THE INTELLIGENT FUTURE
THE POWER OF DATA REIMAGINED BY HUMANS
DEAN’S LETTER // ISABELLE BAJEUX-BESNAINOU

As we usher in a new year, we find ourselves confronting with old challenges that we had hoped to leave behind. COVID-19 and its variants are still surging, supply chains remain disrupted, and the labor shortage continues to impact our daily lives. Indeed, the past two years outlined their true description of “unprecedented” long ago. Still, within our shared struggles, lie many lessons. After all, history shows that adversity is often where imagination, innovation and education begin.

With this idea in mind, I am more optimistic about the future of the Tepper School than ever before. Every year, our faculty, alumni, and students push forward to intelligently respond to the global challenges beyond our campus. Your commitment is impressive. Our momentum is palpable.

In this issue of the Tepper magazine, you will read about Tepper’s efforts to empower students to meet complex, real-world challenges. Learn how our new brand positioning—The Intelligent Future—shines a spotlight on Tepper’s unique value proposition and unites our community around a common vision. By taking a collaborative, data-informed approach to business, we are well positioned to make sense of a world that is puzzled by an overabundance of data. Technology and information are intrinsic to finding solutions, but the human mind and its sound judgment can never be replaced by mechanics.

You will also learn about the progress Tepper is making toward building a more engaging and agile learning environment. Collectively, we garner far more intelligence when each of us feels secure and confident to express our varied opinions and different perspectives. With that knowledge at the forefront of our minds, we will soon release a comprehensive diversity, equity, and inclusion (DE&I) strategic plan, that reflects and activates our core values.

We may not know what the future holds, but we are determined to educate and motivate tomorrow’s leaders so they are prepared to shape our future in ways we have yet to imagine. We could not accomplish any of these goals without you and your support. I personally thank you for all that you do for our school. And on behalf of all of us at Tepper, I wish you all a happy, healthy and prosperous 2022.

With gratitude,

Isabelle Bajeux-Besnainou
Dean, Tepper School of Business

Professor Weingart Receives “Most Influential Article” Award in Conflict Management by AOM

The Academy of Management (AOM) has named the 2015 paper by Laurie Weingart, Richard M. and Margaret S. Cyert Professor of Organizational Behavior and Theory at Carnegie Mellon University’s Tepper School of Business, titled “The Directness of Oppositional Intensity of Conflict Expression,” as the recipient of the Conflict Management Division’s Most Influential Article Award published between 2013 and 2016.

The Conflict Management Division’s Most Influential Article Award is a prestigious designation, only given to one article each year and reflects the importance and influence of the published work. A committee of conflict management experts scanned the literature for all CM-related papers published between 2013 and 2016 and judged Weingart’s paper to be the most influential in light of its high quality, important findings, and many citations.


Tepper School Current and Former Faculty and Ph.D. Graduate Win Review of Asset Pricing Studies Award

Former Assistant Professor of Finance, Emilio Osambela, and Steve Baker (Ph.D. 2013) co-authored their paper, “Preventing Controversial Catastrophes,” with Professor Burton Hollifield, PNC Professor of Finance; Professor of Financial Economics; Associate Dean, Undergraduate Programs. The paper was awarded 2020 Best Paper Award from the Review of Asset Pricing Studies (RAPS). Their research covers different constituencies that disagree regarding the likelihood of economic disasters.

The Review of Asset Pricing Studies is a prestigious scholarly journal that strives to publish the highest quality research in asset pricing. RAPS evaluates papers based on their substantive original contribution to the understanding of pricing assets.

Dean’s Letter
Dr. Robert M. Dammon, Professor of Financial Economics, has been awarded the Richard C. Green Professorship in Financial Economics

Dr. Robert M. Dammon, Professor of Financial Economics, has been awarded the Richard C. Green Professorship in Financial Economics. Dr. Dammon has been a faculty member at the Tepper School since 1984. In addition to his research accomplishments, he has been an extraordinary educator—including being a three-time winner of the Tepper School’s George Leland Bach Teaching Award. He served as Associate Dean of Education from 2009 to 2011 and the ninth dean of the Tepper School from 2011 to 2020.

Dr. Dammon made important contributions in the finance profession prior to moving into the dean’s office. He served as Secretary-Treasurer of the Western Finance Association for several years and an associate editor for several professional journals, including Financial Management (2002–2008), Management Science (1993–1997, 2001–2006), and the Review of Financial Studies (1996–1999).

The Richard C. Green Professorship in Financial Economics was established by the Tepper School, in collaboration with alumni, colleagues, and friends of the late Richard C. Green, former Richard M. and Margaret S. Cyert Professor and Senior Associate Dean at the Tepper School.

Class of 1975 Gift Provides Masters Career Center with Interview Rooms to Enhance Student Experience

The Class of 1975 dedicated interview rooms to the Masters Career Center (MCC) to provide students with an upgraded virtual experience. The upgraded rooms are being used for virtual interviewing and networking purposes by the students served by the MCC. Since recruiting has been nearly all virtual since March 2020, the upgraded technology in the rooms permits a state-of-the-art experience for students. The trend toward virtual interviews began before COVID, and this change is something that the MCC believes is here to stay. The interview rooms keep students in a competitive position when recruiting virtually alongside other students in programs that have invested in upgraded technology.

The upgraded technology permits a highly improved audio and visual experience, which results in fewer disturbances that can impact a virtual interview conducted at a student’s home or in a regular meeting room. Students also have the ability to virtually whiteboard ideas. When the market goes cold, people stay where they are. The pandemic has caused massive changes in the job market and the workplace—especially now employees are recruited to how often they have to work in the office—giving Tepper alumni caught in the pause of 2020 a chance to reassess what they want in a career and an employer.

Fast forward to summer 2021, when pent-up demand for new hires hit like a tidal wave, and job seekers’ phones rang with multiple recruiting calls and offers. Originally, the Class of 1975 wanted their 40th Reunion fundraising to directly support students. Their gift would have funded more in-person student events. However, after the pandemic hit and the university went virtual, they became interested in directing their funds to more immediate student needs. This pivot led to the creation of the MCC interview rooms. The effort for the Class Gift was headed by committee members Marc Allinson, Mac Chiulli, Marc Oneetto, Steve Rothman, Hemant Sanghvi, and John Schiller.

TRENDING TOPICS

The term “Great Reassessment” may be more on point, Shiah says, “because it tells you a little bit more about what’s actually happening in people’s minds and in the minds of many workers.”

“People are really thinking about their work,” she says. “They’re looking at relocating, working remotely, having more time to spend with their family, more flexibility, and even more meaningful career paths.”

In September, over 40 percent of U.S. workers—nearly the 2019 rate—were actively searching for a new job or planning to look soon, according to a survey report from the Society for Human Resource Management. Forty-nine percent of U.S. executives said at the time that in the last six months, turnover at their organization was higher or much higher than usual. Workers who were most likely to say they were looking for a new job were Millennials; Gen Z, Black, and Hispanic workers; those in professional and business services, technology and administrative roles; and those in operations, customer service, and logistics.

In addition to better compensation and benefits, the most common reasons for leaving were career advancement, better work-life balance (including remote work), which is the option available to only 47 percent of the workforce, report authors noted, and a career change prompted by “Covid fatigue.” Increased flexibility is now table stakes. Coming out of COVID, it is just an expectation. But that alone is not enough...
Because everyone is offering it," says Julie Murphy (MBA 1991), Vice President and Chief Human Resources Officer at ANSYS Inc. "In the software industry, where equity ownership tends to run pretty deep, wealth creation and compensation are key drivers for retention. We're looking very creatively at how we extend equity. It drives a deep sense of ownership." Another big reason people are moving to new jobs is to deepen their experience, Shiah adds.

Her company's customers use Eightfold's AI technology to predict with 95 percent accuracy the likelihood that someone can learn other skills. It's another way to broaden the pool of potential candidates—giving job seekers who want to leap to another industry more opportunities. Many candidates, particularly in high-tech areas, are receiving multiple attractive offers. To help you decide, return to the basics, Murphy says. "What will you be doing every day? What kind of work lights you up?"

"Really go back to where your passion is, what gives you energy, because that's where you're going to be happiest," she says.

"When you're passionate about something, it tends to be an area you're strong in, and that helps you be successful and happy," Shiah adds.

For people seeking to re-enter the workforce after time away, such as stay-at-home moms, it's never been a better time, Murphy notes. "Own it, put it out there, don't hide it. You took time off to manage other important projects in your life," she points out. "Tell recruiters about the problems you solved, such as organizing an initiative that addressed a specific need in your community. You may not have gotten paid for them, but you got terrific results."

"And don't be afraid to dust off and shine up that prepread experience," she adds. "It may have been 10, 15 years ago, but there are some great skill adjacencies that are relevant to today's job market needs."

Some companies have set up special programs to reach this segment, Shiah says. "I've been in career services during two major recessions and as a working adult for three. This was really unlike anything I've experienced in the past," Rakas says.

But this time the chances of landing a plum flexible work arrangement are indeed very good. Despite persistent economic disruptions, the demand for workers never really went away and it's more robust than ever, making all sorts of things possible. The Tepper employment report for the Class of 2021 shows the highest employment rate since before the Great Recession: Nearly 96 percent of graduates had received offers, and 95 percent had accepted. (Four to five percent less still would be considered a successful year, Rakas says.) Average salaries rose $10,000 from before the pandemic, and graduates were earning an average $135,000 across all industries.

"This is evidence that the job market is strong, and the need for talent is strong. As we're working with changing dynamics, it's really encouraging to see how successful our students are being in the job market," he says.

"It's also evidence that companies, schools, and students have adjusted to a virtual recruiting environment, he adds. While MBA recruiting was trending toward virtual before 2020, it exploded during the shutdown. "The trend across all industries is to embrace the virtual recruiting landscape, and we're seeing some benefits."

One of the biggest benefits: Recruiters accustomed to conducting in-person interviews at only a handful of schools have had more time to meet virtually with candidates at more schools. It has leveled the playing field, with more emphasis on individual talent and less on the school on a student's resume.

Rakas and his peers at other business schools expect big, popular companies to remain largely remote, while companies that benefit from the in-person marketing opportunity, such as regional and midsize firms, will eventually return to recruit on campus.

"Companies are using this period in time to explore ways to cast a broader net and move away from traditional recruiting models," Rakas says.

"This is a pivotal period in what graduate business school recruiting is going to look like."
ever before has the business world seen change at such a rapid pace, thanks to the latest developments in technology, digital tools, and the global disruption caused by COVID-19. This “new normal” is forcing business schools to respond with structural changes that will play an important role in shaping the business leaders of the future—a future that continues to be informed by vast quantities of data and new technology. One that calls for human judgement, intelligence, and leaders who ensure diversity, equity, and inclusion are foundational considerations in everyday decision-making.

As business is redefined, business schools are charged with instilling the next generation of leaders with the right balance of analytical skills to manage copious amounts of data, and human skills—such as intelligence and empathy—to embrace challenges, assess risk, and make more prudent decisions.
The Intelligent Future is underpinned by the Tepper School’s rich history of delivering interdisciplinary education. Founded in 1949 by William Larimer Mellon as the Graduate School of Industrial Administration, connections across the Carnegie Mellon University campus are imbued in the culture of the institution.

Partnerships among Tepper School students, professors, and cross-campus researchers in the fields of engineering, robotics, biotechnology, and life sciences would be considered unconventional at other schools, yet they are ubiquitous at the Tepper School.

Interdisciplinary initiatives that unite the Carnegie Mellon community in a spirit of innovation are advancing our understanding of important topics that shape business and society—initiatives that cover blockchain, health care, sustainability, and inclusive growth and prosperity.

Tying these different disciplines together is the David A. Tepper Quadrangle—home of the 315,000-square-foot Tepper Business School building—which links students to the other six Carnegie Mellon colleges, such as the College of Engineering and the School of Computer Science.

The Intelligent Future is the ability to make deep, meaningful connections between fields. It is the physical embodiment of the Tepper School’s vision for business education that connects teaching, learning, and innovation. Business students study side-by-side with engineers, computer scientists, roboticists, actors, visual artists, and students from other fields. This collaboration promotes knowledge discovery, a diversity of perspectives, and enriches learning through group discussion and joint innovation.

“One of the most exciting aspects of The Intelligent Future is the ability to more deeply engage with other parts of Carnegie Mellon that are truly ground-breaking—departments that are advancing fields like machine learning, robotics, statistics, decision-making, and the performing arts,” said R. Ravi, the Andris A. Zoltiners Professor of Business, Professor of Operations Research and Computer Science, and Director of Analytics Strategy. “This is a huge draw for students, professors, and researchers.”

