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Welcome to the Moore School’s first Annual Report. This report replaces my bi-annual Dean’s Report and is intended to provide an overview of the Moore School’s progress and resilience shown during the COVID-19 pandemic. This report primarily focuses on fiscal year 2020–21, or July 1, 2020 through June 30, 2021, with additional data included for comparison.

Fiscal year 2019–20 presented challenges few could have foreseen. A global pandemic we are still learning to live with, coupled with the staggering economic interruption accompanying the crisis meant a different near-term, and possibly longer-term, future faced the school. Like others, we grappled with how to keep our faculty, staff and students safe, and I was overwhelmed at the resilience of our students, faculty, staff, alumni and community members as we dealt with the crisis and its aftermath.

Regardless of the challenging 2020, the Moore School has enjoyed many triumphs since my last Dean’s Report in 2018.

The initiative I’m most proud of is the transformation of our undergraduate program, which accounts for more than 85 percent of our student body. With the move from a two- to four-year curriculum, undergraduates are taking rigorous business courses from day one, with freshmen expected to work hard from the moment they arrive on campus. Moreover, the Moore School is now committed to ensuring that all students — undergraduate and graduate alike — leave data proficient, analytically capable and functionally based.

As is revealed later in this report, placement and salaries of our students have reached record-levels in many programs, with the 2021 undergraduate class having the highest overall average salary at $58,251 and an outstanding job placement rate of 90 percent. Further, our faculty and research centers continue to exemplify research excellence by pushing the boundaries of their respective fields. See their notable achievements on pages 18–32.

Finally, I look forward to working with all members of our Moore School family as we move to even greater heights. Many, many thanks for your steadfast support these past eight years. It is truly an honor to work alongside you all! There is still much to do, so please keep going, as will I.

Forever to thee!
YEAR IN REVIEW
Along with the rest of the world, the Moore School overcame adversity in 2020–21 with the COVID-19 pandemic. When the pandemic first affected the country in late March 2020, Dean Peter Brews communicated to students, faculty, staff, alumni and community members that it was vital to recognize that, in times of danger and uncertainty, creative human energy and grace are essential. As courses were abruptly moved online and social distancing, quarantining and isolating became phrases everyone would hear repeatedly over the following months, the Moore School’s faculty and staff moved mountains to prepare for the remote education that the pandemic demanded.

<table>
<thead>
<tr>
<th>% OF FALL 2020 OFFERINGS (401 total sections)</th>
<th>% OF SPRING 2021 OFFERINGS (401 total sections)</th>
</tr>
</thead>
<tbody>
<tr>
<td>IN-PERSON, FACE-TO-FACE:</td>
<td></td>
</tr>
<tr>
<td>Traditional in-person, livestreamed to those attending remotely</td>
<td>32</td>
</tr>
<tr>
<td>VIRTUAL FACE-TO-FACE:</td>
<td></td>
</tr>
<tr>
<td>Livestreamed to all attending remotely</td>
<td>30</td>
</tr>
<tr>
<td>VIRTUAL FACE-TO-FACE + ASYNCHRONOUS MIX (HYBRID):</td>
<td></td>
</tr>
<tr>
<td>Livestreamed to all attending remotely or instructional content placed online with students completing coursework on their own time</td>
<td>30</td>
</tr>
<tr>
<td>100% ASYNCHRONOUS:</td>
<td></td>
</tr>
<tr>
<td>Traditional asynchronous online, no face-to-face components</td>
<td>8</td>
</tr>
</tbody>
</table>

Livestreaming allowed for high-quality teaching from anywhere to anywhere and met all COVID-19 contingencies, as well as mitigated parent and student concerns about traditional “online” classes.
COVID-19 especially impacted international business education. Considering international travel was constrained, the Moore School’s Sonoco International Business Department devised new ways to ensure students gained the international experience expected from the country’s No. 1-ranked international business undergraduate program. Many studying abroad were brought home mid-semester in spring 2020 and were unable to participate in study abroad experiences in summer 2020, fall 2020 or spring 2021. To keep students engaged, the international business department spearheaded the following:

- Encouraged participation in a private IB Facebook group where students, alumni and faculty could network, discuss job roles and experiences within the IB program and ask questions
- Held weekly social hours where undergraduate and graduate students and alumni could participate in online conversations and networking
- Offered a weekly speaker series featuring an online talk and Q&A with students and alumni; speakers were notable IB leaders or industry experts
- In partnership with Maxcy House, a UofSC international residence hall, hosted weekly virtual meetups where students and alumni practiced 13 languages and expanded culture skills

MOORE SCHOOL STUDENTS STUDYING ABROAD:

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019–20*</td>
<td>670</td>
</tr>
<tr>
<td>2020–21*</td>
<td>164</td>
</tr>
</tbody>
</table>

*Impacted by the pandemic
For more than a century, the Moore School has provided outstanding business education to students who have gone on to become leaders in every business sector. Known worldwide for its top-ranked programs in international business and supply chain, the Moore School is home to a world-class faculty and 12 major research centers. The Moore School is committed to educating leaders in global business and to playing a central role in the economic growth of the state by bringing the world to South Carolina and South Carolina to the world.

NO. 1 Undergraduate International Business Degree for 23 Consecutive Years (U.S. News & World Report, 2022)

NO. 1 Best International MBA Program and in the Top 3 Overall for 32 Consecutive Years (U.S. News & World Report, 2022)

NO. 1 Professional MBA in South Carolina

NO. 5 Undergraduate Supply Chain Program in North America (Gartner, 2020)

NO. 22 Graduate Supply Chain Program in North America (Gartner, 2020)

20% of students in UofSC’s No. 1-ranked Honors College attend the Moore School

4TH LARGEST Risk Management and Insurance School in the United States (Business Insurance, 2020)

Designated Global Center of Insurance Excellence (International Insurance Society, 2017)
Data confirms the Moore School has the faculty and staff to serve its students with excellence, and with student numbers stabilized after the imposition of the 1,500-cap on undergraduate admissions in fall 2016, the school is finally in balance. Maintaining the 34 student/faculty ratio ensures the business school has the capacity to educate students at the required level of excellence. Should the school grow in numbers in the coming years, the need for additional faculty and staff is likely to grow as well.

More importantly, student numbers were sustained in 2020 despite the COVID-19 pandemic, though undergraduate numbers slightly declined, and graduate numbers increased by more than 50. Overall, student numbers increased slightly during the past two years.
NEW PROGRAM: MASTER OF SCIENCE IN BUSINESS ANALYTICS

The Moore School launched the Master of Science in Business Analytics program in January 2021. The first cohort of 23 students is set to graduate in spring 2022.

The MSBA is a flexible, one-year program that trains students to apply statistics and data visualizations to real-world business problems and teaches them how to translate data into actionable insights for companies and organizations. Through the program, students develop a keen understanding of analytical competencies, starting from the ability to understand and frame a business problem, developing a solution and identifying the right approach to solving the problem to finally presenting findings clearly and concisely to stakeholders.

Business analytics skills are in high demand in every organizational sector, including engineering, health care, science, sports, communication, finance, public relations, government, nonprofit, supply chains and operations.

Learn more at sc.edu/moore/msba.
PROJECT- AND EXPERIENTIAL-BASED LEARNING

While the Moore School stresses internships for students, many departments provide invaluable real-world projects to teach students how to apply all they are learning before beginning their careers.

SUPPLY CHAIN CONSULTING

The Operations and Supply Chain Center has partnered with more than 40 strategic partners, including adidas, Alpek Polyester, Atrium Health, BMW, Coca-Cola Bottling, Colonial Life, Cummins, Delta Airlines, Eaton Corporation, Electrolux, Ingersoll Rand, Johnson & Johnson, McLeod Health, Michelin, MUSC, Nephron Pharmaceuticals, Pfizer, Prisma Health, PricewaterhouseCoopers, Siemens, Sonoco Products Company, Textron, Walmart and UPS.

Over the past 12 years, OSC students have completed 300 capstone consulting projects. Students spend a semester working with industry partners to implement cost-saving measures and/or fix inefficiencies in one area of the company. The projects have resulted in more than $280 million client-validated savings. The students present their findings to faculty and company representatives at an Industry Summit, which is held at the end of every semester.

FINANCE CAREER PREPARATION

The Finance Scholars program provides a small group of finance majors advanced coursework, data source instruction, live case studies with industry partners and career management training to prepare undergraduate students for top finance careers.

MARKETING IN REAL TIME

The Marketing Scholars program provides undergraduate students hands-on experience with top global brands, including Coca-Cola, Sonoco Packaging Company, ESPN and Lionsgate.

Specifically with Lionsgate, one of the leading entertainment companies in the world, teams of Marketing Scholars have worked on projects that involve top franchises like The Hunger Games and John Wick. In conjunction with the Moore School’s Center for Marketing Solutions, junior and senior marketing students each work on a semester-long, real-world marketing project.

SALES SUCCESS

The Moore School’s Carolina Sales Institute, a student organization open to all UofSC students, won first place in spring 2021 at the national competition Selling with the Bulls. Selling with the Bulls is a community engagement event that combines employer networking and engaged scholarship with multiple go-to-market intercollegiate student competitions.
Moore School enhances diversity and inclusion with multiple new initiatives

The Moore School’s Office of Diversity and Inclusion is committed to helping students succeed and seeks to accomplish this commitment by working in a diverse and inclusive community. The Moore School strives to create an environment where all are equally valued and have opportunities to excel.

The Office of Diversity and Inclusion is actively working on a number of initiatives to enhance the Moore School’s diverse and inclusive community — both on and off campus. Learn more about these initiatives by visiting sc.edu/moore/diversity.

Dominion Energy Power Forward

Plans for this partnership between Richland County School District One, Richland County School District Two, Dominion Energy and the Moore School began in 2020–21. The program provides career mentoring, field studies, conferences and other programming for high school students. The program seeks to pique students’ interest in business careers while linking them to the unmatched resources at the world-renowned Moore School. Learn more by visiting sc.edu/moore/powerforward.

Rising Scholars

Launched in 2018, the Rising Scholars program connects underserved South Carolina students pursuing degrees within the Moore School with enhanced opportunities and resources on campus. The first cohort for the program will graduate in 2021–22. Learn more about the Rising Scholars by visiting sc.edu/moore/risingscholars.
Courageous Conversations

The Moore School held five Courageous Conversations virtual events in 2020–21 for students, faculty, staff and alumni. The series allows for open and truthful engagement about matters of diversity and inclusion across identities and dimensions of difference. The goal is for all participants to gain deeper insights into the perspectives and experiences of their peers while creating a forum for meaningful interaction across difference. Plans are underway to extend the series for 2021–22.

Diversity and Inclusion Student Council Inclusive Excellence Training

The inclusive excellence training is an interactive and engaging training of diversity, equity and inclusion concepts that allows students to personally reflect on their own experiences and evaluate student organizations to ensure they are inclusive. During COVID-19, the trainings consisted of two half-day modules; plans are underway to change the format of the training to include shorter segments to fit more easily into students’ schedules.

Intercultural Development Assessment Pilot

The Intercultural Development Inventory assesses cultural competencies when interacting across different cultures. Students in the pilot program in the MGMT 408: Diversity and Inclusion course took assessments at the beginning and end of the semester to test their understanding and how perceptions changed. Plans are underway to add Rising Scholars to the test group. The program will include more students in additional phases.

Historically Black Colleges and Universities Partnerships

The Moore School is planning to partner with South Carolina’s HBCUs to provide specialized, accelerated master’s programs that are not available at the HBCUs. Projected launch aimed for fall 2022.
Moore School students have a reputation for academic excellence, innovative ideas, prowess as they work within their functional areas and all-around stellar performance in and outside the classroom. Learn how some Moore School students are making the most of their time at UofSC.


Junior Madison Buckles was named one of the Mayor’s Fellows for the spring 2021 semester. Buckles is an international business and economics student with concentrations in Chinese business and business analytics. City of Columbia Mayor Steve Benjamin launched the Mayor’s Fellows program, which provides an opportunity for students enrolled in higher education to actively participate in municipal government.

