

ST. JOHN'S Business

Fall 2019



ST. JOHN'S
UNIVERSITY

THE PETER J. TOBIN
COLLEGE OF BUSINESS

NEWS AND INSIGHT FROM THE PETER J. TOBIN COLLEGE OF BUSINESS

LIFE LESSONS LEARNED

JOSEPH A. TARANTINO
'80CBA REVEALS HOW
ST. JOHN'S SHAPED HIS
CAREER

GLOBAL CULTURE AND ETHICS

ABRAHAM STEFANIDIS, PH.D.,
ANALYZES INTERNATIONAL
NEGOTIATIONS



The Future of FINTECH



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ST. JOHN'S Business

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TOBIN COLLEGE LAUNCHES NEW PROGRAMS

NOREAN R. SHARPE, PH.D., REFLECTS ON INNOVATIVE PROGRAMS WITHIN TOBIN COLLEGE.

After completing three years at The Peter J. Tobin College of Business, I am proud to share our successes and new programs with you.

Our Finance Department continues to grow its reputation internationally through scholarship. We are honored to be the recipient of the third annual Wharton Research Data Services (WRDS)-SSRN Innovation Award for the North America region for our commitment to financial research. Associate Dean of Faculty and Associate Professor of Finance John J. Neumann, D.B.A., received the award at the AACSB Global Accreditation Conference on September 16.

Professor Anna D. Martin, Ph.D., holder of the Alois J. Theis Endowed Chair in Global Finance, is featured in this issue as Founder and Executive Director of our Applied Finance Institute. In addition, this issue features profiles of Abraham Stefanidis, Ph.D., Associate Professor, Department of Management, and Iris Mohr, Ph.D., Associate Professor and Chair, Department of Marketing.

This fall, to attract and retain our top-tier students, we launched the Dean's Distinguished Scholars Program for entering first-year students. These students complete their core courses as a cohort, reside together in the residence halls, and participate in cocurricular and career workshops. This premier program is taking shape under the leadership of Director Niall C. Hegarty, Ed.D., Associate Professor of Management. Thanks to our Tobin Board of Advisors for their generous support.

Finally, I hope you enjoy reading our interview with Joseph A. Tarantino '80CBA, President and CEO of Protiviti, a global consulting firm that provides consulting in audit, risk and compliance, data analytics, and finance, with nearly \$1 billion in revenue in 2018 and approximately 5,000 employees in 70 locations worldwide.

As always, I am grateful for the service and generosity of our alumni!

Sincerely,



Norean R. Sharpe, Ph.D.

Dean

Joseph H. and Maria C. Schwartz Distinguished Chair
Professor of Decision Sciences
The Peter J. Tobin College of Business



“

**Our Finance Department
continues to grow its
reputation internationally
through scholarship.**

—Dean Norean R. Sharpe, Ph.D.

”

TOBIN TRENDS



Tobin Alumni Speak at 2019 Commencement

James J. Shannon '87CBA, Senior Partner and Chief Operating Officer of Indus Capital Partners and member of the St. John's University Board of Trustees, addressed more than 300 M.B.A. and M.S. graduates and their families at The Peter J. Tobin College of Business Graduate Commencement Exercises on May 21.

In her introductory remarks, Dean Norean R. Sharpe, Ph.D., told assembled graduates they are in the midst of the Fourth Industrial Revolution, in which they must continue to learn and evolve in order to embrace a business environment with artificial intelligence, automated machine learning, blockchain, cloud computing, and new concepts that have yet to exist.

In addition to academic skills, Dean Sharpe advised graduates they would need two traits to thrive in this revolution: courage and compassion.

This year's student speaker, Karina Navarro Garcia '19MBA, paid tribute to the Tobin faculty by calling St. John's "a microcosm of amazing professors who form together to create a fascinating curriculum that prepares us for our next steps and future career paths."

The Staten Island Undergraduate Commencement Exercises were held on May 18 in Carnesecca Arena, and the graduates were addressed by Vincent P. Colman '82CBA, Vice Chairman, New York Metro Region, PricewaterhouseCoopers LLP, who was profiled in the Spring 2018 issue of *St. John's Business*.

Additionally, the University's Queens Undergraduate Commencement on May 19 featured two Presidential Gold Medalists, honored for achieving a 4.0 grade point average: Mecara Bruce and Guy LoCognata.

The Commencement address was given by Margaret M. Keane '81C, '87MBA, Chief Executive Officer of Synchrony Financial and Secretary to the St. John's University Board of Trustees, who received an honorary doctorate in commercial science.





Dean Norean R. Sharpe, Ph.D., and Cathy Engelbert discuss Ms. Engelbert's career path and the challenges she encountered at Deloitte US during the seventh Tobin CEO Seminar.

Tobin CEO Seminar Series Features Cathy Engelbert

On April 10, the seventh Tobin CEO Seminar featured retired Deloitte US CEO Cathy Engelbert in a conversation with Norean R. Sharpe, Ph.D., Dean of The Peter J. Tobin College of Business. Ms. Engelbert spoke about her career path and the challenges she encountered along the way to becoming the first female CEO of a Big Four accounting firm.

Ms. Engelbert joined Deloitte as an accountant after graduating from Lehigh University, where she captained the basketball and lacrosse teams. During her more than 30 years with Deloitte, she served several of the firm's largest and most complex global clients. She held a number of leadership positions, including leading the audit practice and serving on Deloitte's Board of Directors. As CEO, she led more than 96,000 employees in nearly 100 cities.

In May, Ms. Engelbert was named Commissioner of the Women's National Basketball Association. To view the entire interview, go to <https://bit.ly/2Om2aL8>.

St. John's Named an IAEP Center for Internal Audit Excellence

The Institute of Internal Auditors (IIA) announced that St. John's University's Internal Auditing Education Partnership (IAEP) program has been endorsed as an IAEP Center for Internal Audit Excellence.

