

**Walter E. Heller College of Business
2009-2010
Annual report**



ROOSEVELT UNIVERSITY
**WALTER E. HELLER COLLEGE OF
BUSINESS ADMINISTRATION**

2010 |

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May 2009 to May 2010

For the first time in my two years as Dean, I am pleased to present this report to you about the activities and initiatives we have undertaken in the College. Because of all of the progress we have made these past two years, it is important for me to share such information with you. Specifically, we now have a leadership team that is now taking care of the daily issues that used to crowd my calendar. In addition, the College has number of faculty-based committees that are working very efficiently, reducing the number of unresolved issues that need my attention. Finally, we have some wonderfully proactive students and advisory board members who are taking responsibility for new initiatives and activities that are making the College hum with activity.

As you will see when reading this report, there is a clear sense of purpose and optimism about our future that is exciting. I hope that when you read this document, you, too, will share with us our sense of that excitement and be inspired to share with us ideas that can help us further our goals.

I also hope that as you read this report you will be encouraged to help us grow further. If you have a really great idea for a new initiative or a way to help us improve our reputation or expand our reach, I would love to hear it. Together, we can build a College that is even more special and remarkable as well as better known to the greater Chicago community.

Please pass this report along to anyone you think might want to know more about us. We have lost touch with too many of our alumni. Therefore, we appreciate any reconnections you can help us make. The alumni I do know and meet are enormously proud and grateful for the education they received here and many want to actively support us. We would be thrilled to have such help!

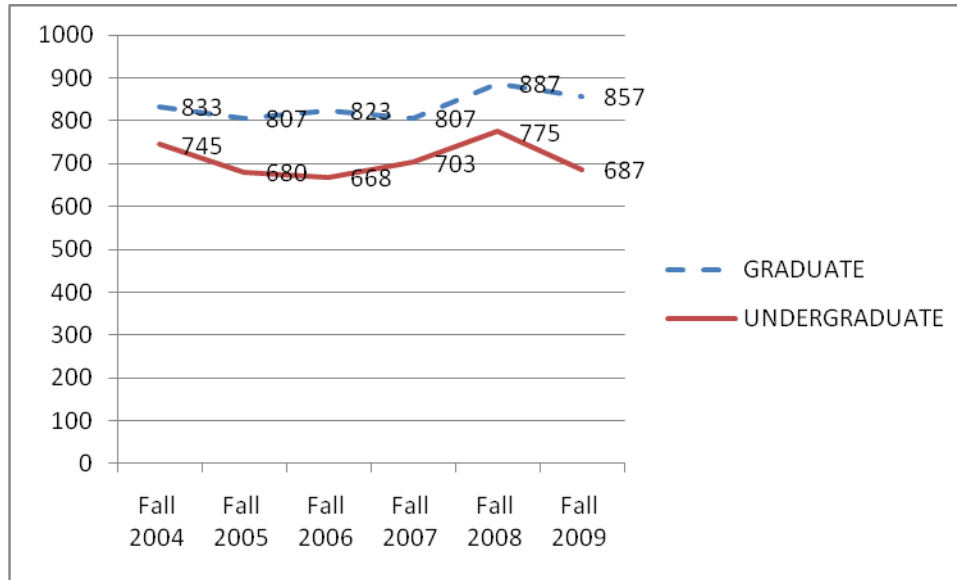
Sincerely,

Terri Friel
Dean, Walter E Heller College of Business

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ENROLLMENT

Enrollment by year for Fall Semesters



Fall 2009 enrollments for the College of Business were down slightly from last year's enrollment for both Graduate and Undergraduate programs. Credit hours were also down 6.7% overall with undergraduate enrollment comprising the largest decline at 12.28% (5158 down from 5857 CH). As you may recall this was the first of the financial crises. During this time we lost employer paid enrollments at a very high rate. We no doubt also lost students due to cost as well. This decline was mirrored by declines across the university and in particular in Schaumburg.

Unfortunately the decline continued through to the spring, deepening in the graduate programs to 67% decline in new student enrollment as measured in the spring of 2010. Currently we have closed the gap somewhat. To combat this decline, the college is using funds from other sources that have been collected and saved to pay for advertising in a variety of venues. We will have three extra open houses this summer to help attract new students to the college. In addition, we reduced the requirement for all to submit a GMAT test score to requiring this only of those that want to apply for a scholarship or who have below a 3.0 undergraduate GPA. We then advertised this using an ad focusing on the waiver of the GMAT with the following channels, chosen by the college marketing team (Paul Wellen, Marshall Ottenfeld, Carl Witte):

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- *RedEye*
 - PRINT We budgeted for 2 full page ads with iNotes (post-its on the cover)
 - We negotiated a bonus of 2 more full page ads
- Direct Mail
- WVAZ
 - RADIO Top African American Station in Chicago, but this rate would be standard for just about any competitive station if there is a desire to go elsewhere
- Facebook
 - SOCIAL MEDIA This is a cost-per-click medium and it looks like the grad student market is being heavily targeted---thus driving up the cost-per-click
- *Hoy*
 - PRINT We are getting 2 full page ads for \$2,000
- SHRM
 - EMAIL That list is much larger than previously believed, but savings elsewhere buffered the cost
- Non Paid CBA Networks
 - EMAILS These are any lists/places you all can forward promotions to

Feedback from the attendees of the June graduate open houses indicates that our Red Eye ads and the WVAZ radio ads were the most effective means to bring them in. We will be discussing new ads in both channels this week. At this moment we have 95 new graduate students enrolled for fall. Last year we had 198 new graduate students in the fall. We are targeting to match fall 2009 for fall 2010.

**UNITED NATIONS PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION
(UN-PRME)**

We are signatories of this initiative focused on sustainable business practices. This year we have a report on our activities due June 30. This report is attached as an appendix to this annual report. As you will see we have significant activities in these areas and plans for expansion of our efforts. We believe that our college is uniquely poised to offer solid, sustainable programs and events that support the principles of responsible management education. The principles are:

Principle 1

Purpose: We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

Principle 2

Values: We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

Principle 3

Method: We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

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Principle 4

Research: We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.

