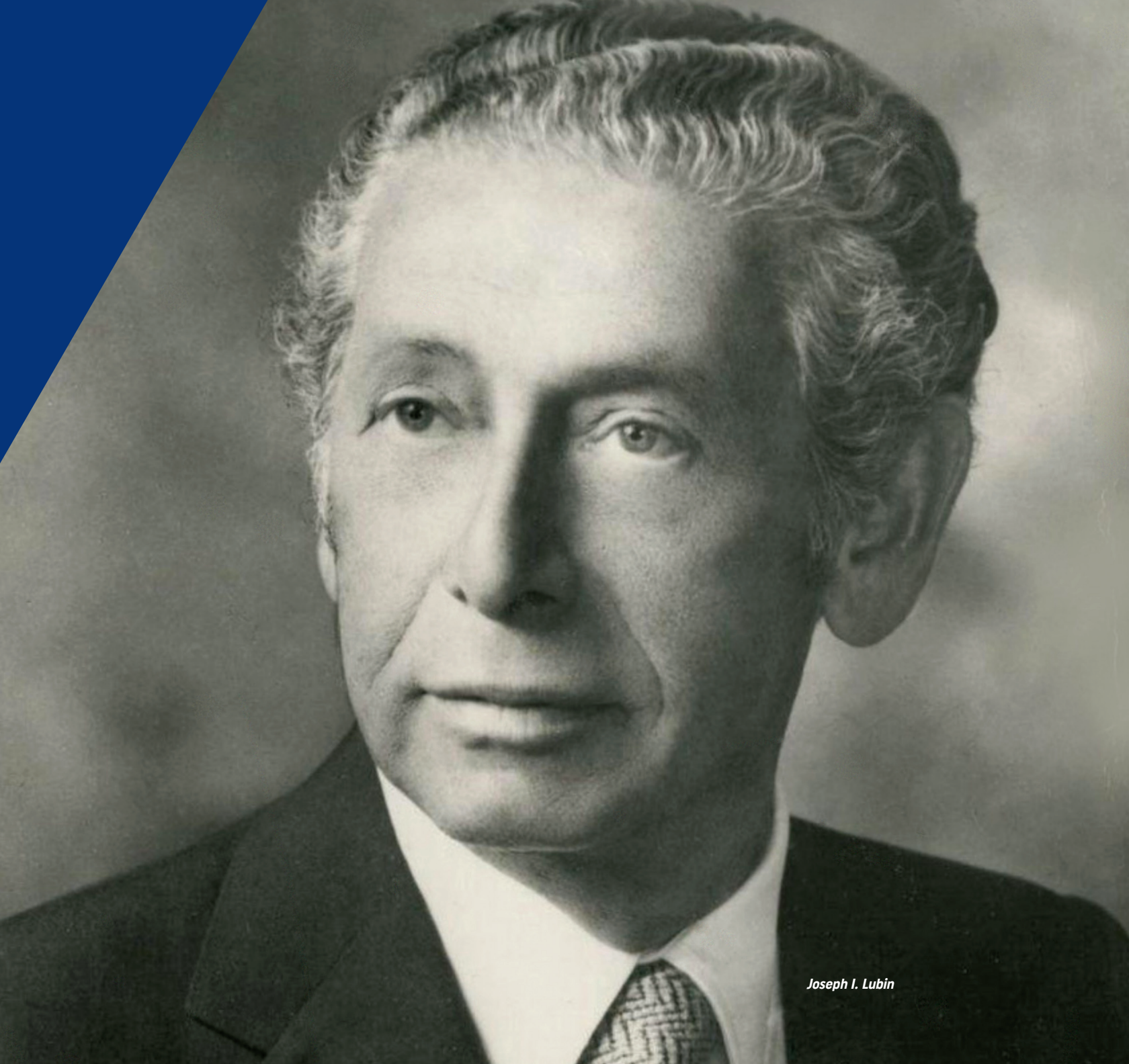


LUBIN BUSINESS

INAUGURAL ISSUE
SPRING 2024





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On the cover: (standing) *Entrepreneurs* **Isaiah Jimenez '23, Andrew Wong '26, Seyi Fakoya '23, and Andrew Flamm-Pace SBDC regional director**; (seated) *Entrepreneurs* **Max Schillinger '25, Ashia Thompson '18, and Raj Manepalli '24**

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Message from the Dean

Greetings,

Welcome to the inaugural issue of *Lubin Business* magazine! It is with great pleasure that I present this publication to you, as it chronicles many of the advancements we have made at the Lubin School of Business since I became dean in August 2020.

Throughout the magazine you will see stories, data, and accolades that demonstrate our commitment to excellence. Preparing students to be market-ready upon graduation is of utmost importance. Some of the ways we do this is by ensuring they are competent in their chosen fields, multidisciplinary in problem solving, ethically aware, grounded in action, trained in outcomes, and socially responsible.

Our outstanding faculty and staff work alongside me to make Pace University's tag line, *Opportunitas*, a reality in the lives of Lubin students. Relevance and impact, two words that carry great power and significance, are tenets of the forward-looking, integrated, and experiential education that we provide. This is why our students are able to "hit the ground running" in internships, their careers, and in their own ventures.

As you turn each page, you will see compelling articles about members of the community, our new newly transformed and renovated space on the New York City Campus, the Pace Entrepreneurship Studio, our marquee C-suite events, new degree programs, faculty scholarship, and so much more.

At Lubin, we integrate analytical and entrepreneurial thinking across disciplines. This issue of the magazine places a spotlight on a few entrepreneurs/innovators that are associated with the school. Our students and alumni are in the *business* of creating goods and services that create value in society. We are building an entrepreneurial ecosystem that promotes, recognizes, and rewards invention, originality, and ideation.

In November 2023, we celebrated Founders' Day, where we paid homage to Pace University's founders, Charles and Homer Pace, as well as Joseph I. Lubin, our namesake. With great pride I conveyed to event attendees that Pace started as a school of accountancy in 1906. Pace's origin story includes the Pace brothers' commitment to starting a school of business education; the rest is history.

With nearly 118 years of history on my side, I move forward in extension of the Pace brothers' vision while embracing and creating opportunities that advance Lubin to higher heights.

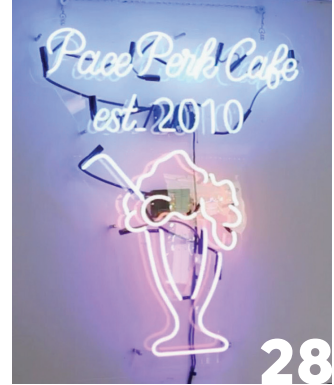


A handwritten signature in black ink that reads "Lawrence G. Singleton". The signature is written in a cursive, flowing style.

Lawrence G. Singleton, PhD
Dean, Lubin School of Business

LUBIN BUSINESS

SPRING 2024



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EVENTS

Executive in Residence



Ricardo Venegas '88 with Dean Lawrence G. Singleton

IN AN EFFORT to give students more immersive experiences and opportunities, the Lubin School of Business hosts real-time discussions between C-suite executives, current students, faculty, and members of the Pace community.

Since 1987, business leaders have been invited to spend a day on campus interacting with students as part of the Executive in Residence (EIR) program. Executives engage with faculty and administrators at a luncheon hosted by Lubin. Dean Lawrence G. Singleton interviews and sets the stage for a Q&A session with the executive followed by the EIR's networking session with student leaders.

Ricardo Venegas '88

In November 2022, Ricardo Venegas '88 returned to Pace's New York City campus as the Fall 2022 Executive in Residence. As Managing Director and Founder of SNAP Global Solutions—

a leader in the toy and entertainment industry—Venegas detailed his life, taking the time to share when he realized the field of finance was not for him, his passion for entrepreneurship, and how the pandemic impacted his business. "Demand didn't change with the pandemic," he told a packed room of students. "The biggest impact of the pandemic has been trying to find balance." So, how did SNAP—the company behind Baby Yoda plush toys—find balance? Venegas says his team pulled together. "I work with a lot of exciting people who are motivated and driven, and they're the ones who make this happen."

Steven Bandrowczak

Steven Bandrowczak, CEO, Xerox Holdings Corporation, paid a visit to our New York City campus during the Spring 2023 semester. Bandrowczak highlighted his journey from Ozone Park, Queens, to becoming an accomplished tech executive. Prior to joining Xerox, he served as CEO and CIO at Alight Solutions. "It's about the people," he told Lubin students. "Your people should be inspired by you every day." Toward the end of his discussion, Bandrowczak took questions from students who asked about everything from Xerox's response to climate change to how he stays motivated. With each of his responses, he made it a point to leave students inspired. "I love what I do!" he explained. "It's about the mission. It's mission driven. It's about giving back."



