

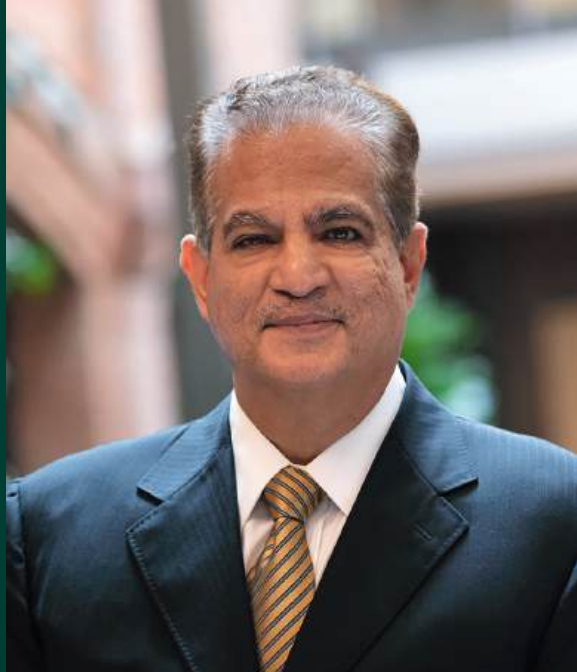
University of Vermont
Grossman School of Business

Year in Review

DEAN'S REPORT 2023-2024

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DEAN'S MESSAGE

I am delighted to share our update and accomplishments for the 2023–2024 academic year. The stories of the Grossman School of Business students, faculty, staff, and alumni illuminate our achievements and the transformative experiences that take place here each year.

We have a mission-driven focus to prepare the next generation of business leaders who will impact society by building successful profitable businesses that address social and environmental challenges in a global economy. Our students are enriched with opportunities for internships, networking and hearing from alumni and global business leaders, participating in national and global case competitions, taking leadership in clubs and organizations, participating in experiential learning trips outside the classroom, and organizing global events such as the Schlesinger Global Family Enterprise Case Competition that is in its 12th year and brings in top business schools from five continents. Our unique focus on practical experiential learning has been further enhanced by the Co-operative Education Program launching in fall 2025. Our students manage three live portfolios: The Green Mountain Equity portfolio, a Cryptocurrency portfolio, and a Social Impact Fund portfolio.

Our Sustainable Innovation MBA Program has earned accolades such as the #1 Best Green MBA by *The Princeton Review* for several years in a row, and ranks #1 in the U.S. and #2 in the world in the Corporate Knights Better World MBA Top 40 list, among numerous other recognitions. Our MBA program is also recognized by *The Princeton Review* as one of the top 50 for Entrepreneurship in the U.S.

Our Master of Accountancy (MAcc) program continues to enjoy 100% job placement and consistently high CPA exam pass rates among U.S. institutions.

In the first World Positive Impact Ratings of Business Schools released at the World Economic Forum in Davos in 2020, the school was ranked amongst top 9 in the world and top 3 in the U.S. for its positive impact on society. This ranking has been maintained every year since then. The school is also ranked in the top 25 in the world for family business programs by *Family Capital* since 2015.

As demonstrated by GSB's AACSB reaccreditation for another five years in 2022, our major strategic initiatives include continuously improving the curriculum, increasing the impact of our research, advancing diversity and inclusion, embedding of experiential learning opportunities and positive societal impact, and boosting scholarships to attract and retain the most academically qualified and diverse students. All these initiatives are designed to increase the excellence of our academic environment.

I am pleased with our students' work ethic, performance, and the quality and quantity of the opportunities afforded them. Thank you to our board of advisors, alumni, faculty, and staff for your support and encouragement; our students are more successful and engaged than ever, discovering that their future possibilities are endless.



Sanjay Sharma, Ph.D.
Dean and Professor of Management



Accolades

“Best Green MBA” Highest ranked AACSB-Accredited in the U.S.

The Princeton Review (2018–2024)

Top 50 Graduate Programs for Entrepreneurship

The Princeton Review (2021 & 2024)

Better World MBA: #1 in the U.S. and #2 in the World

Corporate Knights (2023-2024)

Tier 1 Global MBA

CEO Magazine (2017-2019)

Top 25 Program for Family Business Globally

Family Capital

50 Most Innovative in the U.S.

Business Management Degree

Outstanding Specialty MBA Program

Global Consortium of Entrepreneurship Centers

ACCREDITATION

The Association to Advance Collegiate Schools of Business (AACSB)

AACSB represents the highest standard of achievement for business schools worldwide and is known worldwide as the longest-standing, most recognized form of specialized accreditation that an institution and its business programs can earn. Less than 6% of the world's business programs have earned AACSB Accreditation. Accreditation is a voluntary process that includes a rigorous external review of a school's mission, faculty qualifications, curricula, and ability to provide the highest-quality programs. In 2022, the Grossman School of Business was reaccredited for another five-year period.

Global Responsibility Leadership Initiative

The Globally Responsible Leadership Initiative (GRLI) exists to catalyze the development of globally responsible leadership and practice in organizations and societies worldwide. It was co-founded by EFMD and UN Global Compact and in Strategic Partnership with EFMD and AACSB International.

Global Business Schools Network

The Grossman School of Business is a member of the Global Business Schools Network, an invitation reserved for a select group of business schools from around the world.