Ravi highlights the potential for interdisciplinary perspectives to catalyze innovation, noting that the Tepper School is deeply intertwined with centers of entrepreneurship, incubators, and accelerators at Carnegie Mellon. Throughout the Tepper School’s 72-year history, it has not only kept pace with business practice, but also charged ahead of the curve with a rigorous approach to leadership and analytics.

In fact, the school pioneered management science, which at the time was a new approach to decision-making. Powered by analytics, the Tepper School integrated scientific methods into complex problem-solving. It combined Carnegie Mellon’s strengths in business management, computer modeling, organizational behavior, and economic theory.

“In the 1950s the trend was to teach business using war stories which were converted into case studies,” said Ravi. “Our school took a different approach. It is known as the birthplace of management science. And now, the model we created is deployed in curricula all over the world.”

If case studies are like looking in the rearview mirror, management science is about
thinking ahead, it enables students to forecast, predict, and model answers to business problems. This analytical toolkit has never looked more relevant than it does today. Business leaders of the future will need these tools for economic understanding, optimization, and predictive and prescriptive modeling to respond to increasingly uncertain and complex business challenges.

Thanks to rapid advances in digital technologies, organizations are capturing, storing, and managing vast reams of data from a wide array of internal and external sources—now measured in zettabytes. This gives businesses far easier access to a rich set of valuable information about their customers, suppliers, and rivals than they ever had before.

The challenge facing company executives is how to turn that data into meaningful and actionable insights. This process relies on understanding and channeling the most valuable information from a sea of data, as well as strong data management and governance to control risk and meet regulation.

Many businesses face a yawning gap between the demand for the right mix of skills to turn data into value, and their actual capabilities. The dearth of talent underscores the role of human judgement in the process of converting data into actionable insights, and then using the insights to drive business results.

The Intelligent Future takes a human-centered approach to management education, imbuing business students with the ability to analyze data, while also imparting behavioral skills that focus on creativity, emotional intelligence, and empathy. It’s a powerful combination of analytics and leadership.

"Business leaders must also have the skills to assess the quality of the data they receive, and then work with people to implement change," said Cindy Padnos, Founder and Managing Director of Illuminate Ventures, a venture capital firm. "That human aspect is equally important—the judgement and intuition and ability to collaborate and lead people into an uncertain future."

Padnos highlights the risk of human bias being translated into algorithms. A recent study by several academics at Carnegie Mellon found that although artificial intelligence and machine learning are widely used throughout the global economy, algorithmic bias can have far-reaching consequences for employment, education, access to credit, and more.

"This example underscores a limitation of relying solely on data and highlights the need for a human lens and accountability to eliminate already stark inequalities in society," said Justin Kaufman (MBA 2004), who serves on the Tepper School Alumni Board.

"When it comes to technology and data, a human-led, tech-enabled approach is advantageous," said Kaufman, Pittsburgh Office Managing Partner, PwC.

The Tepper School’s new approach is fueled by data, powered by technology, and reimagined by human intelligence. By equipping future leaders with these abilities, the Tepper School can empower them to not just respond to—but shape—the rapidly changing business landscape and lead what will be the intelligent future."

A DIVERSE CAREER
Early in his life, Freidheim realized that he always wanted to be in on the important decisions. He constructed an imaginary ladder which would get him to that goal: to build the foundation and obtain the experience and skills necessary. In his new book he describes how the process played out for him.

Freidheim grew up in Chicago and studied chemical engineering at the University of Notre Dame before serving four years in the U.S. Navy. He needed a broad foundation so he pursued a liberal arts education. At the Naval Language School he became a Russian interpreter. His formal education culminated with a graduate degree from the Carnegie Institute of Technology’s Graduate School of Industrial Administration (now Carnegie Mellon University’s Tepper School of Business).
Freidheim claims three careers over his lifetime. “The common denominators and core of my careers have been problem-solving and service. By service, I mean helping others to bring out the best in themselves and their organizations,” he said recently. “A key to any success that I had was to get to the inner circle, and that’s something, I feel very far from.”

While he was in the Navy, Freidheim met Robert Touche, a senior partner of Touche Ross (a predecessor of Deloitte & Touche) and visiting professor at Carnegie Tech’s GSA, the forerunner of the Coke Carter Country Club. During a round of golf and lunch, Trueblood described his firm’s move into management consulting and explained how GSA was doing to prepare the new generation of corporate leaders. He described Carnegie Tech as the tip of the spear in research and teaching where the business world was going with computers, information technology, and analytics. To be part of the inner circle, Freidheim realized he needed to bring something special. Trueblood was so impressed that Freidheim turned down Harvard Business School to go to Carnegie Tech.

“AT CARNEGIE, I WAS BLESSED WITH TWO MENTORS AND A DOZEN OUTSTANDING PROFESSORS.”

Freidheim recalls, “Hal Leavitt, a management psychologist, opened my mind to management consulting. He experienced and wrestled with the gravity of Chrysler’s condition but offering some hope. “I said there was a solution, but it was draconian,” he wrote in the book. “I explained the recommendations we made to the management team and added that implementation would be difficult, and the risk of failure was high.”

Ultimately, Freidheim and Booz Allen worked with Chrysler and CEO Lee Iacocca for the next two years to get congressional approval of a $5.1 billion loan guarantee and to execute their plan under close scrutiny from the government, the media, and the public. Chrysler repaid 100 percent of its guaranteed loans with interest seven years ahead of schedule, and the government received $300 million on Chrysler warrants attached to the guarantees.

“The Chrysler experience in 1979-81 was for me a stellar example of what a management consultant actually does,” he wrote. “Business at the top level is compelling, challenging, and satisfying a career as there can be.”

He loved the auto industry, and many of the clients he worked with were car companies grappling with evolving technologies and markets. He also found that the auto companies were leaders in manufacturing, product development, and financial planning, and provided him with a laboratory of best practices.

In all but a few cases, his clients acted on his recommendations, and he had the satisfaction of seeing Booz Allen’s positive impact on many companies and countries. “Our gospel that ‘good management enables, good fortune’ was proven everywhere we worked,” he wrote. “While the U.S. certainly did not have all the secrets to effective corporate management, U.S. management consulting firms did spread the gospel and practice of good management principles throughout the world.”

CEO AND BOARD MEMBER

Freidheim began serving on a number of not-for-profit and a few corporate boards while still working with Booz Allen. These boards gave him an extraordinary network of top executives, many of whom became Booz Allen clients. They also gave him opportunities to give back to his community, reflecting his conviction that everyone is obligated to contribute their skills to improving society. Eventually, he served on fifteen corporate boards and over twenty not-for-profit boards, five as chair.

Upon retirement from Booz Allen in 2002, Freidheim was elected CEO of Chiuppta Brands International as it was coming out of bankruptcy and needed a fresh approach. The transition from consultant to CEO might have been tough for Freidheim though dealing with shareholders presented interesting challenges. For example, certain shareholders demanded a stock buyback and sold their stock when Freidheim refused, driving the stock down from $16 to $8 per share. Freidheim held his ground and restructured the company. Chiuppta sold off a third of its groceries, gave its plantation in Panama to its employees with the help of the president of Panama, cut $100 million, and entered two new, fast-growing businesses. Debt was cut in half. The stock rose to $30.

A year after retiring again, Freidheim joined the board of Songtan International, which was then the holding company for the Chicago Sun-Times and community newspapers. The newspaper industry was in a tailspin as the internet was taking over as a primary source of news. This crisis was accompanied by the 2008–09 financial meltdown. Because of his experience with turnarounds, the board asked Freidheim to take on the Sun-Times as CEO and publisher. He led the restructuring and outsourced distribution and printing to its arch competitors, the Chicago Tribune. Nevertheless, the decline in the industry erased any gains. Like many newspaper companies, Sun-Times Media Group declared bankruptcy but sold its newspapers, so the Sun-Times remains a vibrant voice in Chicago.

AUTHOR

As Freidheim approached 80, his grandchildren told him that they were young grandchildren would not get to know him, so he wrote “Notes From Grampa: Preparing for Your Tomorrows.” His goal was to pour everything he could into the minds of the most important clients and his grandchildren. “Commit & Deliver” and “Notes From Grampa” were only part of his growing career as a writer sharing the wisdom he learned over his long career in business. In 2000 he published “The Trillion-Dollar Enterprise: How the Alliance Revolution Will Transform Global Business,” and next year he plans to publish his first novel, “The Star of Africa: From Dictatorship to Democracy.” Like “Commit & Deliver,” the new book will have an important purpose: to demonstrate how the human spirit can lift a struggling nation.

MORE ADVICE FROM “COMMIT & DELIVER”

Do what you love, love what you do.

Treat everyone with respect, but choose your friends and associates carefully.

Surround yourself with top talent. The team with the best players and coaches almost always wins.

Sometimes the best deal is the one left undone.

Understanding is crucial for a consultant and essential to mutual trust with a client.

In life, you are your most important project.

The best deal is the one left undone.
Why CMU?
I came to the Tepper sell weekend, and I was so impressed with how smart and down to earth everyone was. There was no pretense or ego, just smart people with interesting backgrounds.

What big ideas will you pursue next?
Right now, all I can think about is making Perch the best it can be. I truly believe we can redefine an industry if we do this right, but it will be a lot of work over many years (likely decades), so I don’t want to be distracted anytime soon. I do enjoy helping other entrepreneurs where I can so when I have spare time, I like to pay back the advice and kindness that was shown to me along the way back. Between family, Perch, and helping others, I have a full plate for the foreseeable future.

Barath Shankar Subramanian (MBA 2011)
PARTNER, ACCEL
Barath Shankar Subramanian (MBA 2011) has faced his share of challenges and setbacks during his entrepreneurial adventures. Inspired by Professor Sridhar Taylor, Subramanian took the path less traveled and began to explore non-traditional career options. Returning to India to join Accel was no easy decision but one that has greatly paid off. Barath explained the successes he found along the way, how he ended up as a Partner at Accel, and what he hopes to achieve next.

What is your elevator pitch?
I’m very excited to partner and work with founders who are exploring technology ideas from a very early stage and work with them on building out existing companies.

Why CMU?
I visited several campuses before deciding on CMU—the things that stood out to me were the collaborative attitude on campus, the compact class size, flexibility offered with selecting courses and pursuing areas of passion, I felt like these were very important aspects of decision making. The analytically oriented teaching methodology is also a very powerful toolkit that students get to build on.

How did the Tepper School help to shape your path?
The flexibility that Tepper offers really stood out to me and helped me navigate through the complex and difficult process of figuring out a career shift. The ability to design your courses and select courses and areas of passion really stood out to me. I really appreciated the flexibility to do my department course and the flexibility to have really meaningful projects and skills in marketing and strategy and try to build more of a company for myself here. I applied and got accepted to CMU’s Tepper School of Business. CMU has been such a champion for Culturora. I can’t wait to be able to give back to the university. It’s coming!

JODY MADALA (MBA 2021)
CEO, PERCH
Jody Madala (MBA 2021) is a recent Tepper School graduate who never left home by launching her company, Culturora—a right in the middle of a pandemic. But for Jody, the timing could not be better. The pandemic has drastically changed how we work, and employees now face challenges previously unimaginable. Culturora facilitates work connections to help employees fight isolation, burnout, and disengagement. Culturora is invaluable to human resources personnel who are extremely concerned about high burnout and low retention, and desire to create a supportive and interpersonal environment for employees during remote and hybrid work.

What is your elevator pitch?
Culturora is a Human Resources tech company. Our connection engine and user experience help employees fight isolation and burnout and proactively build a strong sense of belonging to their company. HR departments care because the pandemic has shifted work to a remote and hybrid experience, and talent retention and happy employees are critical priorities. Unlike lightweight or static tools like Donut and LinkedIn, Culturora connections are highly personalized and actionable.

What big ideas will you pursue next?
I came to Pittsburgh in 2017 to work at UPMC Enterprises, helping others, I have a full plate for the foreseeable future.

H. JACOB HANCHAR (MBA 2013)
CEO, DIGITAL DREAM LABS
Jacob Hanchar (MBA 2013) knows that starting a new business is no easy feat. Overcoming challenges from the pandemic, Hanchar’s company, Digital Dream Labs, has continued to grow. Being an entrepreneur is not for the faint of heart, and Hanchar attributes his success to the people around him. He explained his company’s mission, the support he had on his way to launch, and what he hopes to achieve next.

What is your elevator pitch?
My elevator pitch for Digital Dream Labs is ever-evolving depending on the market or our circumstances; however, the key points that have been immutable for several years are:

1. We are an “edtechtainment” company that leads with fun and teaches inadvertently.
2. We are poised to be the most influential makers of robot companions that not only teach coding and robotics but teach us more about ourselves and the human condition.
3. And, of course what investors want to hear is we expect to lead the way in the market as a billion-dollar company and be the dominant player in this space for years to come.

