

INAUGURAL NEWSLETTER



THE MALCOLM BALDRIGE
SCHOOL OF BUSINESS®

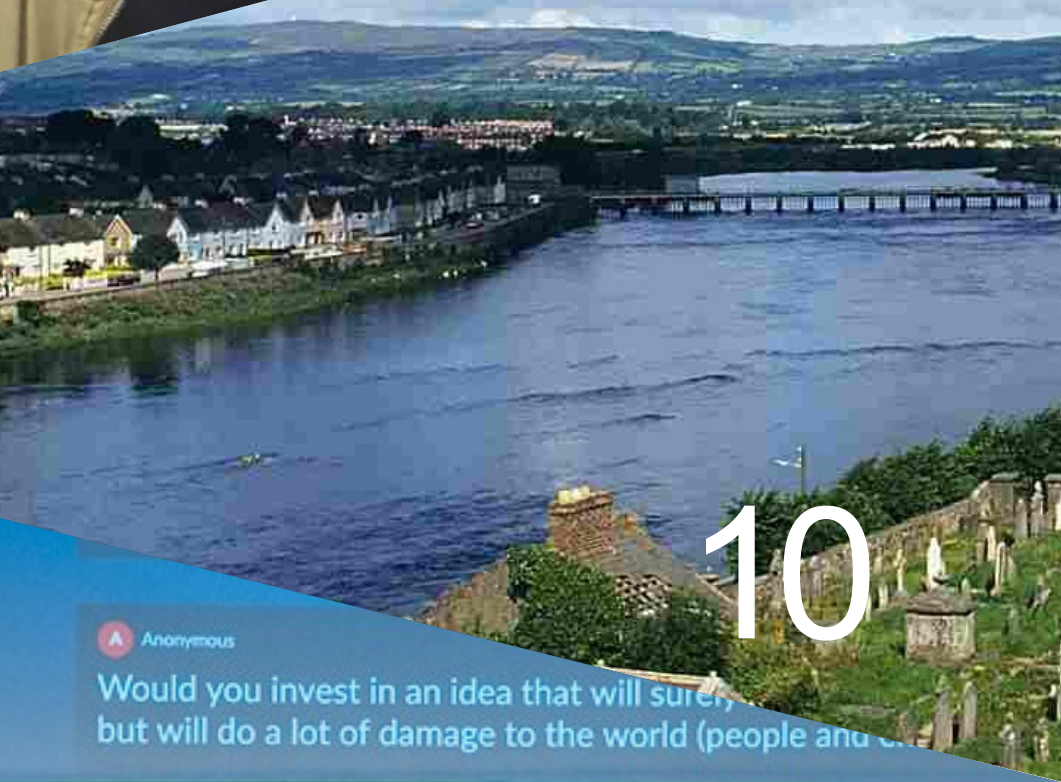
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A Anonymous

Would you invest in an idea that will surely... but will do a lot of damage to the world (people and...)



CASCAIS, PORTUGAL

JULY 14TH - AUGUST 2ND 2019



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PURPOSE

The newsletter's purpose is to encourage students and faculty to talk about what they are doing and share their good news and passions. We want to share inspirational stories centered on faculty, student, and alumni success that they attribute to the learning in our programs. Also, we will communicate new initiatives, exalt student and alumni achievements, and promote social responsibility and entrepreneurship.



