

Message from the Dean



Arthur D. Warga, Ph.D.
Dean
C. T. Bauer College of Business

The American Dream is alive and well at the C. T. Bauer College of Business. Often rising from humble backgrounds against incredible odds, our students impress with their unstoppable work ethic, can-do attitude and will to succeed. Even in the current economic climate, and perhaps especially so during this time of uncertainty, our students' determination to leverage the education they receive at Bauer will allow them to achieve greatness. They are our motivation and reason for being, and it is because of them that Bauer succeeds as an institution and as an important segment of the Houston and global community.

And so we point to a few students who exemplify the energy that propels Bauer forward, despite the backdrop of a hiring climate that is less than ideal. Inside this edition of The Dean's Journal is a story about one of our Jesse H. Jones Business Leadership Development scholars, Quyen Le, 21. "I haven't stopped working since I was 15," says Le, whose father is a Gulf Coast fisherman. Le says she couldn't help but notice the sense of professionalism of other Bauer students, so different than students who embrace being full-time college students. It (along with the experiences of an older sister who graduated from Bauer) drew this talented student into our fold, where she is earning two degrees in Finance and Marketing and working in the campaign office for Mayor Bill White.

Recent UH-GEMI graduate Jeff Slaughter ('08) was worried about job prospects during a recession until he got out and began interviewing. Employers told him his training at Bauer gave him an edge over graduates from schools like UT, Rice, Texas A&M and others. He's now working as a senior specialist with Merrill Lynch Commodities.

Our student success stories are endless (did you know one of our Executive MBA students is so devoted to finishing the program he is commuting to classes from Canada?) and they'll continue to inspire us as we say goodbye to the past year and enter into the next. Plans for a third new building (in addition to Calhoun Lofts and Cemo Hall, along with the existing Melcher Hall) are taking shape. We fully expect the construction boom on this corner of campus to not just give us needed room but to solidify our standing as one of the most energetic, engaging and exciting places to be at UH.

As you can see, we're forging through with our mission of serving students and the global business community. We invite you to explore how you can be involved in our growth and emergence as a thriving hub of new facilities and educational opportunities at Bauer.

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ALL STAR CAST. UH Bauer Commencement Speakers: Mayor **Bill White**; Dr. **Richard Wainerdi**, Texas Medical Center CEO; and **Melvyn Wolff**, Star Furniture Chairman.

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Building a Better Future

Scholarship Fuels Jesse H. Jones Scholar's Passion, Drive for Education and Bright Future

Each year, hundreds of students attend the C. T. Bauer College of Business on scholarship. The scholarships have wide-ranging criteria and are funded by individuals, corporations, alumni and families. At Bauer, where most students work their way through school and often are the first in their family to attend college, the scholarship money is especially critical — the deciding factor that can make or break a student's ability to earn a degree.



Quyen Le

When Quyen Le landed a Jesse H. Jones Business Leadership Development Scholarship as a freshman, she knew it could make a huge difference, not only in her life, but in the life of her family.

“My father and mother both work tirelessly in the seafood and fishing industry, and my family has always had financial difficulties,” she said. “With this scholarship, I hope to be able

to build a better future for all of us and at the same time, accomplish my personal, civic, and career goals.”

Le is already well on her way to achieving that success. She has been able to focus on majoring in both Finance and Marketing while working part-time in the real estate business and in the campaign office of Houston Mayor Bill White. (“I haven't stopped working since I was 15,” she said, noting that without the scholarship, her work hours would have been far more extensive and her grades likely would have suffered). Le also served as vice president for philanthropy for the American Marketing Association student chapter.

Le values the high level of professionalism and work experience she finds in her fellow students at Bauer, a tangible difference from the students at other schools who embrace simply being a college student. “You can just see it,” Le said. “The atmosphere at Bauer is different, and it's something I wanted to be a part of.”

Being a Jesse H. Jones scholar has not only allowed her to keep a busy schedule while earning good grades, it offered a built-in support group made up of scholarship staff and

students.

“I have no doubt that the Jesse Jones program has had an impact on my success and for that I am grateful,” Le said.

Each year, more than 30 outstanding Bauer students benefit from the Jesse H. Jones scholarships, which were established by The Houston Endowment to assist students with significant financial need who might not otherwise have a chance to attend college on a full-time basis.

The scholarships, established by the Endowment in 1958, were first made available at Bauer in 1992, and provide graduating high school students from the Houston area with \$12,000, paid over four years. In 2007, more than \$3 million in scholarships were awarded to 322 high school graduates.