Faculty & Staff News

FACULTY RESEARCH

Impact by the Numbers

- Multiple publications in high quality journals such as the *Journal of Business Ethics*, *Journal of Management Studies*, *Academy of Management Annals*, *European Journal of Operational Research*, *Industrial Marketing Management*, and *Business & Society*.
- Two-thirds of GSB faculty members help shape the research impact in their field by serving as editorial review board members for at least one business journal publication. Two faculty members hold journal editor positions, two others fulfilled the role of editor for special issues of journals, and multiple faculty members served as associate editors for high quality journals.
- Faculty wrote several chapters in scholarly books, numerous teaching cases and presented more than 30 research papers at leading international academic conferences.

Research Recognition

Professor **Pramodita "Dita" Sharma** and Associate Professor **Srinivas Venugopal** published a teaching case titled "Rhino Foods' People-Profit Dilemma: Inclusive Workforce Challenges and Opportunities," which won Second Place in the 2023 DEI Global Case Writing Competition hosted by Michigan's Ross School of Business.

Assistant Professor **Ed Gamble** and his co-author Pablo Munoz were finalists for 2023 best article of the year award by the Academy of Management Perspectives for their paper titled "When Tax-Exempt Nonprofits Detract Value from Society."



DOUBLE INVESTITURE OF STEVEN GROSSMAN ENDOWED CHAIRS

In October 2023, the UVM Grossman School of Business invested Associate Professor **Felipe Massa, Ph.D.** as the inaugural Steven Grossman Chair of Entrepreneurship and Professor **Dror Etzion, Ph.D.** as the Steven Grossman Chair of Sustainable Business. Dean Sanjay Sharma led the double investiture with remarks by UVM Provost and SVP Patricia Prelock.

Dr. Massa teaches experiential entrepreneurship and consulting classes and researches decentralized, non-hierarchical organizations that break conventional ways of structuring innovation and supporting social change. Dr. Etzion's work suggests that managing sustainability through local, open, emergent initiatives increases the recruitment of diverse stakeholders, fosters creativity, and yields impactful outcomes.

The two endowed faculty positions are an expression of the generosity and commitment of Mr. Steven Grossman '61 and the Grossman Family Foundation. Mr. Grossman has served the university as a member of the Foundation Board of Directors, the Foundation Leadership Council, and the business school's Board of Advisors.

Steven Grossman Endowed Chairs

Pramodita Sharma, University Distinguished Professor and Schlesinger-Grossman Chair of Family Business

Felipe Massa, Ph.D., Associate Professor and Steven Grossman Endowed Chair in Entrepreneurship

Charles Schnitzlein, Ph.D., Professor and former Steven Grossman Endowed Chair in Finance

Erik Monsen, Ph.D., Associate Professor, Steven Grossman Endowed Chair in Entrepreneurship

Dror Etzion, Ph.D., Professor and Steven Grossman Endowed Chair in Sustainable Business

Pictured with Patricia Prelock, Ph.D., UVM Interim President (left) and Sanjay Sharma, Ph.D., Dean and Professor of Management, Grossman School of Business (right)

FACULTY & STAFF RECOGNITION AWARD WINNERS

The Dean's and Student Awards recognize faculty and staff for their efforts.



ELLERY HUNT
Dean's Staff
Excellence Award



ANTE GLAVAS
Dean's Faculty
Research Excellence
Award



STEVE GAGNER
Undergraduate
Professor of the Year



DROR ETZION
SI-MBA Faculty
Member of the Year
Voted by SI-MBA students



ALISON WHRITENOUR
SI-MBA Adjunct Faculty
Member of the Year
Voted by SI-MBA students



RURAL ENTREPRENEURSHIP SYMPOSIUM: EXPLORING ENTREPRENEURSHIP CHALLENGES IN RURAL SPACES

In June, the **United States Association for Small Business and Entrepreneurship** (USASBE) partnered with the Grossman School to host the inaugural **Rural Entrepreneurship Symposium**, an annual series to travel the country. It attracted more than 80 participants and speakers from around the world, and provided researchers, teachers, and promoters of entrepreneurship the chance to share their knowledge about entrepreneurial challenges in small towns and rural spaces. Conference guests experienced Vermont's flavor of entrepreneurship through workshops and tours of local entrepreneurial hubs. Organized by **Erik Monsen, Ph.D.**, Associate Professor and Steven Grossman Endowed Chair of Entrepreneurship, this event is part of a growing effort by UVM to fulfill their land grant mission, of economic, social, and environmental development across the state.



SANJAY SHARMA NAMED DEAN OF THE YEAR BY BETA GAMMA SIGMA

Sanjay Sharma, Ph.D., Dean, has been distinguished as the 2024 **Dean of the Year** by Beta Gamma Sigma (BGS), the international business honor society for schools accredited by the International Association to Advance College Schools of Business (AACSB) which comprises the top 6% of business school programs around the world. Dean Sharma was officially recognized for his unwavering support for students and UVM's chapter at AACSB's International Conference and Annual Meeting in April 2024.

DITA SHARMA AND AMY TOMAS RECEIVE 2024 FACULTY RECOGNITION AWARDS

Each year, UVM honors esteemed faculty members for their contributions. Two Grossman School faculty members were recognized with prestigious awards this year for their innovative scholarship, exceptional teaching and advising, and outstanding community engagement. **Dita Sharma, Ph.D.**, Schlesinger-Grossman Chair of Family Business, was named a University Distinguished Professor, the highest academic honor bestowed upon a faculty member by UVM. **Amy Tomas, Ph.D.**, Director of Undergraduate Programs and a Senior Lecturer, was honored with the President's Distinguished Senior Lecturer and Lecturer Award, which recognizes faculty for outstanding teaching, scholarship, and service.