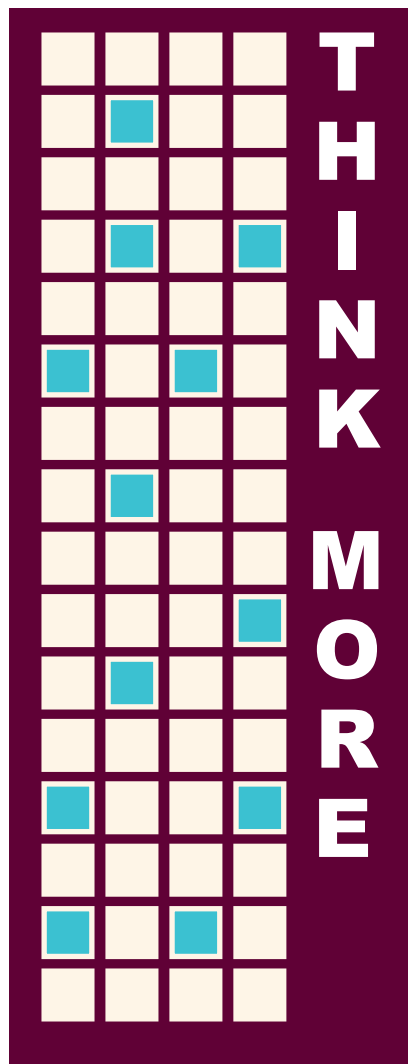
The Dean's Corner

I am delighted and incredibly proud to serve as Dean of the Malcolm Baldrige School of Business at Post University. To be entrusted with the deanship of this school is an amazing honor and a responsibility that I do not take lightly. The faculty and I have been working diligently for the past year on developing an academic experience, unlike any other in a business school. We've developed a mission and a strategic plan dedicated exclusively to the success of our students.

Henry Ford once said, "You can't build a reputation on what you're going to do." and we agree. Our programs, our courses, and our Faculty have a reputation of excellence, as evidenced by student and alumni feedback. Excellence, therefore, is not an act that we plan to do; it is a habit that we bring to bear in the classroom every day. We have a lot of exciting initiatives going on in the business school, this newsletter is one, all aimed at maximizing and celebrating our student's success. If you're a prospective student, a current student, or an alum, I always welcome hearing from you about your aspirations and career goals.

Warmest regards,
Dean Bauer

JeBauer@Post.edu





Congratulations to Andrey Masser and Antonio Mele

The entire MBSOB team would like to congratulate Andrey Masser and Antonio Mele. These two students took our FIN280 SIE prep course and then were the first to pass the SIE exam! Andre already has a job lined up with our partner AXA, and Antonio plans to have discussions with AXA soon. "This accomplishment is significant, and we are so very proud of both students." - Dean Bauer



