The 2014-2015 academic year was a time of celebration for the Heavener School of Business. Heavener Hall, a state-of-the-art living and learning facility, opened its doors in November. The impact of this addition to the “Warrington Campus” has transformed the academic experience and professional development for our undergraduates and will continue to do so for years to come. Thanks to the commitment of Mr. Bill Heavener, as well as the tremendous generosity of many other alumni, UF’s undergraduate business students have a facility that is worthy of their talents and passion. The opening of Heavener Hall is just one of the many ways that undergraduate business education at the University of Florida is making tremendous strides.

During the 2014-2015 academic year, the Heavener School of Business continued to focus on preparing students for success in a variety of professions. Specifically, there was additional investment in professional staff, the continued positive impact of the internship requirement, additional study abroad opportunities, greater emphasis on professional writing and public speaking, and tremendous success in international case competitions. Each year our Career Coaches and Academic Advisors expect more from our talented undergraduates. And without exception, Heavener students rise to the challenges that we place before them.

Heavener students have access to a wide array of extracurricular opportunities such as:

→ **Warrington Welcome**: A success course for first-year students.

→ **Florida Leadership Academy**: For Warrington’s top 100 sophomores.

→ **Student Development**: Engaging leadership development programs and mentoring opportunities.

In addition to the campus-based career and leadership programs, Warrington undergraduates participate in leadership conferences and case competitions around the world. During the past year, Heavener students won an unprecedented three international case competitions:

→ **1st Place**: Thammasat Undergraduate Business Challenge

→ **1st Place**: Australian Undergraduate Business Case Competition

→ **1st Place**: Champions Trophy International Case Competition in New Zealand

The **Bill Alcorn Professional Development** endowment helped make it possible for us to send our talented young people to these highly-competitive international competitions.

Heavener students also competed in the **International Business Ethics Case Competition** (www.ibecc.net/2015-competition). There were many other outstanding students in attendance (University of Oxford, Boston College, Hong Kong University of Science and Technology, University of Melbourne). The team of Heavener students developed a case study of Apple’s supply chain entitled, “Indentured Servitude: An Overview of Apple’s Supply Chain Management.” The team’s results are extremely impressive:

→ **1st Place**: 30 minute full case presentation

→ **1st Place**: 90 second persuasion to take the ethics of the case seriously

→ **2nd Place**: 10 minute ethics only presentation

The Heavener ENACTUS team (www.ufenactus.org) had another great year. ENACTUS (www.enactus.org) is a global organization made up of student, academic, and business leaders committed to using the power of entrepreneurial action to transform lives and shape a more sustainable world. Heavener’s ENACTUS team won the regional championship for the 16th straight year and placed among the top 12 teams in the nation out of 533 across the U.S. (i.e., top 2%)!
CAREER COACHING AND ADVISING

Heavener’s Academic Advisors/Career Coaches, as well as our peer mentors, are making a significant impact. The peer mentors alone conducted over 2,500 one-on-one appointments with undergraduates! Heavener students continue to receive great offers for full-time positions. Companies that hired Heavener graduates include Accenture, Amazon, Bank of America, Citigroup, Disney, ExxonMobil, E&Y, Gartner, General Electric, Google, Grant Thornton, Harris Corporation, IBM, Johnson & Johnson, JP Morgan Chase, Procter & Gamble, PwC, Raymond James, SunTrust, Teach for America, and Wells Fargo.

STUDY ABROAD

For Warrington undergraduates, an international experience raises cultural awareness, builds self-confidence, and provides an opportunity to develop foreign language skills. For these reasons, the college’s faculty decided to place greater emphasis on study abroad by incorporating it into the undergraduate curriculum. The college has made great progress in this area. In 1998, only 7.5 percent of Warrington’s undergraduates studied abroad. Thanks to the efforts of the International Programs staff, the 25% goal has been achieved each of the past nine years. In 2014-2015, the number of undergraduates who participated in the college’s international programs was equivalent to 40 percent of the graduating class.

The opening of Heavener Hall provided the opportunity to host the first ever Heavener Career Week (warrington.ufl.edu/heavenercareerweek). Heavener Career Week provides business and accounting students with the opportunity to explore career options, learn about company cultures, affirm academic major choices, network with employers, and enhance career readiness. Select companies facilitate interactive workshops and information sessions on a variety of topics. Students can interact, ask questions, network, and build meaningful relationships with professionals in their fields of interest. The inaugural Spring ‘15 event was so successful that we plan to hold Heavener Career Week each Fall and Spring semester in conjunction with the university’s Career Showcase event.
On November 14, 2014, Heavener Hall, the Warrington College of Business’ new home for undergraduate programs and activities, was officially dedicated during a ceremony held on the business campus.

Among the distinguished guests in attendance were former University of Florida President Bernie Machen, Warrington Dean John Kraft and James W. “Bill” Heavener (BSBA ’70), whose lead gift spearheads a $35 million initiative to invest in undergraduate business education. Heavener Hall and the Heavener School of Business were named in his honor.

Heavener Hall fulfills Warrington’s long-desired vision of having its undergraduate business programs and activities housed under one roof. The building, situated at the bustling corner of West University Avenue and Southwest 13th Street, is student-oriented with a professional and vibrant atmosphere.

Prior to construction, the College’s undergraduate programs and activities, which serve more than 5,000 students, more than 30 student organizations and numerous career and leadership programs, were dispersed throughout the Warrington campus. Heavener Hall provides a true home for undergraduate business students.

The new building includes nine contemporary classrooms, an open Commons for impromptu collaboration, 16 study rooms, a large, multi-purpose area for events and organization meetings, academic advising space, a technology assistance center, office/meeting space for staff and a small café. Unifying these instructional spaces, student services and social areas in a single location will enrich the learning experience of each and every Heavener student.

### INTELLECTUAL COLLABORATIONS

With undergraduate classes and activities spread throughout the business campus, organic opportunities for meaningful connections and collaborations were few and far between.

Heavener Hall provides a setting for these impactful “intellectual collaborations” to occur. Heavener Hall’s sixteen study rooms, vibrant student commons and spacious study areas provide an enriching living/learning environment for our students.

### A SENSE OF IDENTITY

The Heavener name provides each and every undergraduate with an invaluable brand identity—that they belong to a unique and extraordinary group of UF students. And Heavener Hall provides a home base for these talented students to excel.

### SHOWING OUR COMMITMENT

More than anything, Heavener Hall is a tangible showing of the College’s profound commitment to Heavener students. While some business schools may focus their attention elsewhere, Heavener Hall is evidence of our dedication to provide an exemplary undergraduate business education that cannot be replicated.
HEAVENER HALL FEATURES

STUDY ROOMS
These rooms are ideal for individual students to study on their own or for multiple students to complete a project. Each room also has a wall-size image of a business titan for inspiration.

STUDENT COMMONS
Comfortable sofas, flat-screen televisions and a ticker displaying announcements and business news make this area the best place for a Heavener student to take a quick break.

GARY RAPPEPORT ACADEMIC SUCCESS SUITE
This interactive learning space is perfect for students to complete assignments or engage with fellow students in a relaxed environment.

BILL ALCORN PROFESSIONAL DEVELOPMENT CENTER
This space gives our students the resources to advance their career aspirations through numerous activities.

CENTER FOR CAREER & LEADERSHIP DEVELOPMENT (CCLD)
The CCLD combines the offices of Academic Advising and Career & Leadership Programs to provide Heavener students a single spot for academic and career guidance.

COURTYARD
What better way to unwind after an exciting day at Heavener than to relax with friends in the tranquil courtyard.

CLASSROOMS
Heavener Hall has spacious classrooms that encourage active learning.
INTERNATIONAL PROGRAMS

30 Exchange Programs in Australia, Asia, Latin America, and Europe
warrington.ufl.edu/sb/intlprograms

NEW PROGRAM: UF IN DUBLIN

By the end of the 2014-2015 academic year, International Programs proudly announced the addition of a 5th sponsored program. Dublin joins the other HSB programs in London, Madrid, Paris and Rome. Similar to the program in London, students will have the opportunity to intern while studying abroad. As the capital and largest city in Ireland, Dublin offers the amenities of a lively and culturally rich city. However, the small population of 1.5 million, gives Dublin a welcoming atmosphere, reminiscent of a small town. The citizens of Dublin are renowned for their friendliness and also their youth. The median age in Dublin is only 35, as a result 1 in 12 Dubliners is a student. Normally the city is abuzz with activity and students will be enthralled by the numerous restaurants, art galleries, museums, theaters, shops and music venues. In addition, Ireland is a beautiful country brimming with breathtaking scenery, music, a rich and complex history and in close proximity to the rest of Europe. During the semester, students will have access to five Warrington courses, classes taught by faculty at Griffith College and internship placements coordinated by CAPA, an international education organization. The Dublin program will be offered fall, spring and summer C semesters and is open to all majors.

ANDREA KIM JOINS THE INTERNATIONAL PROGRAMS TEAM

The increase in the number of students seeking advising and study abroad opportunities through Heavener programs merited the addition of another staff member. Andrea Kim joined the International Programs team in April 2015. Since her arrival, Andrea has assumed supervision of the International Program Student Ambassadors (IPSAs) and management of the course equivalency evaluation process. Most importantly, Andrea advises students, conducts outreach, teaches Warrington Welcome and helps the International Programs team with the continued development of existing and future programs. Andrea graduated from beautiful Berry College in north Georgia with majors in sociology and journalism, and studied abroad in Thailand and Finland as an undergraduate. Upon graduation she spent four years in South Korea teaching English. In 2012, she came to Gainesville to work as a study abroad advisor for the UF International Center. Her extensive experience working in the field of international education and her gracious rapport with students makes her the perfect addition to the International Programs office.

WHY SHOULD HEAVERNER STUDENTS STUDY ABROAD?

