place: Beat The Freeze, where fans compete in a foot race against a mysterious opponent who sports a skintight aqua jumpsuit and happens to be very, very fast.

Rennie Curran took a deep breath, got set ... and turned on the jets.

Here's the thing: not many contestants Beat The Freeze. The alter ego of sprinter Durrant Dunn, The Freeze is a "merciless speedster that's one part blueberry frozen drink, one part FroZone from The Incredibles and one part Usain Bolt," quipped one sportswriter. Though he allows opponents an exaggerated head start, he almost always overtakes them with ease.

Yet, there was Curran, crossing the finish line before his cool-blue counterpart, leaping to high-five spectators, grinning ear to ear.

"Thank God I had a prime start," the Outstanding Young Alumni Award recipient posted after the race. "Almost blew both of my hamstrings. Didn't run like that in a minute."

Those who know Curran (BBA '17) or watched him play football for the University

of Georgia were hardly surprised by his victory against the odds. A linebacker dinged by recruiters as too small for the position, Curran erupted onto the scene, leading the Bulldogs in tackles during his sophomore season in 2008. The following year he led the conference and was named a first-team All-American.

But Curran's next phase brought challenges. Drafted by the Tennessee Titans in 2010, he saw limited snaps before spending several years in the Canadian Football League. Though an NFL comeback appeared within reach, in 2017 he suffered a career-ending knee injury.

Rather than let that disappointment define him, Curran forged a successful second act as a motivational speaker, author and leadership coach, inspiring audiences with his story of faith, perseverance and overcoming adversity.

"Success to me is about leveraging your gifts, your experiences, your relationships," Curran says. "It's about maximizing them and showing people how to do the same thing. As you go through life there are things you learn, skills and perspectives — there are frameworks you develop that can impact others, whether you realize it or not."

The son of Liberian immigrants, Curran grew up outside of Atlanta, the youngest of three children and the only boy. His mother, Josie, was a nurse, while Rennie Sr. owned a



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shoe repair store. Both worked long hours for modest pay. Meanwhile, their home country was mired in a brutal civil war, and the two committed any resources they could to help others escape the conflict. “Not only were they working hard, they were helping a lot of family members and friends come to the U.S. and start a new life,” says Curran.

It was a happy, if humble, childhood. “I remember having to spend a lot of time sleeping on the floor, our home always being open, always full of different people in a three-bedroom apartment,” he says.

Josie Curran has no doubt the situation influenced her son’s worldview. “It was always (about) sharing,” she says. “We cooked a lot of food, and everybody took from the bigger bowl, and they knew they had to leave some for everybody else.”

Young Rennie displayed a blend of empathy and determination that surprised even his parents, who describe a kid who connected effortlessly with his rotating cast of housemates while always searching for the heart of the matter. “Every time he got a new toy, he wanted to take it apart to see what was inside,” Josie recalls with a smile. “Once he makes up his mind to do something, he’s going to do it.”

Before long the Curran family, which had given so much to those in need, would fall on hard times. “As I got to middle school, that’s when a lot of adversity started,” says Curran. “Mom almost died from a surgery. Dad lost his business. ... My dreams were to change things for our family.”

That dream took form thanks in large part to a little league coach, Ronnie Benton, who saw a quiet fire in the 10-year-old. In addition to helping the Currans, Benton introduced Rennie to the sport that would shape his life. “He took me to my first Georgia game,” he says.

Benton connected Curran with another mentor, Chip Smith, a sports performance expert and trainer of top-level athletes. A framed Rennie Curran Titans jersey now hangs on a wall of Smith’s Norcross facility alongside names such as Champ Bailey, Brian Urlacher and Jared Allen.

Smith, who coincidentally had just returned from a mission trip to Liberia, was impressed from the jump. “Rennie was a tremendous young man,” says Smith. “He was smart. He was into music. He was kind of a nerd, but he played sports. He was focused on his academics, and I knew he was going to make his family proud.”





From athletes to executives, Rennie Curran inspires others to “take (their) game to another level,” says mentor and trainer Chip Smith.

On the field, Curran matched physicality with mental fortitude. “He’s undersized, but you can’t measure heart,” says Smith. “He went to work every day. I saw the determination and the focus. I watched his body develop along with his football IQ. He quickly picked up the defensive schemes — he learned how to play.”

At Brookwood High School, Curran broke records and competed for state championships. In 2006 he committed to play at UGA. He also began to see he had another ability. “The more successful I became, the more of a leadership position I was placed in,” he says. “A lot of times, I’d be the captain of my team, the guy who would give the inspirational message before a game or do an interview after the game. Speaking became a major part of my life early on, whether it was to a little league team, a church or schools in my community.”

When his football career ended, Curran says, “I was questioning who I was, what I was going to do next. That’s when I started to get serious about understanding how I could add value to the marketplace. How could I take my experiences, the lessons I’ve learned from sports — leadership, mindset, teamwork, culture — how could I apply that to the business world?”

Having absorbed insights from a long list of coaches, teachers, trainers and mentors, Curran suggests, “When I was 19, I had the knowledge of a 30-year-old.” Now 34, Curran is in demand as a professional speaker, leading sessions for companies, teams, schools and nonprofits, drawing from his struggles and successes to share ways to improve leadership, teamwork, individual performance and overcome organizational challenges.

The goal is to help the next generation of athletes in underserved communities become leaders in sports, business and life.

Smith marvels at the effectiveness of Curran’s leadership style. “If you hang out with Rennie, you’re either going to be left behind or you’re gonna take your game to another level,” he says. “When he walks into a room, he’s got the ‘it’ factor. People gravitate to him. He has a gifted way of making you feel comfortable. Not talking down to you — talking to you.”

Curran draws a parallel to his playing days. “I’m making an impact in a different way. When I put my suit on, it’s like I’m putting pads on. Before I walk on stage is like the feeling I got before running out of the tunnel. ... And after the presentation, I go back and watch the film. I look for areas of improvement, ways I can make more of an impact next time.”

Spreading motivation isn’t just a way to pay it forward or pay the bills — it’s a passion. Through his Game Changers Foundation, Curran creates opportunities for under-resourced youth. “The goal is to help the next generation of athletes in

underserved communities become leaders in sports, business and life,” he says.

When he’s not helping others write their stories, he’s adding literal chapters to his own. He is the proud father to a 14-year-old daughter, Eleana, with whom he penned a 2017 children’s book, *What Does It Take to Be a Star?* “I think it’s so important, the self-image you have as a child,” says Curran. “I thought it was important for her to understand it’s not about your title. It’s about who you are as a person.”

And in 2017 Curran fulfilled a promise to his family by returning to the campus where he made a name for himself a decade earlier. But this time he wasn’t there to play football.

“I wanted to show people I’m not just a guy who can make tackles,” he says. “When I got to UGA (the degree) was something I wanted, to honor those who sacrificed for me. I wasn’t just gonna get any degree. I wanted a quality degree, a Terry degree, so when I’m done making plays, I have something to show for it and I can inspire somebody else to say, ‘Hey, I don’t have to take the easy route — I can be more than just an athlete.’”

