TABLE OF CONTENTS

UTSA Business is an annual publication for alumni, faculty, staff and friends of the UTSA College of Business.

UTSA College of Business
One UTSA Circle
San Antonio, Texas 78249
(210) 458-4313

tenbusiness.utsa.edu

12
LEVEL UP

Dean’s Message 2
In the News 3
Advisory Boards 16
Research Report 18
Faculty Forum 7
Faculty Publications 21
Student Spotlight 14

EDITOR
Wendy Frost

WRITERS
Joanna Carver
Courtney Clewenger
Wendy Frost
Rebecca Luther

PHOTOGRAPHY
Courtney Campbell
Mark McClendon

DESIGN
Coral Díaz
DEAN’S MESSAGE

It is an exciting time to be at UTSA. For the first time ever, our undergraduate program was ranked by Bloomberg Businessweek as one of the best in the country—named Top 5 in Texas and the top-ranked business school among Hispanic Serving Institutions. In addition, enrollments are up, particularly in graduate programs where we successfully launched two new programs this fall. Student placement continues to improve, and faculty research has reached levels never before achieved.

As rewarding as our progress has been, we cannot rest on our laurels. We must continue to critically examine all that we do and take steps to improve our already leading position in cyber security as well as position the college for future opportunities in nascent fields such as data analytics.

As the world moves to a more data-centric focus, employers will need increasing numbers of professionals who can analyze complex data across a wide variety of contexts and formats, such as cyber analytics, marketing analytics and financial analytics. We have a great opportunity to build on our capabilities to better prepare young professionals to help organizations make informed decisions as well as secure and protect their critical data.

The college has several key priorities at this time. First, we will continue to focus on aligning our programs with market trends so that students are well prepared for careers in areas of high-workforce demand. Second, we must significantly increase our commitment to student professional development. Finally, we will engage in more rigorous and relevant research and find additional ways to support and reward this important work. By committing to these priorities, we will achieve greater recognition for the college, elevate our brand and provide even greater opportunities for our graduates.

Throughout the summer, faculty and staff have met to refine our strategy as we pursue these priorities. One key area of focus has been restructuring our two principal degree programs, the BBA and the MBA. This process includes reaching out to alumni and business leaders so that we are aligned with what the business community needs now and in the future.

Another area of priority was finding more support for the college’s Center for Student Professional Development. Currently about one third of our undergraduate students participate in our professional development programs. We are committed to extending these services to all students by 2020 and to begin offering services to select graduate students immediately.

To accomplish our goals, we will need to be resourceful and embrace the Hippocratic philosophy of Judge—creating opportunities out of obstacles and resourcefully creating solutions using simple means. We have stretch goals that will only be accomplished by working together.

For instance, when we launched the new M.S. in Data Analytics program this fall, we combined resources across departments and worked with local partners like USAA and others to successfully launch our first class of 63 students without any new resource allocations.

IN THE NEWS

College Named Top 5 in Texas

The UTSA College of Business was ranked one of the Top 5 schools in Texas and the No. 1 Hispanic Serving Institution in the nation by Bloomberg Businessweek in their 2016 ranking of Best Undergraduate Business Schools.

No.1 Hispanic Serving Institution

“The inaugural ranking of our undergraduate business program validates what so many stakeholders have said about the college’s business programs,” said Wm. Gerard Sanders, dean and Bodenstedt Chair of the UTSA College of Business.

“To be recognized for not only the quality of our academic programs, but also for how we prepare our students to enter the workforce is monumental. Our goal in the College of Business is to transform business students into business professionals. These rankings show that we are accomplishing that goal.”

San Antonio philanthropist Harvey E. Najim has established the Harvey Najim Pathways Scholarship program in the UTSA College of Business to prepare underserved students for jobs in high-demand fields.

Scholarship Program Established

San Antonio philanthropist Harvey E. Najim has established the Harvey Najim Pathways Scholarship program in the UTSA College of Business to prepare underserved students for jobs in high-demand fields.

As part of a larger initiative with the Alamo Community Colleges, the program will support transfer students from Alamo Colleges to the College of Business in the areas of cyber security and information systems. “We are excited to partner with Harvey Najim to establish this program in the UTSA College of Business,” said Wm. Gerard Sanders, dean and Bodenstedt Chair.

“Through this innovative program, local, first-generation students will be able to pursue a bachelor’s degree in cyber security—an area of high demand not only nationally, but particularly in San Antonio. We welcome this opportunity to educate San Antonio students and transform them into confident and career-ready professionals. In addition to UTSA, partner universities include Texas A&M-San Antonio and the University of Texas Health Science Center San Antonio. “Too many jobs in technology and the medical field are not being filled with local San Antonio graduates—especially those from low-income families,” said Najim.

Fifty students per year for four years will participate in the program. UTSA scholars will receive $2,500 per year for two years to complete their degree from the Najim Pathways program. And, that amount will be matched by the College of Business—providing critical support for students to complete their undergraduate degree.
UTSA Cyber Security Graduate Programs Ranked

UTSA’s cyber security graduate programs have been ranked as one of the top two programs in the United States, according to an analysis of 70 programs by Universities.com. The ranking highlighted UTSA’s success in generating a pipeline of talented students with the knowledge and practical skills to excel in cyber security careers.

“Many programs produce either skilled cyber security practitioners or people knowledgeable about cyber security, but few achieve both. The UTSA College of Business does,” said Nicole Beebe, Ph.D. ’07, Melvin Lachman Distinguished Professor in Entrepreneurship and associate professor in cyber security.

