

Alex G. McKenna

*School of Business, Economics, and
Government*

Annual Report
2024

Table of Contents

Introduction	3-4
Vision, Mission, and Values Statements of the Alex G. McKenna School (revised per the 2024 McKenna School Strategic Plan)	
Vision Statement	4
Mission Statement	4
Statement of Values	4
Advisory Council to the Alex G. McKenna School	5-7
McKenna Alumni Association	7
Generous Gifts	7
ETS Major Field Tests in Business	8
Graduation and Retention Rates	8
Undergraduate McKenna School Senior Exit Surveys	
All Business	9-10
Criminology, Law, and Society	10
Economics	11
Political Science	12
Business Policy and Strategy Game (Report from Dr. Jeff Godwin)	
Fall Summary 2023	12-13
Spring Summary 2024	14
SAP Business One Program	15-16
Selection of McKenna Clubs	16-17
Student Awards, Honors and Scholarships	17-18
McKenna School Faculty	
Professional Development Philosophy and Faculty Expectations	18
2023/24 McKenna School Faculty	18-21
Select Faculty, Staff, Student, and Alumni Accomplishments by Department	
Criminology, Law, and Society	21
Economics	22
Finance and Accounting	22-23
Management and Administration	23
Marketing, Analytics, and Global Commerce	23-24
Political Science	24-28
2023/24 Guest Lectures (CPET Lecture Series)	29
Graduate and Job Placements	
2022-2023 First Destination Data by School (Compiled May 2024)	30-31
Career Placements	32-46

Introduction

The 2024 edition of the Annual Report was written and edited by Dr. Michael Urick, C'04, with the help of Lana Dillon, C'22, Marta Trembetska, C'26, and Anastasiia Umrysh, C'25. We want to thank all of the assistants for their hard work and dedication to this project.

As a summary to all of the good work that the McKenna School has engaged in over the past several months included in this report, here are some highlights:

- The McKenna Advisory council has provided a lot of great service to the institution and students through financial contributions, student recruiting, and assistance with McKenna priorities.
- The McKenna Alumni Association has been revitalized and has become active with McKenna events including organizing our first ever Friends of McKenna PNC Park Pirates game.
- Generous donations have helped us to provide opportunities for students including the ability to experience learning abroad and attend guest lectures.
- Students learn the areas of Quantitative Business Analysis, Marketing, and International Issues well in comparison to other universities according to the ETS Major Field Tests in Business.
- Four-year graduation rates in business increased by over 7% and freshmen to sophomore business retention rates increased by over 15% in two years.
- Over 90% of all McKenna majors reported meaningful increases in skills related to critical thinking, information literacy, and public speaking.
- Seven teams in the Business Policy and Strategy Course were ranked in the top 3% of global teams in the Business Simulation Competition.
- The SAP Business One program continues to be a big driver of student employment and internships.
- Students are engaged in a variety of McKenna clubs from Women in Business to the Finance and Accounting Club to the Criminology Club.
- Students excel in their fields of study and have earned numerous awards, grants, and certifications such as their Green Belt.
- Faculty are highly qualified and engaged in presenting and publishing at top academic outlets in their respective fields.
- The Center for Political and Economic Thought continued to offer impactful events for students and the community.
- Our student career placement rate (employment, graduate school, military) one year out from graduation increased to 100% with an average reported salary of nearly \$57,000 and the highest reported salary of \$80,000.

These items are those that are reported in this Annual Report, but there is so much more that was excluded for space.

- Our students placed in top three at academic case competitions hosted at other universities in the areas of Supply Chain and Data Analytics.
- The Moot Court and Mock Trial teams excelled in their competitions.
- We welcomed over a dozen expert guest speakers from organizations as varied as Allegheny Health Network and the Pittsburgh Zoo in areas ranging from AI to non-profit marketing to financial planning.

- Students engaged in a variety of trips to conferences and business including the annual trip to New York where students visited an office of Ernst & Young.
- The McKenna School engaged students, alumni, administrators, and faculty/staff

This past year, first year deposits increased for the McKenna School by over 3%. There are so many more great things that the McKenna School is doing and many of these are well-documented in our newsletter, the McKenna Message, which comes out each semester. Of note, in future years, the format of this report may likely be revised to correspond to the Action Items of our new Strategic Plan.

Vision, Mission, and Values Statements of the Alex G. McKenna School (revised per the 2024 McKenna School Strategic Plan)

Vision Statement

Our Vision is to be a learning community characterized by academic excellence with strong student engagement; highly qualified faculty active in teaching, research, and service; and innovative programs that foster synergy between the disciplines of business, economics, political science, and criminology.

Mission Statement

The Mission of the Alex G. McKenna School of Business, Economics, and Government is to prepare students to excel in their chosen fields. We provide a curriculum that addresses ongoing concerns, contemporary challenges, and professional development. A McKenna education offers practical experiences related to business, economics, political science, and criminology rooted in the Catholic, Benedictine and liberal arts scholarly traditions that prepare learners for well-rounded, successful, and rewarding careers and meaningful lives.

Statement of Values

The values of the Alex G. McKenna School of Business, Economics, and Government are guided by the Benedictine traditions and inherent in the pillars of:

- Quality – where everything that we do should be of a level of excellence demanded by our community
- Hospitality – an effort to welcome and include all learners in the McKenna School
- Destination Programs – in which our value proposition allows us to provide unique learning experiences that no other institution can offer as well as us

These values are characterized by:

- Being a responsible and ethical participant in the community and market economy
- Developing principled leaders, public servants, and contributors to organizations and society
- Fostering an environment where students explore the art of leadership, ethical decision-making, and broad-based education rooted in Catholic and Benedictine values as well as the liberal arts
- Offering course work that includes expertise in specialized areas
- Enhancing strong connections where alumni, employers, and community members share their time, experiences, and expertise with our students
- Growing a strong reputation that is well-known in our markets and well-respected within our academic disciplines

Advisory Council to the Alex G. McKenna School

The McKenna School is supported by an Advisory Council, which is composed of business leaders, foundation heads, prominent people in public policy, and alumni. The primary purpose of the Council is to assist in strategic planning, program and curriculum review, and resource development.

Some of the recent contributions over the last several months from individual members include:

- Participating in strategic planning for the McKenna School – a requirement of business accreditation. Nearly two thirds of the current council participated in a voluntary special weeknight strategic planning meeting in the Spring.
- Providing monetary donations that have allowed us to reduce the cost for students to attend our McKenna Around the World spring break trip to Portugal and provide signage improvements in the McKenna School among other projects.
- Connecting the dean directly with prospective students, several of which have enrolled for the Fall 2024 semester including an exceptional student with a 4.0+ GPA who was swayed to attend SVC instead of one of our director competitors and who will be working directly with our SBDC during her studies.
- Providing ideas and suggestions for new programs such as our newly launched Aviation Management program.
- Delivering crucial programs and speaking events for our students including presentations on AI and Women in Business.
- Hiring our students for internships and full-time jobs – at least 17 of our council members have actively recruited students from the McKenna School for employment.
- Helping to prepare and deliver experiential learning experiences such our upcoming McKenna Around the World trip to England.
- Tapping into the perspectives of potential McKenna learners to grow our community globally, nationally, and regionally.

Below is a breakdown of the council followed by more details on each of its members.

Individuals on the Council have had **experience with notable global organizations** including: Ernst & Young, Amazon Web Services, Department of Defense, Deloitte, General Electric, Carpenter, Robindale Export, Kennametal, W.L. Gore and Associates, TD Securities, Citibank, Lockheed Martin Aeroparts Inc., United States Steel Corporation, SAP, Hilton, Marriott.

Individuals on the Council have had experience with notable regional organizations including: Diocese of Greensburg, Allegheny Health Network, Excelsa Health, Blue Cross, Federated Hermes, Bank of New York Mellon, Commonwealth of Pennsylvania, Somerset Trust, PNC, Baird, Westmoreland County Airport Authority, UPMC, Schneider Downs, First Commonwealth Bank.

Aside from western PA, in the past year **members on the Council have been based out of:** Tennessee, Illinois, Washington (state), London (UK), South Carolina, Delaware, Florida, and California (state). Many lead or work on global teams or have traveled abroad extensively.

Titles represented on the Council include: Vice President – Patient Experience; CEO; CFO; Chief of Staff; Vice President – Manufacturing; President; Senior Vice President – Commercial Lending; Chief Technology Officer; Executive Vice President – Human Resources; and Shareholder – Accounting, Assurance, and Advisory Services in addition to other Manager and Director-level titles.

Chairman

Mr. Daniel Hennessey

Consultant

Members

William Barnes, C'94

*Director of Special Projects
Diocese of Greensburg*

Vince DeLuca, C'87

*CEO (former)
Sapphire Systems*

Zachary Kroh, C'09

*President
Robindale Export*

Chilufya Blake, C'17

*Assurance Manager
Ernst & Young*

Mark Durishan, C'70

*CFO (former)
Blue Cross*

Richard Kunkle

*Emergency Department Medical Director
Latrobe Hospital*

**Barb Bobula, GC'15,
GC'17**

*Vice President – Patient Experience
Allegheny Health Network*

Don Ellenberger

*Head of Multi-Sector Strategies
Federated Hermes*

Megan Loughner, GC'14

*Sourcing Manager
Kennametal*

James Buscaglio, C'04

*Strategic Programs Lead
Amazon Web Services*

Gregory Fajt, C'77

*Chief of Staff to the Governor (former)
Commonwealth of Pennsylvania*

John Malone, C'83

*Senior Vice President – Commercial Lending
Somerset Trust*

Jaime Crawford, C'00

*Director of Business Development
Select Medical*

Dan Hennessy

*Vice President – Manufacturing (former)
Carpenter*

Pat McCann

*Human Resource Business Partner
Lockheed Martin Aeroparts Inc.*

**Thomas McKee, C'15,
GG'17**

*Chief Technology Officer
W.L. Gore and Associates*

Joan Murphy, C'18

*Manager of Implementations and Client Experience
All Covered*

Jonathan Petrie, C'05

*CFO
UPMC Magee and Mercy Hospitals*

Jayne Meredith, C'93

*Vice President and Financial Advisor
Baird*

Michele Murphy, C'88

*Executive Vice President – Human Resources
Supervalu (former)*

Theodore Pettko, C'93

*Shareholder – Accounting, Assurance, and Advisory Services
Schneider Downs*

Gabe Monzo
Executive Director
Westmoreland County Air-
port Authority

Paige Perusset, C'18
Senior Project Specialist
SAP

Briana Tomack
President & CEO
Greater Latrobe-Laurel Valley
Regional Chamber of Com-
merce

Jarod Trunzo
Executive Director
Latrobe Community Revital-
ization Program

McKenna Alumni Association (MAA)

Coordinators:

- Philip Montalbano
- Ryan Dreliszak
- Travis Provance

The MAA Mission: The purpose of the McKenna Alumni Association shall be to actively provide and promote opportunities for its alumni and current students in the following areas as a benefit for students and alumni to grow professionally and intellectually within their respective careers. The MAA arranges applied business topic lectures, sponsors get-together events and networking opportunities for the McKenna School students. The MAA also assists the McKenna School with accreditation and curriculum reviews.