He is ever mindful of those who impacted his life at a young age. On a recent Friday, a 10-year-old and his parents arrived for a tour of Smith’s training center, where Curran was halfway out the door. “He wants to play football,” said the mother as her son stood shyly by. Though he had places to be, Curran exchanged greetings, posed for a photo. Then he locked eyes with the boy. “Your jersey could be on these walls one day,” he said. “It’s all about what you put in.” ■



ARE ROBOTS WRECKING THE WORKPLACE?

With AI here to stay, Terry researchers explore how to integrate the new digital workforce

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

Whether it's a machine learning system boosting SEO, an algorithm sorting résumés or a chatbot handling customer service, artificial intelligence already plays a role in today's offices.

But what separates the bot seen as a busy-work savior from one viewed as a job stealer? And where's the line between using a new tool to become more efficient and relying on it in lieu of good judgment?

While ChatGPT and DALL-E 2 made headlines in early 2023, Terry researchers spent more than a decade investigating how to best integrate machine learning systems into the workplace. Pok Man Tang, an assistant professor of management, built his academic career on investigating how employees react to AI.

Before pursuing his doctoral degree, Tang worked in investment banking and became curious about the way his co-workers talked about and to systems that helped them analyze investments.

"My colleagues were super detail-oriented, super organized, super driven, yet they all seemed to have problems working with AI," Tang says. "They were constantly confused and sometimes even yelled at the AI software. They'd complain to me and say, 'AI is not getting along with me.'"

In a recent paper published in the *Journal of Applied Psychology*, Tang found the introduction of engineering robots in a manufacturing setting fueled job insecurity fears and fed antisocial behavior among employees. They experienced more burnout and were more prone to snapping at one another when upset.

In a connected experiment, survey participants asked to read articles about advancements in robot technologies were significantly more worried about job security than they were previously — even if the articles were in fields they did not work in.

This correlation even held up when looking at mere proximity. Tang found people living in areas with lots of robots working in local industries were more worried about their jobs in general.

"Whether it's psychological or physical exposure to robots, we see the same effect consistently," Tang says. "It predicts feelings of job insecurity that will have some unintended consequences, like burnout, impaired well-being or unethical behavior toward co-workers."

At a bare minimum, managers must be able to forecast these types of reactions and have a plan to support employees who feel threatened by AI systems. However, other research by Tang

showed managers may also need to reassess how they build teams and reward employees for their work.

In a *Human Resource Management* study in 2022, Tang found employees confident in their identity and value suffered more pronounced losses of self-esteem when they began to rely on AI systems to help complete their work. That confidence shift eventually led to poorer workplace performance.

Tang says part of the problem is detail-oriented employees and AI are good at the same types of tasks. When the systems are introduced, it makes workers feel their role is diminished.

"Older technologies were programmable," Tang explains. "They ran the commands or instructions given by their users. But AI is different. These systems can learn from external data to make decisions autonomously. Conscientious people also want to keep order and set the rules, so they're set up for a clash."

Organizational psychologists long held conscientiousness as a key trait of successful employees, Tang says. That doesn't seem to hold true for a growing number of jobs that rely on AI.

What sets people up for success when working with AI are traits such as openness to new experiences and a strong sense of self outside the workplace. In one experiment, Tang had workers rank a list of values such as family connections and humor and write a few sentences about why each was important. That pause to value what was human showed a significant improvement in subjects' self-esteem.

Other interventions being tested include equipping AI systems with more human characteristics. And businesses are leaning toward building personal connections between employees or finding ways to develop meaning outside of work.

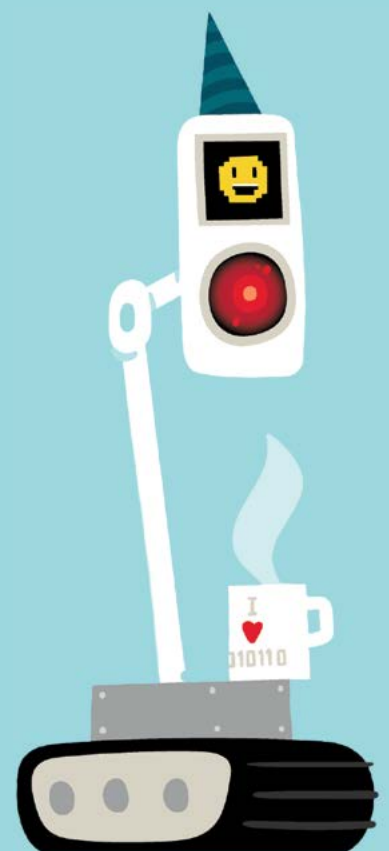
In his book *The Transformation Myth*, Terry College management information systems professor Jerry Kane explores how businesses successfully leverage new technologies. Kane advocates for organizing cross-functional teams so people with different strengths and roles can help alleviate some of the competitive feelings toward the AI system.

Most importantly, Kane says, AI and machine learning systems should be designed to give employees more agency and autonomy of thought.

"AI is a new technology and a new set of tools," he says. "But people are still the same. Organizations are the same. It's going to take time to integrate them into our workflows and the ways we work in the office." ■



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COMMUNITY: FACULTY RECOGNITION



AYERS



CALLAWAY



CHAKRAVARTY



CHATTERJEE



CHRIST



DEMERE



HOLLENBECK



LAM



MATTA



SAMPLES



STEUER



TOWERY

The American Taxation Association honored **Ben Ayers**, Earl Davis Chair in Taxation and dean of the Terry College of Business, with the ATA Outstanding Service Award. The award recognizes ATA members who provided outstanding service to the association for an extended period of time.

The *Journal of Econometrics* recognized **Brantly Callaway**, assistant professor of economics, with the 2023 Dennis J. Aigner Award for best applied-economics paper for “Difference-in-Differences With Multiple Time Periods.”

Anindita Chakravarty, associate professor of marketing, received the 2022 Louis W. Stern Award from the American Marketing Association for “Customer Orientation Structure for Internet-Based Business-to-Business Platform Firms,” published in the *Journal of Marketing*. The award recognizes an article that contributes to the literature on marketing and channels of distribution.

Santanu Chatterjee, associate dean for diversity, international and master’s programs and Dr. Harold A. Black Distinguished Professor of Economics, was invited to join the board of the MBA Roundtable for a three-year term beginning January 2023. The roundtable is a community of business school academic directors and educators whose mission is to inform and inspire innovation in graduate management education.

The American Accounting Association elected **Margaret Christ**, J.M. Tull Chair in Accounting and PwC Faculty Fellow, to serve as vice president for finance for 2023-2024. The association, founded in 1916, is the largest community of accountants in academia and works to shape the future of accounting through teaching and research.

Paul Demere, assistant professor of accounting, received the 2022 Best Paper Award at the Review of Accounting Studies Conference for “Is Tax Return Information Useful to Equity Investors?”, published in the *Review of Accounting Studies*.