Principle 5

Partnership: We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

Principle 6

Dialogue: We will facilitate and support dialog and debate among educators, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

We understand that our own organizational practices should serve as example of the values and attitudes we convey to our students.

FACULTY ACCOMPLISHMENTS

In this arena we have much to report. I will simply report a summary of activities that I wish to highlight and a general accounting of all faculty activities. However I have included a complete list of faculty activities as an appendix. It is quite extensive and impressive. For a college of our size, the amount of research activity is enormous, particularly given that we have a teaching focus and 9 hour loads. On top of that our faculty are outstanding teachers that normally go above and beyond to help our students. I can confidently state that this group of faculty is dedicated to our students and scholarship.

Summary of Activities for All

Type of Scholarly work	Number	Percent of faculty submitting
Books	2	6%
Articles	78	81%
Grants	8	25%
Presentations	116	85%
National Association committee work	75	94%
Editorial Boards	75	75%
Faculty doing all of above	32	100%

Some outstanding faculty accomplishments for 2009-2010 include the following:

CIBER GRANT AWARD

Mark Holtzblatt, Ph.D. & Visiting Assistant Professor of Accounting received a \$12,000 Curriculum Development Grant from the Purdue University Center for International Business Education and Research (CIBER). The title of Dr. Holtzblatt's grant project is "The Creation of Educational Video Podcasts for International Financial Reporting Standards (IFRS) and a Video Channel Website." He will create 25 to

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40 educational podcasts with synchronized video and PowerPoint which will extend from 3 to 10 minutes each in length between September 1, 2010 and May 31, 2011. Additional grants for this project are possible from a Big 4 accounting firm and from several technology companies which could lead to a closer cooperation between Roosevelt University and the Purdue CIBER.

OUTSTANDING CHAPTER AWARD

Under the direction and guidance of Carolyn Wiley PhD, SPHR, DipEmpLaw & Professor of Management, the Society for Human Resource Management (SHRM), has awarded Roosevelt University's SHRM Chapter the 2009-2010 Student Chapter Merit Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to its members. Also, by achieving this award, our SHRM Chapter distinguishes itself as an outstanding organization dedicated to serving the needs of its members and to the advancement of the human resource management profession. Roosevelt University's SHRM Chapter will be recognized throughout the year for its chapter's achievements as a Merit Award Chapter. The Society for Human Resource Management has 250,000 members and operates in 140,000 countries, thus, their recognition of our chapter represents international recognition and distinguishes our chapter at an international level.

DISTINGUISHED RESEARCH AWARD

Dr. Mohan-Neill, PhD, Professor of Marketing and Entrepreneurship, was honored in October 2009 with a Distinguished Research Award by the Academy of Entrepreneurship at an Awards Conference Dinner in Las Vegas.

BEST MANUSCRIPT AWARD AND BOARD ELECTION

Dr. Sofia Dermisi, Professor of Real Estate & Pasquinelli Family Distinguished Chair in Real Estate for received the Best Manuscript Award for her publication titled "Effect of LEED Ratings and Levels on Office Property Assessed and Market Values" from The Journal of Sustainable Real Estate.

In addition, Dr. Dermisi has been voted by the members to serve a 5-year term on the Board of the American Real Estate Society.

HOWARD TEALL INNOVATION AND ACCOUNTING EDUCATION AWARD

Mark Holtzblatt, Ph.D. & Visiting Assistant Professor of Accounting was awarded first place with the Howard Teall Innovation in Accounting Education Award. The Award Committee finds Mark's "teaching technique very innovative and an excellent example of the worldwide impact of IFRS on teaching education." Mark will accept his award at the CAAA (Canadian Academic Accounting Association) Conference in Vancouver on May 27-29, 2010.

JOURNAL EDITORSHIP

Tanweer Hasan, Ph.D., Professor of Finance & Rolf A. Weil Professor of Finance has been appointed as the editor of the Journal of Forensic and Investigative Accounting for a 4-year term. He was previously one of the several members of the editorial board of this journal. Tanweer has also been appointed as the senior editor of the newsletter The Forensic Educator for a 3-year term. The Forensic Educator is a quarterly newsletter of the Forensic and Investigative Accounting (FIA) section of the American

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Accounting Association. Professors Deborah Pavelka and Husam Abu-Khadra of RU will be part of the editorial team of the newsletter. Tanweer is looking to work with all accounting and finance faculty members at RU to make the newsletter a success.

VISITING FELLOW APPOINTMENT

Tanweer Hasan, Ph.D., Professor of Finance & Rolf A. Weil Professor of Finance, was appointed as a 'Visiting Research Fellow' at the Institute of Microfinance (InM). InM is a leading think tank in the field of microfinance & located in Dhaka, Bangladesh. This prestigious Institute is overseen by Professor Yunus-2006 Nobel Laureate & 2009 recipient of the Presidential Medal of Freedom. Dr. Hasan is working on a research project examining the impact of differentiated governance structure on the performance of Microfinance Institutions.

OUTSTANDING RESEARCH AWARD

Dr. Henry I. Silverman, PhD, Interim Chair, Finance, Information Systems, Real Estate & Accounting, and Assistant Professor of Finance was awarded the Outstanding Research Award from the 2010 Global Conference on Business and Finance for his manuscript entitled "Do Active Mutual Funds Mimic the Index During a Bull Market?" In addition, his manuscript has been accepted for publication in the Journal of Business & Economics Research.

SELECTION AS A FELLOW

Dr. Joseph Chan, PhD., FIIMA., Professor of Information Systems in the Heller College of Business has been selected as a Fellow of the International Information Management Association (IIMA) for distinguished leadership in the field of Information Management, outstanding scholarship in the field, and distinguished service to the association.

FACULTY COMMITTEE OUTCOMES

The Internationalization Task Force produced a comprehensive report on what we are doing, the competition and some recommendations for the future. They submitted their work to a conference and it was accepted! We now have a good detailed plan on what we need to do going forward to give all our students some international experiences.

The Graduate Programs Committee was formed and worked on revising existing certificates in Real Estate and Information Systems. These are now approved and we are working on advertising. The committee plans to work on curriculum revisions next year.