This past year, the MAA has helped to coordinate the first ever McKenna evening at PNC Park, a Steelers Training Camp picnic, and a homecoming networking event.

Together, the MAA and McKenna Advisory Council provided insight into the new McKenna School Strategic Plan.

Generous Gifts

Because of generous gifts from our supporters, the McKenna School was able to:

- Reduce the cost for students studying abroad in Portugal during the McKenna Around the World Trip
- Fund portions of our Small Business Development Center
- Begin funding a Veterans Lounge
- Support portions of the program for the Center for Political and Economic Thought
- Provide informational signage in Aurelius Hall

ETS Major Field Tests in Business

The National % Below indicates the percentage of other Colleges/Universities that have a lower score than us so the higher the percentage, the better. Comparison data is from graduates between September 2021 and June 2024. Last year's percentages are included for comparison.

Accounting: SVC correct = 39%; National % Below = 28% (down from 62% last year)

Economics: SVC correct = 49%; National % Below = 31% (down from 62% last year)

Management: SVC correct = 57%; National % Below = 56% (down from 77% last year)

Quantitative Business Analysis: SVC Correct = 43%; National % Below = 88% (down from 91% last year)

Finance: SVC Correct = 42%; National % Below = 49% (down from 76% last year)

Marketing: SVC Correct = 55%; National % Below = 80% (up from 57% last year)

Legal and Social Environment: SVC Correct = 50%; National % Below = 35% (no change from last year)

Information Systems: SVC Correct = 39%; National % Below = 25% (up from 3% last year)

International Issues: SVC Correct = 48%; National % Below = 73% (up from 52% last year)

Some of this data is promising - especially the consistency of Quantitative Business Analysis and increased percentiles in both Marketing and International Issues (interestingly all in the MAGC department). Some of this data is possibly concerning - especially the large drops in Accounting, Economics, Finance, and Management. And some we need to discuss further this semester including Legal and Social Environment and Information Systems as these scores have shown a consistent trend of being comparatively lower.

For some of the scores in areas in which we had been high but that have dropped this year, we should not be alarmed just yet but will want to continue to monitor in future ETS exams. One possible explanation is that this is the first cohort of students to graduate who took many of their introductory business core courses either online or hyflex due to Covid. However, the comparison scores are based off of three years of rolling data which means that the percentile scores are calculated in comparison with a large number of graduates who took their business cores pre-Covid. We are curious regarding the effectiveness of not just our but all institutions delivery of business cores during Covid so we requested data from ETS where we would be able to compare us from just last year to the cohort from just last year (instead of the three years rolling data), however we have not heard back at the time of writing this annual report. For Accounting, Economics, Finance, and Management we will continue to monitor and make adjustments if necessary based on future data.

Graduation and Retention Rates

The below is data for the cohort that began their studies at Saint Vincent in the Fall of 2020. While enrollment was lower for that cohort, both the grad and retention rates increased.

This number does not include August graduates. Of the 2020F (first-time, first-year) cohort who started in business (excluding politics, public policy, CLS, and economics) the four-year graduation rate of those who finished in business currently sits at 57.5% (42/73). For the same business cohort, the business freshmen to business sophomore retention rate was 82.2% (60/73).

Data was not collected for the cohort beginning in the Fall of 2019. However, for comparison, of the Fall 2018 (first-time, first-year) cohort who started in business (excluding politics, public policy, CLS, and economics) the four-year graduation rate of those who finished in business was 50% (41/82). For the same business cohort, the business freshmen to business sophomore retention rate was 67% (55/82).

Of the Fall 2020 (first-time, first-year) cohort who started in any major in McKenna, the four-year graduation rate of those who finished in McKenna is 56.2% (59/105). The four-year graduation rate of those who started in McKenna and finished in any Saint Vincent program is 62.9% (66/105).

For the 2020F all-major McKenna cohort, the freshmen to sophomore retention rate overall was 82.9% (87/105).

Undergraduate McKenna School Senior Exit Surveys

The format of the Undergraduate Exit Surveys changed from the previous Annual Report. With this change, many of the questions were also revised and so comparing the results for some data from prior years is challenging. As long as the format/questions of the survey does not change, comparison in future Annual Reports should be possible. This survey is administered to graduating students a few weeks before commencement. Below are results of note for each department area of undergraduate study in the McKenna School.

All Business

There were: 58 possible respondents.

	Question Text	N	Avg	SD	ACAD Avg	Div Avg	Sch Avg	Internships	Field	Teaching	Other		
1	Completed Internship/field experience	43						79% (34)	5% (2)	0% (0)	19% (8)		
								Grad School	Prof School	DNA will apply	DNA		
3	Apply to graduate/ professional school	51						14% (7)	0% (0)	6% (3)	80% (41)		
								None	1-3	4-6	7-9	10+	
4	Number of job interviews in last year	51						16% (8)	65% (33)	16% (8)	4% (2)	0% (0)	
5	Number of permanent job offers	51						31% (16)	67% (34)	0% (0)	0% (0)	2% (1)	
								Yes	No				
6	Undergraduate: Accept a job offer	50						56% (28)	44% (22)				
								Degree	Certificate	No Plans			
7	Eventual plans to seek advanced degree/ certification	51						45% (23)	22% (11)	39% (20)			
								Str commit	Commit	Undec	Not commit	Str not commit	
8	Level of commit to SVC	51	4.1	0.8	4.1	4.1	4.1	33% (17)	47% (24)	18% (9)	2% (1)	0% (0)	
								Yes	No				
9	Complete a capstone project	51						90% (46)	10% (5)				
								Very	Agree	Neutral	Not	Not very	
10	Describe senior year academic challenge	50	3.8	0.8	4.0	4.0	3.9	20% (10)	48% (24)	26% (13)	6% (3)	0% (0)	
								None	1-3	4-6	7-9	10+	
11	Number of meeting with faculty advisor	51						0% (0)	27% (14)	31% (16)	10% (5)	31% (16)	
								Study Abroad	Course	Service	DNP		
13	Select all travel experiences	50						8% (4)	14% (7)	4% (2)	76% (38)		
								Yes	No				
14	Pivotal experiences in core courses	50						34% (17)	66% (33)				

								Signif	Adequate	Some	None	No Answer	
15	General Skills: Critical thinking skills	50	3.4	0.7	3.4	3.4	3.4	46% (23)	44% (22)	10% (5)	0% (0)	0% (0)	
16	General Skills: writing skills	50	2.9	0.8	3.1	3.1	3.1	24% (12)	44% (22)	30% (15)	2% (1)	0% (0)	
17	General Skills: information literacy skills	50	3.1	0.7	3.2	3.2	3.2	26% (13)	58% (29)	14% (7)	2% (1)	0% (0)	
18	General Skills: public speaking/ presentation skills	50	3.5	0.7	3.4	3.4	3.4	56% (28)	34% (17)	10% (5)	0% (0)	0% (0)	
								V Import	Important	Neutral	Not V Import	Not at all	
19	Importance of technological competencies to employers in professional field	50	4.7	0.5	4.5	4.5	4.5	78% (39)	18% (9)	4% (2)	0% (0)	0% (0)	
								Very Much	Slight	Not V Much	Not At All	N/A	
20	Overall courses prepare showing technological competencies to future employer	49	4.4	0.9	4.2	4.2	4.2	59% (29)	29% (14)	8% (4)	0% (0)	4% (2)	

Criminology, Law, and Society

There were: 10 possible respondents.