Listed below are just a few benefits and outcomes of study abroad:

- Attend world ranked business schools
- Live and study in cities of international importance
- Meet a new set of professors and students
- Explore, enhance or master a foreign language
- Complete an international internship
- Travel and learn to appreciate cultural differences
- Expand your network

A well-planned study abroad experience allows students to complete degree requirements without having to extend their graduation. In addition, studying at a partner university permits students to take courses in their major which are not offered at Heavener. This ultimately allows students to add depth to their discipline knowledge and employment marketability. For the majority of students who study abroad, their time away from Gainesville becomes the most memorable and self-defining experience of their undergraduate career.
Ethan Stern, a Heavener undergraduate, participated in the UF in London program this past spring. Since 2008, UF students have been able to take classes and intern in London. Our partner FIE (the Foundation for International Education) works with approximately 600 firms, mostly entrepreneurial start-ups, to place students in internships that provide professional experience in their respective areas of interests. Ethan was placed in Geniac, an online business management firm established by UF alumnus Michael Galvin. Geniac’s mission is to make business easier for entrepreneurs and innovators by helping them manage a variety of administrative tasks. Using account managers and online platforms, Geniac assists young businesses with human resources services, accounting and tax support, legal solutions and many other administrative functions that make running a business difficult and expensive. One of Ethan’s tasks was to find a document generator supplier that Geniac could use for their clients. Ethan had to investigate the needs of the wide variety of companies served by Geniac and then find the best suited and priced product in the marketplace. In daily operations, Ethan worked with a client base located across the globe. He grew to enjoy the experience and appreciate the importance of global commerce and collaboration. His interactions with Michael Galvin were also extremely positive. Ethan noted that Michael and the other Geniac employees brought immense energy, creativity, vision, and ingenuity to the job. With a recently announced £22 million investment from Grant Thornton, Geniac is poised to add 5,000 new clients in 2015-16. This excitement clearly affected Ethan’s time interning for Geniac. Ethan credits his London internship to an increase in self-confidence, the ability to engage in critical thinking and the development of skills necessary to work with a variety of customers and managers. Ethan knew that as an intern he would need to be proactive and vigorously seek meaningful projects from his supervisors. He did not allow the fast-paced environment of Geniac to intimidate him and he eagerly sought out the supervision and mentorship of Michael and the other members of Geniac. Michael Galvin, Geniac’s co-founder, graduated from UF in 2000 with a BSBA in Decision and Information Sciences (now Information System and Operations Management.) After successful tenures with Price Waterhouse Management Consultants and Accenture, he ventured out on his own and formed Olivo in 2009, an advisory and investment firm with offices in London and Madrid. Olivo recently led the development of Webhelp South Africa, a customer experience outsourcer, who now employs over 3,000 people. Olivo is also responsible for the creation of Petrocorner, a network of fuel stations in Spain, backed by US & UK Private Equity firms. Michael who lives in London with his wife and two children has very fond memories of his time at UF and is thrilled to have young business Gators as interns at his firms.

Heavener School of Business Scholarships 2014–2015

During 2014–2015, the Heavener School of Business awarded $55,500 in scholarships to 50 students. Study abroad scholarships accounted for approximately 80% of the awards, distributed to 33 students. Scholarship awards are granted based on financial need, student merit, and donor-specific criteria.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>STUDY ABROAD</th>
<th>ACADEMIC</th>
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<td>2012-2013</td>
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</tbody>
</table>

Dollars Awarded

Study Abroad  Academic  Total Awarded

2012-2013  30  25  55
2013-2014  34  13  47
2014-2015  33  17  50
Heather Jackson, a senior HSB management major, studied abroad at the University of Nottingham in Ningbo China (UNNC) during the spring 2015 semester. UNNC is a unique exchange partner because it is an established British university with a brick and mortar campus in China. All of the degree programs are taught exclusively in English to Chinese students. The university which stretches across 146 acres in what is often referred to as “the greenest city in China” has roughly 4500 undergraduate and postgraduate students with 470 teaching and administrative staff from over 40 different countries.

Located in the middle of China’s coast (2 hours by bullet train to Shanghai), Ningbo is the cradle of the cultures in the Yangtze River Delta and its history can be traced back to 4800 BC. At present Ningbo has a population of almost 7 million people and its sea port is listed among the top 10 deep-water transshipping ports in the world. Heather, who recently returned from her semester in China, kindly answered our questions about her experience at UNNC. Her responses convey the sense of pride and accomplishment which results from the successful completion of a challenging endeavor.

Q: What made you consider studying abroad?

HJ: I’ve always been interested in Chinese culture and plan to pursue a master’s degree in international business. While it is great to be a Florida Gator, I longed to have an educational experience abroad. I noticed that I began to live life in a “bubble” and became consumed with campus life. I considered studying abroad to “pop the bubble” and put my university experience into a larger context.

Q: How and why did you select the exchange program in China?

HJ: I chose to study at the University of Nottingham in Ningbo China because it was the longest UF program offered in China. I could take courses for UF credit, and would have enough time to study, travel, intern, and volunteer. I wanted to see as much of China as possible.

Q: What are the three most important things you learned about yourself?

HJ: It was in China that I began to see there is a strong correlation between hard work and success/quality of life. I realized I needed to improve the quality of my work, in order to improve my chances for career success. I also learned that I need to listen more and it’s OK to not respond to everything immediately. Because I knew little of the language, I was forced to use observational skills. Being immersed in China’s collectivist culture, I learned that leadership is not about being understood, but about understanding. Most importantly, I learned that I’m pretty strong and I have the world’s best parents who would do and often did everything for me. China taught me to be confident in my own capabilities.

Q: What were the three biggest benefits of studying and living abroad?

HJ: After you have seen the beautiful opportunities that wait outside, you can’t wait to go explore. While living abroad I was completely immersed in Chinese culture. I had the benefits of experiencing a different way of life, learning what it means to be “American” in the eyes of the rest of the world, and having access to professional and educational opportunities abroad. This was beneficial because it was both humbling and inspiring.

Q: What were your biggest accomplishments during your time abroad?

HJ: While abroad I interned as a marketing assistant for ATHENA Cosmetics; I planned and hosted the first music festival at UNNC (Booming Globe 2015), and had a successful academic semester. During spring festival, I traveled to 9 cities within 3 weeks and returned to Ningbo in time to volunteer at the Cheng Shi Hua Yuan academy, helping children to develop English language skills.

Q: What was the key take away from your semester abroad?

HJ: The key take away from my semester abroad is to “never follow rules that don’t exist.” Many people told me not to go to China, and while I was there I was confronted with problems that seemed to have no apparent solution. I had to be confident in myself and get creative. After being abroad I noticed that I found unique solutions to problems and was able to take advantage of opportunities because I was not afraid to live outside of social norms. I learned to be confident in my own ability to make good decisions.

Q: Why should UF students study abroad?

HJ: UF students should study abroad because the experience allows them to make important international connections professionally and socially. Students will have a more well-rounded education. Going abroad helps to put the university experience into perspective and can reveal numerous post-graduation opportunities. In addition, going abroad is like walking around holding a mirror to your face. Even though you can see your environment is changing around you, you are forced to look at yourself. Students should study abroad because they will have the opportunity to investigate our world, but most importantly, themselves.
THE INCREASE OF STUDENT PARTICIPATION IN EXCHANGE PROGRAMS

International Programs experienced a 38% increase in the number of Heavener students studying abroad via an exchange program during the 2014-15 academic year. Many of Heavener’s exchange partners are top-ranked universities that offer our students a fantastic opportunity to take courses unavailable at Warrington or UF and taught by renowned professors and corporate leaders. Since students pay UF tuition, exchange programs are the most affordable route for pursuing studies abroad. A drawback to participating in an exchange is that these programs are only available during the fall or spring semesters; summer terms are most often unavailable. Therefore, students need to start planning at least a year in advance. Having a flexible schedule and being academically prepared to enroll in junior and senior level courses are also important factors for students to consider.

Lastly, final grades at exchange universities often depend on one exam given at the end of the semester - this model adds a bit of pressure to students considering exchanges. Yet, International Programs have observed that Heavener students rise to the challenge and usually return to UF with good grades and memories of a lifetime. This past year the most popular exchanges were:

- Hong Kong University of Science and Technology
- Hong Kong Polytechnic
- Korea University Business School, Seoul
- Chulalongkorn University, Bangkok
- University of Manchester Business School
- Bocconi University, Milan
- Vienna University of Economics and Business
- ESCI-Universitat Pompeu Fabra, Barcelona

STUDY ABROAD DATA

STUDY ABROAD COMPARISON BETWEEN WARRINGTON STUDENTS AND ALL UF STUDENTS

In 2014-2015, a record number of 438 undergraduates studied abroad. The popularity of Heavener sponsored programs continued to surge upward and enrollment in exchange programs increased by 38%.

HEAVENER STUDENT PARTICIPATION IN STUDY ABROAD

These figures suggest that Heavener students grasp the importance of internationalizing their undergraduate experience. In 2014-2015, 45% of Heavener graduates incorporated study abroad into their UF degree, with approximately 80% studying abroad in Europe.
The Center for Career and Leadership Development (CCLD) combines the services of the Academic/Career Coaching office with the services of the Career and Leadership Programs office. The synergistic effects of integrating the services of these two dynamic offices results in our students being supported by comprehensive and cohesive academic, career, and leadership programming/services throughout their entire undergraduate experience.

**MISSION**
Encourage academic, professional, and personal development of students through coaching and experiential opportunities that enhance their undergraduate experience and beyond.

**VISION**
The Center for Career & Leadership Development (CCLD) strives to be the standard of excellence for the holistic development of business students.

**PURPOSE**
Coach, empower, and collaborate with students for academic, career and personal success in the global marketplace.

**HORACE S. TUCKER, JR.**
Associate Director, Heavener School of Business

Horace Tucker is the Director of the Center for Career and Leadership Development and Associate Director of the Heavener School of Business. Horace received his bachelor’s degree in advertising from the University of Florida. He was commissioned as a Regular Army Air Defense Artillery Officer through UF’s ROTC program, where he earned the distinction of Distinguished Military Graduate. Horace later earned a master’s degree in human resource development from Webster University.