According to the IIA, colleges at the Center for Internal Audit Excellence Program level must offer a curriculum that consists of at least four courses related to the internal audit profession and equate to a concentration, minor, or major within a specific academic discipline.

St. John's is one of only nine programs in the world with this distinction.

"St. John's University's recognition as a Center for Internal Audit Excellence provides assurance to our students, employers, and other stakeholders about the quality of our academic program," said David Y. Chan, Ph.D., '01TCB, '04MS, Associate Professor of Accountancy and the Director of the Internal Auditing Education Partnership program at St. John's.

The IAEP program prepares students with the skills and knowledge to help them conduct basic internal audits immediately upon hire, as well as provide a foundation for them to begin preparing for the Certified Internal Auditor examination.

Four Tobin Professors Honored

Four Tobin faculty members were recognized in the past year for their academic achievements. Annette Hofmann, Ph.D., and Ralph Rogalla, Ph.D., of the School of Risk Management, Insurance and Actuarial Science are now the MetLife Associate Professors of Risk Management and Insurance.

Mikael C. Bergbrant, Ph.D., was named the Reed-McDermott Associate Professor of Finance. Earlier this year, Dr. Bergbrant received the Excellence in Teaching award from the National Society for Leadership and Success.

Finally, Jay Nathan, Ph.D., Professor of Management, was recognized as an Honorary Professor of the New Mongol Institute of Technology in Ulaanbaatar, Mongolia. Following acceptance of the award in August 2018, he delivered a keynote address on innovation and entrepreneurship.



Tobin College Professor of Management Jay Nathan, Ph.D., (center) was named an Honorary Professor of the New Mongol Institute of Technology.



New Jersey Alumni Celebrate at Barbecue

More than 100 St. John's alumni enjoyed food, drinks, and live music as guests at the home of Kevin Reed '75C, Chair of The Peter J. Tobin College of Business Board of Advisors, for the annual New Jersey Alumni Barbecue in Spring Lake, NJ, on July 20.

Guests included (pictured from left): Josephine Pappas '84CBA, member of the Tobin College Board of Advisors; Dean Norean R. Sharpe, Ph.D.; Kevin Reed '75C, Chair of the Tobin College of Business Board of Advisors; the Rev. Bernard M. Tracey, C.M., Executive Vice President for Mission, St. John's University; and Chris Pappas '84CBA, Member of the Tobin College Board of Advisors.

MEDIA MENTIONS

Herbert M. Chain, M.B.A., C.P.A.
Assistant Professor of Accountancy and Executive Director of the Tobin Center for Executive Education

"KPMG Fallout: Cheating Allegations Raise New Questions"
Compliance Week, June 19

Aleksandr V. Gevorkyan, Ph.D.
Associate Professor of Economics

"Roots of CEE Economic Success Were Planted in Postwar Industrialization"

The Financial Times, June 13

Timothy L. Keiningham, Ph.D.
J. Donald Kennedy Chair in E-Commerce and Associate Professor of Marketing

"The Dubious Management Fad Sweeping Corporate America"
The Wall Street Journal, May 15

Stephen J. Mildenhall, Ph.D.
Assistant Professor of Risk Management and Insurance

"The Future of Credentialing for Catastrophe Risk"
The Casualty Actuarial Society Roundtable, July 3

Anthony M. Sabino, Esq.
Professor of Law

"Massachusetts Mayor Charged With Marijuana-Vendor Extortion"
The Bond Buyer, September 8

"The 'Silver Platter' Insider-Trading Case Is Back"
Bloomberg News, September 8

Norean R. Sharpe, Ph.D.
Dean, Joseph H. and Maria C. Schwartz Distinguished Chair

"Why Business Schools Still Have a Diversity Problem"
The Financial Times, June 14

Norean R. Sharpe, Ph.D., and
Paul L. Walker, Ph.D.,
Schiro/Zurich Chair in Enterprise Risk Management

"Risk Gets Schooled: Educators Discuss the Value of ERM"
Deloitte Insights in the Risk & Compliance Journal from the *Wall Street Journal*, August 20

Fourth Annual Tobin Alumni Association Golf Outing

On July 10, nearly 100 Johnnies and their guests came out for the Fourth Annual Tobin Alumni Association Golf Outing at Bethpage State Park, home of this year's PGA Championship.

Guests enjoyed a round of golf at one of the country's most prestigious courses, followed by lunch and a raffle that raised more than \$8,500 for the Tobin Alumni Association Student Assistance Fund and the Tobin Alumni Association Endowed Scholarship.

Pictured from left are Demetrios Frangiskatos '00CBA, President, Tobin Alumni Association; Mark A. Andrews, Director, St. John's University Office of Alumni Relations; Carleen Kelly '83CBA, Member, Tobin Alumni Association Board of Directors; Andrew T. Piekarski '87CBA, Member, Tobin Alumni Association Board of Directors; and Carolina Brandão Hojaii '16C, '19MBA, Assistant Director, Young Alumni and Student Engagement, St. John's University Office of Alumni Relations.



GOING GLOBAL

Tobin College programs continue to provide business education around the world.

The 2018–19 academic year at the Tobin College of Business continued to offer a broad selection of Global Destination Courses (GDCs), with Tobin students traveling to seven countries, representing multiple disciplines. The first GDC of 2019 made stops in London, Zurich, Paris, and Munich. Students also traveled to Greece, Spain, and Italy.