	Question Text	N	Avg	SD	ACAD Avg	Div Avg	Sch Avg	Internships	Field	Teaching	Other		
1	Completed Internship/field experience	3						67% (2)	33% (1)	0% (0)	0% (0)		
								Grad School	Prof School	DNA will apply	DNA		
3	Apply to graduate/ professional school	9						56% (5)	0% (0)	11% (1)	33% (3)		
								None	1-3	4-6	7-9	10+	
4	Number of job interviews in last year	9						33% (3)	67% (6)	0% (0)	0% (0)	0% (0)	
5	Number of permanent job offers	9						78% (7)	22% (2)	0% (0)	0% (0)	0% (0)	
								Yes	No				
6	Undergraduate: Accept a job offer	9						22% (2)	78% (7)				
								Degree	Certificate	No Plans			
7	Eventual plans to seek advanced degree/ certification	8						63% (5)	0% (0)	38% (3)			
								Str commit	Commit	Undec	Not commit	Str not commit	
8	Level of commit to SVC	9	4.3	0.7	4.1	4.1	4.1	44% (4)	44% (4)	11% (1)	0% (0)	0% (0)	
								Yes	No				
9	Complete a capstone project	9						100% (9)	0% (0)				
								Very	Agree	Neutral	Not	Not very	
10	Describe senior year academic challenge	9	3.8	0.7	4.0	4.0	3.9	0% (0)	89% (8)	0% (0)	11% (1)	0% (0)	
								None	1-3	4-6	7-9	10+	
11	Number of meeting with faculty advisor	9						0% (0)	44% (4)	33% (3)	0% (0)	22% (2)	
								Study Abroad	Course	Service	DNP		
13	Select all travel experiences	9						11% (1)	0% (0)	0% (0)	89% (8)		
								Yes	No				
14	Pivotal experiences in core courses	9						56% (5)	44% (4)				
								Signif	Adequate	Some	None	No Answer	
15	General Skills: Critical thinking skills	9	3.9	0.3	3.4	3.4	3.4	89% (8)	11% (1)	0% (0)	0% (0)	0% (0)	
16	General Skills: writing skills	9	3.7	0.5	3.1	3.1	3.1	67% (6)	33% (3)	0% (0)	0% (0)	0% (0)	
17	General Skills: information literacy skills	9	3.6	0.7	3.2	3.2	3.2	67% (6)	22% (2)	11% (1)	0% (0)	0% (0)	
18	General Skills: public speaking/ presentation skills	9	3.6	0.7	3.4	3.4	3.4	67% (6)	22% (2)	11% (1)	0% (0)	0% (0)	
								V Import	Important	Neutral	Not V Import	Not at all	
19	Importance of technological competencies to employers in professional field	9	4	0.7	4.5	4.5	4.5	22% (2)	56% (5)	22% (2)	0% (0)	0% (0)	
								Very Much	Slight	Not V Much	Not At All	N/A	
20	Overall courses prepare showing technological competencies to future employer	9	4.4	0.5	4.2	4.2	4.2	44% (4)	56% (5)	0% (0)	0% (0)	0% (0)	

Economics

There were: 3 possible respondents.

	Question Text	N	Avg	SD	ACAD Avg	Div Avg	Sch Avg	Internships	Field	Teaching	Other		
1	Completed Internship/field experience	1						0% (0)	0% (0)	0% (0)	100% (1)		
								Grad School	Prof School	DNA will apply	DNA		
3	Apply to graduate/ professional school	3						33% (1)	0% (0)	0% (0)	67% (2)		
								None	1-3	4-6	7-9	10+	
4	Number of job interviews in last year	3						33% (1)	0% (0)	0% (0)	67% (2)	0% (0)	
5	Number of permanent job offers	3						100% (3)	0% (0)	0% (0)	0% (0)	0% (0)	
								Yes	No				
6	Undergraduate: Accept a job offer	3						0% (0)	100% (3)				
								Degree	Certificate	No Plans			
7	Eventual plans to seek advanced degree/ certification	2						50% (1)	50% (1)	0% (0)			
								Str commit	Commit	Undec	Not commit	Str not commit	
8	Level of commit to SVC	3	3.7	0.6	4.1	4.1	4.1	0% (0)	67% (2)	33% (1)	0% (0)	0% (0)	
								Yes	No				
9	Complete a capstone project	3						100% (3)	0% (0)				
								Very	Agree	Neutral	Not	Not very	
10	Describe senior year academic challenge	3	4	1	4.0	4.0	3.9	33% (1)	33% (1)	33% (1)	0% (0)	0% (0)	
								None	1-3	4-6	7-9	10+	
11	Number of meeting with faculty advisor	3						0% (0)	0% (0)	33% (1)	33% (1)	33% (1)	
								Study Abroad	Course	Service	DNP		
13	Select all travel experiences	3						33% (1)	33% (1)	0% (0)	33% (1)		
								Yes	No				
14	Pivotal experiences in core courses	3						67% (2)	33% (1)				
								Signif	Adequate	Some	None	No Answer	
15	General Skills: Critical thinking skills	3	2.7	0.6	3.4	3.4	3.4	0% (0)	67% (2)	33% (1)	0% (0)	0% (0)	
16	General Skills: writing skills	3	3	0	3.1	3.1	3.1	0% (0)	100% (3)	0% (0)	0% (0)	0% (0)	
17	General Skills: information literacy skills	3	3.7	0.6	3.2	3.2	3.2	67% (2)	33% (1)	0% (0)	0% (0)	0% (0)	
18	General Skills: public speaking/ presentation skills	3	2.7	0.6	3.4	3.4	3.4	0% (0)	67% (2)	33% (1)	0% (0)	0% (0)	
								V Import	Important	Neutral	Not V Import	Not at all	
19	Importance of technological competencies to employers in professional field	3	4.3	0.6	4.5	4.5	4.5	33% (1)	67% (2)	0% (0)	0% (0)	0% (0)	
								Very Much	Slight	Not V Much	Not At All	N/A	
20	Overall courses prepare showing technological competencies to future employer	3	4.3	0.6	4.2	4.2	4.2	33% (1)	67% (2)	0% (0)	0% (0)	0% (0)	

Political Science

There were: 6 possible respondents.

	Question Text	N	Avg	SD	ACAD Avg	Div Avg	Sch Avg	Internships	Field	Teaching	Other		
1	Completed Internship/field experience	6						100% (6)	0% (0)	0% (0)	17% (1)		
								Grad School	Prof School	DNA will apply	DNA		
3	Apply to graduate/ professional school	6						67% (4)	0% (0)	17% (1)	17% (1)		
								None	1-3	4-6	7-9	10+	
4	Number of job interviews in last year	6						50% (3)	50% (3)	0% (0)	0% (0)	0% (0)	
5	Number of permanent job offers	6						67% (4)	33% (2)	0% (0)	0% (0)	0% (0)	
								Yes	No				
6	Undergraduate: Accept a job offer	6						33% (2)	67% (4)				
								Degree	Certificate	No Plans			
7	Eventual plans to seek advanced degree/ certification	6						83% (5)	0% (0)	17% (1)			
								Str commit	Commit	Undec	Not commit	Str not commit	
8	Level of commit to SVC	6	4.7	0.5	4.1	4.1	4.1	67% (4)	33% (2)	0% (0)	0% (0)	0% (0)	
								Yes	No				
9	Complete a capstone project	6						100% (6)	0% (0)				
								Very	Agree	Neutral	Not	Not very	
10	Describe senior year academic challenge	6	4.2	0.4	4.0	4.0	3.9	17% (1)	83% (5)	0% (0)	0% (0)	0% (0)	
								None	1-3	4-6	7-9	10+	
11	Number of meeting with faculty advisor	6						0% (0)	0% (0)	0% (0)	0% (0)	100% (6)	
								Study Abroad	Course	Service	DNP		
13	Select all travel experiences	6						33% (2)	67% (4)	17% (1)	33% (2)		
								Yes	No				
14	Pivotal experiences in core courses	6						100% (6)	0% (0)				
								Signif	Adequate	Some	None	No Answer	
15	General Skills: Critical thinking skills	6	3.8	0.4	3.4	3.4	3.4	83% (5)	17% (1)	0% (0)	0% (0)	0% (0)	
16	General Skills: writing skills	6	3.8	0.4	3.1	3.1	3.1	83% (5)	17% (1)	0% (0)	0% (0)	0% (0)	
17	General Skills: information literacy skills	6	3.8	0.4	3.2	3.2	3.2	83% (5)	17% (1)	0% (0)	0% (0)	0% (0)	
18	General Skills: public speaking/ presentation skills	6	3.5	0.8	3.4	3.4	3.4	67% (4)	17% (1)	17% (1)	0% (0)	0% (0)	
								V Import	Important	Neutral	Not V Import	Not at all	
19	Importance of technological competencies to employers in professional field	6	4.3	0.8	4.5	4.5	4.5	50% (3)	33% (2)	17% (1)	0% (0)	0% (0)	
								Very Much	Slight	Not V Much	Not At All	N/A	
20	Overall courses prepare showing technological competencies to future employer	6	4.5	0.5	4.2	4.2	4.2	50% (3)	50% (3)	0% (0)	0% (0)	0% (0)	

Business Policy and Strategy Game [Report from Dr. Jeff Godwin]

Fall Summary 2023

In the Fall of 2023, four teams were listed globally in the top 100. At the peak of the competition 4,480 teams were competing. The four teams and their results were:

“DDa Shoe Co.” comprised of Osyon Jones and Tyler Becker made the Global Top 100 lists for the weeks:

October 1 (BSG Year 11) Overall Score of 108.5 tied for the 37th best Overall Score. (n=2,484)

October 8 (BSG Year 12) Overall Score of 108.0 tied for the 98th best Overall Score (n=3,078)

October 15 (BSG Year 13) Overall Score of 108.0 tied for the 96th best Overall Score (n=3,361)

October 22 (BSG Year 14) Overall Score of 108.5 tied for the 88th best Overall Score (n=3,563)

October 29 (BSG Year 15) Overall Score of 108.5 tied for the 90th best Overall Score (n=3,971)

November 12 (BSG Year 17) Overall Score of 109.5 tied for the 57th best Overall Score (n=4,455)

November 19 (BSG Year 18) Overall Score of 109.5 tied for the 58th best Overall Score (n=4,480)

December 3 (BSG Year 19) Overall Score of 109.5 tied for the 50th best Overall Score (n=3,057)

December 10 (BSG Year 20) Overall Score of 108.0 tied for the 86th best Overall Score (n=1,798)

“DL Kicks” comprised of Dustin Logue and Joel Quiroz Mansilla made the Global Top 100 lists for the weeks:

October 15 (BSG Year 13) Overall Score of 108.0 tied for the 96th best Overall Score (n=3,361)

December 10 (BSG Year 20) Return on Average Equity of 44.1% tied for the 78th best ROE. (n=1,798)

“Favorite Footwear” comprised of Alex Jones and Tyler Wood made the Global Top 100 lists for the weeks:

October 1 (BSG Year 11) Return on Average Equity of 45.1% tied for the 31st best ROE. (n=2,484)

October 8 (BSG Year 12) Overall Score of 108.0 tied for the 98th best Overall Score (n=3,078)

Return on Average Equity of 43.4% tied for the 51st best ROE.

October 15 (BSG Year 13) Overall Score of 108.0 tied for the 96th best Overall Score (n=3,361)

Return on Average Equity of 53.0% tied for the 33rd best ROE.

