

2022-23

ANNUAL REPORT



THE UNIVERSITY OF ARIZONA
Eller College
of Management

DEAR ELLER FRIENDS AND SUPPORTERS,

This year the Eller College of Management has made incredible achievements and developments that underscore our commitment to excellence and innovation in business education.

We are proud to announce significant advancements in the field of business analytics at Eller. This includes the establishment of the **HSLopez School of Business Analytics**, the new undergraduate degree in Business

Analytics—the first new undergraduate major at Eller in more than 15 years—and the expansion of the Business Analytics Master’s program.

The Eller College has also raised an impressive \$19.5 million from our dedicated alumni and friends. This not only reflects the enduring support for our institution but also signifies the largest annual gift total since the opening of McClelland Hall in 1992. These contributions are instrumental in enhancing the quality of education and experience we provide for our students.

The new Eller Partnerships Office (EPO) was developed to continue our commitment to fostering collaborations with industry leaders and organizations. The EPO will continue to forge meaningful connections that bridge academia and the business world. These partnerships create invaluable opportunities for students to engage with real-world challenges and gain practical insights.

Looking ahead the Eller College will continue to push the boundaries of

research in management and business. Our faculty members are at the forefront of groundbreaking research, contributing to academic discourse and addressing contemporary business challenges.

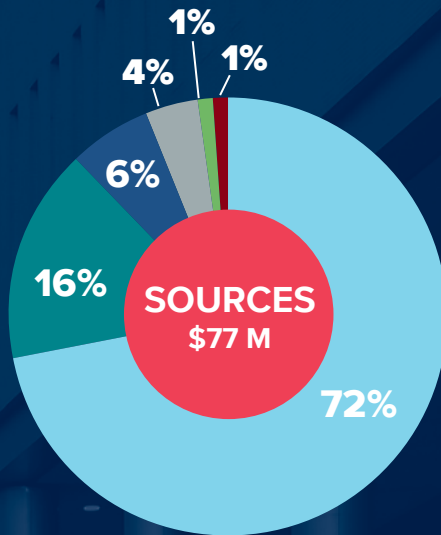
We are excited about the strides we are making at the Eller College of Management and the positive impact these achievements will have on our students, faculty, and the business community at large. Thank you for your continued support, and we look forward to sharing more successes with you in the future.



KARTHIK KANNAN
DEAN AND HALLE CHAIR
IN LEADERSHIP

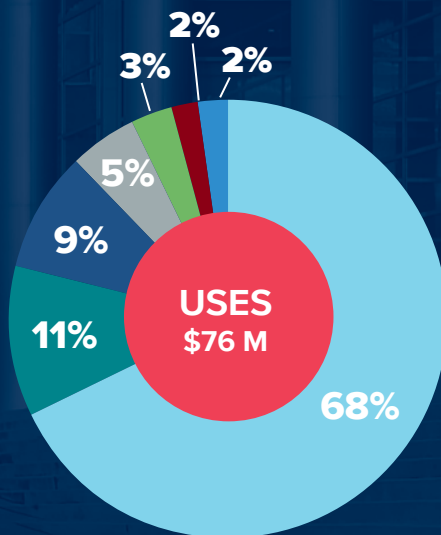


INVESTMENT IN ELLER



SOURCES

- 72% ALLOCATED STATE BUDGET AND TUITION REVENUE
- 16% OTHER TUITION AND FEE REVENUE
- 6% GIFT TRANSFERS FROM UA FOUNDATION
- 4% RESEARCH GRANTS AND CONTRACT REVENUE
- 1% OTHER REVENUE
- 1% COMMITMENTS FROM OTHER UNITS



USES

- 68% ACADEMIC DEPARTMENTS AND CENTERS
- 11% ADMINISTRATION
- 9% MBA PROGRAMS
- 5% UNDERGRADUATE PROGRAMS
- 3% SCHOLARSHIPS AND FINANCIAL AID
- 2% RESEARCH CENTERS
- 2% IT AND SYSTEMS