Why CMU?
The initial reason I chose Carnegie Mellon was because of its reputation for analysis and critical thinking when it comes to management. I have a scientific background and a Ph.D. in its reputation for analysis and critical thinking when it comes to management. I have a scientific background and a Ph.D. in management, and the band of brothers turned out to be one of the most enduring contributions CMU made to my life.

What is your elevator pitch?
Why CMU?
I came to the Tepper sell weekend, and I was so impressed with how smart and down to earth everyone was. There was no pretense or ego, just smart people with interesting backgrounds.

CHRIS BELL (MBA 2009)
CEO, PERCH
Chris Bell (MBA 2009) and his company, Perch, are devoted to acquiring great brands, improving them, and putting them on the map. Using a self-built technology platform, Bell helps build and scale micro-brands, making them available across the globe. With the pandemic forcing many brick and mortar stores to close or limit hours, Perch and Bell were in the perfect position to provide retail on an online platform.

What is your elevator pitch?
Perch acquires great brands and we make them better. Perch is building the next-generation consumer products company, building a technology platform that enables us to build and scale the micro-brands that consumers love and scale them across channels and geographies.

What big ideas will you pursue next?
Right now, all I can think about is making Perch the best it can be. I truly believe we can redefine an industry if we do this right, but it will be a lot of work over many years (likely decades), so I don’t want to be distracted anytime soon. I do enjoy helping other entrepreneurs where I can so when I have spare time, I like to pay back the advice and kindness that was shown to me along the way back. Between family, Perch, and helping others, I have a full plate for the foreseeable future.

JODY MADALA (MBA 2021)
CEO and CO-FOUNDER, CULTORUBA
Culturora is a Human Resources tech company. Our connection engine and user experience help employees fight isolation and burnout and proactively build a strong sense of belonging to their company. HR departments care because the pandemic has shifted work to a remote and hybrid experience, and talent retention and happy employees are critical priorities. Unlike lightweight or static tools like Donut and LinkedIn, Culturora connections are highly personalized and actionable.

What is your elevator pitch?
Culturora is a Human Resources tech company. Our connection engine and user experience help employees fight isolation and burnout and proactively build a strong sense of belonging to their company. HR departments care because the pandemic has shifted work to a remote and hybrid experience, and talent retention and happy employees are critical priorities. Unlike lightweight or static tools like Donut and LinkedIn, Culturora connections are highly personalized and actionable.

What big ideas will you pursue next?
I came to the Tepper sell weekend, and I was so impressed with how smart and down to earth everyone was. There was no pretense or ego, just smart people with interesting backgrounds.

Why CMU?
I came to the Tepper sell weekend, and I was so impressed with how smart and down to earth everyone was. There was no pretense or ego, just smart people with interesting backgrounds.

What is your elevator pitch?
My elevator pitch for Digital Dream Labs is ever-evolving depending on the market or our circumstances; however, the key points that have been immutable for several years are:

1. We are an “edtechtainment” company that leads with fun and teaches inadvertently.
2. We are poised to be the most influential makers of robot companions that not only teach coding and robotics but teach us more about ourselves and the human condition.
3. And, of course what investors want to hear is we expect to lead the way in the market as a billion-dollar company and be the dominant player in this space for years to come.

Why CMU?
The initial reason I chose Carnegie Mellon was because of its reputation for analysis and critical thinking when it comes to management. I have a scientific background and a Ph.D. in management, and the band of brothers turned out to be one of the most enduring contributions CMU made to my life.

What is your elevator pitch?
Why CMU?
I came to the Tepper sell weekend, and I was so impressed with how smart and down to earth everyone was. There was no pretense or ego, just smart people with interesting backgrounds.

What big ideas will you pursue next?
Right now, all I can think about is making Perch the best it can be. I truly believe we can redefine an industry if we do this right, but it will be a lot of work over many years (likely decades), so I don’t want to be distracted anytime soon. I do enjoy helping other entrepreneurs where I can so when I have spare time, I like to pay back the advice and kindness that was shown to me along the way back. Between family, Perch, and helping others, I have a full plate for the foreseeable future.

H. JACOB HANCHAR (MBA 2013)
CEO, DIGITAL DREAM LABS
Jacob Hanchar (MBA 2013) knows that starting a new business is no easy feat. Overcoming challenges from the pandemic, Hanchar’s company, Digital Dream Labs, has continued to grow. Being an entrepreneur is not for the faint of heart, and Hanchar attributes his success to the people around him. He explained his company’s mission, the support he had on his way to launch, and what he hopes to achieve next.

What is your elevator pitch?
My elevator pitch for Digital Dream Labs is ever-evolving depending on the market or our circumstances; however, the key points that have been immutable for several years are:

1. We are an “edtechtainment” company that leads with fun and teaches inadvertently.
2. We are poised to be the most influential makers of robot companions that not only teach coding and robotics but teach us more about ourselves and the human condition.
3. And, of course what investors want to hear is we expect to lead the way in the market as a billion-dollar company and be the dominant player in this space for years to come.

Why CMU?
The initial reason I chose Carnegie Mellon was because of its reputation for analysis and critical thinking when it comes to management. I have a scientific background and a Ph.D. in management, and the band of brothers turned out to be one of the most enduring contributions CMU made to my life.

What is your elevator pitch?
My elevator pitch for Digital Dream Labs is ever-evolving depending on the market or our circumstances; however, the key points that have been immutable for several years are:

1. We are an “edtechtainment” company that leads with fun and teaches inadvertently.
2. We are poised to be the most influential makers of robot companions that not only teach coding and robotics but teach us more about ourselves and the human condition.
3. And, of course what investors want to hear is we expect to lead the way in the market as a billion-dollar company and be the dominant player in this space for years to come.

Why CMU?
The initial reason I chose Carnegie Mellon was because of its reputation for analysis and critical thinking when it comes to management. I have a scientific background and a Ph.D. in management, and the band of brothers turned out to be one of the most enduring contributions CMU made to my life.

What is your elevator pitch?
My elevator pitch for Digital Dream Labs is ever-evolving depending on the market or our circumstances; however, the key points that have been immutable for several years are:
It’s the thrill of the hunt that attracts me,” she says. “It’s that auction mentality, when you find a treasure and you bid on it. I love the dynamic between buyer and seller.”

Her values are perfectly aligned with her current role as Chief Executive Officer for Bidsquare, an upstart online auction house which has raised $1.5 million in seed funding on its mission to democratize high-end fine art and design.

Allis Ghim (BS 1995) does not come from the glamorous world of fine art. Masterpieces change hands for hundreds of millions of dollars at the very top end of the market. Ghim has a humbler origin and purchased her first works at flea markets growing up in Boston and while on vacation in her native Korea.
New York-based Bidsquare is rewriting the rulebook and helping to bring about a long-awaited digital transformation in the art market. The startup offers live online auctions for rare and authentic art, antique, luxury, furniture, and collectibles.

It’s one of a new breed of digital newcomers that have emerged to challenge the supremacy of traditional, venerable auctioneers such as Sotheby’s and Christie’s. Bidsquare competes with online players Artsy and Invaluable, but it’s USP is a curated platform with vetted sellers. “We are addressing a problem of authenticity that has been around for years in the online art market,” Ghim says.

While the Sotheby’s and Christie’s of the world have been adapting to e-commerce and their own live online auctions, Ghim says she’s competing more with midsize, regional auction houses that don’t have the capital or know-how to build their own digital platform.

“Bidsquare will always be focused on antiques and art, but Bidsquare Cloud is helping us to expand into other verticals that are bigger in terms of the market opportunity,” she says.

To catch NFTs can tap into a broader audience, improve transparency, and raise royalty fees. “We’re definitely looking into the NFT market, as it has definitely come to the forefront of the art world, but it’s still early days,” Ghim says.

“All major, even liberal arts, had to learn programming. Those classes helped me develop my problem-solving skills and the way I think about tackling problems today. It’s a very cynical and logical mindset that served me well even after I graduated.”

She looks back with fond memories of not just the rigorous academic curriculum, but also the leadership faculty, but at getting stuck into meetings.

“At the time, people doubted whether consumers would ever buy beauty products online, but it was exciting for me to join a company that was really pushing the boundaries of the retail landscape and changing the way people shopped,” she says.

The move speaks to Ghim’s character. A former Fulbright Scholar in Korea and Goldman Sachs alumna, her career path has taken many twists and turns. She urges others to make bold career choices: “I’ve taken a lot of risks over my career, and it’s always scary to venture into something that is unfamiliar, but I think that’s the only way that you can push yourself and learn new things and grow. I don’t have any regrets.”

It has not been all plain sailing, however. The switch from large, structured companies with well-established infrastructure and resources to a smaller, scrappy startup proved to be her toughest challenge yet.

“I was ill prepared for how much I would need to roll up my sleeves,” she says, noting that she had to get stuck into customer service as much as board meetings.

She says it has been a humbling experience. “I thought being CEO was having all the answers while in fact your job is to learn and give as much information as possible so you are able to develop a clear vision and plan. I wish someone had told me that before.”

It was a formal business education that seeded her professional success. She was an undergraduate business major at the Tepper School of Business, and a scholarship, but what set the institution apart was the school’s prowess in science and technology, Ghim says.

“All majors, even liberal arts, had to learn programming. Those classes helped me develop my problem-solving skills and the way I think about tackling problems today. It’s a very cynical and logical mindset that served me well even after I graduated.”

She looked back with fond memories of not just the rigorous academic curriculum, but also the leadership faculty, but at getting stuck into meetings.

At that time, the beauty industry was slow to embrace e-commerce, but Ghim foresaw the sector’s impending digital makeover. When she first came up at eBay, then a pioneering internet darling, she jumped at the opportunity to become a Category Manager for Health and Beauty.

“At the time, people doubted whether consumers would ever buy beauty products online, but it was exciting for me to join a company that was really pushing the boundaries of the retail landscape and changing the way people shopped,” she says.

The role took her across the world, but it was in Tokyo—where she exported high-end health and beauty products to the U.S. and Europe—that she found a passion for the business of luxury.

Yet Ghim gave up her globetrotting career and moved back to the U.S. to be closer to her loved ones after a family bereavement. She kept working, though, and made yet another career move, this time into the online luxury marketplace.

In 2012, she joined tsubids.com—an online marketplace which sells high-end furniture for interior design, along with fine art and jewelry—at Vice President of Global Sales and Operations. It was while in this role, based in New York, that Ghim first heard about Bidsquare and made her audacious, unsolicited approach.

She joined the company as its first President and CEO in 2014. Since then, Bidsquare has flourished into a thriving community of auction houses, antique dealers, and collectors hoping to modernize the once staid worlds of art and auctions.

More than $500 million worth of bids have been placed through the platform, which has attracted 100 premier auction houses and dealers along with a truly global audience. The platform recently sold an oil painting worth a record $850,000. But lower-priced lots have proved to be the strongest draw, with the majority of goods changing hands for below $15,000.

While the Sotheby’s and Christie’s of the world have been adapting to e-commerce with their own live online auctions, Ghim says she’s competing more with midsize, regional auction houses that don’t have the capital or know-how to build their own digital platform.

“All of us are now working to bring the world, but it’s still early days,” Ghim says.

While the Sotheby’s and Christie’s of the world have been adapting to e-commerce with their own live online auctions, Ghim says she’s competing more with midsize, regional auction houses that don’t have the capital or know-how to build their own digital platform.

“The cost to build the technology is a barrier to entry,” she says, adding that Bidsquare provides a valued service with a qualified audience and online marketing. Moreover, last year the company launched Bidsquare Cloud, a software that allows third parties to run online auctions on their own websites, syncing all bidding activity with the Bidsquare marketplace.

With this software, Ghim sees a bright future ahead for the company—and a potentially bigger business opportunity outside the world of art. She is planning on expansion into new categories, such as cars and industrial equipment.

“Bidsquare will always be focused on antiques and art, but Bidsquare Cloud is helping us to expand into other verticals that are bigger in terms of the market opportunity,” she says.
Tepper School of Business undergraduates, Jake Vachal (BS 2007) and Patrick Cao (BS 2006) met at the Tepper School undergraduate business administration program and have continued mentoring and supporting each other for over 20 years. The friendship has grown from mutual struggles, values—and a shared wisdom gathered studying at one of the world’s best business schools.

The 20-year friendship, so the story goes, began on a 100-degree August Pittsburgh day. As new dormitory mates, Cao remembers Vachal’s car ownership—and his stature—as a standout feature. Meanwhile, Vachal defined Cao as the likeable, “magnetic” guy with the only functioning AC. “With family and among friends, Jake’s still known as ‘handsome Jake,’” Cao laughs.

And yet, considerable crossovers exist. As self-defined self-starters, both share (and honor) values around hard work, family, lifelong learning, and risk-taking. They also put a premium on clear and effective communication and providing support when needed.