Steven Bandrowczak



Executive in Residence Scott Schulman (fifth from left) at the luncheon held in his honor

FACULTY SCHOLARSHIP

The NFL and Professional Athletes' Social Media Use

Professor Leigh Anne Donovan, PhD

PROFESSOR LEIGH ANNE DONOVAN'S journal abstract, "Professional Athletes' Social Media Use and Player Performance: Evidence from the National Football League," published in the *International Journal of Sport Communication* in 2021, explores the complex relationship between athletes' social media activities and their performance in games. The study reveals a negative correlation between the volume of social media posts before games and player performance, alongside a nuanced positive link between expressions of humility and performance, albeit with a U-shaped curve indicating that too much humility can backfire. These insights underline the importance of balanced and strategic social media use for professional athletes, offering practical guidelines for improving in-game performance through appropriate social media engagement.

Professor Leigh Anne Donovan is an Associate Professor of Marketing at Pace University's Lubin School of Business. Professor Donovan's research focuses on consumer behavior, digital marketing, consumer-brand and interpersonal relationships, loyalty, and satisfaction. Her research has been published in leading academic journals such as the Journal of Experimental Social Psychology, Psychology & Marketing, Journal of Relationship Marketing, and the International Journal of Sport Communication.



FACULTY SCHOLARSHIP

Revenge

Professor Jessica Magaldi, JD



IN HER JOURNAL abstract "Deconstructing the Statutory Landscape of Revenge Porn: An Evaluation of the Elements That Make an Effective Nonconsensual Pornography Statute," Professor Jessica A. Magaldi, along with Jonathan S. Sales, delves into the complex regulatory framework surrounding nonconsensual pornography (NCP) across various jurisdictions in the United States. Their 2020 study, published in the *American Criminal Law Review*, uncovers a critical finding: statutes with a greater number of essential elements tend to allow more NCP conduct to evade prosecution, while those with fewer, particularly emphasizing the victim's lack of consent, are more effective in preventing perpetrators from escaping legal repercussions. This work underscores the significant harm caused by NCP, the challenges of addressing it in the face of evolving social norms and technology, and the need for legal statutes to adapt more effectively to protect victims.

Professor Jessica A. Magaldi is the Ivan Fox Scholar and a Professor of Business at Pace University's Lubin School of Business. Her research reflects her interests in how the law can advance equity in business and society, the intersection of law and technology, and issues related to gender. She is currently developing a course that will bring together all of these interests in a class that focuses on the law of the music industry through the work of Taylor Swift as an artist and businessperson. News of her course went viral on TikTok generating over 136,000 likes and shares.

Dean's Roundtable

THE LUBIN SCHOOL of Business partners with Pace University's Office of Development and Alumni Relations to support Lubin's mission of bringing the boardroom into the classroom through Dean's Roundtable sessions. During these sessions, alumni reflect on their time at Lubin and share their journey to success with students over Zoom. Once held in person, these sessions went virtual during the pandemic.



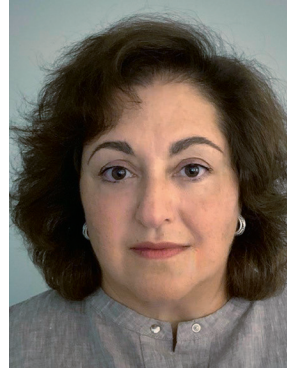
James Hickey '19

James Hickey '19 stopped by the Dean's Roundtable to discuss his time at Lubin and to explain why he is so eager to help current students. While discussing his career as a Financial Advisor at Merrill Lynch Wealth Management, Hickey credited his success in finance to the Pace community and the help of Pace alumni. "Alumni have been very open to sharing their experiences and helping mold me into the person I am today." He now finds ways to pay it forward to current Lubin students, whether that's through mentoring or internships. "If I could help one student a year get an internship, I'm happy." Hickey stays active in the Pace community by serving on the Pace GOLD (Graduates of the Last Decade) Committee.



Spyro Karetzos '02

Spyro Karetzos '02 participated in the December 2022 Dean's Roundtable and talked about his time at the Lubin School of Business, as well as his role as the Chief Compliance Officer at Google, where he oversees the company's global compliance and risk programs across all product areas. While working toward his MBA at Lubin, Karetzos was also working full time. "It took me four years to get my MBA degree." Although he had already completed his undergraduate degree, Karetzos said pursuing an advanced degree was necessary as he worked his way through the Federal Reserve. "I wasn't just a sponge. I was able to share things that I had insights on," he explained. "When the class had some insights, I was able to bring them into the office the next day."



Gloria Greco '94

Until her recent retirement, Gloria Greco '94 was a compliance and operational risk executive at Bank of America Corporation, responsible for overseeing both areas for the wealth management businesses, including Bank of America Private Bank and Merrill Lynch Wealth Management. When she visited the virtual Dean's Roundtable during the spring of 2023, she reflected on her time as a Lubin student at Pace. "One of the things that was so welcoming and great about Pace was there was a recognition of my experience working as part of that educational fulfillment and growth that I would have as an undergraduate student," she said. Greco also touched on the most important aspects of being a good leader. "You really have to do your best to kind of meet people where they are and understand what makes them tick. Bottom line is treat everyone with respect and take the time to listen."



Carol Watson '82

As the Global Chief Inclusion Officer for BCW, Carol Watson '82 is committed to embedding diversity, equity, inclusion, and accountability throughout the communications agency. With her background in business, marketing, and advertising—and her knowledge of DEI strategies and solutions—Watson engaged students in a conversation about the importance of knowing a company, its people, and its culture. "You have to really understand the commercial side. You have to understand how the business runs. You have to build some trust with the key business decision makers," she explained. "You can have the best strategy ever, but if you don't really understand the culture, you can't effect change—no matter how right you are." Toward the end of her discussion, Watson also discussed her passion for music, emphasizing the importance of having an outlet outside of the office.

STAKEHOLDER SUCCESS

Experiential Learning

EXPERIENTIAL LEARNING IS the hallmark of a Lubin education. Our student clubs and organizations excel in competitions and in an array of endeavors, putting their knowledge to the test. We applaud their efforts, as they represent the university and Lubin nationally and internationally. As our stakeholders, we have a mutual and vested interest in their success.



Lubin Sales Team

The Lubin Sales Team is a professional team that travels the country competing in interscholastic sales competitions. The team provides opportunities for students to obtain new skills in sales and networking by connecting with sponsors and recruiters to potentially win monetary awards.

The team came in 4th place at the 2023 Selling With the Bulls tournament at the University of Southern Florida, where they competed against 21 universities.

American Marketing Association

Pace University's American Marketing Association (AMA) chapter won big at the 2023 AMA International Collegiate Conference: 1st Place in Chapter Exhibit and Regional Conference Recognition, Outstanding Marketing Week, Outstanding Professional Development, Outstanding Fundraising, and Outstanding Community and Social Impact (and other accolades).



UN Millennium Fellowship

Thirty Pace University students, including four from the Lubin School of Business, were selected for United Nations (UN) Academic Impact and Millennium Campus Network (MCN) Fellowships.

Selected students are part of this global leadership development program as they launch their own individual or group projects relating to the UN's Sustainable Development Goals (SDGs). The students have an opportunity to connect with peers and leaders from all over the world while engaging in world-class professional development sessions.

Congratulations to the Lubin students who were accepted into this prestigious program!



Melody Nguyen, Class of 2026
BBA in Digital Marketing/BBA in Business Analytics (double major)
UN Project Focus: Gender Equality and Quality Education
UN Millennium Fellowship Campus Director—New York City and Emerging Technologist

Melody Nguyen wants to see a future where young women in underdeveloped countries have better access to educational

resources—that's why her UN Fellowship project, Women's Empowerment and Equity in Education, focuses on producing open-source learning materials for high schoolers in affected communities. Through web development, public speaking events, and collaborations with teachers, Melody hopes to spread awareness of how climate change impacts learning opportunities for young women. She also serves as a liaison between students on Pace University's New York City Campus and the MCN program as a UN Millennium Fellowship Campus Director.