Student Success

QUALITY MATTERS

The constant drive for quality across everything we do has grown our reputation as a business school. A relevant, demanding curriculum coupled with the associated career success of recent graduates attract students of a higher caliber across several metrics while increasing retention and engagement rates once the students join the Grossman family.

The undergraduate program combines depth of knowledge across a range of business principles and disciplines. As part of the Business Administration major, students choose from concentrations including accounting, business analytics, finance, and marketing, and interdisciplinary themes including entrepreneurship, global business, and sustainable business, to focus studies on. At GSB, there are many opportunities for students to explore their careers before stepping into the "real world." The culture at GSB is tight knit, with more than 900 undergraduate students who benefit from connected and supported relationships with fellow students, faculty, and staff.

Student success is a key focus as part of the University of Vermont's strategic vision. **At the Grossman School of Business, we aim to provide an unparalleled educational experience.** Students receive meaningful support from faculty and the Center for Student Success, encouraging them to excel towards their academic and career goals.



CAREER PREPARATION

Through our network of faculty, students, and alumni, GSB supports each student's journey, assists with degree completion, and guides professional development. Our students graduate with excellent prospects and, often, excellent roles. Those with their sights on further education find programs to satisfy their drive and their career goals. UVM's career network of 100,000+ active alumni also helps our students launch their careers. GSB alumni who are leaders in their fields offer internships, host experience-based learning trips, and return to campus as guest lecturers.





PEAKS

This badging program provides credentials to reward students for pursuing pathways related to their areas of interest, professional development, and career goals. These badges track a student's involvement in extracurriculars, completion of internships, projects, and certain courses, as well as attendance at on- and off-campus activities and events such as the Accounting Career Fair, Careers in Marketing, and the GSB Pizza Resource Fair.

RETENTION RATES

First-Year:

88.3%

Second-Year:

80.9%

TOTAL FIRST-YEAR STUDENTS

228 *A record number*



CAREER FAIRS

The Grossman School of Business was pleased to host two career fairs in Ifshin Hall: the annual Accounting Career Fair and the Marketing Career Fair. These events offer the chance for students to build face-to-face connections with employers prior to applying for internships and full-time roles.

Student Success



EXPERIENTIAL LEARNING

At the Grossman School of Business, students are provided an array of experiential learning opportunities to learn and engage. Whether students work on consulting projects with local businesses as part of a course or write case analyses on real business problems in a class, they gain real-world insights, networking opportunities, and connections that lead to internships and full-time jobs after graduation.

Explore our experiential learning opportunities



Marguerite Jouët '24

Dual Concentration: Business Analytics and Marketing

Theme: Global Business

Global Business Guru with a Creative Flair

Marguerite has always been drawn to the creative problem-solving aspect of marketing projects. Combining her passion with a knack for “drawing with the data,” she’s pursuing a dual concentration to achieve a complete picture of her projects. Global business also intrigued her, especially after firsthand experiences with global strategy in both Burlington and Barcelona, Spain. These adventures allowed her to enrich her learning in a fresh and exhilarating way. Marguerite’s impact reaches far beyond the classroom. As president of the UVM’s Women in Business club, she actively cultivated an inclusive and empowering community for campus members. Her dedication to helping others enhance their career preparedness and connect with professionals across the northeast is truly commendable. In 2024 she represented the Grossman School Team at the John Molson Undergraduate Case Competition.

CASE COMPETITIONS

Since 2012, **more than 800 students** at the UVM Grossman School of Business have competed in case competitions spanning North America and Europe. These competitions prepare students for success in job interviews, careers, and effective decision-making. During the 2023-2024 academic year, GSB sent teams to **seven case competitions**. A total of **26 students competed**.

Engineering and Commerce Case Competition

(EngComm)

*Concordia University
Montreal QC, Canada*

Morgan Boothe, Liam Concannon, James Stephens, Olivia Szumski

John Molson Undergraduate Case Competition (JMUCC)

*Concordia University
Montreal QC, Canada*

Ella Powell, Jasper Williams, Marguerite Jouët, Justin Lista

Intercollegiate Business Case Competition

(ICBC Digital Strategy)

*Queen's University
Kingston ON, Canada*

Nicole Bonanno, Michaela Buscher, Andrew Horvat, Patrick Towne

Business and Management Case Competition (BMCC)

*Universidad Panamericana
Guadalajara, Mexico*

Hannah Bohmann, Dylan Quinn, Ethan Ryan, Marley St. Pierre

Lazaridis International Case Competition

(LazICC)

*Wilfred Laurier University
Waterloo, ON, Canada*

Derek Caruso, Justin Lista, Ella Powell, Jane Steadman

Rotterdam/Carleton Case Competition (ROCA)

*Rotterdam University
Rotterdam, Netherlands*

Taylor Barkman, Sophie Larizza, Alexander Rubin, Nicole Sobczak

Schlesinger Global Family Enterprise Case Competition (SG-FECC)

*University of Vermont
Burlington, VT*

Undergraduate

Otto Berckmueller, Tessa Masino, Jen O'Donnell, Rowan Pinkham

Graduate

Isabella Butzirus, Courtney Cunningham, Brian Lamoreux, Janessa Thompson

NOTABLE ACCOLADES

3rd Place

Engineering and Commerce Case Competition

3rd Place

ICBC Final Round Top Presenters

Andrew Horvat
Patrick Towne

Inter-Collegiate Business Competition

Digital Strategy Division

Final Round Participation

Inter-Collegiate Business Competition

4th Place

Business Management Case Competition

Best Coach of the Year

Marie-France Nelson

John Molson Undergraduate Case Competition

GROSSMAN CASE COMPETITORS ASSOCIATION

New this year: With interest in case competitions on the rise, **Alexander Rubin '26** and **Marley St. Pierre '26** formed the **Grossman Case Competitors Association**, a student group that focuses on training potential case competitors and honing the analytical and presentation skills they need to achieve a podium finish.