The Ponemon Institute has previously ranked UTSA’s overall cyber security program No. 1 in the nation, based on a survey of IT executives, and the university’s academic and research programs are recognized for excellence by the National Security Agency and the Department of Homeland Security.

The College of Business offers undergraduate, graduate and doctoral programs in cyber security. Alumni have secured jobs with industry, government and military employers such as Rackspace, USAA, Raytheon, Booz Allen, the NSA and the U.S. Army.

UTSA has been honored with the United States President’s Bronze Volunteer Service Award by Junior Achievement. Bennie Wilson, a senior lecturer in management at the UTSA College of Business and a member of the Junior Achievement of South Texas Board of Directors, accepted the award on behalf of the university last spring in New York City.

“Junior Achievement is the largest international non-profit organization dedicated to educating students in grades K-12 on business subjects affecting their personal and professional futures,” said Wilson, whose students have volunteered with Junior Achievement since 2002.

During the 2014-15 academic year, UTSA College of Business students clocked more than 5,000 volunteer hours. Over the past 14 years, more than 6,500 UTSA business students volunteered with Junior Achievement and conducted presentations on such subjects as work readiness, entrepreneurship and financial literacy to more than 133,000 area students.

“UTSA and Junior Achievement of South Texas have partnered to bring business education to public and private elementary, middle and high school students in the Bexar county area.”

Bennie Wilson
IN THE NEWS

BB&T Grant Funds Student Internships

The UTSA College of Business received a $50,000 grant from BB&T to support paid internship opportunities for 12 business students at San Antonio nonprofits. Working to advance the areas of community economic development, children and youth, education and literacy and social justice, BB&T selected six nonprofit organizations to participate in the BB&T Nonprofit Internship Program.

Organizations included the Boys & Girls Club, Catholic Charities, Family Service Association, Goodwill, the National Association of Latino Community Asset Builders and San Antonio Education Partnership.

“BB&T has always been a partner, an advocate and a force for change,” said Mark A. Nerio, vice president and community development specialist at BB&T. “The BB&T Program, in partnership with the UTSA College of Business, has a positive impact on the students’ learning as well as on the capacity of the nonprofit organizations to deliver needed services to San Antonio residents.”

The students each completed 200 hours of work this summer as part of the internship experience.

“We are grateful to BB&T for this partnership,” said Lisa Montoya, associate dean for professional development and international business programs in the UTSA College of Business. “This experience will enhance our business students’ skills and allow them to make a significant contribution toward the mission of each organization.”

The students are interested in using their business skills to benefit the nonprofit sector.

FACULTY FORUM

College Names New Associate Deans

The UTSA College of Business has made several administrative changes this past year to better reflect the college’s strategic priorities.

Pamela Smith, professor of accounting, was named associate dean of graduate studies.

“We are delighted that Pamela has stepped in to lead graduate programming in the college,” said Wm. Gerard Sanders, dean and Bodenstedt Chair of the UTSA College of Business. “She will be charged with increasing graduate enrollment in the college and maintaining rigor in the college’s doctoral program.”

Since joining the College of Business faculty in 2001, Smith has been a high-performing teacher and researcher. She was named a Dean’s Distinguished Fellow from 2012-2014 and was selected for the college’s Teaching Honor Roll in 2015. Smith has also been an active participant in the PhD Project, which works to encourage the diversity of business school faculty.

Kevin Grant, associate professor in the Department of Information Systems and Cyber Security, has been appointed as the new associate dean of undergraduate studies. An active scholar and teacher, Grant will be responsible for all undergraduate academic services.

“With an exceptional record of service, Dr. Grant will be instrumental as we restructure our undergraduate degree programs to facilitate a timely graduation process for all business students,” said Sanders.

Grant has taught at UTSA since 2000 and led the project management program. He has previously served as assistant dean for academic programs at the Graduate School of Logistics and Acquisition Management at the Air Force Institute of Technology.

DEAN’S FORUM

—— JANUARY 27, 2016 ——

CHARLIE PAULETTE, ’92, EMBA ’01
Director of Sales and Marketing
REAL ALE BREWING COMPANY

—— APRIL 6, 2016 ——

HARVEY E. NAJIM
Founder and Chairman Emeritus
SIRIUS COMPUTER SOLUTIONS

—— NOVEMBER 10, 2015 ——

MIKE GARCIA, ’85
Chief Financial Officer and Senior Vice President of Acquisitions and Development
OMNI HOTELS & RESORTS

SPOTLIGHT

—— 2015-2016 SPEAKERS ——

FROST DISTINGUISHED LECTURE SERIES
New AT&T Chair in Infrastructure Assurance and Security Named

Following a comprehensive search process, H. Raghav Rao, a leading scholar in information assurance, was named the AT&T Distinguished Chair in Infrastructure Assurance and Security in the UTSA College of Business.

“We are proud to welcome a top-tier scholar like Dr. Rao to the UTSA College of Business,” said Wm. Gerard Sanders, dean and Bodenstedt Chair. “Cyber security is an area of great importance not only to the college and UTSA, but also nationally. As the No. 1 ranked cyber security program in the nation, the College of Business will be able to build our reputation as a leading cyber security program under the leadership of Dr. Rao.”

Rao’s research interests include information assurance, management information systems, emergency response management systems, decision support systems and e-business.

Helping to build UTSA’s reputation as a leading cyber security program, Rao has authored or co-authored more than 200 technical publications and co-edited four books. He is co-editor in chief of Information Systems Frontiers; advisory editor of Decision Support Systems; associate editor of ACM TIMS; and senior editor at MIS Quarterly. He also chairs a United Nations affiliated working group for Information Systems Security Research.

