

EXECUTIVE DEAN'S REPORT

2008-2009

FIU

Business

FLORIDA INTERNATIONAL UNIVERSITY

COLLEGE OF BUSINESS ADMINISTRATION

R. Kirk Landon Undergraduate School of Business

Alvah H. Chapman Jr. Graduate School of Business

Growing Stronger

Aiming Higher



OUR MISSION

Our mission is to create enduring educational value for our students, for our alumni and for the business and academic communities we serve:

For our students—whom we prepare to succeed in a rapidly changing, technology-driven global business environment.

For our alumni—to whom we provide opportunities for continuing professional development and a legacy that appreciates as our excellence grows.

For our business community—to whose economic development we contribute by providing a talented, diverse, and highly qualified pool of business professionals and leaders along with educational programs, applied research and collaborate projects.

For the academic community—to whom we bring new knowledge by creating an environment that nurtures high-quality, discipline-based research and the development of future scholars.

OUR VISION

Our vision is to gain international prominence for providing a high-quality, technology-enabled educational experience rooted in our Miami location and focused on the unique requirements of doing business in a global and interconnected market.

OUR STRATEGIC PLAN

Our five-year strategic plan was developed with contributions from our students, faculty, staff, administrative team, alumni and business community. It outlines challenges in our competitive external environment and our internal resources for addressing them. It also sets forth our strategic goals for which we develop annual objectives.

IN MEMORIAM: SALLY M. GALLION

Sally M. Gallion, assistant dean of publications, communications and public relations, died on June 4, 2009, after a courageous fight against cancer. In her twelve years in the College of Business Administration, she instituted and managed a wide array of efforts to increase the business school's visibility.

Her colleagues consistently used one word to describe her: perfectionist. She set a high bar for her own work and expected the same from her co-workers and staff.

Among her many achievements she launched seven publications, ranging from monthly faculty and staff notes to the Executive Dean's Report. The annual report exacted the most of her time and creativity, and was the piece that made her proudest.

We dedicate this year's report to her memory.



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The year 2008-09 was an excellent one for our college. Among our achievements, we:

- celebrated the 10th anniversary of the Entrepreneurship Hall of Fame;
- initiated a \$200,000 Student Managed Investment Fund;
- expanded Career Management Services to include all fully-admitted undergraduate business majors, and increased the number of employers coming to campus to interview;
- expanded our Downtown MBA program to two groups;
- developed and launched BizNews.fiu.edu;
- received the National Society of Hispanic MBA's Brillante Award for Educational Excellence;
- ranked first in auditing research over a six-year window, according to a study from Brigham Young University;
- and hosted four Wertheim Lectures including Craig Herkert, president and CEO of The Americas, Wal-Mart Stores, Inc.; Troy A. Clarke, president, General Motors North America and GM group vice president; Brian E. Keeley, president and CEO, Baptist Health South Florida; and Natacha Seijas, Miami-Dade County Commissioner and chair, International Trade Consortium.

Our focus on international business remains strong. We continue to offer MBA programs in Panama, Dominican Republic and Jamaica, and the Masters of Accounting program in Mexico City in partnership with Instituto Tecnológico Autónomo de México (ITAM). A worldwide network embracing 33 business schools enables students to earn an MBA from their home

institution and a Master of International Business (MIB) from the Chapman Graduate School. To date, approximately 84 students from these business schools have earned dual degrees. Also, students participated in study abroad programs in France, Italy, Greece, Turkey and Peru, and international trips to Vietnam, Thailand and Dubai.

An extraordinary faculty makes our success possible. Many are world-renowned researchers who lead their fields in new directions, represent the college in many international conferences and meetings, hold leadership positions in international professional associations and serve on both public and non-profit boards. Several have received special recognition and awards from their academic professional societies. As can be seen from the extensive list of publications in the premier journals of their respective disciplines, our faculty continues to have an impact on business practice through their research.

Numerous publications again recognized the college for its excellence. *U.S. News & World Report* ranked our undergraduate business program among the top 15 in the country for the fourth straight year. *BusinessWeek* ranked our undergraduate business program among the top 100 with operations management ranking #9 and accounting ranking #18; and for the fourth time in a row, the magazine included the Chapman Graduate School in its prestigious rankings. In fall 2008, for the third time, *Financial Times* ranked our Executive MBA program among the best in the world. And, we were included in The Princeton Review's *Best 296 Business Schools: 2009 Edition*. We continue to be ranked among the top international business schools—particularly for Latino students—in *Hispanic Business*, *Hispanic Trends*, *AméricaEconomía* and *Latin Trade* magazines.

As you read this annual report, I hope that you will take pride in all our accomplishments this past year. I want to thank all our students, alumni, business partners, friends, faculty and staff who have supported the college. With your continued support and encouragement, I'm confident that we will rise to even greater levels of distinction in the years to come.



Joyce J. Elam, Executive Dean

James L. Knight Eminent Scholar Chair in Management Information Systems

Expanding Horizons





During the 2008-2009 fiscal year, the business school launched and strengthened programs, won recognition for its initiatives and contributions to the community, and continued to expand its impressive efforts to serve its multiple constituencies.

The College of Business Administration

Entrepreneurship Hall of Fame celebrates 10th anniversary. The college marked the 10th anniversary of its Entrepreneurship Hall of Fame—the business school’s major alumni event of the year—with a masquerade soiree and silent auction at the Fontainebleau Hotel Miami Beach on May 16, 2009.

The gathering honored Joyce J. Elam as the South Florida Entrepreneur of the Year. Prior alumni inductees and those previously named South Florida Entrepreneur of the Year also were recognized. Approximately 400 guests attended, including Modesto A. Maidique, then FIU president; incoming FIU President Mark Rosenberg and many of the earlier honorees.

The 2009 sponsors were SunTrust Bank; Morrison, Brown, Argiz and Farra, LLP; *The Miami Herald*; Vitas; Royal Caribbean; Unique Impressions; Park ‘N Fly; Florida Event Décor; Infinium Spirits; Hoodiny Entertainment; Gold Coast Beverage Distributors; Antigal Winery & Estates; Balloonatics, Inc.; Fontainebleau Miami Beach Hotel; and Southern Audio Visual.

“At a time when every dollar spent by a company must be allocated as wisely as possible, we were particularly grateful to the sponsors who gave so generously to ensure that the 10th anniversary would be the special event we wanted it to be,” said Annabelle Rojas (MBA ‘98, BBA ‘87), assistant dean, advancement, alumni and corporate relations.

Irma Becerra-Fernandez (PhD ‘94), the newly appointed director of the Eugenio Pino and Family Global Entrepreneurship Center, recognized winners of the 2009 Entrepreneur Challenge Business Plan Competition: Miami’s Finest Aquarium Services, LLC and Science Boomers. The Pino Center and the Ewing Marion Kauffman Foundation sponsored the competition.

Uncommon Thinkers campaign earns national branding award.

The National Association of Graduate Admissions Professionals (NAGAP) named the college the winner of its 2009 Award for Promotional Excellence, which recognizes best practices in the area of graduate enrollment management. The 2009 topic was “Branding a Graduate School or Program.” NAGAP honored the business school for its “Uncommon Thinkers” branding campaign.

“The ‘Uncommon Thinkers’ campaign (www.uncommonthinkers.com) reflects our belief that successful ideas are often the result of uncommon thinking: seeing the opportunities that lie beyond obstacles, challenging conventional wisdom to solve issues from a novel perspective or putting together apparently unrelated pieces of information to come up with creative solutions to business problems,” said Luis Casas, the college’s director of marketing, communications and recruiting, who accepted the award at the NAGAP Annual Conference on April 23, 2009, in New York, New York.