Accounting and economics sophomore John Boyar won first place in the Association for Business Communication’s 2020 national writing competition. Inspired by Management Clinical Assistant Professor Barbara Bolt’s Professional Communication course, Boyar was the first-ever student to represent the Moore School at the competition.
Finance and real estate graduate Antoine Kahaleh ('21) was recognized as the 2021 Southeastern Regional Collegian of the Year. Kahaleh received the Collegian of the Year award through the Delta Sigma Pi Professional Business Fraternity based on multiple criteria, including inter-chapter fraternity events, degree of leadership exhibited in Delta Sigma Pi, scholastic aptitude and more.

Griffin Allen ('21 finance and international business) and Ivan Harjehausen ('21 finance and international business, UofSC Chinese studies) were named the 2020–21 International Business Honors Oxford Scholars. As part of the program, they will study at Lady Margaret Hall at the University of Oxford in 2021–22 after graduating from the Moore School. This fifth year of undergraduate study at Oxford encourages students to deepen their knowledge in different areas of business.

National Fellowships and Scholar Programs announced that UofSC produced four finalists and four alternates in the 2021 Critical Language Scholarship (CLS) competition. The finalists included two Moore School students: Ashley Labrie ('21), a UPS Global Scholar and a Sims Scholarship and Freeman Scholarship recipient who studied international business, finance and management from Cincinnati, Ohio. She is the first UofSC student to receive the Critical Language Scholarship to study Portuguese. The second is Timothy Fritts ('23), a South Carolina Honors College student majoring in international business and operations and supply chain with minors in Spanish and Russian from Dalton, Ohio; he studied Russian. The Critical Language Scholarship (CLS) provides an intensive language study program for U.S. students, funded by the U.S. Department of State.

Sophomore Stella Strength was awarded in 2021 the Gilman Scholarship Program study abroad scholarship and traveled to Cadiz, Spain, in summer 2021. From Signal Mountain, Tennessee, Strength is an Honors College student at UofSC majoring in international business and economics. Strength is also a UPS Global Scholar.
GRADUATION HIGHLIGHTS

Moore School graduates are entering the workforce fully prepared and equipped with the skills, attitude and work ethic they need to succeed in their careers. See the graduation numbers by major and program.

<table>
<thead>
<tr>
<th>UNDERGRADUATE GRADUATION NUMBERS</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>126</td>
<td>123</td>
</tr>
<tr>
<td>Business Economics</td>
<td>39</td>
<td>23</td>
</tr>
<tr>
<td>Finance</td>
<td>390</td>
<td>399</td>
</tr>
<tr>
<td>International Business</td>
<td>83</td>
<td>132</td>
</tr>
<tr>
<td>Management</td>
<td>142</td>
<td>144</td>
</tr>
<tr>
<td>Marketing</td>
<td>228</td>
<td>207</td>
</tr>
<tr>
<td>Operations and Supply Chain</td>
<td>170</td>
<td>115</td>
</tr>
<tr>
<td>Real Estate</td>
<td>15</td>
<td>10</td>
</tr>
<tr>
<td>Risk Management and Insurance</td>
<td>87</td>
<td>77</td>
</tr>
<tr>
<td>Total</td>
<td>1280</td>
<td>1230</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRADUATE GRADUATION NUMBERS</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive International MBA</td>
<td>N/A</td>
<td>11</td>
</tr>
<tr>
<td>International MBA</td>
<td>22</td>
<td>23</td>
</tr>
<tr>
<td>Master of Accountancy</td>
<td>50</td>
<td>56</td>
</tr>
<tr>
<td>Master of Arts in Economics</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Master of Human Resources</td>
<td>36</td>
<td>41</td>
</tr>
<tr>
<td>MBA</td>
<td>20</td>
<td>29</td>
</tr>
<tr>
<td>Master of International Business</td>
<td>40</td>
<td>49</td>
</tr>
<tr>
<td>Professional MBA</td>
<td>156</td>
<td>162</td>
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<tr>
<td>Total</td>
<td>328</td>
<td>378</td>
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</table>
## GRADUATE CERTIFICATES

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Analytics</td>
<td>165</td>
<td>190</td>
</tr>
<tr>
<td>Enterprise Resource</td>
<td>21</td>
<td>32</td>
</tr>
<tr>
<td>Planning Systems</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Global Strategy</td>
<td>1</td>
<td>37</td>
</tr>
<tr>
<td>International Finance</td>
<td>N/A</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>187</td>
<td>260</td>
</tr>
</tbody>
</table>

## Ph.D.

<table>
<thead>
<tr>
<th>Ph.D. in Business Administration: Accounting Concentration</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Ph.D. in Business Administration: Finance Concentration</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Ph.D. in Business Administration: International Business Concentration</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Ph.D. in Business Administration: Marketing Concentration</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Ph.D. in Business Administration: Operations Research Concentration</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Ph.D. in Business Administration: Organizational Behavior and Human Resources Concentration</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Ph.D. in Business Administration: Production/Operations Management Concentration</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Ph.D. in Economics</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>17</td>
<td>15</td>
</tr>
</tbody>
</table>

### GRAND TOTAL OF GRADUATES

**2020**: 1,812

**2021**: 1,883
FACULTY RESEARCH

The Moore School’s distinguished faculty research covers a host of themes within their respective departments and is published in major scholarly journals. Many Moore School faculty members work with other renowned thought leaders at institutions and organizations around the globe to provide the most cutting-edge research to advance their professions.

MOORE SCHOOL FACULTY PUBLISHED

<table>
<thead>
<tr>
<th>Year</th>
<th>Scholarly Articles</th>
<th>Major Journals</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019–20</td>
<td>145</td>
<td>82</td>
</tr>
<tr>
<td>2020–21</td>
<td>210</td>
<td>92</td>
</tr>
</tbody>
</table>

MOST-CITED FACULTY

Composed of more than 150 teachers, scholars and practitioners whose expertise encompasses the full spectrum of business disciplines, Moore School faculty members were educated at many of the finest universities in the world. The school is home to 12 (soon to be 13) research centers that advise and work with fellow thought leaders, industry experts, community members and students on the most up-to-date research within their niche areas.

The Moore School has UofSC’s 2nd and 3rd most-cited scholars, with four others in the Top 30 as of fall 2021, according to Google Scholar.

- **Top 2** worldwide for research productivity in international business for 30+ years
- **No. 1** worldwide for human resources research productivity: UofSC benchmarking 2014–2017, independently confirmed by Elsevier
- **No. 2** worldwide for experimental accounting research productivity 2014–2020: Brigham Young University
- **No. 3** nationwide for research productivity in the most-cited marketing publications 2016–2020: *Journal of Marketing*
- **No. 8** worldwide in combined operations management research productivity in the three main operations management journals 2017–2020: *MSOM, POM, JOM*
- **No. 41** in the U.S. for research productivity for all Moore School faculty; No. 51 worldwide 2016–2020: University of Texas at Dallas
## ACCOUNTING

<table>
<thead>
<tr>
<th>2019–20</th>
<th>2020–21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total journal articles published:</strong></td>
<td><strong>Total journal articles published:</strong></td>
</tr>
<tr>
<td>10</td>
<td>11</td>
</tr>
</tbody>
</table>

**Journals included:**
- Accounting Horizons
- Contemporary Accounting Research
- Journal of American Taxation Association
- Journal of Management Accounting Research
- Managerial Auditing Journal
- Southeast CASE Research Journal
- Journal of Business Ethics
- Journal of Information Systems
- Journal of Management Accounting Research

## ECONOMICS

<table>
<thead>
<tr>
<th>2019–20</th>
<th>2020–21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total journal articles published:</strong></td>
<td><strong>Total journal articles published:</strong></td>
</tr>
<tr>
<td>21</td>
<td>21</td>
</tr>
</tbody>
</table>

**Journals included:**
- AIB Insights
- Annals of Family Medicine
- B.E. Journal of Macroeconomics
- Contemporary Economic Policy
- Covid Economics
- Economic Inquiry
- Energy Economics
- Energy Policy
- Industrial and Labor Relations Review
- Journal of the Association of Environmental and Resource Economists
- Journal of Economic Behavior and Organization
- Journal of Health Economics
- Journal of Participation and Employee Ownership
- Management Science
- Production and Operations Management
- Tax Notes
- Applied Economics Letters
- Applied Health Economics and Health Policy
- British Journal of Industrial Relations
- Econometrics and Statistics
- Economics of Education Review
- Economic Modelling
- Energy Economics
- Experimental Economics
- Food Policy
- Journal of Economic Behavior and Organization
- Journal of Economic Growth
- Journal of Economics Teaching
- Journal of Health Economics
- Journal of Mathematical Economics
- Regional Science and Urban Economics
- Social Science and Medicine

## FINANCE

<table>
<thead>
<tr>
<th>2019–20</th>
<th>2020–21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total journal articles published:</strong></td>
<td><strong>Total journal articles published:</strong></td>
</tr>
<tr>
<td>15</td>
<td>32</td>
</tr>
</tbody>
</table>

**Journals included:**
- Financial Analyst
- Financial Management
- Journal of Banking and Finance
- Journal of Finance
- Journal of Financial Economics
- Journal of Financial and Quantitative Analysis
- Journal of Financial Stability
- Journal of Productivity Analysis
- Management Science
- Quarterly Journal of Finance
- Review of Financial Economics
- The Geneva Risk and Insurance Review
- Journal of Banking & Finance
- Journal of Corporate Finance
- Journal of the Economics of Ageing
- Journal of Finance
- Journal of Financial Economics
- Journal of Financial Intermediation
- Journal of Financial and Quantitative Analysis
- Journal of Financial Stability
- Journal of International Money and Finance Journal of Money, Credit, and Banking
- Journal of Productivity Analysis
- Management Science
- Review of Corporate Finance
# INTERNATIONAL BUSINESS

<table>
<thead>
<tr>
<th>Total journal articles published:</th>
<th>2019–20</th>
<th>2020–21</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>34</td>
<td>68</td>
</tr>
</tbody>
</table>

## Journals included:

- AIB Insights
- Asia Pacific Journal of Management \(\text{CUZQUENSIS}\)
- Emerging Markets Review
- Global Strategy Journal
- Journal of Banking and Finance
- Journal of Business Anthropology
- Journal of Business Ethics
- Journal of Business Venturing
- Journal of Corporate Finance
- Journal of Financial Stability
- Journal of International Business Studies
- Journal of International Consumer Marketing
- Journal of International Money and Finance
- Journal of Management
- Journal of Management Studies
- Journal of Travel & Tourism Marketing
- Long Range Planning
- Multinational Business Review
- Academy of Management Review
- The Accounting Review
- Asia Pacific Journal of Management
- Asian Business & Management
- Computational Management Science
- Emerging Markets Review
- Entrepreneurship Theory and Practice
- Finance Research Letters
- Global Strategy Journal
- Health Science Reports
- Industry and Innovation
- International Journal of Innovation Management
- International Public Health Journal
- Journal of Banking and Finance
- Journal of Corporate Finance
- Journal of Cross-Cultural Psychology
- Journal of Financial Intermediation
- Journal of Financial and Quantitative Analysis
- Journal of Financial Stability
- Journal of International Business Studies
- Journal of International Marketing
- Journal of International Money and Finance
- Journal of Management
- Journal of Management Studies
- Journal of Product Innovation Management
- Journal of Strategic Marketing
- Journal of World Business
- Management and Organization Review
- MethodsX
- Organization & Environment
- Pacific-Basin Finance Journal
- Proceedings of the National Academy of Science Public Health
- Research in International Business and Finance
- Research Policy
- Review of Corporate Finance
- Scientific Reports
- Services Marketing Quarterly
- Strategic Management Journal

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**Marc van Essen**

Sonoco International Business Department chair, professor and academic director for the undergraduate International Business and the Master of International Business programs
## MANAGEMENT