Baldridge Pride

An Inspirational Story



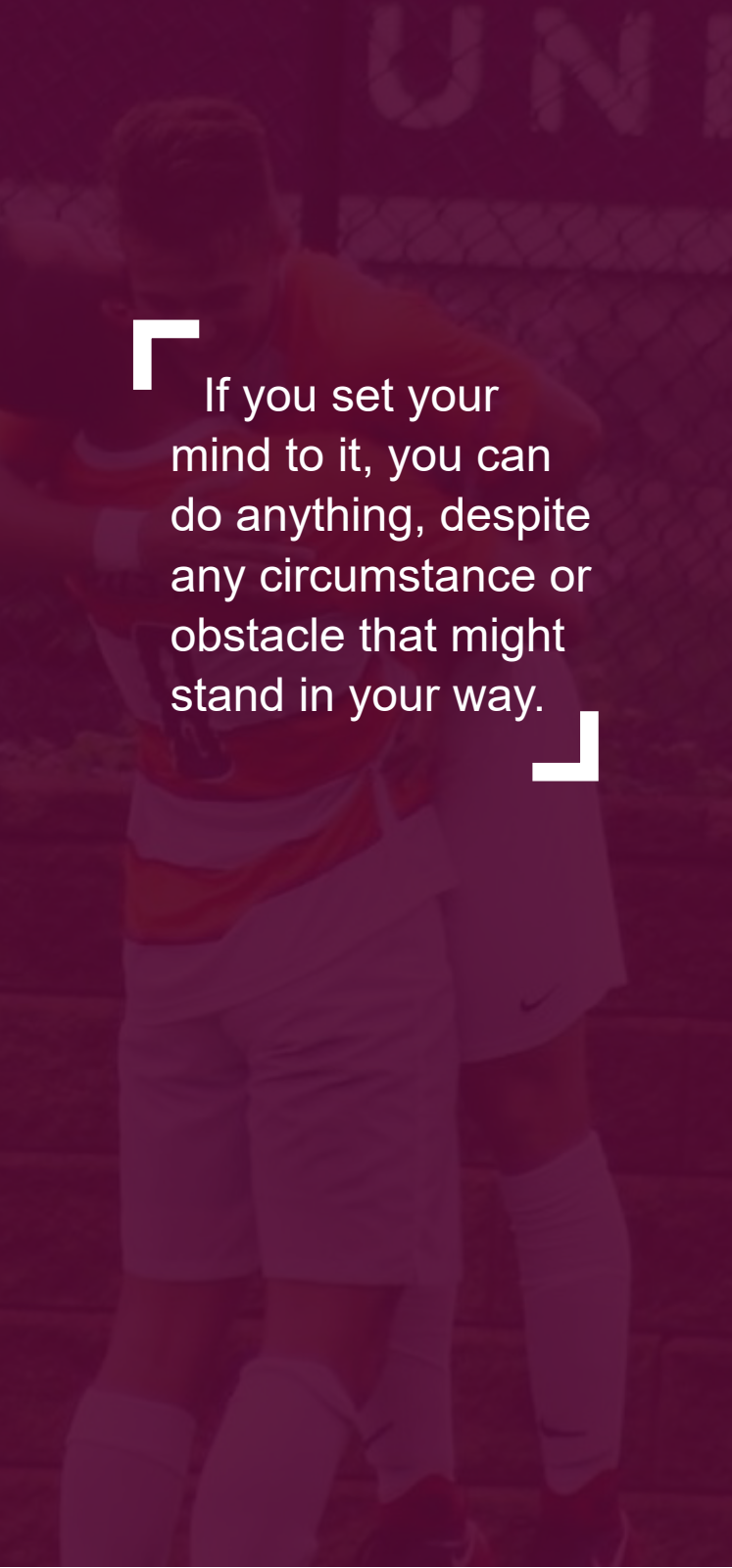
By Kariann McDougall MSA, CPA

Ralph Waldo Emerson wrote, “To finish the moment, to find the journey’s end in every step of the road, to live the greatest number of good hours, is wisdom.” When reflecting on my journey at Post University to where I am now, it seems like a lifetime has passed. Along the road to my career, I set end goals: finish my bachelor’s degree, find a job in the accounting field, complete and pass each of the CPA exams, complete a master’s degree program, apply for my CPA, and find my place in the world of accounting. Looking back, my goals were all steps in the path to arrive at a future that I couldn’t have imagined. It was truly a rewarding experience and flew by quickly. I was accepted in the summer of 2012, August of the same year, I started my classes in August of the same year, at the age of 23. I was the oldest person in my class and the thought of being the oldest person in my class and the thought of eight years of a graduate career seemed ludicrous. Throughout my undergraduate career, I interacted with students and students many years younger than me. Post’s classes provided conversations about a variety of topics within the curriculum. It was truly a rewarding experience and believe it or not, the four years flew by quickly. I initially chose my path in accounting because I took a class in high school, and it came relatively easy to me. I knew that accounting was a stable career, and I’ve always enjoyed math. When I was able to choose my electives, I decided to take a criminal justice class, which tied into forensic accounting, I found that I had a strong interest in this as well. I was able to personally tailor my program at Post to include relevant classes to my degree, as well as classes I was really fascinated with learning. This experience really opened my eyes to all the possibilities in the field of accounting.

"It was truly a rewarding experience and believe it or not, the four years flew by quickly"

The summer after completing my undergraduate degree, I attended two events held at Post that subsequently lit up the light of my path. The first was an informational session about Post’s Master of Science in Accounting program. The second was a Post arranged meeting with the State Board of Accountancy to come to the school and speak to accounting students, or those interested in becoming a CPA. The path I decided on was to complete my CPA exams as a break from writing papers and then to resume my education with my MSA at Post. The MSA degree plan lined up with the CPA licensure for Connecticut,

Continue to page 10 for more...