Curriculum committee worked on new freshmen courses and reviewed all other requests for new classes such as the new undergraduate Real Estate classes and the graduate certificates. This committee met regularly and accomplished a great deal.

The Assessment committee met weekly during the spring. At the end of the semester the committee had student learning outcomes for all programs and with the faculty help identified metrics that will be used for the fall semester. The committee worked very hard to achieve the successful development of an assessment plan for AACSB.

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NEW FACULTY

In fall 2009 we welcomed three new faculty members. They are listed below. We are quite pleased with our new faculty and their contributions to our goals.

Dr. Husam Abu Khadra

Kleinerman Assistant Professor of Accounting

Dr. Sara Linton

Specthrie Assistant Professor of Accounting

Dr. John F. McDonald

*Gerald W. Fogelson Distinguished Chair
in Real Estate*

In the fall 2010 we will welcome another three new faculty members. They are listed below. We are excited to have them join us.

Dr. Ryan Petty

Chicago Assistant Professor of Human Resources Management

Dr. Raed Elaydi

Anixter Assistant Professor of Entrepreneurship

Dr. Mark Holtzblatt

Addy Associate Professor of Finance and Accounting

STUDENT ACCOMPLISHMENTS

Student Organizations

Two new student organizations were initiated this year. We now have an Alpha Kappa Psi business fraternity under development. We also have a new NetImpact student group that focuses on sustainability issues. These groups allow undergraduate and graduate student memberships and are broadly focused. We hope that this will encourage our students to feel more like a college community and to work with the business community.

The Graduate students in the Real Estate program started a Real Estate club. This group initiated and implemented a Real Estate Career Fair that went extremely well. They also developed a website for the group.

Roosevelt University's SHRM Chapter won the 2009-2010 Student Chapter Merit Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to its members. Also, by achieving this award, our SHRM Chapter distinguishes itself as an outstanding organization dedicated to serving the needs of its members and to the advancement of the human resource management profession. Roosevelt University's SHRM Chapter will be recognized throughout the year for its chapter's achievements as a Merit Award Chapter.

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Each year Delta Mu Delta, the business honorary for ACBSP our current accrediting body gives out a number of scholarships to national winners. This year Ioana Ardlean won the AJForanoce Award of \$1500. She was one of the top 5 winners in the organization. Ioana graduated this year and is now working for PWC in accounting.

New this spring, PWC developed a leadership training program. They invited Depaul, UIC and Roosevelt students to participate, asking for up to 8 students from each university. We nominated 8 students and all were accepted. This program was a weekly event where students reviewed a case study written by PWC partners each week and met to discuss them with the partners. The student teams were asked what they would do and what conclusions or recommendations they would propose. Then the students were told what actually happened. PWC Partner Ken Esch called me one afternoon to tell me how impressed all the partners were with our students. They were very excited about our student's assertiveness, analytical ability and curiosity. They hope to continue the program next year and assure me they will ask again for more WEHCBA accounting students.

Zak Rosenberg received the Wall Street Journal outstanding student award.

Jason Robin received and was awarded a Higher Education Scholarship in the amount of \$4,000 from the Chicago Association of Realtors - the highest award.

Study Abroad

Last year, we had 8 students study abroad at Kent University in Kent, England. Four students went to Krakow, Poland was well to spend three days learning about doing business in Poland. Yesenia Becerra (ugrad) spent Spring 2010 at London Metropolitan University.

Student Internships

This year we hired George Seyk to help us develop student internships. In previous years we have had little effort to encourage students to do internships resulting in only 8 or fewer students doing internships annually. This year we reviewed the syllabi and developed 1, 2, and 3 credit hour undergraduate and graduate internship courses that would give our students the flexibility to intern even if they currently have a job. Such experience is essential to professional growth and assists the college with community connections. Further, internships often result in job offers and represent a way to help our students succeed in their career goals. These 15 internships were filled in 2009-2010 as of May 2010. More are working on opportunities for the summer of 2010.

Student Internships for 2009-2010

Location/employer	Discipline	Undergraduate or Graduate	Led to permanent position?
Durty Nellie's	Marketing	UG	
Caldwell-Banker	Finance	UG	yes
Tropic Construction	Real estate	G	
YWCA	Mgt/HR	G	
Med Health Group	Marketing	Exchange student	
Merrill-Lynch	Finance	Exchange student	

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City of Chicago Budget Dept	Finance	UG	
TD petroleum	Finance	UG	
CTA headquarters	Finance	UG	
Chicago Council of Global Affairs	Marketing	G	
United Nations Headquarters, NYC	Finance	G	
A.H. Employee	Management	G	
First Merit Bank	Finance	G	
KPMG LLP	Accounting	G	
Federal Reserve Bank	Finance	G	

Promotional activities to increase student awareness of the importance and availability of internships and sessions on internship orientation, resume preparation and interviewing skills are planned for fall 2010.

ITI Internships

Each year we bring young post baccalaureate professionals from Taiwan who intern for free with local firms. They stay for 8 weeks and often are very valued for the contributions they make. Here are the employers they worked with from March 30- May 30, 2010.

FB International LLC	International Visitor Center of Chicago	medHealth
Billow, Butler and Co	Barnes & Thornburg LLP	The San Jose Group
The Plum Tree Group	Andrea A. Raila & Associates Inc.	Wight & Company
Mesirow Financial	American Indian Center of Chicago Inc	Northwestern Faculty Foundation

CAREER SERVICES

The WEHeller College of Business in collaboration with the Roosevelt University department of Career Services has become a member of Career Transition Center of Chicago (CTC). This center offers support for job searches for our student and alumni. This will augment the services currently offered by the university. In addition the CTC will collect data on student and alumni activities and report on outcomes of these searches. This will supply much needed data that the RU career services department does not have the resources to supply.

CTC offers a rich array of resources to help professionals meet their career goals:

- One-on-one and group sessions with career coaches;
- Weekly seminars on navigating transitions, successful search techniques, and relevant professional development;
- Access to the business center with telephones, fax and copy machines and high speed internet;
- An on-site library with sources of career information and job search help;

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- Special programs on entrepreneurship, self-awareness/assessment and creative career direction.