### 2019–20

- Total journal articles published: **34**

### 2020–21

- Total journal articles published: **38**

**Journals included:**
- Academy of Management Annals
- Academy of Management Journal
- Academy of Management Proceedings
- Academy of Management Review
- American Journal of Preventive Medicine
- Depression & Anxiety
- Group & Organization Management
- Handbook of Research on Strategic Human Capital Resources
- Human Resource Management
- Journal of Applied Psychology
- Journal of Business and Psychology
- Journal of Management
- Journal of Management Studies
- Organizational Design
- Psychological Science
- Small Group Research
- Academy of Management Perspectives
- Academy of Management Proceedings
- Academy of Management Review
- Annual Review of Organizational Psychology & Organizational Behavior
- Group & Organization Management
- Handbook of Research on Strategic Human Capital Resources
- Human Relations
- Human Resource Management Journal
- Human Resource Management Review
- Journal of Applied Psychology

## MANAGEMENT SCIENCE

### 2019–20

- Total journal articles published: **14**

### 2020–21

- Total journal articles published: **19**

**Journals included:**
- Gestão & Produção
- Health Behavior Policy and Review
- Journal of the Academy of Marketing Science
- Journal of Operations Management
- Management Decision
- Production and Operations Management
- Production Planning & Control
- Business Horizons
- Decision Sciences
- Health Care Management Review
- Information Systems Research
- International Journal of Operations and Production Management
- International Journal of Production Research
- Journal of Humanitarian Logistics and Supply Chain Management
- Journal of Innovative Education
- Journal of Operations Management
- Journal of Revenue and Pricing Management
- Journal of Supply Chain Management
- Production and Operations Management
### MARKETING

<table>
<thead>
<tr>
<th>Journals included:</th>
<th>2019–20</th>
<th>2020–21</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Consumer Psychology Review</td>
<td></td>
<td></td>
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<tr>
<td>• Decision Sciences</td>
<td></td>
<td></td>
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<tr>
<td>• Information Technology &amp; People</td>
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<tr>
<td>• Journal of Academy of Marketing Science</td>
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<tr>
<td>• Journal of the Association of Consumer Research</td>
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<td></td>
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<tr>
<td>• Journal of Cleaner Production</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Journal of Consumer Affairs</td>
<td>16</td>
<td>21</td>
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<tr>
<td>• Journal of Experimental Psychology</td>
<td></td>
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<tr>
<td>• Journal of Marketing</td>
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<tr>
<td>• Journal of Public Policy and Marketing</td>
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<tr>
<td>• Journal of Retailing</td>
<td></td>
<td></td>
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<tr>
<td>• Manufacturing &amp; Service Operations Management</td>
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<tr>
<td>• AMS Review</td>
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<tr>
<td>• European Journal of Marketing</td>
<td></td>
<td></td>
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<tr>
<td>• Information Technology &amp; People</td>
<td></td>
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<tr>
<td>• International Journal of Research in Marketing</td>
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<tr>
<td>• Journal of the Association of Consumer Research</td>
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<tr>
<td>• Journal of Consumer Affairs</td>
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<tr>
<td>• Journal of Consumer Psychology</td>
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<tr>
<td>• Journal of Consumer Research</td>
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<tr>
<td>• Journal of Experimental Psychology: Applied</td>
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<tr>
<td>• Journal of International Business Studies</td>
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<tr>
<td>• Journal of Marketing</td>
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<tr>
<td>• Journal of Marketing Research</td>
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<tr>
<td>• Journal of Retailing</td>
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<td></td>
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<tr>
<td>• Manufacturing &amp; Service Operations Management</td>
<td></td>
<td></td>
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<tr>
<td>• Marketing Science</td>
<td></td>
<td></td>
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<tr>
<td>• Production and Operations Management</td>
<td></td>
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</tr>
</tbody>
</table>

Jeff Rehling, marketing senior lecturer and director of the Center for Marketing Solutions, with MBA students
The Moore School in 2020–21 appointed 18 new Moore Fellows, promoted 14 faculty and hired three new faculty members. Moore Fellows are the school’s highest honor for tenure-track faculty, and each has a term of three years.

### Accounting Fellows
- **Donna Bobek-Schmitt**
  - Moore Fellow
  - Accounting professor
  - 7 years with Moore School

### Economics Fellows
- **Orgul Ozturk**
  - Moore Fellow
  - Economics associate professor
  - 15 years with Moore School

#### Fellows and Promotions
- **Tamara Sheldon**
  - Moore Fellow
  - Promoted in 2021 to economics associate professor
  - 6 years with Moore School

#### Promotions
- **Eric Powers**
  - Promoted in 2021 to finance department chair
  - 23 years with Moore School

- **Matthew Souther**
  - Promoted in 2021 to finance associate professor
  - 2 years with Moore School

### Finance Fellows
- **DH Zhang**
  - Moore Fellow
  - Finance professor
  - 19 years with Moore School

- **Hugh Hoikwang Kim**
  - Moore Research Fellow
  - Finance associate professor
  - 5 years with Moore School

#### Promotions
- **Kenneth Erickson**
  - Promoted to international business clinical associate professor
  - 8 years with Moore School

- **David Hudgens**
  - Promoted to international business clinical associate professor
  - 24 years with Moore School

- **Wolfgang Messner**
  - Promoted to international business clinical professor
  - 24 years with Moore School

- **Daniel Ostergaard**
  - Promoted to international business clinical professor
  - 11 years with Moore School

- **Marc van Essen**
  - Promoted to International Business department chair
  - 7 years with Moore School

### International Business Fellows
- **Sali Li**
  - Distinguished Fellow
  - International Business professor
  - 8 years with Moore School

### New Faculty
- **Hae Kang Lee**
  - Finance assistant professor

- **Hugh Hoikwang Kim**
  - Moore Research Fellow
  - Finance associate professor
  - 5 years with Moore School

- **DH Zhang**
  - Moore Fellow
  - Finance professor
  - 19 years with Moore School

- **Eric Powers**
  - Promoted in 2021 to Finance department chair
  - 23 years with Moore School

- **Matthew Souther**
  - Promoted in 2021 to finance associate professor
  - 2 years with Moore School

- **Kenneth Erickson**
  - Promoted to international business clinical associate professor
  - 8 years with Moore School

- **David Hudgens**
  - Promoted to international business clinical associate professor
  - 24 years with Moore School

- **Wolfgang Messner**
  - Promoted to international business clinical professor
  - 24 years with Moore School

- **Daniel Ostergaard**
  - Promoted to international business clinical professor
  - 11 years with Moore School

- **Marc van Essen**
  - Promoted to International Business department chair
  - 7 years with Moore School
MANAGEMENT

FELLOWS

Lynn McFarland
BPF Dean’s Fellow
Management assistant professor
7 Years with Moore School

Cem Ozturk
BPF Dean’s Fellow
Marketing assistant professor
1 year with Moore School

DJ Schepker
Moore Fellow
Management associate professor; research
director, Center for
Executive Succession
9 years with Moore School

Scott Turner
Moore Fellow
Management associate professor*
14 years with Moore School

PROMOTIONS

Anthony Nyberg
Promoted to
Management department chair
13 years with Moore School

NEW FACULTY

Edwyna Hill
Management assistant professor

MANAGEMENT SCIENCE

FELLOWS

Keith Skowronsni
BPF Dean’s Fellow
Management science assistant professor
5 years with Moore School

Sriram Venkataraman
Moore Fellow
Management science associate professor
8 years with Moore School

PROMOTIONS

Sean Handley
Promoted to
Management Science department chair
Management science associate professor*
4 years with Moore School

Maureen Petkewich
(’03 UofSC master’s in statistics, ’16 UofSC Ph.D. educational psychology and research)
Promoted to management science clinical associate professor
3 years with Moore School; previously taught in the UofSC statistics department for 13 years

Carolyn Queenan
Promoted to
management science clinical professor
9 years with
Moore School

Necati Tereyagolli
Promoted to
management science associate professor
2 years with Moore School

NEW FACULTY

Ross Bagley
Managing director,
Master of Science in
Business Analytics
Management science lecturer
First year with Moore School

MARKETING

FELLOWS

Rafael Becerril Arreola
BPF Dean’s Fellow
Marketing assistant professor
8 years with Moore School

Abhijit Guha
Moore Fellow
Marketing associate professor
6 years with Moore School

Ramkumar Janakiram
Distinguished Fellow
Marketing professor
6 years with Moore School

Xiaojing Yang
Moore Fellow
Marketing associate professor
2 years with Moore School

PROMOTIONS

Kealy Carter (’07 IMBA, ’14 Ph.D. marketing)
Promoted to marketing clinical associate professor
8 years with Moore School

Jeffrey Rehling
Promoted to marketing senior lecturer
10 years with Moore School

*Will be promoted to full professor effective Jan. 1, 2022
ACADEMIC RESEARCH AND PARTNER CENTERS

The Moore School’s 12 centers enhance the school’s capability and capacity to provide experiential learning, conduct research, work closely with corporate partners and keep the curriculum up to date with the needs of the business community. Many of the centers provide opportunities for faculty-led student consulting projects. Plans for a 13th center, the Center for Financial Institutions, began in 2020. Read on for a brief overview of the centers’ projects.
In fiscal year 21, the Center for Applied Business Analytics strengthened its relationships with industry partners and expanded the number of events it held for analytics professionals and the Moore School community. Examples include the development of an annual analytics academic challenge, the Master Modeler Competition, which provides students with the opportunity to solve real-world business problems for a nonprofit as a way to give back to the community, as well as a number of forums and a student hackathon. CABA also established a student organization, the Applied Analytics Club, whose 50 members organized an ongoing speaker series with corporate partners.

This past year, CABA signed five corporate partners, who became financially committed members of the center’s executive council. In conjunction with its industry network, the center conducted data-enabled, real-world projects for students in the MGSC 394: Data Analytics for Business course and played a major role in introducing new business analytics courses within the Moore School.

The Operations and Supply Chain Center conducted 42 capstone consulting projects through undergraduate and graduate consulting courses with center partner firms between fall 2019 and spring 2021. The COVID-19 pandemic caused attrition in center members during fall 2020 with only eight projects completed. However, the center launched an innovative Operations and Supply Chain Humanitarian Initiative in spring 2021. With the initiative, capstone projects were executed at Harvest Hope Food Bank, Hollings Cancer Center of the Medical University of South Carolina and United Way Association of South Carolina.

Between fall 2019 and spring 2021, the center certified 232 undergraduate and graduate students with the industry-validated Sonoco-UofSC Lean Six-Sigma Green Belt Certificate. The OSC center and OSC program were one of the three finalists in the 2020 global UPS George D. Smith Prize competition for the best analytics program from the Institute for Operations and Management Science.
During the COVID-19 pandemic, the Center for Executive Succession expanded the resources available for CEOs, CHROs and other management and human resources professionals. This included the development of the “CEO Succession Planning Playbook,” a 36-page tool that outlines the seven phases of CEO succession, and holding five virtual roundtables with executives from Verizon, ATI Metals, Medtronic, DIRECTV and Home Depot.

From fall 2019 to spring 2021, the center published six research reports: “Building Diversity into the Talent Pipeline for Senior Operating Roles”; “The Chief HR Officer Role”; “Virtual Board Meetings: Reverberations Resulting from COVID-19”; “The CHRO and Culture”; “Building the Executive Leadership Team”; and “Building the Board of Directors.” CES also developed a directors’ council that includes seven members of public company boards such as Intel, American Express, Boeing, Marriott, Bank of America and Johnson & Johnson.

The Riegel & Emory Human Resources Research Center partners with its advisory board to develop outstanding HR talent and build thought leadership in the HR field. The purpose of the advisory board is to advise the Moore School concerning its human resources academic and research programs and to support those programs in pursuit of program goals.