ATHENS, GREECE

March 2–10, 2019

International Management Operations
(Undergraduate)



1



2

BARCELONA, SPAIN

March 2–10, 2019

Service Marketing
(Undergraduate)

Principles of International Business
(Undergraduate)

Marketing of Services
(Graduate)

4 LONDON, ENGLAND
6 PARIS, FRANCE
7 MUNICH, GERMANY
5 ZURICH, SWITZERLAND
3 ITALY
2 BARCELONA, SPAIN
1 ATHENS, GREECE



3



3

ROME, VENICE, and FLORENCE, ITALY

Accounting Scholars
May 8–17, 2019

Governmental and Nonprofit Accounting
(Graduate)

LONDON, ENGLAND

May 13–18, 2019

Investments
(Undergraduate)

Investment Analysis
(Graduate)



4



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5



6



7

LONDON, ENGLAND; ZURICH, SWITZERLAND; PARIS, FRANCE; MUNICH, GERMANY

March 1–10, 2019

Insurance Leadership in Markets and Society
(Undergraduate)

Leadership in Global Insurance & Re-insurance Community
(Graduate)

FACULTY SCHOLARSHIP

STRENGTHENING INTERNATIONAL TIES

ABRAHAM STEFANIDIS, PH.D.,
EXAMINES THE COMPLICATED
RELATIONSHIP BETWEEN CULTURE
AND BUSINESS ETHICS.

BY SYD STEINHARDT



Abraham Stefanidis, Ph.D., believes that his interest in international business came naturally.

“I always had a passion for exploring different cultures,” said Dr. Stefanidis, Associate Professor of Management at The Peter J. Tobin College of Business at St. John’s University.

His main research focus is the role of ethics and trust in cross-cultural negotiation. “In today’s highly globalized business environment, it is crucial to comprehend international executives’ and expatriate managers’ negotiation styles that underlie the formation of formal contractual agreements.”

It is an area of study he believes fits with the University’s Vincentian mission. He contributes to the advancement of that mission as a Senior Research Fellow at St. John’s Vincentian Center for Church and Society, conducting research on business ethics and international business.

“Adopting a cross-cultural perspective, I investigate antecedents of ethically questionable negotiation tactics emphasizing the role of culture,” he said. “Simultaneously, employing multilevel research methodologies, I study the role of both society-level and individual-level factors that explain negotiators’ tendency to sign formal contracts. This is based on primary and secondary data from institutionally and economically diverse societies, such as the US, Germany, Greece, Israel, China, Peru, Ivory Coast, and Kazakhstan.”

A native of Athens, Greece, Dr. Stefanidis received his Ph.D. from Athens University of Economics and Business before accepting a prestigious Marie Skłodowska-Curie Actions Research Fellowship from the European Commission. These one- to two-year fellowships are awarded to researchers who pursue Europe-based research interests.

Dr. Stefanidis spent his fellowship at Sabanci University in Istanbul, studying entrepreneurial networks in the globalized Greek shipping industry. He deems that experience his most important role before accepting a faculty position at St. John’s University.

“I have been privileged to be at St. John’s,” he said. “The University has strong international ties and nurtures cultural and intellectual diversity; my research and teaching initiatives are imbued in St. John’s metropolitan and global mission.”

Dr. Stefanidis’s enthusiasm for Tobin students interested in international business drives his active involvement in the Center for Global Business Stewardship. He has taught Global Destination Courses in Argentina, Brazil, Ecuador, Peru, and Uruguay.

Dr. Stefanidis is currently the Editor-in-Chief of the academic journal *International Studies of Management and Organization*. In collaboration with the former and founding editors of the journal, he is currently preparing a 50th anniversary special issue that commemorates the evolution of international business scholarship.

MARKETING SUSTAINABLE FASHION

IRIS MOHR, PH.D., WEAVES
THE ENVIRONMENT INTO
SOCIETY’S, AS WELL AS
THE GARMENT INDUSTRY’S,
FABRIC OF THINKING.

BY SYD STEINHARDT

Growing up in New York and Israel, Iris Mohr, Ph.D., Associate Professor and Chair of Marketing at The Peter J. Tobin College of Business at St. John’s University, always had an affinity for nature and the outdoors. She also possesses a passion for fashion, a flair for retail, and an interest in entertainment.

All of her interests converged in her education: In addition to her M.B.A. and Ph.D. in marketing strategy and consumer behavior from the City University of New York, Dr. Mohr has an M.A. in communications from the Hebrew University in Israel, a professional degree in screenwriting from the University of California at Los Angeles, and a certificate in documentary filmmaking from New York Film Academy.

She took those interests one step further when she became a professor of marketing, studying sustainability and fashion at St. John’s. In 2018, Dr. Mohr wrote, produced, and directed the documentary film *#sustainUP*, which highlights the environmental devastation wrought by the international garment industry. The film features interviews with designers and retailers who aim to minimize that damage through sustainable fashion.

The film won an Impact DOCS Award of Recognition in January 2019 and was nominated for the Women Film Critics Circle Award. Additionally, it was an official selection of the Socially Relevant Film Festival and the Manhattan Film Festival in New York; the Global Impact Film Festival in Washington, DC; the Madrid International Film Festival; the Fashion Film Festival in Milano; the Streetside Film Festival in North Carolina; the Fashion Film Festival in Chicago; and the Cefalù Film Festival in Italy.

“There are all sorts of ways for people to add life and longevity to pre-owned clothing with the goal of reducing their fashion footprint,” Dr. Mohr said. “One is recycling. The other is upcycling.”

Citing her research, Dr. Mohr expects the resale market to grow from \$20 billion to \$41 billion by 2022.

In January 2020, Dr. Mohr will address some of these issues at the Sixteenth International Conference on Environmental, Cultural, Economic & Social Sustainability in Santiago, Chile, where she will present a paper on “Communicating Sustainable Fashion.”



Fintech: The New Future

Technology is taking over the financial services industry, and The Peter J. Tobin College of Business at St. John's University is ahead of the curve in responding to student and employer demands.

BY CALVIN HENNICK



Over the past two decades, technology has completely disrupted industries ranging from retail and music to car services and video rentals. Now, it is the financial services sector that is in the midst of a transformation.