Sasha Palmer, Class of 2025
BBA in Digital Marketing
UN Project Focus: Water Quality
UN Millennium Fellowship Campus Director—Pleasantville

As the UN Millennium Fellowship Campus Director, Sasha Palmer is bridging the gap between her peer fellows on Pace University's Pleasantville Campus and the MCN program. At the same time,

she is working on a team of six to develop Right-to-Know H2O—a process that monitors and flags contaminated drinking water in real-time. Sasha and her team emphasize that contaminated drinking water affects everyone. "This happens in places extremely close to us like New Paltz (Catskills-New York), all over the United States, and across the world," she says.



Maddy Vallillo, Class of 2024
BBA in Advertising and Integrated Marketing Communications
UN Project Focus: Zero Hunger and Reduced Inequalities

Maddy Vallillo is tackling an issue that many New Yorkers face—food insecurity. Through her project "Pace for the People," Maddy is working to reduce food waste and insecurity in Lower Manhattan and within the Pace University

community. She hopes her project will connect the community and spread humanity.



Jesse Wanamaker, Class of 2024
BBA in Entrepreneurship with a minor in law
UN Project Focus: Quality Education

Jesse Wanamaker's UN Millennium Fellowship project teaches life mastery through skill development. In accordance with SDG 4, Quality Education, Jesse is working to utilize his background in martial arts and

business to teach a foundational class in financial literacy and personal discipline. By fostering a network of forward-thinking peers, Jesse believes we can collectively make a more well-rounded society by providing young adults with the resources needed to confidently face the future.

Beta Alpha Psi (BAP)

Lubin's Iota Lambda chapter of Beta Alpha Psi, the national scholastic and professional honor society for financial information students and professionals, achieved "Superior Chapter" status for 2022-2023, in recognition of their excellence in academics, professionalism, and leadership.

RECOGNIZING EXCELLENCE

Scholarship Support for Outstanding Accounting Students



2023 KPMG scholarship recipients (front row) at the award reception with Professor Emerita Patricia Healy (back row, 3rd from left), Dean Singleton (back row, right), and representatives from KPMG



FOUNDED AS a school of accountancy in 1906, Lubin has longstanding relationships with top accounting firms. Accounting graduates are frequently hired by accounting firms. Currently, there are over 1,900 Lubin alumni working at the Big Four. To support accounting education, Deloitte established a scholarship, a component of the firm’s Making Accounting Diverse and Equitable (MADE) initiative, that provides 100% tuition funding for qualified Pace University accounting students.

In 2012, Ernst & Young LLP established the Fund for Excellence in Accounting Education to promote educational excellence in accounting at Pace. The fund provides scholarship awards of \$5,000 each to outstanding accounting students. In addition to academic merit, the recipients must demonstrate involvement and leadership in either co-curricular activities at Pace or service organizations in their local community or high school.

Similarly, the Scholarship Fund for Excellence in Accounting Education was established by KPMG Partners and Professionals in 2021. The KPMG Fund also provides scholarship awards of \$5,000 each to outstanding accounting students who demonstrate academic merit, civic engagement, and leadership.



2022 EY scholarship recipients with Nick Bueti, partner, EY; Professor Kam Chan; Professor Emerita Patricia Healy; Professor Charles Tang; and Dean Lawrence G. Singleton

RECOGNIZING EXCELLENCE

Outstanding Commitment to Community Service



SINCE 1972, Jefferson Awards for Public Service have recognized individuals for their public and volunteer service, and dedication to improving the quality of life in their communities. Nicholas Lotto '25, Ana-Laura Morales '26, and Professor PV Viswanath, PhD, were honored with Jefferson Bronze Medal Awards for the 2022-23 academic year.



Professor PV Viswanath, PhD

Professor PV Viswanath has a long history of civic service, starting with college in India, where he volunteered in orphanages, in rural development, and in refugee camps. He has served on his synagogue's Board of Directors and is the author of many articles highlighting the diversity of the Jewish community. At Pace, he is active in diversity, equity, and inclusion initiatives and the anti-racism education taskforce. Throughout his tenure, Dr. Viswanath has strived for interreligious understanding and has directed students in various civic engagement projects, including the use of flexible capital for equitable communities, interest-free loan societies, and financial literacy.

Nicholas Lotto '25

Accounting major Nicholas Lotto '25 is a U.S. Marine veteran known for his dedication to serving others. He is president of the Pace chapter of Student Veterans of America, a national nonprofit that furthers student veteran success by providing resources, network support, and advocacy. Throughout his service in the Marine Corps and as a student, Nicholas has spent countless hours engaging in advocacy work to promote social justice, equity, and inclusion in all areas of public life. He has dedicated his efforts to homeless initiatives, animal shelters, food banks, and other worthy causes. His unwavering commitment to service earned him the Gold Presidential Volunteer Service Award.



Ana-Laura Morales '26

Ana-Laura Morales '26 has a double major, studying business analytics and business economics. Working with community partners, she has helped develop spaces for support, with a focus on diversity, equity, inclusion, and voting rights. As a member of the Kappa Delta sorority, she has contributed to philanthropic efforts for Girl Scouts USA and Prevent Child Abuse America. She has also volunteered at the New York Society for the Prevention of Cruelty to Children. Further, as a Pace Votes Leader, she helps educate students about their voting rights. In high school, she started a Leukemia & Lymphoma Society chapter, raising over \$224,000 to help fund research for blood cancers. She is also involved with Diversify Our Narrative (DON), an organization that works towards implementing a more diverse catalog of literature and anti-racist pedagogy in schools across the nation.

FIELD STUDIES

Internationally Focused, Practice Oriented



Professor Dennis Sandler (left) and Professor Mary Long (first row, third from right) with students on a Scandinavia field study

FOR MORE THAN 30 years, Lubin students have traveled the globe for international field studies—full credit courses for both undergraduate and graduate students. Students visit other countries where they attend classes, interact with professors, tour company facilities, meet with governmental leaders, and participate in roundtable workshops conducted by globally recognized academics—all in an informal educational setting. And, it's not only about global corporations with offices all around the world. Field studies also expose students to regional small businesses, local retailers, microfinance, ecotourism, and sustainability initiatives. In recent years, Lubin students have traveled to Argentina, Belgium, Brazil, Chile, Denmark, England, Japan, India, and Sweden as part of the international field study program.

A Lubin field study begins with classroom sessions at Pace University, where students learn about the history, culture, and business practices of the destination country. The trips, typically ten to fourteen days, are scheduled during spring break, winter break, or during summer months, so that students do not miss their other classes. Lubin faculty members with international expertise travel with the students, stay with them in hotels, and accompany them on educational and cultural activities. Many faculty have developed international connections through their research and professional endeavors; they work hard to provide unique experiences for field study students.

Semester abroad, a months-long immersion in another culture, is also a key part of Lubin's international focus. The university coordinates with partner schools abroad to provide semester-long study options at colleges and universities in other countries. Students earn credits abroad, just as they do during a semester at Pace, and they gain valuable international experience. Lubin students have recently spent semesters studying in France, Ireland, Italy, Japan, and Spain. Other recent destinations have been Australia, England, Portugal, Scotland, South Korea, Thailand, and Semester-At-Sea.

Since 2007, Lubin students have benefited from a scholarship fund designated for international field studies and semester abroad opportunities. Through grants received from the Figueroa Family Fund, the Philip and Marianne Bleser Fund, and the Gene and Nancy Celentano Fund, qualified students now receive awards of \$2,500, \$3,000, or \$3,500 to help offset costs. The application includes a six-prompt essay in which students describe how study in another country will further their education and personal development. These generous scholarship programs make international study affordable for many Lubin students who otherwise would not be able to travel abroad. To date, over \$1.5 million in travel scholarships has been awarded to Lubin students.

For Sarah Drayer '24, studying abroad not only means exploring new cultures and destinations, but also making



Sarah in front of the Eiffel Tower in Paris, France, during her semester abroad

"My classes consist of students from the United States, France, Morocco, Lebanon, and so many more countries. I find it fascinating to learn about the differences between our home nations and compare lifestyles."

–Sarah Drayer '24

connections with fellow students from all around the world to build out a successful business network. As she works toward her BBA in Advertising and Integrated Marketing Communications, Sarah enjoys being surrounded by people from all around the world. "My classes consist of students from the United States, France, Morocco, Lebanon, and so many more countries. I find it fascinating to learn about the differences between our home nations and compare lifestyles."



NEW PROGRAM:

Showbiz Means Business



Professor Chris Ramos (center) with guests at the Arts and Entertainment Management Industry Network's ten-year anniversary event

SHOW BUSINESS IS OUR BUSINESS. Lubin's newly launched MBA in Arts and Entertainment Management (AEM) program provides hands-on experience, as well as an insider's view of showbiz supported by a cutting-edge curriculum, accomplished faculty, and stellar guest lecturers. Students have access to unique networking opportunities as they prepare for management and leadership positions in a variety of arts and entertainment fields.