The center’s priorities include finding elite internship and job opportunities for students involved in the human resources program; providing financial support for research activities or scholarships; advising and collaborating on research programs and projects; and engaging in creative thinking about the future of human resources so as to align the curriculum with anticipated professional competencies.
Between fall 2019 and spring 2021, the Faber Entrepreneurship Center staff taught six sections of MGMT 472: Entrepreneurship and Small Business, UofSC’s introductory entrepreneurship course, to more than 330 students. Beginning in fall 2019 and culminating with a pitch competition in April 2020, the Faber Center coordinated the ninth annual The Proving Ground entrepreneurial competition. More than 50 teams entered in two categories, undergraduate and graduate. Jonah Rotholz and Nick Jeffcoat won the undergraduate category with parAnimo, an enterprise designed to lower the customer acquisition costs for solar panel manufacturers and sellers. Rotholz and Jeffcoat went on to represent UofSC in the SEC Student Pitch Competition in October 2020. The Faber Center committed in 2020–21 to host the next SEC Student Pitch Competition in April 2022.

In January 2021, the center also announced that director Dean Kress would retire in 2022 and that Management Assistant Professor Jeff Savage would become the new center director.

The SmartState® Center for Innovation + Commercialization received approval to launch a new Strategic Innovation Graduate Certificate beginning in fall 2021. Since 2016, graduate students from 20 different degree programs from nine colleges and schools at UofSC have enrolled in the center’s courses on innovation.

Prior to the pandemic, the SmartState® Center for Innovation + Commercialization designed and piloted two prototype graduate courses that would later be part of the Strategic Innovation Certificate. One of the courses was a fully experiential course that saw two Professional MBA students working with the SmartState Center for Multifunctional Materials and Structures, the McNair Aerospace Center and the company TIGHITCO to explore additive manufacturing for aerospace applications. Both courses were approved to be published in the UofSC Academic Bulletin and added to the Professional MBA program’s innovation/entrepreneurship concentration.
Due to COVID-19 restrictions on international travel, UofSC’s Center for International Business Education and Research pivoted from actual overseas research travel to supporting and funding more than $100,000 in virtual IB research protocols. This included the use of online survey instruments for data gathering and the expanded use of virtual conferencing and meetings to maintain and expand the Moore School’s Sonoco International Business Department’s expertise in IB research and journal publications.

Just before pandemic restrictions began, CIBER co-sponsored, along with several other institutions’ CIBERs, the biennial Language for Specific Purposes conference in February 2020 in Charlotte, North Carolina, which included providing scholarship awards to several business language faculty to conduct research. In October 2019, CIBER conducted its annual Frontiers in International Business Research Conference at the Moore School, hosting more than 60 leading IB faculty researchers from around the globe to discuss and present research findings to mark the future direction of IB education and research.

Prior to the COVID-19 pandemic, the Folks Center for International Business welcomed Karen Brosius as executive director and set forth a dynamic strategic plan with its Global Advisory Board. In the past year, the center has strengthened its focus on external engagement to international corporate executives, policy makers and organizational leaders and appointed its new chair, Christopher D. Mangum, and acknowledged former Gov. Jim Hodges as the inaugural board chair.

Through cross-campus collaborations with the School of Journalism and Mass Communications, The Walker Institute, and the Department of Languages, Learning and Cultures, the Folks Center presented all-virtual public forums on hot-button international issues to members of the public, as well as the UofSC and Moore School communities. Forum topics included U.S.-China relations, COVID-19 in Europe, the biggest global risks for 2021 and post-pandemic corporate strategies. The center also launched “Companies in the Classroom,” which connects international leaders to the curriculum and provides personal interaction with students on international business issues and career opportunities.
Between fall 2019 and spring 2021, the Center for Marketing Solutions completed 22 corporate-sponsored marketing projects with the undergraduate and graduate programs. In spring 2021, after the International MBA international immersions were canceled, the center coordinated its first multi-company consortium project assessing the long-term impact of COVID-19 across seven global areas in six different industries. Experiential learning efforts are impacting nearly 70 percent of all marketing-focused students in the Moore School. The center also began managing the major’s “for-credit” internship program and hosted the largest Chief Marketing Officer Summit to date in October 2020.

Ahead of the COVID-19 pandemic, the Center for Marketing Solutions expanded its advisory board to 20 dedicated marketing professionals and conducted a comprehensive review of the marketing program’s curriculum.

During 2020–21, the Carolina Sales Institute student competition team achieved its best performances ever with high scores and awards in the Great Northwoods Sales Warm-up in October and then the International Collegiate Sales Competition in November. In spring 2021, the Carolina Sales Institute student team earned first place in the Selling with the Bulls intercollegiate sales competition and then a “sweet-16” finish at the National Collegiate Sales Competition when the Moore School team secured No. 12 out of 69 universities from the U.S.

The COVID-19 pandemic and the subsequent virtual selling reality added even more momentum to the demand for Moore School sales graduates, and five new corporate partners committed to joining the sales center, bringing the total to 10. New center partners confirmed for next fiscal year include State Farm, Federated Insurance, Tom James, Netsuite and Qualtrics.
In 2020–21, the South Carolina Center for Real Estate began the process of establishing an advisory board and setting goals and initiatives for the coming years. In January 2021, the center spearheaded the signing of an agreement with Argus Enterprise for the software and data provider to contribute, at no cost to the university, 50 licenses to the Moore School related to its commercial real estate software. The licenses and software are being utilized in the computer lab by students who want to obtain training and certification related to Argus software systems. The center also continued its involvement in recruiting prospective employers to present to students and increase their recruiting efforts on campus.

Prior to the pandemic, the center focused its efforts on building a framework to increase both the number and level of real estate firms engaging with and hiring graduates from the real estate program. This initiative included obtaining input from employers and industry professionals to ascertain what changes, if any, needed to be made to the curriculum to better prepare students for the workforce; it was determined that a Real Estate Development course should be added to the curriculum.

Between fall 2019 and spring 2021, the Risk and Uncertainty Management Center produced nearly 60 presentations and papers, the majority of which focused on risk management and insurance issues arising amid the COVID-19 pandemic. These efforts, combined with scholarly research and a strong media presence, firmly established the center as an authoritative source for information and analysis on pandemic risk management matters. The center responded to more than 100 media inquiries, many of which focused on issues related to the pandemic.

The center also established a $10,000 research grant for Moore School faculty, targeting research into risk and risk management issues. The center also helped attract $20,000 in new scholarship resources for UofSC risk management and insurance students.
FINANCIAL OVERVIEW
UofSC’s implementation of a Responsibility Center Management (RCM) budget model began July 1, 2020. The implementation of this model means UofSC revenue-generating units now manage revenues and expenditures directly. For the first time, the financial report shows Moore School income and expenditures closer to typical business-based income statements.

Moore School Revenues, Direct Expenses, which the school fully controls, and Indirect Expenses, which are centrally allocated by UofSC for facilities, services and operations provided by UofSC, are reported in the coming pages. In addition, school financial resources are managed by and held in both state and private books, the latter being those of the University of South Carolina-Business Partnership Foundation (BPF) and the UofSC Educational Foundation (UofSC EF). Reports on all three are presented in this section.

The Moore School’s All State Sources and Uses of Funds for FYs 18–21 (which covers academic years 2017–18, 2018–19, 2019–20 and 2020–21) are reported in this section, showing the financial accounts of more than 90 percent of the school's operations for the past four financial years. The remaining, around 10 percent of operations, are accounted for mostly in the private funds administered by the BPF. The financial reports for the BPF and UofSC EF for FYs 18–21 are also provided.
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<tbody>
<tr>
<td>Direct Tuition (Summer undergraduate and graduate)</td>
<td>6,439,395</td>
<td>5,551,011</td>
<td>6,295,348</td>
<td>6,538,671</td>
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<tr>
<td>Undergraduate Tuition: Resident</td>
<td>17,126,969</td>
<td>17,847,522</td>
<td>17,209,684</td>
<td>17,318,082</td>
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<tr>
<td>Undergraduate Tuition: Non-Resident</td>
<td>47,424,569</td>
<td>49,326,200</td>
<td>49,647,284</td>
<td>47,991,728</td>
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<tr>
<td>Graduate</td>
<td>7,968,085</td>
<td>7,706,614</td>
<td>6,836,264</td>
<td>6,839,208</td>
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<tr>
<td><strong>Total Tuition</strong></td>
<td><strong>78,959,017</strong></td>
<td><strong>80,431,348</strong></td>
<td><strong>79,988,580</strong></td>
<td><strong>78,687,689</strong></td>
</tr>
<tr>
<td>UG Enrichment Fee</td>
<td>7,040,334</td>
<td>7,179,780</td>
<td>7,119,094</td>
<td>6,979,256</td>
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<tr>
<td>General State Appropriations</td>
<td>10,527,655</td>
<td>11,180,619</td>
<td>11,601,198</td>
<td>11,774,900</td>
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<tr>
<td>Indirect Cost Recovery (IDC) Revenue (contra below)</td>
<td>137,716</td>
<td>142,335</td>
<td>207,255</td>
<td>131,072</td>
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<tr>
<td>Sales, Services and Other Revenue (Executive International Master of Business Administration, short-term study abroad FY20)</td>
<td>484,744</td>
<td>670,091</td>
<td>1,130,146</td>
<td>110,019</td>
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<tr>
<td>Grants, Contracts and Gifts: Restricted Funds**</td>
<td>2,142,224</td>
<td>3,763,164</td>
<td>3,107,118</td>
<td>3,110,023</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>99,291,689</strong></td>
<td><strong>103,367,336</strong></td>
<td><strong>103,153,391</strong></td>
<td><strong>100,792,959</strong></td>
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<thead>
<tr>
<th>USES OF FUNDS: PERSONNEL</th>
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<tbody>
<tr>
<td>Faculty</td>
<td>32,625,772</td>
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<tr>
<td>Staff</td>
<td>6,264,692</td>
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<tr>
<td>Students</td>
<td>1,874,355</td>
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<td>Grants, Other Restricted and Miscellaneous</td>
<td>371,079</td>
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<tr>
<td>Total Salaries and Wages</td>
<td>41,135,898</td>
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<td>Fringe Benefits</td>
<td>11,213,234</td>
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<tr>
<td><strong>Total Personnel</strong></td>
<td><strong>52,349,132</strong></td>
</tr>
<tr>
<td>Student Scholarships and Tuition Assistance</td>
<td>2,079,888</td>
</tr>
<tr>
<td><strong>Total Personnel, Student Scholarship and Tuition Assistance</strong></td>
<td><strong>54,429,020</strong></td>
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<thead>
<tr>
<th>USES OF FUNDS: NON-PERSONNEL</th>
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</thead>
<tbody>
<tr>
<td>Services</td>
<td>1,222,050</td>
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<tr>
<td>Travel</td>
<td>1,024,203</td>
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<tr>
<td>Supplies</td>
<td>581,471</td>
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<tr>
<td>Rents, Fixed Charges and Equipment</td>
<td>1,171,226</td>
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<tr>
<td>Other Charges: Indirect Costs</td>
<td>140,149</td>
</tr>
<tr>
<td><strong>Total Non-Personnel Uses</strong></td>
<td><strong>4,139,099</strong></td>
</tr>
<tr>
<td><strong>Total Direct Expense</strong></td>
<td><strong>58,568,119</strong></td>
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</tbody>
</table>

| Contras and Transfers: Inflow (Outflow) | 439,158 | (15,494) | 247,274 | 657,049 |
| Support Unit Allocation Expense† | 33,095,710 | 35,809,805 | 38,102,074 | 34,287,985 |
| Margin (Deficit) Before Model Allocations | 8,067,019 | 8,308,960 | 5,008,589 | 6,600,113 |

<table>
<thead>
<tr>
<th>MODEL ALLOCATIONS: INFLOW (OUTFLOW)</th>
<th></th>
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<tbody>
<tr>
<td>Net Model Allocations (Participation Fee/Subvention)</td>
<td>(5,383,980)</td>
</tr>
<tr>
<td>Net margin (deficit) after Model Allocations</td>
<td>2,683,039</td>
</tr>
<tr>
<td>Beginning Carryforward: Legacy Budget Model‡</td>
<td>7,348,086</td>
</tr>
<tr>
<td>Ending Carryforward: New Budget Model‡</td>
<td>10,051,125</td>
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FINANCIAL METRICS