FIU developed the highly successful and innovative campaign with the collaboration of advertising agency Alma DDB, design firm Parrot Fish Studio, e-community/loyalty solutions company Quaxar and SGL Marketing Communications. As a result of the initiative, the attendance at FIU’s graduate business information sessions increased by 273 percent while the number of new graduate business students (MBAs and specialized masters) increased by 76 percent between 2006 and 2008.

National Society of Hispanic MBAs (NSHMBA) honors FIU’s business school.

Annually, the National Society of Hispanic MBAs (NSHMBA) confers its Brillante Award for Educational Excellence—the highest honor NSHMBA grants to an educational institution. The award signifies that the recipient reflects the society’s mission to foster Hispanic leadership through graduate management education and professional development.

Joyce J. Elam, executive dean, accepted the prestigious award during the Brillante Awards Gala, hosted by Deloitte, an event that capped the NSHMBA 2008 Conference and Career Expo held October 9-11, 2008, in Atlanta, Georgia.

“Our active support of NSHMBA’s mission to enhance opportunities for Hispanics in the business world comes naturally,” she said. “Not only are we number one in the country in granting bachelor’s and master’s degrees to Hispanics according to *Hispanic Outlook in Higher Education*, but also our students have cultural roots from all across Central America, the Caribbean, South America and Europe—a diversity that reflects Miami’s unique position as ‘the crossroads of The Americas.’”

“The individuals and organizations awarded the Brillante Award for Excellence are truly dedicated and determined to make a significant impact in the business world and the Hispanic community,” said Lourdes Hassler, NSHMBA CEO.

ALUMNI’S FUNDRAISING LEADERSHIP RESULTS IN ERNST & YOUNG STUDENT LEARNING LAB.

The generosity of FIU alumni Alvaro R. Florez (BBA ‘88), Ricardo Gonzalez (BBA ‘95), James C. Kaufman (MA ‘92), Tim P. LaMacchia (BBA ‘85), Jose M. Martinez (MACC ‘96, BACC ‘93), Hector Tundidor Jr. (BACC ‘92) and honorary alumnus Oscar Suarez, combined with a 100 percent match from Ernst & Young and a 50 percent state match, resulted in a \$150,000 donation to the Florida International University Foundation, Inc.

On February 13, 2009, the seven alumni and college representatives celebrated the dedication of the Ernst & Young Student Learning Lab.

“We wanted to be part of the groundwork that the college is laying and continue laying it for others,” Suarez said. “Others have done this for us, and through our success, we want to help others be successful. We also believed that even in tough times, people can give.”

Tundidor agreed, noting, “We are living in a time when lots of people are asking for support, but money is limited. What better way than to help my alma mater, which in turn will help future generations be successful.”

The donors’ goal was to have the named space be a place “where people can concentrate and collaborate with others,” according to Suarez, an objective the Student Learning Lab fulfills.



Dedication of the Ernst & Young Student Learning Lab. Front row, left to right: Annabelle Rojas, assistant dean, advancement, alumni and corporate relations; Joyce Elam, executive dean; and Sharon Lassar, director, School of Accounting. Back row, left to right: James C. Kaufman, Jose M. Martinez, Alvaro R. Florez, Oscar Suarez, Tim P. LaMacchia, Hector Tundidor Jr. and Ricardo Gonzalez

Four Wertheim Lectures tackle timely subjects.

The Herbert A. Wertheim Lecture Series has brought distinguished speakers and experts in business leadership and entrepreneurship to FIU since 1993. In 2008-2009, four lecturers covered topics of domestic and international relevance.

Craig Herkert, president and CEO, The Americas, Wal-Mart Stores, Inc.

An enthusiastic crowd of between 300 and 400 heard about Wal-Mart's presence and goals in Latin America from Craig Herkert. His September 10, 2008, lecture was titled "Success Factors in Serving and Winning the 'Working-Class Customer' Market."

"With our current economic crisis and the criticism so many major worldwide companies are experiencing today—as many of them should—it was refreshing to listen to a CEO who seems to truly care about the communities in which Wal-Mart is growing and expanding," said Monique Catoggio (EMBA '03), director of advancement and alumni relations.

Troy A. Clarke, president of General Motors North America and GM group vice president

On October 1, 2008, Troy A. Clarke spoke on the topic of "building a winning automobile company for the long term by reinventing the automobile and our business."

He stated, and then debunked, five prevalent industry myths:

- GM and domestic car companies lag behind foreign imports in style and design.

- Domestic quality and reliability don't match the imports.
- All GM makes are gas-guzzlers and all GM wants to sell are big trucks and SUVs.
- GM cannot compete in the world market.
- GM is not responsive enough and is not a player in the future of the global automotive industry.

Brian E. Keeley, president and CEO, Baptist Health South Florida

More than 150 attendees from the academic, business and medical communities heard Brian E. Keeley identify key health care issues. Titled "Health Care 2008: The Good, the Bad and the Ugly?", and delivered on January 29, 2009, the lecture outlined factors contributing to the rise in health care costs and described Keeley's meeting with members of then President-Elect Obama's transition team.

Natacha Seijas, Miami-Dade County Commissioner and chair, International Trade Consortium

"The Role of International Trade in Miami-Dade County," was the title of February 27, 2009 lecture by Natacha Seijas. In it, she explained that trade at the Port of Miami and the Miami International Airport contributed to a trade growth of 14 percent over last year for the Miami Customs District, and a record-breaking trade surplus of \$19.6 million.

IN MEMORIAM: ALVAH H. CHAPMAN JR.

One of the college's major benefactors, Alvah H. Chapman Jr., died on December 25, 2008.

Retired chairman and CEO of Knight Ridder and former president of The Miami Herald, Chapman was a philanthropist who had a special fondness for FIU and the business school. He served as chair of the FIU Foundation from 1988 to 1993 and on the FIU Board of Trustees from 2001 to 2003. In 2001, the graduate school in the College of Business Administration was named the Alvah H. Chapman Jr. Graduate School of Business.

"He became involved with FIU because he thought it was a university we needed," said Betty Chapman, his widow. "He felt FIU was a place where students, mostly commuters then, could get the education they might not be able to get otherwise. He was very honored when the graduate school was named for him."

The Chapman family has deep roots in the university. Daughter Dale Webb worked in the university's advancement office from 1988-2004, including serving as vice president. Her son Aubrey (Brey) Webb (BA '98) and daughter Kristy, who attended FIU as a theater major, continued the close connection.



"He supported the university because he felt that the strength of a community was reflected in its public education opportunities," Webb said of her father. "He considered himself a business man rather than a journalist, and that was why he felt so strongly about supporting the College of Business Administration."

"We are grateful to Alvah for his generous contributions of funds and time to our college, and are proud that our graduate school bears his name," said Joyce J. Elam, executive dean. "We have been inspired by his example and strive to carry on the tradition of altruism and commitment to excellence that his life embodied."

Commencements honor students, alumni and supporters.

On December 16, 2008, 705 students from the R. Kirk Landon Undergraduate School and 257, including one doctoral student from the Alvah H. Chapman Jr. Graduate School, graduated during the Fall Commencement.

Mario de Armas (BACC '85), market managing partner, PricewaterhouseCoopers LLP, received the FIU Medallion as outstanding alumnus. Within the college, de Armas serves on the Dean's Council and as president of the School of Accounting Advisory Board. He also plays a role on many community boards including the Board of Trustees of Dade Marine Institute, Inc., a United Way agency that works with court-supervised youth in Miami-Dade County.

At the Spring Commencement on April 28, 2009, 609 undergraduate students and 173 graduate students in the business school received their degrees.

Two supporters of the college—one an official alumnus and the other an "honorary" alumnus—were honored.

