

***Alex G. McKenna***

***School of Business, Economics, and Government***

Annual Report

***2020***

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**Annual Report 2020**

**Alex G. McKenna School of Business, Economics, and Government**

at Saint Vincent College.

The 2020 edition of the Annual Report was edited and written by John Ludvik, C’21, finance major and mathematics minor. I want to thank John for his hard work and dedication to this project.

## MCKENNA SCHOOL BUSINESS ALUMNI ASSOCIATION (MBAA) [[mbaa.general@gmail.com](mailto:mbaa.general@gmail.com);

<https://www.facebook.com/svcmbaa/>; <https://www.linkedin.com/in/svcmbaa/>

New Leadership team of the MBAA 2020:

* President: Michael Barron
* Vice President: Genna Niemiec
* Secretary: Shannon Tantlinger
* Treasurer: Mike Belitsky

The MBAA Mission: The purpose of the McKenna Business 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 MBAA arranges applied business topic lectures, sponsors get-together events and networking opportunities for the Mckenna School students. The MBAA also assists the McKenna School with accreditation reviews, curriculum review, and the president is an Ex Officio Member of the McKenna School’s Board of Advisers.

## Mock Trial Team 2019/2020

**Fall semester:**

**University of Scranton 4-4 record**

Best Attorney Award - Maria Arcara, Sophomore

Best Witness Awards - Saagar Patel and Kaitlin Repp

**St. Bonaventure University 3-5 record**

Best Attorney Award- Kaitlin Repp

**Carnegie Mellon University - 4-4 record**

No awards

**Spring Semester:**

**Regional Tournament - Franklin County. Courthouse - Hosted by Ohio State University - 3-5 record**

No awards

# 

# ETS Major Field Senior Exit Exam in Business

The McKenna School’s overall rank for 2019-20 (45 exams) academic year placed us in the top 24.5% compared to 524 accredited colleges and universities of which 1/3 are AACSB accredited. Historically, from 2014 to 2020, we have placed in the Top 13.3 to 36% of all business schools. The annualized exam scores are based on the fall 2019 semester. Seniors in spring 2020 were unable to take the ETS exam due to COVID-19 complications. The fall 2019 scores were as follows:

* Quantitative Business Analysis: Top 21.6%
* Finance: Top 29.6%
* Accounting: Top 27.4%
* Management: Top 18.5%
* Marketing: Top 23.6%
* Economics: Top 20.0%
* Business Law: Top 22.7%
* International Issues: Top 17.5%

The goal (set by the McKenna faculty and the McKenna Advisory Council) for our ETS scores was to be in the top 30% of the nation in all nine business competency levels tested. Our 2020 scores met this criterion. Management and International issues even managed to be in the top 20%. We are hoping to match or surpass this academic performance in the future.

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

Fall Summary 2019

In the Fall of 2019, five teams of McKenna School students were listed globally in the top 100. *Endurance Footwear* comprised of Brianna Scott and Sam Hungerford finished with an Overall Score of 107.0 tied for the 92nd best. *Buenos Zapatos Corp.* of Joel Knepshield and Jake Smail finished with an overall score of 109.5 and tied for the 37th best. *Epic Shoes* consisted of Neil May and Greg Holzer, finishing with an overall Score of 110. tied for the best (1st). *Crue Apparel, composed* of Jimmy Malone and Sam Nowicki, finished with a Earnings Per Share of $26.91 and had the 71st best EPS. Nicole Worsham & Morgan Barlock, managing the *Aurelius Aglets,* had the 84th best Stock Price of $607.46 for the week ending December 8th.

**Spring Summary 2020**

In the Spring of 2020, four teams of McKenna School students were listed globally in the top 100. Jacob Kremer and Sebastian Lambert managing *Full Performance*, competitively finished with a Stock Price of $644.52 which was the 51st best globally. Lukas Goehring and Jon Succop made the Global Top 100 lists with their company *Boot Box*. Boot Box had a listed Stock Price of $670.97 and was the 42nd best. *F In The Chat* was comprised of team members: Nick Bianchi and Chayton Burchick and finished with a Stock Price of $539.85 was the 50th best. Lastly, Anthony Abbondanza and Johnpaul Maier managed *Before Shoes* had an overall score of 108.0 tied for the 95th best Overall Score.

**McKenna School Graduate and Undergraduate Students**

## Graduation and Retention Rates

This number does not include August graduates as that is not finalized until near the end of August. Of the 2016F (first-time, first-year cohort) who started in business (excluding politics, public policy and economics) the four-year graduation rate of those who finished in business currently sits at 56% (44/78). For the same business cohort, the business freshmen to business sophomore retention rate was 59% (46/78).

# Senior Exit Surveys

The McKenna School’s plan is to use the following survey as a benchmark for future years. The Capstone Class comments for the business majors is perplexing—38% reported that there was no Capstone class, but all business seniors have two capstone classes: Business Policy and Strategy and Business Ethics. There is obviously some confusion related to this question that needs to be addressed. We plan to use the 2020 results as a benchmark for improve going forward.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Business** | **Economics** | **Politics** | **CLS** |
| Total Grads | 80 | 8 | 3 | 21 |
| internships | 77.2 | 60 |  | 47.6 |
| Study Abroad |  |  |  |  |
| median start salary\* | 55000 | 64000 | N/A | N/A |
| \* Economics salary data is from 2015-2020, 14 of 20 graduates who took jobs | | | | |
| **Growth in Leadership** | percent | percent | Percent | percent |
| Some | 7.6 | 20 |  |  |
| Adequate | 20.3 |  |  | 33.3 |
| significant | 72.2 | 80 |  | 66.7 |
| **Critical Thinking improvement** |  |  |  |  |
| no answer | 1.3 |  |  |  |
| Adequate | 50.6 | 20 |  | 28.6 |
| significant | 48.1 | 80 |  | 71.4 |
| **Writing Skills improvement** |  |  |  |  |
| none | 1.3 |  |  |  |
| some | 8.9 | 40 |  |  |
| adequate | 49.4 |  |  | 33.3 |
| significant | 40.5 | 60 |  | 67.7 |
| **Information Literacy Skills** |  |  |  |  |
| some | 10.1 |  |  | 9.5 |
| adequate | 54.4 | 40 |  | 52.4 |
| significant | 35.4 | 60 |  | 38.1 |
| **Public speaking and presentations** | |  |  |  |
| some | 11.4 | 20 |  | 9.5 |
| adequate | 34.2 | 40 |  | 57.1 |
| significant | 54.4 | 40 |  | 33.3 |
| **Meeting with faculty advisor** |  |  |  |  |
| never | 8.9 |  |  | 4.8 |
| sometimes | 27.8 | 40 |  | 42.9 |
| often | 39.2 | 40 |  | 33.3 |
| very often | 24.1 | 20 |  | 19 |
| **Satisfied with Advising?** |  |  |  |  |
| Very dissatisfied | 6.3 |  |  | 4.8 |
| dissatisfied | 13.9 |  |  | 9.5 |
| satisfied | 38.0 | 40 |  | 57.1 |
| very satisfied | 41.8 | 60 |  | 28.6 |
| **How many internships?** |  |  |  |  |
| 1 | 39.2 | 60 |  | 38.1 |
| 2 | 24.1 | 40 |  | 4.8 |
| 3 | 7.6 |  |  |  |
| 4+ | 5.0 |  |  | 4.8 |
| none | 22.8 | 0 |  | 52.4 |
| **Study Abroad Program?** |  |  |  |  |
| Yes | 31.6 | 60 |  | 19 |
| No | 68.4 | 40 |  | 81 |
| **# of Job Interviews in senior year** |  |  |  |  |
| 0 | 21.5 |  |  | 38.1 |
| 1 | 17.7 |  |  | 23.8 |
| 2 | 19.0 |  |  | 19 |
| 3 | 12.7 |  |  | 9.5 |
| 4 | 10.1 |  |  |  |
| 5+ | 19.0 |  |  | 9.6 |
| **Capstone class comments** |  |  |  |  |
| Very challenging | 2.5 | 20 |  | 33.3 |
| Challenging | 38.0 | 60 |  | 61.9 |
| Somewhat Challenging | 20.3 | 20 |  |  |
| Not Challenging | 1.0 |  |  | 4.8 |
| There was no Capstone class | 38.0 |  |  |  |
| **Academic Challenge senior year** |  |  |  |  |
| Very challenging | 15.2 | 20 |  | 42.9 |
| Highly challenging | 57.0 | 40 |  | 28.6 |
| Somewhat Challenging | 22.8 | 40 |  | 23.8 |
| Not Challenging | 5.1 |  |  | 4.8 |