The American Marketing Association recognized **Candice Hollenbeck**, a senior lecturer in marketing, with the 2022-2023 Research in Practice Award for her *Journal of Consumer Psychology* paper “Designing for All: Consumer Response to Inclusive Design.”

The Marketing Science Institute invited **Son K. Lam**, Emily H. and Charles M. Tanner Jr. Chair in Sales Management, to join the 2023 class of MSI Scholars. The scholars, 35 mid-career faculty from across the marketing science disciplines, met in Charleston, S.C., in January to collaborate and discuss the 2022-24 MSI Research Priorities.

Fadel Matta, associate professor of management and Terry Dean’s Advisory Council Distinguished Professor, was honored by the Society for Industrial and

Organizational Psychology for the impact and breadth of his research. He received the SIOP Distinguished Early Career Contributions Award, which recognizes the impact of an early-career researcher’s work on the field and on the work of students and colleagues.

Tim Samples, associate professor of legal studies, was invited in January to address graduate students at the U.S. Army War College. Samples, who studies international finance and international investment and debt, presented on the Geoeconomics of Sovereign Debt in Latin America.

Ralph E. Steuer, Sanford Family Distinguished Chair of Business and professor of finance, was elected to the executive committee of the International Society on Multiple Criteria Decision Making, consisting of 3,000 members from 100 countries. Steuer studies methods and procedures by which multiple conflicting criteria can be incorporated into the management planning process.

Associate professor of accounting and KPMG Faculty Fellow **Erin Towerly** was one of 12 faculty selected to participate in UGA’s Rural Engagement Workshop for Academic Faculty. The goal of the series is to help strengthen partnerships with communities across Georgia through increased, collaborative and focused research and scholarship. ■

class notes



As Emory University's head coach for 26 seasons, **Jenny McDowell** (BBA '88, MEd '90) helped set a new standard in collegiate volleyball.

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1965-69



Neely Young (BBA '66) of Marietta published *Georgia Made*, a book compiling the stories of some of Georgia's most influential figures of the 20th century. An award-winning columnist, Young began his career at the *Valdosta Daily Times* and oversaw newspapers in Marietta, Canton, Dalton and Clayton County before becoming CEO of Morris Newspaper Corp. He later co-founded Southern Publishing Co. and was publisher and editor of *Georgia Trend* magazine.

1970-74

Jack Butler (BBA '74) of Winter Garden, Fla., was appointed chair of the Standards and Codes Committee for the American Institute of Building Design and was named the group's industry representative on the International Code Commission.

1975-79

Brantley Barrow (BBA '76) of Atlanta was named chairman of the board for Adolfson & Peterson Construction, a Minneapolis-based construction management and contracting company. He worked in construction for more than 30 years before retiring as CEO from Hardin Construction in 2014.

George Erwin (MBA '76) of Savannah was named Savannah Technical College's Rick Perkins Instructor of the Year and selected to represent the college in the Technical College System of Georgia's statewide competition. He has been a marketing instructor at Savannah Tech since 2006.

Chip Miller (BBA '76) of Rabun Gap was chosen as the 2023 Rabun Gap-Nacoochee School STAR Teacher by 2023 STAR Student Aidan Min. A member of the Upper School Humanities department who teaches AP Economics and American government, Miller came to the school in 2014 after a 22-year career as a trial lawyer.

Hal Kravitz (BBA '79) of Atlanta joined The 3rd BevCo as a board advisor. He is lead independent director on the board of Celsius Holdings and spent more than 30 years as a leader in the Coca-Cola system.

Jake Woodall (MBA '79) of Houston, Texas, was named VP of midstream for W&T Offshore, an oil and natural gas producer. He joined the company in 2008 as market development director and has more than four decades of marketing and midstream experience.

1980-84

Rhett Butler (BBA '81, MBA '83) of Rome joined the Rome board of directors for United Community Bank. He is a senior EVP for Brown & Brown Insurance and has served on the board of directors for YMCA of Rome & Floyd County for more than 20 years.

Leland Malchow (BBA '82) of Augusta is the co-founder of Nimmons Malchow Johnson, a personal injury law firm, which placed at No. 35 on the 2023 Bulldog 100 list of fastest-growing businesses owned or operated by UGA alumni.

Archie Brown (BBA '83) of Cincinnati, Ohio, was elected to the board of directors for CNO Financial Group. A 40-year veteran of the banking industry, he has served as president and CEO of First Financial Bancorp and First Financial Bank since 2018. Previously, he held the same position at MainSource Financial.

Elisha Finney (BBA '83) of Park City, Utah, joined the board of directors for Viatrix, a global pharmaceutical and health care corporation. A longtime public company executive, she recently retired as EVP and CFO of Varian Medical Systems.



Carolyn Seefer (BBA '84) of Walnut Creek, Calif., retired after more than 35 years as a professor of business administration. Since 1996 she taught at Diablo Valley College, where she was named teacher of the year in 2008-2009, was faculty advisor for Phi Beta Lambda, represented her department on the academic senate and served on the college scholarship committee, among other activities.

Mark Wiessing (MBA '83) of Amsterdam, Netherlands, was appointed as CEO for Rabobank Australia and named regional manager, Australia and New Zealand. He joined Rabobank in 2006 and has more than 30 years of global financial experience, holding positions in South America, Africa, Asia and Eastern Europe.

Mark Kauffman (BBA '84) of Atlanta was appointed to the Georgia Professional Standards Commission by Gov. Brian Kemp. He is the former CEO of Treadmaxx Tire Distributors, previously Kauffman Tire, and a former member of the Terry College Dean's Advisory Council.

Mark Morris (AB '84) of Savannah celebrated his retirement from 31 years of service in the Army Reserves and Army National Guard, where he worked as a Blackhawk and Chinook helicopter pilot and served as aviation safety officer.

1985-89

Dan Satterfield (BBA '87) of Scottsdale, Ariz., was appointed CFO of StandardAero, a turbine engine maintenance, repair and overhaul provider. He joined the company from Honeywell Aerospace, where he served four years as CFO overseeing the firm's aerospace portfolio.



Trey Paris (BBA '84, MBA '85) of Atlanta joined Freeman Mathis & Gary as a managing director in the Freeman Mathis Decisions division. He has more than 35 years of experience in government relations, including roles at General Electric and The Coca-Cola Co., and was most recently a managing director at Taylor English Decisions. He received the 2022 Top Registered Lobbyist Award from *James* magazine.

Roger Shannon (MBA '92) of Brownsboro, Ala., was appointed as CFO for Lakeland Industries, a manufacturer of protective clothing for industry, health care and first responders. He has over 35 years of experience in financial strategy and accounting, most recently serving as CFO and treasurer for Charah Solutions.

Carlton Hamer (BBA '93) of Dunwoody was named CFO of One Planet Group, a private equity firm that owns a suite of online technology and media businesses. He was formerly CFO of Autoweb and spent 15 years at Cox Automotive.