If you set your mind to it, you can do anything, despite any circumstance or obstacle that might stand in your way.

Baldrige Pride Cnt...

and I enjoyed my undergraduate experience so much that returning to Post was never a question. The MSA degree plan lined up with the CPA licensure for Connecticut, and I enjoyed my undergraduate experience so much that returning to Post was never a question. Don't skip the prep courses "test drive" them all and choose the one that fits best with your learning style. When I would get discouraged, I would ask myself, "would you regret not studying to go to an event/ TV show/lounging around, etc. if you found out you failed the exam?" and that's what pushed me through. The answer was not always yes though, sometimes the distraction from studying was needed, but it is a delicate balance. The journey through my MSA was very similar to the exams. I had to find the right times to study, plan my study times at the beginning of each week, and find how to juggle full-time work with taking two classes. The work was rewarding; the classes were varied, timely, and relevant to current accounting. I made some great friends in the program from all walks of life that I still keep in touch with now. Some of my classmates were seasoned accountants, some just starting in their careers, others worked in the non-profit industry, in public accounting, or were just very interested in the field. The professors were a big part of the classes, leading discussions, typing topics together, and offering guidance along the way. In each class, I felt as though the professors cared and wanted to help expand my knowledge and further my career. Without my MSA from Post, I would not have my CPA or have accepted a position in a company that I love.

My experience sounds like it was a breeze, but I can tell you it was far from it, there are always challenges in any journey. During my year of CPA exams, I lost my father, Bruce, to pancreatic cancer. He was diagnosed in March of 2016 and passed in April of the same year. He was only 58 years old. I wanted to give up and crawl in a hole, but I knew my Dad would never stand for that. I moved three times, switched careers, survived the debilitating hours of 3 tax seasons, worked a full-time job, and sometimes part-time ones too. I missed out on events, had to say no more times than I can count, but it was all worth it. As my Dad always told me, "This too shall pass, everything is temporary." If you set your mind to it, you can do anything, despite any circumstance or obstacle that might stand in your way. Set goals and achieve them. When you look back on your journey, you can say, "I did it!"



Baldrige Pride Interview

“I’ve worked really hard, and it’s amazing to get noticed.”

-Elena Becker



Congratulations to our students Elena Becker and Kelsey Tuan. They are recipients of the 2019 Business Women's Forum (BWF) scholarships. The women will be presented with a total of \$6,000 scholarship, which is awarded to women pursuing a degree at Post University's Malcolm Baldrige School of Business.

Becker – will receive a \$4,000 scholarship

Tuan – will receive a \$2,000 scholarship

Elena Becker is a senior studying for a dual degree in Sport Management and Accounting. She originally planned to study abroad at Post for one year but fell in love with the university, as well as New England. Internships with Praxair, Inc., and the Hartford Yard Goats shaped Becker's career goals. She plans to become a Certified Public Accountant (CPA) after she graduates. At some point, she hopes to work as a CPA within the sports industry. In addition to her career goals, Becker is also a competitive fencer. "Achieving this scholarship means a lot to me, especially being here in America all by myself," says Becker. "I've worked really hard, and it's amazing to get noticed." Kelsey Tuan is a junior with a double major in Human Resources Management and Equine Studies and plays on the women's golf team. Tuan's goal is to work for the International Federation for Equestrian Sports (FEI). It's so touching to be recognized for all the hard work I've done, says Kelsey. It makes my dreams feel attainable. Tuan is hoping to attain an internship working for the Polo Club at Yale University. The BWF is part of the Greater Waterbury Chamber of Commerce Foundation. BWF's mission is to raise scholarship funds for the female Post University students pursuing a degree in business. Over the past 36 years, the Foundation has awarded an excess of \$200,000 in scholarships. At the BWF's 37th annual leadership conference on October 29, 2019, the women received their scholarships.