For the first quarter of participation, CTC's programs and services are available to Roosevelt University's Heller College of Business Alumni with a \$50 reduction of CTC's \$150 standard fee. In the coming months, CTC will provide workshops for CTC alumni on campus at Roosevelt. In the meantime, information about CTC's approach and programs is at www.ctcchicago.org/.

AACSB APPLICATION

There are 21 standards that must be met in order for WEHCBA to qualify for accreditation. Several documents must be produced with stakeholder involvement. These are

Document	Status
Mission Statement	Approved unanimously
Strategic Plan	Approved
Values Statement	Draft format written, vote scheduled in Dec
AQ/PQ Document	Approved unanimously
Participating/supporting definition	Written, no vote required
Ethics code for faculty and students	Under development
Assessment program	Written, agreed to by faculty, implementation for fall

Dr. Tom Head, our accreditation director is writing the documents required for our pre-accreditation application. On July 1, we will pay a fee for the assignment of a pre-accreditation mentor to assist us in building the application and assuring that we have sufficiently achieved the standards.

NEW INITIATIVES

Project Green Teen\$. The Entrepreneurship Task Force really made some significant progress during our collaborative meeting with the Dean of Wayne State David Williams, the Director of research at Purdue University and his assistant, Tim Peoples and Juliana Spiker, the head of Project Green Heals, J. T. Stinnette and the head of Aparecio, Jessica George. On July 11-16 we will host a summer camp for students from CPS that would focus on entrepreneurial education. This program is a package that is being offered by Purdue research center. We will be a beta testing site for the Purdue program here in Chicago. Students that participate would receive one hour of credit from Roosevelt and may receive a scholarship to Purdue.

Development activities for sustainability that support our PRME membership are under development. In September we will welcome Dr. Wayne Visser for four days to train faculty, students and other interested business people in the issues of sustainability. Dr. Woodrow Clark, an alumni and Noble Prize winner, may also join us. Dr. Clark worked with Al Gore on his climate change report to the UN.

DEVELOPMENT

Our development officer, Brian Walker, moved from his position to become our new Assistant Dean of Graduate Studies. Brian brings a wealth of experience from Rice University in a similar position. His replacement, Gary Keller, began working for the college in May and is already working hard to increase

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our alumni connections and develop new donors. We will be working hard together to identify and build relationships with potential donors. Several discussions are occurring about donations that will be announced later once the agreements are finalized.

The Marshall Bennett Real Estate program is very active in development. This year Jon DeVries not only raised his operating funds for the program but also raised \$100,000 in scholarship money for the second year in a row. The Goldie Wolfe-Miller agreement has been renewed for another 3-year term for a contribution of \$150,000 per year.

The ITI program brings in about \$45,000 each year. We also raised a small amount in support of the Project Green Teen\$ program this year. We are hoping for more contributions from two other sources and will report on these once they are submitted.

EVENTS 2009-2010

From a decided lack of events for the college in 2008-2009, we have initiated and executed many new events as well as continuing the Real Estate events that continue to be our most successful events. Next year we are working on several new events that will further enhance our collaboration with several organizations such as The National Society of Hispanic MBAs (NSHMBA) and the International Trade Association of Greater Chicago and Athena International. Hosting events for these organizations that can include our students will enhance our reputation and offer our students new networking and career opportunities. Events that welcome external stakeholders are in bold.

7/5-10 Project Green Heals (High School students from CPS)

8/17-18 Mandatory Adjunct Faculty meetings

8/27 Graduate Asst orientation

8/29 Convocation and WEHCBA retreat

9/14 Schaumburg Faculty Student Mixer

9/16 Chicago Faculty Student Mixer

9/16 Chicago Graduate Open House

9/23 Faculty council meeting (televised)

10/7 WEHCBA Advisory Board Meeting

10/7 Goldie Wolfe Miller lunch

10/7 Fogelson Forum (evening)

10/13 Trip to Purdue Incubator with entrepreneurship faculty

10/13 Chicago Faculty Mixer Lunch

10/24 Chicago UG Open house

10/28 REES Gala Four Seasons Hotel

11/7 Schaumburg UG open house

12/2 Faculty Council meeting (televised)

12/7 Emeritus Faculty Reception

1/20 Graduate Asst meeting

1/20 and 1/21 Graduate Orientations

1/20 and 1/21 Mandatory Adjunct Faculty meetings

1/22 WEHCBA Administrative team retreat

2/23 Spring Advisory Board Meeting with Faculty

2/24 Faculty Council meeting (televised)

3/3 Goldie Wolfe Miller Forum

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3/11 Fogelson Forum and MBIRE Advisory Board
3/39 Taiwan students arrive, welcome lunch, Guest Speaker: Paul Green
4/22 Mesirow Financial Lecture Series Guest Speaker: Sherron Watkins
4/28 Faculty Council meeting (televised)
4/29 Fogelson Forum and MBIRE Advisory Board
5/5 Goldie Wolfe Miller Forum
5/20 Taiwan students graduation
5/21 Taiwan students depart
5/25 Advisory Board End of year meeting
6/7 Joint Real Estate and WEHCBA Advisory Board Thank you lunch

Our Mesirow Financial Lecture Series event brought in 200 people to the event. Many of the attendees were alumni. We have made many valuable business connections from this event last year and this year.

The Emeritus Faculty reception welcomed alumni, emeriti faculty, retired faculty and current faculty for an afternoon celebration. We hope to continue this event for the upcoming academic year.

The Freed and Goldie-Wolfe Miller events continue to bring in 100-200 people each event. These continue to be our most successful and well-attended events. The Annual MBIRE Gala is the annual fund-raiser for the Real Estate program. This program depends completely on fundraising for operating funds. Each year, the gala brings in between \$200,000 and \$350,000.