Ignacio Urbieto Jr. (MBA '85) received the FIU Medallion as outstanding alumnus. He was the 2008 Entrepreneur Hall of Fame inductee in the Builder Category, having built the company his father founded into one of the ten fastest-growing, Hispanic-owned businesses in the United States, supplying oil to South Florida's gas stations. Urbieto Oil has been awarded spots on *South Florida CEO's* top 200 companies, *Entrepreneur Magazine's* "Hot 500 Fastest Growing Businesses in America" and *Hispanic Business Magazine's* "Largest Hispanic Companies."

A supporter of the business school in general, and the School of Accounting in particular, Oscar Suarez received the FIU Medallion for community service. In addition to spearheading an effort that resulted in a \$150,000 donation to the Florida International University Foundation, Inc., he was a founding member of the Dean's Council and helped start the School of Accounting's Alumni Affinity Council. He received a special award from the United Way—where he has served as a trustee—for his leadership among the Big Four in helping the organization.



Above: Modesto A. Maidique, then president of FIU, with Ignacio Urbieto Jr., recipient of FIU Medallion for outstanding alumnus

Right top from left to right: Modesto A. Maidique, then president of FIU; FIU Medallion recipient for community service Oscar Suarez; Joyce J. Elam, executive dean; Nataly A. Suarez (MACC '09); Noryn Suarez; and Ronald M. Berkman, then FIU's executive vice president and provost



Above: Mario de Armas, FIU Medallion recipient as outstanding alumnus, with Joyce J. Elam, executive dean

COLLEGE PROFILE 2008-2009

Year Founded:	1965
Full-Time Faculty (from 26 countries):	112
Total Enrollment:	8,272
Landon Enrollment:	6,996
Chapman Enrollment:	1,276
PhD Students:	44
Primary Research Centers:	5
Alumni:	Approximately 31,000



Preparing Leaders

Our undergraduates hone leadership skills through experiential learning experiences, team exercises such as case competitions, community service projects and achievements in the student organizations to which they contribute.

R. Kirk Landon Undergraduate School of Business

FIU Micro Lenders changes lives around the world.

FIU Micro Lenders began as a community service project in the *Business in Society* course in the BBA+ Weekend program. It grew into an official student organization, and during the 2008-2009 fiscal year undertook a number of major tasks. The students began the process of becoming a 501(c)(3) non-profit Florida corporation, worked to integrate the service project across the entire BBA+ Weekend curriculum and started to form a partnership with Great Florida Bank.

According to Frank C. McGuinness, BBA+ Weekend Group 24 class president, "The premise of micro finance is that we can empower others through very small loans."

To raise money, one BBA+ Weekend group organized book drop offs, not only on campus but also at various sites throughout Miami-Dade and Broward Counties. They collected books—ranging from textbooks to children's books—and sold them via an Amazon.com account.

"One book may only be worth \$5 or \$10, but as we gather more, it really helps," said Romina Tripichio, student coordinator, SER Jobs for Progress; with Mariangle Calcoya, purchasing manager and corporate officer, Darmiven, Inc., adding, "If everyone in Miami-Dade County alone donated \$5, or a book, imagine what we could do for the rest of the world."

Among the loans made and repaid were to a fishing business in Cambodia, a retailer in Togo, a dairy farmer in Azerbaijan and a bread baker in Peru.

Future financial analysts test their knowledge in a challenging market. Members of the FIU Student Managed Investment Fund (SMIF) tried their hand at investing real money thanks to generous donors Kirk Landon and Dany Garcia. Joyce J. Elam, executive dean, who enthusiastically endorsed the idea, secured the funding to launch the group.

An eleven-person advisory board composed of members of the business community must approve the investments selected by the student group, after faculty advisor Helen Simon, director of the Capital Markets Lab (CML), gives her approval.

At the end of each year, half the profits will revert to the fund and half will go to the CML whose staff members and financial software support the students.

The Finance and Management Association came up with the original idea for the SMIF. Faculty members, primarily from the Department of Finance and Real Estate, served as an initial advisory board to establish the policies that would govern the group's activities. Membership consists of invited students who must participate in a class, which helps them sharpen their skills.

During the formal launch of the SMIF, which took place on February 18, 2009, members explained how the fund will work, and provided a chance to recognize the advisors and donors, to introduce the concept to members of the FIU and business communities and to expand the CML's pool of potential sponsors and board members.

Top Fifteen Internship Providers— Undergraduate Students

Bank of America
BDO Seidman, LLP
Burger King Corporation
Deloitte
Deutsche Bank
Ernst & Young
Goldstein Schechter and Koch
KPMG
Limited Brands
Macy's
Merrill Lynch
PricewaterhouseCoopers LLP
Royal Caribbean Cruises Ltd.
Target Corporation
Yahoo

Top Fifteen Employers— Undergraduate Students

Bank of America
Continuicare
Crowe Chizek & Company LLC
Deloitte
Deutsche Bank
Ernst & Young
Goldstein Schechter and Koch
JP Morgan Chase
KPMG
LAN Airlines
McGladrey & Pullen LLP
Merrill Lynch
Norwegian Cruise Lines
PricewaterhouseCoopers LLP
Rachlin LLP

UNDERGRADUATE STUDENT PROFILE 2008-2009

Total Enrollment:	6,996
Full-Time Students:	3,927
Part-Time Students:	3,069
Male:	49%
Female:	51%
Hispanic-American:	65%
African-American:	11%
Caucasian-American:	15%
Asian-American:	4%
American Indian/Alaskan Native:	.03%
Other/Mixed:	.07%
International:	4%

International Students: 285 Countries Represented: 102

Albania, Antigua and Barbuda, Argentina, Aruba, Australia, Bahamas, Bangladesh, Barbados, Belarus, Belgium, Bolivia, Brazil, Bulgaria, Cameroon, Canada, Cape Verde, Cayman Islands, Chile, China, Colombia, Costa Rica, Croatia, Cuba, Cyprus, Czech Republic, Democratic Republic of Congo, Dominica, Dominican Republic, Ecuador, El Salvador, France, Germany, Greece, Grenada, Guatemala, Guinea, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Israel, Italy, Jamaica, Japan, Kazakhstan, Kenya, Korea, Kuwait, Latvia, Lebanon, Lithuania, Macau, Malaysia, Mexico, Monaco, Morocco, Netherlands, Netherlands (Antilles), Nicaragua, Nigeria, Pakistan, Panama, Paraguay, Peru, Philippines, Poland, Puerto Rico, Republic of Moldova, Romania, Russia, Rwanda, Saudi Arabia, Singapore, Slovakia, South Africa, Spain, St. Kitts and Nevis, St. Lucia, Suriname, Sweden, Switzerland, Syrian Arab Republic, Taiwan, Tajikistan, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Turks and Caicos Islands, Ukraine, United Kingdom, United States, Uruguay, Uzbekistan, Venezuela, Vietnam, Virgin Islands (British), Virgin Islands (USA), Yugoslavia.



From left to right: Student Managed Investment Fund members Alan Davidson, Victor Veiga, Jonathan Nejad and Lester Rodriguez in the Capital Markets Lab, where their research takes place



Achievements

American Institute of Certified Public Accountants (AICPA)

David Bello, Ramon Medina, Ana Isis Rodriguez, Rosmery Osuna, Naisla Sabie and Daniel Zamora were among the 89 participants from 26 states and Puerto Rico participating in the Accounting Scholars Leadership Workshop, part of the 40th anniversary of the Minority Initiatives Committee of the AICPA.

American Marketing Association (AMA)

The college's AMA chapter co-hosted the first annual regional collegiate conference titled "Greenvious about Marketing." Lysette Gonzalez and Aarek Turjuman were the principal organizers. The chapter once again achieved the "Distinguished Chapter" designation, marking the seventh consecutive time it has been in the Top 10 among more than 300 collegiate chapters nationwide.