Rachel Perry (BBA '93) of Mableton was named to *Business Insurance* magazine's list of Women to Watch. An experienced risk management leader, she is chief innovation officer for commercial risk at Aon.

Doug Ross (AB '93) of Germantown, Tenn., was appointed as president of Peli BioThermal, a packaging manufacturer for the life sciences industry. He most recently served as SVP at Eversana.

Tyler Taylor (BBA '93) of Columbia, Tenn., was named CEO of Elbert Memorial Hospital in Elberton. He most recently served as CEO of Wayne Medical Center in Waynesboro, Tenn., and was formerly director of revenue cycle for Family Health Group Inc.

Jenny McDowell (BBA '88, MEd '90) of St. Pete Beach, Fla., stepped down as head coach of the Emory University volleyball team, a position she held for 27 years. The fifth-winningest coach in Division III history, her teams earned a berth to 26 consecutive NCAA tournaments, appearing in five national championship matches and winning two national titles. Prior to joining Emory, she was an assistant coach for UGA Volleyball.

Dave Morgan (BBA '88) of Alpharetta was named CFO of ClearStar, a provider of technology-based services in background and medical screening. He has more than three decades of financial leadership experience, most recently as CFO of Cendyn, a provider of SaaS technology for the hospitality industry.

Chris Etheridge (BBA '89) of Dunwoody was named managing partner for Frazier & Deeter's Alpharetta office. He is a partner in the firm's assurance and advisory practice. A Certified Fraud Examiner, he also serves on the Forsyth County Chamber of Commerce board of directors.

1990-94

Joe Alexander (BBA '90) of Miami, Fla., joined the New York office of global law firm Latham & Watkins as a partner in the firm's mergers and acquisitions and private equity practices. He previously spent 14 years at DLA Piper, most recently serving as advisor to the chair and vice chairman.

Laura English (BBA '91) of Jackson was sworn in as a member of the Butts County Board of Education. A sixth generation Butts Countian, she is a business insurance consultant working with State Farm agents in middle and south Georgia.

Brian Johnson (BBA '91) of Cumming was named sales manager for Fischer Homes' Atlanta division. He has two decades of experience in the home building industry, including with Taylor Morrison, Ryland Homes and CalAtlantic Homes.

Kevin May (BBA '91) of Morganton retired as Clayton County Public Schools athletic director, a position he held since 2010. Over a 30-year career, he held numerous positions in coaching and athletics.

Matt Clark (BBA '92, MAcc '93, MBA '04) of Mableton was selected to the Business and Industry Advisory Council of the Georgia Society of CPAs. He is the founder of Veritas CFO, which provides CFO services to companies in the logistics and transportation industry.

Todd Davis (BBA '92, MBA '04) of Athens joined Lean Solutions Group as VP of strategic development. A logistics veteran, prior to joining the company he served as president and CEO of Davis Transfer Co. and VP of USA Truck.

Bob Ellis (BBA '92) of Milton was unanimously voted vice chairman of the Fulton County Board of Commissioners. He serves as the board's District 2 commissioner representing Milton, Mountain Park and parts of Alpharetta, Roswell and Sandy Springs. He is a national product leader for CNA Financial Corp., a property and casualty insurance company.

Julie Schertell (MAcc '92) of Alpharetta was appointed to the board of directors for INDIA, a nonprofit organization serving companies in the nonwoven engineered fabrics industry. She is president and CEO of Mativ, a special materials company formed through the merger of paper firms Neenah and Schweitzer-Mauduit International.



Bernard Stanford Jr. (BBA '94) of Stockbridge was named East Metro Atlanta president for United Community Bank, leading the bank's commercial operations in Henry, Rockdale and Newton counties. He joined United in 2018 as SVP and regional banking manager and has previous experience at Wells Fargo and BB&T.

Mark Murphy (BBA '94, MBA '07) of Amherst, Va., joined Avis Industrial Corp. as VP, manufacturing and supply chain. He spent more than 20 years with WestRock as a leader in operations and risk management and most recently served as president and general manager of Seven Hills Paperboard.

Steve Reagin (BBA '94) of Dacula was named president of Signature Bank of Georgia. He has nearly 30 years of banking experience and was previously EVP and chief lending officer for Signature Bank.

1995-99

Tonya Davies (BBA '95) of Jersey City, N.J., was named to *Business Insurance* magazine's list of Women to Watch. An experienced insurance executive and medical professional liability underwriter, since 2019 she has served as COO for Professional Risk Management Services.

DeAnn Golden (MBA '95) of Marietta was appointed to the Georgia Real Estate Commission by Gov. Brian Kemp. She is president and CEO of Berkshire Hathaway HomeServices Georgia Properties and was formerly president of the Atlanta Realtors Association, which named her Realtor of the Year in 2017.

Tate McDaniel (BBA '95) of Brentwood, Tenn., joined ClarisHealth as the company's chief revenue officer, where he leads the integrated growth team. He most recently served as SVP of growth at IVX Health.



Gülsen Kama (MBA '96) of Mugla, Turkey, was appointed CFO of Northern Data AG, a global B2B technology company. She was formerly global deputy CFO at the firm. Prior to joining Northern Data, she served in a senior financial role at Quest Diagnostics.



Tifani Pool (BBA '99) of Statesboro was named director of East Georgia State College–Statesboro overseeing day-to-day operations. A longtime higher education professional, she worked in the Office of the Registrar at Georgia Southern University for 21 years.

Monica Allen (BBA '96) of Atlanta celebrated 21 years of working with her husband, Ethan K. Allen, at their business Zeus' Closet, which serves fraternity and sorority members with custom Greek apparel.

Andy Lipman (BBA '96) of Atlanta published a new book, *The CF Warrior Project, Volume 2*, detailing the lives of people affected by cystic fibrosis and their advocates. An author and public speaker, he and his family founded the Wish for Wendy Foundation in memory of his older sister, who died from the disease as an infant.

Brent Davis (BBA '97) of St. Simons Island joined Virginia Tech football as a spring consultant. He spent nine seasons as the offensive coordinator for Army football, where he was a Broyles Award nominee. Previously, he was Georgia Southern's offensive coordinator and offensive line coach.

Tom Pannell (BBA '97, MAcc '98) of New York, N.Y., was named a partner in the advisory division at PKF O'Connor Davies. Formerly a managing director for K2 Integrity, he joins the firm with 25 years of experience spearheading financial forensics investigations and responding to complex crisis events.

Paul Hammes (MBA '98) of Winston-Salem, N.C., was recognized by *Triad Business Journal* as a 2022 C-Suite Award winner. He is CEO of Hugh Chatham Memorial Hospital in Elkin, N.C.

Kim Adams (BBA '99) of Stockbridge was hired as VP of diversity, equity and inclusion and talent acquisition for Ulta Beauty. A 2023 Terry Trailblazer, she previously held similar VP positions at Papa Johns and Equifax.

Adam Ricks (BBA '99, MAcc '00) of Vestavia Hills, Ala., was named assistant comptroller and officer for Alabama Power Co. He was previously a corporate accounting manager for the organization.