Student Success

The **Schlesinger Global Family Enterprise Case Competition (SG-FECC)** is the world's premier competition for students studying family business, at both the graduate and undergraduate levels; allowing students to demonstrate their understanding of the critical issues that are unique to family enterprises. Known as the World Cup of Family Business, the Grossman School has hosted this competition annually since 2013. The event features four rounds of competition where competing teams from some of the world's finest family business programs from five continents present their case analyses to a distinguished panel of judges, who determine which school best understood, evaluated and presented their case findings.



Christian Penkrat '24

**Dual Concentration: Business
Analytics and Finance**
Theme: Sustainable Business

Sustainability Crusader in the Finance Realm

During his time at UVM, Christian was actively involved in the Grossman School Advisory Committee (GSAC), served as treasurer for Boulder Society, and was a member of Sigma Phi Society. Post-graduation, he secured a position as a finance associate at Coppermine Capital in Boston where he'll use his skills and passion for sustainable practices to make a meaningful impact in the finance industry. Christian's dedication to both his studies and extracurricular activities showcases his commitment to excellence and his drive to create positive change wherever he goes. His advice for first-year students? **"Your network is your biggest asset, talk to anyone and everyone that will have a conversation with you."**



GROSSMAN DEAN'S CUP

The Grossman Dean's Cup hosted by the Grossman Student Advisory Committee is Grossman School of Business's very own case competition that is open to all UVM undergraduate students. The competition provides teams of 2 to 4 students with all backgrounds and levels of experience with the opportunity to take on the role of a consultant and solve real-world business challenges.

2024 Winners

First Place: Dakota Swart, Colin Kennedy, Joshua Moore, and Pierce Cattier

Second Place: Arianna Clark, Jaden Grace, Grace Berry, and Aiden Boyle

Best Presenter: Dakota Swart

BUSINESS PITCH COMPETITION

This annual competition invites UVM students with innovative and impactful plans to start and grow either a business or a mission-driven organization. It challenges them to present their business ideas and concepts to a panel of judges. This year's Grand Prize Winner was **Nicole Sobczak '24** for her business idea for Sclova, a business that connects college students with older adults who need at-home assistance.



Student Success



INTERNSHIPS

Internships are educational experiences in a professional environment where students experience a chance to integrate the theory with the actual practice of business solutions. Internships have become a necessary component of higher education – they enable students to be discerning about the type of work they wish to pursue (or don't) after graduation; offer experiences that are very different from classroom learning; and show future employers that they have experience working in a true business setting. Often, a positive internship experience can lead to a post-graduation position. In 2023, **more than 96% of our graduates completed at least one internship or professional experience.**

TRAIL BLAZERS LEADERSHIP PROGRAM

Students at the Grossman School of Business can practice their leadership skills in a variety of ways in the Trail Blazers Leadership Program. This new addition to GSB's engagement opportunities offers high-achieving students a unique set of engagement opportunities with a focus on leadership and professional development. The Trail Blazers Leadership program welcomed the inaugural cohort of 13 Trail Blazers in the Fall of 2023. The program will welcome 10 to 15 students in each cohort. Trail Blazers meet monthly and provide student leaders with increased mentorship opportunities, exclusive experiential learning, and involvement in multiple projects.

The program offers:

- Access to exclusive workshops
- Leadership and professional development opportunities including site visits, job shadowing and engagement with alumni and guest speakers
- Opportunities to engage in hands-on projects including GSB-specific activities, such as developing a podcast or media in the Bain Studio, and community service engagements
- Mentorship (GSB Board of Advisors, alumni, and faculty)
- Funding assistance for experiential opportunities like case competitions



Danielle Guerrero '24

Concentration: Finance

Theme: Global Business

Empowering Diversity, Shaping Business

As president of the Diversity in Business (DIB) Club, Danielle revitalized the club, providing a platform for underrepresented students to thrive personally and professionally. Under her leadership, the DIB Club organized a trip to Boston where members networked with professionals in banking and accounting and connected with UVM alumni. Danielle is also an active member of the Black Student Union, and a student employee in the Grossman School Center for Student Success (CSS). She participated in the National Diversity Case Competition in January 2023. Danielle accepted a prestigious intern position for after graduation with PwC in their While You Work Fellowship program. This has allowed her to kickstart her career in assurance while pursuing a Master of Science in Management and Accounting Analytics with the goal to ultimately obtain a CPA to make a significant impact in the accounting industry. Her advice to first-year students? **“Think of yourself as a sponge and soak up everything around you. But remember, it’s okay not to have all the answers; no one expects you to. Just keep that eagerness to learn and gain more experiences alive and kicking!”**



WOMEN IN BUSINESS LEADERSHIP

The UVM Women in Business Club held its inaugural annual event, **Celebrating Vermont Women in Leadership**, at the ECHO Leahy Center on April 29. The event featured a signature panel discussion followed by a dinner reception and keynote address – all to recognize and celebrate the accomplishments of women and provide UVM students and the community the chance to engage with industry leaders and gain insights from their experiences.

Student Success

STUDENT-MANAGED FUNDS

Our student-managed funds are yet another enriching avenue to apply financial theories and concepts learned in the classroom to real-world investment decisions and professional experiences.