In addition to being a prolific scholar, he has also been successful in securing external grant funding. He currently has three ongoing National Science Foundation grants covering topics such as insider threat, phishing and the recent security breach at the U.S. Office of Personnel Management. He has also received funding for his research from the Department of Defense and the National Security Agency.

Prior to joining UTSA’s faculty, he served as the SUNY Distinguished Service Professor at the University of Buffalo, where he had worked since 1987.

“I’m excited to join UTSA’s Department of Information Systems and Cyber Security. The department is well known for its work in this field, and I was impressed by the quality of the faculty and students.”

H. RAGHAV RAO

New Faculty

KIM-KWANG CHOO

Cloud Technology
Endowed Professor
Associate Professor of Information Systems and Cyber Security
Ph.D. Queensland University of Technology

ARKANGEL CORDERO

Assistant Professor of Management
Ph.D. Cornell University

ASHWIN MALSHE

Assistant Professor of Marketing
Ph.D. Binghamton University

H. R. RAO

AT&T Distinguished Chair in Infrastructure Assurance and Security
Ph.D. Purdue University

ROHIT VALECHA

Assistant Professor of Information Systems and Cyber Security
Ph.D. University of Buffalo

DEEPA WANI

Assistant Professor of Management Science and Statistics
Ph.D. University of South Carolina

NEW APPOINTMENTS

Suman BasuRoy, chair of the Department of Marketing, was named the Graham Weston Endowed Professor.

Karan Bhanot, professor of finance, was named chair of the Department of Finance.

Victor Heller, associate professor of management, was named the senior executive director of the Center for Professional Excellence.

NEW FACULTY

Beladi Receives Endowed Chair

Hamid Beladi, professor of economics and associate dean for research in the UTSA College of Business, has been named the Janey S. Briscoe Endowed Chair in Business.

A leading scholar in international economics, Beladi is a charter member of the UTSA Academy of Distinguished Researchers and was a recipient of the President’s Distinguished Achievement Award for Advancing Globalization in 2014.

“Professor Beladi has distinguished academic reputation and is a proven leader in the College of Business,” said Wm. Gerard Sanders, dean and Bodenstedt Chair. “As associate dean of research he has enhanced research contributions throughout the college. And, his personal research agenda contributes to the university’s mission to become a top-tier university.”

With more than 230 articles in peer-reviewed scholarly journals, Beladi has published in a wide spectrum of high-quality and leading academic journals.

“It is an honor for me to receive the Janey S. Briscoe Endowed Chair in Business,” said Beladi, who is the co-founder of the International Economics and Finance Society. “The endowed chair will enable me to advance my work in international trade and economics and will be used to advance knowledge and deliver leading-edge teaching to students.”

Student teams start with a single paper clip and negotiate a series of trades to obtain something of much greater value. In the past, students have traded their paper clips for furniture, electronics, thousands of dollars in gift cards and enough frozen turkeys, stuffing and cranberries to provide a Thanksgiving meal to women and children at a local battered women’s shelter.

For another project, UTSA Apprentice, student teams plan, organize and execute external fundraising events to learn about goal setting, motivation and coping with surprises. Students in McCarter’s Organizational Behavior and Management class this spring helped generate nearly $85,000 for local charities through the UTSA Apprentice exercise. “In less than three years since joining the College of Business, Dr. McCarter has quickly become a student favorite for his use of experiential and service learning projects in his management classes,” said Wm. Gerard Sanders, dean and Bodenstedt Chair. “His interactive style of learning not only engages students and helps them better understand the material through real world application, but also brings significant value to the community in the process.”

The Regents’ Outstanding Teaching Awards were established in 2008 to recognize faculty who demonstrate a history and promise of future of sustained excellence in undergraduate teaching. Since the program’s inception, more than 40 UTSA faculty have received the award.

McCarter’s teaching method is rooted in experiential learning. He is known for assigning in-class exercises and semester-long projects that allow his students to apply management theory and internalize the practical value of the course material. “I believe the best way to learn management theory and principles is to experience them,” McCarter said. “Experiential learning engages students and encourages them to develop and test their skills, making the students more marketable in their work, family and community.”

One of the semester-long projects McCarter uses to teach theories of entrepreneurship, leadership, team dynamics and decision making is the Paper Clip Project. Student teams start with a single paper clip and negotiate a series of trades to obtain something of much greater value. In the past, students have traded their paper clips for furniture, electronics, thousands of dollars in gift cards and enough frozen turkeys, stuffing and cranberries to provide a Thanksgiving meal to women and children at a local battered women’s shelter.

For another project, UTSA Apprentice, student teams plan, organize and execute external fundraising events to learn about goal setting, motivation and coping with surprises. Students in McCarter’s Organizational Behavior and Management class this spring helped generate nearly $85,000 for local charities through the UTSA Apprentice exercise. “In less than three years since joining the College of Business, Dr. McCarter has quickly become a student favorite for his use of experiential and service learning projects in his management classes,” said Wm. Gerard Sanders, dean and Bodenstedt Chair. “His interactive style of learning not only engages students and helps them better understand the material through real world application, but also brings significant value to the community in the process.”

The Regents’ Outstanding Teaching Awards were established in 2008 to recognize faculty who demonstrate a history and promise of future of sustained excellence in undergraduate teaching. Since the program’s inception, more than 40 UTSA faculty have received the award.