2000-04

Mark Walker (BBA '00) of Roswell was named COO of Forestar Group, a residential lot development company. He was previously president of the firm's East Region. Prior to joining Forestar, he was VP in land acquisition and development at D.R. Horton.

Libby Berman (BBA '01, MAcc '01) of College Grove, Tenn., was named VP and chief tax officer for LP Building Solutions, a manufacturer of high-performance building products. She joined the company in 2018 as chief tax officer overseeing LP's global tax function.

Paul Bunn (BBA '01, MAcc '01) of Ringgold was named president and COO of Covenant Logistics Group. He was previously a senior EVP at the company, which he joined 14 years ago after an accounting career at EY.



Scott Cooper (MBA '03) of San Antonio, Texas, was named COO of health care staffing firm Vighter. He was formerly director of financial programs at Western Door Federal. He served 23 years in the U.S. Army as a Medical Service Corps officer and worked for the U.S. government as a federal health care contractor.



Mark Anthony Thomas (BBA '01) of Pittsburgh, Pa., was named president and CEO of the Greater Baltimore Committee, a nonprofit organization of business and civic leaders. He has more than two decades of experience in economic development strategy, most recently as president of the Pittsburgh Regional Alliance.

MBA program, he is the founder and CEO of Profitable Purpose Consulting, which helps companies earn B Corp certification.

2005-09

Ben Bullock (BBA '05) of Atlanta was named to the 2022 *Atlanta Business Chronicle* 40 under 40. He is founder and CEO of Bullock Capital.

Lt. Cmdr. Ben O'Neill (BBA '05) of Fayetteville was named director of the Commander's Action Group at the Naval Education and Training Command (NETC), the Navy's largest shore command. An experienced Naval officer and human resources professional, he previously served as a branch head for NETC's N7 Directorate.

Ben Reeves (BBA '05) of Atlanta was named to the 2022 *Atlanta Business Chronicle* 40 under 40. He is a VP of transaction strategy for CIM Group.

Michael Bernath (BBA '06) of Brookhaven was named SVP of acquisitions for Peachtree Group. He most recently served as a principal with Avison Young and its predecessor, Hotel Assets Group.

Andrew Dill (BBA '06) of Watkinsville was awarded the Lockheed Martin NOVA Award, the company's highest honor, for his work leading the Project Sublime economic development team. He is director of government relations at Lockheed Martin and previously held the same role at UGA.

Zack Deming (BBA '01) of Atlanta joined Diversified Search Group, an executive search firm, as a managing director. He was previously a consultant with Russell Reynolds and a senior client partner with Korn Ferry.

Brad Margolis (BBA '01) of Nashville, Tenn., was named CFO and VP of finance and administration for the Big Machine Music City Grand Prix, an IndyCar Series event combining racing and live music, where he oversees ticketing sales and operations. He was previously a partner at Tennman Entertainment.

Cristie Meadows (BBA '01) of Dacula was promoted to director of OneX operations finance for Cisco Systems. She recently celebrated 20 years with the company.

Kate Patterson (BBA '01) of Watkinsville was named the first director of the Watkinsville Downtown Development Authority. She serves as a board member for Bethel Haven Inc. and as a governor's appointee to the Georgia Nonpublic Postsecondary Education Committee.

Bhupinder Singh Bhalla (MBA '02) of New Delhi, India, was appointed as secretary of India's Ministry of New and Renewable Energy. An experienced public administrator, he previously served as chairman of the New Delhi Municipal Council and was additional chief secretary to the Government of Delhi.

Tareq Hawasli (BBA '02) of London, England, partnered with international law firm Withers to launch Withers Hakawati, an initiative to advise families and family-run companies in the Gulf Cooperation Council region. He is the co-founder of Darin Partners, a real estate investment firm.

Jon Ostenson (BBA '02, MBA '06) of Atlanta published a bestselling book, *Non-Food Franchising: The Better Path to Business*.

Ownership. He is the CEO of FranBridge Consulting, which connects entrepreneurs with business franchising opportunities.

Kristie McMahan (MBA '03) of Decatur was named director of commercial administration and SVP for Colony Bank. She has nearly 25 years of banking experience and was previously a commercial banker and SVP at Colony.

Jeremy Miller (BBA '03) was elected chair of the board of directors for OneBlood, a nonprofit that provides blood to more than 200 hospital partners throughout Florida as well as parts of Georgia and Alabama. He is a SVP at Gallagher and has an extensive background as a commercial insurance broker and risk management consultant.

Amanda Pierce (BBA '03) of Flowery Branch was named VP of modern work platforms and application development at Warner Bros. Discovery. She has 20 years of experience at Warner and was previously technical director.

Reagan Wolfe (BBA '03) of Athens was named to the National Association of Insurance and Financial Advisors-Atlanta Who's Who for the second consecutive year. Additionally, he earned Certified Exit Planning (CEXP) designation from the Business Enterprise Institute. He is a financial advisor for Ashford Advisors.

Will Chappell (BBA '04) of Myrtle Beach, S.C., received the Thomas Lowell Buckland Memorial Teacher of Excellence Award from the South Carolina Council for the Social Studies and was named Teacher of the Year at HCS Early College High School in Conway, S.C. He specializes in personal finance education and project-based learning.

Nathan Stuck (BBA '04, MBA '17) of Athens celebrated the release of his first book, *Happy Monday: Designing Your Dream Career*. A part-time lecturer in Terry's Full-Time



J.D. Whitlock (MBA '04) of Dayton, Ohio, joined the global editorial board for *CDO Magazine*, a data analytics publication. He is CIO at Dayton Children's Hospital and owner of Whit's End Consulting. He was previously VP of enterprise intelligence at Bon Secours Mercy Health and is a retired USAF lieutenant colonel, having served in the Medical Service Corps.



Lindsey McKinney (BBA '05) of Bogart was named executive director of the McDaniel-Tichenor House, a historic 19th century mansion and special events venue in Monroe. Previously a small business owner, sales manager and event planner, she also has extensive volunteer experience with various nonprofit organizations.

Lea Stevens (BBA '09) of Savannah was named VP of sales for CSI Leasing, a technology leasing specialist. She was previously an account executive at the company.

2010-14

Juan Calle (BBA '10) of Brookhaven was named to the 2022 *Atlanta Business Chronicle* 40 under 40. He is a partner at Green Line Rates and co-owner of several bar and restaurant concepts in Athens and Atlanta.

Drake Ayres (BBA '11) of Newport Beach, Calif., was promoted to managing director of structured credit for Sabal Investment Holdings, a real estate investment management firm. He was formerly a senior associate at Sabal Financial Group.

Sam Pouns (BBA '11) of Houston, Texas, joined Cushman & Wakefield as senior director. Prior to joining the firm he was a managing director at SquareFoot and spent nine years at Fritsche Anderson Realty Partners.

Chris Sanders (BBA '11) of Denver, Colo., was promoted to director of security analytics and operations at Charles Schwab, where he was previously a senior manager.