Today, people can deposit checks via their cellphones and access capital through online peer-to-peer lending networks. They can manage retirement portfolios with a few clicks of a mouse and day-trade individual stocks on their smartphones for low flat fees. They can split a dinner check by sending money to their friends via an app, and they can pay for their morning coffee with Bitcoin.

This growth of financial technology (fintech) may just be the beginning. According to McKinsey & Co., global venture capital investment in fintech hit \$30.8 billion in 2018, up from \$16.8 billion in 2015 and just \$1.8 billion in 2011.

"There are many processes in financial services that can be done better and cheaper with technology instead of with humans," said Mikael Bergbrant, Ph.D., Associate Professor of Finance and Director of the Student-Managed Investment Fund (SMIF) at The Peter J. Tobin College of Business at St. John's University. "Everybody understands that there are enormous employment opportunities for fintech."

The Growth of Fintech

The term fintech describes any application of technology to financial services. That covers a broad range of applications, but most are aimed at lowering costs, speeding up transactions, and increasing access to financial services for people and organizations.

"When you apply technology to this sector, what you are really doing is saying, 'It is going to get easier and cheaper for people to access financial services,'" said Chris Concannon '92MBA, President and Chief Operating Officer of MarketAxess Holdings Inc., which operates an electronic trading platform for fixed-income securities. "Technology really democratizes access to financial services and to information."



Anna D. Martin, Ph.D., Alois J. Theis Endowed Chair in Global Finance, Professor of Finance, and Executive Director of the Applied Finance Institute at the Tobin College.

“The scholars at St. John’s add to our knowledge base. We lead the charge and develop new ways of thinking.”

—Anna D. Martin, Ph.D., Alois J. Theis Endowed Chair in Global Finance, Professor of Finance, and Executive Director of the Applied Finance Institute at the Tobin College

”

Retail investors are accessing the market over the phone. They are being given investment advice over the internet; they are managing their finances with more sophisticated tools. That did not exist 10 years ago, and it was really fintech that helped deliver that.”

Alongside retail applications, fintech also helps institutional investors to simplify their processes and reduce costs. For example, MarketAxess, which Mr. Concannon called “a global Amazon-like market for fixed-income securities,” connects the global network of bond buyers and sellers and eliminates the need for firms to employ brokers in markets across the world.

“We are automating the largest market left on the planet that has not been automated,” Mr. Concannon said. “Five years ago, there was a time zone problem if a European client was trading a European corporate bond with a US dealer. Today, that is mostly automated. The trade is all happening on someone’s computer. And they never even have to pick up the phone.”

Educating Students in Fintech

As technology becomes even more important to the finance sector, companies scramble to hire talent with a background—or at least training—in fintech. However, until recently, it has been rare for business schools to offer programs or courses centered on financial technology.

“Our business needs are not being met by most college programs,” said Mr. Concannon. “We get people that we need to retrain and spend money on. Think of things like agile technology development processes. That is not something that is being taught at the college level.”

In response to the demand from the industry, the Tobin College launched a trio of new classes specifically focused on fintech, with the first two running this Fall. The school also launched a fintech track for its Master of Finance program in the Fall of 2019.

Yun Zhu, Ph.D., Associate Professor of Economics and Finance at the Tobin College, is teaching two fintech courses this fall, covering topics such as machine learning and cryptocurrency. “To be honest, there is no textbook on fintech,” he said. “The industry is changing very fast.” According to Dr. Zhu, faculty can remain current on fintech trends through cutting-edge research in the field (see sidebar, “Tobin Wins Prestigious Award for Financial Research”).

“The scholars at St. John’s add to our knowledge base,” said Anna D. Martin, Ph.D., Alois J. Theis Endowed Chair in Global Finance, Professor of Finance, and Executive Director of the Applied Finance Institute (AFI) at the Tobin College. “We lead the charge and develop new ways of thinking.”

The AFI, which encourages applied and experiential learning, also gives students access to fintech-related experiences and speakers. “We expose them to fields, including fintech, that are not part of their core studies,” said Jason Berkowitz, Ph.D., Associate Professor of Finance and current Director of AFI at the Tobin College. “Technology in general is just an exciting field, and fintech is one of the new fields that is important for our students to be exposed to.”

The Disruption Ahead

It is an open question just how much fintech will transform the financial services sector in the coming years. Digitization effectively put record shops and video rental stores out of business for good, and some observers believe the same could happen with traditional

retail banks. However, the financial services sector has a number of differences from the industries that were essentially blown off their foundations by digital disruption.

For one, the largest consumers of financial services tend to be older than the most voracious buyers of music and movies, and this grayer population is sometimes slower to adopt new technologies than younger generations. But more importantly, large financial institutions have gotten in on the disruption game, buying or building out fintech solutions to keep pace with—and even incite—changes in the industry.

“When you think about what Uber has done to the taxis, the taxis were not investing in any technology,” Mr. Concannon said. “The large banks that provide financial services got smart. They invested in fintech many years ago because they saw that wave coming. The largest banks use technology to keep their position in the market. They had the foresight to say, ‘This is going to disrupt me, so I need to be the disruptor.’”

Dr. Berkowitz agreed. “The big banks definitely want to be part of the process,” he said. “They provide a service that is not going away. It is a question of, what direction are we moving?”

There is also uncertainty about whether robo-advisors could one day completely replace human financial planners. A robo-advisor offers financial advice or investment management online with minimal human interaction, providing services based on algorithms and clients’ stated preferences about risks and desired target returns. Such a model is less costly than hiring a financial planner (and, unless you have a unicorn of an advisor who can consistently beat the market, it should theoretically perform just as well, too). But money is tied up in emotions for many people, and many people may be willing to pay slightly more to sit across the kitchen table from an advisor who listens to their concerns. It remains to be seen whether the majority of investors will be comfortable trusting their financial futures to an algorithm.