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<tr>
<th></th>
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<tbody>
<tr>
<td>Faculty Salary/Total Revenue</td>
<td>32.9%</td>
<td>30.8%</td>
<td>31.5%</td>
<td>32.9%</td>
</tr>
<tr>
<td>Staff Salary/Total Revenue</td>
<td>6.3%</td>
<td>6.1%</td>
<td>6.2%</td>
<td>6.3%</td>
</tr>
<tr>
<td>Total Faculty Staff Salary/Total Revenue</td>
<td>39.2%</td>
<td>36.9%</td>
<td>37.7%</td>
<td>39.2%</td>
</tr>
<tr>
<td>Fringe Benefits/Total Revenue</td>
<td>11.3%</td>
<td>11.4%</td>
<td>12.2%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Fringe Benefits/Total Salary</td>
<td>27.3%</td>
<td>29.3%</td>
<td>30.8%</td>
<td>31.3%</td>
</tr>
<tr>
<td>Students Salary, Scholarships and Tuition Assistance/Total Revenue</td>
<td>4.0%</td>
<td>4.3%</td>
<td>4.3%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Total Salary, Scholarships and Tuition Assistance/Total Revenue</td>
<td>54.8%</td>
<td>53.0%</td>
<td>54.6%</td>
<td>57.1%</td>
</tr>
<tr>
<td>Support Unit Costs/Total Revenue</td>
<td>33.3%</td>
<td>34.6%</td>
<td>36.9%</td>
<td>34.0%</td>
</tr>
<tr>
<td>Non-Personnel Operating Costs/Total Revenue</td>
<td>4.2%</td>
<td>4.3%</td>
<td>3.8%</td>
<td>2.9%</td>
</tr>
<tr>
<td>Margin (Deficit) before Participation Fee/Subvention</td>
<td>8.1%</td>
<td>8.0%</td>
<td>4.9%</td>
<td>6.5%</td>
</tr>
<tr>
<td>Net Model Allocations Inflow (Outflow)/Total Revenue</td>
<td>-5.4%</td>
<td>-7.2%</td>
<td>-5.0%</td>
<td>-1.6%</td>
</tr>
<tr>
<td>Ending Carryforward/Total Revenue**</td>
<td>10.1%</td>
<td>7.5%</td>
<td>6.6%</td>
<td>11.0%</td>
</tr>
</tbody>
</table>

*New Budget Model Format that went live July 1, 2020 (FY 21)
**On Average, 80 percent is sourced from donor gifts to the Moore School booked in the Business Partnership and Educational Foundations

REVENUES

Given the capping of the undergraduate student body and the relatively stable number of students at the Moore School, and given there has been no UofSC tuition increase since fall 2019, tuition revenues have remained relatively flat over the four years reported and represent 78 percent of total revenues with more than 85 percent of these generated from fall, spring and summer undergraduate classes. Graduate and Ph.D. programs comprise between 13–15 percent of total tuition, and notably undergraduate non-resident tuition accounts for around 61 percent of tuition revenue.

The drop in non-resident tuition revenues from $49.7 million in 2019–20 to $48 million in 2020–21 largely explains the over 2 percent drop in total revenues in 2020–21; this drop was caused mostly by the decrease in out-of-state students in 2019–20, as freshmen preferred to remain closer to home in their college choices. In fall 2019, out-of-state students were 67.3 percent of the undergraduate student body; in fall 2020 this number decreased to 62.29 percent, meaning revenues dropped, too.

Though the Moore School fully supports the increase of in-state students to 37.7 percent of undergraduates in fall 2020 from 32.7 percent in fall 2019, out-of-state students yield higher revenues than in-state students, so revenues have been impacted. The drop in revenues from $103.2 million in 2019–20 to $100.8 million in 2020–21 accounts for this in-state percentage increase.

The notable drop in revenues reported in Sales, Services and Other Revenues in 2020–21 is explained primarily by the fact that no short-term study abroad took place due to COVID-19. Whether STSA returns to pre-COVID levels in the current academic year remains to be seen.
Approximately 90 percent of Direct Expenses, which are expenses controlled by the school, is invested in faculty, staff and student wages and in fringe benefits primarily devoted to employer portions of social security, Medicare, health insurance and retirement. As with all universities, human capital costs are dominated by faculty, who are the primary expense drivers. In 2020–21, faculty salaries excluding fringe are $33.1 million, while staff salaries are $6.4 million, with faculty and staff salaries in 2020–21 comprising 39.2 percent of expenses, up from 37.7 percent in 2019–20.

Further, with flat student numbers and revenues, faculty, staff and student headcounts and wages as a percent of total expenses have remained relatively flat as well, though the school has provided retention, promotion and UofSC compression wage increases to faculty and staff, with staff raises placed on hold during 2020–21.

Notable in both faculty and staff salaries is the relatively small increase in each over the four-year period. From 2017–18 to 2020–21, faculty salaries grew from $32.6 million to $33.1 million, while staff salaries increased from $6.26 million to $6.36 million. Over the same period, Total Salaries rose from $41.1 million to $41.6 million. This underscores that the increase in Total Personnel Costs from $52.3 million in 2017–18 to $54.7 million in 2020–21 mostly derives from a 16 percent increase in fringe benefits from 2017–18 to 2020–21 totaling $1.8 million, with the increase in Donor Scholarships and Moore School Tuition Assistance from $2.1 million in 2017–18 to $2.9 million in 2020–21. Also notable is that Non-Personnel Operating costs declined from $4.1 million in 2017–18 to $3 million in 2020–21; this drop was mostly caused by travel being prohibited over the pandemic. Travel was more than $1.1 million in 2018–2019, the last full financial year before the pandemic. In 2020–21, travel was only $15,379.

Indirect Costs listed as Support Unit allocated expense\(^1\), which are expenses not controlled by the Moore School, have increased 15 percent from 2017–18 to 2019–20, with a one-time COVID-19 pandemic-related 10 percent budget decrease in 2020–21. This increase combined with the 16 percent increase in fringe benefits are the primary cause of the Moore School’s margin before model allocations dropping from 8.1 percent to 6.5 percent in 2020–21.
A CLOSER LOOK AT MOORE SCHOOL EXPENSES

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Salaries and Wages</td>
<td>41,135,898</td>
<td>40,385,917</td>
<td>41,014,434</td>
<td>41,626,493</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>11,213,234</td>
<td>11,823,183</td>
<td>12,619,601</td>
<td>13,026,011</td>
</tr>
<tr>
<td><strong>Total Personnel</strong></td>
<td>52,349,132</td>
<td>52,209,100</td>
<td>53,634,035</td>
<td>54,652,504</td>
</tr>
<tr>
<td>Student Scholarships and Tuition Assistance**</td>
<td>2,079,888</td>
<td>2,615,782</td>
<td>2,706,890</td>
<td>2,936,129</td>
</tr>
<tr>
<td><strong>Total Personnel, Student Scholarship and Tuition Assistance</strong></td>
<td>54,429,020</td>
<td>54,824,882</td>
<td>56,340,925</td>
<td>57,588,633</td>
</tr>
<tr>
<td>Total Non-Personnel Uses*</td>
<td>4,139,099</td>
<td>4,408,196</td>
<td>3,949,077</td>
<td>2,973,277</td>
</tr>
<tr>
<td>Support Unit Allocation Expense‡</td>
<td>33,095,710</td>
<td>35,809,805</td>
<td>38,102,074</td>
<td>34,287,985</td>
</tr>
<tr>
<td><strong>Total Direct Expense</strong></td>
<td>58,568,119</td>
<td>59,233,078</td>
<td>60,290,002</td>
<td>60,561,910</td>
</tr>
</tbody>
</table>

*Includes travel, technology equipment/software, advertising, educational supplies, research and library data subscriptions, registration and memberships and site building leases

**78-83 percent is funded from gift revenue sourced mostly from the BPF and EF. Transfers between the Moore School, the BPF and EF have not been eliminated as each entity is discretely presented similar the component unit presentation in the UofSC audited financial statements

‡UofSC supports unit costs from IT, Central Services and Administration, Facilities, Academic Affairs, Enrollment Scholarship, Library and strategic efficiency initiatives allocated to the Moore School

MOORE SCHOOL STATE ALL FUNDS PERSONNEL USE (in millions of dollars)
MOORE SCHOOL: STATE ALL FUNDS CARRYFORWARD

Moore School State All Funds Carryforwards represent the excess of annual and accumulated state sources over uses, which are 95 percent unrestricted; 2017–20 represents the ending carryforward that would have been created if the university implemented the new budget model during those respective years. For 2020–21, the fiscal year when the new budget model went live, beginning and ending carryforwards represent the actual carryforwards in the new budget model. The $5 million increase in the 2020–21 carryforward is primarily due to the following and may not represent the future:

- $1.3 million reduction in tuition as compared to 2019–20, mostly due to the decrease of the non-resident tuition pool
- $700K reduction in short-term study abroad non-tuition student fees due to the COVID-19 pandemic
- $300K reduction in Executive International MBA partner contractual fees due to a receipt of funds-timing difference
- $600K increase in salary, net of $500K furlough reductions that were pandemic related
- $400K increase in fringe benefits
- $800K reduction in travel due to the pandemic
- $3.8 million reduction in support unit allocation expense due to pandemic cost mitigation
- $3.5 million reduction in participation fee/subvention outflow

MOORE SCHOOL STATE ALL FUNDS ENDING CARRYFORWARD - NEW BUDGET MODEL* (in millions of dollars)  

<table>
<thead>
<tr>
<th>Year</th>
<th>Carryforward</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 18</td>
<td>10</td>
</tr>
<tr>
<td>FY 19</td>
<td>7.8</td>
</tr>
<tr>
<td>FY 20</td>
<td>6.8</td>
</tr>
<tr>
<td>FY 21</td>
<td>11.1</td>
</tr>
</tbody>
</table>

*All beginning carryforwards are actual; FY 21 ending carryforward is actual in the new budget model  

Fiscal year 22 will present a new set of revenue, expense and annual margin pressures due to the continued uncertainty of the pandemic on actual registered undergraduate and graduate enrollments, more transparent measures in the new budget model coming to the forefront and a return to normal personnel expenses as follows:

- Undergraduate tuition, representing 85 percent of tuition revenue, based on fall 2021 actual funds is $2.5 million–$3 million less than 2020–21 due to a forecasted $7 million decrease in resident tuition pools. This is coupled with a decrease in the resident and non-resident metrics that drive the Moore School’s allotment of the resident and non-resident tuition pools. This is offset by forecasted increases of $800K in summer and graduate tuition based on fall 2021 actual funds and a $600K increase in the school’s share of state appropriations including state tuition mitigation and mandated increases not covering dollar-for-dollar impacts
- Recurring personnel costs will increase in 2021–22 due to the 2.5 percent state-mandated salary increase of $825K not covered dollar for dollar by the state funding of this mandate, the actualization of university strategic initiatives for faculty retention/salary compression of $460K and staff retention increases of $65K, end of pandemic salary furlough of $500K, in addition to replacements of previously separated faculty and staff
- Increases in fringe benefits of $1.2 million, of which $700K is for increased salary costs and $500K related to an increase in employer-funded pension costs
- $3.6 million increase in support unit allocated costs in the range of pre-pandemic levels

To mitigate these revenue and cost pressures, the Moore School is, among other actions:

- Conservatively budgeting state and private unrestricted funds
- Researching and modeling graduate program tuition changes
- Considering the impact of increasing the undergraduate enrollment cap
- Assessing an increase in the undergraduate enrichment fee
The University of South Carolina-Business Partnership Foundation (BPF) has supported the Moore School for more than 50 years by:

- Ensuring fiduciary oversight of the funds provided by generous donors and corporate partners.
- Delivering continuing education to the business community through the Daniel-Mickel Center for Executive Education.
- Providing financial and administrative support for academic centers and other programs across the Moore School through BPF’s wholly owned subsidiary, Corporate Solutions, LLC.