Green Mountain Equity Fund

Managed by: Students in the Green Mountain Investment Fund

Taught by: **Corey Bronner '07**, Lecturer and Champlain Investment Partners Deputy Chief Investment Officer

A generous donation 10 years ago from **Whit Wagner '78** helped launch the Green Mountain Investment Fund. As a seasoned investment and finance business professional, he wanted to provide an opportunity for business students to get first-hand experience in the finance world by managing a portion of the endowment, which they have since with tremendous success. As part of a course, students also learn necessary steps to fill a role as an analyst or portfolio manager of a traditional long-only money management operation. Last year the **Fund significantly outperformed the long-term endowment (19.2% return for the GMIF vs. 10.8% for the long-term pooled endowment).**

Crypto Fund

Managed by: Students in BUS 3860 Financial Technology and Analytics

Taught by: Mike Dellipriscolli, Lecturer

Brian Kelly, a 1991 graduate of the UVM Business School, donated \$100,000 in cash to the Grossman School endowment fund in January 2022 with the desire for and intention that students learn about the risks and the rewards involved with cryptocurrencies. He requested the gift be used for investing in a portfolio of cryptocurrencies managed by current students. **During the spring 2024 semester, students invested \$90,000.**

Brian also spends time connecting with the class through monthly teleconferences and



serves as a Grossman School of Business board member. As founder and CEO of BKCM LLC, he manages a hedge fund that trades in cryptocurrencies in Cheyenne, Wyoming.

Social Impact Fund

Managed by: SI-MBA students with input from students in the undergraduate Impact Investing course.

Taught by: Charles "Chuck" Schnitzlein, Professor of Finance

This is a long-only equity fund that takes a thematic approach. After careful analysis, students select companies that are fostering the transition to an all-electric energy system powered by non-greenhouse gas-emitting energy sources, while also offering attractive risk-adjusted expected returns. This fund currently holds twelve positions including both individual stocks and exchange-traded funds.



STUDY ABROAD

An international environment for leadership roles is essential in today's dynamic global business environment. Studying abroad exposes students to different cultures, traditions, and work environments and allows them to gain a new perspective on the ethics, norms, and management styles for their chosen area of the world.

The Grossman School of Business participates in direct exchange programs including several highly ranked and accredited business schools to provide students with a business specific experience while abroad. **Sixty-three Grossman School students like Uschi Larson '25 studied abroad during the 2023-2024 academic year** – a 50% increase from last year – in places including Austria, Germany, Italy, New Zealand, Spain, and the U.K.



Uschi Larson '24

Concentration: Finance

Theme: Sustainability

Driving Change in Sustainable Financial Systems

For more than four months as a junior at GSB, Uschi Larson immersed herself in Moroccan culture exploring serene beaches, majestic mountains, and vibrant markets – a complete life-changing experience. Uschi blends analytical skills with a creative edge, minoring in Economics and Art. She believes in the power of financial systems to drive positive change, both personally and in the corporate world. Uschi doesn't just excel academically – she's also VP of GSAC and a GSB ambassador, making a real impact all-around.



Meeting with alumni, industry leaders, and business teams outside of the classroom is a great way for our students to experience first-hand their chosen theme and concentration. From the Wall Street Seminar and Green Mountain Investment Fund to opportunities like the Accounting Club networking trip, our students are enriched with insights and connections in the field.

Academic Achievement

Every spring, the Grossman School of Business recognizes outstanding student achievements during the annual **HONORS DAY** Celebration. The event recognizes the caliber of young leaders every year, celebrating their dedication to extracurricular activities, internships, case competitions, and volunteer projects while succeeding academically.

Outstanding Junior Award for Academic Excellence and Overall Achievement

Georgii Apinian

Christopher A. Guido Outstanding Senior Award for Academic Excellence and Overall Achievement

Ryan Anderson

Philip J. Branon Award

Stephanie Michel

Perkin Award

Leah Lamothe
Georgii Apinian

GSB Award for Student Achievement

Junior: Annabel Resor

Senior: Sophia Bergantino

Gallagher Flynn Award for Excellence in Accounting

Megan Mullen

Weinstein Award for Excellence in Accounting

William Concannon
Allison McDonald

Johnson Lambert LLP Master of Accountancy Vermont Scholarship

Nicole Sobczak

PCAOB Scholarship Award

William Mitchell

Junior Award for Excellence in Business Analytics

Megan Mullen
Patrick Towne

Senior Award for Excellence in Business Analytics

Daniel Barrett
James Stephens

Major Junius Adair Award for Excellence in Finance

Georgii Apinian

Stephen Penwell Award for Excellence in Finance

James Stephens

Spies Family Award for Real Estate Finance

Samuel Thompson

Junior Award for Excellence in Marketing

Leah Lamothe

Senior Award for Excellence in Marketing

Ryan Anderson
Pierce DeBoer

AWARD FOR EXCELLENCE

Global Business Theme

Sophia Larizza
Mary Redmond

Sustainable Business Theme

Christian Penkrat

Entrepreneurship Theme

Robert Trim

Student Engagement Award

Danielle Guerrero, Marguerite Jouët, Aedan Knowlton, Evan Siegel, Marley St Pierre, William Tessmer

Peaks Champions

Ruby Blunt (Gold), Jane Steadman (Silver), and Arianna Clark (Bronze); Grace Berry, Jaden Grace, Joshua Moore, Marley St Pierre, Alexander Rubin, Ethan Wagener, and Ethan Ryen (leaderboard champions).

First Year of Distinction

Arianna Clark, Fatma Alkanderi, Addison Auletta, Sawyer Beck, Grace Berry, Lillian Girod, Jaden Grace, Hailey Kessler, Summer Lagattuta, Lizzie McCrystal, Lucy Parker, Duncan Ramsay, Myra Shalaty, Ben St. John, Logan Vaughan, Augustus Veit, Max Wartluft, and Lakota Williams.