“Many people still want human contact when it comes to their money,” Dr. Berkowitz said. “There is a little bit of that personal touch. Am I saying [robo-advising] is not going to happen? It certainly could become the wave. It is going to depend on future generations. I do not think my parents will ever go to robo, and I do not think that is the target market. The generation in college now are more receptive to talk to a computer about their finances.”

One outcome is likely: Whether they come from incumbent players or insurgent startups, fintech solutions that increase access and ease while cutting cost and complexity are likely to win out. “It comes down to technology solving problems, making the market more efficient, and making it available to a wider audience,” Mr. Concannon said.

Tobin Wins Prestigious Award for Financial Research

The Peter J. Tobin College of Business at St. John’s University has been recognized for its commitment to financial research, winning the third annual WRDS-SSRN Innovation Award for the North America region this year.

The prestigious award, bestowed by Wharton Research Data Services and SSRN (formerly known as the Social Science Research Network), was created to reward schools that make a commitment to financial research and see that commitment result in increased publications and citations of faculty research.

Noreen R. Sharpe, Ph.D., Dean of The Peter J. Tobin College of Business, praised the dedication of her finance faculty for the Tobin College’s increase in financial scholarship.

“Our faculty recruitment and reward efforts over the past several years have focused on attracting and retaining faculty who have research as a priority, and we are proud of their productivity,” said Dean Sharpe. “Research is critical for our faculty to provide a valuable educational experience for our students.”

The award includes a \$10,000 grant to St. John’s University’s general research fund. John J. Neumann, D.B.A., Associate Dean of Faculty and Associate Professor of Finance, received the award on behalf of Tobin at the annual AACSB Global Accreditation Conference in San Antonio, TX, on September 16.

LIFE LESSONS LEARNED

An interview with **Joseph A. Tarantino '80CBA**, President and CEO of Protiviti and member of the St. John's University Board of Trustees.



Joseph A. Tarantino '80CBA, President and CEO of Protiviti, is no stranger to risk. After working at a Big Five accounting firm for more than two decades, he moved to a startup. That startup—a consulting firm, which specialized in technology, business process, analytics, risk, compliance, transactions, and internal audits—eventually became Protiviti.

Forgoing a more traditional career path taught Mr. Tarantino, who currently serves on the St. John's University Board of Trustees, that taking a chance can pay off big. *St. John's Business* sat down with Mr. Tarantino to discuss his life and lessons learned.

Students are always interested in how alumni advance in their careers and how they become successful. Can you share some highlights of your career path?

I did not have a lot of options when I went to college. During high school and after entering St. John's in 1976, I worked at a local restaurant and at an accounting firm in Bayside, NY, to pay for my education.

After graduation, I was recruited by Arthur Andersen & Co. to work in its Long Island offices. I enjoyed what I was doing at Andersen, working on a number of large company and middle market businesses in a variety of industries, and later, I redirected my career when I started focusing on the banking industry.

The 1980s savings and loan crisis made the Resolution Trust Corp. one of Andersen's biggest clients. After being transferred to the Manhattan office, I developed my consulting skills and devoted all of my time to banking. Andersen started building a practice in internal audit and risk advisory services, and I was asked to lead the incubation of that business and eventually was responsible for leading the firm's financial services assurance practice in New York.

What do you think can be learned by the events you experienced during your career?

It is important to realize that your career may detour along the way and you may have a career direction that you did not sign up for or even have been educated for. I believe that I have been successful in my career progression because I took a few risks and seized opportunities to differentiate myself, which ultimately led to accelerated leadership roles.

For example, you did not accept an offer to go to one of the Big Four firms after the demise of Andersen, choosing instead to start a consulting firm. How did that come about?

In my last role at Andersen, I was managing the financial services practice in New York when the firm closed in 2002.

Some of the core strengths of Andersen were its commitment to training, strong client relationships, and a philosophy of being stewards for the next generation.

When it was inevitable that the firm would not survive, a small group of leaders of Andersen's internal audit and risk consulting practice in the US, including myself, had a desire to keep as much of our national practice in this area together and to start a new firm with similar core values—but in a corporate structure that would be free from the conflicts associated with an attest business. We interviewed several organizations to help us establish a new firm and settled on Robert Half International as the best partner for what we were trying to accomplish.

We formed Protiviti on May 23, 2002, with 700 former Andersen employees in the US.

It has been a remarkable success story driven by a great team of professionals who have built the firm and a unique culture that has been recognized by our employees and the market. Last year, we exceeded \$1 billion in revenues for the first time, a major milestone on our journey.

What challenges and opportunities do you foresee for consulting firms in general and for Protiviti in particular?

The greatest challenges we see in the market today are the speed of technological change and disruption in businesses. As a consulting firm, we must stay relevant and try to keep pace with this change. We focus on helping our clients face their future with confidence by helping them manage their way through the changes they experience and anticipate. This includes digital transformation, risk management, improving internal controls and audits, addressing regulatory change, and managing data through the use of robotics and artificial intelligence.

An opportunity we see is the generational change in the workforce. Eighty percent of our employees are millennials or Generation Z. They are smart, have instantaneous access to information, and are digitally savvy. They are comfortable working remotely with technology.



Joseph A. Tarantino '80CBA (back row, far right) with the seven St. John's University students in the Protiviti intern program in Orlando, FL, this past summer. Front row, left to right: Raveena Beharry, Sarah Guthrie, and Tanya Celestin. Back row, left to right: Ivans Esperance, Aba Joseph, David Jacob, and Christopher Stephens.

Attracting and retaining such a high caliber workforce is a strategic focus of the firm. We spend a lot of resources on training and development, and many of our employees stay with us and grow their careers at Protiviti.

We know of your involvement with efforts such as i on Hunger. Why do you think that service is so important?

People want to give back to the community. They want to feel that they are working for a firm with a global purpose to make the world a better place.