McCarter Selected for Regents’ Outstanding Teaching Award
Matthew McCarter, associate professor of management in the UTSA College of Business, received the 2016 Regents’ Outstanding Teaching Award from the University of Texas System.
Level Up
With an already successful track record of producing CEOs, CFOs and entrepreneurs, the UTSA College of Business is making both small shifts as well as bold leaps to enhance and expand the college’s graduate business offerings.

Focused on providing students with skillsets that are in high demand within the business industry, Dean Wm. Gerard Sanders has outlined a plan to increase graduate enrollments by adding new graduate programs and reformatting current degree programs to meet employer needs.

“Today’s dynamic workplace needs an educational partner who can be agile and respond to the ever-changing market,” said Sanders. “We can deliver unparalleled value by focusing on providing educational programs that supply students with both technical skills that can be implemented immediately in the workplace and professional skills in areas of high-workforce demand.”

With 701 graduate students, the College of Business offers 10 graduate programs including our signature MBA program as well as master’s degrees in areas such as accounting, applied statistics, economics and finance. Below, read about new degree programs in the college as well as programs that have been recently restructured.

DATA ANALYTICS

Sixty-three students began this fall as part of the first class of the new Master of Science in Data Analytics program.

“We’re excited about the response we received to this program from both students and the business community,” said Max Kilger, director of the Data Analytics program. “There is a tremendous demand and need for data analysts.”

Offered in both daytime and evening cohorts, students are becoming data savvy professionals and learning the latest tools, techniques and applications used to transform data into meaningful information.

Our program is unique because it leverages the College of Business’ strengths in cyber security, marketing analytics and statistics to provide students with the opportunity to study the latest communication and visualization technologies so that they can assist senior business executives in making informed decisions.

Transferring the knowledge from the classroom to application, students will participate in practical experiences in which they complete real analytical projects for business clients. The daytime cohort will graduate in Summer 2017.

MASTERCY IN BUSINESS

Completing their second semester of classes, the inaugural 31-member cohort of Master of Science in Business students includes a diverse class with educational backgrounds in 17 different majors including such fields as biology, communications, kinesiology and psychology.

Designed for undergraduates who have completed a degree in a field outside of business, the one-year program challenges students to turn their passion into profits as they develop cutting-edge business acumen and critical thinking skills.

“In today’s environment, the reality is that you need a master’s degree no matter what career you go into,” said Daniel Davids, director of multidisciplinary graduate business programs. “Students will need to be able to use and speak the language of business if they want to prosper.”

The intensive business curriculum includes quantitative analysis, organizational behavior, financial accounting, marketing management and effective negotiating. Recruiting has already begun for the next cohort which begins in Summer 2017.

CYBER SECURITY

Reflecting industry demands, the college’s graduate programs in cyber security have grown 150 percent in the past three years. Most of this growth can be attributed to UTSA’s No. 1 ranking by the Ponemon Institute as the top cyber security program in the country.

As part of the Master of Science in Information Technology degree program, the College of Business offers hands-on and applied training for students as they study biometrics, data mining, intrusion detection and cyber forensics in state-of-the-art cyber security laboratories.

Recent graduates of the program are highly sought out and have been placed in government and private sector positions with such employers as Chevron, FireEye, H-E-B, Mandiant, National Security Agency, PwC, Rackspace, Raytheon, USAA and many others.

EXECUTIVE MBA

The Executive MBA is the most prestigious of the College of Business graduate programs. Over the past year the curriculum has shifted to combine theoretical topics with practical applications that address contemporary and relevant issues facing today’s business professionals.

The primary focus of the program is to provide executives with the tools and understanding to successfully lead their organizations.

“Today’s business leaders face a complex environment which demands knowledge of all aspects of the organization,” said Bruce Rudy, assistant professor of management and EMBA faculty member. “The highly integrated EMBA curriculum delivers this knowledge in an engaging format where students learn from each other and their professors.”

The 21-month program for seasoned professionals has grown to 45 students for the Fall 2016 cohort—the largest class in program history.

With a faculty comprised predominantly of academic scholars that have years of industry experience, the EMBA emphasizes both the “why” and “how” of business.

“We provide students with practical business tools that can be applied the moment they leave the classroom,” said Rudy.

MEETING OUR GOALS

Training the next generation of business professionals, managers, executives and wealth creators, the College of Business is leveling up to provide a top-tier educational experience for all students while meeting the growing needs of the business community we serve.

NEW TRACKS

Macy
- Data Analytics/Information Security
- Financial Accounting/Auditing
- General
- Health Care Accounting
- Taxation

MA Economics
- Business Data Analysis and Forecasting
- Financial Economics
- General Economics
Finance Students Reach Nationals

A team of UTSA finance majors advanced to the national CFA Research Challenge in Chicago this spring—beating out 26 competitors from schools such as Rice, Texas Tech and UT-Dallas. This was the second time that a UTSA team had advanced to nationals.

Team members were Andrew Alvarez, graduate student; Juan Pablo Castellon, '15, Matthew Chavana, senior; and Kenneth Foote, '16.

The CFA Institute Research Challenge is an annual competition that promotes best practices in equity research among the next generation of analysts. Students work in teams to research and value a publicly-traded company. Each team writes a 10-page research report on their assigned company and presents and defends their analysis to a panel of industry professionals.

“We met daily over the span of the five-month competition and worked tirelessly to perfect our pitch,” said Alvarez. “Airlines have very intricate financial statements that require a very thorough analysis.”