They are equipped to work behind the scenes in theater and dance companies, museums, contemporary and classical music organizations, art galleries, and television production firms. Given Pace's New York City location, opportunities abound to see on- and off-Broadway shows, visit jazz venues and the headquarters of entertainment companies, attend music concerts, and much more.

This degree program is one of very few around the nation that has a business school focus and is certified by AACSB, the premier accrediting organization for business schools around the world. The MBA in Arts and Entertainment Management program is part of the suite of other AEM offerings at Lubin, including BBA and MS degree programs in the same content area.

Year in Pictures





DIGITAL NEWS

20+ Years of Lubin Digital News

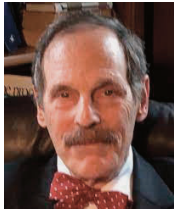
DID YOU KNOW that Lubin has published a digital newsletter since 2003? To put that in context, it was the same year that MySpace was launched, AOL was a hugely popular internet service provider, and Nokia was the best-selling mobile phone.

The inaugural issue was called *eLubin*; at the time the "e" prefix indicated the exciting new digital protocols: e-commerce, e-publishing, e-banking. What or who did we report on in the inaugural 2003 issue? Marie J. Toulantis, then CEO of Barnes & Noble.com, was our Executive in

Residence; seven new professors joined Lubin; and grants from SAP and the Sloan Foundation helped Lubin launch cutting-edge software modules and web-assisted courses.

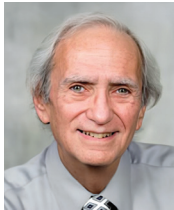
Today, the internet is so ubiquitous that the "e" prefix is rarely used, except to distinguish between digital and real-world services, such as e-mail and postal mail. The Lubin newsletter was re-named *#LubinLife* in 2016, matching our widely-used hashtag and reflecting our holistic view of the Lubin community.

In Memoriam



Edmund H. Mantell, PhD, JD

Professor Edmund H. Mantell served the Lubin School of Business for 44 years in the fields of economics and finance. An educator and esteemed researcher, his dedication to academia and the well-being of his students left an indelible mark. Professor Mantell's significant contributions as a scholar, mentor, and community consultant will remain a guiding legacy to those whose lives he touched.



Jack Yurkiewicz, PhD

Professor Jack Yurkiewicz, a cherished Lubin faculty member, will be missed dearly. All who knew him appreciated his kindness, friendliness, and his professional approach to his duties at Pace. A long-time New Yorker, he retired from Pace University in 2019 after over 37 years of dedicated service.



Panos Caperonis, PhD

Professor Panos Caperonis was not only an accomplished educator, but at one time he was an Olympian swimmer, and a multi-faceted professional with expertise in business, economics, and law. His dedication to cross-cultural learning, providing a top-tier education, and networking enriched his teaching, making him a beloved figure among students and colleagues.



Paul Kurnit, MA

Professor Paul Kurnit, an esteemed clinical professor in the Marketing Department and director of the Lubin Pace Path, was a renowned figure in marketing, advertising, and entertainment, known for his valuable insights and unwavering commitment to his students. Those who were fortunate to cross paths with him walked away feeling it was a privilege to know him.



Amanda (Mandy) Cuesta '18

Mandy was a remarkable alumna whose passion for music and artist management left an indelible mark on our community. Her vibrant spirit and dedication to connecting people through music were unparalleled. Her loss is deeply felt among her peers, faculty, and the many lives she touched.



Vijay Mansukhani

A dedicated Lubin MBA student, Vijay Mansukhani was respected by many. Aron Gottesman, PhD, recalls Vijay as one of the most enthusiastic students he ever taught. The memory of Vijay will live on at Pace and at the Lubin School of Business.



Jordan Robinson

As a sophomore, Jordan was not only a dedicated member of various student organizations and the Setters football team, but also a loving son, aspiring entrepreneur, and dedicated friend. His absence is deeply felt, and the Pace community cherishes his memory.



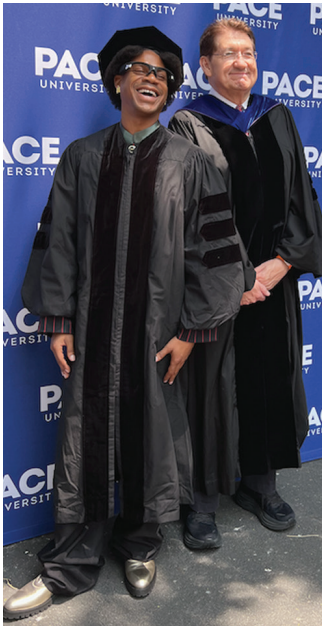
Tandieka Stephens Johnson DeClemente '20

Tandieka Stephens Johnson DeClemente's profound impact on our community endures from her academic achievements to her vibrant contributions to enriching student life. Her legacy lives on through the posthumous publication of her book, *Guyanese Girl in Transition*, completed by her husband, Michael DeClemente. Tandieka's magnetic presence, laughter, and indomitable spirit remain in the hearts of those who knew her.

Commencement

ON MONDAY, MAY 15, 2023, Pace University's Lubin School of Business Class of 2023 received their diplomas at the USTA Billie Jean King National Tennis Center.

Fashion designer and commencement speaker Telfar Clemens '08 with Dean Lawrence G. Singleton



Lubin faculty at commencement



Professors Patrick McGuigan and Pradeep Gopalakrishna with Lubin's commencement ceremony student speaker Aissatou Gningue '23

CLASS OF 2023 BY THE NUMBERS

PACE
UNIVERSITY
Lubin School of Business

497

BBA
GRADUATES

251

MBA
GRADUATES

195

MS
GRADUATES

5

DPS
GRADUATES

31

STATES
REPRESENTED

17

COUNTRIES
REPRESENTED

948

TOTAL GRADUATES IN THE
LUBIN SCHOOL OF BUSINESS **CLASS OF 2023**

Renewal and Restoration

A MAJOR TRANSFORMATION OF LUBIN ON THE NEW YORK CITY CAMPUS



WHAT COULD BE BETTER than studying business in one of the best and most influential cities in the world? . . . studying business at a school that offers exceptional facilities that recreate environments students will encounter in the marketplace. Learning through experience is the hallmark of a Lubin education and what better way to gain that experience than by having access to tools and knowledge that will make students stand out to employers.

On Pace University's New York City Campus, Lubin has seen significant transformation after undergoing major renovations. Students now have more independent and collaborative space (team rooms, conference rooms, and student organization hubs). Modern facilities include our high-tech classrooms; our Bloomberg Lab, a stock ticker and news feed, and a videoconference system that is used to connect to Bloomberg for real-time lessons and instructions; and our Barry and Jackie Gosin Active Learning Lab, which also has a stock ticker and news feed along with a videoconferencing system, touch screen displays for presentations, wireless connectivity displays for laptops, and laptop tables for students to work in groups and show work on wall-to-wall displays.

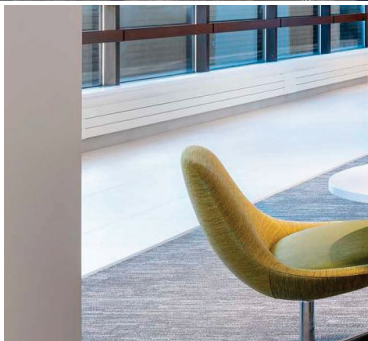




Pace University President Marvin Krislov (left) and Dean Lawrence G. Singleton (right)







"These advancements usher in a new age for Lubin, providing substantive resources for students to stay market-ready and competitive on their respective paths to success." —Dean Lawrence G. Singleton



From BDUs* to BBAs**:

Lubin's Military Veterans

VETERANS ARE WELL-REPRESENTED AMONG THE RANKS OF STUDENTS, ALUMNI, AND FACULTY

YOU SIT NEXT to them in classrooms, stand on line with them in the cafeteria, and enroll in the classes they teach. They are the veterans of Pace, a small but inspiring group whose military benefits fund their tuition and housing.

Many veteran students fall into the category of "non-traditional" students; they are a few years older than a typical college freshman, and some are married and raising families. All of them have significant life experience gained through military service. Your veteran classmates and professors may have lived and worked in a half-dozen countries, led platoons on challenging missions, or expertly repaired millions of dollars' worth of military equipment in high-pressure situations. Their varied experiences and perspectives enhance Pace's diverse student body.