Stock Price of \$348.17 was the 71st best Stock Price.

October 22 (BSG Year 14) Earnings Per Share of \$16.49 was the 79th best EPS. (n=3,563)

Return on Average Equity of 75.7% tied for the 14th best ROE.

Stock Price of \$478.81 was the 47th best Stock Price.

November 5 (BSG Year 16) Return on Average Equity of 95.1% was the 5th best ROE. (n=4,324)

“A Good Shoe Company” comprised Katie Patton and Jake Johnson made the Global Top 100 lists for the week:

December 3 (BSG Year 19) Stock Price of \$686.94 was the 70th best Stock Price. (n=3,057)

December 10 (BSG Year 20) Overall Score of 108.5 tied for the 61st best Overall Score (n=1,798)

Earnings Per Share of \$32.94 was te 22nd best EPS.

Stock Price of \$845.47 was the 17th best Stock Price.

Spring Summary 2024

In the Spring 2024, three teams were listed globally in the top 100. At the height of the competition there were over 5,000 teams in the simulation. The three teams and their results were:

“Cross Treks” comprised of R.J. Kenna and Evan Rega made the Global Top 100 lists for the weeks:

April 7 (BSG Year 16) Overall Score of 109.5 tied for the 66th best Overall Score. (n=5,023)
April 14 (BSG Year 17) Overall Score of 109.5 tied for the 49th best Overall Score. (n=5,028)
April 21 (BSG Year 18) Overall Score of 109.5 tied for the 49th best Overall Score. (n=4,071)
April 28 (BSG Year 19) Overall Score of 109.5 tied for the 43rd best Overall Score. (n=3,117)
May 5 (BSG Year 20) Overall Score of 109.5 tied for the 20th best Overall Score. (n=2,043)

Earnings Per Share of \$24.43 tied for the 78th best EPS.

Stock Price of \$574.48 was the 89th best Stock Price.

“BBold Soles” comprised of A.J. Bricker and Jose Hurtado made the Global Top 100 lists for the week:

April 28 (BSG Year 19) Overall Score of 108.5 tied for the 92nd best Overall Score. (n=3,117)

Earnings Per Share of \$23.42 tied for the 95th best EPS.

Stock Price of \$573.02 was the 83rd best Stock Price.

May 5 (BSG Year 20) Overall Score of 108.5 tied for the 54th best Overall Score. (n=2,043)

Earnings Per Share of \$31.54 tied for the 17th best EPS.

Stock Price of \$711.01 was the 25th best Stock Price.

“Champion Athletics” comprised of Kiarra Polke and Jon Bouknight made the Global Top 100 lists for the week:

April 14 (BSG Year 17) Overall Score of 109.0 tied for the 86th best Overall Score. (n=5,028)

April 28 (BSG Year 19) Earnings Per Share of \$25.33 tied for the 68th best EPS. (n=3,117)

Stock Price of \$5.78.22 was the 77th best Stock Price.

May 5 (BSG Year 20) Overall Score of 108.0 tied for the 77th best Overall Score. (n=2,043)

Earnings Per Share of \$29.52 tied for the 24th best EPS.

Stock Price of \$709.34 was the 26th best Stock Price.

SAP Business One Program

The Alex G. McKenna School offers its students an SAP Business One® course during the fall semester each year. SAP Business One® is an integrated management system that helps students broaden their business process understanding. Saint Vincent College, as a member of the SAP University Alliance program offers students in this program, led by Professor Markley, a combination of classroom and hands-on experience with the system. With the assistance of the Career Center, many students land paid, full-time summer internships.

In the 2023/2024 academic year, eleven students landed internships through the SAP Business One® program at the following organization:

- Fame Intelligence
- StellarOne Consulting
- NTT Data
- ThirdWave Business Systems
- Consensus International
- VistaVu Solutions
- Synesis Corporation
- Domain Group

For a while, all I heard across campus was "SAP, SAP, SAP," but I never quite grasped the connection between "SAP" and the diverse, brilliant groups of students involved in it. Nonetheless, I knew I wanted to be a part of it. As an International Business major with double minors in Spanish and Marketing, I understood that my studies could open doors to various fields, but I was uncertain about my specific career path. Fortunately, my curiosity about "SAP" led me to discover how well my studies matched the opportunities in the SAP Business One world. The SAP Business One Program not only equipped me with the skills to succeed but also secured me an incredible internship with Third Wave Business Systems. Seeing my business knowledge, SAP Program insights, and internship experiences come together has been incredibly rewarding and confirms that I am not only pursuing a degree, but also building a career that I am passionate about.

If you're thinking about joining the program, I highly recommend it. Mr. Markley and the SAP Business One program will open doors you never imagined—just commit and trust the process and I promise you will excel.

- Diana Mosten, C'25, International Business Major, Intern at Third Wave Business Systems.

In addition, nine graduates of the class of 2024 landed full-time jobs in the SAP Business One® ecosystem at the following organizations:

- SAP
- StellarOne Consulting
- Phoenix Business Systems

- Attivo
- Fame Intelligence
- CDM

Selection of McKenna Clubs

Saint Vincent College Women in Business (WIB)

Advisor and Current Officers

President	Taylor Hochard
Vice President	Stacie Ramos
Treasurer	Maggie Edwards
Secretary	Nicolena Yanosick
Events Coordinator	Hope Farley
Fundraising Director	Sydney Campbell
Faculty Advisor	Lana Dillon

Delta Mu Delta – Business Honor Society

Advisor and Current Officers

President:	Madison Morrone
Vice-President:	Olivia Matha
Faculty Advisor	Dr. Jeff Godwin

Finance and Accounting Club

Faculty Advisor	Dr. Nicholas Racculia
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Omicron Delta Epsilon – Economics Honor Society

Faculty Advisor	Dr. Zachary Davis
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Operational Excellence Club

Faculty Advisor	Dr. Terrance Smith
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Pi Sigma Alpha – Political Science Honor Society

Advisor and Current Officers

Officer	Rebekah Bollman
Officer	Sophia Bringman

Jacob Mock.
Dr. Jerome Foss

Faculty Advisor

Dr. Eric Kocian

The President's Award 2023 Nominee

Delaney R. Fox

Accreditation Council for Business Schools and Programs — Raymond J. Kenna, Jr.
 Pennsylvania Institute of Certified Public Accountants —Taylor R. Sheesly
 Accounting —Sr. Donatha N. Gerard
 Business Administration — Dalton Nicklow
 Business Economics —Zichen Julie Zhu
 Criminology, Law and Society — Theresa C. Fletcher
 Criminology, Law and Society – Master’s —Emily L. Turner
 Economics and Mathematics — Matias Bugallo
 Finance — Rachel E. Miller
 Management — Evan M. Rega
 Management, Operational Excellence – Master’s – Rudy Oblak
 Marketing — Alexa R. Brothers
 Political Science — Delaney P. Fox
 Sports Management — Adam R. Bosco

Sydney R. Campbell
Delaney R. Fox

Jonathan Bouknight	Taylor Wahl
Evan Rega	Erwin Suarez
Nicolena Yanosick	Gina Aiello
Madalyn Smith	Alexis Yanits
Margaret Edwards	Robert Harrington
James Sword VI	Zachary Mumpower
Caleb Hawkins	Dino Capozzoli

Nicholas Chadwick (graduate)	Nicholas DeFrancesco (graduate) Ahmad Shaw (graduate)
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McKenna School Faculty

Professional Development Philosophy and Faculty Expectations

The McKenna School philosophy for professional development is to promote and to put our faculty on the path of mature scholarship. Mature scholarship implies ongoing efforts to achieve publications, conference attendance and presentations, media interviews, service to the academic academy (e.g., doing accreditation visits, serving as exterior members of tenure committees, board memberships with national organizations, writing exam questions for national testing services, etc.), achieving and maintaining professional certificates (e.g., CPA, CFA, CMA, etc.), and organizing significant academic events (e.g., conferences). Faculty are encouraged to enlist students in their research.

2023/24 McKenna School Faculty

- **Bruce Antkowiak**, Professor of Criminology, Law, and Society, J.D. Harvard Law; B.A., Saint Vincent College: Law, Criminology
- **Thomas Cline**, Professor of Marketing; Ph.D., University of Cincinnati; M.B.A., University of Virginia; B.S., University of Virginia: Marketing: Marketing Research, Consumer Marketing, Advertising and Promotion, and Statistics
- **Fr. Bonaventure J. Curtis**, O.S.B., M.Div., Saint Vincent Seminary; J.D., Thomas Jefferson College of Law, Western State University; BS, University of Minnesota: Business Law, Franchising
- **Zachary G. Davis**, Assistant Professor of Economics; Ph.D., M.S., Purdue University; B.S., Miami University: Economics: Microeconomic Theory, Labor, Industrial Organization
- **Robert DePasquale**, Professor of Accounting; Ph.D., M.B.A., University of Pittsburgh; B.S., Saint Vincent College; CPA (Pennsylvania); CMA; CFM: Accounting: Intermediate, Cost, Managerial
- **Jerome Foss**, Professor of Politics; Ph.D., M.A., Baylor University; B.A., University of Dallas: Political Thought, American Constitutionalism
- **Martha Fusco**, Instructor of Accounting; Ph.D. candidate, M.B.A., Indiana University; B.A., Duquesne University; CPA (Pennsylvania): Accounting: Cost, Advanced, International
- **Christina Gibson**, Instructor of Accounting; M.B.A., Carnegie Mellon University; CPA (Pennsylvania); B.S.B.A., Duquesne University.
- **Jeffrey Godwin**, Chair and Professor of Management; Ph.D., Virginia Tech University; M.Div., Wesley Theological Seminary; M.B.A., West Virginia University; B.A., College of William and Mary: Management: Business Policy and Strategy, Organizational Theory and Behavior