All funds held by the BPF for the benefit of the Moore School are governed by the BPF Board of Trustees through formal by-laws and other governing documents. Each year the board approves a spend rate for donor-restricted endowed funds, along with annual allocations from board-designated and unrestricted funds to support requests by the Moore School.

Revenues to the BPF include contributions and grants, program revenues and returns on invested assets. Expenses include grants to the Moore School for academic support and student scholarships and fellowships; operating funds for staff supporting student placement and external relations; costs to deliver continuing education and other mission-related programs; and administrative costs.

**THE UNIVERSITY OF SOUTH CAROLINA-BUSINESS PARTNERSHIP FOUNDATION AND SUBSIDIARY AS OF JUNE 30, 2021**

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
<th>FY 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing Education and Educational Programs</td>
<td>3,520,273</td>
<td>4,290,872</td>
<td>3,858,707</td>
<td>3,992,880</td>
</tr>
<tr>
<td>Contributions and Grants Received</td>
<td>5,527,219</td>
<td>2,888,095</td>
<td>2,735,934</td>
<td>4,075,679</td>
</tr>
<tr>
<td>Investment Return</td>
<td>8,664,243</td>
<td>5,682,801</td>
<td>2,312,650</td>
<td>37,061,031</td>
</tr>
<tr>
<td>Total Revenues</td>
<td>17,711,735</td>
<td>12,861,768</td>
<td>8,907,291</td>
<td>45,129,590</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
<th>FY 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing Education and Educational Programs</td>
<td>3,129,720</td>
<td>3,869,174</td>
<td>3,942,231</td>
<td>3,318,524</td>
</tr>
<tr>
<td>Academic and Student Support</td>
<td>2,590,722</td>
<td>3,024,023</td>
<td>3,465,269</td>
<td>3,279,271</td>
</tr>
<tr>
<td>External Relations, Events and Other Programs</td>
<td>866,271</td>
<td>1,285,143</td>
<td>1,022,665</td>
<td>513,197</td>
</tr>
<tr>
<td>Administrative</td>
<td>527,245</td>
<td>715,946</td>
<td>873,966</td>
<td>868,412</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>7,113,958</td>
<td>8,894,286</td>
<td>9,304,131</td>
<td>7,979,404</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOTAL NET ASSETS</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
<th>FY 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Net Assets</td>
<td>108,416,973</td>
<td>112,384,455</td>
<td>111,987,615</td>
<td>149,137,801</td>
</tr>
</tbody>
</table>
UNIVERSITY OF SOUTH CAROLINA EDUCATIONAL FOUNDATION: REVENUE AND EXPENSE

The spendable revenue generated from the Moore School’s donor funds held at the Educational Foundation is available for use annually based upon donor restrictions on the uses of funds. Of special significance is the considerable investment earnings experienced in FY 21. The expenses below reflect the use of allotted spendable revenue from earnings used to satisfy donor restrictions that provide program, student and academic support.

EDUCATIONAL FOUNDATION: SOURCES AND USES OF MOORE SCHOOL FUNDS HELD

<table>
<thead>
<tr>
<th>SOURCES OF FUNDS</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
<th>FY 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Gifts</td>
<td>75,884</td>
<td>115,466</td>
<td>97,248</td>
<td>132,395</td>
</tr>
<tr>
<td>Investment Earnings</td>
<td>4,412,282</td>
<td>1,469,040</td>
<td>1,678,787</td>
<td>18,396,892</td>
</tr>
<tr>
<td>Total Revenues</td>
<td>4,488,166</td>
<td>1,584,506</td>
<td>1,776,035</td>
<td>18,529,287</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>USES OF FUNDS</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
<th>FY 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Support</td>
<td>107,677</td>
<td>175,033</td>
<td>312,385</td>
<td>285,804</td>
</tr>
<tr>
<td>Scholarships and Fellowships</td>
<td>187,810</td>
<td>159,746</td>
<td>220,274</td>
<td>172,399</td>
</tr>
<tr>
<td>Allocation to BPF for the Moore School</td>
<td>N/A</td>
<td>1,231,711</td>
<td>1,000,000</td>
<td>1,500,000</td>
</tr>
<tr>
<td>Administrative</td>
<td>108,641</td>
<td>104,009</td>
<td>104,872</td>
<td>116,932</td>
</tr>
<tr>
<td>Total Uses of Funds</td>
<td>404,128</td>
<td>1,670,499</td>
<td>1,637,531</td>
<td>2,075,135</td>
</tr>
</tbody>
</table>

NET ASSETS SUPPORTING THE MOORE SCHOOL: STATE, BUSINESS PARTNERSHIP FOUNDATION AND EDUCATIONAL FOUNDATION

In addition to the BPF net assets of $149 million as of June 30, 2021, donor-restricted net assets are held by both the University of South Carolina and the University of South Carolina Educational Foundation, bringing total private net assets held for the benefit of the Moore School to $224 million.

- BPF: $149 Million
- UofSC Educational Foundation: $72 Million
- UofSC: $3 Million

TOTAL NET ASSETS SUPPORTING MOORE SCHOOL AS OF JUNE 30, 2021
MOORE SCHOOL IMPACT
U.S. businesses face a shortage of 1.5 million managers with the skills to capitalize on and transform massive amounts of data into insights that can guide decision-making and provide value to their organizations, according to a pre-pandemic study by McKinsey Global Institute. The Moore School is committed to filling that void by ensuring that undergraduates are equipped with the data and technology skills hiring managers seek. Undergraduates are now required to receive unprecedented quantitative and data analytic preparation. Additionally, many full-time MBA and Professional MBA students are completing Business Analytics Graduate Certificates.

As a result of a curriculum redesign in 2015 and other steps taken over the past four years, Moore School graduates leave the school data proficient, analytically capable and functionally based — skills that are crucial for high-value business jobs.

**MOORE SCHOOL TIMELINE**

**FALL 2016**
- Undergraduate program moves from a two-year (juniors and seniors) to a four-year program
- Freshmen complete courses in accounting, economics and statistics with a required quantitative course; progression to sophomore requires a 3.0 GPA instead of 2.8
- Faculty increase rigor and expect more of students
- Students’ soft skills enhanced, experiential learning expanded and student services are improved

The four-year configuration also means the dean meets freshmen soon upon their arrival on campus to foster their engagement with the academic task ahead of them; they are reminded that failure is an option if they do not perform well.

**SPRING 2017**
- Business Analytics concentration added; the concentration requires completion of one analytics core course and an additional three analytics courses connected to majors.

**FALL 2017**
- Restructured the No. 1-ranked International MBA program. The international immersion portion was moved to the fourth semester, extending the six-month core to 11 months, and program internships were transitioned from international to domestic, thus improving student preparedness and overall job placement rates.
SPRING 2019

The Moore School Data Lab is established. Sophomores learn to code in R and have the opportunity to use SQL and Power BI for data management and visualization, all to prepare for more intensive analytics encountered in majors and the business analytics concentration.

SPRING 2020

Undergraduates still report an 81 percent job placement rate despite the COVID-19 pandemic’s disruption of the job market.

SPRING 2021

• Undergraduates recorded the highest ever reported job placement rate at 90 percent.
• 864 students were enrolled in the Business Analytics undergraduate concentration while 202 students were enrolled in the Business Analytics Graduate Certificate.
HISTORIC JOB PLACEMENT AND SALARIES

The continued success of Moore School graduates showcases the value-added skills they’re graduating with and taking into their first jobs. The Moore School Office of Career Management helps students obtain competitive jobs at many multinational Forbes 500 companies, and the capabilities and skills they’ve gained set Moore School students apart, allowing them to obtain top jobs and offer immense value to their employers from day one.

The job placement/salary data included in this report was collected via the industry-accepted National Association of Colleges and Employers (NACE) online survey, and all student data is self-reported. Responses for the 2021 survey were gathered from 1,259 graduates with a response rate of 51.47 percent (648 respondents). As the data shows, salary and placement outcomes have improved considerably in recent years and now rank at or close to those of Top 25 schools across our country.

UNDERGRADUATE OVERALL REPORTED JOB PLACEMENT RATES

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>81%</td>
</tr>
<tr>
<td>2021</td>
<td>90%</td>
</tr>
</tbody>
</table>

UNDERGRADUATE OVERALL REPORTED SALARIES

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$58,824</td>
</tr>
<tr>
<td>2021</td>
<td>$58,940</td>
</tr>
</tbody>
</table>

THE TOP 15% OF STUDENTS IN THE CLASS REPORTED AN AVERAGE SALARY OF

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$82,436</td>
</tr>
<tr>
<td>2021</td>
<td>$82,468</td>
</tr>
</tbody>
</table>

ACCOUNTING

REPORTED AVERAGE SALARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$57,783</td>
</tr>
<tr>
<td>2021</td>
<td>$58,892</td>
</tr>
</tbody>
</table>

REPORTED EMPLOYMENT RATE

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>88%</td>
</tr>
<tr>
<td>2021</td>
<td>95%</td>
</tr>
</tbody>
</table>

ECONOMICS

REPORTED AVERAGE SALARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$62,614</td>
</tr>
<tr>
<td>2021</td>
<td>$58,147</td>
</tr>
</tbody>
</table>

REPORTED EMPLOYMENT RATE

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>81%</td>
</tr>
<tr>
<td>2021</td>
<td>95%</td>
</tr>
</tbody>
</table>

FINANCE

REPORTED AVERAGE SALARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$60,370</td>
</tr>
<tr>
<td>2021</td>
<td>$61,979</td>
</tr>
</tbody>
</table>

REPORTED EMPLOYMENT RATE

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>85%</td>
</tr>
<tr>
<td>2021</td>
<td>91%</td>
</tr>
</tbody>
</table>

INTERNATIONAL BUSINESS*

REPORTED AVERAGE SALARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$66,382</td>
</tr>
<tr>
<td>2021</td>
<td>$62,653</td>
</tr>
</tbody>
</table>

REPORTED EMPLOYMENT RATE

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>87%</td>
</tr>
<tr>
<td>2021</td>
<td>98%*</td>
</tr>
</tbody>
</table>

*All IB majors must also double major in a functional area
### Management

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$53,963</td>
<td>76%</td>
</tr>
<tr>
<td>2021</td>
<td>$54,161</td>
<td>84%</td>
</tr>
</tbody>
</table>

### Marketing

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$55,194</td>
<td>74%</td>
</tr>
<tr>
<td>2021</td>
<td>$55,415</td>
<td>84%</td>
</tr>
</tbody>
</table>

### Operations and Supply Chain

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$62,786</td>
<td>85%</td>
</tr>
<tr>
<td>2021</td>
<td>$61,386</td>
<td>94%</td>
</tr>
</tbody>
</table>

### Real Estate

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$54,548</td>
<td>91%</td>
</tr>
<tr>
<td>2021</td>
<td>$55,667</td>
<td>95%</td>
</tr>
</tbody>
</table>

### Risk Management and Insurance

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$56,856</td>
<td>87%</td>
</tr>
<tr>
<td>2021</td>
<td>$58,021</td>
<td>92%</td>
</tr>
</tbody>
</table>

For more information about the combined majors’ reported salaries and employment rates, view the Undergraduate Majors Report at [sc.edu/moore/majorreport](http://sc.edu/moore/majorreport).