“Our objective is to assist these students toward graduation and help them become business leaders for Houston, with Mr. Jesse Jones as their exemplar,” said Mary Gould, Director of Registration and Academic Records at Bauer. “The Program puts into action a portion of Mr. Jones' vision to make Houston a world-class city, by being sure to educate those who would be business leaders in the future.”



Steven L. Fenberg, Community Affairs Officer, Houston Endowment, Inc., and Executive Producer, “Brother, Can You Spare a Billion? The Story of Jesse H. Jones,” second from left, presented a fascinating slide show about the life of Jesse Jones at Bauer in spring of 2008. Among those in attendance were Jones students **James Thibeaux**, **Stephen Quezada** ('08), and **Mary Gould**, UH Bauer Director of Registration and Academic Records.

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Study Abroad Program Boosts UH Global Stature

President Khator, University of Houston Recognize Professor Khumawala India Study Abroad Program

News that the University of Houston has been ranked 17th among U.S. colleges for its international student population by the Chronicle of Higher Education validates the university's leadership as a global educational institution, said President Renu Khator at a campus event celebrating International Education Week and the 10th anniversary of the UH chapter of Phi Beta Delta, the Honor Society for International Scholars.

"International students comprise close to 9 percent of our population. I want us to at least double that in the next four or five years, to have an even stronger global presence, and



A GLOBAL UNIVERSITY. UH President **Renu Khator**, right, was inducted as an honorary member of Phi Beta Delta, an honor society for international scholars, by President **Brent Spraggins**, who is assistant director of prebusiness and special programs at Bauer, and **Anita Gaines**, national Senior Vice President of Phi Beta Delta, director of the International Students & Scholar Service Office and Phi Beta Delta chapter coordinator at UH.

add another layer of leadership to what we do," Khator said.

Khator praised the importance of two outstanding faculty-led Study Abroad programs – Study Abroad in India, led by Saleha Khumawala of the C. T. Bauer College of Business, and Study Abroad in Turkey, led by W. Andrew Achenbaum of the Graduate College of Social Work. Each program was honored at the gathering.

"I really wish I could send every single university student abroad. It transforms a person; it changes the paradigm. It changes their minds in unique ways," Khator said. "The next best thing is to give them (UH students) global exposure right here on this campus. So you, as international students, are helping to prepare our students for citizenship in this global society."

Students from Khumawala's Study Abroad in India program spoke at the event about the transformative nature of their immersion into India's business and culture.

Henry Wallace, who is majoring in Entrepreneurship and Marketing at Bauer, said the trip to India was "life-changing in experiencing firsthand the culture, economy and way of life. India will be a major player in the global economic environment in the years to come, and seeing that transformation was inspiring. In order to take full advantage of the global economy that the world is quick becoming, it is vital to experience those countries directly if possible."

National leadership for international students is also a UH strength. Anita Gaines, Director of the International Students & Scholar Service Office and Phi Beta Delta chapter coordinator at UH, is national Senior Vice President of Phi Beta Delta. Guillermo de los Reyes, assistant professor of Latin American studies, is national Director of Membership, as well as President-Elect of the UH chapter. Brent Spraggins, assistant director of prebusiness and special programs at Bauer, is the current chapter president.



Phi Beta Delta ceremony recognized the Bauer India Study Abroad program headed by Associate Professor **Saleha Khumawala**, fifth from left.

Outstanding Undergrad Is “Incredible Leader”

UH Bauer College Honors Christopher Stamp as Fall 2008 Outstanding Undergraduate

Management and information systems senior Christopher Stamp successfully balanced work, school and social commitments throughout his undergraduate career. He was selected as the Outstanding Undergraduate for Fall 2008 and honored at the UH Bauer College Undergraduate Commencement Ceremony on Dec. 20, 2008.

A strong academic performance, full-time employment and student leadership qualify Stamp for the recognition, associate professor Michael Parks said. “He has a huge amount of experience. His skills are highly varied. He’s not only a skilled technician, but he’s an artist. His best skill is that he is an incredible leader. He’s the guy, the guy that nods his head in all the right places.”

Stamp received a two-year degree from the Art Institute of Houston while working full-time as a graphic designer and programmer for Chemconnect before enrolling in the University of Houston. He continued his full-time employment while taking classes at UH Bauer and noted that his education at the college complemented his work experience.

