

Dean's Message



Dr. Claudia Santin

Welcome!

Whether you are a new student, a returning student, an online student, or you are campus-based, welcome to the start of the 2021-22 academic year.

Since the publication of our last newsletter, many among us have dealt with feelings of

isolation, anxiety, stress and, in some cases, grief. Every individual in our community has been affected in some meaningful way by COVID-19. Although many of you continued with your studies through the summer, I hope that you had time to refresh and rejuvenate your minds, bodies and souls over the summer months.

Fall will reflect both the richness of our community life and the impact of our University's and College's foresight and planning. Together, we continue to learn better ways of adapting and thriving. The College was well prepared for the transition to 100% online learning, so we met the March 2020 moment. We will continue to meet the needs of our students as we transition back to offering campus-based programs and continue offering online, as appropriate. The College is here to support all students regardless of what modality you access to pursue your degree. We are excited

Staff Updates

In the time since the last COB newsletter the College has experienced many changes.



Mallory & Logan Marach

We congratulate **Mallory Marach**, international program operations manager, on the birth of her son, **Logan**, on May 3!

Please join us in congratulating **Elizabeth Soto**, former academic operations director, on the occasion

of the completion of her doctorate in higher education leadership! Additional congratulations are in order as well—Dr. Soto left CUC on May 7 for a position at Dominican University as the director of Title V programs.

about once again being able to welcome international business students to our campus.

While we said farewell to many faculty and staff colleagues in 2019 and 2020, we want to extend a warm COB welcome to **Dr. Rachel Ferguson**, assistant dean and director of the Free Enterprise Center. You will read more about Dr. Ferguson in this newsletter.

Over the summer, we reorganized the College into Divisions and identified a new leadership team. We bid farewell to **Dr. Christopher Lilly** who is pursuing an opportunity outside the University. He will be missed, having served a vital role in the daily operations of the College. I welcome our new undergraduate division chair, **Dr. Beth Dellegrazie**, and the graduate division chair, **Dr. Dana Sendziol**. The leadership team has been busy working on several academic projects and ensuring we have a successful fall 2021 start of the new academic year. For a complete list of the COB leadership team, see page 4.

I know that our University and College will be stronger for all that we have experienced together. We have missed you and are excited to welcome you to the new academic year.

Please join me in praising our Lord through whom all things are possible.

Bless us, Lord, as we start this new academic year. You are our ever-present help in times of need. Help us to make the most of every chance we have to start afresh in the new academic year. May we show love to one another and give you thanks and praise.

Susan Kvasnicka, administrative assistant to the office of the dean, has accepted the position of risk management coordinator reporting to CUC's in-house legal counsel, Renee Vilatte. Her last day with the College was August 11.

We would also like to extend encouragement to the College's former graduate assistant, **Kate Abraham** as she prepares to defend her dissertation, *An Exploration of Digital Marketing Implementation in Nigerian Small and Medium-sized Enterprises*, on August 31!

Dr. Christopher Lilly, assistant dean for academic quality and professor of curriculum and instruction, has announced his departure from CUC effective September 1. He leaves to become the director of strategic initiatives for the National College of Education at National Louis University. Dr. Lilly has been with the University for nine years and with the College since 2019. We wish him the best in his future endeavors.

Welcome Dr. Rachel Ferguson



Dr. Rachel Ferguson

Dr. Rachel Ferguson joins the College of Business as assistant dean and director of the Free Enterprise Center.

Through the work of the Center,

students will learn constitutional law and the benefits of free markets. The Center will be unique in its focus on the virtues necessary for citizens in a free society and on the economic wisdom needed in public policy and effective philanthropy. Students will develop an entrepreneurial mindset, equipping them to be agile and generous stewards of their skills and resources.

"I am ecstatic about coming to Concordia University Chicago. The University's principles of 'Truth, Freedom, Vocation' are a perfect fit for me," says Ferguson. "As a philosophy professor, I've dedicated my life to the quest for truth, and have spent most of that time thinking deeply about the way that a free society respects the truth about human nature. I want to help students understand God's call on their lives in business, in charitable efforts, as citizens of our nation and as citizens in the kingdom of God. Business students should know that they make this world a better place when they do good work and do it well."