### Graduate Employment by Program

#### International MBA

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$90,978</td>
<td>76%</td>
</tr>
<tr>
<td>2021</td>
<td>$95,475</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### MBA

<table>
<thead>
<tr>
<th>Year</th>
<th>Reported Average Salary</th>
<th>Reported Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$100,929</td>
<td>64%</td>
</tr>
<tr>
<td>2021</td>
<td>$82,728</td>
<td>95%</td>
</tr>
</tbody>
</table>

The COVID-19 pandemic likely impacted reported salaries and job placement rates in 2020 and 2021.
### Master of Accountancy

**Reported Average Salary**

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$54,761</td>
</tr>
<tr>
<td>2021</td>
<td>$55,981</td>
</tr>
</tbody>
</table>

**Reported Employment Rate**

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>98%</td>
</tr>
<tr>
<td>2021</td>
<td>98%</td>
</tr>
</tbody>
</table>

### Master of International Business

**Reported Average Salary**

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$55,100</td>
</tr>
<tr>
<td>2021</td>
<td>$58,171</td>
</tr>
</tbody>
</table>

**Reported Employment Rate**

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>89%</td>
</tr>
<tr>
<td>2021</td>
<td>95%</td>
</tr>
</tbody>
</table>

### Master of Human Resources

**Reported Average Salary**

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$84,819</td>
</tr>
<tr>
<td>2021</td>
<td>$82,876</td>
</tr>
</tbody>
</table>

**Reported Employment Rate**

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>100%</td>
</tr>
<tr>
<td>2021</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Ph.D. in Business Administration

**Reported Average Salary**

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$155,667</td>
</tr>
<tr>
<td>2021</td>
<td>$148,364</td>
</tr>
</tbody>
</table>

**Reported Employment Rate**

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>100%</td>
</tr>
<tr>
<td>2021</td>
<td>100%</td>
</tr>
</tbody>
</table>

- Professional MBA program: Moore School doesn’t track since most are already employed while they’re enrolled.
- Master of Arts in Economics: as a small program, no students graduated in 2020 or 2021.


---

### Office of Career Management

A strategic restructuring of the Office of Career Management was done in tandem with the 2016 curriculum shift that included doubling the OCM staff to 18 from eight staff members.

Five undergraduate career coaches were hired to provide personalized individual career coaching to students by majors. They assist with resume editing, salary negotiation, internship applications and interview practice, among other things.

Each semester the Moore School’s Office of Career Management hosts the Business EXPO job and internship fair. The event features dozens of companies looking to hire Moore School students.

<table>
<thead>
<tr>
<th>Business Expo Year/Semester</th>
<th>Number of Companies</th>
<th>Number of Representatives Who Attended</th>
<th>Number of Students Checked In</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2019 (in person)</td>
<td>130</td>
<td>322</td>
<td>1,509</td>
</tr>
<tr>
<td>Spring 2020 (in person)</td>
<td>99</td>
<td>219</td>
<td>1,049</td>
</tr>
<tr>
<td>Fall 2020 EXPO 1 (virtual)</td>
<td>97</td>
<td>350</td>
<td>1,036</td>
</tr>
<tr>
<td>Fall 2020 EXPO 2 (virtual)</td>
<td>30</td>
<td>221</td>
<td>595</td>
</tr>
<tr>
<td>Spring 2021 (virtual)</td>
<td>97</td>
<td>193</td>
<td>706</td>
</tr>
</tbody>
</table>
MOORE SCHOOL IMPACT

ENHANCING ALUMNI NETWORKS

The Moore School is working closely with alumni in key U.S. cities to more intentionally network and build relationships with the companies that hire UofSC students and recent graduates for internships and full-time positions.

At the alumni hub events, the in-house alumni team is joined by the Moore School's Office of Career Management, which works with alumni to place students in jobs and internships. They create a pipeline for alumni to get involved; not only do alumni connect with others who may help them in their career, but they also serve as student mentors and often hire mentees to work at their companies after graduation.

CURRENT ALUMNI HUB CITIES

ATLANTA, GA
CHARLESTON, SC
DALLAS, TX
FLORENCE, SC
GREENVILLE, SC
HOUSTON, TX
MIAMI, FL
MYRTLE BEACH, SC
NEW YORK CITY, NY
RALEIGH/DURHAM/CHAPEL HILL, NC
SAN FRANCISCO, CA
SEATTLE, WA
As a leader in international business education, the Moore School already has a major presence around the globe. To encourage networking and support of Gamecocks abroad, a handful of alumni are building international alumni groups in countries with a high number of alumni to complement the U.S. cities’ networks.

The Moore School’s Office of Alumni Engagement is working with alumni leaders in Germany, France, the United Kingdom, Colombia and Canada to formalize their international networks.

**COLOMBIA, SOUTH AMERICA**

**HUB LEADER:** Mauricio Villafrade Torres

(‘98 finance)

**RESIDES IN:** Bogotá, Colombia

**EMAIL:** mvillafrade@gmail.com

**FRANCE**

**HUB LEADER:** Gilles Lachkar

(‘88 MIBS)

**RESIDES IN:** Brittany, France

**EMAIL:** gilles.lachkar@gmail.com

**GERMANY**

**HUB LEADER:** Patrick McManus

(‘11 IMBA)

**RESIDES IN:** Stuttgart, Germany

**EMAIL:** mcmanus.patrick.b@gmail.com

**UNITED KINGDOM AND IRELAND**

**HUB LEADER:** Daniel Peach

(‘10 international business, accounting and UofSC French and Spanish)

**RESIDES IN:** London, England

**EMAIL:** danielpeach10@gmail.com

**CANADA**

**HUB LEADER:** Abhinav Syal

(‘17 IMBA)

**RESIDES IN:** Toronto, Canada

**EMAIL:** abhisyal23@gmail.com

For more information about alumni hub cities and how to get involved, contact Bo Hart at bo.hart@moore.edu.
The Moore School is a business school with a distinct global focus that provides students with a world-class faculty, unique research and experiential learning, dozens of global partnerships and a multicultural environment.

With more than 50,000 alumni working in nearly 100 countries and all 50 states, Moore School students are leaders in their industries, which range from multinational corporations to independent small businesses. They’ve gone on to excel at more than 100 top-performing companies such as Amazon, Coca-Cola, ESPN, Microsoft, Wells Fargo, Boeing, Google and UPS.

The Sonoco International Business Department has developed more than 80 partnerships with the top international business schools in more than 35 countries — more than any other U.S. university.

The plan is to continue the "partner-based model" and intensify the relationships by developing multiple programs with the partners. The transaction costs are lower, and commitment is higher. For example, with ESSEC (France), Bocconi (Italy) and Aalto (Finland), the Moore School has agreements for undergraduate international business exchange, cohort programs and a double master’s degree. The department is in the process of obtaining access for students to specialized master’s programs, which are sometimes taught in local languages and in areas such as digital business and sustainability.
SOUTH CAROLINA IMPACT

The Moore School not only serves South Carolina students, families and businesses by changing students’ lives and annually producing thousands of graduates, but the school also sponsors and oversees other initiatives that greatly benefit the state. These initiatives include:

- Two Moore School economists, professors Doug Woodward and Joseph Von Nessen, annually present the Economic Outlook Conference to business executives and others leaders of the state. Typically attended by hundreds of delegates, this premier event has been offered since 1981. Woodward and Von Nessen have also performed economic impact studies for South Carolina-based organizations as well as for UofSC.

- Dean Peter Brews personally serves the South Carolina community by his membership on multiple boards, Brews has partnered with business and community leaders to create economic development plans for metropolitan areas and counties and developed a mostly rural county’s economic development plan with help from Woodward and Von Nessen.

- To spread the message about the Moore School’s impact on the state of South Carolina, Brews has attended several deans’ associations meetings and has represented South Carolina’s interests in England, Europe, Asia, Africa and Latin America. Brews has also appeared on ETV’s Carolina Business Review, South Carolina Public Radio and NPR, WIS News Columbia and in economist journals in London. The Post and Courier also published a piece featuring Brews in early 2020.

- With a more direct impact on the state, the South Carolina Small Business Development Corporation’s executive director administratively reports to Brews and works in offices provided by the Moore School. The SCSBDC annually provides consulting services to approximately 5,000 entrepreneurs, with underserved populations being a focus. Over the past seven years, more than 400 international business students have worked on class projects as consultants for SCSBDC clients, providing free services to small businesses across the state.

- Beginning in mid-2014, the Moore School’s Executive Education department has offered 80 courses in five programs to almost 2,000 U.S. Army soldiers and civilians, most from Fort Jackson’s U.S. Army Finance and Comptroller School. Soldiers stationed at Fort Gordon in Augusta, Georgia, have also participated. A new five-year memorandum of agreement was signed with Fort Jackson’s U.S. Army Finance and Comptroller School in September 2020, cementing the partnership even further. Army Special Forces and Army SIGNAL Command at Fort Gordon have recently shown interest in having their soldiers attend the Executive Education professional development courses.

- The Moore School’s Office of Career Management cultivates relationships with employers, and part of its focus is to engage with South Carolina employers. Moore School students and alumni are regularly hired for internships and full-time jobs with South Carolina companies that include:


- The Office of Career Management is also growing relationships with a number of South Carolina companies, which are working with the Moore School to hire more students and alumni.
Dear supporters,

On behalf of the University of South Carolina-Business Partnership Foundation (BPF), we hope you are doing well and continue to adapt to the challenges and opportunities presented by the emergence of COVID-19. During this period of time, the BPF has remained strong financially and continues to provide valuable resources to the Darla Moore School of Business.

Your financial commitment to the Moore School through the BPF was made with the foresight to provide resources, especially during difficult times. That support, along with prudent financial policies and investment strategies developed by the BPF Board of Trustees, has the BPF well positioned now and for the future. As of June 30, 2021, total BPF net assets reached a record level at $149 million.

The BPF also remains focused on outreach to the business community to strengthen and expand partnerships for the benefit of the Moore School. We do this through the advocacy and efforts of the BPF boards of trustees and advisors and through the day-to-day work of the BPF staff who support their Moore School colleagues at the staff and faculty level.

Thank you for your generous financial support and advocacy. Each gift and every word of support is appreciated and makes a difference.

Best wishes to you, your family and business colleagues over the holiday season and into the new year.

Thank you!

Charles W. “Chuck” Garnett, BPF chair

Jean E. Duke (’77 accounting), BPF president
A LASTING LEGACY

Gifts to the Darla Moore School of Business provide an immediate and important benefit to the school by funding undergraduate student scholarships and graduate student fellowships, student study abroad, experiential learning opportunities, faculty research, student career recruiting events and other strategic initiatives. Read on to see how alumni and community members’ generosity impact the Moore School.
Each academic year, the Young Alumni Board undertakes a special project to focus on an area of need for the Moore School. The board decided in 2020–21 to invest in a project that will have a long-term impact on Moore School students by establishing the Young Alumni Scholarship.

The Young Alumni Scholarship allows Moore School alumni to make a monetary contribution strictly for Moore School students who are in academic financial need.

One unique quality about the scholarship is that it is a continuing effort that will allow future alumni to give monetary contributions as well, said Yogini Intwala ('12 HR management and marketing), 2020–21 chair of the Young Alumni Board.

In order for the Moore School to award the first scholarship, $25,000 must be raised. Since the start of the initiative, the Young Alumni Board has raised more than $14,000. Consider giving to this campaign by visiting bit.ly/YABendowment.
NEW ENDOWED SCHOLARSHIPS ESTABLISHED IN 2020–21

Gabriel M. Cossio
(‘11 management and risk management and insurance) founded a $25,000 endowed scholarship for undergraduate risk management and insurance students. A former chair of the Moore School’s Young Alumni Board, Cossio now serves on the University of South Carolina-Business Partnership Foundation Board of Advisors. He is the national sales director for Duck Creek Technologies in Columbia, South Carolina.

Sheila Cregger
(‘78 accounting) created a $250,000 endowed scholarship specifically for accounting students from Orangeburg County, South Carolina. Cregger and her husband, Morris, own Cregger Company, Inc., a wholesale distributor servicing contractors and homeowners in the plumbing, HVAC and electrical industries. Their first plumbing supply house opened in West Columbia in 1978; they now own 39 physical locations throughout South Carolina, North Carolina and Georgia.

J. Michael (‘76 marketing and ’80 MBA) and Stephanie McCabe established a $25,000 endowed scholarship for undergraduate student scholarships. The couple has been a long-time supporter of the Moore School, and Michael is currently serving on the University of South Carolina-Business Partnership Foundation Board of Advisors. Michael is a senior vice president for wealth management for Merrill Lynch in Columbia, South Carolina.
DOMINION ENERGY TO SUPPORT HIGH SCHOOL PIPELINE PROGRAM FOR RICHLAND COUNTY SCHOOLS

The Moore School is partnering with Dominion Energy and Richland One and Richland Two school districts to develop a high school pipeline program. The Dominion Energy Power Forward Program provides unique opportunities for South Carolina students to enhance knowledge of and interest in business degrees and professions.