This easy friendship flourished throughout their studies, and (which both agree) defined their careers—and lives. Their communications coaching and training through Professor Claudia A. Kirkpatrick, then professor of Business Management Communication, became a shared and memorable legacy.

“We learned that ‘people’ problems are communication problems and the power of writing effective CVs,” Cao recalls of this vital training. Kirkpatrick converted
skeptic to converts, Vachal adds. “Claudia made us see this ‘soft’ skill as critically important to all problems that leaders encounter and became a mentor for many.”

As true converts, Cao and Vachal served as Kirkpatrick’s teaching assistants and, to this day, integrate what they learned: writing crisp and clear reports, business planning, and pitching for venture capital funding. “I find in media interviews, even today, I bottom line my ideas effectively from this training,” Cao says.

Learning teamwork and time management skills for investment banking and entrepreneurship, became additional takeaways from their undergraduate business training. And the additional, mutual win came from the attractive blend of technology with business, data, and robotics; a rare, signature Carnegie Mellon hybrid. “From a technical perspective, there was no one else undergraduate business school melding business with a strong technical foundation.”

As true converts, Cao and Vachal served as Kirkpatrick’s teaching assistants and, over $200 billion of M&A transactions including helping finance a $4.8 billion merger between Televisa and Univision. The company served as one of two independent advisors of MSG Entertainment’s acquisition of MSG Networks and led $18 million in Series A funding for expanding Rock the Bells, an annual music festival featuring hundreds of acts and connecting millions of users, 99% of whom are Indonesia’s largest privately held tech company. Since its founding in 2009, he remains president of topkopeka, Indonesia’s leading marketplace, employing around 6,000 people, connecting millions of users, 99% of districts, and over 11 million merchants across Indonesia’s many islands.

His new GoTo Group has become Indonesia’s largest privately held tech company through a merger. GoTo merges Gojek and Tokopedia with Cao as President of GoTo and Andre Soelistyo from Gojek as CEO. (Tokopedia and Gojek were two of Indonesia’s largest technology companies.) Media hail GoTo as one of Southeast Asia’s more successful IT groups. Through COVID-19, GoTo’s ecosystem—which combines e-commerce, grocery and food delivery, transportation, logistics, and financial services—has helped provide essential goods to customers and business continuity to merchants and drivers.

Media, including the Financial Times of London and Deal Street Asia, have quoted Cao’s insight on how e-commerce and ride-sharing companies might navigate ongoing lockdown and COVID-19 cases in Indonesia. Others report on GoTo’s future plans, including GoTo Financials’ digital payments and fintech services.

Vachal, proud of his colleague and friend, defines the way the two companies came together as having “remarkable” impact on individual lives, employees, customers, and those in and around the platform. “I think that tells you a lot about Pat and why GoTo will continue to succeed. They’re about impacting lives.”

And in an age of social media-induced surface friendships, Vachal and Cao have continued learning and growing from their ongoing kinship and Carnegie ties. As Cao went through (self-described) “crucial iterations” of fundraising and corporate actions to build Tokopedia and then GoTo, Vachal remained his go-to for grounding counsel, prepping, and mentoring. “Jake, before a media interview, might simply remind me to be myself. Hearing this from a friend saying ‘keep being you’ and it becomes transformational,” Cao says.

In turn, Vachal tutors Cao’s loyalty and kindness. On a Jakarta visit, Cao piled Vachal with networking contacts within 24 hours before landing. And when Vachal sought Singapore-based personnel, Cao’s network led Vachal to exceptional, vetted candidates for the role.

The unbiased advice and insight, devoid of agenda, enriches any exchanges by providing rare, objective perspectives. “That’s very valuable given that we might run businesses in the U.S. and then in Indonesia; but everything is global—and it’s all interconnected,” Vachal shares.

And both challenge each other to think outside of the box and beyond their scoped-out interests. Vachal credits Cao with helping him integrate his first role in investment banking by advocating him and encouraging him excited about investment banking in the first place. “I’d not really considered investment banking until Cao inspired me to try. I’ve found a home here.”

Noor is his personal life off-limits. Both served as groomsman at each other’s wedding. Both strive to become the best dad and husband.

“MY ROLE REQUIRED—THOUGHTFUL, COMMUNICATION, PATIENCE, APPLYING FINANCIAL TOOLS, AND CONNECTING TO THE RIGHT PEOPLE.”

After nine years as an executive director in investment banking with UBS Investment Bank across New York, Hong Kong, and Indonesia, Cao found his home via entrepreneurship. Since its founding in 2009, he remains president of Tokopedia, Indonesia’s leading marketplace, employing around 6,000 people, connecting millions of users, 99% of districts, and over 11 million merchants across Indonesia’s many islands.

His new GoTo Group has become Indonesia’s largest privately held tech company through a merger. GoTo merges Gojek and Tokopedia with Cao as President of GoTo and Andre Soelistyo from Gojek as CEO. (Tokopedia and Gojek were two of Indonesia’s largest technology companies.) Media hail GoTo as one of Southeast Asia’s more successful IT groups. Through COVID-19, GoTo’s ecosystem—which combines e-commerce, grocery and food delivery, transportation, logistics, and financial services—has helped provide essential goods to customers and business continuity to merchants and drivers.

Media, including the Financial Times of London and Deal Street Asia, have quoted Cao’s insight on how e-commerce and ride-sharing companies might navigate ongoing lockdown and COVID-19 cases in Indonesia. Others report on GoTo’s future plans, including GoTo Financials’ digital payments and fintech services.

Vachal, proud of his colleague and friend, defines the way the two companies came together as having “remarkable” impact on individual lives, employees, customers, and those in and around the platform. “I think that tells you a lot about Pat and why GoTo will continue to succeed. They’re about impacting lives.”

And in an age of social media-induced surface friendships, Vachal and Cao have continued learning and growing from their ongoing kinship and Carnegie ties. As Cao went through (self-described) “crucial iterations” of fundraising and corporate actions to build Tokopedia and then GoTo, Vachal remained his go-to for grounding counsel, prepping, and mentoring. “Jake, before a media interview, might simply remind me to be myself. Hearing this from a friend saying ‘keep being you’ and it becomes transformational,” Cao says.

In turn, Vachal tutors Cao’s loyalty and kindness. On a Jakarta visit, Cao piled Vachal with networking contacts within 24 hours before landing. And when Vachal sought Singapore-based personnel, Cao’s network led Vachal to exceptional, vetted candidates for the role.

The unbiased advice and insight, devoid of agenda, enriches any exchanges by providing rare, objective perspectives. “That’s very valuable given that we might run businesses in the U.S. and then in Indonesia; but everything is global—and it’s all interconnected,” Vachal shares.

And both challenge each other to think outside of the box and beyond their scoped-out interests. Vachal credits Cao with helping him integrate his first role in investment banking by advocating him and encouraging him excited about investment banking in the first place. “I’d not really considered investment banking until Cao inspired me to try. I’ve found a home here.”

Noor is his personal life off-limits. Both served as groomsman at each other’s wedding. Both strive to become the best dad and husband.

“ONE OF THE BEST TIPS WE’VE GIVEN EACH OTHER TIES TO FINDING BALANCE VS. BEING A BACK BURNER DAD OR HUSBAND.”

Both men correlate great husbandry and parenthood to strong leadership, communications, and an abundance of empathy and emotional regulation. “It’s not easy, but we hold each other accountable to strive for it. Because then you’re almost guaranteed to succeed on all fronts;” he adds, and then pauses. “And isn’t that what true friendships’ all about?”

"MY ROLE REQUIRED—THOUGHTFUL, COMMUNICATION, PATIENCE, APPLYING FINANCIAL TOOLS, AND CONNECTING TO THE RIGHT PEOPLE."
Organizations of all sizes partner with Tepper to stay at the forefront of their industries.

**Redefining the way corporations drive business results and transform leaders.**

**Deloitte.**

**Custom Leadership Development Program:**
Climb Fellowship Program positions Black and Hispanic/Latinx leaders for senior roles in accounting.

“In order to position diverse talent to be part of the next generation of business leaders, we must take deliberate action to address the major barriers faced by racially and ethnically diverse professionals. We are proud to collaborate with the Executive Education team at Carnegie Mellon University to provide these professionals with strategies, skills, and a collaborative peer network to help support their long-term success.”

Thalia Smith,
Audit & Assurance Partner,
Deloitte & Touche LLP
Dear Alumni and Friends,

The ongoing generosity and engagement of our alumni, students, faculty, staff, and friends is remarkable. Without you—our donors and volunteers—the Tepper School could not continue to provide an excellent educational experience for our superb students, nor support our faculty in their groundbreaking research and outstanding classroom teaching.

As we continue to navigate through the pandemic, I want to take this opportunity to thank everyone who has contributed to the Tepper School. Your gifts are hard at work, supporting The Intelligent Future.

Thank you also to our volunteers who invest their time. You mentor students, recruit on behalf of your companies, help Admissions recruit an exceptional applicant pool, inspire peers to engage with the school, and sit on boards that provide invaluable input and strategic direction.

On behalf of the entire Tepper School community, thank you for your dedication and support!

With best wishes,

Jonathan Stern
Associate Dean, Advancement

Our supporters are making an impact!

Here are just a few examples from the 2020–2021 academic year:

**STUDENT SUPPORT**
- 831 Tepper School students received financial assistance
- 13 New endowed funds, including scholarships and fellowships

**FACULTY RESEARCH**
- 16 Faculty members received External awards
- 132 Papers published from our esteemed faculty

Window of Opportunity

Russell Ewing, II (MSIA 1996) decided early—very early—that he’d become an asset manager. The precious 10-year-old had recently lost his father, and his widowed mother encouraged her young son to play an active role in looking after the family’s insurance benefits. “My mother always said, ‘Whenever someone does work for you, watch and learn what they’re doing so that either you can do it yourself, or at least at a minimum, know what’s happening,’” explained Ewing. She bought him a book on reading newspaper stock quotes and invited him in to meetings with their broker. “I thought it was great,” recalled Ewing. “It opened a window, and from that point, I decided this was something I wanted to do.”

Ewing’s successful career in asset management culminated in his 2018 retirement from Goldman Sachs as senior portfolio manager. “Retirement gave me more time to devote to Tepper,” he smiled, as he had already joined the Alumni Board. Ewing had always been proud of his alma mater, offering his time to recruit and counsel students, but had realized he wanted to give more. Today he serves as a member of the executive committee and leads the diversity committee.

Compelled to further increase his support, he and his wife generously established the Jeroline B. Ewing MBA Fellowship in 2018, in honor of Ewing’s mother. “My mother had always instilled in me to give back, to make sure that what you’ve done outlasts you,” noted Ewing.

“She was extremely instrumental in my career, and none of it would have happened without her. This is her gift to students of the future.”

Ewing wanted to establish a gift that would help others in perpetuity. “I had a responsibility to give back,” he stressed.

“The school had helped me to do really well. I learned a lot, and the program served me extremely well in my career, helping me to grow and have the strength and confidence to flourish. I wanted others to enjoy the same opportunity.”

To help increase student body diversity, the fellowship provides support to Tepper MBA students from a minority background, giving preference to those who have attended a historically black college or university like Ewing’s undergraduate alma mater, Morehouse College.

Ewing also feels fortunate to have participated in Tepper’s first Diversity Weekend recruiting events, at which minority students experience the school and learn about its varied student communities. “We’re weak in various minority numbers, and this is an area that continues to need some great support from alumni, both financially and otherwise,” he pointed out. “That’s where I’d like to see the next chapter of growth in what we’re trying to do.”

Ewing’s first 2020 fellowship recipient was “very thankful and honored” to receive the award. In speaking with him, Ewing made just one request.

“I said to him, ‘It’s incumbent upon you, and is now your responsibility, to keep the spirit of this fellowship alive when you become successful by giving back as well.’”

Thank you also to our volunteers who invest their time. You mentor students, recruit on behalf of your companies, help Admissions recruit an exceptional applicant pool, inspire peers to engage with the school, and sit on boards that provide invaluable input and strategic direction.

On behalf of the entire Tepper School community, thank you for your dedication and support!

With best wishes,

Jonathan Stern
Associate Dean, Advancement

Our supporters are making an impact!

Here are just a few examples from the 2020–2021 academic year:

**STUDENT SUPPORT**
- 831 Tepper School students received financial assistance
- 13 New endowed funds, including scholarships and fellowships

**FACULTY RESEARCH**
- 16 Faculty members received External awards
- 132 Papers published from our esteemed faculty

Window of Opportunity

Russell Ewing, II (MSIA 1996) decided early—very early—that he’d become an asset manager. The precious 10-year-old had recently lost his father, and his widowed mother encouraged her young son to play an active role in looking after the family’s insurance benefits. “My mother always said, ‘Whenever someone does work for you, watch and learn what they’re doing so that either you can do it yourself, or at least at a minimum, know what’s happening,’” explained Ewing. She bought him a book on reading newspaper stock quotes and invited him in to meetings with their broker. “I thought it was great,” recalled Ewing. “It opened a window, and from that point, I decided this was something I wanted to do.”