“I didn’t realize how massive Southwest Airlines was or how much power they wielded in the industry until undertaking this process,” said Chavana. “They are the second largest carrier in the world.”

Based on their analysis, the team approached the challenge somewhat differently than their peers. “First, we forecasted the fuel expenses using historical data,” said Foote. “Then, the majority of our presentation focused on salaries and wages. Eighty-three percent of their workforce is unionized.”

“Their report was one of the strongest submitted by a UTSA team,” said Ron Sweet, MBA ’91, finance faculty member and Investment Society advisor. “They were extremely well prepared and did some very advanced analysis.”

“Advancing to nationals was our goal,” said Foote. “We went from learning it in the textbooks to applying the knowledge to real life problems. This has been an incredible experience.”

Summer Explorations

“One of the best experiences of my life. My trip to Spain this summer opened up my global mindset and allowed me to shift my focus. The educational and cultural experience was invaluable.”

ROBERT NALBACH, ’16

Business Students Help Local Charities

Students in Matthew McCarter’s Organizational Behavior and Management class recently completed an experiential learning project that resulted in almost $25,000 being raised for local charities.

The UTSA Apprentice exercise places each student on a team that must plan, organize and manage a third-party fundraising event for a local charity.

While some teams hosted events such as golf outings, dodgeball tournaments and bowling events, one team thought outside the box and raised over $15,000 from almost 1,200 pounds of donated clothing.

“When students experience management theory and principles through hands-on learning in the field, the theories and principles they learn in class become their maps, their compasses and their tools to navigate them out of a problem.”

MATTHEW MCCARTER

KPMG CASE COMPETITION

Accounting majors Shynyene Brukber, Kentall Mayfield, Brittany Salinas and Jack Vann won 2nd place in the KPMG/Association of Latino Professionals in Finance and Accounting (ALPFA) National Case Competition this summer.

FINANCE STUDENTS

Graduate finance students Mona Mirsalim, Ryan Mohan and Jake Ruby placed third in the Association for Corporate Growth case study competition in Houston.

CYBER STUDENTS

UTSA’s CCDC team placed 2nd in the Southwest Regionals of the Collegiate Cyber Defense Competition. Team members were Nicholas Baz, Justin Copeland, Chris Doeg, Ryan Evans, Chelsea Hicks, John Hollenbeck, Jose Mireles and Mark Pena.
UTSA Alumnus Richard Peretz Named CFO at UPS

Trading in a brown delivery uniform for a three-piece suit, Richard Peretz, ’85 has had an illustrious 35-year career working for UPS.

“Even though I started out majoring in accounting, most of my career has been in finance,” he said. “My UTSA background and UPS experiences have taken me around the world and exposed me to multiple facets of the business and the diversity of cultures.”

Describing his transition to his new role as CFO Peretz said, “The pace is faster, but I’ve been preparing for this for 30 years. To be an effective leader you have to make sure you have the right facts to support your position and believe in the direction you are headed.”

Peretz often finds himself in the national financial and media spotlight since his role also includes communicating with Wall Street and the business media. “Communication skills are vital,” said Peretz. “You need to be able to explain things so your audience understands. My UTSA background certainly has done that as a shining example of what UTSA finance students can accomplish.”

Almost a decade ago Sergio Silva Cisneros made a decision that would not only impact his life, but the lives of countless UTSA finance students—he decided to found the Investment Society, a student organization dedicated to educating future business leaders about the financial markets and the economy. The organization’s motto is to outperform, and Silva Cisneros has been invited to the White House.”

Meet a Roadrunner

Sergio Silva Cisneros, ’09 CFA
Vice President, Barclays

Almost a decade ago Sergio Silva Cisneros made a decision that would not only impact his life, but the lives of countless UTSA finance students—he decided to found the Investment Society, a student organization dedicated to educating future business leaders about the financial markets and the economy.

The organization’s motto is to outperform, and Silva Cisneros has been invited to the White House.”

What is your favorite part of the job? My favorite part of the job is the trading and execution side. It is fast-paced with a lot of pressure and excitement that can occur in a 20-second window. Also, since I cover the Latin American region I enjoy representing a global investment bank internationally when I travel to visit clients.

Favorite professor Professor Ron Sweet, MBA ’91 made the world difference in the world for me. He taught us that numbers and formulas are the same whether we are in San Antonio or New York City. He was instrumental in my belief that I could thrive on Wall Street. He gave us the knowledge and the coaching to be successful.

Hobbies I compete in triathlons at the half-Ironman distance. They appeal to my competitive nature.


What advice do you have for business students? Open your eyes and look for opportunities and challenges. Find something that will make you happy and play to your strengths. Start early. It is a competitive field. Get involved and take on leadership roles.

Why are you proud to be a Roadrunner? I find parallels between my story and UTSA’s. We both had potential that is now being realized. I was lucky to be there during that time. I’m proud to wear the colors and honored to be a Roadrunner.

BUSINESS ROADRUNNERS

33,015 Business Degrees Awarded

84% Bachelor’s
15% Master’s
1% Doctoral
Business Researchers Receive $650,000 DHS Grant

Nicole Beebe, Ph.D., director of the Center for Education and Research in Information and Infrastructure Security in the UTSA College of Business, and Daljin Ko, professor of management science and statistics, received a $649,172 grant from the U.S. Department of Homeland Security to strengthen insider threat detection.