Horace is a retired Army Colonel. He served in a variety of command and staff positions which included Director of Training for the Regional Training Institute of Florida, Director of Human Resources for the Florida National Guard, and culminated his 23 year career as the Post Commander of Camp Blanding, a joint training center 25 miles southwest of Jacksonville.

Horace’s professional associations include the Society of Human Resource Management, the National Career Development Association, and the National Association of Student Personnel Administrators.

Horace currently resides in Fleming Island and is married to the former Janice Maxwell of St. Petersburg, Florida. They have two sons: Evan and Colin, both of whom graduated from UF.

**ACADEMIC ADVISING AND CAREER COACHING**

warrington.ufl.edu/sb/advising

The Academic Advising and Career Coaching team serves as the foundation of the Heavener School of Business mission to support the personal, professional, and career development of our business undergraduate students. At Heavener, we combine traditional academic advising with a host of career development resources in order to provide students with comprehensive professional guidance that promotes personal, vocational, and intellectual growth.

Our academic and career planning services are available to current and prospective undergraduate students interested in studying business as a major or minor. Our team of experienced professionals is here to help students make the most of their college experience.

To achieve that mission, academic advisors and career coaches provide the following services:

- Assist students in developing four-year educational plans that advance their academic, career, and life goals;
- Encourage students to explore career interests through domestic and international internships;
- Promote leadership development through participation in student organizations and involvement in leadership development programs;
- Provide students with up-to-date academic information about university, college, and departmental graduation requirements;
- Teach sections of Warrington Welcome to first-year students to jump start the beginning of a strong student-advisor relationship; and
- Provide personalized career coaching to undergraduates exploring career opportunities and seeking internships.
THE HEAVENER SCHOOL APPROACH TO STUDENT DEVELOPMENT

Academic advising plays a critical role in the academic and career development of college students. Our highest priority is building meaningful advising and coaching relationships with our students. Over the past year, Heavener has maintained an enrollment of over 3,300 students. Of those students, 2,682 chose to visit with their academic advisor and career coach to discuss key issues related to their academic and professional development. We are proud of the fact that we have been able to impact over 80% of our students through non-compulsory advising.

Our coaching teams are organized by academic major in the following distribution:

CAREER COACHING TEAMS

LEADERSHIP TEAM

Erica L. Byrnes
Director

Derek Guffin
Assistant Director for Employer Relations and Career Education

Melissa Forgione,
Marketing & Economics

Jaime Little,
General Studies & Management

Michelle Schwager,
General Studies & Management

Leigh Smadbeck,
General Studies & Management

Bernadine Thomas,
Finance & Info Systems/Ops Mgt

Renee Clark,
Finance & Info Systems/Ops Mgt

Students can access coaching from our experienced academic advisors and career coaches in a variety of ways:

- **Walk-in Appointments** - The advisors are available at least 30 hours each week during fixed time periods to answer general questions.
- **Scheduled Appointments** - Each academic advisor and career coach is available for 20-30 individual appointments each week. During scheduled appointments, students have the opportunity to spend 30 minutes with an Academic Advisor and Career Coach to discuss their personal, academic, and career development.

In the 2014-2015 academic year, the academic advising and career coaching team had over 13,500 contacts with students (phone appointments, in-person appointments, walk-in appointments)! Specifically, we saw a total of 9,327 walk-ins and 2,637 appointments. Conversations that occur in these meetings provide our students with key information to promote success in their academic and professional development.

### FALL ’14 WALK-INS & APPOINTMENTS

Weeks 1-2 represent the drop/add period. Weeks 11-14 represent the advance registration period.

### SPRING ’15 WALK-INS & APPOINTMENTS

Weeks 1-2 represent the drop/add period. Week 10 was Spring Break. Weeks 13-15 represent the advance registration period.
Throughout the academic year, the academic advisors and career coaches work with students across colleges, majors, and academic years. Our versatile team is prepared to coach a first-year student through the transition from high school to college just as much as they are able to support a graduating senior as they experience the job search process.

The data below provide a snapshot of the students who utilized academic advising and career coaching services in the past year:

**STUDENTS ACCESSING OUR SERVICES**

### BUSINESS MAJORS

- **Business** 65.1%
- **Liberal Arts** 12.1%
- **Engineering** 6.6%
- **Journalism** 4.6%
- **Other** 11.6%

### BUSINESS STUDENTS BY YEAR

- **Fall '07**: 3000
- **Fall '08**: 3500
- **Fall '09**: 4000
- **Fall '10**: 4500
- **Fall '11**: 5000
- **Fall '12**: 5500
- **Fall '13**: 6000
- **Fall '14**: 6500

The Academic Advising and Career Coaching team has made great efforts to raise student awareness of academic and career services offered through our team. We have increased the amount of contact we have with students over the past five academic years through our efforts in appointments, walk-ins, sophomore group advising, and the CAP mentoring program.

**STUDENTS BY COLLEGE**

The Academic Advising and Career Coaching team has made great efforts to raise student awareness of academic and career services offered through our team. We have increased the amount of contact we have with students over the past five academic years through our efforts in appointments, walk-ins, sophomore group advising, and the CAP mentoring program.

**BUSINESS ADMINISTRATION COLLEGE COUNCIL**

The Business Administration College Council (BACC) is the governing body of student organizations within the Warrington College of Business, acting as the umbrella group for 25 organizations. BACC provides student organizations with funding, marketing advice, professional development resources, consulting for events and programming, and networking.

Every year, the BACC hosts major events that bring the students of the Heavener School of Business together, such as Business Bash, Warrington Wednesdays, and the Spring Carnival. In the past year, the executive board added the Executive Board Retreat (featured below).

**Business Bash** is the event that formally kicks off the Fall and Spring terms for student organizations. It serves as a large-scale recruiting event for the 30+ student organizations in the Warrington College of Business. Last Fall nearly 1,000 students attended Business Bash.

**Executive Board Retreat**: Each semester, student leaders representing 35 different organizations in the Heavener School of Business and the CCLD programs attend the Warrington Executive Board Retreat. The purpose of the retreat is to foster strong relationships and networking opportunities between the different student organization officers while assisting the student leaders in developing success plans for the upcoming semester.

This past year the Executive Board Retreat transitioned from being hosted by the Leadership Ambassadors to a sponsored event by the Business Administration College Council (BACC). Through the continued support of this program, the CCLD Office identified BACC as the most appropriate organization to sponsor and facilitate this event, which focuses on the Warrington student organization experience.

The Warrington Executive Board Retreat continued to utilize conference break-out style sessions along with keynote addresses by CCLD staff and student leaders. This past year over 170 students attended the Executive Board Retreat in either the fall or spring semester.

**2014-2015 BACC EXEC BOARD**

- **President**: Shruti Shah
- **VP of Programming**: Eduardo DaCosta
- **VP of Administration**: Sarah Lawrence
- **VP of Marketing**: Nithya Jawaharlal
- **VP of Professional Development**: Kaily Benedict
- **VP of Finance**: Samantha Pace

**Heavener School of Business**

Heavener School of Business | Heavener.ufl.edu/heavener

Heavener School of Business | Warrington.ufl.edu/heavener
2014-15 CAP HIGHLIGHTS

Record Number of 30-Minute 1:1 Appointments. Program participation has increased every year since Fall 2009 reaching an all-time high this year over the program's six year history. Mentors held roughly 2,500 30-minute advising appointments, up 27% over a three-year period.

The top CAP mentor (Cara Grandstaff) held 178 advising appointments during the year; the most ever in CAP mentor history.

Increased Advising Infrastructure. CAP mentors provided valuable infrastructure for Heavener advising needs. On a day-by-day basis, Heavener students had more immediate access to career and academic services than ever before. As a group,

Mentors provided additional access for increased advising demands, providing an additional 84 appointments per week on average

Each mentor averaged 2.8 one-on-one appointments per week during their tenure

Program Evaluation Enhancement & Data Collection. The CAP APP data collection application was completely overhauled and now features a new walk-in check in system (located in the CAP office) and new mentee and mentor dashboards. Acquiring new mentee data metrics will help CAPs track students during their time in college and create more continuity across students visiting different CAPs at different times. CAP mentors will be able to review feedback for their mentors, better track mentee career readiness, and improve communication quality.

Defining Success: A New Direction. A new way to define program success was conceptualized, moving away from mentee appointment volume as a primary indicator of mentor success and into mentee internship acquisitions (number of students acquiring internships). Internship acquisition numbers will become the new standard of success, measuring the volume of students who actually acquire internships vs merely participating in the program.

Distinguished Mentors. Two mentors received Warrington or university awards, affirming business majors have continued access to top peer-to-peer advising from the highest decorated students.

Shruti Shah, University of Florida Hall of Fame
Alex Mazur, Heavener Hall of Fame

These designations bring the total number of CAP mentors earning University of Florida and Heavener School of Business awards to eleven (11) since Spring 2012.

Five Warrington College of Business Hall of Fame awards (of nine total awarded)
Three University of Florida Hall of Fame awards
Two Warrington College of Business Distinction in Leadership awards
One University of Florida Hispanic Hall of Fame award

### Program Director Appts

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<tr>
<th>Year</th>
<th>Total Appts</th>
<th>Percent Change</th>
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<tr>
<td>2011-12</td>
<td>1426</td>
<td>112.8%</td>
</tr>
<tr>
<td>2010-11</td>
<td>670</td>
<td>173.5%</td>
</tr>
</tbody>
</table>

### Staff Appts

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Appts</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>245</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Since its inception in 2009, the program has blossomed into a corner stone organization in Warrington, providing business majors with the support they need to fully pursue career and internship opportunities.
SOPHOMORE GROUP ADVISING

Sophomore group advising is a mandatory small group advising session for all rising and/or current sophomores. The focus of the sessions is to discuss the four key areas for success emphasized by the Heavener School of Business: Academics, Career Development, Involvement and Leadership, and International Study. Sessions are a call to action for students and are intended to help them set appropriate goals.

