

Deans' Messages

From the Dean



Dr. Claudia Santin

dean, the College has made great strides.

We revised the MBA curriculum, achieved ACBSP accreditation and established a Delta Mu Delta Honor Society chapter on campus. The faculty strengthened the undergraduate curriculum and expanded the online offerings. Dynamic co-curriculum experiences such as CougarTank were launched. Through the pandemic and the University's reorganization, our faculty continued the formidable job of offering our students a robust educational experience.

As we head into the final months of 2021, and as an outcome of program prioritization and review, we are updating the MA in

This is my last message as dean of the College of Business at Concordia University Chicago. On January 1, 2022, I am retiring as dean and joining the full-time faculty in the College. Since 2014, when I took the helm as

organizational leadership and the MA in sports leadership. The PhD/EdD programs in organizational leadership and sports leadership continue to attract accomplished professionals in their respective fields. Our innovative Doctorate of Business Administration (DBA) program, launched in 2017, is thriving.

As I mentioned in my September graduate commencement speech, I have dedicated more than four decades to the field of higher education. During that time, I have taught, conducted research, and held many positions in different institutions. I have gotten the greatest satisfaction from working with and teaching students. I will miss you, our students, who are the reason we are here.

During my tenure as dean, I have strived to make the College a better place for all faculty, staff and students. I thank the fantastic faculty, staff, and administrators I have had the pleasure to work with over these seven years. I leave you in good hands. Their dedication to their vocations is unparalleled.

In closing, I pray that our Lord will fill us with His grace as our leadership makes decisions that affect our University's students, staff, faculty, alumni and friends. Continue to remind us, Lord, that all that we do here today, all that we accomplish, is for the pursuit of truth for Your greater glory and service to humanity.

Thank you for letting me be a part of your lives.

From the Assistant Dean & Director, Free Enterprise Center



Dr. Rachel Ferguson

to ask the students why they wanted to go into medicine. We all know that successful doctors make high incomes, but the students inevitably offered loftier reasons like healing and the good of humanity. Then in the afternoons he taught a class in business ethics. He asked those students why they wanted to go into business. But the business students seemed more baffled by the question. They would shrug and say, "To make money?" As though they were searching for a script they'd never

My friend Greg told me a story. At one point in his career as a philosophy professor, he spent some mornings on a panel that interviewed incoming medical students. Being a philosopher, he always made a point

read. When he pressed them harder about their dreams, however, they were often quite lofty too: to build something new and creative, to employ people, to have a strong family, and to be anchors in their communities. Why were the med students so confident but the business students so hesitant? Our culture, both secular and religious, has failed to build healthy language around the meaning and purpose of a vocation in business.

In recent polling, the overwhelming majority of respondents think that world poverty is worsening. In fact, never in the history of the human race has poverty been so low, with extreme poverty hovering around 9% worldwide. This is also the first time in history that most people in the world belong to the middle class. Why? Innovation. Trade. Entrepreneurship. Freedom. In a word: Business. This is why global incomes have increased so drastically all over the world. That's what business people can accomplish, and here at Concordia-Chicago, we hope to instill into our business students a sense of the nobility of their calling.

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Start Preparing Your Business Ideas!

CougarTank returns to face-to-face competition this spring and will be open to all CUC students!

Competition Schedule

Application Deadline: February 1, 2022

Round I, Flip-Chart Competition:

February 16, 2022 | 11:30 a.m.
Koehneke Community Center
Oak Park River Forest Room

Round II, Presentation Fair:

March 17, 2022 | 11:30 a.m.
Koehneke Community Center
Oak Park River Forest Room

Round III, Formal Presentation:

April 8, 2022 | 5:30 p.m.
Koehneke Community Center
Oak Park River Forest Room

Learn more at CUChicago.edu/CougarTank

DBA Alumnus Adds Value to Local School District



Dr. Ahmed Montasser with Dr. Claudia Santin

Dr. Ahmed Montasser Abdalbaqi earned his DBA with a specialization in strategic leadership and innovation from Concordia University Chicago in 2020. He conducted his dissertation research in the field of crisis management.

Following his graduation, Dr. Montasser was headhunted by Fellowship Community Services, Inc. as its strategic leadership and innovation director. In this role, Dr. Montasser manages the delivery and implementation of program leadership goals within Oak Park District 97 schools. Dr.

of the executive director, Deacon Wiley, were incredible, the trust and empowerment have allowed me to achieve the organization's goals and execute various leadership social emotional learning (SEL) academic programs in Oak Park District 97 schools.

Earning my MBA and DBA from Concordia University Chicago have allowed me to add value to the Oak Park District 97 schools and the wider community. The DBA empowered me as a global leader to make effective decisions and to lead strategic teams to achieve the organization's goals. Moreover, the DBA program gave me a competitive advantage in the global market and allowed me to be a CUC ambassador through every interaction.