## 2019/20 Fiscal Year Corporate, Foundation, and Faculty Grants

Our friends and alumni continue to be very generous in their support of Saint Vincent College and the McKenna School. Foundation and corporate support include the following:

* June 2020: $75,000 Sarah Scaife Foundation for CPET
* May 2020: $1,300 PDK Family Foundation for CFA Students
* $25,000 F.M. Kirby Foundation for 2020 Civitas Forum for CPET
* Sarah Daly received a Commonwealth of Pennsylvania, $15,000 research grant to evaluate the effectiveness of Title IX and “It’s on Us” grant awards. She is collaborating with graduate student, Ryan Lemmon.
* April 2020: $10,000 Charles Koch Foundation (are we permitted to publish?)
* March 2020: $25,000 F.M. Kirby Foundation for 2020 Civitas Forum for CPET
* September 2019: $2,000 The Jack Miller Center
* May 2019: $55,000 Philip M. McKenna Foundation, The George Washington Fellowship Program, The McKenna Economic Education Lecture Series, and General Operations of the Center

**Students: 2019/2020 Academic Year**

## Study Abroad for the Graduates of 2020

According to the 2020 exit survey, 30% of 2020 McKenna School graduating business, economics, political science, and criminology majors participated in a study abroad program at some point during their time at Saint Vincent College. The study-abroad experiences for the 2020 graduates included:

Taiwan England Greece

Netherlands Italy Chile

Mexico Germany China

Poland Ireland New Zealand

Spain Czech Republic

The Total of McKenna School students that studied abroad during the 2019/20 academic year was 31 students.

The 2019/20 academic year study-abroad programs included:

**Poland:**

Emma Andrasko Chinazaekpere Madu Stephen Selden

James Swisher Lara Brady Zachary Bashour

Ryan Dutton Aleksandar Kraft Mitchell Niderstros

Deanna Brady Tyler Overmier Chris Fiorino

Kaitlyn Hinds Stephen Karavitch Arika McCall

Naomi Schwaiger

**Greece, Cyprus:**

Rebecca Maione Teresa Zambotti Joseph Helrich

Kaitlin Repp

**Iceland:**

Andrew Johnson Frank Singer Timothy Chavez

An Tran Meghan Horrell

**China:**

Paige Montrose Cody Adams Jake Skoloda

**Ireland:**

Olivia Williams

**Spain:**

Deanna Brady Alexandra Gerstel

**England:**

Alexandra Gerstel

**Italy:**

Alexandra Gerstel

## Student Club Officers:

The 2019/2020 **Delta Mu Delta** Officers are:

President: Claire Kenna Vice President: Melissa Koshute

Secretary: Chrissy Sible Treasurer: John Paul Duffy

The 2019/2020 **Omicron Delta Epsilon** Officers are:

President: Cody Adams Vice President: Isaac Therrien

Secretary: Monica Buczynski Treasurer: Zachary Bashour

The 2019/2020 **Pi Sigma Alpha** Officer is:

President: Paul Weisser

The 2019/2020 **Women in Business** Executive Board members are:

President: Lucille Volna Vice President: Emma Andrasko

Secretary: Maddy Callahan Fundraising Director: Georgie Volna

Treasurer: Arika McCall Promotions Director: Joey Smith

Events Director (1): Emily Moretton

## Internships obtained by the 2020 Business Graduates

**Accounting:**

Kelly, Sparber, White & Associates Maher Duessel

Carpenter Technology TEchSpec Inc. (TSI Titanium)

Deluzio & Company U.S. Government

Nemacolin Woodlands Resort & Spa

Holsinger CPA

Gross Yanak & Ford LLP

Idlewild and Soakzone

Schneider Downs & Co.

**Criminology, Law, and Society:**

Adelphoi Public Safety Officer Kennywood

Public Defender Intern City of Latrobe Police Department

Washington County Adult Probation Security Officer Six Flags GReat Adventure

**Finance:**

UPMC Somerset Trust Company

UPS Pittsburgh Project Research

Westmoreland Federal Savings Bank PNC Financial Group (Pittsburgh)

PNC Wealth Management (Chicago) DB Root & Co.

S&T Bank Hefren-Tillotson

Mylan First Commonwealth Bank

Northwestern Mutual Booz Allen Hamilton

Northwest Bank PNC Risk Management (Pittsburgh)

Rivier University Strong Women Strong Girls

KeyBank Servicelink

Apollo Trust Company GT Entrepreneurs

Dollar Bank StonePier Capital

Ainsworth Pet Nutrition BNY Mellon

**Sports:**

Disney Pittsburgh Steelers

Pittsburgh Pirates University of Pittsburgh Athletic Department

Pittsburgh Riverhounds

**Management:**

Kennametal Carpenter Technology

Penndot Spreadshirt Inc.

Kennywood Medicare Equipment Company

Senior Helpers Private Industry Council

Acutronic USA Laurel Faith in Action

Navy Exchange Service Command Oxford Athletic Club

BPMI Schultheis Electric

Massachusetts General Hospital Timeless Expressions

ATI Metals

**Marketing:**

Vector Marketing Frank B. Furher Wholesale

Zimmer Biomet Apex Surgical UBS Financial Services

Tip Joy Advantage, Inn Seasons Resort Direct Jewelry Murrysville

Tilson Technology Management Jostens School Products

LSY Designs iHeartMedia

AVPro Inc. Filter Equipment Co.

GNC Iron Joe

Riverpoint Management Action Institute

#1 Cochran

**Politics & Public Policy:**

U.S. District Court Judicial Intern

Public Citizen Research Intern

**SAP:**

Vista Vu (SAP) SAP-Forza

AllCovered/Konica Minolta Stellar One Consulting

Evoqua Babcor Packaging Corp.

Lincoln Learning Solutions Petrosoft

Sapphire (London) Saberpoint

Honeywell ADH Consulting

## 2018/2019 Graduate Job Placements

For the 2019 Business Graduates, **100%** of those responding and actively seeking career opportunities (87 of 92) were successful in finding employment and/or going onto graduate and law schools.

(#of successes/#of graduates responding & seeking) and Median Starting Salary for Business Graduates