Hillary Conley (BBA '12) of Brooklyn, N.Y., joined Talos, a provider of institutional digital asset trading technology, as business development director. She previously spent five years at Gemini and four years at Bloomberg working in various business development roles.

William Drought (BBA '12) of Savannah joined Oliver Maner LLP as a partner practicing civil litigation, working on personal injury, medical malpractice, business disputes and general litigation. He has been an associate at the firm since 2015.

Cody Kinchen (BBA '12, MBA '19) of Berkeley Lake was named a 2023 Power Broker by *Risk & Insurance* magazine. He is a senior broker at Aon and was recognized by the publication for exceptional client work.

Tucker Compton (BBA '13) of Savannah joined Sterling Seacrest Pritchard as a client advisor. He previously worked for Brock Insurance Agency in Chattanooga, Tenn.

2015-19

Derek Hammock (BBA '15, MAcc '16) of Watkinsville was promoted to assistant athletic director for finance and strategic planning at the UGA Athletic Association. He was previously director of business operations.

Chip Goodroe (BBA '06, MAcc '07) of Mableton was named chief accounting officer for Bakkt Holdings Inc., a digital asset platform. He previously served as a senior manager with Grant Thornton LLP.

Bryan Langley (BBA '07, MAcc '08) of Atlanta was appointed as EVP and CFO of Floor & Decor. He joined the company in 2014 and has served in various positions in corporate strategy, financial planning and accounting. He previously worked in finance and risk management at Delta Air Lines.

Stephanie Self (BBA '07, BMUS '07) of Franklin, Tenn., won the 2022 Touring Award for Business Manager of the Year from the Country Music Association. She is a partner at Farris, Self & Moore, a Nashville-based boutique firm specializing in business management and financial planning services.

Will Childs (BBA '08) of Atlanta was named EVP at BBG, an independent commercial real estate services firm. An experienced IT professional, he formerly served as a partner and EVP of seniors housing at OHC Advisors.

Kevin Hiler (MBA '08) of Atlanta joined PopHealthCare as chief information officer. He previously served as VP of technology solutions for FirstLight Home Care.

Kim Marlatt (MBA '08) of Tampa, Fla., was named chief marketing officer for North Mississippi Health Services. She most recently served as VP of marketing and sales for InnoVaCare Partners in Orlando and spent nine years with BayCare in Tampa.

Matt Atkins (BBA '09) of Albany was promoted to partner at corporate accounting firm Draffin Tucker. He has been with the company since 2010, serving in various roles in its health care practice.

Frederic Behrens (BBA '09) of New York, N.Y., joined Cerity Partners LLC as a partner in the firm's New York office. A member of the cross-border private client group, he joins the company through a merger with Round Table Wealth Management.

Tyler Grisham (BBA '09) of Dallas, Texas, joined SRS Real Estate Partners as SVP and managing principal. He has more than 13 years of commercial real estate experience specializing in tenant representation and most recently served as a principal with Edge Realty Partners.



Shauna Anderson (BBA '07) of Marietta became a member of the Producers Guild of America. The owner of Shauna D. & Co., a personal management and film production consulting firm, she had two films selected to premiere at this year's Pan African Film Festival and has produced projects for BET, Netflix and Starz.



Ben Cowart (BBA '10, MBA '22) of Decatur was named VP of government affairs for Georgia Retailers. He joins the group from the Georgia Environmental Finance Authority, where he served as senior external affairs manager since 2015.

Jason Howard (BBA '15) of Atlanta joined Sage Mountain Advisors as a senior investment associate. He previously worked as a wealth advisor for Balentine and began his career at Mercer Investment Consulting.

Chris Andrews (MBA '16) of Mableton was named marine division manager for Yamaha Motor Corp. He was previously a lead product manager in the Smart Connected Buildings division of Cooper Lighting Solutions.



Kiana Morris (MBA '14) of Smyrna was named to the 2022 *Atlanta Business Chronicle* 40 under 40. She is chief strategy officer and senior advisor for the Centers for Disease Control and Prevention.

Justin Gardner (MBA '16) of Atlanta was named senior director of strategy at Mohawk Industries. He joined the company from Serta Simmons Bedding, where he was senior director for supply chain transformation.

John Good (AB '16) of Winter Park, Fla., was appointed to the Seminole State College District Board of Trustees by Gov. Ron DeSantis. He is VP of Good Capital Group and was previously an analyst for Independent Financial and Jones Lang LaSalle.

Julia Hellman (BBA '16) of Nashville, Tenn., was promoted to SVP at First Insurance Funding, where she was previously VP and relationship manager. Prior to joining the company in 2018, she was a risk associate at KPMG.

Jim Hicks (BBA '16) of Atlanta joined Hall Booth Smith as an associate. Prior to earning his legal degree, he worked in marketing for Kaiser Permanente.

Kathryn Johnson (BBA '16) of Richmond Hill joined Coleman Co., a Savannah-based civil engineering, land surveying and planning firm, as a marketing manager. She previously served as CEO of the Richmond Hill Bryan County Chamber of Commerce.

Brandon Mintz (BBA '16) of Pompano Beach, Fla., was named to the 2022 *Atlanta Business Chronicle* 40 under 40. He is president and CEO of Bitcoin Depot, which earned the top spot on the 2023 Bulldog 100 list of fastest-growing businesses owned or operated by UGA alumni.

Adam Stephenson (MBA '16) of Raleigh, N.C., was named president and CEO of Breeze Thru Markets, a 17-store North Carolina convenience retail chain. He joins the organization from Cary Oil, a sister company under the common ownership of COC Properties.

Bubba Dunn (BBA '18) of St. Simons Island joined Hall Booth Smith as an associate focusing on medical malpractice matters.

Emily Giambalvo (BBA '18) of Silver Spring, Md., moved to a new role at *The Washington Post*, working on data-driven projects in the newspaper's sports section. She previously covered Maryland football and men's basketball and contributed to coverage of national college sports and the Olympics.

Nolan Hendricks (BBA '18) of Euharlee joined Hall Booth Smith as an associate focusing on general liability and insurance coverage.

Danielle Adams (BBA '19) of Saint Marys joined Hall Booth Smith as an associate focusing on aging services, health care, medical malpractice and premises liability.

William Amos Jr. (BBA '19) of Atlanta opened his third franchise location of sandwich chain Jimmy John's in Woodstock. He owns two Jimmy John's restaurants in Macon and plans to expand with additional locations.

Olivia Spradley (BBA '19) of Savannah joined Hall Booth Smith as an associate focusing on aging services and medical malpractice matters.

2020-

Patrick Bowman (MBA '20) of Smyrna was named senior director of DTG2Go, the digital printing arm of Delta Apparel. He was previously VP of operations for Doxim, a document technology solutions company. A U.S. Marine Corps captain, he served on active duty for six years.

Miller Durham (BBA '20) of Atlanta was promoted from associate to senior associate in Diversified Trust's Atlanta office. He serves as an analyst for the investment team and has responsibilities that include manager due diligence and performance analysis.