Our i on Hunger initiative was the brainchild of one of our Chicago managing directors. The goal was to provide one million meals to the hungry through meal packing events during our training programs and town hall meetings. We partner with nonprofits and other organizations; they bring the materials and the distribution network, and we provide the people power.

We thought it would be a one-year program, but we have continued it for almost five years now; almost 10 million meals have been packed.

What advice do you have for today's students?

Today's students need to know that they need to work hard to be successful. It takes time to build experience and capabilities in the early stages of their careers.

We try to help them to think longer term and view their roles in our firm and in business as a stepping stone to a long-term career that can flourish throughout their working lives. We think that consulting offers a great vehicle for developing future business and community leaders, and the longer they stay, the more valuable they become.

RESOURCEFUL HUMANITY

JAMES MINOGUE '83CBA BELIEVES COURAGE IS AN IMPORTANT ATTRIBUTE WHEN RECRUITING THE NEXT GENERATION OF EMPLOYEES.

BY SYD STEINHARDT

When considering the skills and qualities required in a human resources professional, courage may not be one that comes immediately to mind. But James Minogue '83CBA believes it should be.

"You need courage to put new ideas forward," said Mr. Minogue, Senior Managing Director and Chief Human Resources Officer at Guggenheim Securities. "I can teach you the basics, but I cannot teach you courage."

Mr. Minogue's career trajectory began

when, as a management major, he took labor relations courses. Originally planning to be an actuary after working in compensation and benefits, he began to embrace the "more qualitative side of human resources," according to Mr. Minogue. That side, as he sees it, is the general management of the human resources function, including recruitment, training and development, talent planning and retention, performance management, and succession planning.

"Skill sets change all the time," Mr. Minogue said. "But human resources is still a people business, and human relations skills are still

paramount," he added.

Mr. Minogue believes that building relationships is key to success. "You need to be able to create and execute solutions," he said. "Trust and credibility come from results."

Mr. Minogue brought that philosophy to The Peter J. Tobin College of Business Board

of Advisors when he joined in 2018. He sees his role as representing the perspective of the employer on how to win the "war for talent."

"The whole recruiting process has changed," Mr. Minogue said. "No longer are we just recruiting rising seniors; now, we are looking at sophomores." As an example, he points to the Sophomore Diversity Sales & Trading Program that he and his Guggenheim Securities colleague, Therese Drugan, the parent of a current Tobin undergraduate,

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St. John's changed my life academically, personally, and professionally.

—James Minogue '83CBA

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created this past summer to attract those who would not otherwise consider a career in the industry.

The program selected 12 people out of 800 applicants for a 10-week program that exposes them to financial services.

"We wanted to identify some high-potential, diverse sophomores majoring in liberal arts so they get a feel for what a trading floor is like," he said. "We interviewed these rising sophomores who did not have financial services on their radar. We want to give them that financial background."

This undertaking is but a part of his deeply held commitment to the University's mission, which is an outgrowth of St. John's University's profound influence on him (he met his wife, Mary Ellen '78Ed, '81GEd, '14D.A., here, and his daughter, Meredith '11CPS, '17GEd, is also an alumna).

"St. John's changed my life academically, personally, and professionally," Mr. Minogue said.



James Minogue '83CBA

PRESIDENTIAL MEDALIST AT CITI

YUGI PAUL '17TCB, '18MS CREDITS ST. JOHN'S FOR HIS SUCCESSFUL CAREER PATH.

BY SYD STEINHARDT



Yougnand Paul '17TCB, '18MS

Anyone who has been affiliated with The Peter J. Tobin College of Business for the past few years may find it strange that Yougnand Paul '17TCB, '18MS is no longer around.

Yugi, as he is known, has been a fixture at Tobin since he arrived from Cardinal Spellman High School in the Bronx in the fall of 2013. A first-generation

Guyanese American and the first in his family to attend college, Mr. Paul contributed to the life of the University with his work in the Division of Student Affairs, Student Development, and Fraternity and Sorority Life. His numerous honors included being the 2017 Student Leader of the Year, a Presidential Medalist, a Dean's Fellow, and the student marshal at Tobin's 2018 Commencement.

Furthermore, he earned his undergraduate degree in 2017, as well as his graduate degree in accounting from the Tobin College of Business in 2018, with a 4.0 grade point average in each.

During the last year of his college career, Mr. Paul's career path began to take shape when he took Associate Professor of Accountancy David Y. Chan, Ph.D.'s online class in Concepts and Applications in Auditing.

"There was something about Yugi's work that stood out," said Dr. Chan, who directs both the M.S. in Risk and Financial Advisory Program and the Internal Audit Education Partnership Program. "His work ethic was of high quality, and I was happy to recommend him to our top employers."

Dr. Chan's recommendation led to an opportunity with Citi. After a grueling, four-part interview, Mr. Paul was quickly offered a job. He is now an Internal Auditor on Citi's Internal Audit Innovation Team.

"St. John's made a 1,000 percent difference in my life," Mr. Paul said, noting all of the different experiences and people whom he has encountered.



TOP PROSPECT

JOSEPH KELLY '19TCB MADE A SMOOTH TRANSITION FROM THE BASEBALL DIAMOND TO THE FINANCIAL WORLD.

BY BOB WOODS

When Joseph Kelly '19TCB was preparing for his first day on the job at LPL Financial a few weeks after graduating from The Peter J. Tobin College of Business last May, he had a Yogi Berra moment. That "it's déjà vu all over again" feeling—as the late, great Yankees catcher famously quipped. Mr. Kelly, a relief pitcher on the St. John's University baseball team for four seasons, found himself going through some familiar routines that morning.

"I woke up early, ate breakfast, made my lunch, suited up, and headed to the office," he said, recalling his opening day as an Associate Service Consultant on LPL's new accounts squad in the national firm's La Jolla, CA, office. "It was not much different from my baseball schedule, so the adjustment was pretty easy."