Overall Accounting Bus. Ed. Finance International Bus. Management Marketing

87/92 13/13 1/1 14/14 6/6 23/23 30/30

$52,000 $52,000 NA $53,000 $50,500 $48,500 $50,000

**2018-2019 First Destination Survey**

**Career Outcomes: Employment**

**The Alex G. McKenna School of Business, Economics and Government**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **MAJOR** | **EMPLOYER** | **TITLE** | **CITY** | **STATE** |
|  |  |  |  |  |
| Accounting | BNY Mellon | Accountant | Pittsburgh | PA |
|  | Carpenter Technology, Corp, and Latrobe Specialty Metals, Inc. | Financial Analyst | Latrobe | PA |
|  | EG Conley, PC | Analyst | Pittsburgh | PA |
|  | Federated Investors Inc. | Internal Auditor | Pittsburgh | PA |
|  | Federated Investors Inc. | Internal Auditor | Pittsburgh | PA |
|  | Lally & Co. | Tax Associate | Pittsburgh | PA |
|  | Master-Lee Energy Services, Corp. | Accountant | Latrobe | PA |
|  | Sisterson & Co. LLP | Staff Accountant | Pittsburgh | PA |
|  | Sisterson & Co. LLP | Associate | Pittsburgh | PA |
|  | U.S. Army Reserve | Ammunition Specialist | Morgantown | WV |
|  | University of Pittsburgh | Accountant | Pittsburgh | PA |
|  | UPMC | Finance Management Rotation Analyst | Pittsburgh | PA |
|  | Westmoreland County Controller’s Office | Staff Auditor | Greensburg | PA |
|  |  |  |  |  |
| Business Economics | BNY Mellon | Analyst | Pittsburgh | PA |
|  | Pioneer B1 LLC | SAP Consultant | Scottsdale | AZ |
|  |  |  |  |  |
| BEIT | Ligonier Valley Fellowship | Teacher | Ligonier | PA |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |
| Criminology, Law & Society | Adelphoi USA | Counselor | Latrobe | PA |
|  | Adelphoi USA | Counselor | Latrobe | PA |
|  | Adelphoi USA | Counselor | Latrobe | PA |
|  | Central Falls Police Department | Police Officer | Central Falls | RI |
|  | Charter Steel | SBQ Department Lead | Valley View | OH |
|  | City First Responder | Fire Medic | Cleveland | OH |
|  | Ocean City Police Department | Police Officer | Ocean City | MD |
|  | Westmoreland County Juvenile Detention Center | Officer | Greensburg | PA |
|  | Westmoreland County Park Police | Police Officer | Greensburg | PA |
|  | Westmoreland County Prison | Officer | Greensburg | PA |
|  |  |  |  |  |
| Economics | Cleveland Brothers Equipment Co. | Website Administrator | Murrysville | PA |
|  |  |  |  |  |
| Economics/Mathematics | Kennametal, Inc. | Operations Leadership | Latrobe | PA |
|  |  |  |  |  |
| Finance | AXA Advisors | Retirement Benefits Advisor | Pittsburgh | PA |
|  | Bank of America | Commercial Credit Analyst | Phoenix | AZ |
|  | Blue Chip Financial Group | Sales Assistant | Saratoga Springs | NY |
|  | Federated Investors | Internal Sales Associate | Pittsburgh | PA |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Levin Furniture | Accounting Analyst | Pittsburgh | PA |
|  | Merrill Lynch Wealth Management | Client Associate | Greensburg | PA |
|  | Merrill Lynch Wealth Management | Seasonal Client Associate | Greensburg | PA |
|  | Pioneer B1 LLC | SAP Business One Consultant | Scottsdale | AZ |
|  | SEI Investments | Operations Analyst | Oaks | PA |
|  | SEI Investments | Fund Accountant | Oaks | PA |
|  | Stanley Black and Decker | Financial Analyst | Towson | MD |
|  | State Farm | Accounting Manager | Allegheny County | PA |
|  | Wolseley Industrial Group | Accounting Coordinator | Latrobe | PA |
|  |  |  |  |  |
| International Business | Aldi USA | Sales Associate | Greensburg | PA |
|  | Arias Agencies | Agent | Wexford | PA |
|  | Dollar Bank | Administrative Assistant | Pittsburgh | PA |
|  | Oceaneering International Inc. | Junior Contact Administrator | Chesapeake | VA |
|  | Qualtrics | Research Service Sales | Provo | UT |
|  |  |  |  |  |
| Management | B & G Rebar & Wire | Detailer | Carnegie | PA |
|  | BNY Mellon | Client Processing Rep. | Pittsburgh | PA |
|  | Bechtel Plant Machinery | Associate Contracts Professional | Pittsburgh | PA |
|  | Berkshire Hathaway Realtors | Real Estate Sales | New Castle | PA |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Bikash Shrot Kendra Pvt. Ltd | Consultant | --- | Nepal |
|  | ConnectiveRx | Quality Control Specialist | Pittsburgh | PA |
|  | CVS Integration Center | Sr. Assistant Store Tech | Cleveland | OH |
|  | Duraloy Technologies | Customer Service | Scottsdale | PA |
|  | Erie Insurance | Agent | York | PA |
|  | L.B. Foster Company | SAP Consultant | Pittsburgh | PA |
|  | Pittsburgh Riverhounds SC | Facilities and Operations Manager | Pittsburgh | PA |
|  | Saberpoint | SAP Junior Consultant | Edison | NJ |
|  | WESCO Distribution, Inc. | Purchasing Specialist | Pittsburgh | PA |
|  | Westmoreland Mechanical Testing and Research, Inc. | Receiving Manager | Latrobe | PA |
|  | Zaxby’s Restaurant Chain | Assistant Manager | Winchester | VA |
|  |  |  |  |  |
| Marketing | ADP (Automatic Data Processing) | Inside Sales Representative | Pittsburgh | PA |
|  | ADP (Automatic Data Processing) | SBS Consultant | Pittsburgh | PA |
|  | Alpine Packaging, Inc. | Marketing | North Versailles | PA |
|  | Dedicated Nursing Associates | Account Executive | Delmont | PA |
|  | Dedicated Nursing Associates | Account Executive | Delmont | PA |
|  | Evoqua Water Technologies Corp. | IT LDP (SAP) | Pittsburgh | PA |
|  | FASTSIGNS | Visual Specialist & Graphic Designer | Monroeville | PA |
|  | Federated Investors | Communication Specialist | Pittsburgh | PA |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Federated Investors | Marketing Communication Specialist | Pittsburgh | PA |
|  | George Dellalo Company | Sales Support | Mt. Pleasant | PA |
|  | Grand Canyon University | Account Executive | Phoenix | AZ |
|  | Graybar | Sales Representative | Greensburg | PA |
|  | Greater Latrobe- Laurel Valley Chamber of Commerce | Membership Coordinator | Latrobe | PA |
|  | Heritage Healthcare | Community Liaison | Johnstown | PA |
|  | Karndean Design Flooring USA | Customer Service Representative | Export | PA |
|  | Konica Minolta Business Solutions, Inc. | Technical Support Specialist | Ramsey | NJ |
|  | Liberty Insurance Agency | Agent | Pittsburgh | PA |
|  | PPG | Marketing Assistant | Pittsburgh | PA |
|  | Qualtrics | Sales Development Representative | Provo | UT |
|  | RGP Management Consulting | Project Coordinator | Pittsburgh | PA |
|  | RoadRunner Recycling | Business Development Representative | Pittsburgh | PA |
|  | Saint Vincent College | Admission Counselor | Pittsburgh | PA |
|  | Sober Bar | Entrepreneur | Pittsburgh | PA |
|  | Southern New Hampshire University | Marketing Data Analytics | Manchester | NH |
|  | Stanley Black & Decker | Sales Coordinator | Bethesda | MD |
|  | Stone Road Media | Social Media Coordinator | Uniontown | PA |
|  | Total Quality Logistics | Logistics Account Executive | Pittsburgh | PA |
|  | WPMC International | Project Coordinator | Pittsburgh | PA |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |
| Politics | Great Hearts Academy | High School Teacher | Chandler | AZ |
|  | Self-Employed | Political Strategist | Westmoreland | PA |

**Graduate School Placements**

**The Alex G. McKenna School of Business, Economics and Government**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Major** | **School Name** | **Title** | **Degree** | **City** | **State** |
|  |  |  |  |  |  |
| Criminology, Law & Society | Albany Law School | Juris Doctorate | JD | Albany | NY |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |
|  | University of Baltimore School of Law | Juris Doctorate | JD | Baltimore | MD |
|  | University of Central Florida | Criminal Justice | PhD | Orlando | FL |
|  |  |  |  |  |  |
| International Business | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |
|  |  |  |  |  |  |
| Management | Point Park University | Global Supply Chain | MBA | Pittsburgh | PA |
|  | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |
|  | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |
|  | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |
|  | Saint Vincent College | Operational Excellence | MSMOE | Latrobe | PA |
|  | Widener University | Juris Doctorate | JD | Chester | PA |
|  |  |  |  |  |  |
| Marketing | Ave Maria School of Law | Juris Doctorate | JD | Naples | FL |
|  |  |  |  |  |  |
| Political Science | Duquesne School of Law | Juris Doctorate | JD | Pittsburgh | PA |
|  |  |  |  |  |  |
| Politics | Saint Vincent College | Criminology | MS | Latrobe | PA |
|  | Penn State Dickinson School of Law | Juris Doctorate | JD | State College | PA |

**2018-2019 FIRST DESTINATION DATA BY SCHOOL (Reported June 2020)**

**Career Outcomes Rate 98% (327 students reported they were actively seeking post-graduate plans:**

**321 reported success)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Reported Categories** | **Alex G. McKenna School of Business, Economics & Government** | | **Herbert W. Boyer School of Natural Sciences, Mathematics & Computing** | | **School of Arts, Humanities & Social Sciences** | | **Total** | |
|  | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Employed** | **93** | **79%** | **71** | **68%** | **67** | **64%** | **231** | **71%** |
| Full-Time Employed | **92** | **-** | **69** | **-** | **63** | **-** | **227** | **-** |
| Volunteer Service | **-** | **-** |  | **-** | **3** | **-** | **3** | **-** |
| Military | **1** | **-** | **2** | **-** | **1** | **-** | **1** | **-** |
| **CONTINUING EDUCATION** | **25** | **21%** | **29** | **28%** | **36** | **34%** | **90** | **27%** |
| Graduate School | **19** | **-** | **13** | **-** | **27** | **-** | **61** | **-** |
| Law Professional  Medical Professional  Allied Health | **6**  **-**  **-** | **-**  **-**  **-** | **-**  **7**  **5** | **-**  **-**  **-** | **2**  **-**  **-** | **-**  **-**  **-** | **8**  **7**  **5** | **-** |
| Additional Degree/  Non-Degree | **-**  **-** | **-**  **-** | **3**  **1** | **-**  **-** | **6**  **1** | **-**  **-** | **9**  **-** | **-**  **-** |
| **Career Outcomes** | **118** | **100%** | **100** | **96%** | **103** | **98%** | **321** | **98%** |
| **SEEKING EMPLOYMENT** | **0** | **-** | **4** | **-** | **2** | **-** | **6** | **2%** |
| **TOTAL** | **118** | **-** | **104** | **-** | **105** | **-** | **327** | **100%** |
| No information available | **10** | **-** | **20** | **-** | **8** | **-** | **38** | **-** |
| Not seeking | **4** | **-** | **4** | **-** | **3** | **-** | **11** | **-** |