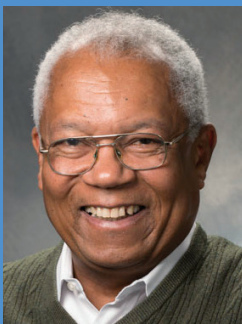
The educational benefits offered by the GI Bill, one of the most well-known of the military's educational benefits, were established because of government interviews with American servicemen fighting in Europe in the final years of World War II. When asked what sort of benefits they wanted, many cited tuition assistance for higher education as a top priority. At the time, college was often beyond the reach of even the middle class due to the cost of tuition and the economic necessity of full-time employment (according to the U.S.

Census, only 4.6% of Americans had college degrees in 1940). The GI Bill made college affordable for veterans and it was a significant part of the trend towards increased college attendance among all Americans.

Not all students covered by the GI Bill are veterans; the benefits also extend to military dependents, such as spouses and children. Some veteran students are active duty, many among the ranks of the National Guard or Army Reserve. These students tend to enroll in online programs, which offer convenience and flexibility to accommodate the demands of military jobs. While most veteran students are in their 20s, a few are in their 50s and 60s pursuing graduate degrees or doctorates like (Ret.) Captain Derek Offer '22. After 30 years in the Navy, he enrolled in Lubin's Doctoral Program in Business, graduated with a perfect 4.0 GPA, and received a prestigious Outstanding Doctoral Student of the Year award.

Some student veterans have already earned college credits, while others take advantage of Pace's academic tutoring to bolster their coursework. Just like the rest of the Pace student body, the veterans have a variety of backgrounds and experiences. They typically adjust well to university life, which offers less structure, but also less pressure than military service. Replacing their demanding schedule of military service with a

Meet the Veterans of Lubin



PROFESSOR ANDREW COGGINS, PhD, clinical professor of management, is a retired U.S. Navy Commander and a frequently cited expert on the cruise industry. His lifelong love of ships inspired him to join the Navy, where he served for more than twenty-three years on seven ships, as well as in various diplomatic and international roles. After earning a PhD in Hospitality and Tourism Management, he taught at The Chinese University of Hong

Kong. He advises his students to be resilient: "Be like a ship in a storm: Keep going—even if you have to slow down, keep going, don't sink!"



PROFESSOR PATRICK MCGUIGAN, DPS, clinical professor of management and director of the Doctor of Professional Studies Executive Doctoral Program, has an unconventional career path. He dropped out of high school, joined the Marines, worked for General Electric, became an accountant, moved into financial services, then sales, started

three businesses, earned a doctorate in business, and used his practical experience to launch a career in teaching. "You will spend your life trying to figure yourself out, so start now," he advises his students.

*BDU—Battle Defense Uniforms **BBA—Bachelor of Business Administration

new routine of classes, studying, campus events, and student organizations can help to ease the transition to civilian life.

The GI Bill is not the only educational financing option available to veterans. Other military educational programs include the Veteran Tuition Scholarship Program, Army Tuition Assistance, and the Air Force Tuition Assistance Program. For Pace student veterans and dependents who are at the 100% benefit level of the GI Bill, they can be eligible for the VA's Yellow Ribbon Program. This program is for students enrolled at more expensive private colleges and helps to cover additional tuition expenses. It must be used in conjunction with the GI Bill. "Pace University has an unlimited Yellow Ribbon program," explained Nicholas Lotto '25, an accounting major and president of the Pace chapter of the Student Veterans of America. "Whatever benefits the GI Bill doesn't cover, Pace covers the rest."

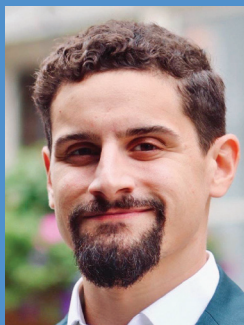
Navigating the paperwork to obtain these benefits can be complicated, but Pace has exceptional services for veterans. Staff members work diligently to help veterans complete the documents needed to process their benefits, fill out their admission applications, and get the most out of their educational journeys at Pace. Veterans are supported at every step of the process with Pace's dedicated admission team, accelerated admission days, a veteran services team, military credit evaluations, tutoring and academic support, accessibility services, and an annual career fair just for them. And, Pace does not rely merely on its reputation as a 'veteran-friendly' school, but also actively seeks veteran applicants by recruiting at transfer fairs and military events.

Col. (Ret) Peter P. Riley is the director of Pace's Veterans Services Office. With his 30 years of military experience, he is well-positioned to provide mentoring and career guidance to veteran students. He offers educational webinars just for veterans, assists with translating military resumes to civilian resumes,

provides references and recommendation letters, and has helped launch many Pace veterans into new and rewarding careers in the private sector or in government roles. Veterans with Pace degrees are highly desirable to employers. It's not just a patriotic motivation; veterans have the skills, experience, and work ethic that makes them outstanding employees, and the Pace Career Services team works diligently to find the right fit for both graduates and employers. "It's a great opportunity, and it's a win-win," says Col. Riley. "The veterans are getting jobs and the hiring companies are getting the best talent out there."

It's not all about help with paperwork. Pace also offers dedicated veterans' centers on both campuses, where veterans can drop in to study, use the computers and printers, socialize with other veterans, or just relax and enjoy a cup of coffee in a comfortable hangout space. Pace hosts a chapter of the Student Veterans of America (SVA), one of the largest student organizations in the country, with 1,500+ chapters and 750,000+ members. The SVA provides the camaraderie and solidarity of a community of fellow members of the Armed Forces. As you might expect from a military organization, many of their activities are focused on charitable service, such as the annual Tunnels to Towers Run, which raises funds to provide mortgage-free homes to Gold Star and fallen first responder families.

Given the outstanding veteran services and the rich college experience offered, it's not surprising that Pace was among the "Best for Vets Colleges" recognized by *Military Times* in September 2022. The criteria includes affordability and support services—metrics especially important to non-traditional students. But, the value of a Pace veteran student is not about dollars. Their unique perspectives enrich our classrooms, our student organizations, our social and professional events, and many become our lifelong friends, mentors, and colleagues.



BRYAN COMANDINI '22 is a Coast Guard Achievement Medal recipient who earned a BBA in Accounting and MS in Financial Management in Lubin's accelerated combined degree program. Now retired from the Coast Guard, he is an investment specialist at Baron Capital, as well as an experienced real estate agent with a popular newsletter and YouTube channel. He praises

Pace for being veteran-friendly, and advises other non-traditional students to "ask as many questions as possible to advisors at the school. In my experience, if they don't have the answers, they will work hard to find them for you."



STEVEN MONTESANTOS '19, '21 graduated with a BBA in Marketing, then returned to Pace to earn an MBA. He is a veteran of the Marine Corps, a fellow of the highly selective Student Veterans of America (SVA) Leadership Institute, and a graduate of Paramount's Veterans Immersion Program. He is a senior associate in Management Consulting M&A at RSM. He cites Pace's Career Services Office with helping him make the connections to launch his impressive career. His advice to students: "Use your time

wisely and take advantage of various resources during your tenure at Pace University... you only get so many years of college, so make the most of them. There are a number of astounding and insightful professors and staff eager to help you achieve your goals."

PACE ENTREPRENEURSHIP STUDIO

EXPLORING THE FUTURE OF ENTREPRENEURSHIP

IN THE FAST-PACED world of startups, the need for robust support systems and expert guidance is paramount. Pace Entrepreneurship Studio (PES) emerges as a beacon of innovation—a place where aspiring entrepreneurs find the nurturing environment they need to transform their ideas into successful ventures.

PES' Mission

PES is more than an incubator; it's a launchpad for tomorrow's entrepreneurial leaders. The Studio's mission is two-fold: to foster student and alumni innovation and to expose and develop new entrepreneurial opportunities. Through its comprehensive approach, PES connects its members to a network of international leaders and business professionals. This access is invaluable for entrepreneurs as they work toward taking their startups to new heights.

Entrepreneurs receive assistance in two significant ways:

1. **Establishing an Entrepreneurial Community:** This involves workshops, professional sessions, training, access to resources, and mentorship. It's a holistic approach, supporting startups at any stage, helping evaluate ideas, and turning them into viable products and companies.
2. **Operational Studio Program:** At the heart of PES, the Studio Program is where selected teams work closely to establish their companies. This involves comprehensive mentorship, covering essentials such as product development, team structure, technology, market validation, go-to-market strategies, and fundraising.