Sophomore of Distinction

Colin Bullock, Karl Daly, Shannon Douglas, Emma Kanjorski, Jonas Keim, Kyle Kerrigan, Allison Kingsley, John Martin, Charles Monaghan, Walker Root, Colburn Snyder, Kendall Spencer, Alia Tesini, Matthew Thomas, and Miranda Versweyveld.



BETA GAMMA SIGMA

Twenty-six undergrads, 5 MAcc and 10 SIMBA students were inducted into **Beta Gamma Sigma** (BGS), the international honor society that recognizes the outstanding academic achievements of students enrolled in collegiate business and management programs since 1913. BGS membership is the highest scholastic recognition a student can receive in an undergraduate or master's program in business. Membership is by invitation-only, extended to top students at business schools accredited by the AACSB. Recent recognitions include **2024 Bronze Outstanding Chapter Award** and **2024 Dean of the Year** for Sanjay Sharma. As well UVM's BGS chapter was also named a Highest Honors Chapter for the 8th consecutive year.

BGS INDUCTEES & AWARD RECIPIENTS

Undergraduate

Sarah Adler*
Georgii Apinian
Daniel Barrett*
Peter Berry*
Jayden Cayne*
Colin Cheshire
Jensen Daly
Dylan Egan*
Kent Ford*
Andrew Horvat
Jackson Jewell
Leah Lamothe
Ursula Larson
Rowen Martin
William Mitchell*
Megan Mullen

Jennifer O'Donnell*
Christian Penkrat*
Ella Powell*
Dylan Quinn
Divya Raman
Alexander Riga*
Carly Sharpe
Eric Smith
Thomas Statham*

** Indicates graduating senior*

MAcc

Jon Black
Martha Hardy
Walker Stapleton
Julia Sukhanova
Sam Wigon

SI-MBA

Noragh Kathryn Devlin
Bethany Siobhan Kelly
Chani Krech
Nicole Baer Kutenplon
Catherine Cromwell Lange
James Mulligan
Nina Paus-Weiler
Yuval Pearl
Margot Scharfe
Patricia Zberg
Ryan Anderson
Dante Blasi
William Concannon
Pierce DeBoer
Charles Galanes
Charles Hutchinson
Sophia Larizza

BGS MEMBERS

Jack Maguire
Allison McDonald
Kylie Pierce
Mary Redmond
Matthew Silver
Nicole Sobczak
Eli Stack
James Stephens
Samuel Thompson
Patrick Towne





Hannah Bohmann

Concentration: Business Analytics

Minor: Applied Design

Theme: Entrepreneurship

Entrepreneurial Spirit Shines Through Analytics

She excelled in various case competitions, proudly representing the Grossman School of Business in the SG-FECC organization committee, Grossman Dean's Cup Case Competition, Business and Management Case Competition (BMCC) in Mexico, and as a Grossman School Senior Ambassador. Her advice to first-year students? "Get involved as soon as possible. Participate in a case competition, talk to your professors, and meet with your advisor frequently. Spend time with CSS, work in the computer lab, and say hi to people. Put yourself out there as much as you feel comfortable; it will benefit you in the long run. **Grossman is an incredibly supportive school, and the more you get to know the community, the more support you will receive. And most importantly, have fun!"**

CLUBS & ORGANIZATIONS

Students participating in recognized organizations and clubs on campus can discover new interests, grow their personal and professional network, develop leadership skills, supplement their career preparation, and find new friendships and connections.

Clubs include:

- Accounting Club
- Diversity in Business
- Entrepreneurship Club
- Family Business Club
- Finance and Investment Club
- Marketing Club
- Women in Business

Grossman Student Advisory Committee

GSAC is an organization of motivated and passionate students who work alongside faculty, alumni, and the Dean to enhance the student and faculty experience through the creation of initiatives. The goal of the club is to improve the quality of education and atmosphere at the Grossman School of Business. Members of GSAC commit to the values of innovation, leadership, and collaboration. Current initiatives include the Professional Business Attire Sale that allows students to access donated career-ready clothing at an affordable price.





OUTCOMES

At the 223rd Commencement in May 2024, there were an estimated 3,412 graduates, including **2,638 bachelor's degree recipients**, 247 of which were from the Grossman School of Business. Additionally, there were **493 master's degree recipients**, 20 from the Master of Accountancy (MAcc) program and 38 students from the Sustainable Innovation MBA (SI-MBA) program.

The Grossman School held its own celebration at The Flynn Center for the Arts to recognize the business school graduates and present diplomas. The undergraduate student speaker by default goes to the recipient of the Christopher A. Guido Outstanding Senior Award for Academic Excellence and Overall Achievement at the annual Honors Day Celebration. **Ryan Anderson '24** graduated summa cum laude in the top 1% of his graduating class, became a member of the Beta Gamma Sigma honor society, and was a valued member of UVM Men's Traveling Tennis Team and UVM's FeelGood club chapter.



OUR GRADUATES LAND GREAT JOBS at global powerhouses as well as with innovative start-ups. Many also apply their training to strengthen a family-owned enterprise. **92.9%** of GSB students report finding a job or graduate program in the six months following graduation. Of those students, a spectacular **100%** of students report that they are satisfied or very satisfied with their position.

TOP EMPLOYERS OF GSB GRADUATES INCLUDE:



GENERAL DYNAMICS



Morgan Stanley



TIFFANY & CO.