“The ability to detect threats within an organization and to keep sensitive information from getting into the wrong hands has become vital to national security,” said Beebe, the Melvin Lachman Distinguished Professor. Beebe and Ko will build an insider threat detection system to prepare for real-world situations wherein a disgruntled employee or even a corporate spy could abscond with valuable information. However, they’re not interested in finding the culprit after an attack has already occurred.

“The goal is to be able to detect an insider threat before that person commits their crimes,” Ko said. “Traditionally, you can look for a change in behavior. For example, this person will start storing up large sums of data on their computer.”

Paul Rivera, president and CEO of Owl-Logix, will help the pair develop a software system that can quickly analyze vast amounts of data and identify a threat based on computer usage.

“We’ll search for an abnormal pattern,” said Ko. “Essentially, we’re watching for an outlier based on how long they’re using the computer, when they are using it and how they are using it, among other variables.”

The researchers hope that the new technology will not just prevent corporate espionage, but also make it possible to detect breaches, like the ones committed by Chelsea Manning and Edward Snowden, before they occur.

“This could have a widespread beneficial impact for so many different organizations, public and private,” Beebe said. “These recent leaks have proved that we need to rise to this new challenge, and that’s exactly what we’re doing.”

Marketing Professors Study the Video Game Industry

Research by Suman Basuroy, Graham Weston Endowed Professor and chair of the UTSA Department of Marketing, and Richard Gretz, associate professor of marketing, is delving into what makes or breaks a video game. A series of top-tier papers and presentations, including one at the Big Data, Big Movies conference in Berlin, Germany this fall, show that the video game industry has developed several innovative tactics to snag and keep customers.

“One of the first things we started looking at was backward compatibility,” Gretz said. “Some consoles are compatible with older versions of themselves, which allows users to play games they already own on a newer console.”

While backward compatibility keeps gamers from having to replace all of their games when they upgrade their consoles, Gretz, Basuroy and UTSA Ph.D. candidate Jorge Pena Marin, found that it wasn’t as attractive as they anticipated.

“People perceive backward compatibility as less innovative,” Gretz said. “If your new console is doing things your previous console can do, then how is it new?”

The pair also worked with Ph.D. student BJ Allen to find that companies are utilizing a classic marketing technique called bundling, wherein a console and a game are sold as one package.

“We’ve found that companies are actually more successful when they bundle a game and a console later in their release,” Basuroy said. “That way, you’re offering a new, more attractive deal for a console that doesn’t have the advantage of being brand new.”

In a sense, everyone wins.”

Creative Leadership

“Creativity flourishes in supportive environments where leaders and subordinates have good interpersonal relationships. In such environments, subordinates will go an extra mile for a leader without expecting anything in return because they have a good relationship. They can depend on each other, because they trust each other. Leadership is a very complex phenomenon. It’s not about whether leaders are born or made, it’s about how they use their skills once they get into that position.”

DINA KRASIKOVA
Assistant Professor of Management

“Too Big to Fail” Banks

“As banks get larger, they have more market power. Over the past 20 or 30 years, we’ve seen this trend with the number of banks declining. If you can’t compete, you’ll be acquired by another bank. It’s not necessarily a bad thing, but in any market you can’t leave it untaught completely. You always need regulatory measures, but to what extent is a different story.”

EDGAR GHOSSOUB
Associate Professor of Economics

UTSA COLLEGE OF BUSINESS ANNUAL REPORT 2016

RESEARCH RANKINGS

35th Marketing

64th Accounting

81st Management Science

RESEARCH REPORT

RESEARCH REPORT

Exploring the Mind of a Cyber Terrorist

“I’ve spent a fair amount of time trying to get people to understand that the human component of cyber security is very important. Being able to project future scenarios is one of the most important aspects of cyber security. We need more understanding of why these attacks occur and why people do them. Then we can start figuring out what their targets will be and what they’re likely to do. With that, we can stop them from happening.”

MAX KILGER
Director of Data Analytics Program

UTSA COLLEGE OF BUSINESS ANNUAL REPORT 2016

18

19
Glenn Dietrich, professor of information systems and cyber security in the UTSA College of Business, has received a $471,549 federal grant to support UTSA’s Army Reserve Cyber Private Public Partnership Program (Cyber P3). UTSA was tapped by the United States Army Reserve as a founding member of the program in 2015.

As part of the grant, the College of Business will train Army reservists to become highly-qualified cyber warriors at the undergraduate, master’s and doctoral levels.

“Much of the research will focus on industrial control systems security,” said Dietrich, the project’s principal investigator. “These young reservists will learn the skills necessary to protect our power grid, our water systems and petroleum pipelines.”

Dietrich plans to start creating the educational programs immediately, with construction on the new lab to begin this fall. One of his main objectives is to recruit participants through the Wounded Warrior Project.

“UTSA is ranked first in the nation for cyber security for a reason,” Dietrich said. “We can use those considerable skills to help Army reservists and wounded veterans find rewarding jobs in a growing, in-demand field.”

“From a managerial perspective, numbers are pervasive in marketing or everyday contexts. My work suggests that numbers can reason,” Dietrich said. “We can use those considerable skills to help Army reservists and wounded veterans find rewarding jobs in a growing, in-demand field.”