Those FCS programs provided a space for middle school students to engage and

Montasser also directs the crisis management strategy, ensuring the district's sustainable operation during COVID-19 pandemic.

Dr. Montasser initiates assessments whose outcomes are used to drive new initiatives and enhancements. He supports cross-functional teams tasked with solving complex organizational and talent issues. Mentoring, training, and coaching team leaders and staff is a key aspect of Dr. Montasser's role, ensuring that the district's agreed-upon goals are achieved. He describes his experience below.

collaborate in meaningful, innovative, and instructive community-based SEL. Moreover, those programs added value to the community through leadership development and through providing youth and families with trusting, supportive and stable relationships for a full year, providing ongoing social and behavioral support, and providing academic program support.

The FCS-Students Summer SMART Program managed, monitored and developed community partnerships to provide solutions for various challenges due to the COVID-19 pandemic. The program was a fun-filled experience while inviting, encouraging and empowering middle school students to sharpen their everyday tools for exploring the community around them, in addition to focusing on leadership development, holistic care."

“Accepting the position of strategic leadership and innovation director of Fellowship Community Services Inc. (FCS), an organization (ministry) with a 27-years legacy in the Oak Park community, allowed me to utilize the knowledge that I gained from the MBA and the DBA program at Concordia University Chicago. Moreover, the work environment and the support

BA/MBA Double Alumnus Stays in “Cougar Country” to Pursue a PhD

DeMarcus Burts found Concordia-Chicago through its all-online Accelerated Degree Program. “Choosing Concordia University Chicago was an easy decision,” he recalls. “At the time, CUC had a very recommendable online accelerated sports and recreation management program that fit seamlessly into my schedule.” Burts graduated in 2017, a proud holder of a Bachelor of Arts degree.

Aware of the career benefits of pursuing a graduate degree, Burts chose to continue at CUC for his MBA. “I wanted to continue to challenge my thirst for knowledge and understanding of the sports industry,” Burts explains. “The MBA program created another seamless transition for me to do so.” Burts earned his MBA with a specialization in sports management in 2019.

For many, those high academic achievements would have been enough. Not for DeMarcus



DeMarcus Burts

Burts. “After earning undergraduate and graduate degrees, I realized how competitive the sports industry is,” he notes.

Burts sought the advanced knowledge about organizational structure, long-term strategy, marketing, product management, customer service and leadership techniques

he knew to be essential for succeeding in a highly competitive field.

And so, Burts continued on at CUC to pursue his current ambition, a PhD in sports leadership. “The sports leadership doctoral program focuses on sports leadership, sports law, economics, finance and other essential skills that are required to become a major contributor to a growing industry,” Burts says. “The appreciation of these concepts, along with others related to this field, is important to establish a foundation of leadership within the sports community, which is what I aspire to be and do. Thanks to Concordia University Chicago I have this opportunity, because it provides a student the environment conducive to learning at your own pace.”

Burts is the owner and founder of S.E.E.D. Performance, a training facility dedicated to player skill development.

Graduate Admission Open House for Juniors and Seniors

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

Light refreshments will be served.

Interested in continuing your education beyond your bachelor's degree to earn a master's degree? Attend an open house to explore Concordia-Chicago's robust list of career-building master's degree programs and learn about expedited admission and additional benefits available to continuing students.

Guest Speaker Sarah Magner



Sarah Magner

Sarah Magner is a principal program manager at Health Care Service Corporation (HCSC), the parent company for Blue Cross Blue Shield of Illinois, Montana, New Mexico, Oklahoma and Texas. She

opened her talk by telling the audience that her career journey was not happening in a vacuum and she would be talking about her educational and personal timelines as well.

While Magner was earning her undergraduate degree she felt that she had an interest in higher education leadership or nonprofit, but through internship experiences learned that was not what she wanted to do. She learned that she wanted to work in larger corporations, so she began her job hunt looking at Fortune 500s, preferably ones with recent grad programs.

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. Magner's expertise is in the implementation of large, complex programs—she has helped over one million members access better healthcare insurance through HCSC.

She graduated from the University of Richmond with undergraduate degrees in business and leadership. Magner shared that while she was moving from position to position though her career journey she was constantly seeking more education, first with certifications (Certified Associate Project management certification CAPM, ITIL) and later with an MBA from DePaul with concentrations in management information systems and leadership & change management and finally earned her project management professional certification.

During her talk, Magner detailed that she spends about three to four years at each company and around the 18 month mark there is a turning point where she feels comfortable in the space, and has the need to be more proactive in finding new challenges within her current company. It could also be the jumping off point for finding a new company if she doesn't have a new challenge coming her way.

Magner emphasized having confidence in yourself and your capabilities and investing your time in finding mentors within your chosen field.

She 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.