NICOLE MARIA STATA '91, founder and general partner of Boston Seed Capital, was the guest speaker for the Grossman School of Business Commencement Celebration. She was named a "Rising Star Venture Capitalist" by The New England Venture Capital Association, and in 2013, she was recognized as one of the top 25 most influential women in technology in Boston by VentureFizz. Nicole earned her Bachelor of Science degree in 1991 from the University of Vermont School of Business. She has served on the boards of multiple non-profits, including her alma mater. Nicole charged the students to become ambassadors and alumni that represent the Grossman School of Business with honor in their communities and showcase its greatness. She gave personal stories on how she succeeded, and reminded them of the virtue of hustle and how each students' story is their competitive advantage.





Graduate Programs



MAcc GRADUATION

May 2024 marked the fifteenth UVM MAcc graduating class. With 20 current graduates, nearly 300 students have completed UVM's MAcc program. These graduates primarily began careers in audit or tax with international CPA firms, including Crowe LLP, EY, Deloitte, KPMG, and PwC.

MASTER OF ACCOUNTANCY

The Master of Accountancy (or MAcc) program has a proven track record of CPA exam success and job placement. Our 30-credit program develops fluency with accounting, auditing, tax, and sustainability reporting. We also develop communication and data analytic skills that make our students stand out with employers. The majority of UVM MAcc graduates work as assurance and tax associates with the Big Four as well as top international, regional, and Vermont accounting firms.

Program Distinctions

- 100% job placement (5-year average)
- Consistently one of the highest CPA Exam pass rates among U.S. institutions
- Satisfies the 150 credit-hour requirement to sit for the CPA exam
- Sustainability and Environmental, Social and Governance (ESG) course offerings
- Program STEM designation reflects the technical aspects of the accounting profession and enables our international students the opportunity to gain U.S. work experience
- A majority of our MAcc students receive scholarships

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William Mitchell '24

Concentration: Accounting

Theme: Sustainable Business

GSB Undergrad Named Prestigious MAcc Scholar

UVM MAcc student William Mitchell was named a Public Company Accounting Oversight Board (PCAOB) Scholar in August. The distinguished PCAOB Scholars Program, initiated under the Sarbanes-Oxley Act of 2002, seeks to benefit students who are likely to become auditors and enhance investor protection. Each PCAOB Scholar is awarded \$15,000 toward an accounting education. William is the sixth UVM MAcc student to receive this prestigious recognition.



Graduate Programs

MAcc 15-YEAR CELEBRATION

In September 2024, we welcomed MAcc alumni, current and future MAcc students, friends of UVM accounting, as well as SI-MBA students to celebrate 15 years of MAcc program success and inspire 15 more. The annual Accounting Career Fair kicked off the event, providing alumni the chance to connect with students interested in accounting internships and careers.

The following day participants heard from speakers representing prominent industry organizations, including the Securities and

Exchange Commission, the International Financial Reporting Standards Foundation, the Public Company Accounting Oversight Board, and the Financial Accounting Standards Board. A panel of MAcc alumni featuring **Jessica Taylor G'11**, **Alicia Norris G'12**, **Chris Juaire G'14**, **Kait LaGue Hoffman G'16**, and **Ethan Smith G'18** shared their career experiences with attendees. MAcc alumni engaged with old friends, made new friends, recruited students, mentored students, and visited faculty in this celebration of program achievements.





SUSTAINABLE INNOVATION MBA

Change is our business at the Grossman School of Business. Our accelerated one-year Sustainable Innovation MBA (SI-MBA) focuses on the essential toolkit to manage – and transform – business. It makes for a rapid learning experience that has our graduates back into the world and making an impact in less time than a two-year MBA. For the last seven years, our program remains *The Princeton Review's* highest ranked "Best Green MBA" program accredited by the AACSB.

Students who enroll in the SI-MBA program come from a variety of professional backgrounds, they benefit from the collaboration and learning from each other about other industries. The common thread that draws them here? The desire to change business for the better for our people and planet.



Brooke Weatherup '24

Concentration: Marketing

Theme: Sustainability

Sustainability Savvy in the Marketing World

Brooke is a versatile student at UVM, recently graduating the Grossman School with a concentration in marketing and a theme in sustainability, along with a minor in writing. She is now enrolled in the SI-MBA program. Her ultimate goal? To work for a non-profit or social enterprise, aiming to make a positive impact in the world. During her time as an undergraduate, Brooke was actively involved in campus life as a member of GSAC with Christian Penkrat, the UVM Roller Hockey team, and a Presidential Leadership Fellow. She also took on various roles including TREK leader, teaching assistant, and Grossman School ambassador. Her advice to first-year students is simple: **"Attend the first meeting of any club you're interested in to see if it's the right fit. Get involved from the start."**



Graduate Programs

SI-MBA ALUMNI CONNECTIONS

Our alumni launch to different sectors in business and NGOs around the world while creating impact in fields as diverse as impact investing, sustainable development, mission-driven marketing, supply chain management, nonprofit management, and other socially responsible business functions.

Our SI-MBA team took to the road this spring and summer, kicking off the Alumnipalooza tour. Graduate Program Director Kim Nolan and Graduate Programs Career Advisor John Kim reconnected with alum in Philly, Boston, New York, D.C., Chicago, Boulder and Seattle and heard first-hand how former students are applying what they learned during SI-MBA to be a force for good.

SI-MBA students step outside the classroom and into the headquarters of leaders in sustainable business, recognized not only in Vermont but around the world for their leading environmental and social practices. Visits include Burton Snowboards, which specializes in products aimed at snowboarders, Rhino Foods, producer for a variety of global brands including cookie dough for Ben & Jerry's, and Darn Tough, the fastest-growing American manufacturer of performance outdoor and lifestyle socks.