Stamp also served as the Vice President of the Management and Information Systems Student Organization (MISSO) during his final semester. He was inducted into the UH chapter of Phi Kappa Phi Honor Society in spring 2008. This summer, he also co-authored the online commodity trading platform for the Houston Mercantile Exchange (HMX) while taking classes.

After graduation, Stamp will take time to spend with his family before preparing for the GMAT, which will help him with the MBA application process.

The UH Bauer College Office of Communications spoke to Stamp about the recognition, his time at UH Bauer, and his future plans.

What made you choose Bauer for your undergraduate degree?

I chose Bauer for my undergraduate degree because I wanted to apply my previous work experience and technical knowledge to create business opportunities. Although there are technical degrees offered through other universities, and even colleges at UH, I felt that the curriculum at Bauer would give me the right combination of business and technical know-how to create business value while doing something I enjoy.

What do you plan to do after graduation?

I plan on taking some time off to spend with family and friends. I am also going to begin preparations to take the GMAT to get a head start on the MBA admission process in a couple of years.

Was there a particular professor or person at Bauer who impacted you during your undergraduate studies?

Dr. Michael Parks made the biggest impact on me for a variety of reasons. Dr. Parks teaches a few different programming classes and is the faculty advisor for the MIS Student Organization (MISSO) of which I was the Vice President. His enthusiasm for helping his students find employment and seeing his students succeed after graduation made a huge impression. He takes great pride in the fact that students spanning his entire career are well represented at every level of almost every major IT organization in the Houston area and beyond.

What was the most challenging or difficult aspect of your time at Bauer? How did you overcome this?

For me, the most challenging aspect of attending Bauer was working a full-time position, taking a nearly full course load, and participating in MISSO. Needless to say, I have not had much free time in the past few years. I overcame this with the help and encouragement of my employer, friends, and family who wanted to see me succeed. My wife, Katherine, stood by me while I spent the majority of my evenings and weekends studying and helping out with MISSO. I am eternally grateful for her patience, love, and support these past four years.

How does it feel to be ending this chapter of your life?

I am very excited to see what the next chapter of my life will bring. Hopefully I can build upon my success here at Bauer and truly make an impact in my future endeavors.

What advice would you give to incoming freshman or transfer students at Bauer?

Students coming into Bauer should take full advantage of the networking opportunities and the student support services Bauer offers. MISSO has provided me with unparalleled access to employers and has allowed me to start building a network of peers on which to draw from in the future. Additionally, the Bauer Career Fair and the Rockwell Career Center provide excellent support in obtaining those dream jobs coming out of Bauer.

What do you think sets the Bauer student apart from other business students?

When compared to other business students, Bauer students are industrious, family oriented, and culturally diverse. Many of the students at Bauer work either part or full-time and typically commute from home. Bauer students aren’t afraid to work hard both in and out of school to reach their goals, but at the same time don’t lose focus of why they’re in school to begin with. Finally, with students coming from every walk-of-life, Bauer students are the most well prepared for dealing with the increasing cultural diversity present in the modern workplace.

“He’s an artist.”

Associate Prof. Michael Parks



Christopher Stamp, 2008 Outstanding Undergraduate



John Keeton, Outstanding MS in Finance student

Outstanding Graduate Students Recognized

UH Bauer College honored four outstanding students at its graduate commencement ceremony on Dec. 19, for their extraordinary achievements and leadership as Bauer College students.

OUTSTANDING MBA STUDENT

Stephen Wolfe was named the Outstanding MBA Student for Fall 2008. Wolfe is a Crude Oil Trader for ConocoPhillips Company and has ten years of accounting, risk management, and trading experience with several Houston-based energy companies, including Anadarko Petroleum Corporation, Halliburton KBR, and UBS Warburg Energy. In addition to completing his MBA, Wolfe also served as a Senior Portfolio Manager for the Cougar Investment Fund at the University of Houston, and received his certificate in Financial Services Management this summer. Wolfe is a Certified Public Accountant in Texas, and holds a Bachelor of Business Administration in Accountancy from Lamar University.

OUTSTANDING MS IN FINANCE STUDENT

John Keeton is graduating with an MS in Finance and a graduate certificate in the Financial Services Management. John served as an analyst and senior portfolio manager for the Cougar Investment Fund L.L.C. This past year he led a team with three other UH business graduate students in the 2008 Chartered Financial Analyst (CFA) Institute's Investment Research Challenge — finishing first in the nation and third in the world, outperforming top worldwide programs like NYU, London Business School, MIT, and the University of Texas. While attending the MS program at the University of Houston, Keeton accepted a position

with SMH Capital as an Equity Research Associate. He is a CFA level II candidate and intends to continue his career in investment services and become a portfolio manager.