GOALS FOR AY 2010-2011

1. Increase enrollment in the college
2. Develop new certificate programs in HRM and Sustainability
3. Develop online class offerings
4. Begin development of an international Hispanic focused MBA that will include courses in Spain, Chicago and Latin America
5. Build the development base and raise \$2 million minimum for the college
6. Build an office incubator in Schaumburg
7. Develop an entrepreneurship program plan
8. Develop a mentoring program for students beyond the Real Estate program
9. Expand internships, target for at least 40 students doing internships by May 2011
10. Prepare pre-accreditation application and apply by May 2011
11. Develop new publicity materials such as brochures for programs, and a view book for the college.
12. Build a new Alumni Advisory Council
13. Meet with the new Student Advisory Council twice
14. Expand the membership of the Dean's Advisory Council to include subcommittees focused on each discipline we support
15. Apply for NSF grant to develop a center for regulatory studies
16. Develop new international exchange opportunities and work to find ways to assist students to experience some international activity
17. Work on review and upgrading our programs to reflect new business activities and needs
18. Search for a new Marshall Bennett named professor
19. Search for a new Human Resources faculty member
20. Search for a new Strategy faculty member
21. Expand the Goldie Wolfe-Miller scholarship enrollment

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22. Seek out new sources of Real Estate funding

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APPENDIX 1 : PUBLICATIONS

User	Contribution Type	Title of Contribution	Journal/Publisher/Proceedings Publisher
Abu Khadra, Husam: habukhadra	Book, Chapter in Scholarly Book-Revised	Using Maturity Model to Govern Information Technology	IGI Global / Utilizing Information Technology Systems Across Disciplines: Advancements in the Application of Computer Science
Abu Khadra, Husam: habukhadra	Conference Proceeding	"Business Transactions Analysis, System Design and Implementation Case for Accounting Information System Class"	AAA Meeting - ELS session
Abu Khadra, Husam: habukhadra	Journal Article, Academic Journal	Contingent effects of System Development Life Cycle critical Success factors on Accounting Information System Effectiveness	International Journal of Information Technology Project Management, IGI Global
Abu Khadra, Husam: habukhadra	Journal Article, Academic Journal	"Implementation of Electronic Data Interchange (EDI) in Accounting Information Systems"	Journal of King Abdulaziz: Economics and Administration
Abu Khadra, Husam: habukhadra	Journal Article, Academic Journal	"An Empirical Examination of Maturity Model as Measurement of IT governance, Banking Sector"	IAJIT: International Arab Journal of Information Technology
Ament, Joseph: jament	Conference Proceeding	Passion for Teaching - Just How Long Can This Gig Last?	MBAA Internation
Ament, Joseph: jament	Conference Proceeding	The Challenge of Fair Value Reporting to the Financial Community	American Society of Business and Behavioral Sciences e-journal
Ament, Joseph: jament	Journal Article, Academic Journal	Analysis of law, regulations, rules and court cases on the title subject.	
Ament, Joseph: jament	Journal Article, Professional Journal	Do CPAs in public accounting need an MBA?	Insight
Ament, Joseph: jament	Other		New York Times
Amoroso, Lisa: lamoroso	Book, Scholarly-Revised	Constructing Social Research: The Unity and Diversity of Method	Pine Forge Press
Amoroso, Lisa: lamoroso	Journal Article, Academic Journal	Teaching Quantitative Methods without the Stress and Attitude, Really?!	Journal of Management Education
Amoroso, Lisa: lamoroso	Journal Article, Academic Journal	Personalization and Classroom Diversity	Western Journal of Human Resources Management
Bernstein, Donald: dbernte	Journal Article, Academic Journal	A Target Market Strategy to Enter a New Segment for a Pizza Competitor	Franklin Publishing in Leadership and Organizational Management
Chan, Joseph O: jchan	Conference Proceeding	Supplier Relationship Management in the Real-Time Economy	2010 Proceedings of Information Systems and Quantitative Methods, SAIS, MBAA International
Chan, Joseph O: jchan	Journal Article, Academic Journal	E-Business Enabled ERP II Architecture	Communications of International Information Management Association
Chan, Joseph O: jchan	Journal Article, Academic Journal	Integrating Knowledge Management and Relationship Management in an Enterprise Environment	Communications of International Information Management Association

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Chan, Joseph O: jchan	Journal Article, Academic Journal	A Conceptual Framework for an Integrated Knowledge-Driven Enterprise Model	Journal of International Technology and Information Management
Chan, Joseph O: jchan	Journal Article, Academic Journal	Information Technology and Business Alignment via Enterprise Modeling	Communications of the International Chinese Information Systems Association
chow, tsun: tchow	Conference Proceeding	IT Outsourcing Competency: a Capability-Based Strategic Approach to IT Outsourcing	Integrated Network Management-Workshops, 2009. IM '09. IFIP/IEEE International Symposium
Chowdhury, Shamsul: schowdhu	Conference Proceeding	Tools and Technologies in Predictive Modeling and Analysis	MBAA-SAIS Conference Proceedings
Chowdhury, Shamsul: schowdhu	Conference Proceeding	Artificial Neural Network and its Application in Predictive Modeling	ASBBS 12th International Conference Proceedings
Chowdhury, Shamsul: schowdhu	Journal Article, Academic Journal	An Intelligent Framework For Predictive Analytics	Review of Business Research
Chowdhury, Shamsul: schowdhu	Journal Article, Academic Journal	Data Mining Tools and Technologies for Competitive Business Advantage	European Journal of Management
Chowdhury, Shamsul: schowdhu	Research Report	Detailed Research Report on Research Project titled "Data Mining Tools and Technologies For Competitive Business Advantage".	
Dermisi, Sofia: sdermisi	Book, Chapter in Scholarly Book-Revised	Office building chapter in "Professional Real Estate Development, The ULI Guide to the Business"	
Dermisi, Sofia: sdermisi	Journal Article, Academic Journal	Effect of green (LEED and Energy Star) and other property/market characteristics on transaction prices/sf and frequency - A case of Chicago office market	Journal of Real Estate Finance & Economics
Dermisi, Sofia: sdermisi	Journal Article, Academic Journal	Selling Prices/sq. ft. of Office Buildings in Downtown Chicago-How Much Is It Worth to Be and Old But Class A Building?	Journal of Real Estate Research
Dermisi, Sofia: sdermisi	Journal Article, Academic Journal	Effect of LEED Ratings and Levels on Office Property Assessed and Market Values	Journal of Sustainable Real Estate
Dermisi, Sofia: sdermisi	Journal Article, Academic Journal	Office Building Capitalization Rates: The Case of Downtown Chicago	Journal of Real Estate Finance & Economics
Dermisi, Sofia: sdermisi	Journal Article, Academic Journal	International terrorism cyclicity predictions and concerns regarding private commercial buildings	Journal of Real Estate Literature
Easley, Christopher: ceasley	Book, Chapter in Scholarly Book-New	Women of Color: Taking Their Rightful Place in Leadership	Birkdale Publishers
Ghez, Gilbert: gghez	Other	New Palgrave Dictionary of Economics	
Hasan, Tanweer: thasan	Journal Article, Academic Journal	Differentiated Corporate Governance Environments and Determinants of Firm Investments: The Evidence from Asian Emerging Markets	Multinational Finance Journal
Hasan, Tanweer: thasan	Journal Article, Academic Journal	Regulatory Change & the Quality of Compliance to Mandatory Disclosure Requirements: Evidence from Bangladesh	Research in Accounting Regulation
Hasan, Tanweer: thasan	Journal Article, Academic Journal	The Market for Initial Public Offerings in Bangladesh: An Empirical Analysis	Applied Financial Economics Letters