**Knowledge Rate 90% (338/376)**

***Graduates include those graduating in August 2018, December 2018 and May 2019***

# 2020 Alex G. McKenna School Student Awards

**Award for Academic Excellence in Graduate Study**

MS in Management: OE Michael Grus

Criminology Allison Dengler and Chad Painter

**Senior Awards for Academic Excellence in Major, Class of 2020**

|  |  |  |  |
| --- | --- | --- | --- |
| Accounting |  | Melissa Koshute |  |
| Criminology |  | Jessica Gibbs |  |
| PICPA |  | Jacob Kremer |  |
| Economics |  | Isaac Therrien |  |
| Business Economics |  | Monica Buczynski |  |
| Finance |  | Lauren Wilhelm |  |
| Management |  | Connor Evans |  |
| Marketing |  | Jason Walko |  |
| International Business | | Samuel Hungerford |  |
| Politics |  | Megan Horrell |  |

**2020 Delta Mu Delta New Members**

|  |  |  |
| --- | --- | --- |
| Nicholas H. Duer | Kevin Patrick Martin | Jessica Diane Stevenson |
| Samuel J. Cancilla | Samuel J. Hungerford | Emma M Andrasko |
| Alexa Marie DeFrank | Cristofer Marcos White | Bret Michael Bowling |
| Christa Michael Answine | Nathan N Salera | Andrew John Putignano |
| Rachel Renee Reams | Jackson Vargo | Dominic M. Ulicne |

**2019/20 Pi Sigma Alpha: Alpha Gamma Beta Chapter**

Paul Weisser Ryan Farrell

Meghan Horrell Jimmy Rosa

**2019/20 Omicron Delta Epsilon: Alpha Tau Chapter of PA**

Cody M. Adams Monica C. Buczynski Kelsey C. Hunter

Zachary Bashour Keely E. Cain Paige Montrose

Isaac Therrien Jill Cline Lauren K. Wilhelm

**2020 Graduates of the McKenna School’s Aurelius Scholars Program**

* Cody Adams, pursuing Ph.D. in Economics, West Virginia University
* Jacob Clark, cataloguer at the Palmer Foundation; planning a graduate degree in museum studies
* Ryan Farrell, pursuing MS in Philosophy, Kent State University
* Alex Rosa, pursuing religious vocation, Saint Vincent Archabbey
* Isaac Therrien, pursuing Ph.D. in Finance, Olin Business School at Washington University – St. Louis
* Eli Urban (no info provided)
* Paul Weisser, pursuing Ph.D. in Political Science, Baylor University

**Special Citations and Awards**

**2019/20 Terrance Sedlacko Memorial Scholarships**

Melissa Koshute Christina Sible

**2019/20 Greenbelt Certification**

|  |  |  |
| --- | --- | --- |
| Casile, Frank | Cullen, Patrick | Malone, James |
| Detore, Gianna | Evans, Connor | Mertz, Gabe |
| Hood, Kelsey | Hungerford, Sam | Novelli, Zack |
| Kenna, Claire | Kilkeary, Jack | Santoro, Joel |
| Knupp, Payton | Lambert, Sebastian | Van Volkenburg, Brianna |
| Linsenbigler, Chase | Maier, Johnpaul | Trout, Cameron |
| Malone, James | Mehalic, Kaylee | Reams Brian |
| Mertz, Gabe | Navarro, Michael |  |

**The President’s Award 2020**

Jessica Gibbs Criminology, Law, and Society Major

**The President’s Award 2020 Nominee**

Isaac Therrien Economics and Mathematics Major

**Alex G. McKenna School Scholarship Winners**

**2020/21 Senior Business Scholarships**

Shae Robson $1,000 Lucille Volna $1,000

Shelly Ohler $1,000 Shemar Bennett $1,000

Christa Answine $1,000 Walter Bonds $1,000

William Smartnick $800 Tyler Laughery $1,000

Timothy Shean $1,000 Alexander Navarro $800

Francis King $800 Ashley Aloi $800

Nathan Salera $1,000 Alexa Wilson $800

**2019/2020 George Washington Fellowships (Politics Majors)**

Paul Weisser Ryan Farrell Kaleb Wilson Mary Popp

**2019/20 Aurelius Scholars Scholarship**

Faith Taylor Nicholas Walters Taylor Wahl Robert Horak

**2020 Bechtel Co-op Program**

Claire Kenna Cristofer White Gianna Detore Connor Evans

**2020 Pennsylvania CPA Foundation Scholarship Recipients**

Christa Answine Shae Robson

**Stanley Black and Decker Marketing Scholarships $1,000 and Guaranteed Internship Option**

Brett Bowling, C’22 Zachary Mammana, C’22 Dan Capozzoli, C’24

Jessie Rainey, C’23 Kevin Childress C’23 Arika McCall C’23

Nathan Bettwy C’24 Anthony Ditonto C’24

**Stanley Black and Decker OE Scholarships $1,000 and Guaranteed Internship Option**

Ethan Cox C’21 Ryan Dutton C’21

Nick Duer C’22 Cristofer White C’22

**2020/21 SBDC Entrepreneurship Scholarship and Internship Award**

Nicolas Duer Ryan Pronko Jordan Billet Augustine Frohnen

**McKenna School Faculty**

## McKenna School Faculty Professional Activity Summary: June 1, 2019 to May 31, 2020:

* 3 Books
* 7 Publications (Articles, Book Reviews)
* 3 Academic and Professional Awards
* 22 Research presentations and attendances at professional conferences, seminars, and other universities
* 393 Citations [recorded in calendar year 2019]
* 24 service initiatives for the academy

## Academic and Professional Awards

* Dr. Sarah Daly. 2020-2021. Commonwealth of Pennsylvania. $15,000 research grant to evaluate the effectiveness of Title IX and “It’s on Us” grant awards. Collaborating with graduate student, Ryan Lemmon.
* Dr. Michael Urick. Chapter Excellence Award – Institute for Supply Management to ISM-Pittsburgh – President (2019)
* Dr. Michael Urick. Excellence in Teaching Award (Region 2) – Accreditation Council for Business Schools and Programs (2019)

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## Presentations /Attendance at professional conferences, seminars, and at other universities

Dr. Michael Urick

* Urick, M. J. & Sprinkle, T. A. 2019. “Fantastic Beasts: The Crimes of Grindelwald – Silver screen solutions,” (Teaching management topics using recently released films). Discussion table facilitation at the 79th Annual Academy of Management Meeting. Boston, MA.
* Yawson, R. M., Sprinkle, T. A., Urick, M. J., & Johnson-Kanda, I. 2019. “Using the world café approach for class discussion participation and engagement.” Management and Organizational Behavior Teaching Society. Mahwah, NJ.
* Urick, M. J. 2020 (March 3). “Heroes and Leaders: A Cultural Perspective for Creating a Better Future by Learning from the Past.” Presented to SWPS University of Social Sciences and Humanities. Warsaw, Poland.
* Urick, M. J. 2020 (February 21-22). Star Wars – The Last Jedi: Applying Leadership Theories from the Social Sciences to Your Life. Interactive discussion presented to/facilitated for Benedictine Leadership Studies Program (St. Vincent College). Latrobe, PA.
* Urick, M. J. 2020 (February 7). “Leadership in an Operational Excellence Environment.” Presented to the Greater Latrobe-Laurel Valley Chamber of Commerce. Latrobe, PA.; (February 21). Institute for Supply Management Pittsburgh Affiliate (webinar). Pittsburgh, PA.
* Urick, M. J. 2020 (January 18). “Work and Prayer: Relating Professional Activity in Organizational Behavior to Saint Vincent’s Mission.” Presented at *Ora et Labora* Conference on Our Common Mission (Saint Vincent College). Latrobe, PA.
* Urick, M. J. 2019 (November 8). “Overview of the Master of Science in Management: Operational Excellence Program.” Presented to alumni and veterans’ groups (Saint Vincent College). Latrobe, PA.
* Urick, M. J. 2019 (November 7). “Ethics and Values Across Generations at Work.” Presented at the Grossman, Yanak, & Ford 20th Annual CPE Day. Canonsburg, PA.
* Urick, M. J. & Kachmar, M. (2019 [October 30]). “Introduction to Operational Excellence.” Presented at the Young Engineers Program (for Greater Latrobe Senior High School and Greensburg Salem High School students sponsored by Kennametal). Latrobe, PA.
* Urick, M. J. 2019 (October 9). “Improving Intergenerational Interactions in an OE Culture.” Presented at the Kennametal Center for Operational Excellence OE Summit (Saint Vincent College). Latrobe, PA