Ferguson comes to CUC from Lindenwood University (MO), where she served as a professor of managerial philosophy and director of the Liberty & Ethics Center. During her tenure there, she was instrumental in securing millions of dollars in grant funding for education focused on liberty-oriented topics. She is a board member for the Freedom Center of Missouri, a nonprofit civil rights litigation firm focused on economic freedom and government transparency; ReThink 315, a Christian apologetics ministry focused on contemporary questions; and LOVTheLOU, a neighborhood stabilization ministry. Ferguson earned her BA in philosophy from Lindenwood University and her PhD in philosophy from Saint Louis University.

MBA Student Trains Athletes for the Olympics



Dr. Erin Hassler

Some people may ask, why pursue an MBA? The answer to that question is different for each student. We are pleased to highlight the story of current MBA student, **Dr. Erin Hassler**, DAT, MS, ATC, LAT, PES. Dr. Hassler began her MBA program with CUC in the summer of 2020.

An athletic trainer, originally from St. Louis, MO, Dr. Hassler has spent the last 20 years in Houston, TX.

Dr. Hassler's company, The Sportz Factory, has a combined experience of over 20 years in sports health science and the sport performance industry. Since beginning her career as a head athletic trainer, Hassler has enjoyed industry success as either a staff or contract athletic trainer for several organizations and has practiced sports medicine in school systems, the WNBA as well as the U.S. Olympic Committee. Over the years she has worked with many past and future Olympic athletes. At least nine of her clients competed in the 2021 Olympics.

She is currently a volunteer medical provider with USA Track and Field and has served on

international teams. Erin's exciting career has led her to travel internationally, to Canada, South America and Europe. She also works with the Houston Push professional basketball team and has 15 contractors who help her provide sports medicine coverage to teams and schools throughout her region.

Dr. Hassler also lectures on a variety of sports medicine and sport performance topics including the prevention and rehabilitation of athletic injuries and effective training techniques. She authored a book called, "Gold Medal Doc, from Goals to G.O.A.T."

"I am a goal-oriented person and have had vision boards as long as I can remember. The book describes my approach to pursuing goals and dreams, through the eyes of an athlete. I think it is a good read for anyone with a dream who wants to follow it systematically."

Dr. Hassler states that her favorite part of her job as a clinician "is witnessing the 'aha!' moments, when athletes make the mind-body connection that translates into better performance. As an entrepreneur, it is 'making it up as I go.'"

With three post-secondary degrees including a doctor of athletic training, Hassler chose to pursue a Concordia-Chicago MBA because "as a business owner, I have worked hard to improve and be more effective and I believe that CUC is committed to helping students maximize their potential and opportunities."

The MBA seemed to be the best way to close any gaps that I might have in the management and operations of my businesses."

When asked about the faculty at CUC, Hassler commented, "This last year has been one of the most challenging for the entire world. Working to prepare the track and field athletes for the 2020, now 2021, Tokyo Olympic Games has been very time consuming. My professors have been kind and understanding. I am honored to represent the U.S. and look forward to having more experiences to share. I am grateful that my professors care about what is important to me. I have really developed as a businessperson. I have been challenged to

be more organized, be more thorough and to have a global perspective."

In assessing the benefits of the CUC MBA program Hassler added, "...the entrepreneurial spirit was already in me, it is something that runs in my family. However, the COB helped me to target that spirit and use the tools that I

am learning to spark more creativity. The assignments that we have had in the COB forced me to think outside of the box. As a medical provider, I use critical thinking skills, but the most creative work has been through the group projects. I have discovered new ways to use my clinical and leadership skills through peer interactions and discussions."

For more about Dr. Erin Hassler visit sportzfactory.com/about.

"I believe that CUC is committed to helping students maximize their potential and opportunities. The MBA seemed to be the best way to close any gaps that I might have in the management and operations of my businesses."

Dr. Mitereva Earns PMP Certification



Dr. Svetlana Mitereva

In May, **Dr. Svetlana Mitereva** earned her Project Management Professional (PMP)[®] certificate from the Project Management Institute (PMI) with an "exceeds expectation" rating.

PMI is the world's leading professional association for millions of project professionals and changemakers worldwide, and the Project Management Professional (PMP) is their project management certification. It supercharges careers for project leaders across industries and helps organizations find the

people they need to work smarter and perform better.

"It took me about a year to complete," Dr. Mitereva explained. "The main purpose for this certificate was to learn current project management standards and trends to make sure that our students get the newest and most in-demand skills in project management." Students who complete CUC's MBA with a specialization in project management will be prepared to take the project management certification tests.

Learn more about PMI at pmi.org.