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Haskins, Jefferson: jhaskins	Book, Chapter in Non-Scholarly Book-New	Beginners Guide to Programming Excel Using Visual Basic for Applications	
Haug, Ralph: rhaug	Journal Article, Academic Journal	"Can Condominium Owners Ever Be Satisfied? A Differentiation Strategy That Seems To Be Working!"	Ethics and Critical Thinking Quarterly Journal
Haug, Ralph: rhaug	Journal Article, Academic Journal	A Failed Differentiation Strategy with a Sweet Approach	Business Journal for Entrepreneurs
Haug, Ralph: rhaug	Journal Article, Academic Journal	"A Target Market Strategy to Enter a New Segment for a Pizza Competitor"	"A Target Market Strategy to Enter a New Segment for a Pizza Competitor", Leadership and Organizational Management Journal, Franklin Publishing
Haug, Ralph: rhaug	Working Paper	Crafting a Graduate Certificate in Strategic Management	
Head, Thomas: thead	Book, Chapter in Scholarly Book-New	Experiential International Consulting Education: Lessons Learned From Success And Adversity	Preparing Better Consultants: The Role Of Academia
Head, Thomas: thead	Book, Chapter in Scholarly Book-New	Speculation On The Practice And Process Of Organization Development In Hostile Environments	The Changing Paradigm Of Consulting: Adjusting To The Fast-Paced World
Head, Thomas: thead	Book, Chapter in Scholarly Book-New	Strategic Organization Development: A Failure Of True Organization Development? Part Two	Strategic Organization Development
Head, Thomas: thead	Book, Chapter in Scholarly Book-New	Subordinating national culture to corporate culture: Implications for organizational structure, leadership, and operations	Strategic Organization Development: Managing Change For Success
Head, Thomas: thead	Book, Chapter in Scholarly Book-New	The Executive's Role In Organizational Change: Lessons From Four U.S. Presidents	Strategic Organization Development: Managing Change For Success
Head, Thomas: thead	Journal Article, Academic Journal	Global Organization Structural Design: Speculation And A Call For Action	Organization Development Journal
Holtzblatt, Mark: markh	Book, Chapter in Scholarly Book-New	IFRS Cyber-Guest Lecturers: A Pedagogical Resource for Professors and and Inspiration for Student Online Video Projects	IAP
Holtzblatt, Mark: markh	Journal Article, Academic Journal	The Design and Implementation of an Enlivened IFRS Course	American Journal of Business Education (AJBE)
Holtzblatt, Mark: markh	Journal Article, Academic Journal	Teaching IFRS with Cyber-Guest Lecturers: A Survey and Strategies for Implementation	Global Education Journal/Franklin Publishing Company
Holtzblatt, Mark: markh	Journal Article, Academic Journal	Experiential Learning via an Innovative Inter-University IFRS Student Video Competition	Accounting Education: An International Journal/Taylor and Francis-Routledge
Holtzblatt, Mark: markh	Journal Article, Academic Journal	Baker Hughes: Greasing the Wheels in Kazakhstan - FCPA Violations and Implementation of a Corporate Ethics and Anti-Corruption Compliance Program	IMA Case Journal
Holtzblatt, Mark: markh	Newsletter	The Teaching of IFRS: Cyber-Guest Lecturers as a Pedagogical Resource	Accounting Educator
li, meng: mli	Journal Article, Academic Journal	Arbitrage Risk and Post-Repurchase Announcement Drift	