UTSA INTERNAL RESEARCH AWARDS

KARAN BHANOT "Social Finance" Professor of Finance

VICTOR DE OLIVEIRA "A Non-Stationary Non-Gaussian Hedonic Spatial Model for House Selling Prices" Associate Professor of Management Science and Statistics

EDGAR GHOSSOUB "Commercial Banks, Credit Unions and Monetary Policy" Associate Professor of Economics

DAVID HAN "Development of the Cost Efficient Dynamic Load Sharing Policy by Managing the Residual Life of a Multi-Core System Based on Complex Stochastic Approximation" Dgradation Processes" Associate Professor of Management Science and Statistics

DINA KRAKISOVA "Identifying Potentially Destructive Leaders Using Fake-Resistant Implicit Measures of Personality" Assistant Professor of Management

MATTHEW MCCARTER "Navigating Holdouts Without Eminent Domain: An Experimental Approach" Associate Professor of Management

PAMELA SMITH "An Exploration of Nonprofit Hospital Executive Compensation" Professor of Accounting

ACCOUNTING


ECONOMICS


Co-author "Political Science and Empirical Implications of Theoretical


ADVISORY COUNCIL

CHAIR
Tracy Jackson, ’93, EMBA ’12

MEMBERS
Denise E. Bendele, ’87
RSM US LLP

Dya C. Campos, EMBA ’12
H-E-B

Paul Castella, MBA ’05
Targeted Technology Venture Partners, LLC

Ann Bohl Deacon, ’84
Deacon Recruiting & Deacon Professional Services

Walter D. Downing Jr., MBA ’86
Southwest Research Institute

T. Patrick Duncan, retired
USAA Real Estate Company

Steve Edlund
Cadence Bank

Walter M. Embrey Jr.
Embrey Partners Ltd.

Ronald W. Fielding
Common Sense Strategy, LLC

Michael A. Garcia, ’85
Omni Hotels and Resorts

Stewart G. Goodson, ’84
EY

Geronimo Gutierrez
North American Development Bank

Susan Hough, MBA ’91
PwC

Cindy L. Jorgensen, EMBA ’00
Southwest Business Corporation

Nancy Kodia, MBA ’87
Kodia Foundation

Jim Laffoon
Security Service Federal Credit Union

Laura G. McBlunt, MPA ’88
Weaver, LLP

William E. Morrow, ’86
Quarri Technologies, Inc.

George S. Muller, MBA ’76
C.H. Guenther & Son, Inc.

Nancy Ozuna, ’93, MPA ’95
BOK, LLP

Charles L. Paullette, ’92
EMBA ’01
Real Ale

Michael Ramirez, ’79
Strategic Materials

Martin Salinas, ’94
Phase 4 Energy Partners

Marcelo P. Sanchez
Ahmss International Inc.

Gary Simmons, EMBA ’00
Valero Energy Corporation

Mike K. Sohn
International Bank of Commerce

Jordan Walder, ’84
Wells Fargo Bank

Todd Wyatt, ’97
Acacity

ACCOUNTING ADVISORY BOARD

CHAIR
Stephanie A. Davis, ’94, M’98
Valero Energy Corporation

MEMBERS
Jorge del Alamo
NuStar Energy L.P.

Linda Doubrava
KPMG LLP

Dana Gasparik, ’95, MPA ’92
RSM US LLP

Amie Goodson, ’88
ATKS, LLP

Joseph A. Hernandez, ’93
Akin, Doherty, Klein & Foye, P.C.

Susan Hough, MBA ’91
PwC

Nancy Kodia, MBA ’87
Kodia Foundation

Michael L. Johnston, MS ’99
EY

Michael D. Perkins
Slattery | Perkins

Megan Rooney
H-E-B

Chris J. Rosas, ’00, MBA ’02
Rackspace

Derek Schriver, ’05, MS ’07
Schriver, Carmona & Company, P.L.L.C.

Carol Severyn, ’92
Frost Bank

George C. Williams, MS ’10
Williams, Crow, Mask, LLP

REAL ESTATE ADVISORY BOARD

CHAIR
Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

DENISE E. BENDELE, RSM US LLP

DYA C. CAMPOS, H-E-B

PAUL CASTELLA

ANN BOLH DEACON

WALTER D. DOWNING JR.

T. PATRICK DUNCAN

STEFANIE A. DAVIS

JORGE DEL ALAMO

LINDA DOUBRAVA

JASON BARTON

BARTON, EAST & CALDWELL, PLLC

DOUG BECKER

CHICAGO TITLE

EREN CAMIBEL

SOYAH HOLDING INC.

GARY L. CRAM

CRAWFORD ROOFING CO., INC.

SARA E. DYSART, MA ’77

ATTORNEY AT LAW

WALTER M. EMBREY JR.

EMBREY PARTNERS LTD.

YEYONE FERNANDEZ, ’85

SECURITY SERVICE FEDERAL

CREDIT UNION

AUBRA FRANKLIN

FRANKLIN DEVELOPMENT

SILVA G. GANDEL

SIGA INTERNATIONAL

COMMERCIAL REAL ESTATE

BRANT GIVENS, ’85

THE BANK OF SAN ANTONIO

TOM GRAPE

BENCHMARK SENIOR LIVING

MICHAEL A. HOGAN

HOGAN REAL ESTATE SERVICES

CLIFF HURD

HARD URBAN DEVELOPMENT, LTD.

MICHAEL N. JERSIN, ’92

REATA REAL ESTATE SERVICES LP

INANC KABADAYI

EGEPAY GROUP

DAVID KIM

THE BASCOM GROUP

STEVEN Q. LEE

LEE PARTNERS, INC.

MARSHA MANGUM

REAL ESTATE COUNCIL

OF SAN ANTONIO

WILL MCINTOSH

USAA REAL ESTATE COMPANY

DEREK SCHRIVER, ’05, MS ’07

SCHRIVER, LAMMON & COMPANY, P.L.L.C.