Ewing’s successful career in asset management culminated in his 2018 retirement from Goldman Sachs as senior portfolio manager. “Retirement gave me more time to devote to Tepper,” he smiled, as he had already joined the Alumni Board. Ewing had always been proud of his alma mater, offering his time to recruit and counsel students, but had realized he wanted to give more. Today he serves as a member of the executive committee and leads the diversity committee.

Compelled to further increase his support, he and his wife generously established the Jeroline B. Ewing MBA Fellowship in 2018, in honor of Ewing’s mother. “My mother had always instilled in me to give back, to make sure that what you’ve done outlasts you,” noted Ewing.

“She was extremely instrumental in my career, and none of it would have happened without her. This is her gift to students of the future.”

Ewing wanted to establish a gift that would help others in perpetuity. “I had a responsibility to give back,” he stressed.

“The school had helped me to do really well. I learned a lot, and the program served me extremely well in my career, helping me to grow and have the strength and confidence to flourish. I wanted others to enjoy the same opportunity.”

To help increase student body diversity, the fellowship provides support to Tepper MBA students from a minority background, giving preference to those who have attended a historically black college or university like Ewing’s undergraduate alma mater, Morehouse College.

Ewing also feels fortunate to have participated in Tepper’s first Diversity Weekend recruiting events, at which minority students experience the school and learn about its varied student communities. “We’re weak in various minority numbers, and this is an area that continues to need some great support from alumni, both financially and otherwise,” he pointed out. “That’s where I’d like to see the next chapter of growth in what we’re trying to do.”

Ewing’s first 2020 fellowship recipient was “very thankful and honored” to receive the award. In speaking with him, Ewing made just one request.

“I said to him, ‘It’s incumbent upon you, and is now your responsibility, to keep the spirit of this fellowship alive when you become successful by giving back as well.’”

professional securities research and competing on their global trading platform. “The capstone was fantastic,” he said.

Ewing also feels fortunate to have participated in Tepper’s first Diversity Weekend recruiting events, at which minority students experience the school and learn about its varied student communities. “We’re weak in various minority numbers, and this is an area that continues to need some great support from alumni, both financially and otherwise,” he pointed out. “That’s where I’d like to see the next chapter of growth in what we’re trying to do.”

Ewing’s first 2020 fellowship recipient was “very thankful and honored” to receive the award. In speaking with him, Ewing made just one request.

“I said to him, ‘It’s incumbent upon you, and is now your responsibility, to keep the spirit of this fellowship alive when you become successful by giving back as well.’”

professional securities research and competing on their global trading platform. “The capstone was fantastic,” he said.

Ewing also feels fortunate to have participated in Tepper’s first Diversity Weekend recruiting events, at which minority students experience the school and learn about its varied student communities. “We’re weak in various minority numbers, and this is an area that continues to need some great support from alumni, both financially and otherwise,” he pointed out. “That’s where I’d like to see the next chapter of growth in what we’re trying to do.”

Ewing’s first 2020 fellowship recipient was “very thankful and honored” to receive the award. In speaking with him, Ewing made just one request.

“I said to him, ‘It’s incumbent upon you, and is now your responsibility, to keep the spirit of this fellowship alive when you become successful by giving back as well.’”
Angel Hollis Vaccaro

Damon Vaccaro (MBA 2004) lovingly describes his wife, Angel (MBA 2004), as an incredible “force of nature.” She passed last year at age 44 after a short illness, leaving a legacy of caring, generosity, passion, and an uncanny ability to achieve results.

Damon and Angel met at Deloitte, as members of a national committee of high-achieving analysts. Together, they chose Tepper to earn their MBAs as sponsored analysts. Together, they chose Tepper to earn their MBAs as sponsored analysts. They married after graduation, where Angel’s father aptly toasted her ability to help so many others with the mantra “what would Angel do?” Back at Deloitte (and as Damon says, “always thinking five steps ahead”) she recognized early the power of digital marketing. She became a founding member of Deloitte Digital and was named principal at the young age of 35.

To honor her selfless dedication to investing in others and her passions for business, technology, and the customer experience, the Angel Hollis Vaccaro Endowed MBA Fellowship Fund (and HCII Fellowship Fund, which will provide fellowship support to master’s degree students enrolled in the University’s Human-Computer Interaction Institute) were established by the Deloitte leaders and colleagues. The funds are open to all who wish to contribute, and the Deloitte Foundation will generously match all eligible Deloitte personnel contributions. The response has reflected the widespread impact Angel had on friends, classmates, and colleagues. Damon notes how regularly he hears from those she so strongly touched.

“Angel’s energy, intellect, and thoughtfulness were infectious. Her love and support of her teams, combined with her passion for advancing digital adoption in business, made everyone around her want to be better,” said Janet Foutty, Executive Chair of the Board, Deloitte US. “She saw technology as a way to elevate the human experience, and that’s how everyone saw Angel—as a leader who elevated our human experience. Deloitte is proud to honor Angel’s memory with fellowship funds to support future business leaders.”

The funds can enable many more deserving recipients to benefit for years to come from Angel’s caring nature and dedication to helping others grow.

A Foundation for Good

Cyanne Demchak (MBA 2009, MS/HC 2009) serves as Chief Innovation Officer at Cigna Medical Group, leading a team that tests new products and solutions before they go out to mass market. “It’s a career she loves in a field she loves.” I wanted to do something to contribute.”

I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said. “I come from a family of teachers, and while I didn’t want to teach, I loved it,” she said.

She doesn’t take her good fortune for granted, and credits her Carnegie Mellon graduate education with helping her land where she is today. Not surprisingly, she makes sure she’s “doing good” for her alma mater as a regular and generous annual contributor, and is equally generous with her time. She currently serves on the Tepper School Alumni Board, has been an active participant in local chapters, was heavily involved in recruiting, and assisted numerous clubs and programs along the way, among other activities.

“I see Tepper as providing me with the foundation to get where I am today, and I feel that it’s my duty to give back to ensure that others have that opportunity as well,” she explained.

“Tepper really helped to provide me with the knowledge base of how the business world operated to be able to feel confident enough to walk into a room and feel like I could actually provide value,” she said. “And without the solid quantitative skills that I got exposed to at Tepper, I don’t believe that I would have been as successful in working my way into a company like Cigna.”
Dedication

David Tungate, Tupper Distinguished Service Professor of Law, estimates he’s taught thousands of students over his nearly 30 years with the school. That might be enough for any dedicated professor— but Tungate also maintained a successful practice as partner at a preeminent Pittsburgh-based, national law firm, among other endeavors. He recently retired after 50 years in legal practice but hasn’t stopped educating Tepper students—as he has been doing since 1992.

Along with his teaching. Tungate has also demonstrated his ongoing commitment to the Tepper School through consistent and generous annual giving. Last year, he went a significant step further, establishing the Tungate Fellowship, directed toward a group he believed could use further support—minority, female entrepreneurs.

“I have a deep connection to Tepper,” Tungate explained, “and I wanted to establish a fellowship that, as far as I am concerned, is an area that needs to be supported more.”

Tungate began his multi-faceted career at the University of Pittsburgh School of Law, where he served as partner. Through his decades in practice, Tungate began his multi-faceted career at a corporate headquarters law school, eager to work with the largest organizational entities. He recently returned to the U.S. to attend the Tepper School. Receiving the Tungate Fellowship was “critical” in allowing her to accomplish this goal.

“I will always keep the support in my heart and am working to do my best and complete my courses with excellent grades,” said Lee. “I will work to be able to give back to society in the future.”

The Tungate Fellowship is directed toward minority, female entrepreneurs, a group that David Tungate, Tupper Distinguished Service Professor of Law, believed could use greater support.

Tungate highlights the great enjoyment he’s had through the continued student contact from what he dubbed his “bubba cards”—a promise to help (not represent) each of his students one time with a legal issue for each class they’ve taken with him. To this day, he receives two to three emails a week, with questions that run the gamut from amusing unusual situations to more serious matters.

“With all that he’s done, it’s no surprise that Tungate’s family finally decided to have a so-called intervention—they said I was working 24/7 for a year and perhaps I ought to slow down a little bit,” she added. From teaching to counseling, it’s a good thing for Tupper students that he retired from only his law practice.

Entrepreneurial Fellowship

As the very first recipient of the new Tungate Family Endowed Entrepreneurship Fellowship, Bommie Lee (MBA 2023) is grateful for the support that is helping her pursue her entrepreneurial dreams. Born in Philadelphia and subsequently living both in the U.S. and Seoul, South Korea, Lee recently returned to the U.S. to attend the Tepper School. Receiving the Tungate Fellowship was “critical” in allowing her to accomplish this goal.

“I will always keep the support in my heart and am working to do my best and complete my courses with excellent grades,” said Lee. “I will work to be able to give back to society in the future.”

The Tungate Fellowship is directed toward minority, female entrepreneurs, a group that David Tungate, Tupper Distinguished Service Professor of Law, believed could use greater support.

Lee began her career in technology with Samsung in Korea. “I believe that technology can change every area of industry,” she explained. “I love it because new things come up every year and I love learning and making new things and adjusting to new trends.”

As she begins her Tepper education, Lee can’t help but highlight the close and encouraging culture she’s found, added by Tepper’s small class size.

“My classmates are super supportive,” she added.

“I love them. It’s a small class so it’s easier to get friendly, and everybody’s supportive. It feels like we are all on the same team, not just in the same classes.”

Establish an Endowed Fund

For information on establishing an endowed fund, please contact

Jaime Earl
jaimee@andrew.cmu.edu
Strategize Your Giving

Your plans today benefit the next generation of Tepper School business leaders tomorrow.

“My time at GSIA/Tepper was incredibly valuable to me and had a dramatic impact on my personal and professional life. I’m truly excited about having the opportunity to invest in our future business leaders. The Tepper School is building leaders who do things the right way by leveraging ‘Science of Management and the Art of Leadership’ underpinned by a foundation of social and environmental responsibility. I am very proud of The Tepper School and pleased to demonstrate my pride.”

– Mark Zacur (MSIA 1997)
JENNY CORDINA (MBA 2002)

Is a Partner with McKinsey & Company where she has worked for nearly two decades. She leads the firm’s Healthcare Consumer work, and helps payers, providers, and pharmacies on strategic issues such as customer experience, acquisition, retention, digital pricing, product differentiation, and more. She is passionate about improving health care for consumers and works with leading health care institutions to better engage consumers to drive improved health outcomes. Jenny also publishes perspectives and insights on these topics regularly, including designing and leading McKinsey’s Consumer Health Insights. Prior to McKinsey, her experience was primarily focused within the aerospace industry, as an engineer at Pratt & Whitney, where she was responsible for working with airlines around the world to improve and manage performance of their aircraft engines.

Jenny earned her bachelor’s degree in aerospace engineering and mechanics at the University of Minnesota-Twin Cities and her Master of Business Administration from the Tepper School of Business at Carnegie Mellon University.

BRUCE GEBHARDT (MSIA 1984)

Is the co-founder and Principal of Pathfinder Capital Advisors, an investment bank, advisory and investment group founded in 2001 which has closed transactions in excess of $15 billion. Bruce’s previous experience included Bank of America Securities’ Structured Capital Markets group, J.P. Morgan’s Energy, Minerals, and Construction Department, Merrill Lynch’s Project and Lease Finance and Global Product Development groups. Bruce has developed innovative securities including Trust Originated Preferred Securities (“TOPS”) or Trust Preferred ($200-billion+ market), storm cost securitizations, various renewable energy and efficiency transactions, as well as cross-border transactions.

Being very bullish on the renaissance of his native Pittsburgh and on Tepper’s role, he has invested in and mentored startups in the Pittsburgh area, including Fifth Season (formerly Rootstock), which completed a 60,000 sq. ft. state-of-the-art indoor vertical farming facility in Braddock, PA. Bruce has developed innovative securities including Trust Originated Preferred Securities (“TOPS”) or Trust Preferred ($200-billion+ market), storm cost securitizations, various renewable energy and efficiency transactions, as well as cross-border transactions.

Eventually, Andrew returned to the Northeast to join Pratt & Whitney. Andrew grew up in the neighborhoods of Homewood and East Liberty, near the Carnegie Mellon University campus. He received his bachelor’s degree in chemical engineering from the University of Pittsburgh in 1980. Bruce is involved in numerous charitable endeavors, including Vision To Learn, which provides free vision screening and glasses to kids from low-income communities. Bruce and his wife, Celeste, live in Tuxedo Park, NY, and have one daughter.