OUTSTANDING MS IN ACCOUNTANCY STUDENT

Hao Kim Nguyen joined the Bauer College of Business undergraduate program in the fall of 2005. After completing her undergraduate degree, she decided to continue her education by obtaining a Master of Science in Accountancy. As a graduate student, she interned with Hein & Associates, LLP while consistently making the Dean's list. The internship helped Nguyen choose her career path. Nguyen ultimately accepted an offer with Deloitte as a tax consultant.

"The Bauer College Department of Accountancy & Taxation has provided me with tremendous opportunities that have led me to this wonderful point in my life," Nguyen said. "I am really grateful for my journey at the Bauer College of Business."

OUTSTANDING EXECUTIVE MBA STUDENT

René L. Varón is an electronic engineer from the Pontificia Javeriana University in Colombia. He has more than 10 years of experience in the industrial processes control industry, mainly focused on oil and gas pipeline. He is currently the Executive Vice-president for Latin America, Spain and Portugal with Energy Solutions International. During the last 12 years he has been successfully developing the market in this region by promoting the implementation of advance software applications and other pipeline technologies.

New Faculty Appointments in Management, Finance, Accountancy & Taxation, and Decision & Information Sciences Departments

Bauer has added four leading academics to the ranks of its tenure-track professors, including a new chair for its management department.

Leanne Atwater, who previously led the management department at Arizona State University's School of Global Management and Leadership, brings extensive experience in the field to her position as chair of Bauer College's Department of Management. She has taught at the U.S. Naval Academy, Binghamton University and Syracuse University and served as interim dean of the School of Global Management at ASU from 2004 to 2006.

Atwater earned her Ph.D. in social/organizational psychology from Claremont Graduate School in 1985. She earned her bachelor's and master's psychology degrees from San Diego State University and worked as a personnel research psychologist at the Navy Personnel and Development Center in San Diego before she began her career in academia.

Paul Povel comes to the Finance Department at Bauer College after teaching at the University of Minnesota's Carlson School of Management. His publications have appeared in leading academic journals, including the *Review of Financial Studies*, the *Journal of Financial and*



Leanne Atwater



Paul Povel



Haijin Lin



Federico Nardari

Quantitative Analysis, the *RAND Journal of Economics*, the *Journal of Law Economics & Organization* and the *International Journal of Industrial Organization*.

Haijin Lin was an accounting professor at the Fisher School of Accounting at the University of Florida before coming to Bauer. She received her undergraduate degree from Shandong University, an M.S. in accounting from Fudan University and both her M.S. in Industrial Administration and her Ph.D. in Accounting from Carnegie Mellon University. Lin's papers have been published in *The Accounting Review*, *Contemporary Accounting Research*, the *Journal of Accounting and Public Policy*, the *Journal of Engineering and Technology Management* and *Experimental Business Research*.

Federico Nardari taught finance at the Carey School of Business at Arizona State University before joining Bauer. He received his Ph.D. and MSBA in Finance from the Olin School of Business at Washington University in St. Louis and his undergraduate degree from the University of Bergamo, Italy. He has published several research papers in leading academic journals such as *Review of Financial Studies*, *Journal of Financial and Quantitative Analysis*, *Journal of Econometrics* and *Review of Economics and Statistics*.

A Reality Check For the Unexpected

UH Bauer Partners with Local Hispanic Chamber, MassMutual Financial Group To Research Latino Community's Knowledge of Fiscal Fitness

Bauer is partnering with the Houston Hispanic Chamber of Commerce and MassMutual Financial Group to educate the Latino community about fiscal fitness. Amegy Bank hosted the November 18th event at its Main Street corporate office building.

“Roughly about 80 percent of Latino adults have not consulted a financial advisor,” said Latha Ramchand, Associate Dean of Programs and Administration at Bauer College. “This partnership is an initiative from which many communities can benefit. It demonstrates the depth of Bauer and the educational and research resources we can provide.”

Before more than 100 Hispanic business and community leaders, Ramchand and other representatives from the partnership gathered at the official launch event to explain more about the research and to celebrate the beginning of the project.