Association of Latino Professionals in Finance and Accounting (ALPFA)

At the 36th ALPFA Annual Convention, Katherine Leal was named the South Region Student of the Year, and FIU's ALPFA chapter was again named the South Region Student Chapter of the Year.

Future Business Leaders of America-Phi Beta Lambda (FBLA-PBL) and American Marketing Association (AMA)

At a "Red Tie" dinner, the FBLA-PBL and the college's collegiate AMA chapter raised \$1,000 for Better Way of Miami, a successful substance abuse and HIV-AIDS awareness program. FBLA-PBL's Abdel Perera and Danielle Whiting, and AMA's Carla Marconi, played key leadership roles.

Global Leadership and Service Project (GLSP)

Fourteen FIU students participated in the fifth GLSP to Bangkok, a community service project in partnership with Rajabhat Chandrakasem University. The trip also became part of FIU's Alternative Breaks (AB) office and was renamed AB-GLSP.

Internal Revenue Service (IRS) Special Agent Experience

Members of the IRS Criminal Investigations (CI) unit hosted a "Special Agent Experience" day that drew 22 accounting students. FIU was one of only two universities in Florida to have the event.

Phi Beta Lambda (PBL) National Leadership Competition

Eleven students from the college competed during PBL's National Leadership Conference, "Get the Edge." Jose Betancourt, president of the FIU PBL chapter and Florida PBL state secretary won the public speaking competition in a field of 71.

Target Case Study Program

In the fall, Sasha Gessen, Alexandra Givner, Andrea Mantica and Isabel Pascua—students in *Retail Marketing*—won a Target-sponsored case competition with their original merchandising strategies for the Hispanic markets in Miami, Los Angeles and Chicago. The spring competition, focused on sustainability, was won by Cristina Campos, Chiara De La Vega, Anthony Mantecon and Vianna Rivero. Each student received a scholarship from Target.

Undergraduate offerings

The business school launched three new undergraduate certificates in marketing to better prepare students for the job market. The college signed four agreements for an undergraduate dual degree program, patterned on our highly successful graduate Dual Degree program.

Undergraduate Rankings

► For the past six years in a row, *U.S. News & World Report's* "America's Best Colleges" has ranked our undergraduate international business programs among the 15 best in the nation. In 2009, we ranked #11.

► *BusinessWeek's* "2009 Ranking of Top Undergraduate Business Programs" placed us #15 for public two-year programs in the country, #55 among all public schools and #98 overall. This marked our second appearance on the list in the last three years. In the publication's latest rankings of undergraduate business specialties, we ranked 9th in operations management and 18th in accounting.

For the fifth consecutive year, students participated in a Global Leadership and Service Project in Bangkok, during which some group members worked with impoverished children.



The college's MBA, specialized master's and doctoral programs afford students the opportunity to expand and deepen their knowledge, helping ensure they will flourish in whatever field or whatever country their careers take them.

Alvah H. Chapman Jr. Graduate School of Business

First Mercantil Commercebank scholarships awarded.

Four graduate students from two master's degree programs—the International MBA (IMBA) and the Master of International Business (MIB)—became the first recipients of scholarships from Mercantil Commercebank. The bank pledged \$150,000 over five years to the college's Growth and Excellence Fund to make the scholarships possible. The Chapman School matches every dollar donated from its internal fund.

The recipients were Tomas Garcia (IMBA), Guillermo Hernandez (MIB), IMBA student Emmanuel Roman (BBA '08) and Eduardo Velazquez (MIB).

The awarding of the funds was the culmination of an effort initiated by Jose de la Torre, then Chapman Graduate School dean, now clinical professor and J.K. Batten Eminent Scholar Chair in Strategy, Department of Management and International Business.

"The donations will help the graduate school attract bright, top-level students who might otherwise select business schools with large endowments offering more financial help," he said.

In addition to the contribution from Mercantil Commercebank, Espirito Santo Bank and Jackson Health System each pledged \$75,000 over five years.

"We are extremely grateful to these pioneering companies that have allowed us to get the effort off the ground," de la Torre said. "But this is just a beginning. We want to increase the fund dramatically in the future."

Dual Degree Network

Partner schools in the Dual Degree Network collaborate on programs that enable students to experience two different academic and cultural environments while earning two complementary degrees: an MBA from their home institution and a Master of International Business (MIB) from FIU.

Argentina IAE Business School, Universidad Austral (Buenos Aires); UADE Business School (Buenos Aires); Universidad Católica de Córdoba

Brazil COPPEAD Graduate School of Business, Universidade Federal do Rio de Janeiro

Chile Universidad Adolfo Ibáñez (Santiago); Universidad de Chile (Santiago)

China Qingdao University; Shandong Economic University (Jinan)

Colombia Universidad de los Andes (Bogota); Universidad del Norte (Barranquilla)

Costa Rica INCAE (San Jose)

France EDHEC Business School (Nice and Lille); Sup de Co Montpellier Business School; ESC Clermont Graduate School of Management

Germany Leipzig Graduate School of Management; Munich Business School

Greece ALBA Graduate Business School (Athens)

Hungary CEU Business School (Budapest)

India Guru Gobind Indraprastha University (Delhi); Uttar Pradesh Technical University (Lucknow); Park Global School of Business Excellence (Chennai)

Italy ALMA Graduate School, Università di Bologna; MIP School of Management, Politecnico di Milano

Mexico EGADE, Tecnológico de Monterrey; ITAM (Mexico City); Universidad Anáhuac (Mexico City)

Peru Universidad ESAN (Lima)

Portugal ISCTE Business School, Instituto Universitário de Lisboa

Puerto Rico Universidad de Puerto Rico (San Juan)

Spain ESIC Business & Marketing School (Madrid)

Trinidad and Tobago Arthur Lok Jack Graduate School of Business, University of West Indies (Port of Spain)

Uruguay Universidad ORT (Montevideo)

Venezuela IESA (Caracas)

GRADUATE STUDENT PROFILE 2008-2009

Total Enrollment:	1,276
Full-Time Students:	143
Part-Time Students	1,133
Male:	49%
Female:	51%
Hispanic-American:	52%
African-American:	8%
Caucasian-American:	16%
Asian-American:	4%
Other/Mixed:	3%
International:	17%

International Students: 194

Countries Represented: 78

Antigua and Barbuda, Argentina, Aruba, Austria, Bahamas, Barbados, Belarus, Belgium, Bolivia, Brazil, Bulgaria, Canada, Chile, China, Colombia, Costa Rica, Croatia, Cuba, Cyprus, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, Finland, France, Gambia, Germany, Guatemala, Guyana, Haiti, Holland, Honduras, Hungary, Iceland, India, Iran, Israel, Italy, Jamaica, Jordan, Korea, Kuwait, Lebanon, Lithuania, Mexico, Morocco, Nicaragua, Nigeria, Norway, Pakistan, Palestine, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Romania, Russia, Saudi Arabia, Sierra Leone, Slovakia, Spain, St. Lucia, St. Vincent and the Grenadines, Switzerland, Taiwan, Thailand, Trinidad and Tobago, Turkey, Ukraine, United Kingdom, United States, Venezuela, Vietnam.

Achievements

Chapman School expands.

Demand for graduate programs prompted the college to enroll two groups, rather than one, in both its Downtown MBA and its International MBA (IMBA). At the Downtown Campus, located in the Macy's Building at 22 E. Flagler St., a physical expansion of the facility is underway. Enrollment in the IMBA program exceeded the recruitment goal by 20 percent, attracting students with higher GMATs and GPAs, and resulting in two groups starting this program also.

Graduate students impress judges in ACG Case Competition.