- **Andrew Herr**, Chair and Professor of Economics and Br. Norman Hipps Chair in Business Economics; Ph.D., Indiana University-Bloomington, M.A., Ohio State University; B.S., North Carolina State University: Economics: Experimental Economics, Environmental Economics, Game Theory
- **Matthias Hühn**, Professor of Business Administration, Mary S. Carey Chair in Ethics and Catholic Social Teaching, Professor of Management, M.Phil. in Management, Economics and Politics, University of St. Andrews; M.Litt. in Literature and Society, University of St. Andrews; Ph.D. in Management, University of St. Gallen.
- **Kayla Jachimowski**, Graduate Director and Associate Professor of Criminology, Law, and Society; Ph.D., Indiana University of Pennsylvania; M.A., B.S., California University of Pennsylvania: Criminology, Statistics
- **Jason Jividen**, Chair and Associate Professor of Politics; Ph.D., Northern Illinois; M.A., B.A., Marshall University: Political Philosophy, American National Government and Politics, Comparative Politics
- **Mark Kachmar**, Instructor of Business; M.B.A., University of Pittsburgh: B.S. University of Pittsburgh, Chemical Engineering; Operational Excellence, Project Management
- **Christian Kalhofer**, Professor of Finance; Diplom-Wirtschaftsingenieur in Engineering, PhD in Finance, Technical University of Kaiserslautern
- **Eric Kocian**, Chair and Associate Professor of Criminology, Law, and Society; Ph.D., M.S., Indiana University of Pennsylvania; B.S., University of Pittsburgh at Greensburg: Criminology
- **Robert Markley**, Carpenter Technology–Latrobe Specialty Metals Sponsored Lecturer in Business Administration; M.B.A., University of Chicago; B.S., The Pennsylvania State University, Business Systems: Accounting Information Systems, Management Information Systems, Oracle, SAP
- **Caitlin Michael**, Assistant Professor of Marketing; Ph. D., West Virginia University; M.Ed., Saint Francis University; M.B.A., Saint Vincent College.
- **Paige Parsley**, Instructor of Criminology, Law, and Society; C'13, B.A., Saint Vincent College; C'18, M.S., Saint Vincent College: Criminology
- **Justin Petrovich**, Chair and Associate Professor of Statistics and Business Analytics; Ph.D., Pennsylvania State University; B.S., Saint Vincent College: Statistics, Econometrics.
- **Nicholas Racculia**, Chair and Professor of Finance; Ph.D., Princeton University, B.S., Saint Vincent College: Finance: Portfolio Theory, Evaluations, Corporate Finance, Investments
- **Terrence Smith**, Graduate Director and Assistant Professor of Management; C'05, B.S., Saint Vincent College: Management; D.B.A., Walden University: Project Management, Supply Chain,
- **Michael Urick**, Dean of the McKenna School, Professor of Management and Operational Excellence; Ph.D., University of Cincinnati; M.S., M.B.A., Duquesne University; B.S., Saint Vincent College: Organizational Behavior, Human Resources Management

Faculty Emeriti

- **Peter Hutchinson**, Professor of Emeritus; Ph.D., M.A., University of Pittsburgh; B.A., Saint Vincent College: Economics: Statistics, Econometrics, Urban and Regional Economics

- **Gabriel Pellathy**, Professor Emeritus; Ph.D., New York University; J.D. (LL.B.), Cornell University; LL.M., New York University; M.Sc. (Ed.), Hofstra University; B.A., Columbia College of Columbia University: Environmental Law, Government, International Relations
- **William Hisker**, Professor of Management; Ph.D., University of Pittsburgh; MRCPL, University of Oklahoma; M.Div., Saint Vincent Seminary; B.A., Saint Vincent College: Management: Business Ethics, Organization Theory
- **Thomas Holowaty**, Associate Professor of Accounting; M.B.A., B.S., Duquesne University; CPA (Pennsylvania): Accounting: Taxes, Auditing

Adjunct Faculty and Visiting Professors

- **Mark Abramovic**, Instructor of Finance; M.B.A., University of Pittsburgh; B.S., The Pennsylvania State University: Finance: Financial Management; Mergers and Acquisitions; Futures, Options, and Derivatives
- **Aaron Allen**, C'14, M.S., Point Park University: Criminal Justice Administration
- **David Adams**, C'14, M.S., Saint Vincent College: Operational Excellence
- **Jennifer Antkowiak**, B.A., Edinboro University: Business Communications
- **Michael Arabia**, C'10, J.D., Duquesne University: Juris Doctorate: Essentials of Sales, Tableau, Global Marketing
- **Shavonne Arthurs**, C'18, Ph.D., Indiana University of Pennsylvania: Criminology
- **James Bumar**, C'95 B.A., Saint Vincent College, Sociology; M.S., Saint Vincent College: Criminology
- **Paul Burkey**, M.A., Criminology, Indiana University of PA
- **Adam Cogan**, J.D., DePaul University
- **Richard Coldren**, C'93, J.D., Duquesne University School of Law: International Law
- **Jonathan Cooper**, C'12, Ph.D. Arizona State University, Criminology and Criminal Justice, Arizona State University, School of Criminology and Criminal Justice
- **Thomas L. Daughenbaugh**, M.B.A., University of Pittsburgh: Business Administration, CPA (Pennsylvania).
- **Marc A. Divittis**, M.S., Argosy University: Forensic Psychology.
- **Donald Ellenberger**, M.B.A., Stanford University: Finance
- **Stephen Fazzi**, MAcc., Saint Vincent College: Accounting
- **Janet Hammill**, M.S., Carnegie Mellon University, Chemical Engineering: Supply Chain
- **Fr. Isaac Haywiser**, O.S.B, C'09, B.S., Saint Vincent College; M.Div. Saint Vincent College Seminary, M.S., Drexel University: Marketing
- **Susan Hozak**, C'11, M.S., Saint Vincent College: Sports Administration
- **Janelle Imbrescia**, C'08, M.S., New York University: Tourism Management
- **Michael Kozy**, M.A., Boston college: Economics; M.Ed., Boston college: Education.
- **James H. Kunkel**, M.B.A., Indiana University of Pennsylvania; CMC (Pennsylvania): Entrepreneurial Studies
- **Mary Beth McConahey**, C'04, Ph.D., Claremont Graduate School: Politics
- **Wayne P. McGrew**, J.D., Ohio Northern University, Law
- **Thomas McKee**, C'17, M.S., Saint Vincent College: Operational Excellence

- **Pankaj Mehrotra**, Ph.D., University of Kentucky: Metallurgical Engineering and Materials Science
- **James Meredith**, C'93, B.S., Saint Vincent College; M.B.A., Carnegie-Mellon University: Finance
- **George Miller**, C'10, B.A., Saint Vincent College: Political Science; J.D., Ave Maria School of Law: Mock Trial
- **Matthew Miller**, C'14, M.S., Saint Vincent College: Operational Excellence
- **Anthony Mucha**, C'87, B.S., Saint Vincent College; CPA: Accounting
- **Robert Peretti**, C'11, M.S., Saint Vincent College: Operational Excellence, Supply Chain
- **Katherine L. Pomerleau**, M.A., Franciscan University of Steubenville: Theology; J.D., University of Pittsburgh School of Law.
- **Elizabeth Ventura**, Ph.D., Duquesne University Counseling, Psychology & Special Education, M.S. Counseling Duquesne University: Clinical Psychology
- **James Wilson**, J.D., Temple University School of Law: International Criminal Law
- **Michael Ziemianski**, M.A., St. Francis University: Industrial Relations, A.S., CCAC Boyce Campus: Business Management.

Administrative Assistant to the Dean

- **Lana Dillon**, B.A., Saint Vincent College

Select Faculty, Staff, Student, and Alumni Accomplishments by Department

CRIMINOLOGY, LAW, AND SOCIETY

In January 2024, the Master's in Criminology program earned a national top 10 ranking (number 4 in the Mid-Atlantic region) according to the website College Factual. This ranking was based on rate of degree completion, accreditation, educational resources, student body caliber, and post-graduation earnings. Our program began in 2017 and has produced some incredible success stories. Dr. Kayla Jachimowski's leadership as Master's Director has helped elevate our program to national recognition.

Some of our greatest alumni success stories are such that they must remain confidential for personal and/or national security reasons. A recent master's degree graduate is working as a Special Agent with the United States Secret Service and has been elevated to one of President Trump's residences where she has been photographed and seen in the background on television with President Trump. Another of our undergraduate alumni is currently in Navy SEAL training in Coronado, California and at the head of his class. We have witnessed a handful of students earn positions as Troopers with the Pennsylvania State Police and graduate from the Academy in Hershey, Pennsylvania. Abby Rowe, an undergraduate and graduate alumni, just accepted a position in North Carolina where she will be working for the state investigating crimes against children.

Dr. Kayla Jachimowski earned tenure and a promotion to Associate Professor of Criminology during the Spring 2024 semester. She continues to guide many of our graduate theses and is expanding her research interests.

Mrs. Paige Parsley completed her first year with the Department while she was working on her dissertation at the Indiana University of Pennsylvania. Mrs. Parsley's peer evaluations and student evaluations were outstanding and the Department is thrilled by her contributions to the Department and her willingness to assist students and advisees.

ECONOMICS

Faculty Accomplishments:

- Dr. Petrovich earned tenure
- Dr. Petrovich had two conference presentations
 - Petrovich, J., Taoufik, B., & Davis, Z. (October 2023). A Functional Concurrent Regression Model for Estimating Labor Supply Elasticities. Paper presented at the National Business and Economics Association Conference, Philadelphia, PA.
 - Petrovich, J. (October 2023). Functional Data Analysis: Ideas and Applications. Presented at the Saint Joseph's University Mathematics Department Colloquium, Philadelphia, PA.
- Dr. Petrovich and Dr. Davis collaborated on a project entitled "A Functional Covid Recovery: Applying Functional Data Analysis to the Post-Covid Economic Recovery."
 - Petrovich, J., Taoufik, B., and Davis, Z. (2023). Functional Concurrent Regression with Instrumental Variables. *Journal of Applied Statistics*, 51(8), 1570-1589.
<https://doi.org/10.1080/02664763.2023.2229968>
 - Received a Faculty Grant to support this project
- Dr. Herr completed a study for the Great Allegheny Passage Conservancy
 - "Analysis of 2022 Trail Usage Patterns along the Great Allegheny Passage," March 2024.
- Dr. Herr attended the Faculty Athletic Representative Orientation in Indianapolis, IN (Feb 22-24).