The group is obtaining information on the Houston-area Latino community through surveys conducted to assess the fiscal fitness and knowledge of business owners and entrepreneurs in managing financial assets.

Surveys gauging this audience’s awareness of financial planning and how it uses its assets have been developed and will be compiled by a team of MBA students led by Steve Koch, executive professor and director of the Business Consulting Lab at Bauer. The goal of the quantitative research and the partnership among Bauer, MassMutual and the Houston Hispanic Chamber of Commerce is ultimately to give back to the community, Ramchand said.

“It’s a way of connecting back to the community, using our expertise and knowledge, and that’s what we do best at Bauer College,” she added.

After obtaining the results of the survey, the information will be used to better inform Latinos on investments and savings for future endeavors, such as retirement or a college fund for students, said Mariana Ruiz-Posada, director of marketing for Strategic Financial Group, an agency of MassMutual. Ruiz-Posada spoke about one family’s tragic experience to illustrate the critical need for more awareness.

“This family, who I was personally close to early in my career, came from Colombia and was new to the U.S. The father suddenly left them and then he died. He did not have life insurance or anything saved to even cover funeral expenses. A year later his wife dies and the two surviving children are left dealing with another tragedy.”

“From that point forward, it became my mission to educate my clients,” Ruiz-Posada said. “This story doesn’t need to be replayed. I don’t want to leave anyone out in our community.”

Having Bauer as a research partner to help analyze the data from the survey is instrumental, she added.

Ramchand said that unlike other universities, UH’s ethnic diversity has been central to the learning environment. “Bauer College celebrates diversity,” she added. “We live that everyday. We are so proud of that. We bring that to important projects like this.”

Evidence of the college’s thriving, diverse student population was apparent at the November celebration, which was attended by members of Bauer’s chapter of the Hispanic Business Student Association. The group was recently named Chapter of the Year at the annual National Hispanic Business Association Leadership Conference, topping chapters from 45 other colleges, including the University of Texas at Austin and Texas A&M University.

Taking a moment to recognize this recent success, Ramchand said: “We empower our students. We give them what they need to succeed.”



Pictured from left are: **George Gonzalez**, Chairman of Houston Hispanic Chamber of Commerce; **Latha Ramchand**, Associate Dean for Programs and Administration, Bauer College at University of Houston; **Mariana Ruiz-Posada**, Director of Multicultural Marketing, Strategic Financial Group — a MassMutual general agent; **J.K. McAndrews**, President of Strategic Financial Group; and **Laura Murillo**, President and CEO of Houston Hispanic Chamber of Commerce.

UH Bauer Students Named Best in U.S.

Hispanic Business Student Association Wins Chapter of the Year at National Conference

A thriving student organization at the UH Bauer College of Business drew national attention in October when it was recognized as the best in the country.

The University's chapter of the Hispanic Business Student Association was named Chapter of the Year at the annual National Hispanic Business Association Leadership Conference for the first time since 2002. HBSA at Bauer topped chapters from 45 other colleges, including Ivy League schools as well as the University of Texas at Austin and Texas A&M University.

"By winning National Chapter of the Year, members see that hard work does pay off and proves that they are part of a successful organization that does amazing things," HBSA President Francisco Flores said. "HBSA has truly developed into an organization based on community and family. Our members are truly dedicated to the success of the organization."

"The chapter is evaluated off an annual report," he added. "(We) have numerous events that stand out. Youth Outreach Day is an event where we bring out 400 at-risk high school students and HBSA provides workshops for them about how important it is to have an education."

HBSA also annually awards 12 \$250 scholarships to members. The conference was held in Las Vegas at the Riviera Hotel where 40 top members for the Houston Chapter were able to attend because they were awarded scholarships that allowed them to participate at a discounted rate.

"HBSA's success is the result of a culture in which each

year's leaders support members to develop their knowledge and skills to become the next generation of leaders of HBSA and in their careers," said John O'Dell, the chapter's adviser and Director for Alumni Relations at Bauer. "HBSA's culture also includes a significant commitment to serve others in the community including inspiring young people to attend college."

Along with being named Chapter of the Year, HBSA received honorable mention for the production of a promotional video by communications junior Mindy Vasquez, who works as a media production intern for the Bauer College Office of Communications. The video represented the chapter in leadership, networking and career development.



Officers from the Hispanic Business Student Association celebrate after being named Chapter of the Year at the annual National Hispanic Business Association Leadership Conference for the first time since 2002.

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