Entrepreneurship and Innovation at the Malcolm Baldrige School of Business

When thinking about entrepreneurship, what comes to mind? Is it Jobs and Wozniak building Apple out of their garage? Maybe it's Zuckerberg building Facebook out of his dorm room. The truth is entrepreneurship can take many forms. From a high-tech start-up building a highly scalable phone app to the local office cleaning company, the opportunity to build a successful business is all around. The Malcolm Baldrige School of Business is building a Center for Entrepreneurship and Innovation to help our students, and local Waterbury entrepreneurs, take the leap towards changing the world. "We want to position the Center for Entrepreneurship and Innovation as a pathway for entrepreneurs to feel comfortable experimenting with ideas, large and small, to become the force multiplier for job creation and entrepreneurial exploration." - Brandon Monti

"Launching an Interdisciplinary Center of Excellence in Entrepreneurship and Innovation will create a strategic niche within both the Malcolm Baldrige School of Business and Post University as a whole." -Dean Bauer Such a center will position both the School of Business and the University to partner with the City of Waterbury and surrounding towns to enhance economic development in the region.

Further, by leveraging current technologies and offering the eCenter online, "we will be positioning our Business School and University to help increase economic activity and development around the country in the cities and towns where our students live and work." - Dean Bauer





New Leadership Journal

Announcing a leadership journal
- The Journal of Applied Leadership

The Journal of Applied Leadership is a semi-annual publication that is starting as a place for interested parties to share research and essays/editorials on the subject of leadership. We are looking to go beyond the theories and into practical applications. We hesitate to define leadership so that our contributors and readers can form their critical thinking conclusions. Each publication will have an over-arching theme, but that should not prevent contributors from submitting additional contributions that could be considered for a supplementary issue.

The journal is open to students, professors, and other professionals interested in robust discussions on leadership.

The first Theme is Social Responsibility.

Social responsibility is defined as an ethical framework where individuals or organizations act for the benefit of society at large. When expressed in corporate terms, social responsibility looks at environmental sustainability, philanthropic giving, ethical business practices, workforce diversity, and economic responsibility. When expressed in individual terms, social responsibility looks at civic duty and the ability to go beyond different thinking into a shared responsibility and respect for the community.

We are now taking submissions - for more information, reach out to your Academic Success Counselor or your Program Chair.



GRADUATE SCHOOL TRIP Limerick Ireland

Do you know that every year that graduate students from Post University have an opportunity to travel abroad?

Do you know that every year that graduate students from Post University have an opportunity to travel abroad? Students spend one week in Limerick Ireland and the surrounding area, studying learning, exploring, and enjoying the businesses, government, education, and people of Ireland. There will be a scavenger hunt that helps students become immersed in the culture. The people of Ireland are friendly and are always willing and ready to share information and stories.

The trip to Ireland was started in the Malcolm Baldrige School of Business when faculty and staff began to look for a global experience opportunity for graduate students. Through members of the Advisory Board, the MBSOB team was able to connect with the Limerick Institute of Technology (LIT), which is a business and technology school in Limerick, Ireland. After many conversations, the MBSOB team developed a relationship with LIT to allow students and staff the ability to visit every year.

Post University hosted students and staff from LIT at the campus in Waterbury once in the past and we hope to get the opportunity to host them again soon.

As recent as last year, the trip was opened up to all other graduate programs at Post University. This openness has helped to give everyone a cross-disciplinary experience, as there are now students from business, education, public service, and human and social services who travel and experience Ireland together. It's fun to meet fellow students and professors in person, and when it comes to graduation, there is always a familiar face to see!



MISSION: BALDRIGE CHALLENGE

Become a Baldrige School Ambassador

- Show your pride and spirit for our Business School
- Send us a photo of you exhibiting your best Baldrige Spirit and send to Melissa Santos msantos@post.edu by Dec. 18. Please include your name, major, email and phone number
- Baldrige Ambassadors will mentor first year students, promote Baldrige Programs and participate in fun activities

Ambassadors are students with extraordinary Business School Spirit!