COB Congratulates Recent Doctoral Dissertation Defenders

Kate Abraham • 8/30/21 • DBA • Marketing Innovations • *An Exploration of Digital Marketing Implementation in Nigerian Small and Medium-sized Enterprises*

Ruba Abubhashish • 9/7/21 • DBA • Strategic Leadership and Innovation • *Leader Diversity: Examining the Relationship between Female Leadership Styles and Employee Engagement*

Shauntae Davis • 9/16/21 • EdD • Organizational Leadership • *Where are We? An In-depth Look into the Lack of Black Women in Leadership Roles Within the Archdiocese of Chicago*

Mariam Hanna • 10/5/21 • PhD • Organizational Leadership • *Confidence in One's Own Leadership Abilities: Newly Hired Versus Tenured Staff*



Delta Mu Delta

INTERNATIONAL HONOR SOCIETY IN BUSINESS

Delta Mu Delta was founded in 1913 as a business honor society that recognizes and encourages academic excellence of students at qualifying colleges and universities to create a DMD community that fosters the well-being of its individual members and the business community through lifetime membership.

Delta Mu Delta is ACBSP's longest-standing partner. Since 1992, new chapters are installed only at ACBSP-accredited baccalaureate-graduate institutions as assurance of a quality business education. Currently, Delta Mu Delta has nearly 300 chapters at colleges and universities and over 200,000 lifetime members.

Membership in Delta Mu Delta is provided through personal invitation to the top 20% of MBA students. An invitation to join the Delta Mu Delta chapter on the CUC campus confirms that students have a proven track record of working hard to achieve excellence in their studies.

Membership in Delta Mu Delta creates a network of 150,000 members who share a common passion for excellence and can help members continue education by "learning on the job." Delta Mu Delta's LinkedIn page and Facebook page create peer-to-peer networking and enhance job searches.

Delta Mu Delta prides itself on the scholarship opportunities it offers to members. Each March a new year brings a new application process.

Membership in Delta Mu Delta fulfills one of the requirements for entrance at the GS-7 level in numerous professional and technical positions within federal service. This enables DMD members to start their government career at a higher level of salary than might otherwise be possible. For more information on CUC's Delta Mu Delta chapter please contact Dr. Svetlana.Mitereva@CUChicago.edu

COB Students Attend Board of Regents Luncheon



Jalen Meeks and Jocelyn Delgado (pictured) accompanied Dr. Claudia Santin to the September 2021 Board of Regents luncheon as part of the Board of Regents meeting on September 24.

Delgado, a freshman majoring in business marketing, is a member of the Latino Student Union and a first-generation student. She stated, "I really enjoyed meeting the regents, they were all very kind. I also really enjoyed

meeting Dr. Santin, she made me feel comfortable since I was the only freshman there. We connected because we are both first-gen students, and discussed how it is a lot of pressure, and it can be a tough transition."

Meeks is a senior business management major with a minor in sports management who is a member of CUC's men's basketball team. He said that the highlight of attending the luncheon for him was "having the opportunity to be surrounded with people that I've never met before. It got me outside of my comfort zone opening up and meeting new people and sharing experiences. This gave me an insight into how the real world works with expanding my networking opportunities."

Dr. Santin expressed that Delgado and Meeks were "outstanding representatives of our College" and she was happy to have them join her for the luncheon.

Study Abroad with the College of Business!

Business and Culture in London & Paris



Balance invaluable European business insights with the iconic landmarks that frame them. Two-and-a-quarter centuries after the ink dried on the Treaty of Paris, the political, cultural and economic forces that bridge the Atlantic are more dynamic than ever. This is the lens affixed to Business & Culture in Europe, and for eight days, it's yours to examine in unique detail.

- Day 1: Fly overnight to England
- Day 2: London
- Day 3: London
- Day 4: London
- Day 6: Paris
- Day 7: Paris
- Day 8: Depart for home

How to Register

- Enroll and pay your deposit to EF: efcst.com/2462673JY
- Register for MGT 4300 in Spring 2022

International Program Available for Concordia-Chicago MBA Students in Nantes, France



Nantes, a thriving modern metropolis with old-world flair, has been recognized as Europe's most livable city. There's easy-to-use public transportation with stops right on campus, just 15 minutes from the center of town. Just two hours from Paris and a half-hour from the Atlantic coast, it is a magnet for students and visitors, with countless historic sites and attractions. Major European destinations are also within easy reach by flight or train.

Complete up to two MBA courses in just three weeks with Audencia's intensive Summer Term, conducted entirely in English. Features include:

- Superb and approachable academic staff with extensive practical expertise

- Focus on marketing, management and communications
- Deep connections to French and global businesses
- Curriculum infused with global contexts and practices
- Small class sizes and dynamic group projects
- Weekly company visits with tours and staff discussions

Eligibility Requirement: MBA student in good standing

Courses are billed at your current CUC tuition rate. Housing and travel are at your own expense.



For more details about College of Business study abroad options contact **Mallory Marach**, international program operations manager at Mallory.Marach@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

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.

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



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.