Student Accomplishments:

- Three Economics students presented their Senior Thesis project at the Student Research Conference (April 24).
 - Valenty, Joe, Matias Bugallo, and Jeffrey Raynor (2024). Framing Effects in Cournot and Common Pool Resource Games. Senior Thesis Project (May 2024).
- Leonard Wang (class of 2023) passed his Comprehensive Exams in Microeconomics and Macroeconomics for his Ph.D. program at WVU (June 2024).

FINANCE AND ACCOUNTING

- a) **Job and graduate school placement rate of 100%**
- b) **Successful revision of the entrepreneurship minor curriculum**
- c) **Assessment result for our SLOs related to Business Ethics**
- d) **Partnership with SVC McKenna School and ADG Business School**
- e) **Faculty Scholarship including the following:**

Christian Kalhöfer:

"Executive Education Programs," Academy of the German Cooperative (Montabaur, Germany)

Nicholas Racculia:

Fundamentals of Corporate Finance, by Brealey, Myers, Marcus, and Racculia, 12th Ed, McGraw-Hill, forthcoming.

"Chapter 20: Alternative Investments," Essentials of Investments by Bodie, Kane, and Marcus, 13th Ed., McGraw-Hill, 2024

"Chapter 26: Alternative Investments," Investments by Bodie, Kane, and Marcus, 13th Ed., McGraw-Hill, 2023

"Integrated Excel," Fundamentals of Corporate Finance, by Brealey, Myers, Marcus, and Racculia, 12th Ed, McGraw-Hill, 2026.

“*Integrated Excel*,” Essentials of Investments, by Bodie, Kane, and Marcus, 13th Ed., McGraw-Hill, 2024

“*Integrated Excel*,” Investments by Bodie, Kane, and Marcus, 13th Ed., McGraw-Hill, 2023

MANAGEMENT AND ADMINISTRATION

- f) Job and graduate school placement rate of 100%
- g) Successful revision of the Operational Excellence minor curriculum
- h) Assessment result for our SLOs related to Business Ethics
- i) Faculty Scholarship including the following:

Professor Hühn:

Meyer, M. & Hühn, M.P. (2024), Quo Vadis Business Ethics? *Journal of Human Values*, 30(1), 7-14

Sebastian, A. & Hühn, M.P. (2024) Sustainable Leadership and Hegelian Self-Awareness, *Administrative Sciences*, 14(1), 19-32

Hühn, M.P. & S. Mandray (2023) Is Rationality Reasonable? How Ancient Logos would Change Management. *Journal of Business Ethics*

Hühn, M.P. (2023) Business Ethics - Between Friedman and Freeman? A Response to a Puzzle About Business Ethics, *Business Ethics: the Environment & Responsibility*, 32(2), 868-876

Sebastian, A. & Hühn, M.P. (2023) The Role of Self-Awareness in Leadership Education: Are Business Schools Shaping Masters or Servants? *Philosophy of Management*

Hühn, M.P. & M. D. Meyer (2023), Sophistry or Wisdom in Words? Aristotle on Rhetoric and Leadership, *Business Ethics: the Environment & Responsibility*, 32(2), 544-554

Professor Godwin:

Houghton, J.D., Wu, J., Godwin, J.L., Neck, C.P., & Manz, C.C. (2024), Now More Than Ever: Emotional Intelligence, Self-Leadership, and Student Stress Coping Revised, *Journal of Management Education*, Sage.

Professor Urick:

Tong, N. & Urick, M. J. (2023). *Bend the Knee or Seize the Throne: Leadership Lessons from the Seven Kingdoms*. Emerald Publishing.

MARKETING, ANALYTICS, AND GLOBAL COMMERCE

Most significant accomplishments:

1. Dr. Michael defended her dissertation and was awarded her PhD in Marketing from West Virginia University.
2. Dr. Petrovich earned tenure and was promoted to Associate Professor.

3. The newly formed Data Science and Analytics Club participated in its first event, attending Carnegie Mellon University's Annual Sports Analytics Conference in the fall of 2023. Two Business Data Analytics students – Derek Hald and Jacob Polosky – attended and Jacob presented a poster.

Faculty accomplishments:

- Publications:
 - Petrovich, J., Taoufik, B., & Davis, Z. (2023). Functional Concurrent Regression with Instrumental Variables. *Journal of Applied Statistics*, 51(8), 1570-1589. <https://doi.org/10.1080/02664763.2023.2229968>.
 - Kardes, F., Mantel, S. P., Cronley, M., & Cline, T. (2023). *Consumer Behavior in a Digital World* (3rd ed.). Kendall Hunt Publishing.
- Conference presentations:
 - Petrovich, J., Taoufik, B., & Davis, Z. (October 2023). *A Functional Concurrent Regression Model for Estimating Labor Supply Elasticities*. Paper presented at the National Business and Economics Association Conference, Philadelphia, PA.
 - Petrovich, J. (October 2023). *Functional Data Analysis: Ideas and Applications*. Presented at the Saint Joseph's University Mathematics Department Colloquium, Philadelphia, PA.
 - Michael, Caitlin, Stephen X. He, and Julian Givi, "It's (Not) My Money: Leveraging Psychological Ownership to Enhance Charitable Giving." 2023 Association for Consumer Research Academic Conference, Seattle, WA, October 2023.
 - Michael, Caitlin, "Seeing, Supporting, and Helping Myself: Consumer Representation, Prosocial Behavior, and Service Utilization in Nonprofit Contexts." 2024 American Marketing Association Marketing and Public Policy Pre-Conference, Washington, DC, June 2024.
- Awards, honors, and other noteworthy accomplishments:
 - Dr. Petrovich earned tenure and was promoted to Associate Professor
 - Dr. Petrovich received a Faculty Research Grant for the 2024-25 academic year to complete a project entitled, "Functional Data Models for Dose Finding Studies."
 - Dr. Michael defended her dissertation and was awarded her PhD in Marketing from West Virginia University.

Student accomplishments:

- Two BDA students attended CMU's Annual Sports Analytics Conference in the fall of 2023 and one, Jake Polosky, presented a poster at the conference.
- Two BDA majors participated in the University of Pittsburgh's annual Business Analytics Case Competition, sponsored by Dick's Sporting Goods.

Other department accomplishments and activities:

- New certificates were created in Hospitality and Nonprofit Studies.

POLITICAL SCIENCE

In addition to the several goals achieved for 2023-2024, PS faculty and students were very busy this past academic year. We are an ambitious, rigorous, engaged department.

Although not an exhaustive list, consider the following PS faculty accomplishments:

Peer Reviewed Publications:

- Jerome C. Foss, "Introduction," *The Life and Miracles of St. Benedict* (Ascension Press, 2024).

- Jerome C. Foss, “Dobbs and Civilization,” *The Catholic Social Science Review* 28 (2023).
- Jason R. Jividen, “Hayek, Tocqueville, and American Intellectual Conservatism,” *The Independent Review* 29:1 (Summer 2024).

Forthcoming Peer-Reviewed Publications:

- Jerome C. Foss, “Macbeth and Christian Rule,” in *Constitutionalism and Liberty: Essays in Honor of David K. Nichols* (Lanham: Lexington Books, Forthcoming).
- Jerome C. Foss, “The Incredibles and Tocqueville: Preserving Human Excellence in Democratic Times” in *Hollywood’s Western Union: The Politics of Blockbuster Films* (Lanham: Lexington Books, Forthcoming).

Editor-Reviewed Publications:

- Jason R. Jividen, “Lincoln’s Gettysburg Address” Commentary for an online document exhibit on Lincoln’s speeches and writings. Teaching American History.org, 2023 (editor reviewed). <https://teachingamericanhistory.org/resource/the-lincoln-exhibit/gettysburg-address/>

Works Currently Under Peer-Review:

- Jason R. Jividen, “Darwin, American Progressivism, and the Declaration of Independence.” Under review (*American Political Thought*).
- Jason R. Jividen, “Lincoln on Statesmanship, Prudence, and Human Nature.” Under review (*Journal of the Abraham Lincoln Association*)
- Jason R. Jividen, “Lincoln on Progress, History, and the American Regime,” (chapter invited for an edited volume on Lincoln’s political thought and statesmanship). Under review (University of Kansas Press).

Book Reviews:

- Jerome C. Foss, Review of Flannery O’Connor’s *Why Do the Heathen Rage?: A Behind-the-Scenes Look at a Work in Progress* by Jessica Hooten Wilson (Grand Rapids: Brazos Press, 2024), for *Liberty Fund*, April 2, 2024.
- Jerome C. Foss, Review of *The Two Cities: A History of Christian Politics* by Andrew Willard Jones (Steubenville: Emmaus Road, 2021) *European Conservative*, March 27, 2024.
- Jerome C. Foss, Review of *Retrieving Freedom: The Christian Appropriation of Classical Tradition* by D. C. Schindler (Notre Dame: University of Notre Dame, 2022), for *The Heythrop Journal*, 2023.
- Jerome C. Foss, Review of *Against Values: How to Talk about the Good in a Postliberal Era* by Philip J. Harod (Lanham, MD: Rowman and Littlefield, 2023) for *The Heythrop Journal* (Forthcoming).
- Jason R. Jividen, Review of *A Nation So Conceived: Abraham Lincoln and the Paradox of Democratic Sovereignty*, by Michael P. Zuckert (University Press of Kansas, 2022) for *Conversatio: A Journal in the Tradition of Catholic, Benedictine, and Liberal Education* 3. Center for Catholic Thought and Culture, Saint Vincent College, 2023.

Conference Paper Presentations:

- Jerome C. Foss, “From Institutional Limitations to Individual Rights: How Our View of the Bill of Rights has Changed Over Time,” presented at the New England Political Science Association’s Annual Meeting, Portsmouth, RI, 2024.
- Jerome C. Foss, “Review of *Against Values*,” roundtable at the Society of Catholic Social Scientists Annual Meeting, 2023.