Supporting new startups from ideation to funding and from conception to operation is PES' imprimatur. Teaching entrepreneurs the "how" and supporting the "what" is the Studio's blueprint for helping its startup members launch successful businesses.





Interior of Pace Entrepreneurship Studio

GAMR: A PES STARTUP

An interview with co-founder Seyi Fakoya '23*

Tell us about your startup.

Gamr is building infrastructure for gaming and esports communities in underserved markets throughout the world. Founded by myself, **Eniola Edun**, and **Kunmi Adenipebi**, our mission is to unlock economic opportunities for all in gaming. Gamr's innovative solutions are built on inclusion, ensuring that everyone, regardless of their background or location, has an equal opportunity to earn money and have fun playing games.

How did you come up with the idea for your company?

My co-founders with whom I started a business ventured into hosting esports tournaments under a tech conference platform named Techplus. This endeavor was successfully executed for a span of five years until the advent of the pandemic lockdown in 2020.

We believe that the Covid-19 pandemic acted as a significant impetus for the creation of Gamr, as it facilitated a shift towards online gaming and esports, which ultimately resulted in heightened engagement rates. At the time, we used a bunch of tools like WhatsApp to manage the community, but there was no software we knew about that could be adapted to our market to manage tournaments. My co-founders approached me to join in building the technology in 2021, and that is how Gamr was started. Amidst the pandemic, we began conducting weekly scrims for PUBGM and CODM, with a minimum of 3,000 players participating on a regular basis.

How has the Pace Entrepreneurship Studio been beneficial to your company and its growth?

Initially, Gamr's focus was centered on the African continent due to the potential we perceived to exist there. However, with the assistance of the team at the Pace Entrepreneurship Studio, we were encouraged to think beyond our current boundaries, as our technology could be applied on a global scale. We have benefitted immensely from the weekly check-ins and resources provided by the Studio, as they have offered us a wealth

PES supports new startups, from ideation to funding—from conception to operation. Our mission is to teach you the "how" and to support the "what"—providing students and alumni with a complete blueprint for establishing successful businesses.

of valuable insights into how to build a billion-dollar company.

What types of experiences have you had with PES?

So far, my involvement with PES has largely entailed leveraging the wealth of resources that are readily available to me. I have frequently been reminded of the extensive support and resources that I, as a studio member, have at my disposal. While I admit that I may have previously underutilized these resources, I am gradually making strides towards changing this.

As a student entrepreneur, how have your classes at Pace University prepared you to start your business?

Pace University has played a pivotal role in spurring me to consider the opportunities that have been presented to me. Through the faculty and my classes, I have gained

a broader perspective on the world of business and expanded my understanding of it. By analyzing case studies in entrepreneurship, delving into financial modeling, and comprehending financial statements, as well as completing group assignments that involved managing teams, I have been able to gain insight into the workings of the world and establish realistic



Seyi Fakoya '23

expectations as I embark on starting a business.

What is a challenge you've had to overcome as a student entrepreneur?

Being a student entrepreneur has presented me with a host of challenges, including balancing academic excellence while managing other priorities that are often time-bound, such as assignments and case studies. Although I occasionally don't have time for myself, I am thankful for the support and guidance provided by my professors who consistently encourage me to strive for success amidst the chaos.

Do you have any words of advice for students looking to kickstart their own business?

For students interested in launching their own business or technology startup, I strongly recommend seeking out available resources, particularly those provided by the Pace Entrepreneurship Studio. Additionally, it is essential to take full advantage of the resources offered by Pace University itself, including the library, clubs, and even fellow students, in order to ensure optimal success. ■

* Profile initially published on the PES website, Spring 2023

OP-ED:

Valley National Bank's Approach to ESG

Ira Robbins '05, CEO and Chairman, Valley National Bank

WE ARE PROUD of our accomplishments and approach to sustainability in our communities. Our philosophy for the global perspective of environmental, social, and governance (ESG) framework remains one of **proactivity** versus mere compliance, maximizing our positive impact for economic empowerment and growth across a wide geographic footprint.

At Valley, we were the first among our peers to issue a sustainable financing or green bond last September for \$150MM. We invested 100% of those funds by supporting renewable energy projects (solar), clean transportation, workforce housing, and affordable housing, including projects that house developmentally disabled individuals. We have financed many other ESG-related projects beyond our green bond, including the financing of almost 1,700 electric vehicles (EVs) and hybrids for a total of \$52MM in auto loans over 2022 and through June 2023. Moreover, we continue to explore opportunities to fund equipment, property, and working capital to assist clients in reducing their physical climate and carbon transition risks.

We made a significant investment in constructing our new headquarters in Morristown, NJ, earning Leadership in Energy and Environmental Design (LEED) gold certification. The LEED program is the world's leading green building project and performance management system. By designing our building to meet high-level standards, we are showing our commitment to operate our headquarters in an environmentally and socially responsible, healthy, and prosperous environment, improving the quality of life for our associates and stakeholders.

Valley is committed to community development because it advances people, places, and economies. Our strategy is based on our strategic pillars of relentless customer focus, deepening relationships, and strengthening our communities. This strategy also aligns with our corporate and social responsibility pillars:



"Valley is committed to community development because it advances people, places, and economies."

- Inspiring Innovation and Entrepreneurship
- Stimulating Economic Development
- Promoting Affordable Homes
- Living Our Commitment to Impactful Local Leadership

In 2022, Valley had investments worth over \$400 million across its communities supporting affordable housing, economic development, revitalization/stabilization, and community services.

The company prioritizes lending to minority and women-owned businesses with products and educational programs for financial literacy, increasing our positive impact and improving access to economic opportunities.

Valley has also created products to deepen outreach to under-banked individuals (including students) and provide safe access and affordable banking services. Additionally, we have developed specialty checking accounts and facilitated numerous

presentations and community outreach with information to further financial capacity and access to banking.

Our associates are our greatest assets and our people represent the diverse and vibrant communities we serve. At Valley, we embrace and value our inclusive culture of belonging that celebrates unique perspectives and experiences. We are committed to this inclusive culture, thereby fostering an environment where authenticity thrives and every voice is both heard and valued—inevitably leading to innovation, engagement, and positive business results.

Unequivocally, Valley's vision for the future is built upon diversity, equity, inclusion and belonging. Our Associate Resource Group (ARG) Program drives this culture. Six ARGs serve as our culture carriers for the LGBTQ+ community, as well as the disabled, women, Black, Hispanic, and Asian communities; we have approximately 1,600 **ARG members**. Each ARG provides educational resources for our associates to learn about, champion, and celebrate the unique individuals and communities that make up the Valley fabric.

We also offer one of the top internship programs in the United States. Our award-winning Valley Internship Program (VIP) places interns in corporate roles where they work with a mentor and focus on professional development and community engagement, as well as impactful on-the-job project work. Our interns have been an early talent pipeline, and we have a strong record of converting our interns to full-time roles.

As we grow forward, Valley's culture will continue to have the sustainability of our communities and associates at our core. We are exploring opportunities to fund equipment, property, and working capital to assist clients and potential clients in reducing their physical climate and carbon transition risks. Summarily, Valley National Bank is committed to reducing its carbon footprint and fostering economic and educational growth for current and future generations.



CENTER FOR STUDENT ENTERPRISE (CSE)

Ingenuity and Innovation: Student-Run Businesses

FIVE BUSINESSES. ENTERPRISING STUDENTS. STELLAR OUTCOMES. The Center for Student Enterprise (CSE), comprised of student-run businesses, provides Pace and the surrounding business community with much-needed services and conveniences from Pace's Pleasantville campus. Under the direction of Kathryn Winsted, PhD, associate professor of marketing and director of the Center for Student Enterprise, business students meet with like-minded peers and professors within Lubin to make their entrepreneurial ideas come to fruition.

Covering a range of industries and providing a bevy of services, the businesses include:

- **Pace Perk Café**—a late night café that serves hot/cold beverages, snacks, and hot foods
- **Pace Mart**—a campus store offering everyday convenience and school items
- **Pace Delivers**—a local restaurant delivery service that serves residence halls

- **Pace Fit**—serves acai bowls, healthy smoothies, shakes, and snacks in the campus fitness center
- **Pace Connect**—a student-run research and call center. The center administers the **Pace Poll**, which studies issues affecting downstate New York businesses

The CSE provides business students with opportunities to gain critical managerial experience while attending school and managing student-operated businesses. Senior managers meet weekly with Professor Kathryn Winsted, PhD, and present regularly to a Board of Directors. CFOs are advised by an accounting professor.