These sessions, facilitated by Academic Advisors and CAPs, are designed to encourage lively conversation among all participants.

Following an ambitious curriculum, sophomore group advising aims to challenge students to engage in activities that are developmentally appropriate, while also giving them time with an academic advisor and CAP mentor.

2014-2015 PROGRAM HIGHLIGHTS AND ACCOMPLISHMENTS:

→ The Sophomore Group Advising program reached over 860 second-year students during the Fall 2014 and Spring 2015 terms
→ Assessment data indicates that these sessions have a significant impact on our students’ knowledge and awareness of how to get involved in college, how to secure an internship, academic requirements, and post-graduation career opportunities.

CAREER COACHING

Our team of career coaches are organized by major, offering each student a personalized career coaching experience based on their chosen discipline of study.

INTERNSHIP REQUIREMENT

All Heavener graduates are required to complete a 150 hour internship (or complete a study abroad experience) as a component of their curriculum. To complement the internship experience, the Academic Advisors and Career Coaches instruct a course that aids students in their professional development during their internship experience. Throughout each semester, students receive feedback on assignments that require them to research the industry in which they are interning, network with professionals at their site, and evaluate their own personal and professional goals.

2014-2015 PROGRAM HIGHLIGHTS AND ACCOMPLISHMENTS:

→ The career coaches supported 706 students during their internship over the past academic year
→ Since its inception, over 2,000 students have completed an internship experience through Heavener’s new program

GROWTH HIGHLIGHTS:

→ Enrollment has steadily increased over the course of five years from 34 students to 706 students. This past academic year has set a new high water mark for total students completing the internship course in an academic year (see below)

STUDENT PARTICIPATION IN HEAVENER’S INTERNSHIP REQUIREMENT
CAREER & LEADERSHIP PROGRAMS STAFF

CORTNEY BUTCHER

Cortney Butcher has worked for the School of Business since 2007, first as a senior clerk and was promoted to Program Assistant for Academic Advising and Career Coaching in 2011. Cortney received the “Superior Accomplishment Award” in 2009 in recognition of her outstanding service to the Heavener School of Business and the University of Florida. In Spring 2014 Cortney completed the Supervisory Challenge offered by UF’s HR.

2014-2015 ACCOMPLISHMENTS:

- Designed and implemented a cross-training program for Student Assistants in the Heavener School of Business.

JUST FOR FUN:

- Cortney is not only a hard worker but she also plays hard. On weekends Cortney loads up the 4 wheelers and custom built mud truck (what most call a monster truck - 10 feet tall on tractor tires) with her husband and friends to head out to a mud hole to test the limits of the vehicles in the nastiest mud you can imagine.

BERNADINE THOMAS

Bernadine Thomas, M.A.Ed joined the Heavener School of Business academic advising and career coaching team in September, 2012.

She previously worked at DePaul University for eight years assisting non-traditional students’ transition to college as well as advocating for programs and services for this student population. She was an Assistant Director for the School for New Learning Graduate Program and then worked as Assistant Director for the Office of Adult Student Affairs. Bernadine also created and co-taught a career success course entitled “Enhancing Employability Skills for the Workplace.”

2014-2015 ACCOMPLISHMENTS:

- Worked closely with the planning and execution of the first semi-annual Heavener Career Week held spring 2015. This event is designed for Heavener students to explore career options.
- Successfully advocated for the Transfer Success Seminar course to be assigned a letter grade vs pass/fail. Course now counts towards upper-division elective.
- Taught two sections of the Transfer Success Seminar, one (1) credit hour module course designed to assist transfer students in their transition from community college to UF. The course emphasizes the development of academic and personal skills supporting success in the college, as well as familiarizes the students with campus resources.
- Mentored two Peer Leaders for Transfer Success.
- Served as the Faculty Advisor for two student organizations - The Undergraduate Consulting Club (which won the Most Improved Student Organization 2014) and the newly created transfer student group - Transfer Gator Association.

JUST FOR FUN:

- In her spare time, Bernadine enjoys researching and trying out new apps and playing games on her iPad. Some of her favorite games are Words with Friends, What’s the Phrase, Diner Dash, and Midnight Castle.

ERICA BYRNES

Erica Byrnes, M.A.Ed / Ed.S., G.C.D.F. Instructor, has been the Director of Academic Advising and Career Coaching since 2006. Erica was recognized for excellence in advising administration by the National Academic Advising Association (NACADA) in 2012. Erica earned her B.S. in Psychology and B.A. in Philosophy in 2002 and went on to earn M.A.Ed. and Ed.S. degrees in Counselor Education with a specialization in Mental Health from the University of Florida. She is currently pursuing a Ph.D. in Counseling and Counselor Education, with an emphasis on Research and Evaluation Methodology and Career Counseling.

2014-2015 ACCOMPLISHMENTS:

- Served as the Faculty Advisor for the Business Administration College Council, 2006-Present
- Served on Heavener Hall construction and development committee
- Lead the development and implementation of HSB Check-in Application to promote efficient staffing and student traffic flow
- Coordinated course scheduling: serve as liaison between academic units and Heavener School of Business
- Served on the Undergraduate Committee

JUST FOR FUN:

- When Erica isn’t working with students or studying for her Ph.D., she enjoys traveling internationally with her family. She recently visited China and Ireland.

RENEE CLARK

Renee Clark, Ph.D., G.C.D.F., graduated from the USF with a B.A. in Communication, minor in African-American History, and an M.Ed. in College Student Affairs. Prior to joining the Heavener School of Business in August 2010, Renee worked at USF where she held several positions as an Admissions Counselor, Multicultural Student Organizations Coordinator, Leadership Development Coordinator, and Student Judicial Services Graduate Assistant. Continuing her quest to provide a high standard of service to students, Renee earned a Ph.D. in Higher Education Administration with a focus in Leadership Studies from Bowling Green State University. At, BGSU, she taught a skill-building course for first-year students and served as an academic advisor for pre-major and conditionally-admitted students.

2014-2015 ACCOMPLISHMENTS:

- Facilitated Warrington’s University Scholars Program by meeting with students to assist them in preparing for UF’s Undergraduate Research Symposium.
- Enhanced the experience of Heavener’s transfer students by working with the instructor of the Transfer Success course as well as the student organization Transfer Gator Association.
- Faculty Advisor to the Florida Business Leadership Society, 2012 - 2015

JUST FOR FUN:

- Almost as equal to her love for serving college students is Renee’s affection for sports, particularly football. Her favorite team is the Miami Dolphins and her favorite player of all-time is Ronnie Lott.
MELISSA LYNN FORGIONE

Melissa Lynn Forgione, M.Ed./Ed.S., is currently a graduate candidate for the Master of Science in Entrepreneurship program at the University of Florida. She graduated from the University of Florida with a B.S. in 2003, with a major in psychology. She then spent over 6 years working in the fitness industry, not only as a personal trainer and group exercise instructor, but in management positions that gave her first-hand experience in managing, marketing, hiring, training employees, systems development and revision, budgeting, and establishing strategic objectives. She then returned to school to complete her M.Ed. and Ed.S. degrees, majoring in Mental Health Counseling. Because of her experience in higher education, as well as in the competitive business field, Melissa has a unique perspective that can help students in achieving their academic, career, and personal goals, while maintaining balance in their lives.

2014-2015 ACCOMPLISHMENTS:

→ Presentation proposal accepted for the National Career Development Association Conference in Denver, Colorado
→ Presented 3 different topics at the NACADA Regional Conference in Auburn, AL.
→ Served as the faculty advisor for DECA and the Undergraduate Real Estate Society.
→ Moderated the panel of Women Entrepreneurs at the Women’s Summit, hosted by the Center for Entrepreneurship and Innovation.
→ Supervised 3 Career and Academic Peer Mentors
→ Taught 3 sections of Warrington Welcome, including one specifically for Innovation Academy students.
→ Acted as Liaison for Innovation Academy business majors
→ Coordinated and represented the Heavener School of Business at outreach events
→ Co-coordinated the Sophomore Group Advising program for over 860 students during fall and spring semesters.

JUST FOR FUN:

→ Melissa teaches Hip Hop Fitness.

DEREK GUFFIN

Derek A. Guffin, M.S., G.C.D.F, developed a passion for developing student leaders while pursuing a B.S. in Sport Management from the University of Florida. He went on to earn his M.S. in Higher Education from Florida State University and found his calling helping students find meaning and purpose in the world of work. In his first five years in Heavener, Guffin accumulated 4 Advisor of the Year Awards, including winning UF’s oldest and most prestigious award, the University of Florida Advisor of the Year. Mr. Guffin was recently tapped into a new Heavener role where he works exclusively with employers and counseling undergraduates in career undecidedness. Specializing in career services, Derek co-pioneered the college’s first Career and Academic Peer Mentor Program which he has directed since 2010. In February 2015 Guffin founded another career first for Heavener, the Heavener Career Week, a bi-annual week-long career exploration event that brought together employers and Warrington students in meaningful ways. Additionally, Mr. Guffin serves as an instructor for Heavener where he has taught GEB 3035 Effective Career Management since 2010 and manages Heavener’s GEB 4941 Internship course. In his spare time he enjoys reading articles on Buzzfeed, playing disc golf, and reading the Bible.

2014-2015 ACCOMPLISHMENTS:

→ Increased student participation in the CAP Mentor program 8% over the previous year, creating over 2,500 one-on-one 30-minute career advising appointments
→ Exceeded department instructor evaluations teaching SLS 1102 (Warrington College Success) for the 12th consecutive term, averaging 4.65/5.00 on ‘Overall quality of instruction’
→ Exceeded department instructor evaluations teaching GEB 3035 (Effective Career Management) over eight terms, averaging 4.50/5.00 on ‘Overall quality of instruction’

JUST FOR FUN:

→ During his undergraduate years at the University of Florida, Derek served as the UF mascot “Albert”.