ANDREW JONES (MBA 2003)

Is the Director of Structures, Durability, and Methods for Hot Section Engineering at Pratt & Whitney, one of the four major businesses that make up Raytheon Technologies. Prior to joining Pratt & Whitney in 2018, he spent over 20 years working for General Electric, beginning in GE’s Edison Engineering program. After earning his Part-Time MBA in 2003, Andrew took on his first manager role. In 2007, he moved to Houston, TX, to manage a team in Integrated Gasification Combined Cycle technology. After the successful startup of a major power plant in Edwardsport, IN, Andrew led the design and packaging of aeroderivatives for a variety of power generation applications.

Prior to joining PHEAA in 2020, Carol spent nearly 25 years in the consulting industry assisting clients across many different industries. She most recently was a Managing Director for PricewaterhouseCoopers, where she focused primarily on developing and implementing technology strategies for industrial products clients. Carol earned her Bachelor of Science degree in Electrical Engineering from the Texas A&M University in 1990, and her Master of Business Administration from the Tepper School of Business at Carnegie Mellon University in 1996.

EKRIN TUTEK (MSIA 1997)

Is a C-level Executive Coach; she leads international programs to take leaders and teams to the next performance level. Her expertise covers Leadership Development, Cultural Transformation and High Performance Teams. Her clients include multinationals from the financial, social media, airline, and consumer goods industries. She is a certified coach by Conscious Business Center by Fred Kolman, Axential and BetterUp.

Previously, she held managerial roles in marketing and supply chain for Telefonica, Kellogg, and Ernst & Young in the U.S., Spain, Brazil, and Mexico. In addition to her MSIA degree, she holds a B.S. degree in Industrial Engineering from Bogazici University in Turkey and a master’s degree in Systemic Family Therapy. She is married to her classmate, Carlos Alberto Morales Paulin (MSIA 1997), and lives in Mexico City with their three children.

CAROL SCOTT (MSIA 1996)

Is the Senior Vice President and CIO for the Pennsylvania Higher Education Assistance Agency (PHEAA), where she is responsible for the technology vision and the strategic leadership to effectively align the technology strategy with the agency’s goals of providing affordable access to higher education.

Prior to joining PHEAA in 2020, Carol spent nearly 25 years in the consulting industry assisting clients across many different industries. She most recently was a Managing Director for PricewaterhouseCoopers, where she focused primarily on developing and implementing technology strategies for industrial products clients.
Carnegie Mellon University.

For his incredible career accomplishments and innovative leadership in his field, Francisco (Frank) D’Souza (MSIA 1992, T) received the Tepper Alumni Award for Lifetime Achievement. Frank has had a stellar career in the technology field since graduating from CMU.

In 1994, he co-founded Cognizant Technology Solutions, a New Jersey-based information technology, consulting, and business process outsourcing company, serving as the company’s CEO from 2007 through April 2019, and as the vice-chairman of the company’s board of directors until March 2020. In November 2019, he became Managing Partner and Co-Founder at Recognize, a private equity firm that builds and possesses companies.

Frank was active as a recruiter for Exodus/Inogen throughout his career, assuring a steady stream of Tepper and CMU alumni at the company. Consistent annual donors to the Tepper School’s Business Board of Advisors.

Frank has been active as a recruiter for Exodus/Inogen throughout his career, assuring a steady stream of Tepper and CMU alumni at the company. Consistent annual donors to the Tepper School’s Business Board of Advisors.

Frank was active as a recruiter for Exodus/Inogen throughout his career, assuring a steady stream of Tepper and CMU alumni at the company. Consistent annual donors to the Tepper School’s Business Board of Advisors.

For all his impressive accomplishments and innovation in his field, the Tepper School presented Rajinder Singh (MSIA 1996) with the 2021 Tepper Alumni Award for Achievement. Singh is the Chairman, President, and CEO of BankUnited, as well as one of the founders. He has served on the board of the company since July 2013 and became President and CEO in January 2017.

Raj had an impressive career in financial services before founding BankUnited. He was a managing director and led the financial services practice of Investcorp’s WL Ross & Co., a private equity firm with more than $8 billion under management and one of the original investors in BankUnited. Inc.

A true Tepper success story, Raj bought a one-way plane ticket from his home in India to the U.S. at the age of 22 with only $700 in his pocket.

Currently, she holds the role of General Manager of Nalgene Outdoor at Thermo Fisher Scientific. As a student leader at the Tepper School, Elissa was President of the Tepper Marketing Club and Vice President of Tepper Women in Business, and she received the Distinguished Service to the Tepper School Alumni Board. Upon graduation, she continued to serve, becoming active as a chapter volunteer both in New York and, later, in Boston.

For all his impressive accomplishments and innovation in his field, the Tepper School presented Rajinder Singh (MSIA 1996) with the 2021 Tepper Alumni Award for Achievement. Singh is the Chairman, President, and CEO of BankUnited, as well as one of the founders. He has served on the board of the company since July 2013 and became President and CEO in January 2017.

Raj had an impressive career in financial services before founding BankUnited. He was a managing director and led the financial services practice of Investcorp’s WL Ross & Co., a private equity firm with more than $8 billion under management and one of the original investors in BankUnited. Inc.

A true Tepper success story, Raj bought a one-way plane ticket from his home in India to the U.S. at the age of 22 with only $700 in his pocket. His master’s degree from the Tepper School was instrumental in his career achievement.

For his loyalty and unbridled enthusiasm as an ambassador for the Tepper School, Barton O’Brien (MSIA 1981, ABA) was awarded the 2021 Tepper Alumni Award for Service. O’Brien stands out among our alumni as one of our most passionate advocates of Carnegie Mellon University.

Currently, she holds the role of General Manager of Nalgene Outdoor at Thermo Fisher Scientific. As a student leader at the Tepper School, Elissa was President of the Tepper Marketing Club and Vice President of Tepper Women in Business, and she received the Distinguished Service to the Tepper School Alumni Board. Upon graduation, she continued to serve, becoming active as a chapter volunteer both in New York and, later, in Boston.

For his loyalty and unbridled enthusiasm as an ambassador for the Tepper School, Barton O’Brien (MSIA 1981, ABA) was awarded the 2021 Tepper Alumni Award for Service. O’Brien stands out among our alumni as one of our most passionate advocates of Carnegie Mellon University.

Currently, she holds the role of General Manager of Nalgene Outdoor at Thermo Fisher Scientific. As a student leader at the Tepper School, Elissa was President of the Tepper Marketing Club and Vice President of Tepper Women in Business, and she received the Distinguished Service to the Tepper School Alumni Board. Upon graduation, she continued to serve, becoming active as a chapter volunteer both in New York and, later, in Boston.

For his loyalty and unbridled enthusiasm as an ambassador for the Tepper School, Barton O’Brien (MSIA 1981, ABA) was awarded the 2021 Tepper Alumni Award for Service. O’Brien stands out among our alumni as one of our most passionate advocates of Carnegie Mellon University.

Currently, she holds the role of General Manager of Nalgene Outdoor at Thermo Fisher Scientific. As a student leader at the Tepper School, Elissa was President of the Tepper Marketing Club and Vice President of Tepper Women in Business, and she received the Distinguished Service to the Tepper School Alumni Board. Upon graduation, she continued to serve, becoming active as a chapter volunteer both in New York and, later, in Boston.

For his loyalty and unbridled enthusiasm as an ambassador for the Tepper School, Barton O’Brien (MSIA 1981, ABA) was awarded the 2021 Tepper Alumni Award for Service. O’Brien stands out among our alumni as one of our most passionate advocates of Carnegie Mellon University.

Currently, she holds the role of General Manager of Nalgene Outdoor at Thermo Fisher Scientific. As a student leader at the Tepper School, Elissa was President of the Tepper Marketing Club and Vice President of Tepper Women in Business, and she received the Distinguished Service to the Tepper School Alumni Board. Upon graduation, she continued to serve, becoming active as a chapter volunteer both in New York and, later, in Boston.

For his loyalty and unbridled enthusiasm as an ambassador for the Tepper School, Barton O’Brien (MSIA 1981, ABA) was awarded the 2021 Tepper Alumni Award for Service. O’Brien stands out among our alumni as one of our most passionate advocates of Carnegie Mellon University.

Currently, she holds the role of General Manager of Nalgene Outdoor at Thermo Fisher Scientific. As a student leader at the Tepper School, Elissa was President of the Tepper Marketing Club and Vice President of Tepper Women in Business, and she received the Distinguished Service to the Tepper School Alumni Board. Upon graduation, she continued to serve, becoming active as a chapter volunteer both in New York and, later, in Boston.
Class Notes

1960s

LOUIS MORREL (BS 1968) is the Chair of the Board of Directors of the Theater Breaking Through Barriers, the only professional off-Broadway theater organization dedicated to advancing artists with disabilities. For more information see weebt.org. Prior to joining the board of TBTB, Lou chaired the boards of the American Birding Association, the Emerging Artists Theatre, and One Stop Coordinated Senior Services. Lou spent 36 years in corporate finance at JPMorgan Chase, retiring in 2006. Lou and Joan (Derow) (BS/MM 1968) celebrated their 50th wedding anniversary this year. Joan retired last year from Rutgers-Newark. Joan, a neuroscientist, is a Distinguished Professor Emeritus from the Center for Molecular and Behavioral Neuroscience at Rutgers-Newark.

1970s

KEN DEROW (BS 1969, MSIA 1977) is fully immersed in a new marketing research venture to use principles of gamification to attract and engage marketing research respondents in a manner that entertains them in a fun experience, not the normal boring, dull experience offered by traditional surveys. The venture is called GAMIFY, and is regarded as a paradigm shift in the marketing research industry. His impromptu effort has been strongly fueled and facilitated by his PhD in Tepper education which fired up in him a lifelong yearning and desire to keep learning, keep growing, keep being curious, and keep being productive. Thank you, CMU! Also check out my posting on Thriva.com and Medium.com, “A Proposal for How the Federal Government Can Help Reduce Obesity.”

Because of the pandemic, YOSHIKIO MIKAMI (MSIA 1971) returned to Japan a year ago, having spent fifteen years in Dallas, China, and five years on the Big Island, Hawaii, after his career at IBM. He now enjoys participating in the local Parkrun events on Saturdays, about which and GSTA/other experiences he shares on Facebook and his own multilingual homepage (www.logocn.com).

PRABUDDHA DE (MSIA 1977, Ph.D. 1979), the Accenture Professor of Information Technology at Purdue University’s Krannert School of Management, retired in August 2020. Prabuddha received his Ph.D. in 1979 from GSIA, Carnegie Mellon University (now the Tepper School). During his long and distinguished career in the field of Management Information Systems and Technology, Chinese University of Hong Kong, City University of Hong Kong, University of Macau, and Hang Seng University. Additionally, Albert was appointed as an honorary fellow of City University of Hong Kong on Sept. 24, 2021.

Prabuddha has published more than 70 articles in major journals across multiple disciplines. He is a Distinguished Fellow and a former President of the Information Systems Society of INFORMS. To honor his many accomplishments and contributions, the Krannert School hosted “De Fest: A Celebration of Prabuddha De and Information Systems (85)” in September 2019. The day-long seminar and accompanying events on the Purdue campus were attended by more than seventy colleagues, current and former students, friends, and family, including several Carnegie-Mellon alumni and current faculty. Among the interdisciplinary group of attendees were his GSIA Ph.D. carrell-mates. Pictured (Page 42 from left): DIPANKAR CHAKRAVARTTI (MSIA 1976, Ph.D. 1979), the Robert H. Digges Professor of Marketing and Entrepreneurial Studies at Virginia Tech; Prabuddha De; and SURESH CHAND (MSIA 1978, Ph.D. 1980), the Louis A. Weil Jr. Chair of Management and Professor of Operations. An evening of celebrations, during which speakers recounted the many ways in which Prabuddha had touched their lives, concluded with a well-done roast.

1980s

KURT SAUNDERS (BS/OC 1982) published his latest book, titled “Intelectual Property and the Law of Ideas.” The book explores the scope of protection available to new product, marketing, and entertainment ideas under the law of intellectual property, contract and property law, and analyzes remedies for idea theft and provides guidance on best practices to idea originators and recipients of idea submissions. He is a Professor and Chair of the Department of Business Law at California State University, Northridge.

GENE TURLEY (MSIA 1984), CPA, published his first book, “I Owe the IRS: A Do-It-Yourself Guide to Navigating Your Tax Debt,” early in July 2021. “I Owe the IRS” is for seasoned professionals, young adults, and anyone in between who needs to resolve their IRS tax debt. The book is currently available as an e-book on “Temporal Homogeneity of Japanese Yen, Euro and Chinese Yuan Exchange Rate Behavior—Part III.” (Parts I and II were already published in the past year.)
CHAPTER HIGHLIGHTS, AWARDS AND ACCOLADES

CLASS NOTES // NEWS FROM OUR ALUMNI

Anthony Amendola (BS/CIT 1984, MSIA 1986) says Aloha to all of his fellow grade ‘86. If you are ever on Oahu, please look him up. Mahalo.