Matt Almy (BBA '21) of Houston, Texas, joined HVS as a senior associate in the company's brokerage and advisory division. He was formerly a sales associate for Marcus & Millichap.

Anna Brogan (BBA '22) of St. Simons Island was hired as a technology assurance audit associate at KPMG in the company's Nashville office.



Karan Pol (AB '21) of Washington, D.C., joined the Partnership for Southern Equity as a policy manager in the organization's Just Energy group, where he oversees federal, state and local legislation pertaining to energy and climate change. He was previously a research manager for the Energy Impact Center.

1940s

Virginia P. Dorminey (BBA '45), Tifton, March 1. **Marjorie 'Chris' C. Porter** (BBA '45), Bradenton, Fla., Nov. 12. **Earle D. Balis** (BBA '47), Alpharetta, Dec. 9. **Carol M. Crumley** (BBA '48), St. Augustine, Fla., Nov. 1. **Jack Brail** (BBA '49), Lake Mary, Fla., Dec. 13. **Walter C. Butler Jr.** (BBA '49), Smyrna, Feb. 1. **Louise E. Jackson** (BBA '49), Cave Spring, March 8. **James 'Jimmy' H. Vandiver Jr.** (BBA '49), Atlanta, Nov. 15. **Samuel 'Sam' A. Way III** (BBA '49), Hawkinsville, Feb. 12.

1950s

William 'Bill' O. Goodson (BBA '50), Macon, Nov. 6. **Curtis E. Waites Sr.** (BBA '50), Duluth, Dec. 13. **Maxie Bolgia** (BBA '51), Augusta, Oct. 4. **Clarence W. Henderson Jr.** (BBA '51), Augusta, Oct. 6. **Eugene 'Gene' H. Lee** (BBA '51), Gardiner, Mont., Feb. 21. **Robert 'Bob' H. Mattox** (BBA '51), Columbia, S.C., Oct. 10. **Jane C. Locke** (BBA '52), Seaford, Del., Oct. 27. **Francis 'Frank' C. Mathews Jr.** (BBA '52), Savannah, Oct. 25. **David A. Chestney** (BBA '53), Boynton Beach, Fla., Dec. 23. **Harold 'Hal' R. Minchew** (BBA '53), Savannah, Jan. 17. **Mary 'Mary Alice' A. Abbitt** (BS '52, MBA '54), Suffolk, Va., March 12. **Frances D. Arndt** (BBA '54), Hartwell, Nov. 29. **Carroll L. Blackmon** (BBA '54), Hull, March 25. **H. Luther Carter Jr.** (BBA '54), LaGrange, Oct. 8. **Rev. Reginald 'Reggie' W. Andrews** (BBA '55), Kennesaw, Nov. 20. **Robert 'Bob' D. Hamilton Jr.** (BBA '55), Greensboro, Jan. 24. **Ira L. Hines Jr.** (BBA '55), Mountain Brook, Ala., Oct. 10. **Margaret 'Peggy' D. Eades** (BBA '56), Signal Mountain, Tenn., Oct. 8. **John A. Carter Sr.** (BBA '57, MBA '58), Gainesville, Feb. 22. **Col. Anthony 'Tony' S. Cushenberry** (BBA '57), Watkinsville, Nov. 29. **Jane B. Evans** (BBA '57), Macon, March 2. **Bannister 'Ban' A. Anderson** (BBA '58), Anderson, S.C., Nov. 17. **N. Dudley Baird Sr.** (BBA '58), Augusta, Jan. 20. **Alexander 'Alex' A. Lawrence Jr.** (BBA '58), Valdosta, Oct. 12. **Jack H. Ragland Jr.** (BBA '58, MBA '59), Perry, Oct. 5. **Jacob 'Jake' S. Behr** (BBA '59), LaGrange, Nov. 28. **Charles V. Higgins** (BBA '59), Lineville, Ala., Dec. 30. **Melvin 'Mel' J. Pocock** (BBA '59), Woodstock, Nov. 11.

1960s

Thomas 'Dallis' D. Champion Jr. (BBA '60), Jacksonville, Fla., March 17. **Thomas 'Tom' M. Chapman Jr.** (BBA '60), Gainesville, Dec. 11. **William 'Bill' G. Davidson** (BBA '60), Atlanta, Feb. 13. **Nellie 'Nell' M. Holder** (BBA '60), Winterville, Jan. 26. **Lt. Col. Hugh H. Lester** (BBA '60), Henderson, Nev., Dec. 7. **Jerry L. Minge** (LLB '59, BBA '60), Rome, Oct. 27. **Hugh L. O'Neal Sr.** (BBA '60), Decatur, Feb. 20. **Mary Alice B. Stahleker** (BBA '60), Ocala, Fla., March 17. **Jon W. Whittton** (BBA '60), Hagerstown, Md., Oct. 2. **Robert 'Bob' W. Cilsick** (BBA '61), Melbourne, Fla., Dec. 14. **George 'Bubber' E. Hurst Sr.** (BBA '61), Villa Rica, Nov. 21. **Marvin**

E. Smith (BBA '61), Toccoa, Nov. 23. **Robert 'Bob' D. Bracewell Sr.** (BBA '62), Atlanta, Jan. 28. **Dick Ferguson** (BBA '62), Athens, Jan. 19. **Curtis C. McCranie** (BBA '62), Eastman, Oct. 18. **W. John Moseley** (BBA '62), Toccoa, Dec. 18. **Carl G. Bailey** (BBA '63), Columbia, S.C., March 6. **Jack I. Bartlett** (BBA '63), Montezuma, Nov. 13. **James 'Jim' S. Burton** (BBA '63), Rome, Oct. 9. **Alva 'A.D.' D. Watson III** (BBA '63), Gainesville, March 27. **John 'Gordon' G. Barksdale III** (BBA '64), Covington, Jan. 24. **William 'Billy' C. Knowles Jr.** (BBA '64), Kinsey, Ala., Feb. 19. **Fred Snyder** (BBA '64), Greensburg, Pa., Nov. 27. **Patricia 'Jerrie' D. Teet** (BBA '64), Lexington, Oct. 11. **Walter 'Bob' R. Trippe Jr.** (BBA '64), Clearwater, Fla., Jan. 15. **Kenneth 'Kenny' D. Youmans** (BBA '64), Highlands, N.C., Jan. 27. **Lt. Col. R. Spurgeon Ambrose** (BBA '65), Vienna, Oct. 5. **George W. Baker Jr.** (BBA '65), Monroe, Oct. 24. **Sam L. Bockman** (BBA '65), Rockledge, Fla., March 7. **Donald 'Don' Flanders** (BBA '65), Hixson, Tenn., Nov. 22. **James 'Jim' W. Kenney** (BBA '65), Vidalia, March 1. **Britt B. Madden Sr.** (BBA '65, MAcc '67), Cedartown, Feb. 16. **Wayne 'Smitty' T. Smith** (BBA '65), Thomson, March 6. **Ronald 'Ron' G. Willingham Sr.** (BBA '65), Monroe, Oct. 6. **Kenneth 'Ken' C. Parker** (BBA '66, MBA '71), Macon, Nov. 10. **Lewis 'Sonny' E. Reeves Jr.** (BBA '66), Alpharetta, Oct. 9. **Henry 'Hank' Stelljes Jr.** (BBA '66), Dawsonville, Oct. 4. **Hunter M. Valentine** (BBA '66), Rutledge, Dec. 20. **S. Norman Bray** (BBA '67), Fernandina Beach, Fla., Jan. 30. **Thomas 'Tom' S. Gladin** (BBA '67), Talking Rock, Oct. 2. **John F. Long** (BBA '67), Winder, Nov. 19. **Douglas 'Doug' G. Muir Jr.** (BBA '67), Peachtree Corners, Jan. 9. **Michael B. Perry** (BBA '67), Saint Marys, March 8. **Peyton D. Stanley** (BBA '67), Atlanta, Nov. 11. **John 'Johnny' W. Trulock Jr.** (BBA '67), Augusta, Nov. 13. **Richard W. Harrell** (BBA '68), Cumming, Dec. 18. **Charles 'Gus' A. Neal** (BBA '68), Gulf Breeze, Fla., Oct. 13. **James 'Jim' W. Thornton** (BBA '68), Atlanta, Dec. 20. **J. Mell Tippins** (BBA '68), Albany, Dec. 3. **C. Ron Hicks** (BBA '69), Seneca, S.C., Nov. 14. **Lawson E. Hobby** (BBA '69), Tifton, Nov. 27. **George F. Kesler** (BBA '69), Grayson, Feb. 25. **George B. Thomas** (BBA '69), Dalton, Dec. 21.