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Warrington College of Business | University of Florida
JAIME LITTLE

Jaime Little, M.Ed., G.C.D.F. graduated from the University of Florida with a B.A. in Sociology and an M.Ed. in Student Personnel in Higher Education.

She has been an advisor in the Heavener School of Business from 2000-2006, and 2009-Present. Prior to working for Heavener, Jaime advised students at Santa Fe College and Indian River State College.

2014-2015 ACCOMPLISHMENTS:

- Facilitated 46 Freshman Preview Presentations in summer 2014 resulting in an evaluation rating from students of 93% effectiveness for providing a comprehensive overview of the Heavener School of Business
- Selected and trained 14 peer facilitators to assist incoming students during Freshman Preview in small break-out sessions
- Mentored summer graduate assistants fostering a positive learning environment and opportunities to interact with students and parents of incoming freshman
- Taught two WW sections totaling 55 students this past year while working with two student peer leaders to ensure valuable experiences for students and peer leaders during transition into the Heavener School of Business
- Served as the Combined Degree Liaison for professional staff and students; which includes evaluation of approximately 100 combined degree forms per year, meeting individually with students to ensure academic plans are feasible, establishing which graduate courses satisfy undergraduate requirements, and initiate and prepare for the transfer of credits taken by combined-degree students
- Present and facilitated at nine MIB workshops in collaboration with the combined MIB program advisor
- Responded to over 3800 student/parent/colleague emails in the last 12 months
- Facilitated 10+ Sophomore Group Advising sessions between fall and spring semester
- Co-organized two BABA (area of specialization) selection workshops totaling 30 students in attendance

JUST FOR FUN:

- Despite “Little” being her last name, she has a BIG commitment to ensuring student success! Jaime believes in a holistic approach to advising; ensuring that students are aware of questions and issues that they may not even have on their radar. This proactive approach allows students to make informed decisions and become familiar with opportunities and consequences.

MICHIELLE SCHWAGER

Michelle Schwager, M.S., completed her B.A. in Psychology at Purdue University. She continued her education with a Master of Science in Clinical Psychology from Indiana University-Purdue University Indianapolis (IUPUI).

During her time at IUPUI, Michelle worked as a graduate assistant academic advisor for the University College and assisted students across all majors to help them enter a degree-granting school. Michelle joined the academic advising and career coaching team in the Heavener School of Business in July 2013.

2014-2015 ACCOMPLISHMENTS:

- Co-coordinated the Sophomore Group Advising Program with Melissa Forgione for 426 students in the fall and 403 in the spring with a focus on data management
- Taught two sections of Warrenngton Welcome (First-Year Florida)
- Collaborated with advisors in outside departments to draft and propose two new areas of specialization for General Studies majors; Theatre and Event Management
- Assisted 602 students through walk-ins during the fall semester (with 170 appointments) and 790 during the spring semester (with 143 appointments) for a total of 1705 student engagements

JUST FOR FUN:

- In her free time, Michelle enjoys running and training for distance races. She has completed various races in length from the 5K to half marathons. She is currently training for her first full marathon which will take place in November 2015.

LEIGH SMADBECK

Leigh Smadbeck, Ed. M., M.A., earned a B.A. in Psychology and minor in Education from Bates College and went on to earn Ed. M. and M.A. degrees in Psychological Counseling with a specialization in School Counseling from Columbia University. Since then, she worked as an undergraduate advisor at Mercy College, where she supported students in over 90 different majors, co-ordinated freshman orientation, and taught a freshman seminar course. Leigh joined the academic advising and career coaching team in the Heavener School of Business in August 2014.

2014-2015 ACCOMPLISHMENTS:

- Represented the Heavener School of Business for the PaCE Program, contributing approximately 170 hours serving a population of 126 prospective students and 68 confirmed students majoring in business
- Facilitated/presented on behalf of the Heavener School of Business at approximately 7 Freshmen Preview sessions
- Assisted in planning the first in-service presentation for the advising community as a member of the UAC’s Professional Development Committee
- Assisted 561 students through walk-ins during the Fall semester (13.6% of office’s walk-ins) and 798 during the Spring semester (17.3% of office’s walk-ins)
- Suggested and co-wrote a memo to proactively inform students on details of the upcoming advance registration time period
- In conjunction with a Heavener colleague, began a professional development initiative for the Center for Career and Leadership Development

JUST FOR FUN:

- In her spare time, Leigh serves as a board member for two nonprofit organizations, enjoys running races and participates in team sports such as kickball and ultimate frisbee.
CAREER & LEADERSHIP PROGRAMS

The Career & Leadership Programs team encourages the personal and professional development of students through knowledge and experiential opportunities to enhance their undergraduate experience and beyond. CLP's primary goal is the development of meaningful relationships with undergraduate students through programs emphasizing the following principles: communication, teamwork, professionalism, commitment, leadership, management, self-awareness, career awareness, ethics, service, resource management, mentorship, followership, and values clarification.

OFFERINGS

Career & Leadership Programs offerings provide opportunities for students to engage from their first year through graduation. Offerings targeted to underclassmen include: Warrington Welcome, Business Undergraduate Mentorship Program (BUMP), Heavener Leadership Challenge (HLC), Florida Leadership Academy (FLA), Enactus, and the Leadership Development Program (LDP). Additional opportunities geared towards upperclassmen include: the Business Case Analysis Course, the Student Organization Executive Board Retreat, Student Delegations to international and domestic case competitions, as well as professional and leadership development conferences.

HEAVER HALL OF FAME

The Heavener Hall of Fame is reserved for graduating business or accounting students who have exhibited superior leadership and achievement through their activities and scholarship while members of the Warrington community. It is the highest award bestowed upon an undergraduate student.

KELSEY LOFTIN

Kelsey’s accomplishments both academically and as a student leader earned her a spot in the Heavener Hall of Fame. Kelsey received her Bachelor of Science in Business Administration with a major in finance and served as a Warrington Finance Scholar.

Kelsey will begin her career at General Electric in Cincinnati, Ohio in the Financial Management Program.

ALEXANDRA MAZUR

In addition to being a graduate of the Florida Leadership Academy, she also served as a mentor and Advisory Board Chief of Staff. Additionally, Alexandra founded the Executive Council, an initiative that brought together the top leadership of each CCLD program. Alexandra also served the college as a Career and Academic Peer Mentor and a mentor for the Business Undergraduate Mentorship Program.

Alexandra accepted a position with IBM in New York City, where she will work with the Blue Spark program.

CLP ACCOMPLISHMENTS FOR 2014-2015

- 1,951 professional development opportunities were generated through CLP programs, events and one-on-one advising
- 87% of CLP program participants were satisfied or extremely satisfied with their experience(s)
- Our Enactus team achieved its best national finish in nearly a decade, placing in the Top 12 at the 2015 Enactus US National Exposition out of 533 schools nationwide
The Distinction in Leadership and Service award is presented to students who have demonstrated outstanding leadership and service to the college through participation in student organizations and other extracurricular activities.

Jerome Fulton was recognized as this year’s recipient for his leadership in numerous programs and organizations in the Warrington College of Business. Most notably, Mr. Fulton served as a leader in the Florida Leadership Academy (FLA), the Business Undergraduate Mentorship Program (BUMP), and the Minority Business Society (MBS). He also demonstrated outstanding commitment to the community through his volunteerism. In addition to receiving this award, Jerome was inducted into the University of Florida Hall of Fame.

In May, Jerome graduated with a Bachelor of Science in Accounting. He is currently interning with PricewaterhouseCoopers in Charlotte, NC, and he will begin the Master of Accounting program at the University of Southern California.

The Heavener School of Business will host the inaugural Heavener International Case Competition (HICC), February 16-20, 2016.

"Many universities over the years have provided us with an opportunity to compete," said Horace Tucker, Associate Director of the Heavener School of Business. "We see this as our way of giving back."

The Heavener School has been competing in international case competitions the past eight years, providing students extraordinary experiential learning opportunities. While the School has actively traveled overseas for competitions, international case competitions held in the U.S. have trailed off in recent years. The hope is that HICC will become a premier and frequent destination for the world’s top business students.

Tucker said the School’s leadership has wanted to host an international case competition for some time, but felt the School didn’t have the right facility to host such an event. That is no longer an issue with the completion of Heavener Hall, a 30,000-square-foot, state-of-the-art building devoted to undergraduate education. With nine spacious classrooms, including an 80-seat lecture hall, and team learning areas like the Bill Alcorn Professional Development Center and the Gary Rappeport Academic Success Center, Heavener Hall has all the necessary features to stage such an important competition.

"This is a great opportunity to put the Heavener School of Business on the map," Tucker said.

HICC is scheduled to be a 20-team competition with participants from North America, Europe, Asia and the Oceania region (Australia/New Zealand).
Each year, hundreds of new undergraduate students enter the Heavener School of Business where they find a vast array of opportunities and challenges. Warrington Welcome, a first-year success seminar, helps facilitate their transition by teaching them how to make the most of their college experience. The course is co-taught by a staff member and a trained peer leader, allowing students to develop mentoring relationships that last beyond the course. Continuing to build on its updated and more student-centered model, Warrington Welcome helps students:

- Learn more about themselves and what they want to get out of their college experience
- Gain an understanding of how to use college/university resources to achieve their personal goals
- Leave with an action plan that helps them map out how to get where they want to go during their undergraduate experience and beyond

Additionally, the seminar provides personal and professional development in the areas of:

- Communication
- Critical thinking
- Teamwork
- Community service
- Ethical decision making
- Diversity

In the 2014-2015 academic year, Warrington Welcome guided 839 students in 33 sections, helping them discover how to make the most of their college experience. As a result of taking Warrington Welcome...

- 92% of students report that they are more knowledgeable about, and more likely to utilize the services, resources, and opportunities available to them
- 90% of students said they are more likely to get involved on campus
- 88% of students know more about their personal strengths and how to articulate them to others
- 83% of students are more likely to study abroad

Warrington Welcome students have the opportunity to participate in a business ethics case competition sponsored by the Business Ethics Ambassadors, which challenges them to begin considering the ethical implications of business decisions while developing teamwork and communications skills. Warrington Welcome continues to be very well received with 96% of the students who took the course reporting that they would encourage their friends to do the same. The following are comments from Warrington Welcome students:

“Warrington Welcome was a launching pad for my college career. It helped me determine what I wanted to be involved in on campus – which has helped me develop professionalism as well as communication and leadership skills.”