SI-MBA students get to hear from and interact with thought leaders in the socially responsible business arena like **Grace Kim**, founder and CEO of GKC LLC, during the **INNOVATORS IN RESIDENCE** speaker series. She shared insights on building businesses from her career and led group workshops for the students to better understand and learn from each other.





Representing GSB on an international stage, a team of SI-MBA students **Gabi Heath, Rob Mckinnon, Tyler Moran, and Sam Richards** competed at the prestigious **TURNER-MIINT IMPACT INVESTING COMPETITION** finals in Philadelphia. Despite the stiff competition against 32 schools in the semi-finals – many from the elite MBA programs worldwide – the team advanced to the finals, a tremendous accomplishment.



SUSTAINABLE BUSINESS LEADERS GRADUATE SI-MBA

In August, GSB held an inauguration for the SI-MBA Class of 2024. Thirty-eight students in the cohort officially joined an accomplished alumni network of purpose-driven professionals using business as a force for good. Recent graduate work includes:

Potencia M. Baraka, SI-MBA'24

Levine Impact Lab
Inaugural Sustainable Business Fellow

Baraka works closely with grant partners providing project support, financial planning and business strategy consulting services to strengthen their operations. The Levine Impact Lab aims to apply the principles and tools of venture capital to trust-based philanthropy, supporting individuals and organizations working to accelerate positive change.



Ella Malik, SI-MBA'24

Honda Motor Europe Ltd.
Sustainability Specialist

Malik joined the SI-MBA program in August 2023 from the United Kingdom after graduating from the University of Durham. Upon graduating from SI-MBA, she returned to the UK and joined Honda Motor Europe Ltd. as a Sustainability Specialist within the Product Compliance and Sustainability team.



Students present their practicum projects, the capstone of the SI-MBA program, to peers and faculty. It's an opportunity to apply coursework to a real-world challenge at the intersection of business and sustainability over a three-month, full-time, hands-on consulting engagement with an organization seeking to advance sustainable business.

Business Connections



It's business as usual for our students to connect with global business leaders and learn from real-world experts. We regularly host guest speakers and alumni from many facets of the business world for students to connect with and learn from at panel sessions, roundtable discussions, classroom speakers, and award ceremonies.



DEANS' LEADERSHIP SPEAKER SERIES

The Grossman School of Business Deans Leadership Speaker Series hosts senior business leaders from around the world to engage in thought provoking conversations with students. The 2023 event featured **Kristin Ely Blazewicz '00**, chief legal officer, general counsel and secretary of Coty, Inc., who discussed "Authenticity as Your Leadership Superpower."

HOFFMAN FAMILY BUSINESS LECTURE SERIES

The Hoffman Family Business Lecture Fund provides opportunities for students at the University of Vermont to learn about innovative business policies and practices from leading scholars and practitioners through special guest lectures during the academic year. In 2024 we welcomed **Chuck Davis '72**, founder, chairman, and chief executive officer of Stone Point Capital, for his lecture, "The A-Ha Moment."



CAREER PANELS

Grossman School students enjoyed many networking events and benefitted from a series of illuminating speakers and alumni-led career panels covering an array of topics, including accounting, marketing, finance business analytics, young alumni entrepreneurship, women in business, and sustainable business. Alumni-led panels we hosted last year included Women in Finance, Pursuing Entrepreneurial Ventures, Careers in Real Estate, Careers in Finance, and Careers in Marketing.



VERMONT LEGACY & FAMILY ENTERPRISE AWARDS

Representing the intersection of family business and sustainability, the Family Business Initiative at the Grossman School has pioneered research and education in these realms as a force for good for our planet and people. The initiative focuses on internationally renowned research-based courses, forums, case competitions, and awards that support the learning and networking needs of students, educators, family business advisors, and leaders.

The 13th edition of the Vermont Legacy and Family Enterprise Awards honored four family businesses based on their financial success, governance structures, contributions to the community and industry, and sustainable, innovative business practices or strategies.

1st Generation Family Enterprise
Boot Pro Ski & Sports, Ludlow, VT

Multi-Generation Family Enterprise
Clear Water Filtration, Waitsfield, VT

Multi-Generational Global Enterprise
Jaipur Rugs, India

Vermont Legacy Enterprise
Casella Waste Systems, Inc.,
Rutland, VT



Professional Education

Professional education programs at the Grossman School of Business work to aid individuals and teams to create positive change, drive new initiatives, and develop knowledge towards their career goals. In addition to the MAcc and SI-MBA, we offer two online certificate programs that keep you in the forefront of knowledge about sustainable business, successful sustainable family enterprises, and leadership skills.

Certificate of Graduate Study in Sustainable Enterprise

Using core curriculum from SI-MBA, this certificate is designed to develop students' business knowledge as they learn to implement sustainability practices across organizational divisions.

Certificate of Graduate Study in Sustainable Family Enterprise

Also drawing from the SI-MBA curriculum, this certificate provides a comprehensive, relevant framework for you to lead your family enterprise into new sustainable and purpose-led business approaches.





Opened in 2018, **IFSHIN HALL** provides classrooms, group study, project rooms, and space for activities and events like GSB's annual Honors Day Awards and Beta Gamma Sigma induction ceremony.

Photography: Amanda Anderson, Ben Chiappinelli, Andy Duback, Nico Gabby, Sharon Harper, Marguerite Jouët, Bethany Kelly, Josh Wallace, Dylan Wintersteen, and the University of Vermont.



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