As he did during his college baseball career, Mr. Kelly started out with a few months of training, learning the rules, regulations, and industry lingo, and getting in sync with his teammates. "At St. John's, I had to manage my time wisely between classes, homework, and the baseball schedule," he said. "I fall back on that time-management experience with my job."

He also benefits from his wide-ranging curriculum at the Tobin College, where he majored in finance.

"My classes in accounting, financial investments, economics, and other topics have given me a solid foundation," said Mr. Kelly. His duties at LPL include creating and managing brokerage and advisory accounts for financial advisors and moving money between client accounts.

For the moment, Mr. Kelly has hung up his baseball cleats. "Maybe down the road I will join a weekend league," he said.

Or to quote another Yogism, in regard to playing baseball, "it ain't over till it's over."



Glenn Closson '11MBA receives a congressional proclamation from US Rep. Stephanie Murphy, D-FL.

BREWING A SUCCESSFUL BUSINESS

GLENN CLOSSON '11MBA KEEPS THE BEER FLOWING AT IVANHOE PARK BREWING CO.

In 2017, Glenn Closson '11MBA founded Ivanhoe Park Brewing Co. after selling a majority stake in his first brewery, Beach City Brewery, which was based in Huntington Beach, CA.

From concept and raising capital to build-out and production, Ivanhoe Park Brewing Co. took just over one year to officially open. It is a production brewery with a tasting room located in Orlando, FL. Located in the Ivanhoe Village Main Street District and neighborhood, the brewery nods to the history of the area with its name.

Ivanhoe Park was a water park located on Lake Ivanhoe from 1910 through 1919 and was renamed "Joyland" in 1915 by the locals. The main attraction was a wooden toboggan slide on the lake, which was surrounded by bungalow-style homes. As homage to the area's rich and fun history, the brewery's core beers include Joyland IPA, Toboggan Blonde Ale, and Bungalow Belgian Witbier.

Ivanhoe Park Brewing Co. has grown into one of the most widely distributed breweries in the area and one of few that has a canning line on-site, allowing for a larger market in various retail locations, such as Lucky's Market, ABC, Total Wine, and 7-Eleven.

Ivanhoe Park Brewing Co. beers can be found on draft or in cans in more than 150 locations throughout central Florida, and that number continues to grow. The brewery recently underwent an expansion, increasing annual brewing capacity from 1,500 barrels to just under 5,000 barrels. The brewery looks to continue to saturate the market locally before expanding its territory to other targeted markets in the state of Florida.

Mr. Closson and his team recently celebrated the brewery's one-year anniversary since its opening on June 29, 2018, a day that has officially been proclaimed as "Ivanhoe Park Brewing Co. Day" in the city of Orlando by Mayor Buddy Dyer. The team looks forward to many more years and growth opportunities in The City Beautiful.

TOBIN BY THE DECADE

1950–59



Sheila (O'Brien) O'Connell

'58CBA announces that her granddaughter, Kiera, entered the College of Pharmacy and Health Sciences this Fall in the Pharm.D. program.

1960–69

Hank Cardarelli

'67CBA '71MBA is retired and living in Charleston, SC, where he volunteers with the local chapter of SCORE, helping entrepreneurs start or grow their businesses.

1970–79



John M. Packes Sr.

'72CBA is the published author of a fictional novel, *Men of Principle*, which details the life of a prominent and wealthy businessman as he tumbles into the depths of disregard and callousness toward his fellow man.

1980–89

Steven A. LoCascio

'80CBA was promoted to Chief Operating and Financial Officer of the CBS Global Distribution Group. The division is responsible for worldwide content licensing and distribution for CBS Corp. It operates out of 15 offices around the world and is based in Los Angeles, CA.

Jeffrey Nevitt

'80MBA and his wife retired to Oxnard, CA, to be near the beach and their three grandchildren. After a career in market research, he was recently appointed to a four-year term as Oxnard's Commissioner of Senior Services.



Michael Milne

'82CBA and his wife, Larissa, quit their jobs in 2011, sold their house, and gave away their possessions to embark on a year traveling around the world. Eight years later, they are still on the road as full-time global nomads with no permanent address and new careers as travel writers. Follow their journey at ChangesInLongitude.com.



Kathleen McGovern

'88CBA, '91L, a member of The Peter J. Tobin College of Business Board of Advisors, along with her husband, Thomas Sullivan, and 5-year-old daughter Kate, welcomed Shannon Mary Sullivan on July 31.



Peter J. Micca

'89CBA, a Senior Partner with Deloitte, was recently promoted to National Health Tech Leader. He oversees the development of the firm's health tech national market strategy. A member of The Peter J. Tobin College of Business Board of Advisors, he was honored by Tobin College with its Distinguished Alumni Award in May.

Charlene Prounis

'89MBA joined the board of W2O, a \$200 million health care analytics and communications company. As a board member, she oversaw the company through its acquisition by a large private equity company and now takes an active consulting role with management to build out its biopharma advertising business.



Phil Rizzuto

'89CBA, '93L married Marilyn Cashman in Maui, HI, on July 3. The couple reside in Eastchester, NY. Mr. Rizzuto is the owner of a litigation law firm in Uniondale, NY.

1990–99



Peter E. Pisapia

'94CBA '97L, Senior Director at TIAA, and his wife, Cecylia, were blessed with the birth of their first child, Nathan, in April.

2000–09

Michelle Fiacco

'03TCB, '10MBA has been working in marketing for more than 16 years in various channels, including traditional with a concentration in digital. Married in 2011, her husband, Bruno, has epilepsy, so she recently started a nonprofit called A Hero for Epileptics to raise awareness and increase research to find a cure. She runs all of the marketing there, including video and a weekly podcast, and also works full time at a nonprofit in New York.

Pristina Alford

'05TCB is the Vice President of Lifestyle for public relations firm DKC. She earned her master's degree from NYU in 2012 and currently resides in Los Angeles, CA.