Sofia Bitela, Jack Cho, Qing Lu (BS '07) and Vysakh Nachiketuz, all Master of Science in Finance students, represented the college in the region's first annual Association for Corporate Growth (ACG) Cup competition. The judges awarded 40 percent of the \$10,000 prize to them.

Top Ten Internship Providers—Graduate Students

Aleph Consulting
Caribmar Forwarding Co., Inc.
Colliers Abood Wood-Fay
Merrill Lynch
Mobis Parts America LLC
Procter & Gamble
Santander Private Banking
The Setai
Smith Barney
Teva Pharmaceuticals

Rankings

► In fall 2008, *Financial Times* ranked our Executive MBA program among the top 85% in the world, placing us at 82nd out of 95. This was the third time the EMBA program was ranked.

► *Hispanic Business* ranked the Chapman Graduate School in their Top 10 graduate schools in the country for Hispanic MBAs. The business school, which has consistently held a place in the listing, retained its 2008 eighth-place position in the 2009 survey.

► The Chapman Graduate School placed 20th on *AméricaEconomía's* 2009 global list of exceptional graduate programs and 14th in the United States. *AméricaEconomía* has ranked our full-time International MBA program every year since 2004. Eight of the top 10 Latin American ranked schools are partners in the Chapman School's global Dual Degree Network.

► The Princeton Review's *Best 296 Business Schools: 2009 Edition* included the Chapman School.

Top Ten Employers—Graduate Students

Bank of America
B/E Aerospace, Inc.
Booz Allen Hamilton
Deloitte
GE
KPMG
Procter & Gamble
PricewaterhouseCoopers LLP
Target Corporation
Titan America



In 2008-2009, Executive and Professional Education offered 40-plus open enrollment programs and more than 20 customized programs to over 1,000 participants at off-site facilities, on the college campus and throughout Latin America.

Executive and Professional Education

Business school and Novartis Latin America partner to deliver executive programs.

A new partnership between the college and Novartis Latin America resulted in the launch of the “Novartis Executive Education Program” and the “Novartis Advanced Management Program (AMP).” Carlos D. Garcia, president, Novartis Latin America, describes these customized efforts as Novartis’ “central piece of learning for our future senior managers in Latin America.”

Coordinated through EPE, and drawing on the expertise of senior faculty members led by Jose de la Torre, EPE faculty director and J.K. Batten Chair in Strategy, Department of Management and International Business, both programs include an action learning project. Participants apply their knowledge to provide recommendations to Novartis senior management on issues of critical importance to the company in the region.

The Novartis AMP, a five-week mini-MBA, draws upon FIU’s alliance with top business schools in Latin America. The participants take the modules at different campuses throughout the year, affording them “a very rigorous curriculum and a culturally rich experience,” Garcia said.

The programs “accelerate the experience of people with strong performance records and high potential, engage them in a collaborative project and cross fertilize talent,” said Marcelo Fumasoni, vice president, human resources, Novartis Latin America Regional Office.

Although Novartis has robust in-house training capabilities, Fumasoni values the alliance in part because “everyone has shown the flexibility and willingness to really listen, understand our needs and be a true partner.”



Creating Synergies

The research centers in the college support scholarship, travel, lectures and more. Each delivers a full menu of offerings and all seek substantive collaborations with each other and other entities within FIU and the wider community.

Research Centers

Center for International Business Education and Research (CIBER)

In December 2008, FIU-CIBER organized the First Annual Faculty Development in International Business (FDIB) program in India with visits to Mumbai and Bangalore. Twelve faculty participants from schools throughout the world visited companies such as GSK, Siemens and RPG Group. In Bangalore, they had the opportunity to interact with faculty from the Indian Institute of Management Bangalore, one of the most prestigious institutions in the country as well as spending time at the country's leading IT companies—Mphasis and Infosys—and Shining Emotional Surplus Pvt. Ltd., a boutique consulting firm since 1996. The trip, which included visits to the Elephanta Caves in Mumbai and the nature preserve in Bangalore, culminated with a New Year's Eve celebration at the Taj Hotel in Mumbai.

Energy Business Forum

Energy Business Forum co-directors Edward Glab, clinical professor of business, and George Philippidis, associate director, Applied Research Center, organized the Global Energy Outlook, which took place at the college and which ExxonMobil sponsored. The Energy Business Forum also sponsored an energy/global warming conference organized by the European Studies Center at FIU and supported by funds from the European Union. Glab participated in a year-long Brazilian Task Force organized by the University of Miami (UM), and with Philippidis submitted articles published by UM as part of the Forum's participation in the Western Hemisphere Energy Security Task Force. In addition, the Energy Business Forum began a partnership with the new School of International and Public Affairs (SIPA).

Eugenio Pino and Family Global Entrepreneurship Center

The Pino Center continued to expand its entrepreneurial activities across campus and throughout South Florida. At the "Alumni Entrepreneur Awareness Campaign Happy Hour and Banner Unveiling," FIU students, alumni and local community members came together to discuss entrepreneurship and the many opportunities it presents in a changing economy. At the networking event, the center recognized six new awareness campaign nominees, whose banners will be added to the existing 29 banners during Entrepreneurship Week. The center also hosted its seventh successful business plan competition, which allowed FIU students at both the undergraduate and graduate level to showcase their ventures to prominent business leaders and members of the Pino Center board. Out of 20 business plans submitted, the judges chose two winners: Science Boomers and Miami's Finest Aquarium Services, and awarded each company a \$5,000 cash prize.

Jerome Bain Real Estate Institute

The Jerome Bain Real Estate Institute hosted a series of training seminars offered by the South Florida Chapter of the Appraisal Institutes, and participated in the International Real Estate Congress sponsored by the Realtors Association of Miami and the Beaches. As part of its goal of supporting scholarship, the institute funded the summer research activities for George (Zhonghua) Wu, assistant professor, Department of Finance

and Real Estate. Certified Commercial Investment Member (CCIM) approved FIU as a university partner, making the Master of Science in International Real Estate part of the CCIM University Fast Track program, speeding students' time to certification. During the year, the institute began planning for the establishment of the Jerome Bain Real Estate Council, which will assist with professional development programs and fundraising, and began developing a conference on current commercial real estate issues in partnership with the Realtors Commercial Alliance of the Realtors Association of Miami and the Beaches.

Ryder Center for Supply Chain Management

The Ryder Center hosted the second annual Green Supply Chain Management Forum. More than 130 participants attended the February 2009 event, which examined the economic impact of green supply chain initiatives on businesses' profitability. Speakers from industry, government and regulatory agencies, consulting firms and academia provided diverse insights, and three hands-on workshops provided in-depth analysis for carbon-footprint modeling, green-purchasing strategies and overall supply chain strategy development for sustainability. In addition to the forum, the center provided a white paper on the economic impact that supply chain business has on South Florida.



Renee Jhala, managing director, Shining Emotional Surplus Pvt. Ltd., a boutique consulting firm in Bangalore, India, presented to members of the First Annual Faculty Development in International Business (FDIB) program in India. FIU-CIBER organized the trip, which also took participants to Mumbai.



Whether in a classroom, online or guiding a study abroad program, our faculty members transfer knowledge and inspire students, while they enrich our understanding of best business practices through their scholarly publications.

Faculty and Research

College attracts four strong additions to the faculty. Alexandra Aguirre Rodriguez, assistant professor, Department of Marketing, received her PhD from the University of Illinois at Urbana-Champaign. An active member of the American Marketing Association, PhD Project and the Association for Consumer Research, Aguirre Rodriguez's research focuses on consumer behavior, consumer motivation, multicultural marketing and Hispanic American consumer behavior. Her insights into transumerism—transient attachment to consumer goods—were picked up by many news outlets.