1970s

Ivey L. Burson (BBA '70), Griffin, Dec. 6. **Robert 'Rob' A. Christian** (BBA '70), Suwanee, Feb. 20. **Stephen 'Steve' T. Yoder** (BBA '70), Atlanta, Dec. 12. **James 'Jim' A. Calvert** (MBA '71), Louisville, Ky., Dec. 24. **Michael 'Mike' E. Clements** (BBA '71), Mount Pleasant, S.C., March 13. **David H. Bankston** (BBA '72, MA '75), Greensboro, N.C., Jan. 13. **Deborah 'Debbie' Knight** (BBA '72), Altamonte Springs, Fla., Nov. 11. **Myra C. Smith** (BBA '72), Monroe, March 1. **William W. Wachtel** (MBA '72), Rocky Mount, N.C., Dec. 22. **William 'Bill' L. Crawley III** (BBA '73), Cumming, Dec. 20. **Douglas 'Doug' R. Fleming** (BBA '73), Asheville, N.C., Feb. 27. **Ronald A. Langley** (BBA '73), Macon, Jan. 12. **Donald 'Don' R. Moorhead** (BBA '73,

JD '76), Greenville, S.C., Dec. 30. **James 'Jim' B. Peters** (BBA '73), Atlanta, Jan. 3. **James 'Bob' R. Hunter** (BBA '74), Dacula, Nov. 30. **Thom W. Roberts** (BBA '74), Atlanta, Dec. 28. **William 'Merritt' M. Alexander Jr.** (BBA '75), Peachtree Corners, Jan. 18. **Rev. Ronnie 'Ron' F. Joiner** (BBA '75), Lakeland, Fla., Nov. 10. **Deborah 'Debbie' Mayer** (BBA '75), Denton, Texas, Jan. 17. **Murray 'Gordy' G. McGregor Jr.** (BBA '75), Atlanta, Dec. 30. **John H. Arnett** (BBA '76), Canton, Dec. 4. **Terry H. Bates** (BBA '76), Jeffersonville, Dec. 23. **Douglas 'Doug' P. Davis** (MBA '77), Murfreesboro, Tenn., Dec. 1. **Larry D. Guest** (BBA '77), Athens, Dec. 10. **William 'Bill' C. Poole** (BBA '77), Danielsville, Dec. 21. **Jack 'Tony' A. Hanks** (BBA '78), Adel, Jan. 28. **Michael 'Mike' S. Rauschenberg** (BBA '78), New York, N.Y., March 3. **David B. Covington** (BBA '79), Rome, Oct. 20. **Susan K. O'Brien** (BBA '79), Marietta, Dec. 2.

1980s

Roy 'Ted' T. Dove (BBA '81), Elberton, Dec. 9. **John 'Johnny' M. Nix** (AB '70, MAcc '81), Gainesville, March 25. **Charles 'Charlie' E. Robison** (BBA '81), Jackson, Dec. 21. **Harry S. Burch** (BBA '82), Watkinsville, Oct. 6. **C. William 'Bill' Hopper III** (BBA '82), Athens, Nov. 11. **Phillip A. James** (BBA '82), Townsend, Oct. 22. **Jeffrey 'Jeff' H. Salyer** (BBA '82), Marietta, Jan. 4. **Douglas 'Doug' D. Taylor** (BBA '83), St. Simons Island, Jan. 25. **W. Michael 'Mike' Beckum** (BBA '84), Athens, Feb. 13. **John 'Keith' K. Garrett** (MS '82, MBA '84), North Wilkesboro, N.C., Jan. 11. **Gregory 'Greg' R. Kellar** (BBA '85), Covington, Dec. 12. **Linda H. Nabers** (BBA '85), Stockbridge, Feb. 4. **Dr. James 'Mike' M. Alford** (PhD '86), Charleston, S.C., Feb. 26. **Clyde 'Brownie' B. Teasley Jr.** (BBA '86), Bogart, Dec. 1. **Stanley 'Stan' H. Dulemba** (BBA '87), Roanoke, Va., Nov. 2. **Brian K. Jackson** (AB '89), Atlanta, Feb. 24. **David 'Dawg' A. Russell** (BBA '89), Kennesaw, Feb. 26.

1990s

Michelle E. Lewis (BBA '90), Marietta, Nov. 3. **Terry L. Smith** (BBA '92), Lawrenceville, Jan. 17. **Trent F. Haupt** (BBA '93), Ringgold, Nov. 27. **Ashley B. Mixson** (BBA '93), Tuscaloosa, Ala., Nov. 19. **Gregory D. Kirby** (MAcc '94), Rome, March 22. **Allen H. Thompson** (BBA '97), Jackson, Nov. 3.

2000s

Richard 'Rick' L. Bedenbaugh (BBA '03), Senoia, Jan. 18. **Wade A. Quattlebaum** (BBA '04), Albany, Oct. 22. **Errett 'Rett' C. Sechler IV** (BBA '04), Orlando, Fla., Nov. 22. **William 'Will' O. Baldwin** (BBA '05, MAcc '06), Marietta, Nov. 23. **Kyle D. Ellington** (BBA '09, MEd '13), Oakland, Calif., Jan. 21.

2010s

Jason W. Papageorge (BBA '13), Fayetteville, Ark., Feb. 6. **Andrew J. Hoyt** (BBA '18, AB '19), Cleveland, Ohio, March 18.

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