Ann Paskor

'09MBA worked in the New York City finance industry, servicing investment-grade assets after receiving her M.B.A. in international business. She recently accepted a new role at Google and now helps grow businesses and agencies through strategic online initiatives.

2010–PRESENT



Matthew Coleman

'10TCB, '12MBA had the opportunity to ring the bell at the NYSE with his current company, RMG Acquisition Corp., in February. He was joined by his wife, **Jayne Coleman** '11CPS.



Abdul Fattah Ismail

'11TCB is a Content Strategist and has worked with firms including Publicis, Con Edison, and Johnson & Johnson. He is also the author of a poetry book, *Extended Syllables*.



Charles Stephen Moore

'11MBA graduated from Harvard University in 2019 with his second master's degree. He was honored with the Titus & Venus Legacy Award at Harvard's Black Grad ceremony for his work helping to move forward education standards in underrepresented communities. This fall, he starts the competitive Bouchet Bootcamp at Yale University, a program that helps prospective Ph.D. candidates prepare to enter doctorate programs.



Sergey Liberchuk

'13TCB, '19L graduated from St. John's School of Law in May. He was hooded by his wife, **Viktorya Liberchuk** '15L.



John Musto

'13MBA relocated to California to pursue a career in the wine industry. He currently works for Ridge Vineyards and recently launched his own wine business, Drive Wines, which focuses on boutique winemaking.



Quinn Rochford

C.P.A., '14TCB, '15MS and **Kayla Spence**, M.H.A., '15CPS married on October 12, in St. George, UT. The couple met during undergraduate studies at St. John's.



David Everett Strickler

'16TCB relocated to Los Angeles, CA, in 2017 and got engaged to his fiancé, Daniel, shortly after. He is currently Marketing Director for Pacific Office Interiors and President of the American Marketing Association Los Angeles Chapter, having previously served as Vice President of Strategic Partnerships on the Board of Directors from 2018–19.



Briana Marino

'17TCB, '18MBA is a Consumer Marketing Coordinator for Nickelodeon, working on 360 marketing campaigns for shows such as *Rise of the Teenage Mutant Ninja Turtles*, as well as the 2019 *Kids' Choice Awards* and *SpongeBob's* 20th anniversary.

JOIN THE TOBIN ALUMNI ASSOCIATION

Make connections, network with colleagues, help students, and participate in enjoyable events with fellow alumni through the Tobin Alumni Association!

Stay connected:

Email sjutcbaa@gmail.com to join the mailing list and be a part of the St. John's Tobin Alumni Association.



Demetrios Frangiskatos

President, Tobin Alumni Association, Managing Partner, BDO USA LLP

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Focus on the Future of Fintech

CONRADO "BOBBY" GEMPESAW, PH.D., PRESIDENT OF ST. JOHN'S UNIVERSITY, SAYS THE TOBIN COLLEGE IS AT THE FOREFRONT OF FINTECH AND AFFORDABLE HIGHER EDUCATION.

For nearly 150 years, St. John's University has offered students an education that is second to none. As part of the University's evolution, it now offers a cutting-edge curriculum in concert with the technology necessary to prepare students for an ever-changing work environment. This is accomplished by providing institutional aid to the University's diverse student population at a time when the value of a higher education is being questioned by today's society.

In this issue of *St. John's Business*, Conrado "Bobby" Gempesaw, Ph.D., President of St. John's University, reveals how the University is continually able to ensure student success.

Why is it important for the Tobin College of Business to offer programs in investment management and financial technology?

Staying ahead of the latest developments in business and technology is a hallmark of The Peter J. Tobin College of Business at St. John's University. The rapid growth and expansion of investment management and financial technology (fintech) demands that our curriculum and learning technologies reflect these innovative business practices.

As technology has become a routine part of our everyday lives, learning how fintech functions and how businesses implement fintech today is essential. Everything from online banking, mobile payment apps, cryptocurrency, crowdfunding, and the use of software technology or cloud services to connect with financial services are all part of the evolving world of fintech.

Students must learn to process data by leveraging new and emerging technologies. Our Business Analytics program is a prime example of how this can be done. Students in this program discover the power of using large data sets to help inform a course of action, which can improve financial performance, strategic management, and operational efficiency.

Students in the Tobin College also benefit from access to The Lesley and William Collins Business Analytics Lab. This space features 40 desktops with multiple Bloomberg terminal licenses, a video wall, and color LED stock ticker. These tools provide students with a unique opportunity to connect theory to the modern market and business practices.

While technology is ever-changing, one constant in business is the enduring concern over the threat of cyberattacks and data breaches. Students enrolled in St. John's dual B.S./M.B.A. in Cyber Security Systems/Business Administration program learn to not only secure systems and defend against such attacks but also to mitigate the catastrophic effects that may follow.

The jobs that students will face in the future require graduates to be able to think across disciplines. By receiving an education that offers the opportunity to develop their critical integrative skills, St. John's graduates are well prepared to thrive in an evolving work landscape.

Can you define the "business" of higher education?

Higher education is a complex, important, global business that operates in a very competitive environment. Like many businesses, higher education involves revenues and expenses and requires the careful allocation of resources and personnel, smart budgeting, and financial stewardship.

Guided by our Catholic and Vincentian mission, St. John's University strives to infuse a shared governance approach to how we conduct our business. I am proud that the Board of Trustees at St. John's was recently recognized by the Association of Governing Boards of Universities and Colleges (AGB)—the premier organization focusing on good governance in higher education—with the AGB John W. Nason Award for Board Leadership. This award is a valued external recognition of the St. John's Board leadership and initiatives in strengthening governance.

THE PETER J. TOBIN COLLEGE OF BUSINESS

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If you would like information on our Tobin Board of Advisors or Tobin Alumni Association, please contact William G. Schaeffer '73CBA, Director of Development, at 718-990-6802; schaeffw@stjohns.edu.



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