Julia (Wen-Hsiu) Chou, assistant professor, Department of Finance and Real Estate, holds a PhD in finance from the University of Wisconsin-Milwaukee. Her areas of expertise include corporate governance, corporate finance, financial institutions and international finance. She has presented her papers at international conferences and at academic and professional meetings.

Nathan J. Hiller, assistant professor, Department of Management and International Business, earned his PhD in industrial/organizational psychology from The Pennsylvania State University. His research centers on leadership and leadership development, the impact organizational culture has on organizational effectiveness, the psychology of top executives and human capital development.

John (Changjiang) Wang, assistant professor, School of Accounting, received his PhD in accounting from the University of Missouri. His areas of expertise span voluntary disclosure, financial reporting, accounting anomalies and corporate payout policy. He presented his dissertation, titled "An Examination of Voluntary Disclosure on Post-Earnings Announcement Drift," at the American Accounting Association 2008 Annual Conference.

Enhancing Knowledge



University confers awards on three college faculty members.

Three faculty members from the business school were among those honored with university-level awards. The recognition took place at the Faculty Convocation held on October 17, 2008.

Faisal Kaleem, Department of Decision Sciences and Information Systems, received an "Excellence in Teaching" award; Kannan Raghunandan, School of Accounting, received an Excellence in Research" award; and Anastasios Moysidis, Department of Finance and Real Estate, received an adjunct faculty "Excellence in Teaching" award.

Facing page, from left to right: Nathan J. Hiller, John (Changjiang) Wang, Julia (Wen-Hsiu) Chou and Alexandra Aguirre Rodriguez

Above, left to right: Kannan Raghunandan, Faisal Kaleem and Anastasios Moysidis

Achievements

Throughout the course of the year, our faculty members enhanced their professions, both through their scholarship and through their service to the community. Here is an overview of some of their accomplishments.

Center for International Business Education and Research awards faculty grants.

Nine faculty members from the college received research grants from FIU-CIBER. Department of Management and International Business: Aya Chacar, assistant professor; Jerry Haar, research fellow; William Newbury, associate professor; Karen Paul, professor; and David Wernick, lecturer. Department of Marketing: Walfried Lassar, Ryder Professor. Department of Decision Sciences and Information Systems: Ron Lee, professor and Weidong Xia, assistant professor. School of Accounting: Divesh Sharma, associate professor.

Sharon Lassar elected to the Florida Institute of Certified Public Accountants (FICPA) post.

The FICPA elected Sharon Lassar, director, School of Accounting, as vice president of its executive committee for 2009-2010. She has been an active member of the FICPA since 1999, holding several volunteer positions.

Research captures global media attention.

An article titled "Work Unit Absenteeism: Effects of Satisfaction, Commitment, Labor Market Conditions and Time," co-authored by Nathan J. Hiller, assistant professor, Department of Management and International Business, was published in the *Academy of Management Journal*. A Reuters news wire article appeared in MSNBC and Yahoo online news and other business and news outlets across the world.

Two faculty members earn Kauffman Professor awards.

Two members of the Department of Management and International Business were named Kauffman Professors. Karen Paul, professor, received an award to pursue research on the topic "Socially Responsible Investment Fund Entrepreneurs: An Application of the Web of Dialogue Model to Social Entrepreneurship." David Wernick, lecturer, received support for his project titled "Winning Strategies of Minority Entrepreneurs: Interviews with South Florida's Small Business Owners."

Hurricane loss model earns re-certification.

The Florida Commission on Hurricane Loss Projection Methodology re-certified a hurricane loss model for the second time after a rigorous period of testing and model runs. Finance professor Shahid Hamid serves as the principal investigator and director of FIU's International Hurricane Research Center's Laboratory for Financial, Insurance and Economic Research.

Faculty Premier Journal Publications 2008-2009

Alexandra Aguirre Rodriguez

Anthony D. Miyazaki, Alexandra Aguirre Rodriguez and J. Langenderfer, "Price, Scarcity, and Consumer Willingness to Purchase Pirated Media Products," *Journal of Public Policy and Marketing*, 28.1 (Spring 2009) 71-84.

Karlene Cousins

Karlene Cousins and U. Varshney, "Designing Ubiquitous Computing Environments to Support Work Life Balance," *Communications of the ACM*, 52.5 (May 2009) 117-123.

Robert T. Daigler

Z. Chen and Robert T. Daigler, "An Examination of the Complementary Volume-Volatility Information Theories," *Journal of Futures Markets*, 28.10 (August 2008) 963-992.

A. M. Hibbert, Robert T. Daigler and Brice Dupoyet, "A Behavioral Explanation for the Negative Asymmetric Return-Volatility Relation," *Journal of Banking and Finance*, 32.10 (October 2008) 2254-2266.

N. F. Richie, Robert T. Daigler and K. Gleason, "The Limits to Stock Index Arbitrage: Examining S&P 500 Futures and SPDRs," *Journal of Futures Markets*, 28.12 (December 2008) 1182-1205.

Peter R. Dickson

Peter R. Dickson, Walfried M. Lassar, G. Hunter and C. Samit, "The Pursuit of Excellence in Process Thinking and Customer Relationship Management," *Journal of Personal Selling & Sales Management*, 29.2 (Spring 2009) 111-124.

Brice Dupoyet

A. M. Hibbert, Robert T. Daigler and Brice Dupoyet, "A Behavioral Explanation for the Negative Asymmetric Return-Volatility Relation," *Journal of Banking and Finance*, 32.10 (October 2008) 2254-2266.

Carolina B. Gomez

Juan I. Sanchez, Carolina B. Gomez and G. Wated, "A Value-based Framework for Understanding Managerial Tolerance of Bribery in Latin America," *Journal of Business Ethics*, 83.2 (December 2008) 341-352.

William G. Hardin

William G. Hardin, J. D. Benjamin, P. Chinloy and Zhonghua Wu, "Clientele Effects and Condo Conversions," *Real Estate Economics*, 36.3 (July 2008) 611-634.

Nathan J. Hiller

J. P. Hausknecht, Nathan J. Hiller and R. J. Vance, "Work Unit Absenteeism: Effects of Satisfaction, Commitment, Labor Market Conditions and Time," *Academy of Management Journal*, 51.6 (December 2008) 1223-1245.

Continued

Ken H. Johnson

Ken H. Johnson, L. V. Zumpano and R. I. Anderson, "Intra-firm Real Estate Brokerage Compensation Choices and Agent Performance," *Journal of Real Estate Research*, 30.4 (2008) 423-440.

Christos Koulamas

Christos Koulamas and George J. Kyparisis, "Single-machine Scheduling with Waiting-time-dependent Due Dates," *European Journal of Operational Research*, 191.2 (December 2008) 576-581.

Christos Koulamas, "A Faster Fully Polynomial Approximation Scheme for the Single-machine Total Tardiness Problem," *European Journal of Operational Research*, 193.2 (March 2009) 637-638.

Christos Koulamas and George J. Kyparisis, "A Note on the Proportionate Flow Shop with a Bottleneck Machine," *European Journal of Operational Research*, 193.2 (March 2009) 644-645.

Kuldeep Kumar

O. J. Kotlarsky, Kuldeep Kumar and J. van Hilleberg, "Towards Agility in Design in Global Component-Based Development," *Communications of the ACM*, 51.9 (September 2008) 123-127.

Kuldeep Kumar, P. van Fenema and Mary Ann Von Glinow "Offshoring and Global Distribution of Work: Implications for Task Interdependence Theory and Practice," *Journal of International Business Studies*, 40.4 (Spring 2009) 642-667.

George J. Kyparisis

Christos Koulamas and George J. Kyparisis, "Single-machine Scheduling with Waiting-time-dependent Due Dates," *European Journal of Operational Research*, 191.2 (December 2008) 576-581.