Literal translation loading ... our students mean business and their experiences running businesses translates to successful outcomes before they graduate.



STUDENT ATHLETE

Jenna Pearse '25

JENNA PEARSE '25 set a new standard in the Northeast 10 Conference. During the Fall 2023 season, she set the top times in the conference in the 200-yard and 500-yard freestyle events, clocking in at 1:54.63 and 5:04.46, respectively. The prior top times were 1:55.84 and 5:09.52. Being ranked number one in the conference for these two events, Jenna is set to swim faster times at the 2024 NE10 Swimming & Diving Championship and break the NE10 Record. "These times caught me by surprise, especially amidst such a demanding season," she said. "Trust in my coaches and teammates fuels my journey, and I'm excited to carry this momentum into the upcoming conference. I'm grateful to know I'm in the right place and making my last year of swimming unforgettable."

FACULTY PROFILE

Professor Chris Ramos, MPA



PROFESSOR CHRIS RAMOS is a clinical professor and the senior executive director of Lubin's Arts and Entertainment Management Program. Prior to working in academia, he had 20 years of experience in the performing arts as a dancer, choreographer, and arts educator. He served as the Artistic Director of Ramos Dance, a dance company based in New Jersey.

Professor Ramos teaches a variety of courses, namely Arts

and Entertainment Management, Nonprofit Management, Music Management, Managing Creativity, Business Honors in Management, and Management and Organizational Behavior.

His research, for which he has garnered recognition, focuses on the impact of recessions and funding for arts education in New York City schools.

In 2017, he received the Lubin School of Business Excellence in Teaching Award, and in 2021 he received Pace University's top teaching honor, the University Kenan Award for Teaching Excellence.

With a storied background in business and the arts, Professor Ramos has a solid understanding of the arts and entertainment industry. Linking management theory with practice has made his courses popular among students who integrate business principles with arts acumen.

It is no wonder that shortly after coming to Pace in 2012, he became the faculty adviser to The Arts and Entertainment Management Industry Network, a student-run organization colloquially known as "The IN." The club celebrated its ten-year anniversary in 2023. The IN is dedicated to providing a sense of community among current students involved with the Arts and Entertainment Management program, recruiting incoming students, and maintaining an alumni base. The organization welcomes all members who love the entertainment industry! You can follow "The IN" on Instagram: @paceaemin.

Lubin offers three Arts and Entertainment Management AACSB-accredited programs: BBA in Arts and Entertainment Management, MS in Arts and Entertainment Management, and the newly launched MBA in Arts and Entertainment Management. Our location provides the most unique backdrop for students to see Broadway shows, visit the headquarters of entertainment companies, and meet leaders in arts organizations. Professor Ramos was instrumental in launching all three programs and works tirelessly, along with other faculty, to ensure that students understand the business side of showbiz.

ALUMNI AND STUDENT ENTREPRENEURS

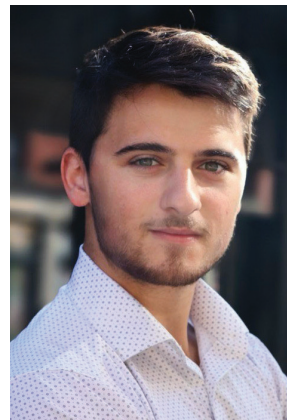


Ashia Thompson '18

Guided by Integrity, Driven by Numbers: A God-Fearing Accountant's Commitment to Financial Excellence

TOP TIER ACCOUNTING, an elite full-service accounting firm, founded by Ashia Thompson, specializes in strategic tax planning, tax preparation, resolution, bookkeeping, and

payroll services, catering exclusively to six-figure earners. The business expanded to Dubai in August 2023, as Top Tier has been building a robust clientele base internationally. The firm's international expansion reflects Thompson's commitment to offering high-quality services globally. In addition to offering professional services, Top Tier is dedicated to philanthropy through scholarships and mentorships, and supports nonprofits. With an A+ rating from the Better Business Bureau and recognition on a Times Square billboard, Top Tier's innovation and distinction in accounting are evident.



Max Schillinger '25

Just Do It!

WHEN IT COMES to running his business, HDM Edits, current student Max Schillinger's mantra is simple: "GSD —Get Stuff Done." This phrase sums up his philosophy—don't wait for opportunities, make them happen. Whenever he needs to take action, he does the following:

- 1. DEFINE THE GOAL:** Clearly state what you want to achieve.
- 2. BREAK IT DOWN:** Think through the steps needed to get there—consider people to connect with and tasks to complete.
- 3. SET A TIMELINE:** Give yourself deadlines for each step. Without clear goals and timelines, ideas remain ideas. It's all about turning aspirations into actual accomplishments.

HDM Edits is an award-winning content agency that helps businesses in over 12 industries create branding and sales strategies through content marketing. They pride themselves on studying market trends and implementing their success-driven formula to deliver top-notch content.

FACULTY PROFILE

Professor Janice Winch, PhD



For 29 years, Janice Winch has helped bring knowledge and success to hundreds of Lubin School of Business students as a professor in the Management and Management Science Department. Not only does her passion for management science reflect itself in her teaching, but she also feels it's important to guide students by being an advisor to on-campus student organizations.

Why Management Science?

Management science, overlapping with business analytics, involves using analytical tools to make better decisions. In every industry there is a huge demand for graduates who can transform data into insights and then into decisions. I enjoy giving students tools to make themselves marketable in the job market and valuable in their organizations.

Why the Lubin School of Business and Pace University?

I became interested in teaching at Pace University because I was impressed by a group of Lubin management science students who happened to attend a seminar at Rutgers University, where I was pursuing my PhD at the time. They were only undergraduate students, but they were so articulate and professional. After all those years, Lubin students continue to impress me with their drive and work ethic.

What are your research interests/areas?

My research area is in predictive analytics and optimization, with applications in logistics and supply chain management. Since teaching is my passion, I am also interested in pedagogical research.

Why is it important to advance research in these areas?

Using data and decision models helps organizations save money, makes operations more efficient, and improves organizations' bottom line.

What do students learn in your classroom?

They learn how to use popular analytical tools such as Excel, R, and Python. They participate in data analysis competitions and work on projects that allow them to build predictive models and simulation models with real-world data. Examples include Airbnb pricing, estimating customer lifetime value, pricing options, project scheduling, and investment decisions. Professor Vishal Lala, PhD, and I run a 20-hour Lubin Analytics Boot Camp where students become familiar with in-demand technologies such as Google Analytics, Tableau, Python, and R.

Discuss your professional path and its impact on how you teach and what you teach.

My PhD program included a lot of theory and difficult math, but not much application. In my teaching, I emphasize hands-on practical skills, not just theories and concepts. Based on many books I read about effective learning, I build in a lot of practice and active learning.

You also serve as the faculty advisor to INFORMS. Why is it important to you to support and advise this student organization?

INFORMS gives students who are studying or interested in analytics exposure to workshops and professionals in the field. Running workshops on R, Python, and Tableau enables students to reinforce their knowledge. Students typically are pulled in multiple directions with their classes, part-time jobs, and internships. As the experienced adult in the room, it is important for me to help them direct their efforts in the most efficient way. I feel I am contributing to student development outside of the classes I teach. I also enjoy interacting with students on a more personal level.

"Human behavior and trying to understand what makes us tick is fascinating to me. It is essential to advance research in these areas because they strike at the core of who we are and determine how happy we will be in life."

What are some challenges you had to overcome to get to where you are today?

I was extremely quiet and shy as a child. When I first started teaching, I compensated for my shyness by overpreparing and planning everything I was going to say; however, I always enjoyed being in front of the class, even in those early years. My challenges in the last ten years or so were learning a variety of newer analytical tools that did not exist when I was a student. It was a huge time investment.

Of which triumph are you most proud?

I am proud of my Pace University Kenan Award for Teaching Excellence. I am also proud of our BBA in Business Analytics program that I revamped multiple times to respond to shifting market trends.

What is the single most important lesson you'd like to impart to your students?

Think of the challenges you face as an opportunity to learn and grow. Regardless of the outcome, you will be a wiser and smarter person, but be judicious about choosing challenges to take on; there is only so much time in the day, and you need your sleep.

Tuned In? The Lubin Link Podcast

READY TO HEAR how go-getting Lubin students became successful entrepreneurs, social media mavens, directors, and CEOs? Grab your headphones. The Lubin Link, presented by Pace University's Lubin School of Business, invites alumni in different industries to share their stories and journeys to success.