“My Warrington Welcome instructors were amazing mentors. I feel as though I can always come back to them for advice throughout college.”

“Warrington Welcome taught me a lot about how to do well in UF, particularly how to use all of the resources available to me. The academic planning was most intriguing as I was able to really explore what subjects I want to study, what career I want in life and how to get there.”

Warrington Welcome Council (WWC) is made up of dedicated Peer Leaders, who help improve the Warrington Welcome program by recruiting, training, and supporting fellow peer leaders. The WWC also provides additional programming for freshman to enhance the Warrington Welcome experience. This year, the WWC teamed up with Deloitte for the fourth annual Freshman Business Leadership Symposium. The day-long conference gave over 80 freshmen the opportunity to learn about a variety of topics including: LinkedIn and online personal branding, diversity in the workplace, and best practices for public speaking.

WWC Leadership:
- Alison Sanchez
- Mark Supinski
- Danielle Karnbach
- Javier Tirado-Montero
- Nina Doyle
WARRINGTON DIPLOMATS

The Warrington Diplomats serve as the official student ambassadors of the Warrington College of Business, providing numerous services to support business students in getting the most out of their university experience. Through collaborations with The Center for Career and Leadership Development, the Office of Development and Alumni Affairs, and other departments within the College, the Diplomats host events, conduct tours of the Warrington College of Business Complex, and develop events geared toward helping students develop academically and professionally. The organization holds bi-weekly meetings for all members, where Diplomats receive training and guidance from advisors, student leaders, and sponsoring companies.

There were a total of 34 Warrington Diplomats during the 2014-2015 school year, with an average GPA of 3.65. Here are the different leadership positions offered in the Warrington Diplomats for 2014-2015:

Executive Board:
- President: Andrea Kovacs
- VP of Programming: Alison Sanchez (Fall) & June Lee (Spring)
- VP of Administration: Kelsey Loftin
- VP of Outreach: Sarah Hayes
- VP of Professional Development: Elizabeth Kleinfeld

Directors:
- Tours: Kara Conley & Cara Grandstaff
- Podcasts: Brian Roney

Committee Heads:
- Internal: Alyssa Lowder & Michael Farrell
- Promotions: Gloria Hernandez
- Resume Critique & Mock Interviews: Amy Gardi (Fall) & Meagan Lewis (Spring)

HOSTING EVENTS
- **20 Alumni Cafés** - A casual lunch-and-learn speaker series that connects approximately 15 undergraduate business students per session with a Warrington alum, allowing current students to network with alumni and learn about what life is like in their industry. In 2014-2015, students met with several top executives in a variety of business industries to include accounting, human resources, and supply chain management.

-looking ahead to 2015-2016

- Heavener Hall Dedication and Opening - Served as hosts for approximately 300 invited distinguished guests, alumni and donors. During the dedication, the Diplomats helped with logistics, provided tours of Heavener Hall, and shared their experiences as a Business Gator. During the Spring 2015 semester, specialized tours were offered to showcase Heavener Hall and the state-of-the-art experience it provides undergraduate business students.

- Other events the Diplomats hosted:
  - Heavener Career Week
  - University of Florida Grand Guard
  - Honors Thesis Luncheon
  - Etiquette Made Easy sponsored by FIS
  - Spring Carnival sponsored by the Business College Council

2014-2015 HIGHLIGHTS

The Warrington Diplomats had a very exciting and eventful year with the opening of Heavener Hall, new Leadership Ventures, and the first bi-annual Heavener Career Week. The Diplomats continued to conduct tours of the Warrington College of Business Complex, offered resume critiques and mock interviews, and provided several events focused on empowering students to develop academically and professionally. Here are a few of the highlights:

LEADERSHIP VENTURES

More than 100 students participated in the Warrington Diplomats Leadership Ventures focused on developing leadership, communication, and teambuilding skills. Each Leadership Venture reached capacity and there are plans in place for future expansion. 2014-2015 Leadership Ventures were:
- Sailing Regatta in St. Augustine
- Rock Climbing Challenge at Gainesville Rock Gym
- Iron Chef Challenge at the Fat Tuscan
- Amazing Race Competition on University of Florida’s Campus

-looking ahead to 2015-2016

The Warrington Diplomats will be refocusing on what it means to be an ambassador for the Warrington College of Business. With this re-established identity, in addition to continuing the Leadership Ventures, the Diplomats will concentrate on providing additional opportunities to interact with prospective students, alumni, and distinguished guests, organize events to build community and solidify partnerships with various Warrington departments and centers to effectively communicate and advertise their efforts for a better student experience.
LEADERSHIP DEVELOPMENT PROGRAM

The Leadership Development Program (LDP), established in the spring of 2011, is a multi-tiered leadership development experience created exclusively for the betterment of the undergraduate students at Warrington. Through a series of workshops, focused service events, reflection exercises, and experiential learning sessions, students are guided through various activities helping them understand and grow as leaders.

Throughout the next year, the LDP will be revamped to better meet the needs of today’s business students. In the fall of 2015, the Leadership Ambassadors will facilitate the updated LDP with a goal of guiding over 100 students through the first level of the LDP each semester.

VISON STATEMENT

The Leadership Development Program is the foundation of the leadership community within the Heavner School of Business. We encourage self-exploration and growth through personal goal setting and experiential learning embedded within a supportive and collaborative community. Through involvement with the LDP, students will be able to articulate their leadership philosophy and identify as leaders within any team setting.

LEADERSHIP AMBASSADORS

The Leadership Ambassadors are a team of students that provides support and guidance to the students completing the Leadership Development Program. In order to help the LDP grow to its fullest potential as a Career & Leadership Program, the largest Leadership Ambassador team was recruited this past spring 2015 semester. This team of 35 students represent the most elite student leaders at Warrington and they serve as mentors, facilitators, and leadership educators to their peers.

FLORIDA LEADERSHIP ACADEMY

The Florida Leadership Academy (FLA) was formed in August 2004 with an intimate group of 30 students. The goal of the program was to provide the top sophomores of the college with professional development opportunities.

Since then, the program has grown to 100 students each year. The program only admits students who have demonstrated academic excellence and leadership initiative in high school and their first year at the University of Florida.

As a part of the program, students are required to attend weekly professional/career development sessions, complete a community service project, and interact within their mentor groups. During these two-hour sessions, students hear notable speakers from the corporate, governmental, and nonprofit sectors to learn about careers and professional development opportunities within these fields. In addition, students are placed into small groups where they are assigned a mentor from the previous year’s graduating class. These small groups allow FLA students to develop a peer network within the program and build teamwork and communication skills. The sessions are concluded with a networking luncheon for more casual and personal conversations.

FLA Class XI graduated in the spring of 2015 and achieved an average GPA of 3.8. These students contributed over 700 hours of community service to the local Gainesville community. We look forward to great contributions and accomplishments by this outstanding class throughout the rest of their undergraduate experience!
BUSINESS UNDERGRADUATE MENTORSHIP PROGRAM (BUMP)

The Business Undergraduate Mentorship Program (BUMP) was established in 2009 and hosts several events each semester to support the development of underclassmen and foster relationships between underclassmen mentees and upperclassmen mentors. Through a combination of meetings and one-on-one interactions between mentees and mentors, BUMP delivers an exciting and engaging program focused on the development and success of all participants.

BUMP Student Advisory Board Members and Mentors are established student leaders, accomplished scholars, and students with a desire to give back to the College. The role of an Advisory Board Member and BUMP Mentor is an honor and privilege many students strive to achieve. Today, BUMP is led by 6 Advisory Board members, aiding 40 upperclassmen mentors and 40 underclassmen mentees each semester focusing on a one-to-one peer mentoring relationship. With the family environment created within BUMP, business students are helping the next generation transition to the Warrington College of Business and the University of Florida, introducing themselves to fellow campus leaders, expanding their network, and inspiring them to take advantage of every opportunity provided through the University.

2014-2015 HIGHLIGHTS

→ **Community Service Project** - BUMP partnered with fellow mentorship focused organizations, the Boys and Girls Club, Big Brother/Big Sister, and the Greenhouse Church, to facilitate BUMP’s first community service project, called Game On, a field day type event for children in the community fostering positive interactions with young adults. The event was a huge success and was even featured in the Gainesville Sun. As a result, several BUMP members became mentors in the partnering organizations.

→ **Speakers** - During the Fall semester, The Hershey Company came to a BUMP meeting and talked about effective communication as it relates to sales. Students were able to take the technical knowledge learned in the classroom regarding sales figures and put it into practice through an activity requiring them to effectively communicate the need for Hershey products to have floor space in the store. For the Spring semester, Deloitte & Touche, LLC. spoke about ethics and had BUMP work through real-life case studies from their “Dr. Dilemma” program. By bringing companies in for BUMP meetings, it allows BUMP members to learn from people in industry and connect with potential employers.

→ **Applications** - BUMP has continually built upon its previous year to make the program better than ever. As a result, BUMP had the highest number of applicants in the program’s history. Over 330 students applied for the 80 mentor and mentee spots. BUMP students are sharing their love for the program and how they benefited from it and are eager for future students to share in the great experience.

→ **Game On event**

BUMP AWARDS

→ **Most Outstanding Mentor:** Seth Bergey (Fall 2014) & Marco-Tariq Badur (Spring 2015)

→ **Most Outstanding Mentee:** Xin Xin Liu (Fall 2014) & Scout Royce (Spring 2015)

→ **Distinguished Service to BUMP:** Recognizes graduating members who have devoted their time to BUMP over several semesters as a Mentor or Advisory Board member. In addition, these students have gone above and beyond to share their time and talents for the betterment of BUMP, the Warrington College of Business, and the University community.