Christos Koulamas and George J. Kyparisis, "A Note on the Proportionate Flow Shop with a Bottleneck Machine," *European Journal of Operational Research*, 193.2 (March 2009) 644-645.

Walfried M. Lassar

Peter R. Dickson, Walfried M. Lassar, G. Hunter and C. Samit, "The Pursuit of Excellence in Process Thinking and Customer Relationship Management," *Journal of Personal Selling & Sales Management*, 29.2 (Spring 2009) 111-124.

Tiger (Xiaohu) Li

John Tsalikis, Bruce Seaton and Tiger Li, "The International Business Ethics Index: The Asian Emerging Economies," *Journal of Business Ethics*, 80.4 (July 2008) 643-651.

Adam S. Maiga

Adam S. Maiga and F. A. Jacobs, "Extent of ABC Use and Its Consequences," *Contemporary Accounting Research*, 25.2 (Summer 2008) 566-533.

Adam S. Maiga and F. A. Jacobs, "Assessing JIT Performance: An Econometric Approach," *Journal of Management Accounting Research*, 20.0 (2008) 47-59.

Robert W. McGee

Robert W. McGee, "Ethical Aspects of Using Government to Subvert Competition: Antidumping Laws as a Case Study of Rent Seeking Activity," *Journal of Business Ethics*, 83.4 (December 2008) 759-771.

Robert W. McGee, "Analyzing Insider Trading from the Perspectives of Utilitarian Ethics and Rights Theory," *Journal of Business Ethics*, (April 2009) (published online).

Suchismita Mishra

M. Dao, Suchismita Mishra and Kannan Raghunandan, "Auditor Tenure and Shareholder Ratification of the Auditor," *Accounting Horizons*, 22.3 (September 2008) 297-314.

Anthony D. Miyazaki

Anthony D. Miyazaki and Kimberly A. Taylor, "Researcher Interaction Biases and Business Ethics Research: Respondent Reactions to Researcher Characteristics," *Journal of Business Ethics*, 81.4 (September 2008) 779-795.

Anthony D. Miyazaki, Alexandra Aguirre Rodriguez and J. Langenderfer, "Price, Scarcity, and Consumer Willingness to Purchase Pirated Media Products," *Journal of Public Policy and Marketing*, 28.1 (Spring 2009) 71-84.

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William Newburry, L. Belkin and P. Ansari, "Perceived Career Opportunities from Globalization: Influences of Globalization Capabilities and Attitudes towards Women in Iran and the U.S.," *Journal of International Business Studies*, 39.5 (July/August 2008) 814-832.

Kannan Raghunandan

M. Dao, Suchismita Mishra and Kannan Raghunandan, "Auditor Tenure and Shareholder Ratification of the Auditor," *Accounting Horizons*, 22.3 (September 2008) 297-314.

T. Vermeer, Dasaratha Rama and Kannan Raghunandan, "Partner Familiarity and Audit Fees: Evidence from Former Andersen Clients," *Auditing: A Journal of Practice and Theory*, 27.2 (November 2008) 217-229.

H. Huang, Kannan Raghunandan and Dasaratha Rama, "Audit Fees for Initial Audit Engagements Before and After SOX," *Auditing: A Journal of Practice and Theory*, 28.1 (May 2009) 171-190.

Dasaratha Rama

T. Vermeer, Dasaratha Rama and Kannan Raghunandan, "Partner Familiarity and Audit Fees: Evidence from Former Andersen Clients," *Auditing: A Journal of Practice and Theory*, 27.2 (November 2008) 217-229.

Dasaratha Rama, B. Milano, S. Salas and C. Liu, "CSR Implementation: Developing the Capacity for Collective Action," *Journal of Business Ethics*, 85.2 (April 2009) 463-477.

H. Huang, Kannan Raghunandan and Dasaratha Rama, "Audit Fees for Initial Audit Engagements Before and After SOX," *Auditing: A Journal of Practice and Theory*, 28.1 (May 2009) 171-190.

Juan I. Sanchez

Juan I. Sanchez, Carolina B. Gomez and G. Wated, "A Value-based Framework for Understanding Managerial Tolerance of Bribery in Latin America," *Journal of Business Ethics*, 83.2 (December 2008) 341-352.

Bruce Seaton

John Tsalikis, Bruce Seaton and Tiger Li, "The International Business Ethics Index: Asian Emerging Economies," *Journal of Business Ethics*, 80.4 (July 2008) 643-651.

Divesh S. Sharma

V. Naiker and Divesh S. Sharma, "Former CPA Partners on the Audit Committee and Internal Control Deficiencies," *The Accounting Review*, 84.2 (March 2009) 559-587.

Kimberly A. Taylor

Anthony D. Miyazaki and Kimberly A. Taylor, "Researcher Interaction Biases and Business Ethics Research: Respondent Reactions to Researcher Characteristics," *Journal of Business Ethics*, 81.4 (September 2008) 779-795.

John Tsalikis

John Tsalikis, Bruce Seaton and Tiger Li, "The International Business Ethics Index: Asian Emerging Economies," *Journal of Business Ethics*, 80.4 (July 2008) 643-651.

Deborah Vidaver-Cohen

P. S. Bronn and Deborah Vidaver-Cohen, "Corporate Motives for Social Initiative: Legitimacy, Sustainability or the Bottom Line?," *Journal of Business Ethics*, 87.1 (April 2009) 91-109.

Mary Ann Von Glinow

Kuldeep Kumar, P. van Fenema and Mary Ann Von Glinow "Offshoring and Global Distribution of Work: Implications for Task Interdependence Theory and Practice," *Journal of International Business Studies*, 40.4 (Spring 2009) 642-667.

Zhonghua Wu

William G. Hardin, J. D. Benjamin, P. Chinloy and Zhonghua Wu, "Clientele Effects and Condo Conversions," *Real Estate Economics*, 36.3 (July 2008) 611-634.

Faculty Books

2008-2009

Cecilia M. Alvarez

Cecilia M. Alvarez, *The Acculturation Process of Middle Income U.S. Hispanics: A Marketing Perspective*, Edition No. 1, (Saarbruecken, Saarland: VDM Verlag Dr. Mueller, 2008).

Irma Becerra-Fernandez

Irma Becerra-Fernandez and R. Sabherwal, *Knowledge Management: Systems and Practices*, Edition No. 2, (Armonk, NY: ME Sharpe, 2009).

Peter R. Dickson

Peter R. Dickson, *Marketing Accounting Metrics*, Edition No. 1, (Miami, Florida: Backbone Press, 2008).

G. Ronald Gilbert

G. Ronald Gilbert, *Managerial Tools for Leaders of Teams*, Edition No. 9, (Port St. Lucie, FL: GEMS of Florida, 2009).

Mary E. Leckband

Mary E. Leckband and H. Williams, *Instructor's Manual and Test Bank for Supervision of Police Personnel, 7/E*, Edition No. 7, (Upper Saddle River, New Jersey: Prentice Hall, 2009).

Mary E. Leckband, *TestGen Computerized Test Bank for Supervision of Police Personnel, 7/E*, Edition No. 7, (Upper Saddle River, New Jersey: Prentice Hall, 2009).

Robert W. McGee

Robert W. McGee, *Readings in Business Ethics*, Edition No. 1, (Hyderabad, India: ICFAI University Press, 2008).
Robert W. McGee, *Ethics in International Trade*, Edition No. 1, (Hyderabad, India: ICFAI University Press, 2009).

Badi Sabet

Badi Sabet, *Financial Crime*, Edition No. 1, (Miami, Florida: FIU Online, 2009).

Andrew P. Yap

Andrew P. Yap, *Managing Marketing in the 21st Century—Student Study Guide*, Edition No. 2, (Bronxville, New York: Wessex Publishing, 2009).