Dr. Sarah Daly

* Presenter. Eastern Society of Sociology Conference. February 2020, Philadelphia, Pennsylvania. Presentation Title: “Hip-Hop Pedagogy and Attitudes about Crime.”
* Presenter. Abstract accepted to American Society of Criminology Conference planned for November 2020 (but cancelled due to COVID-19). Presentation Title: “They Want Us Dead: Involuntary Celibates and Perceptions of Society.”
* Attendee. Untenured Tracks. (January 2020). Discussed my ongoing incel research with colleague, Dr. Andrew Wilczak in a two-part episode on his podcast. Links and episodes available here: <https://untenuredtracks.podbean.com/page/2/>

Professor Robert Markley

* Attendee. SMB Innovation Summit in Orlando Florida. Traveled with two students.
* Presenter. Biz.ONE conference in Indianapolis, IN. Traveled with Dr. Quinlivan and 18 students.

Dr Justin Petrovich

* Allied Social Science Association/American Economic Association (ASSA/AEA) Annual Meeting, January 2020
* Electronic Conference on Teaching Statistics (eCOTS), May 2020
* Participated as a discussant in a panel discussion on Optimism for SVC students, November 2019.

Dr Zachary Davis

* Poster. Changing advertised Financial AID Awards the Effect on Matriculation.
* Attendee. The American Economic Association Annual Meeting, San Diego, CA

Dr Nicholas Racculia

* Presenter. Private Equity Chapter Development.
* Participated. Teaching Finance Focus Group.

## Publications (Books/Articles/Book reviews)

Dr Michael Urick

* Knapp, J. R., Sprinkle, T. A., Urick, M. J., & Delaney-Klinger, K. A. 2019. “The belonging model of trust. Nonprofit Management and Leadership,” 30, 133-153.
* Urick, M. J. 2019. “The Millennial label: Associated perceptions and their impact.” *Global Applications of Multigenerational Management and Leadership in the Transcultural Era* (Brian Christiansen, Ed.), 263-283. IGI Global.

Dr Sarah Daly

* Contributing author. “That’s what she said: Measuring Michael Scott’s self-control in NBC’s The Office.” In S.E. Daly. *Popular Criminology*. London: Palgrave Macmillan. (Peer reviewed)
* Contributing author. “Legitimacy at stake: Learning about race and the criminal justice system.” In J. Cooper & K. Jachimowski. *A Closer Look at Criminal Justice*. Hauppauge, NY: Nova Publishing (2019).
* Daly, S. E. (ed.) (Forthcoming). *Criminology Theory through Popular Culture*. London: Palgrave Macmillan.
* Daly, S. E. (Forthcoming). *Involuntary celibacy: Violence, Anger, and Depression*. Sole review requested by Southern Illinois University Press. Manuscript to be completed by May 31, 2020.

Dr Kayla Jachimowski

* *A Closer Look at Criminal Justice* (2019)

Dr Eric Kocian

* *A Closer Look at Criminal Justice*. Published by Nova Science Publishers (2019). Chapter 5: “A Case for the Police: An Investigation into Law Enforcement and the Communities They Serve*”* by Eric Kocian

Dr Justin Petrovich

* Dziak, J., Coffman, D., Reimherr, M., **Petrovich, J.**, Li, R., Shiffman, S., and Shiyko, M. (2019). “Scalar-on-Function Regression for Predicting Distal Outcomes from Intensively Gathered Longitudinal Data: Interpretability for Applied Scientists.” *Statistics Surveys*, 13, 150--180. <https://doi.org/10.1214/19-SS126>
* Hayes, J. A., **Petrovich, J.**, Janis, R. A., Yang, Y., Castonguay, L. G., Locke, B. D. (2020). “Suicide among College Students in Psychotherapy: Individual Predictors and Latent Classes.” *Journal of Counseling Psychology*, 67(1), 104--114. <http://dx.doi.org/10.1037/cou0000384>

Dr Matthias Huehn

* Hühn, M.P. & M. D. Meyer, Virtuous Language in Leadership and Business, Management Research, The Journal of the Iberoamerican Academy of Management https://doi.org/10.1108/MRJIAM-11-2019-0972 (SJR Q2)
* Hühn, M.P., Habisch, A., Hartman, E.M. & A.J.G. Sison, Practicing Management Wisely, Business Ethics: A European Review, in print (SJR Q1)

## Citation of Work by McKenna School Professors in Journals, Dissertations, Books from January 1, 2019 to December 31, 2019

Dr. Michael Urick

* Journal: “Generational differences in the workplace: There is complexity beyond the stereotypes” (25)
* Journal: “Understanding and Managing Intergenerational conflict: An Examination of Influences and Strategies” (23)
* Journal: “Exploring generational identity: A multiparadigm approach” (13)
* Journal: “[Toward an identity-based perspective of generations](http://books.google.com/books?hl=en&lr=&id=qG1QDwAAQBAJ&oi=fnd&pg=PA114&dq=info:NsF6q_3ZETwJ:scholar.google.com&ots=_8NUxWhM23&sig=UC9SBMEAGFQDDy3wBfLj7YuS7jU)” (11)
* Journal: “Adapting Training to Meet the Preferred Learning Styles of Different Generations” (14)
* Journal: “The presentation of self: Dramaturgical theory and generations in organizations” (6)
* Journal: “[Examining the millennials' ethical profile: Assessing demographic variations in their personal value orientations](https://onlinelibrary.wiley.com/doi/abs/10.1111/basr.12128)” (13)
* Journal: “[A dynamic social-ecological model of generational identity in the workplace](https://www.tandfonline.com/doi/abs/10.1080/15350770.2018.1500332)” (9)
* Journal: “[Three generational issues in organizational learning](https://www.emerald.com/insight/content/doi/10.1108/TLO-02-2017-0021/full/html)” (4)
* Journal: “[Alternatives to the movie sandwich habit: Practical approaches to using movies to teach leadership and power](https://journals.sagepub.com/doi/abs/10.1177/2379298115624944)” (7)
* Journal: “Differences in Understanding Generation in the Workforce” (8)
* Journal: “[Engaging conflict while fostering cooperation: An organizational case study](https://link.springer.com/chapter/10.1007/978-1-4614-3679-9_9)” (1)
* Journal: “[The aging of the sandwich generation](https://www.ingentaconnect.com/content/asag/gen/2017/00000041/00000003/art00012)” (5)
* Journal: “[Management Response to *Laudato Si*: An Operational Excellence Perspective](http://www.cbfa-cbar.org/index.php/jbib/article/view/468)” (1)
* Journal: “[Ethical Decision Making in Game of Thrones: Applying Leadership from Westeros to Business](https://www.researchgate.net/profile/Michael_Urick/publication/318043964_Ethical_Decision_Making_in_Game_of_Thrones_Applying_Leadership_from_Westeros_to_Business/links/5956b770aca272c78ab95461/Ethical-Decision-Making-in-Game-of-Thrones-Applying-Leadership-from-Westeros-to-Business.pdf)” (1)
* Journal: “[Mentoring in the Movies](https://www.tandfonline.com/doi/full/10.1080/15350770.2016.1194731)” (1)
* Journal: “[Intergenerational Interactions in Organizations: A Grounded Theory Examination](http://rave.ohiolink.edu/etdc/view?acc_num=ucin1378109531)” (1)
* Journal: “[Becoming a Jedi Manager The Force Awakens through Classic Leadership Perspectives](https://www.researchgate.net/profile/Michael_Urick/publication/331370538_Becoming_a_Jedi_Manager_The_Force_Awakens_through_Classic_Leadership_Perspectives_Article/links/5c75f4d5299bf1268d284357/Becoming-a-Jedi-Manager-The-Force-Awakens-through-Classic-Leadership-Perspectives-Article.pdf)” (1)
* Journal: “[A Comparison of US and Turkish Perspectives of Generations](https://www.researchgate.net/profile/Michael_Urick/publication/324783880_A_Comparison_of_US_and_Turkish_Perspectives_of_Generations/links/5ae24302a6fdcc9139a0eaa9/A-Comparison-of-US-and-Turkish-Perspectives-of-Generations.pdf)” (1)