Karl and Steve Elser
Professional Development Center

RANKINGS

NATIONAL UNDERGRADUATE

U.S. NEWS & WORLD REPORT



#29
PROGRAM

#3
MIS

#46
ACCOUNTING

#17
ENTREPRENEURSHIP

#6
ONLINE
BSBA

NATIONAL GRADUATE

U.S. NEWS & WORLD REPORT



#3
MIS



#56
PART-TIME MBA

#31
BUSINESS ANALYTICS

#53
FULL-TIME MBA

#5
MIS ONLINE

#9
ONLINE
MBA

#17
ENTREPRENEURSHIP

#40
ACCOUNTING



THE CHAIN REACTION OF GIVING

AJ SWITZER MEMORIAL SCHOLARSHIP

AFTER GRADUATING FROM AJO HIGH SCHOOL, IN AJO, ARIZONA, **JON SWITZER '63 BSBA (MARKETING)** WAS SET TO GO TO WOODBURY BUSINESS SCHOOL IN LOS ANGELES AS IT PROVIDED WORK TO PAY FOR HIS CLASSES.



JON SWITZER '63 AND FAMILY

His mother graduated from the University of Arizona in 1926 but as a single parent she could not afford for Switzer to attend the University on her teacher's salary in 1958.

That all changed when he received an anonymous scholarship. That donation covered registration, books and fees and opened the door for Switzer to enroll at Arizona. He still worked during the summers for Standard Oil, Phelps Dodge and Catalina Island Operations to cover room and board. "This was a dream come true," he says. "I graduated in 1963 still not knowing who provided the funds for the scholarship."

In 1965, while in the Navy, Switzer received a Christmas card from a former teacher. "He was only seven years older than me and was somewhat of a big brother so to speak." A piece of paper fell out of the card—the

bottom half of Switzer's final thank you to the anonymous donor of his scholarship. "Yes, Homer Koliba—my former teacher—was the donor," he says. "He had received his master's in accounting from Eller and wanted me to fulfill my dream and that of my Mother to receive my degree. Homer and I remained close friends until his passing and I will never forget how his support helped lead me to my career and where I am today."

Switzer's children—**Karin '91** and **Anthony John (AJ) '93**—followed in his and his mother's footsteps and both graduated from the Eller College of Management.

In March of 1994—just 3 months after AJ graduated—he was killed in an accident. On the day of his service, two of Switzer's fraternity brothers who are Eller graduates and past presidents of the University of Arizona



Alumni Association, Richard (Dick) Armstrong and Art Hulick, stepped forward, along with many other friends and former Wildcats and established the AJ Switzer Memorial Scholarship. AJ was a member of Delta Tau Delta, was active in coordinating Spring Fling each year, and loved the University of Arizona.

Switzer and his wife Johnna have continued to grow the scholarship so that it is now endowed. “We both believe in the importance of education and helping students as we were both helped/ supported throughout our educational journeys.”

The scholarship was initially with the Phoenix Alumni Club, but the family chose to move it to the Eller College, as a family legacy, to be awarded

“It is our hope that many of these recipients will, in the future, also reach out and help those who are following them through the Eller educational path. The Wildcat world works wonders.”

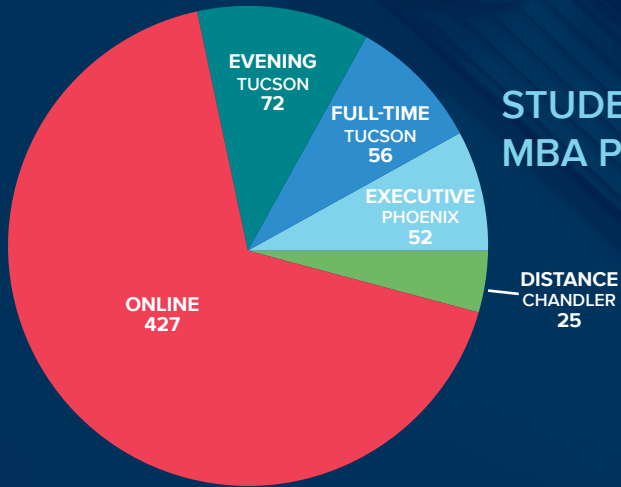
–JON SWITZER '63

to juniors and seniors who had fewer options for financial assistance. “Through this scholarship, it has been our hope that more students could continue their last years at Eller without borrowing more money or working two or three jobs to complete their education.”