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li, meng: mli	Journal Article, Academic Journal	Value vs. Growth: Who Leads the Cyclical Stock Market?	
li, meng: mli	Journal Article, Academic Journal	Credit Crunch and Market Timing of Global Bond Issuance	Review of Business Research
li, meng: mli	Journal Article, Academic Journal	Determinants of Exporting Channel Integration: An Interaction Approach	Management & Marketing
li, meng: mli	Journal Article, Academic Journal	Value Premium: Fundamental Risk or idiosyncratic risk?	Financial Markets and Portfolio Management
li, meng: mli	Journal Article, Academic Journal	Asymmetric Asset Price Reaction to News and Arbitrage Risk	Review of Behavioral Finance/Wiley-Blackwell
McDonald, John: jmcdonald	Book, Chapter in Scholarly Book-New	The Economics of Zoning	Oxford University Press
McDonald, John: jmcdonald	Book, Textbook-Revised	Urban Economics and Real Estate, 2nd ed.	John Wiley & Sons
McDonald, John: jmcdonald	Encyclopedia Entry	Mortgage Markets and Mortgage Rates	Encyclopedia of Booms and Busts/ME Sharpe
McDonald, John: jmcdonald	Encyclopedia Entry	Mortgage/Commercial, Industrial	Encyclopedia of Booms and Busts/ME Sharpe
McDonald, John: jmcdonald	Encyclopedia Entry	National Home Ownership Strategy	Encyclopedia of Booms and Busts/ME Sharpe
McDonald, John: jmcdonald	Journal Article, Academic Journal	The Q Theory of Investment, the Capital Asset Pricing Model, and the Capitalization Rate in Real Estate Valuation	Applied Financial Economics
McDonald, John: jmcdonald	Journal Article, Academic Journal	Housing appreciation (depreciation) and owners' welfare	Journal of Housing Economics
McDonald, John: jmcdonald	Journal Article, Academic Journal	Office Building Capitalization Rates: The Case of Downtown Chicago	Journal of Real Estate Finance and Economics
McDonald, John: jmcdonald	Journal Article, Academic Journal	Graduate education in economics: Microeconomics at Chicago and Yale in the 1960s	Journal of the History of Economic Thought
McDonald, John: jmcdonald	Journal Article, Professional Journal	Runs scored in Division III baseball: A preliminary study	By the Numbers (Society of American Baseball Research)
McDonald, John: jmcdonald	Research Report	High-cost mortgage loans and foreclosures in Chicago and Cook County: 2006-2008	Marshall Bennett Institute of Real Estate
McLaughlin, Joseetta: jmclaugh	Book, Chapter in Scholarly Book-New	Money laundering: Strategic initiatives for preventing a growing menace	The Katowice Branch of the Polish Academy of Sciences
McLaughlin, Joseetta: jmclaugh	Magazine/Trade Publication	A new corporate climate: Business professor steeps students in accountability	Roosevelt Review: a magazine for Alumni and Friends of Roosevelt University
McLaughlin, Joseetta: jmclaugh	Other	Smokestack casts shadow over Clemson's emissions goals	The Greenville News
Mohan-Neill, Sumaria: smohan	Conference Proceeding	Executive Decision-Making and Marketing Research: The Choice of Sarah Palin as 2008 Republican Vice-Presidential Nominee	Academy of Marketing Studies
Mohan-Neill, Sumaria: smohan	Conference Proceeding	Tactics Versus Strategy In Entrepreneurial Political Ventures: McCain versus Obama during the 2008 Presidential Campaign	Academy of Entrepreneurship

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Mohan-Neill, Sumaria: smohan	Journal Article, Academic Journal	NATIONAL CULTURE, MARKET ORIENTATION AND NETWORK-DERIVED BENEFITS: CONCEPTUAL MODEL FOR SERVICE SME'S	
Mohan-Neill, Sumaria: smohan	Other	AN EMPIRICAL TEST OF HOFSTED'S MODEL: CULTURAL DIFFERENCES	ACADEMY OF ENTREPRENEURSHIP
Mohan-Neill, Sumaria: smohan	Other	Theoretical Framework for Service SMEs Based on Culture, Market Orientation and Networking Benefits	ACADEMY OF MARKETING STUDIES
moorer, cleamon: cmoorer	Journal Article, Academic Journal	Service Learning and Business Education: Distinctions between undergraduate and graduate business students	Delta Pi Epsilon Journal
Nickerson, David: dnickerson	Working Paper	Arbitrage-Free Valuation of Residential Mortgages: Implications for Redlining and the Regulation of Fair Lending Practices	
Nickerson, David: dnickerson	Working Paper	Does Zero-Beta Accurately Measure Catastrophe Bond Risk?	
Nickerson, David: dnickerson	Working Paper	Intermediation, Adverse Selection and Financial Market Structure	
Nickerson, David: dnickerson	Working Paper	Samaritans Dilemmas, Environmental Disasters and Public Insurance Programs	Journal of Risk and Insurance-2nd Revision
Nickerson, David: dnickerson	Working Paper	The Performance of Low Income and Minority Mortgages: A Tale of Two Options	
Nickerson, David: dnickerson	Working Paper	The Political Economy of Federal Disaster Aid: 1964-2005	
Nickerson, David: dnickerson	Working Paper	Stochastic Regulations and the Insurance Underwriting Cycle	APRIA Journal
Ottenfeld, Marshall: mottenfe		An Exploration of Consumer Perceptions and Affect: Two Forms of Soy Based Food Product	
Ottenfeld, Marshall: mottenfe		An Investigation of Variability in Restaurant menu Offerings: Consumer Attitudes and Preferences	
Ottenfeld, Marshall: mottenfe		Co-Branding Concepts - Study of Eleven Apartment Complex Themes	
Patzer, Gordon: gpatzer	Broadcast Media	GORDON PATZER on Sins of Omission with Host Paulie Abeles (Radio news-interview, Internet radio, Washington, DC)	"Sins of Omission with Host Paulie Abeles" radio program
Patzer, Gordon: gpatzer	Broadcast Media	Plastic Surgery Boosting Careers? (Fox TV News, Utah)	Fox 13 Now -- Utah (Salt Lake City, Utah television station)
Patzer, Gordon: gpatzer	Broadcast Media	Plastic Surgery Boosting Careers? (Fox TV News, Wisconsin)	Fox 6 WITI - Milwaukee (Milwaukee, Wisconsin television station)
Patzer, Gordon: gpatzer	Broadcast Media	Plastic Surgery Boosting Careers? (TV News, Chicago)	CLTV - Chicagoland Television (Chicago, Illinois television station)
Patzer, Gordon: gpatzer	Broadcast Media	Plastic Surgery Boosting Careers? (TV News, Texas)	The 33 CW -- Dallas, Texas television station
Patzer, Gordon: gpatzer	Broadcast Media	Think Looks Don't Matter? Thank Again (AOL/CareerBuilder)	AOL-CareerBuilder, in partnership Internet website: http://jobs.aol.com/articles/2009/12/16/think-looks-dont-matter-thank-again/3