Dr Bo Liang

* Journal: “[E‐Word‐of‐Mouth on health social networking sites: An opportunity for tailored health communication](https://onlinelibrary.wiley.com/doi/abs/10.1002/cb.378)” (14)
* Journal: “Incidence of online health information search: a useful proxy for public health risk perception” (3)
* Book: [*China’s way to the U.S. market: China’s outbound foreign direct investment in the United States*](https://www.elgaronline.com/downloadpdf/edcoll/9781785366079/9781785366079.00011.pdf)(1)

Dr Thomas Cline

* Journal: “Evaluation of Physicians’ and Nurses' Knowledge, Attitudes, and Compliance with Family Presence During Resuscitation in an Emergency Department Setting After an Educational Intervention” (1)
* Journal: “Evaluation of a Standardized Patient Simulation on Undergraduate Nursing Students’ Knowledge and Confidence Pertaining to Intimate Partner Violence” (1)
* Journal: “Humor and ad memorability: On the contributions of humor expectancy, relevancy, and need for humor” (6)
* Journal: “When Does Humor Enhance or Inhibit Ad Responses? - The Moderating Role of the Need for Humor” (11)
* Journal: “Early-Entrant Advantage, Word-of-Mouth Communication, Brand Similarity, and the Consumer Decision-Making Process” (9)
* Journal: “Providers’ acceptance factors and their perceived barriers to Electronic Health Record (EHR) Adoption” (2)
* Journal: “Utilization of Standardized Patients to Decrease Nursing Student Anxiety” (4)
* Journal: “Consumers’ need for levity in advertising communications” (3)
* Journal: “An Analysis of the Prevalence of Depression Post–Myocardial Infarction Prevalence of depression in myocardial infarction: A PRISMA-compliant meta-analysis” (3)
* Journal: “The Influence of Humor Strength and Humor—Message Relatedness on Ad Memorability: A Dual Process Model” (9)
* Journal: “The joint impact of humor and argument strength in a print advertising context: A case for weaker arguments” (6)
* Journal: “Web-Based Treatment for Women with Stress Urinary Incontinence Self-management in women with stress incontinence: strategies, outcomes and integration into clinical care” (3)
* Journal: “Impact of Social Support on Symptoms of Depression and Loneliness in Survivors Bereaved by Suicide” (2)
* Journal: “Impact of a standardized patient simulation on undergraduate nursing student knowledge and perceived competency of the care of a patient diagnosed with schizophrenia Attitudes and Perception of Baccalaureate Nursing Students toward Educational Simulation” (1)
* Journal: “Effect of the dedicated education unit on nursing student self-efficacy: A quasi-experimental research study” (2)
* Journal: “The effect of a mindfulness based stress reduction intervention on the perceived stress and burnout of RN students completing a doctor of nursing practice degree” (1)
* Journal: “Stress Reduction in Postcardiac Surgery Family Members: Implementation of a Postcardiac Surgery Tool Kit” (1)

Dr Jeffery Godwin

* Journal: “Management Response to *Laudato Si*: An Operational Excellence Perspective” (1)
* Journal: “Self-leadership, Spirituality, and Entrepreneur Performance: A Conceptual Model” (12)
* Journal: “Self-leadership: A Cognitive Resource for Entrepreneurs” (12)
* Journal: “Dr. Martin Luther King, Jr.’s ‘I Have a Dream’ Speech as a Tool for Teaching Transformational Leadership and Vision” (2)
* Journal: “Effective Stress Management: A Model of Emotional Intelligence, Self-Leadership, and Student Stress Coping” (17)
* Journal: “How Self-Leadership Affects the Goal Setting Process” (4)
* Journal: “’I Think I Can: I Think I Can’: A Self-Leadership Perspective Toward Enhancing Entrepreneur Thought Patterns, Self-Efficacy, and Performance” (8)
* Journal: “The Impact of Thought Self-Leadership on Individual Goal Performance: A Cognitive Perspective” (10)
* Journal: “Desired Transformational Leadership Behaviors in a Religious Organization: Analysis by Hierarchical Organizational Level” (1)
* Journal: “Thought Self-Leadership: A Self-Regulatory Approach to Diversity Management” (5)

Dr Bruce Antkowiak

* Case: [State v. Burdette](https://scholar.google.com/scholar_case?case=1846436932382015878&hl=en&as_sdt=6,39) (2)

Dr Matthias Huehn

* Journal: “You reap what you sow: How MBA programs undermine ethics” (21)
* Journal: “[Unenlightened economism: The antecedents of bad corporate governance and ethical decline](https://link.springer.com/article/10.1007/s10551-007-9550-x)” (8)
* Journal: “Will the real A. Smith please stand up!” (8)
* Journal: “[Leaving the road to Abilene: A pragmatic approach to addressing the normative paradox of responsible management education](https://link.springer.com/article/10.1007/s10551-018-3961-8)” (3)
* Journal: “The unreality business-how economics (and management) became anti-philosophical” (5)
* Journal: “Adam Smith’s philosophy of science: Economics as moral imagination” (7)
* Journal: “Ethics as a catalyst for change in business education?” (6)
* Journal: “Responsible innovation: a Smithian perspective” (4)
* Journal: “Liberate your customers and reap the benefits” (1)
* Journal: “[Adam Smith: 18th century sentimentalist or 20th century rationalist?](https://www.pdcnet.org/bejr/content/bejr_2015_0003_0004_0022_0027)” (1)
* Book: [*Cybernetic management paradigms*](https://link.springer.com/chapter/10.1007/978-3-642-29244-6_1) (1)
* Journal: Virtuous Language in Leadership and Business

Dr Jason Jividen

* Book: *Flannery O’Connor and the Perils of Governing by Tenderness* (1)
* Book: *Claiming Lincoln: Progressivism, Equality, and the Battle for Lincoln’s Legacy in Presidential Rhetoric* (2)

Dr Andrew Herr

* “Does Service and Volunteering Affect Catholic Identity?” (with Jason King), Praxis: *An Interdisciplinary Journal of Faith and Justice* (2018), 104–122. (1)
* “Does Catholic Identity Affect Students?” (with Jason King), *Journal of Catholic Higher Education* (2015), 195–209. (34)
* “The Power and Limitations of Proportional Cutbacks in Common-Pool Resources” (with Roy Gardner, Elinor Ostrom, and James Walker), *Journal of Development Economics* (2000), 515–533. (62)
* “Collective Choice in the Commons: Experimental Results on Proposed Allocation Rules and Votes” (with James Walker, Roy Gardner, and Elinor Ostrom), *The Economic Journal* (2000), 212–234. (110)
* “An Experimental Study of Time-Independent and Time-Dependent Externalities in the Commons” (with James Walker and Roy Gardner), *Games and Economic Behavior* (1997), 77–96. (19)

Dr Gary Quinlivan

* Book. *Public Morality, Civic Virtue, and The Problem of Modern Liberalism*, Coedited by T. William Boxx and Gary M. Quinlivan, Eerdmans, Spring 2000. (1)
* Book. *Toward the Renewal of Civilization: The Political Order and Culture*, Coedited by T. William Boxx and Gary M. Quinlivan, Eerdmans, Summer 1998. (2)
* “A Panel Data Analysis of the Impact of Trade on Human Development,” with Antony Davies, *Journal of Behavior and Experimental Economics* (formerly the *Journal of Socio-Economics*, Elsevier Science, Volume 35, Issue 5, October 2006. (18)
* “Sustainable Development: The Role of Multinational Corporations,” chapter in Renewing the United Nations and *Building a Culture of Peace*, IIFWP, Proceeding of Assembly 2000, Winter 2000. (2)

## Media:

Dr Sarah Daly

* Editage. (April 2020). Published article about my own experience with COVID-19 and teaching. Received positive feedback from colleagues. <https://www.editage.com/insights/when-academics-encounter-a-challenge-we-face-it-head-on>