Over the years, the Switzers have had the opportunity to meet the recipients and read their thank you letters and have seen/heard directly from the students the impact the scholarship has made on their life and education. The extra assistance has allowed many of them the opportunity to focus on their coursework and internships and ultimately apply and be offered jobs that they had dreamed of, thus beginning a bright future.

“Keeping connected with the younger generations through this scholarship is very special to us,” says Switzer. “It is our hope that many of these recipients will, in the future, also reach out and help those who are following them through the Eller educational path. The Wildcat world works wonders!”

GRADUATE ENROLLMENT



STUDENTS IN MBA PROGRAMS

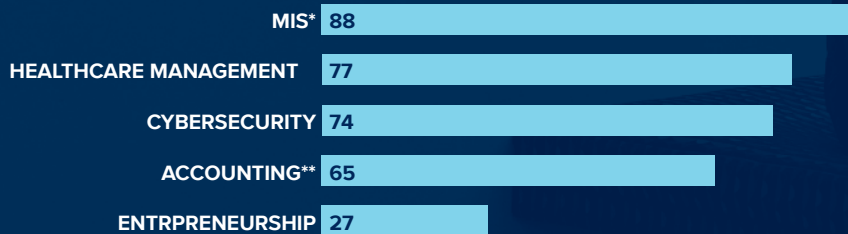
SPECIALTY MASTERS PROGRAMS Main Campus in Tucson



* includes Business Intelligence & Analytics and Enterprise Information Security Certificates

SPECIALTY MASTERS PROGRAMS


Online



* Includes Business Intelligence & Analytics and Enterprise Information Security Certificates

** Includes Accounting Graduate Certificate

ELLER MBA CLASS PROFILE


673
AVERAGE GMAT

27
AVERAGE AGE


3.16
YEARS
PROFESSIONAL
EXPERIENCE

45%
INTERNATIONAL

33%
AVERAGE
MINORITIES

NEW UNDERGRADUATE
STUDENTS

2,745
PRE-BUSINESS

88
PRE-ECONOMICS

UNDERGRADS BY MAJOR

Tucson, Online, Micro-campuses, Global Direct campuses



ELLER FACULTY RESEARCH

MEI CHENG, ASSOCIATE PROFESSOR OF ACCOUNTING ON CEO AND WORKER PAY GAPS



In recent years, the ever-widening chief executive officer (CEO) and worker pay gap has become a topic that has been drawing significant public attention. For example, in 2018 Wells Fargo employees publicly criticized their CEO for compensation that was almost 300 times the median worker's salary and demanded pay raises as a way of rebuilding the bank's community trust.

That's why **Mei Cheng**, associate professor of accounting in the Eller College of Management, along with Yuan Zhang of the University of Texas Dallas, have co-authored a study on the pay gap titled *Corporate Stakeholders and CEO-Worker Pay Gap: Evidence from CEO Pay Ratio Disclosure*. This research is among the first to highlight the important roles that corporate stakeholders play in mitigating high CEO-worker pay gaps.

"Given the profound economic and social significance of income equality and distributive justice, corporate stakeholders—especially non-shareholder stakeholders like employees, communities and governments who value pay equality—have become expressly concerned about the high CEO-worker pay gap proxied by the pay ratios between CEOs and median workers," says Cheng.

The findings in the paper suggest that the Securities and Exchange Commission's (SEC) newly adopted CEO pay ratio disclosure rule—which requires listed firms to disclose the ratio of CEO compensation to the median worker compensation for fiscal years beginning on or after January 2017—provides incremental valuable information and has a substantial impact on corporate pay practices. Before the mandate was established, firms were only required to disclose CEO compensation.

“We show that firms have the tendency to ‘conform to norms’ with respect to CEO pay ratios after the mandatory disclosures of these ratios,” says Cheng. “These results are consistent with these stakeholders’ emphasis on pay equality and distributive justice and their active impacts on social welfare when the pay gap is high.”

Cheng notes that because of the economic and social implications of corporate pay practices, this study could be of interest to politicians, regulators, corporate executives, stakeholders, as well as the general public who care about wealth distribution in the workplace.