CAROL SEVERYN, ’92

FROST BANK

GEORGE C. WILLIAMS, MS ’10

WILLIAM, CROW, MASK, LLP

LIFETIME MEMBERS

ERNEST W. BROMLEY, ’78

MBA ’80, retired

BROMLEY COMMUNICATIONS

PATRICK B. FROST

FROST BANK

JOE C. MCKINNEY

BROADWAY BANK

CO-CHAIRS

TRACY JACKSON, ’93, EMBA ’12

Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

MEMBERS

Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

Jim Akin
First American Commercial Property Group

Jeff C. Bailey, ’86
Bailey Commercial, LLC

C. Edward Barron, III, ’79
Ed Barron Ventures

J. Cary Barton
Barton, East & Caldwell, PLLC

Doug Becker
Chicago Title

Ernest W. Bromley, ’78
MBA ’80, retired

Bromley Communications

Patrick B. Frost
Frost Bank

Joe C. McKinney
BROADWAY BANK

Real Estate Finance and Development Founders Council

CO-CHAIRS

Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

MEMBERS

Jim Akin
First American Commercial Property Group

Jeff C. Bailey, ’86
Bailey Commercial, LLC

C. Edward Barron, III, ’79
Ed Barron Ventures

J. Cary Barton
Barton, East & Caldwell, PLLC

Doug Becker
Chicago Title

Ernest W. Bromley, ’78
MBA ’80, retired

Bromley Communications

Patrick B. Frost
Frost Bank

Joe C. McKinney
BROADWAY BANK

ACCOUNTING ADVISORY BOARD

CHAIR
Stephanie A. Davis, ’94, M’98
Valero Energy Corporation

MEMBERS
Jorge del Alamo
NuStar Energy L.P.

Linda Doubrava
KPMG LLP

Dana Gasparik, ’95, MPA ’92
RSM US LLP

Amie Goodson, ’88
ATKS, LLP

Joseph A. Hernandez, ’93
Akin, Doherty, Klein & Foye, P.C.

Susan Hough, MBA ’91
PwC

Nancy Kodia, MBA ’87
Kodia Foundation

Michael L. Johnston, MS ’99
EY

Michael D. Perkins
Slattery | Perkins

Megan Rooney
H-E-B

Chris J. Rosas, ’00, MBA ’02
Rackspace

Derek Schriver, ’05, MS ’07
Schriver, Carmona & Company, P.L.L.C.

Carol Severyn, ’92
Frost Bank

George C. Williams, MS ’10
Williams, Crow, Mask, LLP

REAL ESTATE ADVISORY BOARD

CHAIR
Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

MEMBERS

Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

Jim Akin
First American Commercial

Property Group

Jeff C. Bailey, ’86
Bailey Commercial, LLC

C. Edward Barron, III, ’79
Ed Barron Ventures

J. Cary Barton
Barton, East & Caldwell, PLLC

Doug Becker
Chicago Title

Ernest W. Bromley, ’78
MBA ’80, retired

Bromley Communications

Patrick B. Frost
Frost Bank

Joe C. McKinney
BROADWAY BANK

CO-CHAIRS

Laurie Griffith
Texas Capital Bank

Robert L. Worth Jr.
R.L. Worth & Associates, Ltd.

MEMBERS

Jim Akin
First American Commercial

Property Group

Jeff C. Bailey, ’86
Bailey Commercial, LLC

C. Edward Barron, III, ’79
Ed Barron Ventures

J. Cary Barton
Barton, East & Caldwell, PLLC

Doug Becker
Chicago Title

EREN CAMIBEL

SOYAH HOLDING INC.

GARY L. CRAM

CRAWFORD ROOFING CO., INC.

SARA E. DYSART, MA ’77

ATTORNEY AT LAW

WALTER M. EMBREY JR.

EMBREY PARTNERS LTD.

YEYONE FERNANDEZ, ’85

SECURITY SERVICE FEDERAL

CREDIT UNION

AUBRA FRANKLIN

FRANKLIN DEVELOPMENT

SILVA G. GANDEL

SIGA INTERNATIONAL

COMMERCIAL REAL ESTATE

BRANT GIVENS, ’85

THE BANK OF SAN ANTONIO

TOM GRAPE

BENCHMARK SENIOR LIVING

MICHAEL A. HOGAN

HOGAN REAL ESTATE SERVICES

CLIFF HURD

HARD URBAN DEVELOPMENT, LTD.

MICHAEL N. JERSIN, ’92

REATA REAL ESTATE SERVICES LP

INANC KABADAYI

EGEPAY GROUP

DAVID KIM

THE BASCOM GROUP

STEVEN Q. LEE

LEE PARTNERS, INC.

MARSHA MANGUM

REAL ESTATE COUNCIL

OF SAN ANTONIO

WILL MCINTOSH

USAA REAL ESTATE COMPANY

DEREK SCHRIVER, ’05, MS ’07

SCHRIVER, LAMMON & COMPANY, P.L.L.C.

CAROL SEVERYN, ’92

FROST BANK

GEORGE C. WILLIAMS, MS ’10

WILLIAM, CROW, MASK, LLP

LIFETIME MEMBERS

ERNEST W. BROMLEY, ’78

MBA ’80, retired

BROMLEY COMMUNICATIONS

PATRICK B. FROST

FROST BANK

JOE C. MCKINNEY

BROADWAY BANK

Executive MBA • Master of Accountancy • M.S. Applied Statistics
M.S. Business • M.A. Economics • M.S. Finance

business.utsa.edu