Douglas Campbell (BS/CIT 1988, MSIA 1988) is pleased to announce that CM Sales Cloud at Salesforce to start his latest company. Airspeed (getairspeed.com), a team-building platform to help remote and hybrid teams feel more connected and productive.

Douglas Jack (BS 1989) has taken the role of Head of Talent Development at FirstSource for over 1,000 employees. FirstSource is a Barcelona-based, publicly traded BPO company.

The 1990s

Dave Mawhinney (MSIA 1990) celebrates his 20th year running Carnegie Mellon’s Swartz Center for Entrepreneurship. Recent program innovations include the VentureBridge, an alumni angel investing group 99Tartans (99tartans.com), and partnering with the alumni association on the CMU Tech and Entrepreneurship alumni group (cmuite.ai).

Peter Papageorgakis (BS/DSC 1991) was Seller’s counsel in connection with the sale of a Saas company to a nationally-known private equity fund.

Richard Mcintyre (MSIA 1991) is celebrating the 15th Anniversary of Mcintyre Thanasides Briggledor Elliott Gmirot & Matthews, PA with 33 attorneys and offices in Tampa, Lakeland and Sarasota. Richard spends the majority of his time providing creative financing to businesses using a collection of closely held companies.

Richard Robinson (BS 1992) recently published a book, “Understanding the Financial Industry Through Linguistics: How Applied Linguistics Can Prevent Financial Crisis,” It examines how the current standards and regulatory process regarding data is broken and can be improved served through the introduction of the concepts found in applied linguistics, specifically the use of Community of Practice. It is based on his 30 years of experience in financial services, data, and standards, and is available in e-book and paperback at all online bookstores globally.

Alex Etherson (MSIA 1993) has retired from PPG Industries. Alex joined PPG upon graduation and stayed for his 27-year career. During this time, he lived and worked in Pittsburgh several times, West Virginia, North Carolina, Michigan, and Brazil. His most recent position was Global Director of Strategy and Finance for the Science and Technology organization. In retirement, Alex and Linda will spend their time outdoors, mostly golfing, and split their time between Pittsburgh, North Carolina, and Florida.

Alex Galatic (MSIA 1993) has started CraftTech consulting to provide strategic consulting services to help companies prepare to go to market, price their offerings, negotiate with business partners, and provide a communications bridge with potential investors. Initial clients have been companies in robotics and bio-sciences whose founders are experts in their fields but could use some assistance navigating the business world. Founders can learn more at crafttechy.com.

Ken Ramoutar (MSIA 1993) has joined Lucas Systems as Chief Marketing Officer. He was previously with Avanade, an Accenture and Microsoft owned company, as Global Head of Client Experience for eight years. Lucas provides AI and voice-based optimization software for distribution centers to improve operational performance.

Kevin Boyle (BS 1994) was recognized as a Most Admired CEO by the Houston Business Journal for his role in the sale of Nuve Therapeutics. He started his new role in August as the CEO of Zephr Oncology, a NASDAQ-listed biotech.

Brendan Tehan (MSIA 1994) has been promoted to the position of Chief Analytics and Insights Officer at Acadia Pharmaceuticals in January 2021.

Satoshi Hirose (MSIA 1995) has been elected as Dean of GLOBIS University, the largest MBA graduate school in Japan. GLOBIS University was launched in 2006 and became 14 times in scale at 15 years. He is deeply grateful for this achievement because of what he learned at CMU.

During the summer, Russell Ewing (MSIA 1996) and his family were able to travel once again to the U.S. from their outpost in Wiesbaden, Germany. Russ opened craftequity.com. They chartered a yacht for a day of B&B’s on Biscayne Bay.

After many years of being a CEO in the transportation industry, David Henry (MSIA 1997) has gone out on his own consulting. Things are going very well and he has three full-time employees. Together they manage $700 million of annual revenue. He works primarily in Chicago but still maintains a residence north of Pittsburgh. He would love to catch up with classmates in either city if they are passing through.

Tom Takayama (MSIA 1997) was appointed President of Digital Leaps Corporation in Tokyo, Japan in April 2021. (https://www.d-leaps.com/). Digital Leaps’ mission is to help existing business leap with digital technology.

Kimberly Brannon (MSIA 1998) serves as Chief Information Officer for SAP National Security Services (NS2), where she leads the enterprise-wide information technology (IT) strategy, governance, and operations. She was featured in a CIO Spotlight in the Aug. 30, 2021, digital issue of CIO Magazine.

During the summer, Andrew Wong (BS/MCS 1992) and moderated by Kevin Boyle (BS/CIT 1990, MSIA 1999) of Berkeley Structures (www.berkeleystructures.com) was selected by The New Energy Nexus Team as a grant recipient for developing and commercializing their once-in-centuries green innovation, Titancrete.™

Benjamin March Wong was born to Sharon on Aug. 12, 2020. He joins twin siblings Sabrina May and Daniel August, who offer him daily hugs and kisses.

Mike Pisarczyk (BSIA 1998) has now been a financial advisor with the Titan Group at Morgan Stanley for over four years. In addition, he was recently named managing director of the Sagamaw, and branch.

He and his family continue to reside in Midland.

Jim Tragainik (MSIA 1998) retired from Deloitte after 22 years with the firm. Jim started with Deloitte straight out of Pepper in 1998 and held a variety of consulting and other leadership roles in the firm. His final assignment was as a Managing Director in Deloitte’s Greenhouse Experience team, where he designed and led full-day, immersive sessions to help client executive teams tackle some of their toughest business challenges. Jim and his wife, Kath, are transitioning to snowbirds, planning to split their time between their new residence in Sarasota, FL, and their family home in Dennis (Cape Cod), MA.

Andrew Wong (BS 1994) was recognized as a Most Admired CEO by the Houston Business Journal for his role in the sale of Nuve Therapeutics. He started his new role in August as the CEO of Zephr Oncology, a NASDAQ-listed biotech.

Laurie Barkman (MSIA 1999) is Adjunct Professor of Entrepreneurship, and founder of SmallDigg. announced she has additionally become an AMA Advisor with Tony Hill Advisors. As a “business transition sherpa,” Laurie advises lower middle market business owners on creating more valuable, sellable companies and guiding them through the mergers and acquisitions process.

Her podcast, Succession Stories, recently celebrated its first year.

Kathy Ray (BS/CIT 1993, MSIA 1999) of Berkeley Structures (www.berkeleystructures.com) was selected by The New Energy Nexus Team as a grant recipient for developing and commercializing their once-in-centuries green innovation, Titancrete.™

Andrew Wong (BS 1994) was recognized as a Most Admired CEO by the Houston Business Journal for his role in the sale of Nuve Therapeutics. He started his new role in August as the CEO of Zephr Oncology, a NASDAQ-listed biotech.

Michael Abowd (MSIA 1999) and Aimee McDonald were married on June 12 at a small ceremony with their family at their home in Ann Arbor, MI.

2000s

The South Florida chapter session (www.eonetwork.org/southflorida) of the Entrepreneurs’ Organization (https://hub.eonetwork.org) was hosted by Peter Pezaris (BS/MBCS 1992) and moderated by Jose Li (MSIA 2000). Peter holds a BS degree in Applied Mathematics and Computer Science from CMU and has started/held four tech companies over the last two decades. Peter shares his lessons learned, mistakes, successes and continues across his journeys with Sportsline (sold to CIBS), Multiply (sold to

kmk@econometrics.com

The South Florida chapter session (www.eonetwork.org/southflorida) of the Entrepreneurs’ Organization (https://hub.eonetwork.org) was hosted by Peter Pezaris (BS/MBCS 1992) and moderated by Jose Li (MSIA 2000). Peter holds a BS degree in Applied Mathematics and Computer Science from CMU and has started/held four tech companies over the last two decades. Peter shares his lessons learned, mistakes, successes and continues across his journeys with Sportsline (sold to CIBS), Multiply (sold to
Potomac Point Group—founded by

1. MARTHA ROSALIND “MR” STAINTON (MBA 2001), DAVE HAYS (MBA 2007), and Guin Barbour (Darden 2005)—is celebrating its 10th anniversary! For the last decade, they have served clients across housing finance, grown to 17 talented consultants, and were recently named as one of Vault’s Top 10 Boutique Consulting Firms of 2021. MR and Dave credit the firm’s success to an excellent team, loyal clients, and their values:

- Valuing People, Doing Right, Being Nimble and Flexible, and Delivering Tangible Results.

2. DAVID BETTS (MBA 2002) has been named the Public Health Transformation Leader for Deloitte Consulting. As the country emerges from the pandemic and based on the lessons learned, David will lead the team’s efforts to reimagine the public health infrastructure for states and local jurisdictions.

3. RAKESH KESWANI (MBA 2002) joined Raytheon’s Aeronautics division (Collins Aeronautics) as Associate Director of Strategic Sourcing.

4. OmniCyte, a company founded by PETER LEONARDI (MBA 2003), is making a vaccine to prevent COVID-19, which promises to be safer and more effective than current vaccine candidates. The company is advised by CMU alumnus JEFFREY MECKLER (BS 1989, MSIA 1990).

5. AMAR KAPADIA (MBA 2004) was recently promoted to Managing Director, Strategy at KPMG. In this role, he will build on his prior experience as a strategic advisor on M&A and performance improvement to large corporations as well as Private Equity firms and their portfolio companies.

6. More than 12 years at Nestlé, PRIYA SHENOY (MBA 2004) has joined Tillytamoos County Creamery Association as Director of Shopper and Customer Marketing.

7. MARIANNE BENNETT (MBA 2005) has led and managed the Costa Rican government’s efforts to join the Organization for Economic Cooperation and Development (OECD) since 2012 and throughout three different administrations. Costa Rica’s process to join this prestigious organization involved a challenging and comprehensive reform process in areas such as competition, statistics, financial markets, public governance, and anti-bribery, as well as close collaboration with multiple stakeholders (member countries, Congress, the judiciary, private sector, academia, and civil society). On May 25, 2021, Costa Rica became the OECD’s 38th member and the fourth Latin American country to achieve this goal.

8. During the pandemic, many people lost their jobs, without hope of finding the “same” one. They need to “reinvent” themselves and build a different path. As a side project, to help as much as possible.

- JOHN ELBING (BSM 2004), Director of Research—Digital Assets at Symbiont.io and STEVEN EHRICHS (BSBA 2004), Director of Research—Digital Assets at Forbes. The webinar was moderated by Bryan Routledge, Associate Professor of Finance.

ALBERTO VILLATORO (MBA 2005) became CFO of Clearway Pain Solutions, one of the largest comprehensive pain management groups in the country, with offices in the Mid-Atlantic and Southeast.

WILL DREWERY (BS 2006) had the opportunity to be part of something truly amazing, taking Astra Space public through an IPO (https://astra.com/). They are officially the first space company to trade on the Nasdaq under the ticker ASTR. As Vice President of Supply Chain at Astra, he has a newfound appreciation...
for what it takes to get a company to this point. In many ways this launch is reflective of the goal to make space accessible for everyone. He is also joined at Astra by CMU alumnus Benjamin Lyon (BS/CIT 2003), who is Chief Engineer and EVP of Engineering.

AMELIA LANDESMAN (MBA 2008) was recently promoted to Sr. Manager of Data Management and Governance, focusing on data quality and identity management.

TOM MATTA (BS/CIT 2007; MBA 2007) and his wife, Christine Perry, are celebrating the arrival of their baby girl, Zahara Kai Perry Matta. She was born in San Francisco, CA on June 23, and lives with her parents in Oakland.

BERNARDO MESA (MBA 2007; MSCF 2008) joined Suprafin as CTO in March 2021. Suprafin’s, founded by LILIANA REASOR (MSCF 2004), is the first wealthtech platform for cryptocurrencies and will be launching its app in the U.S. in mid-Sept. 2021. Everyone can register at www.suprafin.io to be notified when the app is available for download.

MERCEDES HARRIS (MBA 2008) has been promoted to Sales Director for the South ATU region at Microsoft. She also has been accepted as an angel investor member with Pipeline Angels. Pipeline Angels is changing the face of angel investing and venture capital, as well as creating funding for trans women, cis women, nonbinary, two-spirit, agender, and gender-nonconforming founders.

BERND KULLMANN (MBA 2008) was promoted to Vice President, Head of Manufacturing & Supply Chain at Sigilon Therapeutics Inc. and is a member of Sigilon’s Senior Leadership Team (SLT).