   → Nicole Beissel
   → Amanda Carrington
   → Alicia Cofino
   → Jeff Eng
   → Caroline Harding
   → Ada Kokoshi
   → Kelsey Loftin
   → Alison Sanchez
   → Diana Weng

BUMP 2014-2015 STATISTICS

→ Gender: Male 28.8%; Female: 71.2%
→ UF GPA: 3.57
→ Major Breakdown:
   → Accounting: 11%
   → Economics: 10%
   → Finance: 36%
   → General Business Administration: 3%
   → Information Systems: 5%

LOOKING AHEAD TO 2015-2016

Over the past year, the Business Undergraduate Mentorship Program went through a major strategic review to assess the demand for mentorship as well as improve the student experience. New initiatives for 2015-2016 include the following:

→ Increased number of General BUMP Meetings
→ Expanded Mentor Training
→ Added 2 Advisory Board Leadership Positions

Photography: Provided by BUMP. From left to right: Maura McCool (BUMP Advisor) Alison Sanchez, Alexandra Hernandez, Diana Weng, Amanda Carrington, Katelyn Josephik, Caroline Harding, Kelsey Loftin, Scott Nachlis (BUMP Advisor)
The Heavener Leadership Challenge (HLC), established in October 2013, is an elite leadership development opportunity for sophomore, junior, and transfer students in the Warrington College of Business. Realizing that leadership is a teachable and learnable skill, HLC’s goal is to assist each student in transforming themselves into confident leaders.

HLC is built upon the foundation that Leadership is Everyone’s Business. Leadership can be taught and learned by everyone. Additionally, the HLC curriculum is a nationally certified program based upon Jim Kouzes and Barry Posner’s *The Student Leadership Challenge* and *The 5 Practices of Exemplary Leadership*.

Selection for this program is limited to the top 50 applicants each semester, including the summer semester. Through a nine-week program, students engage in various experiential activities aimed at developing their leadership skills while simultaneously creating a close knit community within the Warrington College of Business.

The Heavener Leadership Challenge (HLC) launched a new initiative in the spring of 2015, the HLC Alumni Council. The HLC Alumni Council believes that leadership development is a journey that continues beyond the initial HLC experience and promotes continued growth and relationship-building opportunities to former participants. The Alumni Council also serves to connect former, current, and prospective HLC participants through social and personal development events and activities. In the spring, the Alumni Council hosted four general meetings.

Participation in the Alumni Council is limited to the growing number of students that have completed the semester-long HLC program. Currently, a leadership team of six students coordinates the Alumni Council, which serves a base of over 190 program alumni.

In the spring of 2015, the Alumni Council recruited 49 members to serve as mentors for the fall 2015 class of HLC. This alumni mentor program will pair current HLC participants with program alumni to reinforce the program curriculum and enhance the sense of community among current and former program participants.

### 2014-2015 HLC GRADUATES

<table>
<thead>
<tr>
<th>Semester</th>
<th>Class</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2014 — Beta Class</td>
<td></td>
<td>46</td>
</tr>
<tr>
<td>Spring 2015 — Delta Class</td>
<td></td>
<td>50</td>
</tr>
<tr>
<td>Summer 2015 — Epsilon Class</td>
<td></td>
<td>29</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>125</strong></td>
</tr>
</tbody>
</table>

### HEAVENER LEADERSHIP CHALLENGE AWARDS

- **Model the Way:**
  - Matthew Schnur, Alpha Class
  - Marcus Carter, Founding Facilitator

- **Inspire a Shared Vision:**
  - Kelsey Noris, Beta Class
  - Brent Rudisill, Founding Facilitator
  - Liz Ohrablo, Founding Facilitator

- **Challenge the Process:**
  - Javier Tirado-Montero, Founding Facilitator
  - Brittany Larsen, Founding Facilitator

- **Enable Others to Act:**
  - Dominick Gargano, Alpha Class

- **Encourage the Heart:**
  - Katelyn Josephik, Alpha Class

### HLC ALUMNI COUNCIL

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ENACTUS

Enactus is a hands-on social entrepreneurship program that encourages students to apply business concepts and an entrepreneurial spirit, in order to improve the quality of life and standard of living for people in need. Enactus students are mobilized to make a difference while also developing the skills to become socially responsible business leaders and effective project managers. Our UF Enactus team, is part of the Enactus non-profit organization with 1,600 teams across 38 countries. The UF Enactus team consists of undergraduate students who are passionate about providing outreach programs designed to teach and empower community members.

ENACTUS AWARDS:

→ Enactus Expo Presenter of the Year: Kelsey Noris
→ Enactus Leader of the Year: Nathaly Olivari

2014-2015 UF ENACTUS HIGHLIGHTS AND ACCOMPLISHMENTS:

→ 46 Enacturs, with the help of 325 Volunteers and 9 Business Advisory Board Members, dedicated 8,303 hours to project planning and implementation
→ Enactus successfully executed 10 projects which positively impacted 2,455 people
→ Our Enactus team achieved its best national finish in nearly a decade, placing in the Top 12 at the 2015 Enactus US National Exposition
→ The TRUing project partnered with Grace Marketplace to help 5 homeless individuals bridge their resume gap, and develop the personal and professional skills to obtain long-term employment. Participants learned how to repair bikes, and earned a short-term income from the bikes sales, helping them develop responsible spending habits.
→ The Food for Thought project partnered with local Walgreens stores and the Boys and Girls Club, to teach healthy eating to 37 low income elementary school students who live in “food deserts”. The children had the opportunity to build vegetable gardens and demonstrated a 25% increase in nutritional knowledge as a result of the project.
→ The Smart Money Management Summit project established a 6-week financial literacy program impacting 79 UF students. As a result of the project, participants showed a 59% increase in personal finance knowledge, and are 86% more confident about planning their post-graduation finances.

CCLD BANQUET

The Center for Career and Leadership Development hosted its second annual CCLD Banquet at Sweetwater Branch Inn on April 22, 2015. The banquet recognizes the outstanding accomplishments of our graduating senior student leaders and the CCLD Programs. The dinner and awards ceremony celebrated the achievements and contributions of 69 seniors. As a token of appreciation for their dedication to our programs, graduating seniors were presented with pins representing each of the CCLD programs in which they have participated. The Heavener Hall of Fame and Distinction in Leadership awardees were specially honored. The banquet also acknowledged the International Programs Student Ambassadors and the new Business Ethics Ambassadors. The following awardees were also honored:

→ CAP Mentor of the Year: Alex Mazur, Cara Grandstaff
→ Iron Dip Award: Abigail Doolan
→ Kenwyn Harrilal Expo Presenter of the Year Award: Kelsey Noris
→ Patricia Allshouse Enactus Leader of the Year Award: Nathaly Olivari
→ Dean’s Leadership Fellows: Alicia Cofino, Jerome Fulton, Bridget Hamilton, Jonathan Petrucco, Danna Regnier, Colby Royce, Jason Wasserman, Alicia Cofino, Jerome Fulton, Bridget Hamilton, Jonathan Petrucco, Danna Regnier, Colby Royce, Jason Wasserman
→ Warrington Welcome Peer Leader Excellence in Service Award: Shannon Weisz, Kelsey Loftin, Javier Tirado Montero, Mark Supinski
WARRINGTON STUDENT ORGANIZATION & UNDERGRADUATE FACULTY AWARDS

Each spring we celebrate the accomplishments of 35 student organizations and acknowledge the hard work and dedication the students and faculty have put forth throughout the past year at Warrington. The Awards Banquet is a long standing tradition within the college and is an excellent way to show our appreciation and gratitude to the student organizations for their efforts. In order to be recognized for the following awards, each student organization submitted an awards packet which was thoroughly analyzed by a committee of faculty and staff. The committee selected and bestowed the following awards this past year:

STUDENT ORGANIZATION:

- Delta Sigma Pi Scholarship Key:
  - Charles Thompson
  - Avia Gridi

- Freshman of the Year:
  - Celine Chan

- Most Dedicated Member Award:
  - Giovanni Crimi, The Entrepreneurship Club

- Warrington Student Leader of the Year:
  - Erick Rodriguez, The Entrepreneurship Club

- Citizenship Award:
  - Business Undergraduate Mentorship Program (BUMP)

- Most Improved Student Organization:
  - Undergraduate Consulting Club

- Outstanding Program of the Year:
  - Start-Up Job and Internship Fair, The Entrepreneurship Club

- Student Organization Officer of the Year:
  - Madison Willis, Alpha Kappa Psi Fraternity

- Student Organization of the Year:
  - The Entrepreneurship Club

UNDERGRADUATE ADVISING:

- Undergraduate Advisor of the Year:
  - Dave Sullivan

UNDERGRADUATE FACULTY MEMBERS OF THE YEAR:

- Economics Department:
  - Dr. Mark Rush

- Electronic Platform Professors:
  - Dr. William Rossi
  - Robert Emerson

- Finance Department:
  - Dr. Craig Tapley

- Fisher School of Accounting:
  - Jill Goslinga

- Information Systems & Operations Management:
  - Dr. Aditi Mukherjee

- Management Communication:
  - Dr. Sean Limon

- Management Department:
  - Dr. Lindy Archambeau

- Marketing Department:
  - Dr. Richard Lutz

- Warrington Welcome:
  - Dave Sullivan
**DAVE SULLIVAN**

Dave Sullivan, M.S., received his Bachelor’s degree in Organizational Leadership from the University of Cincinnati. After working for his fraternity’s leadership and member education programs across the country, he continued his career in higher education and obtained a Master’s degree in Higher Education Administration from Florida State University. This past year, Dave began work towards completing a Master’s degree in Management from the Warrington College of Business. Dave has a passion for working with college students and helping them achieve their goals and aspirations. He joined the Heavener School of Business in the fall of 2012 as the Assistant Director of Career & Leadership Programs. He now serves as the Associate Director of Career & Leadership Programs where he is responsible for the Heavener Leadership Challenge, the Leadership Development Program, the Leadership Ambassadors, and the Warrington Student Organization Award and Recognition program.