What does a Baldrige Ambassador do?

Duties can include:

- Promoting Business School spirit
- Inspiring our current and potential students
- Mentoring first-year students

Who can apply?

This challenge is open to all current Graduate or Undergraduate Students Enrolled in a Post University Degree within the Malcolm Baldrige School of Business. Students must have no University judicial matters.

How can I enter the Spirit Challenge?

Send a photo of you exhibiting Baldrige spirit to msantos@post.edu by December 18, 2019. (Extended from previous date) Include your name, major, e-mail address, and phone number.

What's the Next Step?

All students who meet the criteria will be entered into a drawing. The contest winner will be selected at random on December 20, 2019 (Extended from previous date). The winner will receive a Baldrige School Spirit Gift Basket.



JOIN THE WORLD'S
LEADING STUDY ABROAD
STARTUP PROGRAM

Entrepreneurial Immersion in Portugal

THE FIRST DEADLINE FOR THOSE INTERESTED IS
JANUARY 1, 2020. FOR MORE INFORMATION, PLEASE VISIT:
[HTTPS://POST.EDU/ENTREPRENEURSHIP-TRIP/](https://post.edu/entrepreneurship-trip/)

Have you ever had an idea that you thought would make a good business? Have you ever just wanted to be your own boss and run a business? If you answered yes to either of these questions, you might be interested in the Entrepreneurship Immersion Experience in Portugal this summer. At the Malcolm Baldrige School of Business, we encourage the entrepreneurial spirit. So when we came across this opportunity for our students, we had to take advantage of it. Students who qualify (there are limited spaces available) will join students and us from around the world in Portugal this summer for three weeks of intensive work on a business problem/innovation challenge. If you are a graduate student and you are interested in the trip, be sure to tell your ASC so they can help you plan for the right class to take during that period. This year the trip will take place from July 12 – 31, 2020. Students will be given pre-work before leaving for the trip and learn about the other participants joining them in Portugal. Once in Portugal, the Experience will begin. Students will be broken up into groups, in which they will decide on the main problem to examine. They will also work with mentors, take classes, and work together to solve the problem. At the end of the week, students will present their plans. The top ten teams will be selected to present to potential investors. It is ayou will earn 3 credits towards your degree – bachelor's or masters. In order to join us on this journey, students need to have a 3.2 GPA, complete a short application, and submit an essay as to why they shoulda be selected for the experience. The deadline for applications is January 1, 2020. The selection committee will review the documents and select the participants for this years' experience by January 15, 2020.



Baldrige Pride Interview



Rebecca Montanez
2019

Everything is connected! We have a responsibility to understand and care for the legacy we leave behind.

-Rebecca Montanez

Rebecca Montanez, a 2019 Baldrige Scholar, is using the knowledge she learned in Post University's MBA program in her daily life. Read more about how she applies her skills and what she is planning for the future in the following interview.

How have you been able to apply what you have learned to your career?

I have been using the principles I learned through the MBA program at work. For example, I used the project management skills and principles to simplify day to day activities, finance concepts to understand the business, and leadership knowledge to encourage and elevate others. Learning about ecosystems was one of my favorite topics. This concept helped me understand how the different parts of the business are inter-dependent. In turn, the business activities impact the community, the cities, and the world around us. Everything is connected! We have a responsibility to understand and care for the legacy we leave behind. Everything is connected! We have a responsibility to understand and care for the legacy we leave behind.

How has your experience at Post changed you personally?

The learning journey at Post University kept me focused and engaged. Every time I learned something new through an article or a class project, this allowed me to expand on a subject. Taking the classes was energizing! The courses provided amazing research activities and the opportunity to look for solutions. I think that we can accomplish anything if we keep trying. We can study, work, have a happy family, but we must be willing to do the job. I don't like to say, "I can't do this or that," but "how can I do accomplish this?"