Tackling the Tax World

with Ashia Thompson '18

Ashia Thompson '18 details why the Lubin School of Business was the perfect fit for graduate school, what it was like working at two of the biggest accounting firms in the world, and why she decided to leave a Big Four company to start her own successful firm.

Staying Resilient and Finding Growth in Finance

with Lloyd Duberry Jr. '09, '15

A two-time graduate of the Lubin School of Business, Lloyd Duberry Jr. '09, '15 shares how staying resilient has helped him throughout his career and how he landed his current role as a Fixed Income Trade Operations Manager at Capital Group in California.



Fashion Forward

with Rebecca Sikar '19

As she pursued her BBA in Marketing at the Lubin School of Business, Rebecca Sikar '19 interned at major fashion agencies and brands from PR Consulting to Louis Vuitton. She discusses the path that led her to becoming the Global Public Relations Manager for 3.1 Phillip Lim.

Leading in Sales

with Mariama Diallo '20

As an international student from France, Mariama Diallo '20 quickly got involved on campus, joined the Lubin Sales Team, and received internship offers that would eventually help her land her current role as a Commercial Sales Manager at State Farm. She shares the importance of networking and finding/following your passions.



STUDENT STORIES

Leslie Vargas '24*



Although her passion lies in literature, Leslie Vargas '24 landed at the Lubin School of Business for our Entrepreneurship program to learn the finance and business practices that she says creatives are often not taught. Now, Leslie is using her leadership and business skills to run the *Ebony Tomatoes Collective (ETC)*, a digital publication that publishes the work of Black women and non-binary people.

Why did you choose Pace University and the Lubin School of Business?

Location was a big factor that contributed to me selecting Pace University. I knew being around creative people would inspire me. I find that creatives are often not taught much about finance; being a starving artist is very real. We can bridge the gap by learning how to better position our work.

You co-founded *Ebony Tomatoes Collective (ETC)*, a digital publication that publishes the work of Black women and Black non-binary people. What motivated you to start this publication?

I co-founded *Ebony Tomatoes Collective* and work as the editorial manager, which will turn into a more formal CFO position as we grow. My very talented business partner, Ava Emilione, who is an NYU student, started a Black women's writing group in 2021. I was in a public speaking class at Pace and had to give a speech about "a process," and I chose the process of self-publishing, since I had published my book *Static* in February 2022. After I gave my speech, a classmate approached me and asked if I was interested in joining Ava's group, which was independent of both Pace and NYU. We met once a week and improved our writing. I was proud to be part of a space that focused on the creative work of people that are often overlooked by the mainstream media. It is empowering. It is also humbling and genuinely has made me a better person. *Ebony Tomatoes Collective* was borne out of that writing group. We have been operating for one year and have already been featured in two articles and have hosted three events. Our first event was a picnic in Central Park and our second was at a venue on 42nd Street. We also brought customers to a Black-owned business called Art to Ware, which is owned and operated by Lesley Ware. In January 2023, we had a showcase at the Jersey Art Book Fair where we spoke about the importance of online publications. Our work is mostly remote and asynchronous, which is great for the students and graduates on our team. I was motivated to be a part of this team because of my intense love of literature. It is a blessing to help your community just by being you.

How have your classes at Lubin helped you as the co-founder of a publication?

I think I came to Pace with a lot of ideas and drive. What my classes did for me was refine the way I conducted business. I took a very good management class that fundamentally changed the way I directed my team. I had to first understand my own personal management philosophy to better encourage those around me. Our classes at Lubin change our perspective. In my mind, everything is an opportunity, and I am not afraid to shake hands and put our name out there.

How do you incorporate your business and entrepreneurial skills into *Ebony Tomatoes Collective*?

ETC is all about social justice. We have a clear code of ethics and actively work to uphold the standards we have set. I tend to ask a lot of questions before we jump into anything that might upset that balance. Everyone on our team has entrepreneurial skills. I learn from them, I listen to them, and I follow as much as I lead. I keep organized and look for the opportunity in everything. I believe persistence is key. Right now, we run small events, but soon there will be bigger ones. The key is to take every opportunity to speak about what we do and give it our all. There is no doubt in my mind that *Ebony Tomatoes Collective* will continue to succeed and

"I was proud to be part of a space that focused on the creative work of people that are often overlooked by the mainstream media. It is empowering. It is also humbling and genuinely has made me a better person."

that is due to the incredibly hard work of our writing, photo, and video editors. It is all thanks to Ava Emilione, Yumna Elhdari, Cecilia Innis, Jasmine LeCount-McClanahan, Jalyssa Jimenez, and Rachel Goulston.

Can you tell us about resources you have taken advantage of at Pace?

All of our resources, including the real-life experiences of our professors who usually are actively in the field in which they teach.

Do you have any advice for other Lubin students?

My advice would be to always talk about the things you are passionate about. I believe everything we do is an extension of who we are. If I never talked about the process of self-publishing my book (which was just some shameless marketing), I never would have gotten the opportunity that changed the course of my career.

What does #LubinLife mean to you?

It means community. Being around people who dream big because it most certainly rubs off.

* Profile initially published on the Lubin website, Spring 2023

BY THE NUMBERS

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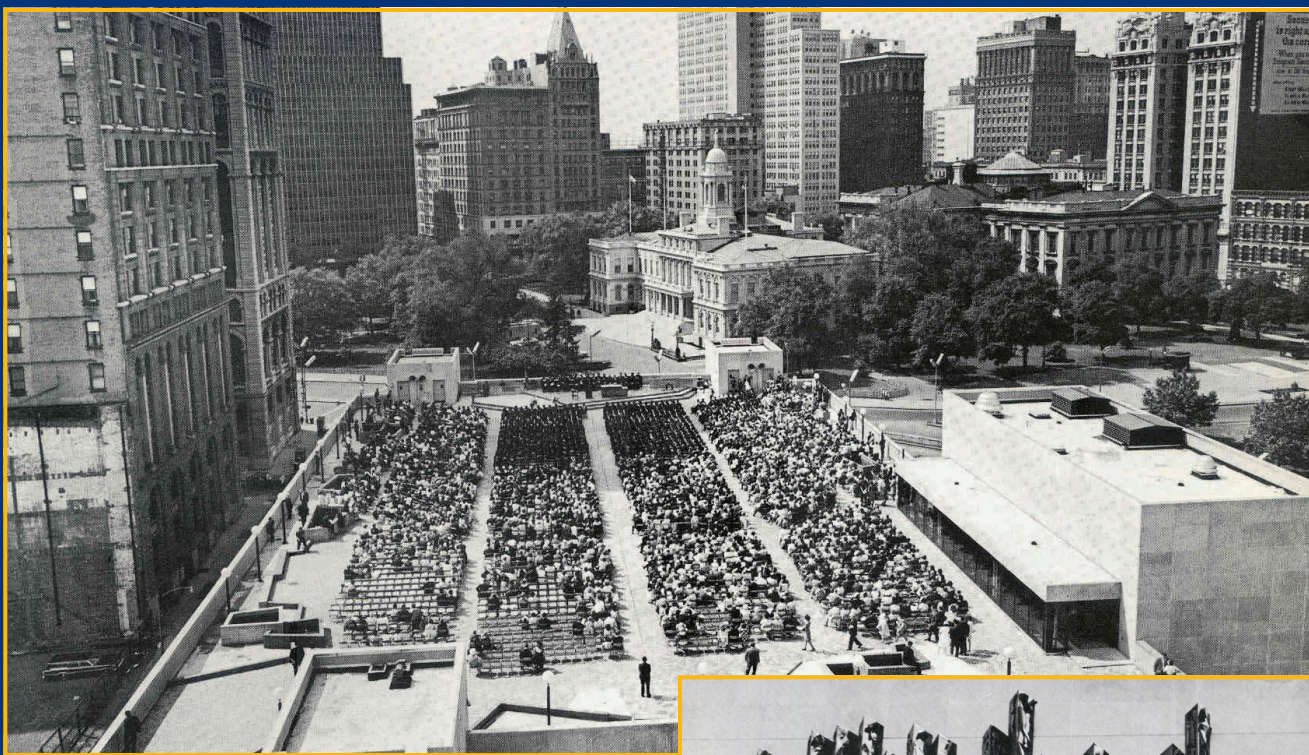
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The rooftop shows what is now the Lubin 4th floor (New York City Campus). Commencement was held there for a couple of the graduating classes in the 1970s.



The old front of the One Pace Plaza building (New York City Campus) from the 1970s when we were Pace College.