Andrew P. Yap, *Fundamentals of International Business—Student Study Guide*, Edition No. 2, (Bronxville, New York: Wessex Publishing, 2009).

Scholarships and Funding Sources

Scholarships

AccuBanker Scholarship

Candice Cooper

Assurant Scholarship

Opal Nugent
Hossein Tavara

Bob Hoffman Scholarship

Martha Castillo

Caterpillar Scholarship

Guido Bebchik
Howan Lee
Rola Musleh
David Shoemaker

CBA Ethics Scholarship

Emely Espinal
Inez Flores
Carlos Gamarra
Melissa Izquierdo
Raymond Rengifo
Jessica Vila

CBA Scholarship

Marina Guschina
Varun Jain
Desere James
Alex Morcate
Frances Robles
Kimisha Smith

Coconut Grove Bank Scholarship

Federico Saal

Crystal Advisors Scholarship

Natalia Ugas

Cuban American CPAs Scholarship

Malquel Gorrin
Gretel Saladigas
Maria Salas
Isabel Villar

David Parker Scholarship

Ismael Bolho
Olga Lopez
Julie Lucas
Amanda Rough
Warsha Sardjoe
Sarah Tuskey

Deloitte Scholarship

Farah Andre
Marc Pierre-Louis

FICPA Scholarship

Gabriela Manrique

Frank R. MacNeill Scholarship

Melissa Gaviria

International Business Scholarship

Yirama Medina

Irving Grace Fantle Scholarship

Arnold Aiken
Nathalie Gross
Javier Orozco
Janette Perez

Johnson & Johnson Case Competition Award

Iselle Medina
Jaime Montalyan
Anthony Munyaka
Maria Sabando

Jerome Bain Scholarship

Wenjun Liu
Gabriela Paixao de Oliveira Medina
Kevin Sanz

Mercantil Commercebank Scholarship

Tomas Garcia
Guillermo Hernandez
Emmanuel Roman
Eduardo Velazquez

Ocariz, Gitlin & Zomerfeld Scholarship

David Esserman

Penny Sult Memorial Scholarship

Ismaris Soberon

Perez Family Scholarship

Lourdes Garcia

Rachlin Law Clinic Scholarship

Octavio Barahona
Rosemary Davis
Hamza Lazrak
Eli Medina
Ana Osteen
Saulo Perez
Adriana Rojas
Humaira Umar
Ibis Verson
Jiong Zhao

Rachlin Scholarship

Michelle Cunicelli

Randy Green Memorial Scholarship

Jenny Forbes

Sydney Roslow Scholarship

Erica Dedios

Target Case Competition Award

Cristina Campos
Chiara De La Vega
Sasha Gessen
Alexandra Givner
Anthony Mantecon
Andrea Mantica
Isabel Pascua
Vianna Rivero

William G. McGowan Scholarship

Michael Jadoo

Funding Sources—Fiscal Year 2008-2009

Sources

State Allocation	\$ 22,859,924	60.23%
Auxiliary Operations	\$ 17,758,649	46.79%
Additional Fees— Credit Programs	\$ 16,874,870	
Executive & Professional Education	\$ 883,780	
Contracts & Grants	\$ 490,002	1.29%
Endowment Income	\$ (4,476,625)	-11.80%
Annual Gifts/ Contributions	\$ 1,276,810	3.36%
Miscellaneous Revenue	\$ 43,054	0.11%
Total	\$ 37,951,814	

Foundation Balances

Endowments	\$ 15,901,211	89.18%
Non-Endowments	\$ 1,928,289	10.82%
Total	\$ 17,829,499	



Mercantil Commercebank Scholarship recipients Guillermo Hernandez, Emmanuel Roman, Eduardo Velazquez and Tomas Garcia with J. Guillermo Villar, center, president and CEO of Mercantil Commercebank

Roll of Honor

Donor contributions July 1, 1994 - June 30, 2009

\$1,000,000+

Bank of America
Betty B. and Alvah H. Chapman* Jr.
R. Kirk Landon
Ocean Bank
Office Depot, Inc.
Oracle Corporation
Regions Bank
Ryder System, Inc.
The McClatchy Company

\$500,000-\$999,999

Margarita and Armando M. Codina
Miami Board of Realtors Educational Foundation
Morrison, Brown, Argiz & Farra, LLP
SAP America, Inc.
Wachovia Corporation

\$100,000-\$499,999

Assurant Group
AT&T Corporation
AXA Advisors
Blank Family Foundation, Inc.
Deloitte LLP
Florida International Bankers Association
Dany Garcia
Guarded Networks, Inc.
Carmen M. Hersker* Inter Vivos Revocable Trust
IKON Office Solutions, Inc.
Ingersoll-Rand Company
Kaufman, Rossin & Co., P.A.
KPMG LLP
Brenda and Howard J. Leonhardt
Macy's, Inc.

Mercantil

Commercebank
Preferred Care Partners, Inc.
Pricewaterhouse-Coopers LLP
Ernesto Ramón
Rational Software Corporation
SunTrust Bank
The Graham Companies
The Hewlett-Packard Company
Augusto L. Vidaurreta '80 and Mary J. Cannan

\$50,000-\$99,999

Accenture
ARGUS Financial Software
Castor Advertising Corporation

Citigroup
Colonial Bank of South Florida
Dr. Herbert and Nicole Wertheim Foundation
Egon Zehnder International, Inc.
Espirito Santo Bank
Esslinger Wooten Maxwell, Inc.
ExxonMobil Corporation
Tanya and Castor A. Fernandez
Gary R. Gerson
Great Plains Software, Inc.
Kenneth R. Henry, CPA '94 and Marcella Y. Henry
Hilton Trading Corporation
Jackson Health System
Miami Jai-Alai Fronton
Novartis Pharmaceuticals Corporation

Marian E. Davis Parker and David R. Parker
Dennis G. Rodriguez
Kenneth D. Rosen
Glenn J. Rufrano
The Dow Chemical Company
Walgreens Company
William G. McGowan Charitable Fund, Inc.

\$25,000-\$49,999

Alvah H. and Wylie P. Chapman Foundation, Inc.
Coopers & Lybrand LLP
Crystal Capital Partners, LLC
Florida Institute of Certified Public Accountants
FPL Group, Inc.
Greenberg Traurig, LLP
Randy S. Greene '91

Northern Trust, N.A.
Publix Super Markets, Inc.
Rachlin LLP
Ronald A. Shuffield and Anita Shuffield
University Credit Union
Wal-Mart
Carol J. Weldon and Norman R. Weldon, PhD

\$10,000-\$24,999

Adorno Yoss Caley Dekhoda & Qadri Inc.
Alcatel-Lucent
Cesar L. Alvarez, Esq. and Kathleen R. Alvarez
American Express Corporation
Aquarius Capital Partners, LLC
Daniel H. Aronson, Esq.
Bankers Trust Company
BankUnited

Baptist Health South Florida
Demian M. Bellumio '00
Black & Decker Corporation
Burger King Corporation
Carnegie Mellon University
Roberto Cavalcanti and Francesca Mascaretti
Pablo L. Cejas and Carolina R. Cejas
Citrix Systems, Inc.
Continental National Bank of Miami
Cuban American CPA Association
Dade Community Foundation

Patricia E. Dahne '75
Sergio de la Fe Jr. '90
Wendy K. and Donald A. Denkhau
DHL Worldwide Express, Inc.
Jorge M. Diaz
Dolphin Mall Associates, LP
Eastman Kodak Company
Joyce J. Elam, PhD and Paul Vidmar, PhD
Ernst & Young, LLP
Irma B. Fernandez '94, and Vince Fernandez
Florida Institute of CPAs Broward County Chapter

Enabling Excellence



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