**2014-2015 ACCOMPLISHMENTS**

- Nominated by students and selected by peers as the 2014-2015 Warrington College of Business Professional Advisor of the Year through a competitive application process based on excellence, innovation, and effectiveness as a professional advisor
- Selected as the 2014-2015 Warrington Welcome Instructor of the Year
- Served as the Faculty Advisor for the Alpha Phi Chapter of Alpha Kappa Psi Business Fraternity
- Served as the Assistant Chapter Advisor for the Delta Zeta Chapter of Delta Tau Delta Fraternity
- Served as the Faculty Advisor for the UF Chapter of She’s The First
- Presented at NASPA-FL Drive in Conference: Developing Leadership Skills through Experiential Learning
- Presented at the Leadership Educators Institute: The Student Leadership Challenge- Putting the Theory of High-Quality Leadership Programs into Practice

**LEANNA MCCLELLAN**

Leanna McClellan received her Bachelor’s degree in History from the University of Florida. Leanna has worked for the Heavener School of Business since 2002 first as the receptionist before joining the Career and Leadership Programs as the program assistant.

**2014-2015 ACCOMPLISHMENTS**

- Assisted in the coordination and planning of the Warrington College of Business First Year Convocation program.
- Coordinated the planning of the CCLD banquet
- Assisted with the coordination of the annual Warrington Student Organizations Award banquet
- Member of the selection committee for Heavener Hall of Fame and the Distinction in Leadership Award.

**LISA D’SOUZA**

Lisa D’Souza, M.Ed., received dual Bachelor’s degrees in Business Management and Psychology from the University of Florida. After working in human resources for three years, including her role as a College Recruiter for JCPenney, Lisa returned to UF to pursue a career in higher education. While completing her Master’s degree in Student Personnel in Higher Education, Lisa worked as the Career Events Graduate Assistant at UF’s Career Resource Center. Lisa interned with the Career and Leadership Programs Office in Fall 2011, before beginning her full-time role as the Assistant Director of Career and Leadership Programs in June 2012. She now serves as the Director of Career and Leadership Programs where she is responsible for the Warrington Welcome program, Warrington Welcome Peer Leaders, and the Enactus Team.

**2014-2015 ACCOMPLISHMENTS**

- Co-published in the December 2014 issue of NASPA Synergy: Engaging with Faculty to Increase Your Impact as a Student Affairs Professional
- Served on the Leadership Team of the NASPA Career Services Working Group as Resources Chair
- Presented at NASPA-FL Drive-in Conference - Developing Leadership Skills through Experiential Learning
- Presented at Leadership Educators Institute - The Student Leadership Challenge: Putting the Grounded Theory of High-Quality Leadership Programs into Practice

**MAURA MCCOOL CHEATHAM**

Maura McCool Cheatham, M. Ed., received a Bachelor’s degree in Early Childhood Education from John Carroll University. After completing her undergraduate studies, Maura spent three years as a teacher at Laurel School in Cleveland, OH. During that time, she also worked at Kirkbrides Wedding Planning and Design as an Event Coordinator. Maura joined the Career and Leadership Programs team in August 2013 as a graduate assistant and is responsible for advising the Business Undergraduate Mentorship Program (BUMP). Maura also serves as a co-advisor of the Enactus team, teaches Warrington Welcome, and coordinates the Executive Board Retreat and the Warrington Awards Banquet. In May 2015, Maura earned a Master’s degree in Student Personnel in Higher Education from the University of Florida.

**2014-2015 ACCOMPLISHMENTS**

- Recognized as a Distinguished Member of the National Society of Collegiate Scholars
- Presented at 2014 NASPA-FL Drive-in Conference: Developing Leadership Skills through Experiential Learning
- Presented at the 2015 NASPA Annual Conference: Navigating the Internship Experience: Providing the Compass for Graduate Interns and Supervisors
Scott Nachlis, M.A., received his Bachelor’s degree in Applied Psychology with a concentration in Sport and Exercise Psychology from Ithaca College. After serving as President of the Student Body in Ithaca, he attended Ball State University for a Master’s degree in Student Affairs Administration in Higher Education. Upon graduation in July 2014, Scott moved to Gainesville and began working in his current position as Assistant Director for Career and Leadership Programs. With an interest in student leadership development, Scott oversees the Business Undergraduate Mentorship Program (BUMP), coordinates the Warrington graduation survey, and teaches Warrington Welcome. With the completion of Scott’s first year at the University of Florida, in addition to his current responsibilities, Scott will become the Warrington Diplomats program director.

2014-2015 ACCOMPLISHMENTS

- Received Master’s Degree from Ball State University in July 2014 and began working at the University of Florida
- Presented at Leadership Educator’s Institute: The Student Leadership Challenge: Putting the Grounded Theory of High-Quality Leadership Programs into Practice
- Submitted Proposal for NASPA-FL Drive in Conference 2015: Do Student Leaders Really Leave your Office when they Graduate: Engaging Young Alumni to Build a Better Experience for Current Students
- Co-Founded and Co-Chair Professional Development Committee for the Center for Career and Leadership Development

Since its inception in 2002, the Online Business Program has provided a quality business education to transfer students across the state. Beginning in 2014, as part of UF Online, the program was made available to freshmen as well as out-of-state students. As such, it continues to provide a great opportunity for students who do not have the means to move to Gainesville or the time to take traditional courses. Since its inception, 1,365 students have graduated from the program. Currently, the majority of students reside in North or Central Florida with the remainder residing in South Florida or out-of-state. The program includes a wide breadth of student profiles. The average age of an Online Business student is 32 with an age range of 19-66 years old. A little over one-fourth of the students are enrolled full-time, while the majority of the students take on the average two, four credit courses. Our students balance the challenge of pursuing a university education along with work and family obligations.
Academic Success of Heavener’s Online Students

Heavener’s online students perform well with 40% achieving a UF GPA of 3.0 or better. Over 10% of the 1,300 students who have successfully completed Heavener’s Online Program graduated with honors. Graduates of Heavener’s Online Program have received the University’s highest academic honor for transfer students, Outstanding Two-year Scholar.

Age of Heavener’s Online Business Students

UF Increases Continued Strides in Online Education

The University’s UF Online initiative, which enrolled its first students in January 2014, continues to grow. UF Online encompasses a four-year curriculum to include general education, prerequisites and other courses taught by various colleges. During the 2014-2015 academic year, 256 students were admitted into the program; 10.17% of these students were freshman or lower-division transfer students.

Similar to Heavener’s Online Business Program, UF Online focuses on providing access to high-quality education. Students take courses of the same rigor as on-campus offerings, and earn the same degree. The UF Online business plan, approved by the Board of Governors in September 2013, describes in detail the course development process, student support services, and quality assurance measures.

UF Online continues to play a major role in the world of online education. The University of Florida topped the list of the Best Accredited Online Colleges in Florida by BestSchools.com. UF was also ranked #13 by U.S. News & World Report for the quality of its online undergraduate programs. By Fall 2015, 1,800 students are expected to be enrolled in UF Online.

New Assistant Provost and UF Online Director

UF Online welcomed Evangeline “Evie” Tsibris Cummings as the new Assistant Provost and UF Online Director in 2015. Ms. Cummings previously served as the Director of the Strategic Management Division at the U.S. Environmental Protection Agency in Washington, DC since 2008, and in other roles at the EPA since 1999. In particular Ms. Cummings served as special assistant to two of the EPA’s politically-appointed CIOs to implement and oversee often legislatively-driven policies and programs.

“I’m thrilled to return to Gainesville to help usher in the next exciting chapter of UF Online. UF has so much to be proud of with such a track record of online excellence. I look forward to working with an amazing team across UF to deliver fully online undergraduate programs that serve students throughout the state of Florida, across this country, and around the globe.”

Ms. Cummings received her master’s degree in environmental science and policy from Johns Hopkins University’s Whiting School of Engineering and her bachelor’s degree in political science from UF.
Dr. Jean Starobin is the Director of Enrollment Management and Online Programs. Jean oversees the overall operations of the program – admissions, testing, advising and student services – and works closely with university staff and administration on the UF Online initiative. In addition, she is responsible for all aspects of enrollment management for the Heavener School of Business. She earned a Bachelor of Science in Biology from McGill University, a Master of Science in Botany-Genetic Engineering from the University of Massachusetts, Master of Science in Decision and Information Science from the University of Florida, and Doctor of Education from the University of Florida. Jean has worked for 14 years at UF in various roles, including Associate Director for Administrative Services at the J. Wayne Reitz Union, and the Director of Institutional Research for the College of Education.

Kari Ward was recently promoted to Associate Director for Heavener’s Online Programs. She coordinates all aspects of orientation, academic advising, and assists with other student services functions. Prior to joining the Online Business Program team, Kari spent six years as an academic advisor and career coach for campus-based business students. Kari has a Master of Education degree in Student Personnel in Higher Education from the University of Florida.

Miranda Morris serves as the Assistant Director for Heavener’s Online Programs. Prior to that, Miranda was the Admissions Coordinator for the Heavener School of Business and Academic Advisor for the Online Business Program. Her primary role is to provide academic advising and career coaching to online business students, and to coordinate graduation correspondence and activities. Originally from Georgia, she earned a Bachelor of Music from Valdosta State University before moving to Gainesville to complete a master’s degree in music performance. Miranda worked in UF’s Office of Admissions as a transfer admissions officer for three years. All UF students get the benefit of hearing Miranda play French horn during graduation ceremonies.

Natasha Plunkett serves as the Admissions Coordinator for the Heavener School of Business. In this role Natasha answers questions related to academic programs, admission requirements and the transfer application process. She also serves as an Academic Advisor for the Online Business Program. Prior to moving into her current position, Natasha spent four years with the UF Office of Admissions. In her time there she served as a transfer admissions officer. She earned a Bachelor of Arts in English from the University of Florida as well as a Master of Arts in Higher Education from Argosy University.