ALEJANDRO BERNARDO MESA
(MBA 2008)
as the new chief executive officer of Sigilon. Sigilon’s Senior Leadership Team (SLT)

TRENT MARSH (MBA 2008) was recently promoted to Global Director of Innovation and Digital Engagement at GSK Vaccines. He will lead the ideation and strategic enablement of new digital engagement initiatives for physicians, nurses, pharmacists, and other health care workers around the world. Trent, his wife, and daughter will relocate to Brussels, Belgium, this summer.

Tepper Alumnus SETH PLUNK (MBA 2009) is a founding partner of Two Roads Consulting, which just made the Inc. 5000 list. The Inc. 5000 rankings highlight the fastest-growing privately held companies in America. The Inc. 5000 ranked privately held for-profit companies according to percentage revenue growth from 2017 to 2020. Two Roads Consulting, based in Dallas, TX, is thrilled to have made it on the list for the first time this year since launching in 2015. The company grew 265%, landing at #1745 out of 5000. Two Roads works with some of the top Fortune 500 companies based in North Texas and helps them tackle complex business transformation challenges. tworoadsconsulting.com.

NATHAN WARD (MBA 2009) is pleased to announce the opening of Signs N’ At in Edgewood Towne Centre. Signs N’ At is a full service signage, graphics, and printing company. In addition to custom-made signage, the Edgewood location offers copies and printing, pack and ship services, ready-made signage, magnets, vehicle wraps, and more. Nathan founded Signs N’ At with his son, Avery, and currently has plans to expand the brand beyond Pittsburgh.

2010s

ALISSA MARUSHAK (MBA 2010) and her husband, Derek Marushak, welcomed baby girl Anna Grace into the world on June 15. Big brother Allen is excited about his promotion and loves to give her hugs and toys. They also bought a new home in the height of the crazy housing market and are working through many projects. To top things off, Alissa has been promoted to Field Marketing Director.

JONATHAN ZACHARIAS (MBA 2011), his wife, Envin, and their daughter Isabella are excited to announce the birth of Nico Tobias Zacharias on July 6, 2021. The new family of four hit the road in an RV in August to collect consumer insights and firsthand adventures in the RV camping industry.

WADE BROGDOON (BS 2012) started as Head of Sales at SuperAnnotate, a Series A Computer Vision AI company.

HADI FARAJ (MBA 2012) joined Kearney Middle East as an Innovation & Digital Transformation Partner.

In addition, Chris has been helping his 101-year-old grandpa cut his electric bills by going 100% solar.

TANVI SIRVASTAVA (MBA 2012) graduated with a master’s degree in epidemiology from UC Berkeley in May 2020, which she put to good use in COVID-19 disease control as an epidemiologist. She will continue her path in public health by pursuing a Ph.D. in cancer research starting fall 2021. Tanvi and her husband also welcomed a beautiful baby boy earlier this year. A world-renowned expert on vaccine supply chains, TINGLONG DAI (Ph.D. 2013)
It has been a busy year for **GREG SMITH** (MBA 2014) as he started a new job as a Sr. Cybersecurity Risk Analyst at Cyber-Rx, as well as becoming a father of twins.


**NICK DELLANIEVE** (MBA 2015) joined Perch as a Director to help the team build out their logistics network and support the incredible growth of the business. It was a difficult decision to leave Wayfair after three years because they have a great team building the future of online shopping in furniture and décor. Perch is led by CEO and Tepper alumnus **CHRIS BELL** (MBA 2009), and has raised over $900M from investors such as SoftBank and Spark Capital.

**SHAWN QIJA** (MBA 2015), Founder and CEO of ZENYQ Holdings Co. Ltd. successfully completed its first buyout of Japanese micro-cap manufacturing company in March 2021. In addition, he plans to buy out more companies in the Japanese micro-cap space within one or two years.

**IGOR ZOLOTUSKY** (MBA 2016) joined National Debt Relief LLC in July 2021 as Senior Financial Analyst assisting hundreds of thousands of clients resolve their debt and achieve financial independence.

**MAHAZIB “MAHIZ” AZIZ** (MBA 2015) started a new role, leading Pricing and Contracting at Assicome Therapeutics, a biotech startup in NYC, developing novel CNS therapies.

**JORDAN HOPKINS** (MBA 2014) joined Goldman Sachs as an M&S Vice President.

**JONAH PAUL** (MBA 2014) is now the Director of Finance at Gecko Robotics, a startup using robots and data science to transform industrial inspections.

**AMANDA (ZOOK) BELL** (MBA 2014) as he stared a new job as a Sr. Cybersecurity Risk Analyst at Cyber-Rx, as well as becoming a father of twins!

**NICK DELLANIEVE** (MBA 2015) joined Perch as a Director to help the team build out their logistics network and support the incredible growth of the business. It was a difficult decision to leave Wayfair after three years because they have a great team building the future of online shopping in furniture and décor. Perch is led by CEO and Tepper alumnus **CHRIS BELL** (MBA 2009), and has raised over $900M from investors such as SoftBank and Spark Capital.

**SHAWN QIJA** (MBA 2015), Founder and CEO of ZENYQ Holdings Co. Ltd. successfully completed its first buyout of Japanese micro-cap manufacturing company in March 2021. In addition, he plans to buy out more companies in the Japanese micro-cap space within one or two years.

**IGOR ZOLOTUSKY** (MBA 2016) joined National Debt Relief LLC in July 2021 as Senior Financial Analyst assisting hundreds of thousands of clients resolve their debt and achieve financial independence.

**MAHAZIB “MAHIZ” AZIZ** (MBA 2015) started a new role, leading Pricing and Contracting at Assicome Therapeutics, a biotech startup in NYC, developing novel CNS therapies.

**JORDAN HOPKINS** (MBA 2014) joined Goldman Sachs as an M&S Vice President.

**JONAH PAUL** (MBA 2014) is now the Director of Finance at Gecko Robotics, a startup using robots and data science to transform industrial inspections.

was recently promoted to a Full Professor at Johns Hopkins University and named by Poets and Quants as one of the 40 Under 40 Best Business School Professors in the World. He was also the keynote speaker of the 2021 Johns Hopkins Global MBA graduation celebration event.

After 6 years at Apple, **AMANDA (ZOOK) COOX** (MBA 2014) relocated to San Diego to become the Director of Operations for Alana’s Organizing, a professional home organizing company. She is loving the change of pace and the wearing of many hats that come with a small business and also loving being back in San Diego near family.

**JORDAN HOPKINS** (MBA 2014) joined Goldman Sachs as an M&S Vice President.

**JONAH PAUL** (MBA 2014) is now the Director of Finance at Gecko Robotics, a startup using robots and data science to transform industrial inspections.

was recently promoted to a Full Professor at Johns Hopkins University and named by Poets and Quants as one of the 40 Under 40 Best Business School Professors in the World. He was also the keynote speaker of the 2021 Johns Hopkins Global MBA graduation celebration event.

After 6 years at Apple, **AMANDA (ZOOK) COOX** (MBA 2014) relocated to San Diego to become the Director of Operations for Alana’s Organizing, a professional home organizing company. She is loving the change of pace and the wearing of many hats that come with a small business and also loving being back in San Diego near family.

**JORDAN HOPKINS** (MBA 2014) joined Goldman Sachs as an M&S Vice President.

**JONAH PAUL** (MBA 2014) is now the Director of Finance at Gecko Robotics, a startup using robots and data science to transform industrial inspections.

was recently promoted to a Full Professor at Johns Hopkins University and named by Poets and Quants as one of the 40 Under 40 Best Business School Professors in the World. He was also the keynote speaker of the 2021 Johns Hopkins Global MBA graduation celebration event.

After 6 years at Apple, **AMANDA (ZOOK) COOX** (MBA 2014) relocated to San Diego to become the Director of Operations for Alana’s Organizing, a professional home organizing company. She is loving the change of pace and the wearing of many hats that come with a small business and also loving being back in San Diego near family.

**JORDAN HOPKINS** (MBA 2014) joined Goldman Sachs as an M&S Vice President.

**JONAH PAUL** (MBA 2014) is now the Director of Finance at Gecko Robotics, a startup using robots and data science to transform industrial inspections.

was recently promoted to a Full Professor at Johns Hopkins University and named by Poets and Quants as one of the 40 Under 40 Best Business School Professors in the World. He was also the keynote speaker of the 2021 Johns Hopkins Global MBA graduation celebration event.

After 6 years at Apple, **AMANDA (ZOOK) COOX** (MBA 2014) relocated to San Diego to become the Director of Operations for Alana’s Organizing, a professional home organizing company. She is loving the change of pace and the wearing of many hats that come with a small business and also loving being back in San Diego near family.

**JORDAN HOPKINS** (MBA 2014) joined Goldman Sachs as an M&S Vice President.
In Memoriam

CHRISTOPHER J. BREIG (MBA 2007), age 39, passed away suddenly on December 12, 2020.

He grew up in Cherry Hill, NJ. He graduated from Johns Hopkins University in 2003 with a dual major in computer and electrical engineering, later completing an MBA from Tepper School of Business at Carnegie Mellon University in 2007. He started out as an engineer at L-3 Communications, then transitioned careers to investment banking at Cowen and Company and later MUGF. After retiring from banking in 2016, he purchased a local business, Maids of Honor, retiring completely with the sale of his business in 2019. He resided in New York City, NY, before moving to the Moorestown, NJ, area to raise his family. Chris enjoyed working with numbers, was an amazing cook, found satisfaction in yard work, and enjoyed acting as a human jungle gym for his three boys.

He is survived by his wife, Stacey Currie Breig; his sons, Colin, Ethan and Francis; his parents, Joseph Breig and E. Antoinette Chiulli; and his brother, Jason Breig.


Lee grew up in Braintree, MA. There, he excelled in academics and played sports, later attending the University of Massachusetts at Amherst, where he earned a BS with a double major in computer science and mathematics. He continued his academic pursuits at Carnegie Mellon University, earning an MBA after a short time in the professional world. He spent 20 years at Bain & Company, starting out as a consultant and growing through the ranks to become a Partner. Most recently, he was the President and Chief Executive Officer of BJ’s Wholesale Club. His depth of knowledge across numerous sectors of business, coupled with his dynamic and deft leadership style, left an indelible mark on the business world and his colleagues. Lee was known for his friendly smiles and conversations with those he worked with, frequently seeking input and seeming to remember the names and stories of the multitudes of people with whom he worked. He was a consummate leader and trusted mentor to many in his field. While Lee successfully served in so many professional roles, he was most proud of being a loving, deeply caring, and committed father and husband. Lee and his wife, Robin, built a wonderful life, raising their sons, enjoying travel, and spending time with extended family, friends, and their dogs. Lee coached his sons’ basketball teams for a number of years and guided them as they explored many other sports and activities. He punctuated his life with adventure and fun. Among his many hobbies and interests he was an avid computer science and mathematics. He continued his academic pursuits at Carnegie Mellon University in 2007. He started out as an engineer at L-3 Communications, then transitioned careers to investment banking at Cowen and Company and later MUGF. After retiring from banking in 2016, he purchased a local business, Maids of Honor, retiring completely with the sale of his business in 2019. He resided in New York City, NY, before moving to the Moorestown, NJ, area to raise his family. Chris enjoyed working with numbers, was an amazing cook, found satisfaction in yard work, and enjoyed acting as a human jungle gym for his three boys.

He is survived by his wife, Stacey Currie Breig; his sons, Colin, Ethan and Francis; his parents, Joseph Breig and E. Antoinette Chiulli; and his brother, Jason Breig.

PETER ROBERT FISHER (BS CIT 1960, BS 1968), age 82, of Pittsburgh, PA, passed away suddenly on January 20, 2021.

Peter was born in New Eagle, PA, on March 23, 1938 and lived in Greensburg and Mt. Lebanon, PA. He graduated from Greensburg High School and Carnegie Mellon University, with a degree in Electrical Engineering. He also received a degree from GSIA (Graduate School of Industrial Administration). Recognized as an innovative designer, he professionally managed the design of large transformers for McGraw Edison, while at home he designed and made furniture and jewelry.

He was a devoted husband to Barbara A. Fisher (BFA/CFA 1960), a father and a brother who will be remembered as a caring man of faith, generosity, persistent patience, and deep love for his God, family and friends.
Collective contributions provide the foundation for the Tepper School to build The Intelligent Future.

Your support provides the resources we need to transform business education for tomorrow’s leaders.

Please visit tepper.cmu.edu/give or scan the QR code with your smartphone to make your gift today.

Maximize your impact by requesting a matching gift from an eligible employer! Not sure if your employer has a matching gift program? Find out at giving.cmu.edu/matchinggifts.

Do you have questions about giving to the Tepper School? Contact Dawn DiBartolo at dawnd@cmu.edu.