- Jason R. Jividen, “Lincoln on Progress, History, and the American Regime,” paper presented for conference celebrating the 160th anniversary of the Gettysburg Address. Ashbrook Center, Ashland University, Ashland, OH, 2023.

Invited Lectures and Discussions:

- Jerome C. Foss, “Flannery O’Connor: The Catholic Storyteller in Democratic Times,” Keynote at Belmont Abbey College Undergraduate Conference, 2024.
- Jerome C. Foss, “The Importance of Political Ideas in the Stories of Flannery O’Connor,” Mercer University, 2023.
- Jerome C. Foss, “Do We Really Have a Bill of Rights?” Benedictine College, 2023
- Jerome C. Foss, “Do We Really Have a Bill of Rights?” Constitution Day Lecture, Christendom College, 2023.
- Jason R. Jividen, “Progress, Human Nature, and the Founders’ Political Science.” Invited Lecture for the Masters in American History and Government program. Ashland University, 2024.
- Jason R. Jividen, Discussion Leader. “Slavery and The Constitution.” One-Day Teacher Seminar. Ashbrook Center/Teaching American History.org. Darke County Schools, Greenville, OH, 2024.
- Jason R. Jividen, Discussant (with Joseph Fornier and David Tucker). “The Idea of Rights in American History.” Online teacher-student webinar, co-sponsored by Georgia Center for Civic Engagement and Teaching American History.org., 2024.
- Jason R. Jividen, Discussion Leader, “Civil Disobedience in America.” One-Day Teacher Seminar. Ashbrook Center/Teaching American History.org. Firelands School, Oberlin, OH, 2024.
- Jason R. Jividen, Discussion Leader. “The American Founding and the Electoral College.” One-Day Teacher Seminar. Ashbrook Center/Teaching American History.org, Hazard, KY, 2023.
- Jason R. Jividen, Discussant. Listening Seminar Panel on W.E.B. DuBois’s “On the Wings of Atlanta.” Saint Vincent College, 2023.
- Jason R. Jividen, Discussion Leader. “The First Amendment: Free Speech.” One-Day Teacher Seminar. Ashbrook Center/Teaching American History.org, Homestead, PA, 2023

Editorial Work:

- Jerome C. Foss, *Conversatio: A Journal in the Tradition of Catholic, Benedictine, and Liberal Education* 3. Center for Catholic Thought and Culture, Saint Vincent College, 2023.

Interviews:

- Jerome C. Foss, “A Catholic Defense of Washington.” Interview for Kresta in the Afternoon, Ave Maria Radio, 2023.
 - Jason R. Jividen, “Claiming Lincoln.” Interview with the New Jersey Constitutional Republicans podcast, 2024.
- Professional Development Conferences:*
- Jerome C. Foss. Organizer and Discussion Leader. “The American Regime and Catholic Thought and Practice, Part III” *Fides et Ratio* Seminar, Co-Sponsored by the Faith and Reason Institute and the Center for Catholic Thought and Culture, Saint Vincent College, 2024.
 - Jason Jividen. Invited Participant. “The American Regime and Catholic Thought and Practice, Part III” *Fides et Ratio* Seminar, Co-Sponsored by the Faith and Reason Institute and the Center for Catholic Thought and Culture, Saint Vincent College, 2024.

Service to the Discipline:

- Jerome C. Foss, Peer Reviewer. *Perspectives on Political Science*, 2023.
- Jerome C. Foss, Peer Reviewer, *American Political Thought*, 2024.
- Jerome C. Foss, External Reviewer, Political Science Department, Belmont Abbey College, 2024

- Jason R. Jividen, Peer Reviewer. *The Independent Review*. Independent Institute, 2024.
- Jason R. Jividen, Department of Political Science Advisory Board, Northern Illinois University (Emeritus Member), 2019-Present.

Grants Secured:

- Jack Miller Center, Grant in Support of Constitution Day Lecture Series, Center for Political and Economic Thought, 2024 (Application author: Jason R. Jividen)
- Institute for Humane Studies, Grant in Support of Government and Political Education Lecture Series, Center for Political and Economic Thought, 2024-2025 (Application author: Jason R. Jividen)
- Charles Koch Foundation, Grant in Support of Government and Political Education Lecture Series, Center for Political and Economic Thought, 2023-2024 (Application author: Jason R. Jividen).
- Fides et Ratio Seminars. Grant in support of Summer Faculty Seminar, 2024 (Application author: Jerome C. Foss).
- Pi Sigma Alpha, National Political Science Honor Society, Student Activities Grant, 2024 (Application author: Jerome C. Foss)

Other duties for the College and Service to Students: Note: Service on faculty committees is not detailed here. This information is available upon request).

Jerome Foss:

- Director, Center for Catholic Thought and Culture. This year, activities included: seeking grant funding for the center; editing the center's journal (*Conversatio*); running multiple student-faculty reading groups; facilitating lectures by invited speakers; organizing and attending the Fides et Ratio conference; leading the 2023 Rome Summer Institute; leading the 2024 spring break trip for Benedictine Leadership Studies; leading a student trip to an academic conference at Belmont Abbey College.
- Director of the Core Curriculum: Duties associated with overseeing the college core now take up more than half of Dr. Foss's time at SVC. This has placed a significant burden on the department.
- Faculty Advisor, Pi Sigma Alpha (National Political Science Honor Society). Among other activities, a significant accomplishment this year was a successful student voter drive.
- Faculty Fellow, Center for Political and Economic Thought. Dr. Foss assisted Dr. Jividen in running the Government and Political Education Lecture Series.
- Faculty Advisor, Respect Life Club.
- Faculty Advisor, Student Government Association.
- Faculty Advisor, CPET's George Washington Fellowship Program. Dr. Foss took our fellows to the annual meeting of the New England Political Science Association in 2024.

Jason Jividen:

- Co-Director, Center for Political and Economic Thought. This year, duties included organizing various lecture series, seeking grant funding for the center, sponsoring a student voter drive, and planning conference events for the upcoming election year.
- Director, Aurelius Scholars in Western Civilization. This year, duties included running several faculty-student reading groups; organizing local, off-campus trips for the scholars; organizing and leading a faculty roundtable for the Examined Life student conference.
- Faculty Advisor, CPET's George Washington Fellowship Program.
- Department Chair, with all attendant duties.

While not an exhaustive list, also consider the following student accomplishments this year:

- Makin Eitel presented a paper at the Annual Meeting of the Association for Core Texts and Courses (national undergraduate conference).
- Delaney Fox was a CPET George Washington Fellow (independent student research); presented paper at the annual SVC student research conference; SVC Mock Trial Team; internship with Judge Kim Gibson, U.S. District Court, Western District of Pennsylvania; inducted into Pi Sigma Alpha (national Political Science Honor Society); attended the Annual Meeting of the New England Political Science Association; will attend Dickinson Law School in the Fall.
- Joel Loomis presented a paper at the annual SVC student research conference; will attend University of Pittsburgh graduate program in public policy this fall.
- Matthew Minkin was invited into Pi Sigma Alpha (national Political Science Honor Society); presented a paper at the annual SVC student research conference; has taken a position as a computer programmer in the fall
- Jacob Mock was invited into Pi Sigma Alpha (national Political Science Honor Society); volunteering for election campaigns of U.S. Representative Mike Kelly (PA) and PA State Representative Aaron Bernstine.
- Brianna Saylor completed an internship with Judge Kim Gibson, U.S. District Court, Western District of Pennsylvania; presented a paper at the annual SVC student research conference.
- Matthew Thomas participated on the SVC Mock Trial Team.
- Nicholas Walters presented a paper at the annual SVC student research conference; attended the Annual Meeting of the New England Political Science Association; CPET's George Washington Fellowship program (independent student research); will attend University of Pittsburgh graduate program in public policy this fall.
- Zachary Barkman was invited into Pi Sigma Alpha (national Political Science Honor Society); presented a paper at the annual SVC student research conference; internship with U.S. Representative, Guy Reschenthaler.
- Rebekah Bollman attended the Annual Meeting of the New England Political Science Association; presented a paper at the annual SVC student research conference; SVC Mock Trial Team; invited into Pi Sigma Alpha (national Political Science Honor Society); SVC Moot Court Team; undergraduate research assistant for Center for Catholic Thought and Culture.
- Alicia Boretti participated on the SVC Mock Trial team; invited to attend Hertog Foundation summer Political Studies program; SVC Moot Court team.
- Matthew Boyer continued his position as a local historian at the Kane, PA, Historical Society.
- Lucy Brayton was a student organizer for the SVC chapter of the Thomas Aquinas Institute.
- Sophia Bringman was a CPET George Washington Fellow (independent student research); student organizer for the SVC chapter of the Aquinas Institute; presented a paper at the annual SVC student research conference; attended the Annual Meeting of the New England Political Science Association; invited into Pi Sigma Alpha (national Political Science Honor Society); SVC Mock Trial team; SVC Moot Court team; presented a paper at SVC Examined Life Conference.