Where are you going from here?

My goal is to use the knowledge I acquired and to start an e-commerce business. *What do you consider your biggest accomplishment in life so far?*

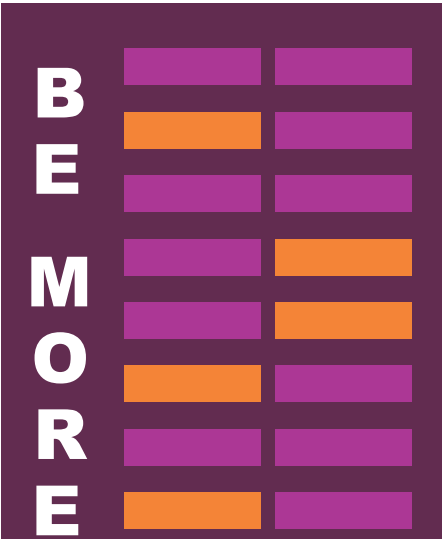
One of my most significant accomplishments has been completing the MBA program with a 3.96 GPA while working full-time and dealing with health issues.

What's something fun you want to share about yourself?

I love to travel. During my capstone, my husband and I decided to go to Italy for three weeks. It was a fantastic experience! Thanks to technology, I was able to work on my capstone project while still enjoy the trip. Proper planning and discipline are the keys to making things possible.

What do you want to say to your fellow students?

Stay focused, and positive. Be willing to sacrifice some entertainment such as watching TV. Keep your eyes focused on the prize! Never give up! At the beginning of each class, review the course syllabus, and manage your schedule accordingly. Allocate time for classwork to avoid last-minute stress. Immerse yourself in what you are learning. Put all your preconceived ideas to the side. Take a look at each class with the excitement and enthusiasm of a child. Above all, ...enjoy the journey!



Baldrige Pride Interview



Sal Nesci
2011

Without the education that I received at Post University, I would have never been able to secure this position. Perhaps there may be a vice presidency out there for me in the future.

-Sal Nesci

Sal Nesci received his Bachelor's degree in Criminal Justice from Post University 2011, an MPA from Post University 2014, and an MBA from Post University 2018. Sal is also a 2011 graduate of the FBI National Academy in Quantico, VA. Sal is an Adjunct Professor at Post University. He teaches undergraduate courses in Emergency Management/Homeland Security and graduate-level courses in Public Administration. In addition to this, Sal has also been a police academy instructor for many years, teaching a variety of in-service classes. Read more about how he applies his skills and inspiring others in the following interview.

How have you been able to apply what you have learned to your career?

I am consistently applying what I have learned in my career. Specifically, I have found the strategic planning lessons very helpful, as we have just completed the process of developing an integrated strategic plan. By having the tools to do so, provided me with an advantage. Tools like the PESTLE and SWOT Analysis were invaluable during this time.

How has your experience at Post changed you personally?

Post University has enriched me in many ways. I have made personal relationships with professors and students that have and will continue to provide me with the networks to assist me in current and future challenges. Knowing that I have made these connections has given me the confidence to take on complex and detailed issues, both personally and professionally.

Where are you going from here?

Currently, I am the Director of Employ-

ee Relations, Learning and Growth for a large public water utility. Without the education that I received at Post University, I would have never been able to secure this position. Perhaps there may be a vice presidency out there for me in the future.

What do you consider your biggest accomplishment in life so far?

My biggest accomplishment was the ability to guide my children and to encourage them to achieve their educations. Most recently, my daughter graduated from Post with her MBA, and my son is enrolled in the MBA program. Knowing that my children have solid educations provides me with a sense of security. I have recently challenged my other son to complete his MBA at Post University.

What's something fun you want to share about yourself?

I am certainly not all business; I have been known to enjoy my free time. In particular, I enjoy traveling to California, Las Vegas, and Maine. Beyond this, I am an avid weightlifter and enjoy physical fitness.

What do you want to say to your fellow students?