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Patzer, Gordon: gpatzer	Broadcast Media	Think Looks Don't Matter? Thank Again... (CNN TV News, worldwide)	CNN iReport/ CNN television network (Atlanta, Georgia broadcast worldwide)
Patzer, Gordon: gpatzer	Broadcast Media	Think Looks Don't Matter? Thank Again (Yahoo! Finance Canada)	Yahoo! Finance Canada
Patzer, Gordon: gpatzer	Broadcast Media	#1 Ranked Home-Based Businesses (Start Up Nation, Entrepreneur magazine website)	Start Up Nation by Entrepreneurs for Entrepreneurs: Over 175,000 pages of award-winning business advice and networking.
Patzer, Gordon: gpatzer	Broadcast Media	Christy Clark Show with Gordon Patzer (Radio news-interview, Vancouver, Canada)	CKNW Radio
Patzer, Gordon: gpatzer	Broadcast Media	What About Physical Attraction? (BBC Radio, South America, Ecuador)	BBC Entertainment, South America
Patzer, Gordon: gpatzer	Broadcast Media	The right to make yourself beautiful: Beauty's double edge (Radio)	RNW: Radio Netherlands Worldwide (in partnership with NPR)
Patzer, Gordon: gpatzer	Broadcast Media	Looks [physical attractiveness] in the Workplace (Radio broadcast, Los Angeles)	KSCN (88.5) radio -- Full Circle (one-hour program radio interview)
Patzer, Gordon: gpatzer	Conference Proceeding	Ethics of Using Research Knowledge about Physical Attractiveness in Business Strategy (scholarly conference paper)	American Society of Business and Behavioral Sciences 17th Annual Conference, Proceedings 2010
Patzer, Gordon: gpatzer	Magazine/Trade Publication	Building Self Confidence: Why Looks Matter (Women's Health, magazine)	Women's Health
Patzer, Gordon: gpatzer	Magazine/Trade Publication	In Pictures: Seven Easy Ways to Look Your Best at Work (Forbes.com/Forbes magazine)	Forbes.com (Forbes Magazine)
Patzer, Gordon: gpatzer	Magazine/Trade Publication	Think Looks Don't Matter? Thank Again (Forbes.com/Forbes magazine)	Forbes.com (Forbes Magazine)
Patzer, Gordon: gpatzer	Magazine/Trade Publication	What She's Saying About You (Men's Health, magazine)	Men's Health
Patzer, Gordon: gpatzer	Magazine/Trade Publication	Hair that Says "Hire Me!" (Cosmopolitan, magazine)	Cosmopolitan Magazine
Patzer, Gordon: gpatzer	Newspaper	The Best Looking States (The Daily Beast, newspaper)	The Daily Beast
Patzer, Gordon: gpatzer	Newspaper	Think Looks Don't Matter? Thank Again (National Post, Canada, newspaper)	at National Post newspaper: [Website homepage for National Post: http://www.nationalpost.com/]
Patzer, Gordon: gpatzer	Newspaper	Why Taxing Cosmetic Surgery is a Bad Idea (Slate: Politics, newspaper)	Slate: Politics
Pavelka, Deborah: dpavelka	Conference Proceeding	A New Addition for the Professor's Tool Kit-The Effective Interest Simulator	2010 MBAA-NAAS Conference
rezvanian, rasoul: rrezvanian	Journal Article, Academic Journal	Efficiency Change, Technological Progress and Productivity Growth in Small Thrift Institutions: The Case of Cooperative Banks	Research in Banking and Finance
rezvanian, rasoul: rrezvanian	Working Paper	Measuring Production Performance of Financial Institutions of Newly Independent States	
rezvanian, rasoul: rrezvanian	Working Paper	Production Economies of Foreign-Owned and Domestic-Owned Banks in Hong Kong	

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rezvanian, rasoul: rrezvanian	Working Paper	Wealth Effects of Cost Efficiency	
shehu, ernal: eshehu	Book Review		Thunderbird International Business Review
Silverman, Henry: hsilverman	Book Review	Fundamentals of Investment Management (Review)	Fundamentals of Investment Management/McGraw-Hill
Silverman, Henry: hsilverman	Journal Article, Academic Journal	"Do Active Mutual Funds Mimic the Index During A Bull Market?"	Journal of Business and Economics Research
Silverman, Henry: hsilverman	Journal Article, Academic Journal	"Valuing Technology Stocks with EVA™; A Bridge Too Far?"	Journal of Business Case Studies
Silverman, Henry: hsilverman	Journal Article, Academic Journal	"Mutual Fund Investor Risk Perception and Portfolio Choice"	
Silverman, Henry: hsilverman	Journal Article, Academic Journal	"Qualitative Analysis in Financial Studies: Employing Ethnographic Content Analysis"	Journal of Business & Economics Research
Sweig, Michael: msweig	Other	Can Steve Case be a Good Corn Farmer	
Sweig, Michael: msweig	Other	Car Dealer Sues Student for Telling the Truth	
Sweig, Michael: msweig	Other	Leave Some Cash in the Other Guy's Jeans	
votta, elizabeth: evotta	Encyclopedia Entry	Potential Benefits of Analyzing Website Analytic Data	Encyclopedia of E-business Development and Management in the Global Economy
Wellen, Paul: pwellen	Journal Article, Academic Journal	"The Li-Ning Company: The Borrowing of American Marketing Technique"	International Journal of Business, Marketing and Decision Sciences
Wellen, Paul: pwellen	Journal Article, Academic Journal	Using a Life Stage Segmentation to Reach the Chinese Consumer	International Journal of Business, Marketing and Decision Sciences
Wellen, Paul: pwellen	Other	AMBUSH MARKETING VERSES DEFENSIVE MARKETING STRATEGY: A CASE STUDY IN THEIR SUCCESSFUL APPLICATION	Marketing Management Association
Wellen, Paul: pwellen	Other	THE LI NING COMPANY: THE BORROWING OF AMERICAN MARKETING TECHNIQUE	International Academy of Business and Public Administration Disciplines
Wiley, Caroline: cwiley	Book, Chapter in Textbook-New	Chapter 7: Organizational Planning (Global Management textbook)	
Wiley, Caroline: cwiley	Research Report	HR Practices and Trends in Ireland	Mercer Human Resource Consulting Limited
Witte, Carl: cwwitte	Conference Proceeding	Abstract: Hospital Waste Management: An Informational Assessment	Proceedings of the Allied Academies Summer 2009 Conference/Allied Academies
Witte, Carl: cwwitte	Journal Article, Academic Journal	Effects of US-based franchising in the developing world: a middle-eastern consumer perspective	Journal of Consumer Behaviour
Witte, Carl: cwwitte	Journal Article, Academic Journal	Hospital Waste Management: An Informational Assessment	Academy of Health Care Management Journal