Other

Dr. Jerome Foss

- Hosted the Society of Catholic Social Scientists Annual Meeting at SVC October 2022
- Hosted and Moderated the Fides et Ratio Seminar at SVC Summers 2022 (On the American Founding and Catholic Political Thought) and 2023 (Abraham Lincoln and Catholic Political Thought)
- Directed the Summer Institute in Rome summers 2022 and 2023.
- Core Director for SVC

2023/24 Guest Lectures (CPET Lecture Series)

The Saint Vincent College Center for Political and Economic Thought (CPET) hosts several guest lecturers each semester. The Fall 2023 and Spring 2024 CPET guest lecturers were as follows:

September 13, 2023	<i>Americanism, Rightly Understood</i> James Patterson, Ave Maria University Constitution Day Lecture
October 4, 2023	<i>Stopping America's Slide to Socialism</i> Kevin Hassett, the Hoover Institution, Stanford University McKenna Economic Education Lecture
October 18, 2023	<i>Thomas Jefferson and the Fight Against Slavery</i> Cara Rogers Stevens, Ashland University Government and Political Education Lecture
November 15, 2023	<i>Evaluating Education Programs: School Choice and School Effectiveness</i> Dennis Epple, Carnegie Mellon University
January 24, 2024	<i>Tending One's Garden: Lessons about Power and Its Loss in Shakespeare's Henriad</i> Joseph Wysocki, Belmont Abbey College Government and Political Education Lecture
February 7, 2024	<i>The Future of the U.S. Dollar</i> Joshua Hendrickson University of Mississippi
February 21, 2024	<i>Coming to Terms with John F. Kennedy</i> Stephen Knott, U.S. Naval War College
March 13, 2024	<i>How Do We Eliminate the Kidney Shortage?</i> Ike Brannon, Capital Policy Analytics

Graduate and Job Placements

2022-2023 FIRST DESTINATION DATA BY SCHOOL (Compiled May 2024)

Career Outcomes Rate 97% (percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' postgraduation career activities)

Knowledge Rate 92% (260/283 graduates found)

Reported Categories	Alex G. McKenna School of Business, Economics & Government		The Herbert W. Boyer School of Natural Sciences, Mathematics & Computing		School of Arts, Humanities & Social Sciences		Total	
	#	%	#	%	#	%	#	%
EMPLOYED	78	86%	47	64%	52	61%	177	71%
<i>Full-Time Employment</i>	77	-	46	-	50	-	173	-
<i>Volunteer Service</i>	-	-	-	-	2	-	2	-
<i>Military</i>	1	-	1	-	-	-	2	-
CONTINUING EDUCATION	13	14%	26	35%	27	32%	66	26%
<i>Graduate School</i>	11	-	11	-	26	-	48	-
<i>Law Professional</i>	2	-	-	-	-	-	2	-
<i>Medical Professional</i>	-	-	9	-	-	-	9	-
<i>Allied Health</i>	-	-	6	-	-	-	6	-
<i>Additional Degree</i>	-	-	-	-	-	-	-	-
<i>Certification/Non-Degree</i>	-	-	-	-	1	-	1	-

CAREER OUTCOMES	91	100%	73	99%	79	94%		97%
SEEKING EMPLOY- MENT	0	-	1	-	6	-	7	3%
TOTAL	91	-	74	-	85	-	250	-
No Information Available	9	-	8	-	6	-	23	-
Not Seeking	-	-	4	-	6	-	10	-

Graduates include those from the Classes of August 2022, December 2022 and May 2023

Career Placements													
First Name	Last Name	Recipient Primary Major	Recipient Secondary Majors	Employer Name	Job Position	Salary	Bonus/Additional Compensation	Continuing Education School	Continuing Education Level	Continuing Education Major	Military Branch	Military Rank	Location
████	████	██████████		██████████				Saint Vincent College	MSMO E	Management : Operational Excellence			Latrobe, Pennsylvania, United States
██████████	████	██████████		██████████				Saint Vincent College	MS	Criminology			Latrobe, Pennsylvania, United States
████	██████████	██████████		██████████				Saint Vincent College	MS	Criminology			Latrobe, Pennsylvania, United States
██████████	████	██████████		██████████				Saint Vincent College	MS	Criminology			Latrobe, Pennsylvania, United States

								Saint Vincent College	MS	Criminology			Latrobe, Pennsylvania, United States
								Saint Vincent College	MS	Criminology			Latrobe, Pennsylvania, United States
								Duquesne University	JD	Juris Doctor			Pittsburgh, Pennsylvania, United States
								Saint Vincent College	MS	Counselor Education			Latrobe, Pennsylvania, United States
								Saint Vincent College	MS	Criminology			Latrobe, Pennsylvania, United States
								West Virginia University	PhD	Economics			Morgantown, West Virginia, United States
								Saint Vincent	MSMOE	Management			Latrobe, Pennsylvania, United States

								Col- lege		: Op- era- tiona l Ex- cel- lence			
								Saint Vin- cent Col- lege	MSMO E	Man- age- ment : Op- era- tiona l Ex- cel- lence			Latrobe, Pennsylva- nia, United States
								Seat- tle Uni- ver- sity Scho ol of Law	JD	Juris Doc- tor			Seattle, Washing- ton, United States
												En- liste d Of- ficer	Fort Ben- ning, Geor- gia, United States
											Army		

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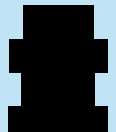








					Staff Accountant	\$51,000							Pittsburgh, Pennsylvania, United States
					Accountant	\$40,082	\$13,023						Washington, District of Columbia, United States
					Accountant								Detroit, Michigan, United States
			Management		Digital Assurance and Transparency Associate								Columbus, Ohio, United States
			Economics		Tax Associate	\$65,000	\$2,000						Pittsburgh, Pennsylvania, United States
					Tax Analyst	\$63,000							Pittsburgh, Pennsylvania, United States
					Accounting Associate								Pittsburgh, Pennsylvania, United States

					Support and Delivery Specialist	\$65,000								Westport, Connecticut, United States
					Finance and Accounting Development Program									Pittsburgh, Pennsylvania, United States
					Logistics Account Executive									Pittsburgh, Pennsylvania, United States
					Loan Specialist									Pittsburgh, Pennsylvania, United States
					Home Health Equipment Sales									Greensburg, Pennsylvania,
					Business Analyst Intern	\$55,000								Johnstown, Pennsylvania, United States
					Operations Research Analyst	\$70,000								Washington, District of Columbia, United States

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Ad- vanced Analytics Analyst	\$71,500							Pittsburgh, Pennsylva- nia, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Sales and Opera- tion Exe- cution Analyst	\$65,000							Carlisle, Pennsylva- nia, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Case Worker								Greens- burg, Penn- sylvania, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	State Trooper	\$65,000							Harrisburg, Pennsylva- nia, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Perma- nency Special- ist								Beaver, Pennsylva- nia, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Police Officer								Columbus, Ohio, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Child Protec- tive In- vestiga- tor								Port Char- lotte, Flor- ida, United States
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Police Officer	\$60,000	\$20,000						Gaithersbur g, Mary- land,

													United States
					Special Education Teacher								Mount Pleasant, Pennsylvania, United States
					Public Safety Officer	\$37,440							Jackson, New Jersey, United States
					State Trooper	\$80,000							Greensburg, Pennsylvania, United States
					Police Officer								Baltimore, Maryland, United States
					Correctional Officer	\$38,084							Indiana, Pennsylvania, United States
					Tax Associate								Pittsburgh, Pennsylvania, United States
					CORE Associate								Pittsburgh, Pennsylvania, United States
					Finance and Accounting								Pittsburgh, Pennsylvania, United States

					Development Program								
					Global Financial Leadership Program	\$65,000	\$5,000						Pittsburgh, Pennsylvania, United States
					Internal Auditor	\$60,000	\$7,500						Pittsburgh, Pennsylvania, United States
					Financial Planner								Pittsburgh, Pennsylvania, United States
					Operations Analyst	\$55,000	\$5,000						Pittsburgh, Pennsylvania, United States
			Accounting		Accounting Analyst	\$61,000							Lake Mary, Florida, United States
					Financial Planning Assistant								Greensburg, Pennsylvania, United States

			Accounting		Finance Leadership Development Program	\$65,000	\$9,000							Avon Lake, Ohio, United States
					Program Analyst									Lemont Furnace, Pennsylvania, United States
					Marketing and Communications specialist									Monroeville, Pennsylvania, United States
					Environmental Field Technician - Stack									Pittsburgh, Pennsylvania, United States
					Human Resources Specialist									Zelienople, Pennsylvania, United States
					Digital Marketing Specialist	\$70,000								Los Angeles, California, United States
					Junior SAP Consultant	\$72,300								Pittsburgh, Pennsylvania, United States

					Area Manager	\$62,500							Dallas, Pennsylva- nia, United States
					Pharma- ceutical Driver								Bethlehem, Pennsylva- nia, United States
					Logistics Account Execu- tive	\$40,000							Pittsburgh, Pennsylva- nia, United States
					Shipping and Re- ceiving Manager	\$38,480							Meadville, Pennsylva- nia, United States
					Sales Repre- sentative	\$50,000							Carlisle, Pennsylva- nia, United States
					Account- ant	\$33,031							Johnstown, Pennsylva- nia, United States
					Parking Lot Man- ager								Latrobe, Pennsylva- nia, United States
					Un- known								Greens- burg, Penn- sylvania, United States
					Owner								New Alex- andria,

														Pennsylvania, United States
					Owner									Youngstown, Pennsylvania, United States
					Manager Trainee	\$45,000								Greensburg, Pennsylvania, United States
					Management Trainee									Greensburg, Pennsylvania, United States
					Deputy Clerk									Barberton, Ohio, United States
					Retail Lending: Product Management Development Program									Pittsburgh, Pennsylvania, United States
					Prepared Foods Team Leader									Pittsburgh, Pennsylvania, United States

					Quality Assurance Technician								Greensburg, Pennsylvania, United States
					Assistant Manager								Latrobe, Pennsylvania, United States
					Account Manager								Millersville, Maryland, United States
					Inside Sales Representative	\$45,000							Indianola, Pennsylvania, United States
					Marketing and Development Coordinator								Indiana, Pennsylvania, United States
					Marketing Coordinator								Cranberry Township, Pennsylvania, United States
					Sales Representative								Pittsburgh, Pennsylvania, United States
					Campaign								Pittsburgh, Pennsylvania, United States

					Automation Manager								
					Real Estate Intern								Pittsburgh, Pennsylvania, United States
					Finance and Supply Chain Associate Support Specialist								Altamonte Springs, Florida
					Marketing and Program Coordinator								Ligonier, Pennsylvania, United States
					Marketing Associate	\$53,331							Lake Mary, Florida, United States
					Manufacturer Data Record Specialist								Export, Pennsylvania, United States
					Staff Accountant								Sewickley, Pennsylvania, United States

			Man- age- ment		Assistant Club- house Manager								Washing- ton, Penn- sylvania, United States
						\$	\$						
						56,911.2	8,789.0						
						3	0						