Dr Michael Urick

* Urick, M. J. 2020. Top Reasons Why Now Is the Perfect Time to Pursue Your Master of Science in Management: Operational Excellence at Saint Vincent College. Saint Vincent College Faculty Blog. May 5. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2020. Lenten Reflections During COVID-19. Saint Vincent College Faculty Blog. April 7. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2020. The Goodness of People. Saint Vincent College Faculty Blog. March 9. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2020. Recognizing Performance Helps Keep Gotham City Safe. Saint Vincent College Faculty Blog. February 5. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2020. Operational Excellence in the Neighborhood of Make-Believe. Saint Vincent College Faculty Blog. January 6. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. Santa Claus Practices Operational Excellence. Saint Vincent College Faculty Blog. December 5. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. What Keeps You Here. Saint Vincent College Faculty Blog. November 11. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. Follow Your Passion. Saint Vincent College Faculty Blog. October 9. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. Lifelong Learning. Saint Vincent College Faculty Blog. September 16. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. The Summer of a Touring Musician. Saint Vincent College Faculty Blog. August 12. <http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. Self-efficacy and “The Little Engine That Could.” Saint Vincent College Faculty Blog. July 9.<http://info.stvincent.edu/faculty-blog/author/michael-urick>
* Urick, M. J. 2019. The Importance of Liberal Arts Education. Saint Vincent College Faculty Blog. June 13. <http://info.stvincent.edu/faculty-blog/author/michael-urick>.

## Service to the Academy

Dr. Michael Urick

* Series Editor, *Exploring Effective Leadership Practices through Popular Culture* (Emerald Publishing) (2020-present)
* Associate Editor, *Journal of Leadership and Management* (2014-present)
* Editorial Board Member, *Handbook of Research on Multigenerational Management and Leadership in the Transcultural Era* (2018-2019)
* Reviewer, *Journal of Intergenerational Relationships* (2014-2020)
* Reviewer, *Journal of Organizational Behavior* (2015-2020)
* Reviewer, *Organization Management Journal* (2018-2020)
* Reviewer, *Management Teaching Review* (2020)
* Reviewer, *Career Development International* (2019)
* Reviewer, *International Journal of Conflict Management* (2019)
* Reviewer, *Business Ethics: A European Review* (2019)
* Reviewer, *Personnel Review* (2018-2019)
* Reviewer, *Journal of Strategy and Management* (2015-2016, 2019)
* Reviewer, *International Journal of Human Resource Management* (2018-2019)

Dr. Sarah Daly

* Served as a grant application reviewer for the National Institute of Justice and Office of Juvenile Justice and Delinquency Prevention. (2019-2020)

Dr Matthias Huehn

* Reviewer, *Journal of Business Ethics*
* Reviewer, *Business Ethics Quarterly*
* Reviewer, *Baltic Journal of Management*
* Reviewer, *Journal of Management Development*
* Reviewer, *Academy of Management*
* Reviewer, *Society for Business Ethics*
* Editor, *Business Ethics: A European Review*
* Editorial Board, *Frontiers in Psychology*
* Editorial Board, *Philosophy of Management*

Dr Justin Petrovich

* Along with colleagues, helped to introduce new majors in Data Science and Business Data Analytics, as well as a new minor, to be launched in the Fall 2020 semester.

## Service to the Community

Dr. Sarah Daly

* Webinar. (April 2020). Incels: “America’s Newest Domestic Terrorism Threat.” Presented online with attendees from colleges with which the CLS department has MOUs for recruiting graduate students, the FBI, local criminal justice practitioners, international researchers, and psychiatry practitioners from the University of Cincinnati and Eastern Kentucky University.
* Participation and engagement with the University of Notre Dame Alumni Club of Pittsburgh.

Dr Zachary Davis

* Treasurer for Prince of Peace Lutheran Church, Latrobe, PA

Dr. Robert DePasquale

* Member of the following civic/community organizations:
  + American Association of Retired Persons
  + Cercemaggiore Association
  + Community Foundation Family of Founders
  + Five Star Trail Association (life member)
  + Friends of the Baseball Hall of Fame
  + Greensburg Central Catholic Alumni Association
  + Greensburg Democrats
  + Hilltop Social Club
  + Italian Sons and Daughters of America
  + Knights of Columbus
  + Pennsylvania Rails to Trails
  + PICPA Political Action Committee (PIC-PAC)
  + Westmoreland Cleanways
  + Western Pennsylvania Conservancy
  + Westmoreland Trust (charter member)

Dr Andrew Herr

* Service to Saint Vincent College as the Head Coach of the Men’s Cross Country team.
* Notable award. Presidents Athletic Conference Men’s Cross Country Coach of the Year, 2019

Dr Matthias Huehn

* Board Member Virtue Ethics in Business Research Group

Dr Justin Petrovich

* Served as a member of the Saint Vincent Basilica Parish Pastoral Council

Dr Gary Quinlivan

* Board of Directors of Turkish Cultural Center in Pittsburgh (2016 to 2020)

Dr Nicholas Racculia

* Provides strength training for several adults with developmental challenges living at Acme
* Organized a team of SVC students and McKenna School professors, who assist in the training.
* Member, Saint Vincent College Wimmerstock Committee 2017-2019

Dr. Michael Urick

* Board of Directors, Westmoreland Human Resources Association (2019 [Director of Publicity and Marketing], 2020-present [Vice President/President Elect])
* Board of Directors, Westmoreland Arts and Heritage Festival (2018-2020 [Entertainment Committee], 2019-2020 [Long-term Planning Committee, Human Resources Committee])
* Board of Directors, Institute of Supply Management (Pittsburgh Affiliate) (2008-2030; 2018-2019 [President], 2019-2020 [Immediate Past President], 2013-2019 Scholarship Committee)

## McKenna School’s 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.

## CPET Lectures

The Center for Political and Economic Thought at Saint Vincent College 2019-2020 Events:

* September 17: Constitution Day: “The Constitution’s Other Missing ‘S’ Word: Sovereignty and the American Founding,” Nathan Coleman, University of the Cumberlands
* September 24: “Establishing Facts Inside the Beltway During the Trump Administration: A Re-evaluation of the Success of President Johnson’s War on Poverty,” Richard V. Burkhauser, Cornell University
* October 16: Civitas Forum: “Raging Against the Machine: Politics in an Angry Age”
  + “Moderation: A Virtue Only for Courageous and Noble Minds,” Aurelian Crăiuțu, Indiana University Bloomington
  + “Voting in a Polarized Era: How Negative Partisanship Is Shaping the 2020 Presidential Campaign,” Alan Abramowitz, Emory University
  + “Why We Can’t All Just Get Along,” Peter Skerry, Boston College
  + “The Heated Rhetoric of our Two Constitutions: Multiculturalism vs. America,” Ryan Williams, The Claremont Institute
* October 22: “The Great Powers and the Great Depression,” John Moser, Ashland University
* November 12: “Crony Capitalism and the Subsidization of Professional Sports Facilities,” Brad Humphreys, West Virginia University
* February 4: “McKenna Economic Education Lecture: J. Daniel Hammond, Wake Forest University
* March 10: McKenna Economic Education Lecture: James Stacy Taylor, The College of New Jersey

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## 2020/21 Alex G. McKenna School Faculty