With this program, activities and resources are made available to Richland County students as early as their freshman year, which can include lunch and learns, mentorship from Moore School faculty and staff, site visits to the Moore School and other businesses, academic competitions.

The Dominion Energy Power Forward Program will also offer participants job and college shadowing opportunities as well as service- and project-based learning. Plans include hosting a Dominion Energy Power Forward Diversity and Inclusion Conference that will be open to program participants and other underrepresented high school students across the state.

The Moore School worked with Richland One, Richland Two and Dominion Energy in 2020–21 to develop the program, which was launched in fall 2021. Dominion Energy pledged $50,000 for the first year of the program.

UPS PROVIDES THIRD ROUND OF $150,000 TO SUPPORT UPS GLOBAL SCHOLARS

A third round of UofSC students from in-state hometowns to countries around the globe were named UPS Global Scholars for FY 21 by the Folks Center for International Business. The UPS Global Scholars Program supports high-achieving students with financial need and from backgrounds that contribute to the diverse and inclusive community at the Moore School.

Including the pledge for the 2021–22 academic year, the UPS Foundation has provided $600,000 during the first four years of the program to the Moore School for undergraduate scholarships and graduate fellowships that can support paying for tuition, expenses and study abroad opportunities related to international business. UofSC is the only university that is part of the UPS Global Scholars Program.

In tandem with financial support, UPS is committed to supporting the Moore School’s efforts with diversity, equity and inclusion, and company executives have engaged with the UPS Global Scholars through various virtual and in-person events.
Moore School Finance Professor Allen N. Berger and his wife, Mindy S. Ring (pictured), chose to create a planned gift to support finance students and faculty to honor their commitments to teaching and research.

Berger, who was with the Federal Reserve in Washington, D.C., before coming to the Moore School in 2008, said he relies heavily on his research experience for his coursework.

Berger said he has always been passionate about promoting research in finance, so he hopes to inspire others to pursue similar careers with his planned gift. Berger and Ring plan to transfer some of their 401K-type investments to create the Allen N. Berger Endowed Chair in Finance Fund. The remainder of the $1.5 million gift will be from their reciprocal wills.

Berger, the H. Montague Osteen Jr. Professor in Banking and Finance, has enjoyed the benefits of an endowed professorship and understands how such funds can attract top professors. He is also a Carolina Distinguished Professor, an honor reserved for the top professors at UofSC.

In the future, Berger and Ring’s endowed chair will be held by a Moore School finance professor; they said they hope the endowed chair values finance research and teaching as much as they do. They also recognize that attracting and retaining senior researchers with chair positions helps with recruiting, retaining and improving other faculty within the finance department, the Moore School and the university. The chair positions also help faculty further enhance their research and teaching.

The Moore School thanks its generous donors and supporters. To learn more about ways you can support the business school, visit bit.ly/investmoore.
2020–21
BUSINESS PARTNERSHIP FOUNDATION BOARDS AND STAFF

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(‘97 accounting, ’98 MTAX)
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South Carolina
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Atlanta, GA
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President and Chief Operating Officer
BlueCross BlueShield of South Carolina
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(’80 accounting, ’82 MACC), vice chair
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Dallas, TX

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Ralph Gillespie President, Industrial Division (retired) Milliken and Company Spartanburg, SC
Thomas E. Hannah (’61 UofSC biology) President and CEO (retired) Southport Sourcing Spartanburg, SC
Robert V. Royall (’56 UofSC education) Banker and U.S. Ambassador to Tanzania (retired) Huger, SC
R. J. Stripling Jr. President (retired) Phillips Fibers Corporation Greenville, SC
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J. Scott Blackmon Jr. (’73 management) Owner Blackmon Consulting West Columbia, SC
Lisa Williams Burgess (’99 marketing, ’01 MBA) Executive Director Senior Relationship Banker JP Morgan Chase & Co. Columbia, SC
Jaron R. Campbell (’01 finance and management science) Head of Corporate Banking HSBC New York, NY
Lindsey M. Cannon (’05 management and marketing, ’08 UofSC MPA) Director/Site Selection Consultant Quest Site Solutions Travelers Rest, SC
Margaret A. Colquitt (’11 risk management and insurance and management) Client Account Manager Duck Creek Technologies, Inc. Cayce, SC
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James M. Mancini (’71 UofSC electrical engineering, ’72 MBA) President Southern Equipment Fabricators, Inc. Columbia, SC
J. Michael McCabe (’76 marketing, ’80 MBA) Senior Vice President - Wealth Management Merrill Lynch Columbia, SC
James Rodney McGee II (’96 MIBS) Principal & Portfolio Manager Duron Capital Greenville, SC
Vincent P. Mooney (’82 accounting, ’83 MACC) Managing Director Deloitte Charlotte, NC
Edwin Neal (’83 accounting, ’84 MACC) Corporate Controller Wells Fargo Charlotte, NC
David A. “Trey” Simon III (’98 management science) President and CEO South Carolina Student Loan Corporation Columbia, SC
A. Randolph Smith II (’83 accounting) National Transportation Industry Practice Leader Grant Thornton LLP Charlotte, NC
Drew D. Stevens (’10 finance, risk management and insurance) Wealth Management Advisor, CFP, RICP Northwestern Mutual Columbia, SC
Lauren N. Truslow (’05 management and marketing) Owner barre3 and The Nail Barre Columbia, SC
Kaleb Unverfehrt AVP - Enrollment Strategy Colonial Life Columbia, SC
Adrienne Wells Senior Manager, Talent Development Spirax Sarco USA Blythewood, SC
Clint Yarborough (’93 UofSC J.D.) SVP, Southeast and Midwest Manager and SC Underwriting Counsel WFG National Title Columbia, SC
W. Glenn Yarborough Jr. (’61 business administration, ’69 UofSC M.S.) President and CFO WGY and Associates, LLC Washington, DC
Christopher J. Zimmer (’06 management and finance) Market President Truist Columbia, SC

STAFF
Jean E. Duke (’77 accounting) President Sharon F. Gause Business Manager Josh Hubbard Director of Accounting David F. Parker (’91 MBA) Vice President Karen J. Settana (’89 UofSC political science) Senior Accountant Libby Tucker Director of Business Operations
RECOGNIZING DARLA MOORE SCHOOL OF BUSINESS VOLUNTEERS

The following alumni, parents and friends demonstrated extraordinary commitment by donating their time and talents through service on formal volunteer committees or boards during 2020–21.

YOUNG ALUMNI BOARD
FY 2020–21
Nick Annan (‘08 accounting, ‘14 MBA)
Paige Bachety (‘12 accounting and economics)
Adrianne Beasley (‘05 finance)
Jason Blanco (‘16 management science)
Benjamin Bowles (‘15 IMBA)
Dillon Chewning (‘15 accounting and finance)
Nicholas Cottrill (‘17 finance, ‘19 MBA)
Rhett Craig (‘09 UofSC mathematics, ‘15 MBA)
Marin Duby (‘10 economics and marketing)
Ryan Everett (‘05 finance and real estate)
James Gure-Coggin (‘13 finance and marketing)
Anthony Fontana (‘17 management science)
Danielle Gleaton (‘06 international business and management)
John Gregory (‘09 UofSC engineering, ‘17 MBA)
Ali Groves (‘16 finance)
Clay Hammond (‘12 management science)
Sarah Hazelton (‘13 accounting, ‘14 MACC)
Yogini Intwala (‘12 marketing and management)
Justin Jensen (‘13 international business and finance)
Devon McGee (‘10 economics and finance)
Catherine Mubarak (‘08 accounting and management, ‘13 UofSC J.D.)
Kevin Murphy (‘10 management and real estate)
Laura Musselman (‘11 international business and marketing)
Brendan Nagle (‘15 finance)
Amber Neville (‘08 finance and real estate)
Kyle Ritter (‘13 finance and management)
Jessica Sharp (‘11 marketing)
Daniel Spieler (‘16 accounting and management science)
Shelton Wilkerson (‘14 management)
Joe Wright (‘12 finance and marketing)

HUB LEADERS
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Korey Aukerman (‘18 finance)
Paige Bachety (‘12 economics and accounting)
Tim Bates (‘89 MBA)
Jason Blanco (‘16 management science)
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Ted Hopkins (‘12 IMBA)
Karl Hudson (‘10 marketing and real estate)
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Brennan Lyles (‘16 finance)
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Jared Nelms (‘12 finance and economics)
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Patrick Wooten (‘05 accounting)

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Madisyn Horton (‘19 marketing)
Hayden Kornblut (‘12 marketing and management)
Hannah Marcheschi (‘19 operations and supply chain)
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Adam Watterson (‘06 MHR)

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Chris Patterson ('91 finance)
Bryan Payne ('08 international business and finance)
Kacie Payne ('08 international business and finance)
Kasey Rosenhaus ('10 marketing)
Daniel Spieler ('16 accounting and management science)
Natalia Tchetchouline ('01 MIBS)
Lynn Tierney ('11 accounting)

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Paige Bachey ('12 accounting and economics)
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Molly Cleary ('16 MHR)
Lauren Demaree ('20 operations and supply chain)
Rebecca DeForre ('01 MHR, UofSC J.D.)
Laura DiFrancesco ('10 international business and finance)
Justin Jensen ('13 international business and finance)
Mike Katergaris ('95 finance, '97 MIBS)
Mark Khalil ('78 marketing)
Bill Lopez ('88 MIBS)
Steve Moscoe ('96 MIBS)
Chris Patterson ('91 finance)
Bryan Payne ('08 international business and finance)
Kacie Payne ('08 international business and finance)
Lindsay Richardson ('15 management and political science, '18 UofSC J.D.)
Kasey Rosenhaus ('10 marketing)
Daniel Spieler ('16 accounting and management science)
Natalia Tchetchouline ('01 MIBS)
Lynn Tierney ('11 accounting)
Stephen Wright ('09 international business and finance)

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Steve Blakenship ('96 MHR)
Tom Coker ('15 MBA)
Hugh Duck ('08 IMBA)

KRISTIN HAMRICK ('95 MHR)
Carl Hudson IV ('10 marketing and real estate)
Bob Lyerly ('72 management, '84 MBA)
Craig Nix ('93 accounting)
Gamble Ouzts ('16 international business and management science)
Reid Watkins ('17 marketing)

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Sali Christeson ('12 IMBA)
Joel Froese ('02 UofSC computer information systems, '05 IMBA)
David Kettinger ('07 finance and real estate)
Kirstin McWhite ('17 management science, '19 MIB)
John Propst ('08 UofSC Ph.D., '10 MBA)
Katie Wechsler ('98 accounting, '99 MACC)

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Moe Brown ('10 finance and marketing)
Gabe Cossio ('11 insurance, economics and management)
Jessica Ferrara ('11 international business and finance, '18 IMBA)
Danielle Gleaton ('06 international business and management science)
Meagan Ignatowicz ('12 accounting and finance, '13 MACC)
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Daniel McEachin ('20 IMBA)
Michael Roth ('12 international business and marketing)
Laura Self ('08 MACC)
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Seth Shapiro ('84 MBA)
Shelton Wilkinson ('14 management)
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Karen Canup ('20 MBA)
Corey Clamp ('05 international business and finance, '15 MBA)
Tom Coker ('15 MBA)
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Tiffany Crumpton ('02 marketing and management, '21 MBA)
Erika Davis ('18 MBA)
Sarah Davis ('05 finance and management, '14 MBA)
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Dave Duffy ('18 MBA)
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Preksha Jain ('19 MBA)
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Pierce Owen ('14 international business and marketing, '16 MIB)
Walter Pringle ('92 MIBS)
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Michael Roth ('12 international business and marketing)
Zach Roth ('14 international business and real estate, '15 MIB)
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