Second CUC Degree Benefits for Alumni



Malak Hasan BA '19

After earning her bachelor's degree in health care management, **Malak Hasan** chose to continue her education at CUC so she could have access to better career opportunities. Malak is currently enrolled in CUC's MBA program in the health care management specialization. While in the MBA program, working in groups and assessing businesses in real-world settings has prepared her well for the jobs in her field that she'll be seeking after she completes the program.

"Every professor and employee at CUC—from advisors to admissions staff—works hand in hand to support the student. Knowing that everyone comes together to help you succeed motivated me to continue my education. I recommend CUC to anyone who wants to pursue an MBA program. At CUC's College of Business, students have a safe learning environment in which to practice and refine their abilities in preparation for launching a successful business career."

Many CUC graduates return to their alma mater to attain a master's degree. Alumni continuing at CUC enjoy familiar infrastructure and course delivery options.

For more information about CUC's MBA program visit CUChicago.edu/MBA, contact Graduate.Admission@CUChicago.edu or stop by the **Graduate Student Service Open House** on Thursday, October 28 3-4:30pm in Brohm 131.

Pi Delta Chapter of Delta Mu Delta Approved

Thanks to the accreditation of the MBA program by the Accreditation Council for Business Schools and Programs (ACBSP), the College is eligible for membership and has received permission to open a Delta Mu Delta chapter at Concordia-Chicago. This will occur in fall 2021. The COB has finalized paperwork for its Pi Delta Chapter launch. In addition to recognizing and encouraging academic excellence, this business honor society provides student members with access to apply for exclusive scholarships and professional network opportunities. It also fulfills one of the requirements for entrance at the GS-7 level in numerous professional and technical positions within federal government services. For more information, please visit deltamudelta.org.

COB Congratulates Recent Doctoral Dissertation Defenders

Edwin Griffin • 4/15/21 • PhD • Sports Leadership • *Best Practices in Confronting the Health Problems Facing Minority Children in Urban Public Schools*

Jo Ann Hanrahan • 4/21/21 • PhD • Organizational Leadership • *From Survive to Thrive: Business Model Innovation within the Educational Service Agency—A Qualitative Study**

Stacy Taylor • 5/11/21 • EdD • Organizational Leadership • *Phenomenological Study of Teacher Retention at Private Emotional Support Schools*

Van Sapp • 6/9/21 • PhD • Organizational Leadership • *African American Senior Executive Success Experiences in Fortune 500 Companies*

Tianyuan Yang • 6/29/21 • DBA • Leadership • *Strategies for Effective Implementation of Advanced Technologies Aimed at Intelligence and Informatization*

Vincent Bain • 6/30/21 • PhD • Organizational Leadership • *The Future of the U.S. Army Officer Leadership: Job Satisfaction and Career Intentions of Junior Officers*

Ryan Latham • 7/12/21 • PhD • Organizational Leadership • *The Impact of Self-Directed Working Environments on Employees' Organizational Citizenship Behavior*

*Updated title since final defense

Student Quote

"The greatest strength of our DBA program is that it allows students to work on their dissertation while taking academic courses. Furthermore, the academic course that I took in conjunction with my dissertation writing helped to stimulate my thinking."

Dr. Tianyuan (Gary) Yang
BA '17, MBA '18, DBA '21



ADP Program is Meeting the Needs of Adult Learners

By Dr. Karen Calendo



Dr. Karen Calendo

The College of Business (COB) recognizes that traditional structured four-year degree programs do not always accommodate adult learners' educational needs or lifestyles. The COB's Accelerated

Degree Program (ADP), is a full-time online program that allows working adults the opportunity to complete their studies while fitting them into their busy life schedules.

Recent research from Strada Education Network, Gallup and the Lumina Foundation found the most common barrier to degree completion for adults ages 25 to 64 is the difficulty of simultaneously balancing studies and work (Gallagher, 2020). The COB strives to help its students be successful within their program by addressing barriers that could impact a student's performance. This is accomplished through flexible, smaller online classrooms. The Academic Center for Excellence supports study skills, mathematics, writing, peer tutoring, accessibility and accommodations.

As a professor in the ADP health care management program, I have seen firsthand how Concordia-Chicago's mission to develop our students' vocation to honor God is being met. We have amazing students

sharing God's love in our communities as health care professionals such as respiratory therapists, x-ray technicians, operating room technicians and more. While they are heroes in our communities, they juggle families and are full-time students in the ADP program.