* **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
* **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
* **Sarah Daly**, Assistant Professor of Criminology, Law, and Society; Ph.D., M.A., Rutgers University; M.S., University of Pennsylvania; B.A., University of Notre Dame: Criminology
* **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**, Assistant 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
* **Jeffrey Godwin**, Associate 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**, Associate Professor of Economics; Ph.D., Indiana University-Bloomington, M.A., Ohio State University; B.S., North Carolina State University: Economics: Experimental Economics, Environmental Economics, Game Theory
* **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
* **Matthias Hühn**, Endowed Position in Catholic Social Thought in Business, Ph.D., Universität St. Gallen (HSG); M.Litt., University of St. Andrews/Scotland; M.A. St. Andrews/Scotland; B.S., Universität Hannover/Germany: Ethics, Leadership, Management
* **Kayla Jachimowski**, Assistant Professor of Criminology, Law, and Society; Ph.D., Indiana University of Pennsylvania; M.A., B.S., California University of Pennsylvania: Criminology, Statistics
* **Jason Jividen**, Associate Professor of Politics; Ph.D., Northern Illinois; M.A., B.A., Marshall University: Political Philosophy, American National Government and Politics, Comparative Politics
* **Eric Kocian**, 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
* **Justin Petrovich**, Assistant Professor of Economics; Ph.D., Pennsylvania State University; B.S., Saint Vincent College: Statistics, Econometrics.
* **Gary Quinlivan**, Dean of the McKenna School and Professor of Economics; Ph.D., University at Albany; B.A., SUNY Geneseo; Economics: Monetary Theory, International Trade, International Finance
* **Nicholas Racculia**, Associate Professor of Finance; Ph.D., Princeton University, B.S., Saint Vincent College: Finance: Portfolio Theory, Evaluations, Corporate Finance, Investments
* **Terrence Smith**, C’05, B.S., Saint Vincent College: Management; D.B.A., Walden University: Project Management, Supply Chain,
* **Michael Urick**, Assistant Professor of Management; Ph.D., University of Cincinnati; M.S., M.B.A., Duquesne University; B.S., Saint Vincent College: Organizational Behavior, Human Resources Management
* **Bradley Watson**, Professor, Chairperson of Politics, and Philip M. McKenna Chair in American and Western Political Thought; Ph.D., Claremont Graduate University; M.Phil., Institute of Philosophy, Catholic University of Louvain; M.A., Claremont Graduate University; J.D., Queen’s University Faculty of Law; B.A., University of British Columbia: Political Philosophy, American Political Thought and Institutions

**Faculty Emeriti**

* **Charles Fazzi**, Professor of Accounting; Ph.D., M.B.A., B.S., The Pennsylvania State University: Accounting: Government Not-for-Profit Accounting, International Accounting, Managerial Accounting, Business Ethics
* **Peter Hutchinson**, Professor of Economics; 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

**Adjunct Faculty and Visiting Professors**

* **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
* **Jeffrey Anzovino**, C’08, M.S., Saint Vincent College: Accounting, Auditing
* **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
* **Mark D’Amico**, C’10, M.A., University of Pittsburgh: Economics
* **Kenneth J. Dupre**, MSCF, Carnegie Mellon University; CFA: Computational Finance, Investments, Futures and Options
* **Donald Ellenberger**, M.B.A., Stanford University: Finance
* **Janet Hammill**, M.S., Carnegie Mellon University, Chemical Engineering: Supply Chain
* **Susan Hozak**, C’11, M.S., Saint Vincent College: Sports Administration
* **Fr. Isaac Haywiser**, O.S.B, C’09, B.S., Saint Vincent College; M.Div. Saint Vincent College Seminary, M.S., Drexel University: Marketing
* **Janelle Imbrescia**, C’08, M.S., New York University: Tourism Management
* **Mark Kachmar**, M.B.A., University of Pittsburgh: Operational Excellence
* **Eva Kunkel**, C’01, B.S., Saint Vincent College, Accounting; C’08, M.S., Saint Vincent College: Accounting
* **James H. Kunkel**, M.B.A., Indiana University of Pennsylvania; CMC (Pennsylvania): Entrepreneurial Studies
* **Richard Kunkle**, M.D., University of Pittsburgh School of Medicine: Operational Excellence in Health Care, Toyota Production System
* **Daniel Kunz**, C’99, M.B.A., Duquesne University; J.D., Duquesne University Law School: Sports Law
* **William King**, B.A., Ferris State University: Manufacturing Engineering
* **Stephen Leuschel**, C’11, Saint Vincent College, Management; Ph.D. Indiana University of Pennsylvania: Administration & Leadership: Operational Excellence
* **Ronald Leisie, Jr.**, M.B.A., Waynesburg University: Sports Management
* **John A. Malone**, C’83, M.P.A., University of Pittsburgh: Banking, Financial Institutions
* **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
* **Jennifer Miele**, C’00, M.P.A., Virginia Tech: Corporate Communications, Advertising and Promotion, Marketing
* **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
* **Daniel Niemiec**, C’11, C’13, M.S., Saint Vincent College: Operational Excellence
* **Robert Peretti**, C’11, M.S., Saint Vincent College: Operational Excellence, Supply Chain
* **Joseph Polka**, C’00, M.S., UNC Chapel Hill: Economics
* **Paige Parsley**, C’13, B.A., Saint Vincent College; C’18, M.S., Saint Vincent College: Criminology
* **Richard Saccone**, Ph.D., University of Pittsburgh; M.A., Naval Post Graduate School; M.P.A., University of Oklahoma: International Affairs, Terrorism, National Security Affairs
* **Michael C. Taylor**, B.S., Champlain College: Computer Forensics & Digital Investigations
* **Elizabeth Ventura**, Ph.D., Duquesne University Counseling, Psychology & Special Education, M.S. Counseling Duquesne University: Clinical Psychology
* **Richard Williams**, C’07, M.S., Saint Vincent College: Accounting
* **James Wilson**, J.D., Temple University School of Law: International Criminal Law

**Executive Assistant to the Dean**

* **Eva Kunkel**, C’01, B.S., Saint Vincent College; C’08, M.S., Saint Vincent College: Accounting

**Advisory Council Members**

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.

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Mr. Daniel Hennessey

Consultant

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*MBAA PNC Business Credit Washington, DC*

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## Mission of the Alex G. McKenna School

Grounded in the intellectual and moral traditions of Western civilization, the McKenna School provides a challenging curriculum that addresses both contemporary issues and the enduring concerns of human experience. Practical knowledge combined with scholarly excellence is the hallmark of a McKenna School education.

* Effective business and professional leadership.
* Successful and responsible involvement in a dynamic market economy.
* Principled civic life and public service
* Skillful application of technology
* Contributions to the intellectual and scholarly world

**Appendix:**

## NACE Standards & Protocols

First-Destination Career Outcomes Rate

NACE Standards & Protocols

As explained on the website of the National Association of Colleges and Employers, NACE is the national organization focused on the employment of the college educated. As such, it has a singular responsibility to the profession and the public to provide thoughtful leadership on the relevant issues and trends affecting the college-educated work force. NACE has established national standards and protocols to guide higher education institutions in collecting and disseminating the vital information regarding the immediate career outcomes of their graduates. In doing so, NACE does not seek to supersede or take the place of other standards established for specific academic programs. The goal of this initiative is to establish some initial minimum standards and protocols to help institutions embark on this assessment process. Given this goal, the focus of this initial set of standards is on the first-destination career activities of students completing their undergraduate degrees.

Saint Vincent College has utilized the NACE guidelines in establishing standards and protocols specific to our institution, as follows:

Graduating Class: The graduating class includes those students who completed degrees during the dates of August 2018, December 2018 and May 2019.

Knowledge Rate: The term “knowledge rate” defines the percent of graduates for which Saint Vincent College has verifiable information concerning the graduates’ career outcomes. At Saint Vincent our data is provided by an exit survey or is reported via other sources such as social media sites, fellow graduates, College employees, family members or the employer directly. The knowledge rate for Saint Vincent College for the class of 2019 is 90%.

Career Outcomes Rate: Outcomes data concerning individual graduates should be organized into standardized categories when determining the career outcomes rate, which at Saint Vincent College for the 2018-2019 academic year is 98%. While graduates may be pursuing multiple activities, their status is only reported once in their primary area of activity. Reporting categories include the following:

· Employed (Full-time or Part-time): There are a number of important sub-categories that define employment and should be tracked accordingly. Graduates should be included in only one of the following categories:

· *Employed full-time or part-time (at least 30 hours per week) in intended field*

* + - *Employed as an entrepreneur*
    - *Employed in temporary, contract or freelance work or internship/fellowship*
    - *Employed as a substitute teacher*
    - *Volunteer Service (this category is defined as those graduates participating in volunteer service)*
    - *Military Service (this category is defined as those graduates serving in the U.S. Armed Forces)*

· Continuing Education: This category is defined as those who have been accepted to and plan to matriculate into a program of further study. Graduates should be included in only one of the following categories:

* + - * *Pursuing a doctoral*
      * *Pursuing a medical degree*
      * *Pursuing a law degree*
      * *Pursuing a master’s degree*
      * *Pursuing an additional bachelor’s degree*
      * *Pursuing an associate degree*
      * *Pursuing a certification or professional license*
      * *Taking courses for other purposes*
* Seeking Employment: This category is defined as those graduates who have indicated that they are seeking employment or engaged in the job-search process.
* Not Seeking: This category is defined as those graduates who have indicated that they choose not to pursue either employment or continuing education at this time.
* No Information Available: This category is defined as those graduates who, despite reasonable efforts on the part of the institution, have not responded, have not remained in contact with professors or anyone from the institution or have chosen to not participate in social media sites.