Never give up on yourself or education. Education is the key to current and future success. Had I not followed through on my education, I would not have achieved the level of success that I have seen in my professional life. Today, it is not enough to have experience but to also have the education to support that experience.



Faculty in the Spotlight

Susan Parente

Susan's presentation
<https://tinyurl.com/trwylnq>

Susan Parente is an Associate Faculty member who teaches in Post University's Project Management program. Recently, she was a keynote speaker at the Washington D.C. Chapter of the Project Management Institute, where she discussed cybersecurity in project management. Please see the link to the left for more information about her background and the details of her exciting presentation. Project Management Institute. (2019). Cybersecurity in project management. PMIDC. Susan also recently co-authored a book, *Global Hot Spots: How Project and Enterprise Risk Management Practices Drive Business Results Around the World*.



We love sharing stories about our students

In the academic year 2019, and for the first time in the history of the Malcolm Baldrige School of Business, we created a recognition so prestigious that it could only represent the very top of each graduating class. In recognition of our namesake, we call our graduates who earn this highest distinction, Baldrige Scholars. Baldrige Scholars represent the top 5% of their graduating class and have earned this distinction across multiple variables, not just their GPA. While a high GPA plays a factor in their consideration, Baldrige Scholars excel in all aspects of their academics; including writing skills, critical thinking, analysis, engagement in the classroom, Faculty feedback, and leadership to name a few. As one honoree mused, "This award is one of the greatest pats on the back I have received in a very long time." We wish these scholars the very best and encourage others to pursue their path of excellence! Below are a few

"This award means a lot to me. In the past four years, I have been working hard not only to gain the knowledge necessary to succeed, but also to become the professional I aspire to be in the business world." - Teresa Marangon

"This award is recognition that all of my effort and sacrifices have been worth it." - Ben Morris

"To be recognized, in this manner, is an honor that makes all of the late nights, early mornings, and missed family time worth the effort." - Daron Callahan

"It is very humbling to be considered as a Baldrige Scholar. It makes me think of all the sacrifices and support that I received from family, friends, co-workers, and from the faculty and administration of Post University." - Joseph McDonald



Graduate Business Team **WINS** International Competition

In the Malcolm Baldrige School of Business, our students truly become more during their time with us. In the academic year 2020, our students were given the opportunity, through invitation, to compete in a national business case challenge. As exciting as the prospect of this competition was, it was also very intimidating. It's one thing to excel in the classroom it's quite another to apply what you're learning to a real business case; and even more when your work will be judged against other students from around the country. As expected, students in the B-School stared down that intimidation and rose to the occasion. Not only did they enter the competition, compete they did! When it was all said and done, four students in our MBA program stood atop all other competitors as victors! It is with extreme pride that we shout, CONGRATULATIONS, to Stephanie Caban, Mary Yatcko, Barbra Whitaker, and Virenda Vikram Singh. Your teamwork, critical thinking, case analysis, and ability to present your findings in a succinct and compelling manner set the bar for what can be accomplished when you work together. "We are so very proud of all of you!" - Dean Bauer

News Letter Naming Challenge

Welcome to our inaugural The Malcolm Baldrige School of Business newsletter! The goals of the newsletter are to build the Baldrige brand, enhance communication between our alumni and students, spotlight their success, and promote social responsibility and entrepreneurship. But first, we need a creative name for our publication! To submit your name idea, e-mail to the Baldrige Newsletter Committee at JaLoughran@post.edu by January 15, 2020. Please include “Newsletter Title Submission” as the title of your email. The Newsletter Committee will select the winner and notify him or her by e-mail. The winner of the contest will receive a \$50 gift certificate to the Post University Campus Store!

ACKNOWLEDGEMENTS

We would like to thank all of you who contributed content and also the hard work in the creation of this Inaugural newsletter:

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Brandon Monti
Alexis Muscaro
Melissa Santos

For feedback, comments, or future content ideas concerning the newsletter, please email Jaloughran@post.edu