ELLER STUDENT

COMBINES OPTIMISM WITH PASSIONS FOR LEARNING AND TECHNOLOGY

GABRIELLA NKEZE '26 BSBA (PRE-BUSINESS)



GABRIELLA NKEZE '26

Gabriella (Gabby) Nkeze '26 BSBA (Pre-Business) has always loved gaining newfound knowledge about the world around her. With interests ranging from technology and business to political science and reading, she has remained curious and open to all kinds of new learning experiences.

Born in Seattle, Nkeze grew up partially in Auburn, Washington, before her family moved to Litchfield Park, Arizona. She also spent a large portion of her childhood in Limbe, Kumba and Douala—all cities in Cameroon, where her parents grew up.

As a child, she developed a fascination with technological advancements. That sense of intrigue continued to blossom as the years went by.

“My parents would always call me to fix a device or adjust cords, and my interest kept increasing,” she says. “As I grew older, I started noticing more and more how major of a role technology played in the world we live in today, specifically in businesses.”

Soon enough, she became interested in operations and supply chain management as well.

“I started to appreciate the process and the analysis of the times in which it would take paper to be printed to the time in which it would take for a meeting to be completed,” she says.

These influences came into play as Nkeze decided what to study at the University of Arizona. Currently a sophomore pre-business student, she intends to double major in Management Information Systems and Operations/Supply Chain Management.

Choosing the Eller College of Management just made sense.

“The moment I stepped foot in Eller two summers prior to graduating high school, I had a feeling that this was the place for me,” Nkeze says. “I knew there were opportunities here awaiting me, and I trusted my intuition to attend the Eller College of Management.”

“I feel that through Eller, I have gained a higher level of cultural competence, fruitful connections that may last a lifetime and a greater excitement for the future.”

— GABRIELLA NKEZE '26

Time has proven that her instinct was correct. In fact, her younger twin sisters Rachele and Adelle felt the same as well and are currently first-year students at the University of Arizona.

Nkeze is involved in a plethora of extracurricular organizations at the University of Arizona, including the professional business fraternity Delta Sigma Pi, the Eller African American Honorary, Zipperman Scholars, UA StuMo, the Eller College Dean’s Council and the Arizona Strategy Program, among others.

She has also participated in various activities on campus. Through the Dhaliwal-Reidy School of Accountancy, she was selected to attend the MADE Conference at Deloitte University in Westlake, Texas. She went to Delta Sigma Pi’s LEAD School in Denver and attended Eller’s Dallas Study Tour in Dallas.

On top of all that, she’s a student worker in the MIS Department’s front office. Outside of school, Nkeze is a management analyst intern for the U.S. Department of Health and Human Services. In that role, she’s helping with the development of a new agency that will support the United States’ counteractive measures with epidemics, pandemics and natural disaster defense mechanisms.

With her infectious energy and outgoing personality, Nkeze sees every opportunity, whether positive or negative, as a learning experience to embrace.

“Getting out of your comfort zone is crucial and can truly transform your life,” she says. “After all, life is too short to be afraid of new experiences, the world and people.”

One of her key learnings at Eller has been that it’s important to be both optimistic and realistic. It’s OK to lend a hand to a peer, but it’s also OK to admit that you’re struggling and ask for help.



NEW ENDOWMENTS AND SCHOLARSHIPS

**Alison Levine Endowment-
Advancement of Women in Finance**

Ann Griffin Endowed Chair in Finance

Caterina Barbato Memorial Scholarship

**Christopher George Educational
Business Travel Award**

Corson Family Endowed Scholarship

Diane J. Dondero Scholarship

**Grissom Family MIS Student
Professional Support Endowment**

HSL Scholars Endowment

HSLopez Family Endowed Chair

**HSLopez Family Foundation
Endowment for Administration**

HSLopez Properties Inc. Endowed Chair

**Humberto S. & Czarina M. Lopez
Research Endowment**

**Humberto S. Lopez Endowed
Professorships**

**J.P. Dahdah Entrepreneurship
Scholarship**

**Philip A. Rhoads Endowed Chair
in Finance**

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in Finance**

Tyler Professorship & Fellowship Fund

**Wink and Sandi Williams Scholarship
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