The impact of returning to school can be very challenging even for the most motivated or qualified adults. The COB is working to support our adult learners to meet their educational goals. This fall, we are ready for our ADP students to engage in the new 8-week formatted courses. The COB removes barriers, supports student needs, encourages students in their vocation, and offers flexible online programs.

"The COB strives to help their students be successful within their program by addressing barriers that could impact a student's success."

The fields represented within the ADP program include health care management, human resource management, organizational management, and sports & recreation management.

For more about ADP visit CUChicago.edu/ADP

Gallagher, S. (2020, January 30). To better serve adult learners, eliminate the barriers between work and learning. EdSurge. <https://www.edsurge.com/news/2020-01-30-to-better-serve-adult-learners-eliminate-the-barriers-between-work-and-learning>

Recent research from Strada Education Network, Gallup and the Lumina Foundation found that among adults ages 25 to 64 the most common barrier to education is the difficulty of balancing studies and work at the same time (Gallagher, 2020)

Cybersecurity Governance Certificate Program Launched

Concordia University Chicago and Dominican University are launching a cybersecurity governance certificate program this fall to prepare students for managing rapid advancements in the burgeoning information technology field. The four-course certificate program will be delivered fully online and will be taught by instructors at both universities. Courses will be scheduled so students can complete the certificate in two semesters.

The certificate is offered as an added credential for post-baccalaureate or post-master's degree students, as well as for students currently pursuing master's degrees in library and information science, information management, and business.

Courses in the certificate program will be offered in eight-week segments and cover

topics including cybersecurity threats and proactive counterattacks, risk management, and the legal, social and policy issues surrounding information privacy.

"We are excited to partner with Dominican University on this certificate program. It is relevant and beneficial to students as they enter today's workforce," said **Claudia Santin**, dean of Concordia-Chicago's College of Business. "Preparing students to solve cybersecurity challenges is increasingly crucial in a world where people want protection from identity theft and cyberattacks."

For more about the cybersecurity governance certificate program visit CUChicago.edu/cybersecurity-certificate

College of Business Leadership Team

Deans



Dr. Claudia Santin, Dean



Dr. Rachel Ferguson, Assistant Dean, Director of Free Enterprise Center

Undergraduate Division



Dr. Elisabeth Dellegrazie, Division Chair of Undergraduate Studies



Dr. Karen Calendo, Undergraduate Program Leader

Graduate Division



Dr. Dana Sendziol, Division Chair of Graduate Studies



Dr. Kathryn Hollywood, Assistant Chair of Graduate Studies



Dr. Svetlana Mitereva, MBA Program Leader, MIE/MBA Berlin

Upcoming Events

Guest Speaker Sarah Magner

Principal Program Manager at Blue Cross and Blue Shield of Illinois, Montana, New Mexico, Oklahoma & Texas



Sarah Magner

September 15 | 2:00 p.m. | KCC Alumni Room

Sarah Magner is a principal program manager at Health Care Service Corporation (HCSC). She began her career at Aon plc as a business analyst before joining Trexin Consulting as an associate. Her career at HCSC began in 2015 as a consultant and she transitioned to an employee in 2018, joining the company as a senior program manager. Sarah's expertise is in the implementation of large, complex programs - she has helped over 1 million members access better healthcare insurance through HCSC. She graduated from the University of Richmond with degrees in business and leadership, and obtained her MBA from DePaul University with concentrations in management information

systems and leadership & change management. Sarah serves as the President of the Riverside Junior Woman's Charity and is on the Chairman's Advisory Council for Big Shoulders Fund. She lives in Riverside with her husband, two young children, and two cats.

Graduate Student Service Open House

October 28 | 3-4:30 p.m. | Brohm 131.



Study Business & Culture in London & Paris

May 14-22, 2022

To learn more contact Mallory.Marach@CUChicago.edu

Where to Find Internship Opportunities

If you are looking for help finding an internship, you can check out the College of Business portlet on CUConnect. It is located all the way at the bottom of the academics page.



Current open internship opportunities:

- Lutheran Church Extension Fund Marketing Intern 21-22
- Northwestern Mutual Internships
- Chicago Steel Internships
- CUC Lacrosse Student Manager

For assistance with internship opportunities contact Career.Services@CUChicago.edu.

APPLICATION DEADLINES
FOR
INTERNSHIPS FOR CREDIT

Fall: July 15
Spring: November 15
Summer: April 15

For more information visit the College of Business portlet on CUConnect

Do you have updates you would like to share with the College of Business faculty, staff and students? Please send them to Catherine.Schlie@CUChicago.edu for inclusion in a future newsletter.

